SHEIN

SUSTAINABILITY AND SOCIAL IMPACT REPORT 2025

SHEIN

INDEX

A NOTE FROM OUR CEO

As SHEIN continues to grow, we continue to take seriously our responsibility to operate transparently and accountably. This year's Sustainability and Social Impact Report is grounded in the understanding that sustainability is built not only through ambition but also through transparency, engagement with stakeholders, and collaboration across the value chain on complex industry challenges.

Our mission remains to make the beauty of fashion accessible to all by delivering affordable, stylish apparel and lifestyle products to global customers. Strengthening our long-term relationships with suppliers and partners, improving efficiency across our logistics network, and investing in technologies that support circularity all contribute to a more resilient business model. Through this approach, we seek to manage our environmental and social footprint responsibly while continuing to create value for our customers, suppliers, business partners, and other communities that we impact.

In 2025, we further strengthened our approach to transparency and accountability, recognising these as the foundation for continuous improvement. We expanded the breadth and quality of our environmental, social, and governance (ESG) disclosures, increased the scope of independently assured information, and aligned our reporting more closely with international reporting standards. These efforts are intended to provide stakeholders with clearer insight into our impacts, risks, and opportunities, and to support informed dialogue on where progress is being made and where further work is required.

Partnerships remain central to how we approach sustainability and social impact. Many of the challenges facing the fashion industry require collective action across the value chain. During the year, we deepened collaboration with suppliers, logistics partners, industry initiatives, and non-governmental organisations. These partnerships help us test solutions, strengthen our programmes and governance, and contribute to wider industry progress. In 2025, this included growing our partnership with Worldwide Responsible Accredited Production (WRAP) on supply chain governance projects, joining amfori to support more robust social and environmental due diligence going forward, and partnering with logistics and service providers to explore pathways for lower-carbon logistics solutions.

We also placed greater emphasis on data-led and consultative approaches to ensure our actions are informed by evidence. Understanding how customers, suppliers, and other stakeholders engage with our business is essential to designing solutions that are practical and effective. In 2025, we strengthened the quality and breadth of insights used to inform decision-making, including through initiatives such as our Global Circularity Study, which captured customer behaviour across multiple markets, as well as structured supplier feedback exercises such as participation in the Better Buying Partnership Index survey by Cascale Better Buying. These inputs help us better align our efforts with actual needs across the ecosystem and improve the relevance of our initiatives.

We continue to take proactive steps to enhance overall compliance across our products and partners. This reflects our focus on building trust with customers by offering them safe and reliable products, and on supporting responsible practices across our ecosystem. We work closely with internationally recognised third-party auditors and laboratories to ensure compliance with rigorous, objective standards. We have strengthened our governance of third-party suppliers and Marketplace sellers through more robust due diligence, monitoring, and capacity building, and have taken firm action against non-compliant partners.

Meaningful change requires sustained effort over time, and SHEIN maintains our continued commitment to addressing the challenges of our industry with greater transparency, continuous enhancements of our programmes, and stronger partnerships. We believe this approach is essential to delivering long-term value for our customers, partners, communities, and employees.

Thank you for your continued engagement as SHEIN advances on our sustainability journey. We welcome feedback on this report and look forward to continuing the dialogue as we work to improve how we operate and the impact we have.

Sky Xu

Sky Xu
CEO, SHEIN

ABOUT US

Since 2012, SHEIN has been driven by a clear mission: to make the beauty of fashion accessible to all. We work to provide desirable fashion and lifestyle products at competitive prices, offering customers around the world the freedom to express their individuality regardless of price point, geography, body shape, or size. Our goal is to ensure that everyone who shops with us feels recognised, included, and valued as part of the SHEIN community.

Our Offerings

Our main product offerings comprise SHEIN brand and SHEIN-owned sub-brand products[1] (collectively referred to as "SHEIN-branded" products), encompassing women's, men's, and children's apparel, footwear, cosmetics, home, and other lifestyle products. Since the launch of SHEIN Marketplace in 2023, we have also welcomed third-party sellers ranging from small enterprises to globally recognised brands, which has allowed us to expand the variety of products available to SHEIN customers.

In 2025, we launched SHEIN Xcelerator, a global brand partnership platform designed to enable independent fashion brands and designers to overcome key operational barriers and scale more effectively. As of the end of 2025, 20 brands had successfully onboarded to SHEIN Xcelerator.

>160
markets served

>7,500
contract manufacturers[3]

>40
offices globally

Our Global Footprint

SHEIN serves customers in more than 160 markets, supported by a global workforce of over 18,300 employees[2] representing 36 nationalities working across more than 40 offices. We do not own or operate manufacturing facilities; instead, we work with a network of third-party suppliers located in key sourcing hubs, including China, Türkiye, and Brazil in 2025, to produce SHEIN-branded products. For SHEIN Marketplace, we partner with an international network of third-party sellers from countries such as Brazil, China, Germany, Italy, Mexico, Spain, the United Kingdom, and the United States to reach customers directly. To support our global operations, we continue to grow our warehousing and logistics network, with facilities located in key customer regions.

Our Core Advantage: On-Demand Business Model

SHEIN's on-demand business model, enabled by our proprietary digital supply chain technology, is central to our competitive advantage. Rather than relying on forecasting to decide on which styles and what quantities to produce, we respond directly to customer preferences and purchasing signals. Starting with small initial batches of about 100 to 200 items per style, we evaluate our customers' response to these new products and restock only those that are in demand. This approach reduces unsold inventory while offering a broad range of styles to satisfy diverse customer preferences. By aligning supply with real-time demand insights, we are able to cut costs at various layers of the value chain, offering our customers diverse styles at accessible prices.

For more information about our business model, please visit **sheingroup.com**.

[1] Refers to sub-brands that SHEIN directly controls. SHEIN also licenses some brands that it owns to external parties and has limited control over the management of these brands.
[2] Refers to full-time and part-time employees across all countries directly employed by SHEIN.
[3] Contract manufacturers are defined as Tier 1 suppliers of finished SHEIN-branded products holding direct procurement contracts with SHEIN entities. The products we procured from these contract manufacturers accounted for a substantial majority of our products by procurement value in 2025. The figure here reflects the number of contract manufacturers in China, representing the majority of suppliers from whom we procured SHEIN-branded products in 2025.

ABOUT THIS REPORT

This Sustainability and Social Impact Report presents our ESG priorities, progress, and performance for the financial year 2025 ended 31 December 2025. This report outlines how our **evoluSHEIN roadmap** continues to guide our sustainability and social initiatives, track our progress towards existing targets, and define our priorities in the years ahead.

We reaffirm our support for the Ten Principles of the United Nations Global Compact (UNGC) and describe the steps we have taken to uphold these commitments. Selected disclosures are reported with reference to the Global Reporting Initiative (GRI) 2021 Standards and the European Sustainability Reporting Standards (ESRS). Disclosures related to climate, governance, and risk management are prepared with reference to the IFRS Sustainability Disclosure Standards—*IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information* and *IFRS S2 Climate-related Disclosures*—to enhance alignment with global reporting practices.

This report applies SHEIN's emissions reporting boundary based on operational control for all metrics, unless otherwise stated. Value chain greenhouse gas (GHG) disclosures (including Scope 3 emissions) follow relevant guidance from the GHG Protocol.

Changes to our reporting scope for FY2025 are explained in the relevant sections, and no material restatements have been made to prior-year data. Where estimation techniques are used, the basis of calculation and key assumptions are disclosed. Forward-looking statements, including targets and projections, are based on expectations and reflect information available as of the reporting date. Such statements are not guarantees of future performance and may evolve as regulatory requirements, methodologies, or market conditions change.

Assurance over selected information has been conducted by an independent external assurer in line with the International Standard on Assurance Engagements (ISAE) 3000 (Revised). The scope and level of assurance, including the disclosures assured and the criteria applied, are detailed on page 81.

We welcome feedback on this report as part of our commitment to continual improvement and to ensuring our disclosures remain responsive to stakeholder expectations. Queries and comments may be sent to **esg@sheingroup.com**.

MATERIALITY: IDENTIFYING PRIORITY AREAS

In 2025, SHEIN conducted a targeted refresh of our double materiality assessment (DMA) performed in 2024.[4] The purpose of this refresh was to confirm the continued relevance of previously identified material topics and to ensure ongoing alignment with the evolving ESG and regulatory landscape, including expectations under the ESRS and the International Sustainability Standards Board (ISSB). The refresh focused on identifying and evaluating any significant changes to existing impacts, risks, and opportunities (IROs) identified in the 2024 DMA.

This review was informed by updated regulatory developments, market evidence, peer benchmarking, and interviews with selected internal stakeholders and relevant stakeholder groups. The process assessed whether changes in severity, likelihood, or relevance warranted updates to topic categorisation, scope, or monitoring, helping to ensure that SHEIN's sustainability disclosures remain accurate, decision-useful, and forward-looking, while allowing emerging issues to be tracked appropriately. The refresh applied the same double materiality principles used in the 2024 assessment:

- **Impact materiality:** A topic is material if SHEIN's activities result in actual or potential significant impacts on people or the environment.
- **Financial materiality:** A topic is material if it generates, or is likely to generate, significant financial effects on SHEIN, including risks or opportunities that may influence future cash flows and enterprise value.

The 2025 refresh was conducted with reference to the ESRS published in December 2023, EFRAG guidance, and the GRI 3: Material Topics 2021 Standard. As no material changes occurred in SHEIN's business model, value chain, or operating environment during FY2025, the assumptions, boundaries, and topic universe established in FY2024 were assessed to remain appropriate. The refresh began with a review of emerging regulatory developments, sector trends, and peer disclosures, followed by benchmarking of FY2024 material topics against updated expectations.

This was complemented by a focused stakeholder engagement exercise with key internal stakeholders who have direct visibility into SHEIN's operational, financial, and sustainability risks. Stakeholders were asked to assess whether the significance, likelihood, or severity of the identified impacts, risks, and opportunities had changed since FY2024, thereby validating the continued relevance of the material topics.

DMA Refresh Findings

Research and stakeholder feedback from the 2025 refresh confirmed broad consensus that the material topics identified in 2024 remain relevant and continue to represent SHEIN's most significant impacts and financial exposures. While individual stakeholder perspectives varied by functional role, there was consistent agreement that the overall topic set remains appropriate for FY2025.

- **No new material topics were identified**. Additional issues raised during stakeholder interviews are already addressed in existing material topic disclosures.
- **Targeted refinements to the wording of certain material topics and specific IROs** were proposed based on stakeholder feedback.

Stakeholders also confirmed that the existing IRO set continues to accurately reflect SHEIN's business activities and exposure profile. There was broad agreement with the classification of IRO types, their positioning along the value chain and the assigned time horizons. The refinements made are clarificatory in nature and do not affect the overall materiality conclusions. The updated IROs are presented in page 101 of the Annex. The refreshed DMA was validated by external advisers and subsequently reviewed and confirmed by senior management.

DMA Refresh Process	
1 Review	• Assessed whether SHEIN has undergone any significant changes in its business activities and operations, including those in its value chain for FY2025, compared to FY2024. • Benchmarked existing materiality topics against updated regulatory expectations, sector developments, and other assessment parameters to confirm their ongoing relevance.
2 Engage	• Conducted interviews with a selected group of internal stakeholders, representing key business functions with direct oversight of SHEIN's financial performance, operational risks, and sustainability priorities to gather insights. Interviews were designed to capture insights on whether the nature, severity, or likelihood of existing impacts, risks, and opportunities had changed since FY2024. • Consolidated engagement findings for analysis.
3 Refine	• Analysed qualitative insights from the review and engagement phases to assess whether refinements are needed to the material topic list and/or IRO assessments for each sustainability matter.
4 Validate	• Reviewed and finalised proposed conclusions and refinements. Thereafter, the refreshed material topics and associated IROs were presented to senior leadership and the External ESG Advisory Board for information and further guidance on any updates to internal strategies, actions, metrics, and targets.

4 This approach reflects the ESRS guidance, which allows companies to update their assessment where underlying conditions remain stable.

MATERIALITY: IDENTIFYING PRIORITY AREAS

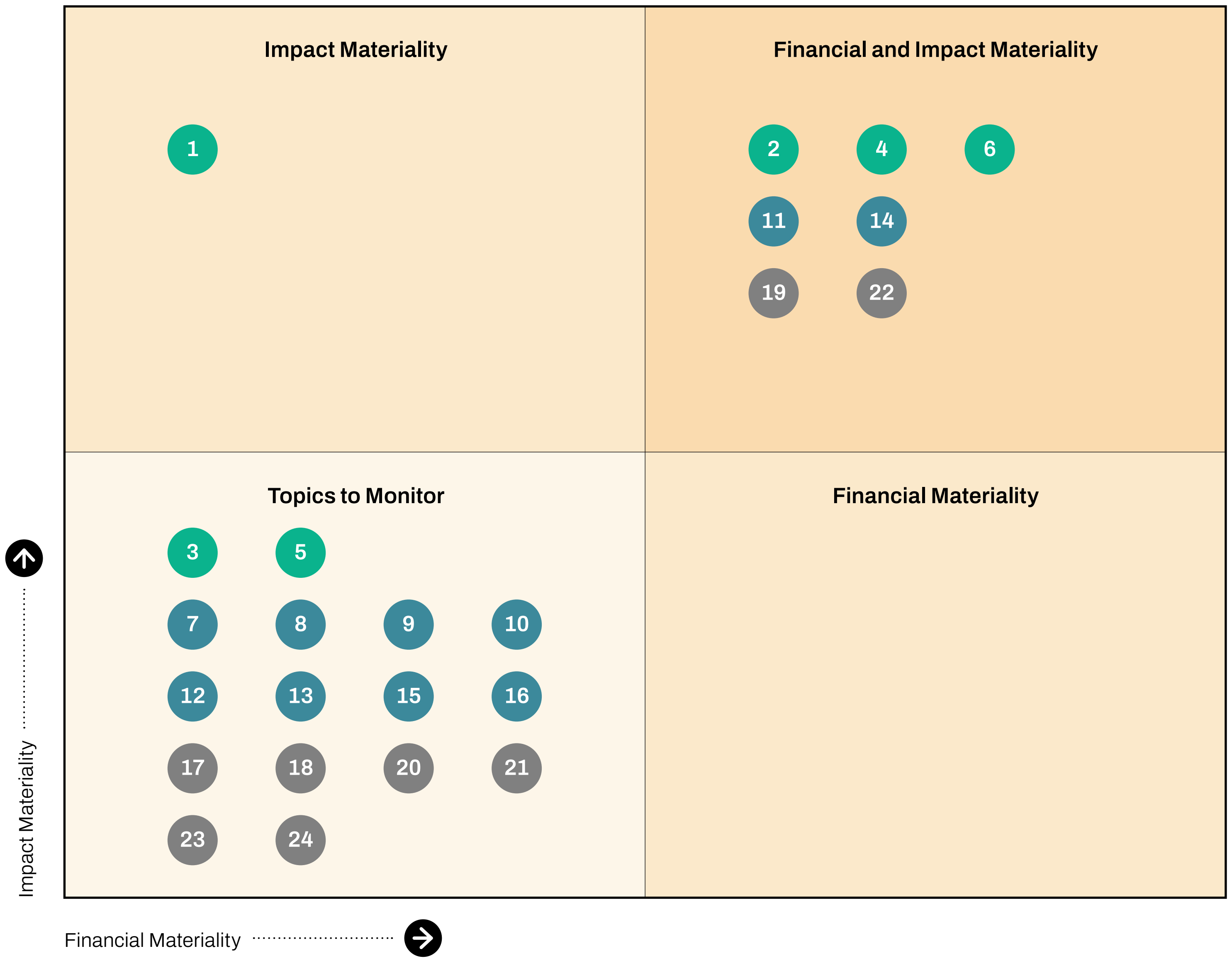
Impact and Financial Materiality Matrix

No.	Double Material Topics
2	Energy Management and Emissions
4	Waste and Hazardous Materials Management
6	Product Design and Life Cycle Management
11	Labour Practices
14	Product and Service Safety and Quality
19	Compliance
22	Responsible Supply Chain

No.	Impact Material Topics
1	Climate Change

No.	Topics to Monitor
3	Water and Wastewater Management
5	Biodiversity
7	Occupational Health and Safety
8	Employee Engagement and Satisfaction
9	Talent Recruitment
10	Talent Retention and Development
12	Customer Satisfaction
13	Selling Practices and Product Labelling
15	Community Relations
16	Accessibility and Affordability of Products
17	Innovation and Technology
18	Business Conduct
20	Corporate Governance
21	Customer Privacy and Data Security
23	Supplier Diversity
24	Business Model Resilience

- Environmental
- Social
- Governance



MATERIALITY: IDENTIFYING PRIORITY AREAS

Our Material Topics

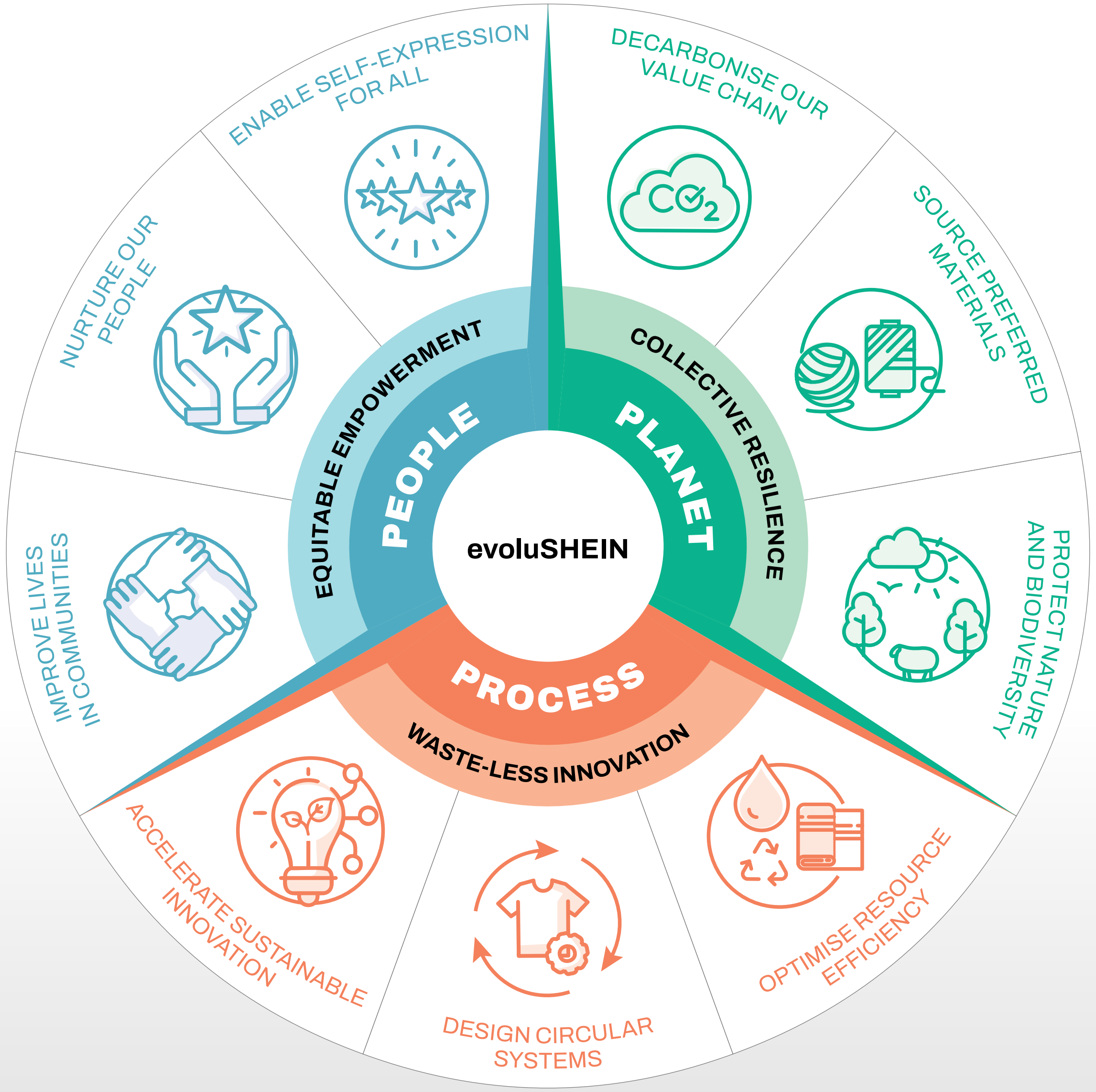
Topic	Description
Energy Management and Emissions	This topic refers to SHEIN's energy consumption in our own operations and throughout our value chain, resulting in GHG and air pollutant emissions, as well as our actions to reduce these emissions.
Climate Change	This topic refers to how SHEIN may contribute to, and be affected by, climate change through both physical risks (such as extreme weather and rising sea levels) and transition risks, as well as related opportunities. It also covers SHEIN's efforts to mitigate our impact through decarbonisation actions and other measures to reduce the use of virgin resources in the manufacturing of our products.
Waste and Hazardous Materials Management	This topic refers to SHEIN's efforts to manage waste generated during the production process, including reducing, reusing, and recycling materials within our own operations and facilities, as well as the safe disposal of hazardous waste that may pose environmental or health risks.
Product Design and Life Cycle Management	This topic refers to SHEIN's efforts to promote sustainability and circularity across the entire product life cycle, encompassing design, production, and effective end-of-life management, which may include addressing post-consumer waste through recycling initiatives.
Labour Practices	This topic refers to SHEIN's efforts to instil ethical labour standards within our workforce, including the prohibition of forced labour, the protection of employees' rights to freedom of association and collective bargaining, gender equality, inclusion of persons with disabilities, and measures against violence and harassment in the workplace.
Product and Service Safety and Quality	This topic refers to SHEIN's efforts to ensure that all products and services meet our quality standards, consistent with the established standards of the key markets where SHEIN operates. This includes the management of product safety and quality performance to protect consumer health and wellbeing.
Compliance	This topic covers SHEIN's commitment to ensuring conformity with all applicable laws and regulations globally, focusing on key operational areas such as product integrity and safety, digital and data governance, international trade and customs regulations, and access to markets.
Responsible Supply Chain	This topic refers to SHEIN's efforts in promoting ethical and sustainable practices throughout our supply chain. It includes measures to protect worker rights in the supply chain, on issues such as the use of child or forced labour, violence against and harassment of workers, working hours and compensation, and working conditions.

We will continue to enhance our materiality assessment process to ensure that our sustainability priorities and initiatives remain closely aligned with the areas where SHEIN has the most significant impacts, risks, and opportunities.

OUR APPROACH: evoluSHEIN

SHEIN's evoluSHEIN roadmap outlines the three pillars that guide our sustainability and social impact approach: Equitable Empowerment (People), Collective Resilience (Planet), and Waste-Less Innovation (Process). These pillars define the areas where our actions can create the greatest value for our stakeholders and strengthen the resilience of our business.

Through these pillars, we prioritise the most material risks and opportunities across our ecosystem and set out clear plans to address them over distinct time horizons as set out in ESRS 1. Short-term refers to the 12-month reporting period; medium-term extends up to five years; and long-term covers periods beyond five years. Together, these elements form the foundation of our evoluSHEIN strategy and guide how we address sustainability considerations across our operations, value chain, and the communities where we operate.



CONTRIBUTIONS TO UN SDGs

SHEIN is a participant of the UNGC and upholds the Ten Principles on human rights, labour, the environment, and anti-corruption.

WE SUPPORT
UN GLOBAL COMPACT

We also align our sustainability and social impact initiatives with the UN Sustainable Development Goals (SDGs), which provide a framework for directing our efforts and measuring progress. Further details on how our activities contribute to the SDGs are available on page 105 of the Annex.

STAKEHOLDER ENGAGEMENT AND COLLABORATION

SHEIN recognises that the challenges facing our industry are systemic and interconnected, and that meaningful progress requires close collaboration across the value chain and with other stakeholders working on similar issues. To accelerate learning and scale impact, we work with experts and industry peers through a range of initiatives and associations:

- Signatory to the Women's Empowerment Principles (WEPs) established by UN Women and the UNGC Office
- Signatory to the Race to Zero campaign
- Member of amfori
- Member of Textile Exchange
- Member of Business for Societal Impact (B4SI)
- Participating Organisation of Green Fuel Forward
- Signatory of World Circular Textiles Day
- Signatory of the Microfibre 2030 Commitment, led by The Microfibre Consortium (TMC)

Details of these partnerships are available on our **website**.

Constructive and transparent engagement with stakeholders is essential to understanding where our activities have the greatest impact, risks, and opportunities. We maintain regular dialogue with employees, customers, suppliers, industry partners, local communities, non-governmental organisations (NGOs), academic institutions, trade bodies, and government agencies. Engagement priorities are informed by the degree to which stakeholders are affected by, or can influence, our operations, and we adapt our approach to reflect cultural, contextual, and language considerations. By striving to actively listen to our stakeholders, incorporating their perspectives into our decision-making and collaborating on solutions where possible, we aim to build strong and mutually beneficial relationships that contribute positively to the communities in which we operate.

In support of
WOMEN'S EMPOWERMENT PRINCIPLES
Established by UN Women and the UN Global Compact Office

RACE TO ZERO

amfori
Trade with purpose
Member

Textile Exchange
Member

BUSINESS FOR SOCIETAL IMPACT
CORPORATE CITIZENSHIP

GreenFuelForward

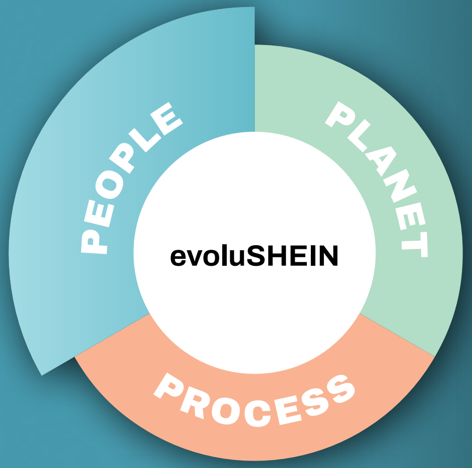
world circular textiles day

The Microfibre 2030 Commitment

STAKEHOLDER ENGAGEMENT AND COLLABORATION

How We Engage with Our Stakeholders

Stakeholder Group	Stakeholder Connection	Modes of Engagement	
Employees	Creating a work environment that supports employee wellbeing and provides opportunities for career advancement	• Daily pulse surveys • Employee townhalls	• Regular performance and career development reviews • Whistleblowing and grievance reporting channels
Independent Designers, Artists, and Entrepreneurs	Fostering design and artistic talent by providing customer access and brand exposure	• Online focus groups and in-person events • Training workshops and design competitions	• Regular communications with assigned programme coordinators from SHEIN • Data and trend-sharing insights to support product development
Suppliers of SHEIN-Branded Products	Building a resilient and ethical supply chain that promotes fair labour practices, environmental sustainability, and product quality	• Supplier visits to gather feedback • Anonymous surveys • Grievance mechanisms • Group workshops and one-on-one training sessions	• Automated chatbot for queries • Capacity-building programmes on social and environmental compliance
Marketplace Sellers	Creating a safe and fair Marketplace ecosystem that empowers seller success	• Assigned SHEIN manager who provides sellers with expert guidance • Regular updates on case studies, recent market trends and insights • In-person events and webinars	• Training workshops, including on topics such as product safety • Data dashboards and analytics tools to improve sales performance
Customers	Adapting to the evolving needs and preferences of our diverse customer base	• Customer service portal on the SHEIN app/website and additional customer feedback channels through social media	• In-market consumer surveys, including on topics such as sustainability and circularity • Product review analytics
Commercial Partners and Industry Associations	Collaborating with key partners to drive innovation, explore new opportunities, and address industry challenges	• Regular engagements for knowledge sharing • Participation in industry events and conferences • Participation in industry feedback and consultation exercises	• Joint research initiatives and innovation pilots • Multi-stakeholder roundtables
NGOs and Academic Institutions	Leveraging expertise and feedback from partners to advance sustainability and social impact goals	• Regular engagements to exchange opinions and provide updates • Participation in events and conferences • Joint research initiatives and innovation pilots	• External advisory input into programme design • Multi-stakeholder roundtables
Governments	Maintaining open and constructive dialogue with government agencies and policymakers to ensure regulatory compliance and constructive contribution to legislative discussions	• Regular engagements to exchange opinions and provide updates • Engagement at conferences, dialogues, and other events	• Participation in formal policy consultations • Multi-stakeholder roundtables
Communities	Contributing to local communities through philanthropic initiatives	• Regular engagements to identify community issues and collaboration opportunities • Participation in community events • Philanthropic donations to support mutually aligned programmes and activities	• Volunteer initiatives involving SHEIN employees • Long-term partnerships with local organisations



EQUITABLE EMPOWERMENT

Why It Matters

Through SHEIN's global operations, we have a significant impact on employees, customers, suppliers and their workers, third-party sellers, and local communities. We aim to ensure our employees and partners work in safe and inclusive environments where they can develop and succeed alongside us. We also aim to support broad-based economic advancement through our global platform, giving suppliers, Marketplace sellers, brand and creative partners, especially independent small and medium-sized businesses, new business opportunities and access to our customers in more than 160 markets.

Our focus on inclusivity shapes our offerings to customers. We aim to serve a range of needs, preferences, and budgets, while providing philanthropic support for underserved communities.

PEOPLE

Our Approach

Our strategic priorities for driving impact are to:

- **Enable Self-Expression for All**
- **Nurture Our People**
- **Cultivate an Ethical Supplier Network**
- **Improve Lives in Communities**

Our Targets and Aspirations	2025 Updates
Preferred brand for customer self-expression	• Continued offering customers a wide variety of styles to express their individuality, with around 85% of respondents in our 2025 Global Circularity Study rating SHEIN as better than or equal to other brands in terms of product variety and uniqueness. • Continued driving accessibility and affordability, with 65.1% of respondents in our 2025 Global Circularity Study finding SHEIN more affordable than other brands. • Achieved high customer product satisfaction, with 97.0% of product reviews submitted by users globally across all products sold on SHEIN being 4 or 5 stars.
Top-ranked employer for employee talent	• Received the 2025 Belonging Award from the Employer Branding Institute in China, among 72 local and international companies recognised for creating workplaces where employees are respected, recognised, supported, and empowered to reach their full potential. • Continued supporting employee career growth and progression, with 3,334 employees globally, 56.8% of whom are female, awarded promotions and corresponding salary adjustments.
Preferred brand partner for creative talent collaborations	• Launched SHEIN Xcelerator, a global brand partnership platform designed to help independent fashion brands and designers overcome key operational barriers and scale more effectively. The programme currently includes 20 brands, with combined revenues exceeding US$580 million, enabled through sales on SHEIN's platform. • Partnered with Singapore Fashion Council (SFC) to organise "Every Body Matters", an inclusive design competition that featured emerging fashion designers and early-career industry professionals from 18 countries.
Preferred responsible purchasing partner for suppliers	• Made on-site visits to approximately 40% of contract manufacturers for SHEIN-branded garments, gathering their feedback to optimise business collaboration aspects such as pricing, quality inspection, and other system processes. • Organised 158 vocational skills training sessions for 3,618 participants across 2,796 suppliers, covering topics such as business and operational processes, as well as the latest technologies in garment production. • Conducted 4,822 SHEIN Responsible Sourcing (SRS) annual on-site audits on existing suppliers and subcontractors in China, including on contract manufacturers representing 96.3% of SHEIN-branded products by procurement value in 2025. • Commissioned WRAP to conduct an independent wage assessment and worker survey covering selected key suppliers in Guangzhou. Among other findings, over 95% of sampled suppliers' workers were found to earn at or above the calculated hourly living wage benchmark. • Disbursed over US$132,000 in financial assistance grants through SHEIN Spotlight to the families of 172 suppliers' workers, 141 of whom are women.
Responsible corporate citizen that improves lives in the communities we reach	• SHEIN and SHEIN Foundation donated almost US$7 million to support local organisations driving positive impact across the communities in which we operate, including the deployment of our S$2 million pledge to the Philanthropy Asia Alliance (PAA), a Temasek Trust initiative dedicated to catalysing collaborative philanthropy in Asia through multi-sector partnerships.

SHEIN

ENABLE SELF-EXPRESSION FOR ALL

At SHEIN, we seek to democratise fashion for everyone, everywhere. We serve a global community of customers across more than 160 markets, with diverse preferences and needs. We offer an inclusive product range, seeking to serve customers across all socioeconomic backgrounds, geographies, genders, ages, body types, and personal styles. This reflects our commitment to keeping fashion accessible for everyone.

For All Budgets

SHEIN believes that all customers should be able to access products that balance style, quality, and value. By minimising our physical retail footprint and keeping unsold inventory levels low through on-demand procurement, we achieve significant cost savings compared to the traditional fashion business model, enabling us to offer products at consistently affordable prices. As we continue to expand our product and brand offerings, particularly with the introduction of SHEIN Marketplace in more geographies, our customers enjoy more choices and a greater variety of products at different price ranges. However, our foundational commitment to quality with affordability remains consistent.

For Every Body Type and Ability

We believe that every customer should feel seen, included, and valued, and our goal is to help customers feel confident and comfortable in what they wear. SHEIN strives to embed inclusivity in how we design clothes. We offer several alternative fit collections designed specifically for individuals with less common body types—including our SHEIN Curve, SHEIN Petite, and SHEIN Tall collections. Designers for these collections undergo relevant training in inclusive design, enabling them to create stylish clothing that accommodates a range of sizes and body types. Our mannequin body shapes are regularly adjusted to more accurately reflect the diversity of our customers' bodies. To make it easier for our global customers to find the right size, we offer localised size displays and body measurement charts adapted to individuals in markets such as Australia, Brazil, Canada, Colombia, France, Germany, Italy, Japan, Mexico, Peru, Singapore, Spain, the United Kingdom, and the United States.

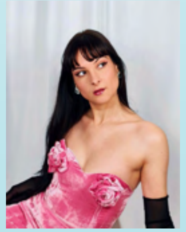
ENABLE SELF-EXPRESSION FOR ALL

Every Body Matters

In 2025, SHEIN partnered with the SFC to organise an inclusive design competition. Titled "Every Body Matters", the competition invited emerging fashion designers and early-career industry professionals from around the world to challenge conventional notions of beauty and style by creating designs that celebrate inclusivity and innovation in fashion across three categories—Adaptive Fashion designed with the physical challenges of individuals with disabilities in mind, Fashion for Sports and Active Lifestyles to create functional designs for individuals with diverse backgrounds and body types, and Tech-Integrated Wearable Fashion to incorporate technology into clothing or accessories to improve functionality, performance, or user experience.

The competition drew applications from designers in 18 countries: Bangladesh, Belarus, Brazil, Cambodia, France, Indonesia, Italy, Japan, Mexico, the Philippines, Singapore, South Africa, South Korea, Spain, Türkiye, the United Arab Emirates, the United Kingdom, and the United States. Nine finalists were eventually selected to participate in a week-long curated programme in Singapore, which included a fashion circularity workshop and a session on accessible design, culminating in a runway show at SFC's Singapore Stories Gala in September 2025—a celebration of how fashion can embrace every body type and ability.

Singapore Fashion Council



"Joining the Every Body Matters Competition was much more than a design challenge; it was a personal and artistic breakthrough. Presenting my collection on a runway in Singapore was a surreal and unforgettable moment. Thank you for supporting this dream."

Mathilde Lhomme, France

"I feel truly honoured to have been one of the finalists in the Every Body Matters Competition, organised by the Singapore Fashion Council and SHEIN. Having my debut fashion show designing clothes for people with disabilities while expressing my vision of fashion was a deeply emotional and meaningful journey."

Azer Gafarli, Türkiye

ENABLE SELF-EXPRESSION FOR ALL

For Every Style

SHEIN's diverse portfolio of brands and products aims to empower our customers to express their individuality. Our collections span avant-garde aesthetics from MUSERA, business-chic designs under MOTF, trendy activewear by GLOWMODE, bold streetwear from SUMWON, and everything in between. Through customer engagement and trend insights, we continually adapt our offerings to meet evolving customer demand. To us, greater product variety means each customer has a better chance of finding what they truly want and need.

Recognising Customer Voices

It is important to SHEIN that we understand our customers' expectations and continually drive improvements to deliver an exceptional shopping experience by actively engaging our customers and listening to their feedback.

Customers can contact SHEIN directly through several channels, such as the online form and live chat functions on our website and app, and through our social media pages. We currently provide customer service support in over 30 languages, enabling us to better serve customers across regions. Our service standard is to reply to customers' queries within 24 hours. We achieved this for over 99.9% of queries received in 2025, and 83.3% of customers who rated SHEIN's handling of their service requests expressed satisfaction with the support rendered.

We also track customer satisfaction at the product level. In 2025, 97.0% of product reviews submitted by users globally across all products sold on SHEIN were 4 or 5 stars. This underscores continued strong customer approval of SHEIN's offerings from both our own brands and Marketplace sellers.

SHEIN analyses customer feedback to continuously refine our product designs, service processes, and user experiences. In 2025, in response to customer feedback, SHEIN updated our website and app design interfaces to add refund progress and order tracking features.

Customer Perspectives on Affordability, Choice, Inclusive Sizing, and Style

The SHEIN 2025 Global Circularity Study was conducted between November and December 2025 through SHEIN's in-app Survey Centre. The study surveyed 15,461 SHEIN customers aged 18 to 44 across 21 markets globally, namely Australia, Brazil, Canada, Denmark, Finland, France, Germany, Ireland, Italy, Japan, Mexico, the Netherlands, Poland, Saudi Arabia, Singapore, South Africa, South Korea, Spain, Sweden, the United Kingdom, and the United States.

For all budgets: The study found that affordability remains a primary factor for SHEIN customers when shopping for clothes online, with 74.4% of respondents indicating that they earn below the national median income. 65.1% of respondents viewed SHEIN as more affordable than comparable brands, while a further 21.9% considered it equally affordable. This aligns with independent analysis by **Copenhagen Economics**, based on a pan-European survey of 24,995 SHEIN customers, in which respondents estimated they saved an average of 43% when purchasing clothing from SHEIN compared with physical stores. Together, these findings reflect the relevance of SHEIN's role in providing accessible fashion at scale, particularly for those with less financial resources.

For every style: Product variety and personal relevance were also strongly reflected in customer responses. Around 85% of respondents regarded SHEIN as better than or equal to other brands in terms of product variety or uniqueness, with over 55% rating SHEIN as better. Consistent with this, around 83% of respondents reported that clothing reflecting their personal style or enabling self-expression, and fitting their current lifestyle or changing needs, were factors they always or often considered when purchasing clothing online.

65.1%
of respondents viewed SHEIN as more affordable than comparable brands

For every body type and ability: The study further highlighted the importance of fit and inclusivity for SHEIN customers. Around 85% of respondents viewed SHEIN as better than or equal to other brands in offering inclusive sizing and styles, with 55% rating SHEIN as better. Availability of sizes that fit was cited as always or often considered by 89.0% of respondents when making online apparel purchasing decisions.

Other findings related to how SHEIN customers buy, use, and dispose of clothing at the end of life are detailed on page 71.

NURTURE OUR PEOPLE

Attracting Global Talent

SHEIN aims to create an environment where employees from diverse backgrounds can advance their career aspirations. As of the end of 2025, our global workforce comprised over 18,300 employees across 24 geographies, with 36 different nationalities represented. More details on the gender and age distribution of our global workforce, split by employee type and job level, are in the tables below.

Employee Distribution by Gender

Male	*Female*	*Not Disclosed*[5]
Number of employees		
7,813	9,481	1,083
Number of full-time employees		
7,812	9,480	1,081
Number of part-time employees		
1	1	2
Number of Senior Management[6]		
97	54	14
Number of Middle Management[7]		
715	795	114
Number of Other Employees		
7,001	8,632	955

Employee Distribution by Age

Age <30	*Age 30-50*	*Age >50*	*Not Disclosed*[8]
Number of employees			
6,679	9,883	110	1,705
Number of full-time employees			
6,679	9,883	110	1,701
Number of part-time employees			
0	0	0	4
Number of Senior Management			
4	133	9	19
Number of Middle Management			
179	1,308	9	128
Number of Other Employees			
6,496	8,442	92	1,558

5 It is not mandatory for SHEIN employees to submit information on their gender.
6 Senior management refers to department heads (or equivalent) and above.
7 Middle management comprises other team leaders within departments with supervisory responsibilities.
8 It is not mandatory for SHEIN employees to submit information on their age.

NURTURE OUR PEOPLE

Promoting Inclusive Workplaces

SHEIN is committed to promoting an inclusive workplace environment for our diverse global workforce. We continue to enhance the support provided to employees across different backgrounds. This includes those assessed to be more vulnerable or marginalised within a particular workplace setting, for instance, warehouse employees and migrant workers. We provide tailored briefings and training on workplace safety, grievance and internal reporting channels, as well as regular engagements with our human resources teams.

To promote employee wellbeing and foster a sense of belonging, we regularly organise activities such as celebrations of major holidays and festivals, birthday parties, employee award ceremonies, family days, and wellness workshops across our global offices. Through these efforts, we hope to foster an environment where employees feel respected, supported, and able to contribute fully to our global organisation.

Gender Equality

SHEIN is a signatory (as of 19 February 2026) to the WEPs established by UN Women and the UNGC Office, and we are guided by its principles as we work to advance gender equality and women's empowerment. With two of our four co-founders being women, we have a strong foundation of female leadership and provide opportunities for women to assume leadership roles. Currently, women comprise 54.8% of our global workforce. This includes 35.8% of senior management, 52.6% of middle management, and 55.2% of other employee levels.[9]

We strive for fair and inclusive employment practices by ensuring that job listings are gender-neutral, providing interviewer bias awareness training, and forming diverse interview panels where feasible. We also conduct regular reviews and analyses of employee compensation by gender, and take steps to minimise the risk of gender bias in processes that impact employee compensation. We believe in the importance of ensuring that all employees, regardless of gender or other personal characteristics, have equal opportunities for advancement in the company. In 2025, 56.8% of our employees who received promotions and corresponding salary adjustments were female.[9]

88.8%

of employees surveyed in 2025 indicated that they believed employees of all genders have equal opportunities for promotion, training, job rotation, talent mobility, international assignments, and career development[10]

2025 LinkedIn Talent Awards

SHEIN was recognised by LinkedIn China as a "Global Talent Magnet Employer" in 2025. LinkedIn's data science team analysed data from over 1.2 billion members globally, identifying companies that have demonstrated exceptional ability to attract, engage, and retain top talent internationally.

2025 Belonging Awards

SHEIN was one of 72 local and international companies recognised by the Employer Branding Institute in China for creating workplaces where employees are respected, recognised, supported, and empowered to reach their full potential. The award evaluated 694 domestic and international companies across 112 indicators, including diversity representation, gender equality, cultural inclusion, and employee belonging.

[9] Calculations exclude employees who have not declared their gender to SHEIN, but this practice is not mandatory.
[10] Percentage figure reflects proportion of 7,608 responses received that were "Strongly Agree" or "Agree". Survey question was administered through LINK, SHEIN's in-house daily survey and engagement platform for employees.

NURTURE OUR PEOPLE

Empowering Our Female Warehouse Workers

In September 2025, SHEIN partnered with Timeline, a third-party employee relations management consultancy, to conduct a leadership development workshop for 34 female frontline workers and managers from seven of our warehousing complexes in China. Key themes included how to create inclusive, women-friendly workplaces, how to build trust through communication, and how to effectively leverage team members' strengths. Through such training and other career development opportunities, female employees in our logistics and warehousing operations teams have risen to leadership positions over the years.

Candace Feng is one such example. Candace, who has been at SHEIN for eight years, was previously a Quality Control Engineer in an automotive parts factory but joined SHEIN in 2017 seeking to forge a new career path for herself. She started in an office administration role, but since 2022 has been a warehouse supervisor in our Dawang Weilong Warehousing Complex in Guangdong, where she now manages a workforce of over 2,500 people.

As an on-site manager, Candace has overseen the implementation of cutting-edge new technologies for automated order picking, contributing significantly to efficiency improvements in SHEIN's ground logistics operations. She has guided her teams capably to optimise existing processes, continuously learnt new skills, and developed insight-led solutions.

Managing large teams on the ground brought considerable pressure at first, but Candace refined her leadership abilities over time through peer mentorship and SHEIN's training—mastering team management, tailored communication, and fostering both group performance and individual growth. Cognisant that her line of work remains rather male-dominated, Candace remains firmly determined to buck this trend, demonstrate her unique strengths, and continue proving that women can play a central role in logistics and warehousing as well.

"Competence and sense of responsibility—not gender—are what define leadership. SHEIN recognises this fully, and I'm both grateful for and proud of how far I have grown in my career with the company's support."

Candace Feng
SHEIN Warehouse Manager

SHEIN

NURTURE OUR PEOPLE

Fostering Healthy Workplace Culture

Fundamental Rights in the Workplace

SHEIN is committed to protecting the rights of our employees. Our **Human Rights Policy**, which applies to the entire organisation, including employees and other persons associated with the company, prohibits forced labour, child labour, harassment, discrimination, and practices that create unsafe working conditions. We also respect our employees' rights of assembly, speech, self-expression, association, and freedom from unlawful discrimination.

Our Human Rights Policy is complemented by our **Code of Business Conduct and Ethics (CBCE)**, which provides clear guidance on the business and ethical standards required of our employees and other associated persons, in areas such as anti-harassment or anti-discrimination based on nationality, ethnicity, race, sex, gender, age, religion, sexual orientation, political views, physical or mental disability, family background, marital status, or any other characteristics protected by applicable laws. Employees are supported with mandatory compliance training on anti-discrimination and harassment standards, which includes information on respectful workplace expectations, reporting mechanisms, and equal opportunity best practices.

Employees who have concerns about the protection of their fundamental workplace rights are encouraged to report them via our global whistleblowing and grievance channel at **ethics@shein.com**. Reports are handled confidentially to protect those involved, and retaliation against whistleblowers is strictly prohibited under our CBCE. More information on our whistleblowing policies and mechanisms is on page 77. All employees globally are briefed on grievance reporting during their onboarding. In 2025, we also started assessing employees' awareness of and trust in our grievance mechanisms through LINK, our in-house daily survey and engagement platform for employees.

In 2025, there were no severe human rights incidents identified within SHEIN's global workforce.[11] This assessment covers incidents reported through grievance channels, as well as other investigation processes and compliance audits. SHEIN will continue to maintain and review our policies, reporting mechanisms, and training resources periodically to ensure that they remain updated and aligned with relevant regulatory requirements and local labour legislation.

Employee Engagement

SHEIN's in-house-developed platform, LINK, supports employee engagement by collecting and analysing employee feedback on a daily basis. Employees voluntarily respond to one new survey question each day on topics such as peer and supervisor relationships, corporate culture, work environment, and job satisfaction. Such daily engagement helps us analyse trends in employee sentiment and provides frequent insights that enable managers to take prompt action to improve employees' work experiences. In 2025, we broadened the coverage of LINK to include topics such as gender equality, ethical business conduct, and grievance reporting, to better assess employees' understanding of our policies and programmes.

Based on the feedback received from SHEIN employees globally throughout the year, we held 137 communication sessions with human resource business partners and managers worldwide, covering topics identified for actions through the LINK insights, such as management style and practices, communication and collaboration, and employee career development.

We also continued to engage our employees through other channels, such as regular townhalls where SHEIN leaders communicate company news and updates, and employees have the opportunity to share their feedback and concerns with management. Across our global offices, 123 townhalls were held in 2025.

Protecting Our Warehouse Workers: Brazil

In 2025, SHEIN organised in-person training sessions on anti-discrimination and anti-harassment at our warehouses in Brazil, with approximately 1,500 frontline warehouse staff participating. Key topics covered include workplace violence prevention, non-violent communication, recognising harassment, bystander responsibilities, and safe reporting procedures.

87.8%

of employees surveyed in 2025 indicated that they are aware of and trust SHEIN's employee grievance channels[12]

[11] We define "severe human rights incidents" in line with the EU Corporate Sustainability Reporting Directive (CSRD). This definition includes verified cases of forced labour, child labour, human trafficking, or other egregious labour-rights violations occurring within an organisation's direct workforce.

[12] Percentage figure reflects proportion of 7,233 responses received that were "Strongly Agree" or "Agree". Survey question was administered through LINK, SHEIN's in-house daily survey and engagement platform for employees.

NURTURE OUR PEOPLE

Investing in Employee Growth

At SHEIN, we invest in the learning and development of our employees, empower them to achieve their professional goals, and equip them with opportunities for continuing career growth. Our compensation framework is developed in accordance with applicable national labour laws and, where relevant, collective bargaining agreements or statutory wage-setting mechanisms.

All our employees' wages meet or exceed local minimum wage requirements and comply with applicable labour laws and collective agreements. In addition to meeting legal requirements, we also take into consideration factors such as industry standards and market pay for comparable roles; the skills and experience required for each position; and location-specific cost-of-living analyses to ensure employees can afford essential needs such as food, healthcare, and transportation. We conduct annual market-based compensation benchmarking with third-party consultants to ensure that our wages remain competitive within the industry.

To support employee wellbeing, SHEIN offers other non-monetary benefits in alignment with local laws and industry standards. All employees receive the social security benefits mandated in their respective countries, covering protections related to major life events such as maternity leave, sick leave, work injury insurance, unemployment support, or pension contributions. Our leave policy accommodates various life situations, including annual, medical, and family-related leave[13]; with additional provisions such as flexible leave arrangements and supplemental insurance support[14] for certain regions and roles.

Our holistic performance appraisal system encourages employee engagement and cross-departmental alignment of objectives through structured semi-annual goal-setting and performance and career development review cycles. All 16,192 eligible SHEIN employees, representing 88.1% of our total employee pool, participated in performance and career development reviews in 2025.[15] Performance-based bonuses are awarded to employees to recognise their contributions, with promotion exercises carried out twice annually to provide employees with regular and transparent opportunities for career advancement. In 2025, 3,334 employees globally received promotions and corresponding salary adjustments, reinforcing our commitment to supporting continuous progression within the organisation.

SHEIN places strong emphasis on continuous learning as a key component of our talent development framework. The company provides structured onboarding, functional and professional training, and capability-building programmes tailored to different roles and management levels. Employees are also encouraged to engage in project-based learning, cross-functional rotations, and leadership development programmes to strengthen their professional expertise and adaptability. SHEIN Academy, our in-house online learning management system, empowers our employees to shape their own development journeys by offering flexible learning resources, including those from external platforms such as LinkedIn and Udemy. Overall, SHEIN employees logged over 105,000 training hours in 2025, averaging 8.4 training hours per employee.[16]

In 2025, SHEIN employees received training in the following areas:

>10,300 hours
on newcomer orientation or training

>75,100 hours
on technical skills upgrading

>13,700 hours
on general professional competencies

>5,800 hours
on leadership development

[13] All full-time employees are entitled to take family-related leave. The types of family-related leave offered include parental care leave, childcare leave, prenatal check-up leave, paternity leave, maternity leave, marriage leave, breastfeeding leave, and bereavement leave, in line with local laws and regulations.

[14] In some countries, we negotiate preferential commercial insurance rates for employees' spouses and children, subject to local regulatory and market conditions. In other locations, our commercial insurance plans extend coverage directly to eligible family members, with scope determined by applicable laws and insurer availability. Insurance coverage varies across geographies, but usually includes accident insurance, term life insurance, critical illness insurance, common carrier (transportation) accident insurance, and supplemental medical insurance.

[15] During each performance evaluation cycle, employees that are not eligible to participate in the review process include: (i) newly hired employees whose service period is insufficient (typically those still within their probation period); and (ii) employees on extended long-term leave (e.g. medical leave or other statutory leave).

[16] This includes training hours completed by employees who were no longer in service with the company by 31 December 2025. The average number of training hours was computed by dividing the total number of training hours for training programmes registered and conducted within FY2025, by the total number of employees who underwent training in FY2025.

NURTURE OUR PEOPLE

Protecting Health and Safety

SHEIN believes that ensuring the safety and health of our employees is key to a productive workforce. Our **Workplace Health and Safety Statement** governs all occupational health and safety (OHS) practices in SHEIN's operations, including our warehouses, distribution centres, and corporate offices. All workplaces follow structured OHS protocols, including risk assessments, safety training, emergency preparedness, and incident reporting. Warehouse, office, and operational sites apply local regulatory standards and SHEIN's internal safety procedures.

Corporate Offices

For SHEIN employees across our global offices, a dedicated Global Head of Environment, Health, and Safety (EHS) oversees all OHS matters, supported by regional and site-level EHS representatives. This team coordinates OHS policies, objectives, and resource allocation; ensures timely disclosure of incidents involving injuries, fatalities, or events with significant social impact; and leads regular compliance reviews and certification audits. SHEIN's EHS programs also seek to enhance our employees' mental health and wellbeing, and offer various forms of support such as training, benefits, and other resources to promote awareness.

In 2025, we sought to equip more employees with essential skills and knowledge for workplace safety incident response. 16 first aid workshops and emergency response training sessions were conducted across SHEIN's offices in China, with approximately 500 employees participating. These sessions encompassed essential first aid techniques, including cardiopulmonary resuscitation and automated external defibrillator operation, alongside practical training in the use of firefighting equipment, hazard identification, and emergency evacuation procedures. Through a combination of theoretical instruction, hands-on practice, and simulated scenario drills, the courses enhanced participants' capability for self-rescue and mutual aid, as well as their awareness of emergency response in unexpected situations.

NURTURE OUR PEOPLE

Warehouses

SHEIN adopts a range of risk management measures and interventions to protect workplace health and safety at our warehouses, which are staffed by both SHEIN employees and outsourced workers. These include conducting health and safety risk assessments and developing standard operating procedures based on workstations; conducting safety-related training for new employees, facility managers, and operational teams; holding monthly cross-departmental safety inspections and regular safety meetings; and maintaining reporting channels for employees to flag potential safety hazards.

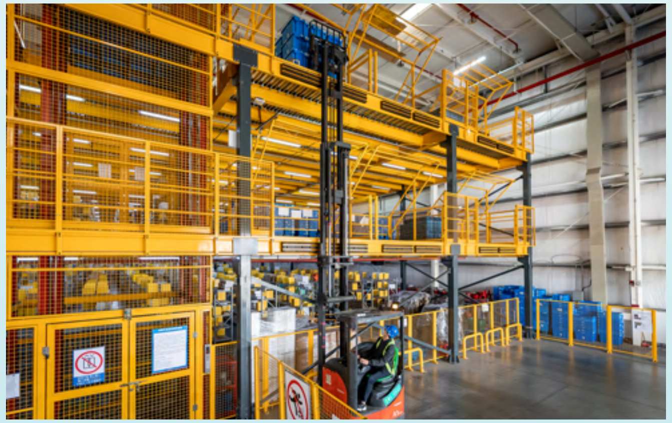
Warehouse OHS Improvements in China

We implemented continued enhancements to health and safety measures across our China warehouses throughout 2025, such as:

- **Smarter Fire Prevention Technology:** We installed AI-powered fire and smoke detection cameras in our warehouses and established a centralised operations centre for real-time remote monitoring of these fire prevention systems. Owing to such efforts, SHEIN recorded no major fire incidents[17] across our warehouses in China during the year.
- **Strengthened First-Aid Coverage:** We established six first-aid stations covering all our warehouse complexes, staffed by over 60 trained and certified first responders.
- **High-Risk Operations:** We expanded implementation of specialised safety controls, including mandatory Job Safety Analysis protocols and Permit-for-Work approvals, for six types of hazardous, high-risk operations: hot work; work at height; confined space entry; temporary electrical operations; lifting and hoisting; and road breaking or excavation work.
- **Enhanced Mental Health Support:** We launched a mental health support helpline in December 2025 that is accessible to all warehouse workers and is staffed by certified counsellors from a third-party counselling service centre contracted by SHEIN. Workers can reach out anonymously for support, with strict confidentiality measures in place.

During the year, six of SHEIN's warehousing complexes in China, representative of all regions in China where we have warehousing presence, successfully obtained the ISO 45001 (Occupational Health and Safety Management Systems) and ISO 14001 (Environmental Management) certifications following independent audits conducted by SGS. The application of these standards supports a structured approach to health and safety management and environmental oversight in our warehouses. This includes regular risk identification and assessment, reviews of operational procedures and emergency preparedness in response to regulatory or operational changes, and structured training and communication to reinforce employee awareness and accountability.

Overall, the Lost Time Injury Frequency Rate per million hours worked across all our China warehouses decreased by 35% in 2025 compared to 2024.



Metric	2024	2025
Number of recordable accidents in the workplace[18]	152	80
Rate of recordable accidents in the workplace per million hours worked (i.e. Lost Time Injury Frequency Rate)	0.85	0.55
Number of work-related fatalities	0	0
Number of work-related ill-health events	0	0
Number of days lost due to accidents, ill health, or fatalities	2,122.0	1,860.5

17 We define "major fire incidents" as any resulting in direct losses of at least CNY 50,000. This is more stringent than the baseline standards defined by the national and local governments.
18 The data on recordable accidents for 2024 only included lost time injuries (LTIs), while 2025 data was expanded to include both LTIs and medical treatment injuries (MTIs).

CULTIVATE AN ETHICAL SUPPLIER NETWORK

SHEIN is committed to upholding the human rights of those who are part of our supply chain. This includes promoting social and business responsibility as part of our supply chain governance practice. We enforce strict standards on the third-party suppliers we procure from, and support them closely in improving working conditions across their workforce and facilities. Our goal is to ensure that people employed across our supply chain are treated lawfully, fairly, and with respect and dignity.

Our Approach to Supplier Management

At SHEIN, our approach to supplier management is three-pronged: purchasing fairly, enforcing compliance with our policies, and empowering change.[19] Our measures cover policy development and review, implementation, compliance enforcement, access to grievance mechanisms, monitoring of processes, and training and capacity building.

To further advance our supply chain management programmes, in November 2025, SHEIN became a member of amfori, a global business association that helps companies improve their ESG performance across supply chains. We will leverage amfori's tools and solutions to strengthen our supply chain due diligence and governance approaches going forward.

Our approach to supplier management is three-pronged: purchasing fairly, enforcing compliance with our policies, and empowering change.

Purchasing Fairly

- Offer Fair Prices
- Pay Suppliers on Time
- Support Production Planning
- Respond to Feedback

Enforcing Compliance

- Establish Strict Compliance Requirements
- Conduct Risk-Based Supply Chain Audits
- Validate Remediation and Corrective Action
- Engage Workers and Address Grievances

Empowering Change

- Support Training and Capacity Building
- Uplift Worker Communities
- Invest in Supplier Growth

[19] The supply chain policies and programmes described within this section apply to contract manufacturers and Tier 2 suppliers of SHEIN-branded products. Tier 2 suppliers include, without limitation, suppliers of fabrics, packaging and other accessories for use by contract manufacturers

CULTIVATE AN ETHICAL SUPPLIER NETWORK

Purchasing Fairly

SHEIN believes in forging long-term relationships with our third-party suppliers, based on mutual respect and fair business terms. Especially as the suppliers we procure SHEIN-branded products from are primarily small to medium-sized enterprises, we recognise the importance of engaging in responsible purchasing practices[20] that allow them to plan their production efficiently, secure steady cash flows, and achieve business stability.

Offer Fair Prices

As a buyer, SHEIN strives to offer fair pricing that is aligned with industry benchmarks and market analysis. Our digital platform streamlines order management and pricing negotiations, promoting transparency and informational symmetry with our suppliers. Our pricing and buyer teams receive training in garment cost accounting during onboarding, including on how to calculate and factor in labour costs. Labour costs are calculated for each stage of the production process, and regularly updated based on on-site visits to suppliers, surveys of factory managers, and industry norms.

We also support suppliers in cost control and margin enhancement through initiatives like pre-negotiated material rates with key fabric suppliers. These materials are accessible via our digital fabric library, through which our contract manufacturers can place orders directly with fabric suppliers, thus improving cost efficiency and inventory management.

Pay Suppliers on Time

SHEIN is committed to ensuring that our suppliers receive timely payments for fulfilled orders. All of our contract manufacturers are on invoicing and payment cycles of 30 days at maximum, with some on biweekly or weekly cycles. In 2025, approximately 98.8% of invoices were paid within 30 days from the date of the invoice being generated. As cash flow problems are common in the industry, we believe that timely payments to our suppliers are crucial in supporting their financial health, enabling them to pay their workers' wages and maintain healthy working conditions in their factories.

Support Production Planning

SHEIN's digital supply chain tools provide suppliers with real-time data on metrics such as capacity, inventory levels, and sales performance, helping them optimise their production planning. During peak order periods, we support suppliers by briefing them in advance on planned orders and conducting refresher training on aspects such as invoicing, inventory control, and digital system use.

Respond to Feedback

SHEIN regularly engages our suppliers to gather feedback on their experience doing business with us, and on how we can do better as a purchasing partner. Suppliers have access to multiple channels where they can raise questions and seek support not only on aspects of the business relationship but also on compliance with SHEIN's policies and requirements. Our goal is to identify pain points and potential operational improvements, deepen mutual trust, and in so doing strengthen our supply chain resilience.

In 2025, we conducted on-site visits to approximately 40% of contract manufacturers for SHEIN-branded garments, gathering their feedback to optimise aspects of collaboration, such as pricing, quality inspection, and other system processes. We also further enhanced our "Suppliers Ask" service support platform by introducing AI chatbot capabilities to address a wider variety of supplier queries and provide more immediate responses, supplemented with support from SHEIN service representatives. Over 5,000 contract manufacturers utilised the "Suppliers Ask" platform in 2025, facilitating closer communication and business support. To drive continued effective communication with our suppliers, SHEIN also implemented a standardised set of "Supplier Communication Protocols" during the year, which defines behavioural guidelines for SHEIN personnel responsible for interacting with our suppliers.

[20] In implementing responsible purchasing practices, we take guidance from industry frameworks such as Cascale Better Buying's **Five Principles of Responsible Purchasing**.

CULTIVATE AN ETHICAL SUPPLIER NETWORK

Better Buying Partnership Index 2025

As part of SHEIN's efforts to engage our suppliers and understand how we can be a better purchasing partner to them, we participated as a subscriber in the fifth annual ratings cycle of the Better Buying Partnership Index (BBPI) by Cascale Better Buying. Through this survey, we were able to better understand our suppliers' feedback on the quality of their business partnership with SHEIN.

72 of SHEIN's suppliers participated in the 12-question BBPI survey, which asked them to rate SHEIN's purchasing practices across the following key metrics:

- Time
- Visibility
- Stability
- Fair Financials
- Shared Responsibility

SHEIN received a score of 64 on a scale of –100 to +100, compared to the softgoods[21] benchmark score of 61. Supplier respondents rated SHEIN positively on having fair financial practices, engaging in business dealings free of corruption and bribery, and providing them with visibility into information that helps them plan business operations.

Overall, 90.3% of respondents rated SHEIN favourably as a preferred partner. Qualitative feedback from respondents highlighted several areas of satisfaction: the convenience of SHEIN's digital systems; strong guidance and training; timely payments; friendly and efficient communication; and data sharing by SHEIN to support their planning, production, and inventory management decisions.

The survey also revealed areas where SHEIN can improve. Suppliers expressed desire for greater and more stable order volumes, noting that demand variability—during off-peak periods or due to specific styles or products being removed from sale, for example—can create challenges in capacity planning. They also reported facing rising costs and cashflow pressure in a more competitive, challenging global trade environment, and hoped for closer communication and support from SHEIN on short-term demand shifts and long-term business strategy changes, to reduce disruption and uncertainty, and support more efficient operations.

Cascale Better Buying's findings were reported to SHEIN's senior leadership and shared with relevant business teams to inform further improvements in how we manage our suppliers.

72
Tier 1 Suppliers participated

+64
SHEIN Score

90.3%
of respondents rated SHEIN favourably as preferred partner

21 Defined in the BBPI 2025 rating cycle as "including apparel, footwear, and household goods".

CULTIVATE AN ETHICAL SUPPLIER NETWORK

Enforcing Compliance

Establish Strict Compliance Requirements

SHEIN requires that our suppliers comply with all applicable laws and regulations, as well as labour, health and safety, environmental, and other standards in the jurisdictions in which we operate. To work with us, suppliers of SHEIN-branded products must sign our **Supplier Code of Conduct (SCoC)**, which has been formulated to generally align with the core conventions of the International Labour Organization (ILO) and the UN Universal Declaration of Human Rights (UDHR). The SCoC enforces ethical labour standards, including the prohibition of forced labour and child labour, and requires full compliance with local laws and regulations governing aspects such as wages, working hours, workplace health and safety, social welfare, and environmental standards. It also requires suppliers to seek prior consent from SHEIN for any subcontracting, and to enforce compliance with the SCoC by all permitted subcontractors. The SCoC is complemented by the Supplier Responsibility Standards, which further detail our expectations of suppliers across labour rights, health and safety, environment, ethics, and management practices.

Conduct Risk-Based Supply Chain Audits

The **SRS Policy** establishes clear guidelines and accountability measures for violations of our standards, and provides for comprehensive audits to assess compliance. All new suppliers undergo a preliminary assessment during onboarding to screen for any severe violations of SHEIN's existing standards and requirements; those that do not pass the assessment are not approved to work with SHEIN. Existing suppliers are subject to full on-site audits annually, prioritised by procurement value, location, past results, and random sampling. We also audit selected subcontractors to verify that our suppliers are upholding compliance throughout their own supply chain.

SRS audits are conducted by both our in-house SRS auditors and independent third-party verification agencies. Our in-house SRS auditors primarily focus on the onboarding screening for new suppliers. To qualify to conduct such assessments, they must first complete our internal SRS Management Specialist Certification Workshop (see page 35) and courses on labour issues through the UNGC Academy and the International Training Centre of the ILO (ITCILO), such as on anti-forced labour and anti-child labour. As of the end of 2025, SHEIN had 37 qualified in-house SRS auditors, 20 of whom came from SHEIN's business teams, to support the mainstreaming of ESG compliance considerations in commercial decision-making.

The third-party verification agencies we currently work with are Bureau Veritas, Intertek, Openview, SGS, TÜV Rheinland, and QIMA, all of which are member firms of the Association of Professional Social Compliance Auditors (APSCA). In 2025, all of the on-site SRS audits conducted on existing suppliers and subcontractors in China, and 93% of the SRS audits conducted outside of China, were conducted by third-party auditors. More information on our 2025 SRS audits is on page 30.

All annual on-site SRS audits are conducted without prior notice to the supplier on the audit date, and they evaluate suppliers' compliance on over 140 requirements across the following issue areas: (i) Transparency and Significant Events (e.g. bribery or audit refusal), (ii) Labour (forced labour, child labour, wages, working hours), (iii) Health and Safety, (iv) Environmental Protection, and (v) Management Systems. Each audit checkpoint corresponds to an assigned severity level, which determines the points to be docked for non-compliant practices, from a starting baseline score of 100 points. Based on the final assigned score, the supplier or subcontractor receives a grade of either A, B, C, D, or E, based on a scoring matrix that is published in our SRS Policy. In line with industry practice, the SRS audit process includes worker interviews and document reviews (e.g. timesheets and payslips).

Non-cooperation results in termination of the business relationship, and monthly updates on audit findings and follow-ups are escalated to SHEIN's executive leadership, including our Executive Chairman and CEO, for oversight.

To reduce audit fatigue and duplication, SHEIN also recognises full audit reports from industry-accepted social compliance programmes (e.g. Sedex Members Ethical Trade Audit (SMETA), Social Accountability 8000 (SA8000), amfori Business Social Compliance Initiative (BSCI), Social and Labour Convergence Program (SLCP), WRAP) from suppliers, and generates an SRS audit report based on the findings of these programmes.

Validate Remediation and Corrective Action

After the completion of each SRS audit, the auditor's report of any violation findings and the final assigned score are recorded in SHEIN's internal supplier management systems. A copy is shared with the supplier or subcontractor, along with a set of recommendations on how to remediate identified violations and improve their overall practices.

CULTIVATE AN ETHICAL SUPPLIER NETWORK

Having a grading system that tiers suppliers according to their audit performance allows us to be more targeted with compliance monitoring and follow-up actions, including penalisation, remediation, and termination where warranted, and concentrate efforts on higher-risk suppliers. Suppliers and subcontractors identified as having committed the most severe violations under our framework—specifically Immediate Termination Violations (ITVs) or Immediate Remediation Violations (IRVs)—and consequently assigned the lowest grade of E, are subject to measures to promptly address critical risk factors within our supply chain. Those avoiding such violations but demonstrating poor overall performance face tighter scrutiny, re-audits, and potential termination for sustained non-improvement. Conversely, suppliers who perform well are encouraged to maintain their strong compliance performance through additional commercial opportunities and incentives where suitable.

SHEIN strives to balance how we address violations amongst suppliers—between immediate terminations where warranted for the most severe violations, and providing opportunities for remediation of violating practices where feasible to raise supplier standards. Even for suppliers that SHEIN has decided to terminate, we send them an action plan with guidance on how to remediate identified violations. We also have clear responsible exit provisions embedded in our SRS Policy, aimed at mitigating any potential negative impact on suppliers' workers. These include conducting an impact assessment arising from the cessation of the business relationship with SHEIN, ensuring that full payment due to the supplier or subcontractor is remitted to them as promptly as possible, and, where feasible, providing support to displaced workers in securing new employment.

A grade

Top-performing suppliers
Minimal violations; score of $P \geq 90$

B grade

Above average suppliers
Small number of violations; score of $75 \leq P < 90$

- Provided with recommendations on how to remediate violations found and further improve practices.
- Eligible for commercial incentives, such as accelerated payment and invoicing schedules (e.g. biweekly, weekly).

C grade

Average suppliers
Moderate number of violations; score of $60 \leq P < 75$

- Provided with recommendations on how to remediate violations found and further improve practices.
- Prioritised for certain training and capacity building workshops, to drive continued progress in raising standards.

D grade

At-risk suppliers
No ITVs or IRVs found, but high number of other violations; score of $0 \leq P < 60$

- Subject to re-audit within the same 12-month period.
- Three grades of D or below within 24 months will result in immediate termination.

E grade

Worst-performing suppliers
Found with at least one ITV and/or IRV; score of $P < 0$

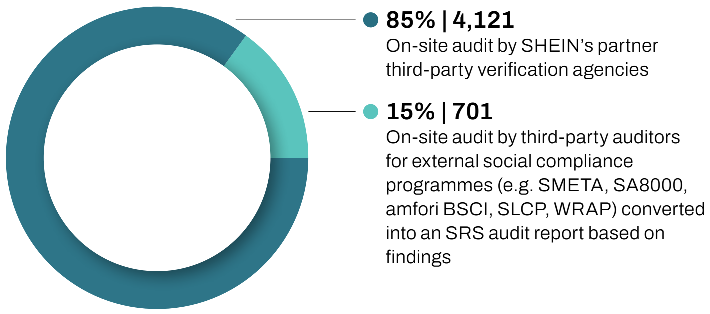
- If any ITV was found, the supplier is immediately terminated.
- If IRVs were found with no ITVs, the supplier is given 30 days to remediate all identified IRVs or face termination. The supplier is subsequently subject to re-audit within the same 12-month period.
- An E grade in two consecutive SRS audits will result in immediate termination.

CULTIVATE AN ETHICAL SUPPLIER NETWORK

2025 SRS Audit Insights

In line with SHEIN's risk-based sampling approach, 4,822 annual on-site SRS audits were conducted in 2025 on existing suppliers and subcontractors in China. All on-site audits conducted directly by SHEIN's partner third-party verification agencies were unannounced.[22]

Annual SRS Audits Conducted



4,111 audits were conducted on 3,581 contract manufacturers, who represented 96.3% of SHEIN-branded products by procurement value in 2025. The remaining 711 audits were conducted on a total of 633 fabric suppliers, packaging suppliers, and subcontractors associated with our contract manufacturers. These audits covered suppliers representing 98.1% of the packaging procured by SHEIN for use by our contract manufacturers, as well as 92.2% of the fabrics procured by our contract manufacturers through our fabric library, based on procurement value in 2025.[23]

We have continued to build up our compliance programmes in additional supply chain geographies outside China. In 2025, we conducted a total of 351 audits on suppliers and subcontractors in Brazil and Türkiye, of which 93% were carried out by third-party auditors.

Overall Findings[24]

SRS audit performance improved further in 2025, with the percentage of audits resulting in an A or B grade for suppliers and subcontractors rising from 47% in 2024 to 53% in 2025. Meanwhile, the proportion of audits with a D or E grade declined from 8% in 2024 to 6% in 2025. During the year, A- and B-graded contract manufacturers accounted for 64.2% of our total procurement of SHEIN-branded products, with D- and E-graded contract manufacturers only accounting for less than 1%.

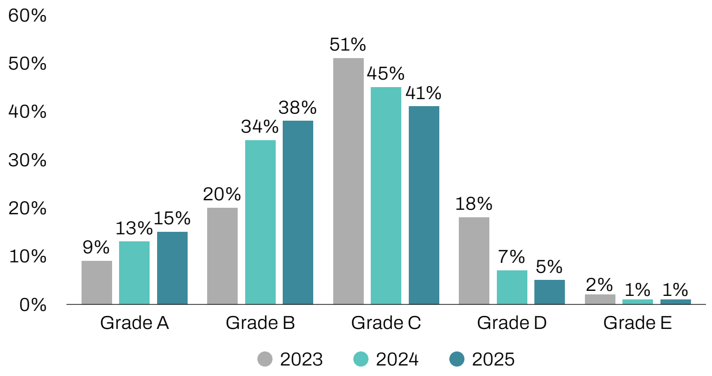
Key Violations and Actions Taken

In 2025, no ITVs were found during our SRS audits in China. IRVs were identified in 0.4% of the audits conducted—specifically from 18 contract manufacturer audits, two Tier 2 supplier audits, and one subcontractor audit. A total of 23 IRVs were identified during the year, and all have either been remediated within the required timelines or have resulted in the termination of our business relationship with the supplier, in accordance with our SRS Policy.

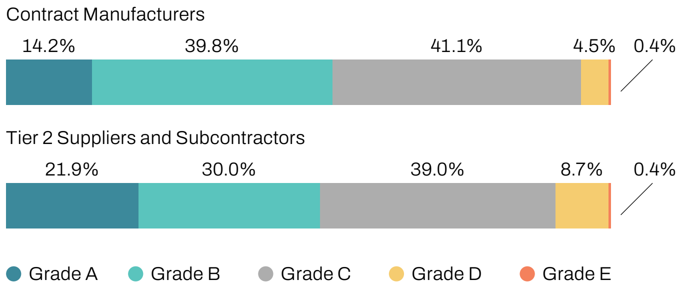
Due to violations of our SRS Policy, we terminated five business relationships in 2025, including with four contract manufacturers and one subcontractor. Among the contract manufacturers, one was terminated for failure to remediate an identified IRV within 30 days, one for receiving an E grade in two consecutive SRS audits, and two for receiving three D grades within 24 months. The subcontractor was terminated for failing to remediate an IRV within 30 days.

Having successfully reduced the proportion of suppliers receiving D and E grades over the years, SHEIN also seeks to support C-grade suppliers in improving their standards. In 2025, the most common violations identified amongst C-grade suppliers were failure to provide social insurance for workers in line with regulatory requirements, excessive working hours, and health and safety violations. We are committed to helping suppliers resolve these issues through continued remediation guidance and targeted compliance training.

Percentage of Annual SRS Audits by Grade (2023–2025)

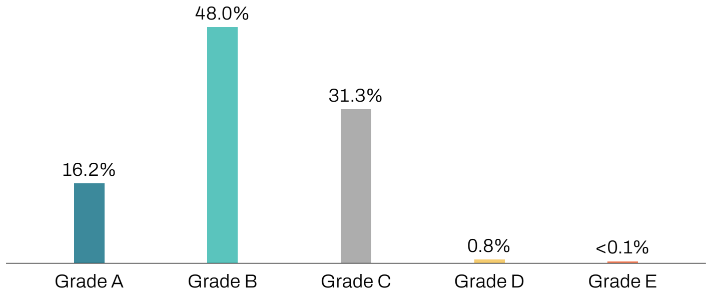


2025 SRS Audit Grades by Supplier Type



Distribution of SHEIN-Branded Procurement by Supplier SRS Grade

Percentage of Total Procurement Value of SHEIN-Branded Products (2025)



[22] An audit is considered "unannounced" when the supplier involved had not been given any prior notice on the audit date.
[23] Figures disclosed are calculated based on total procurement value from suppliers in China.
[24] All detailed 2025 SRS audit findings presented in this report are aggregated from SRS audits conducted in China.

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Severe Violations Found

Figures represent the proportion of annual SRS audits where each violation type was found	2023	2024	2025
IRV categories (Percentage of total annual SRS audits where this IRV was identified)			
Co-Located Living/Working Spaces: Dormitories are located in the same building as the production workplace or warehouse	0.4	0.3	0.2
Wage Violations: Supplier is paying employees under the local minimum wage, or delayed payment of wages to employees	0.5	0.4	0.1
Emergency Exit Violations:			
Presence of locked emergency exits in the workplace, warehouse, or dormitory[25]	0.3	<0.1	<0.1
Insufficient emergency exits in the production workshop, warehouse, or dormitory	0.2	0.2	0.0
Workplace Safety Hazards:			
Falling risk, signs of structural damage to the building or other risks to worker safety	<0.1	<0.1	<0.1
Charging electric bicycles or their batteries inside the production workshop, warehouse, or dormitory	<0.1	<0.1	<0.1
Employees smoking or using open flames in the production workshop or warehouse	<0.1	<0.1	<0.1
Direct or flue-type gas water heaters are used in employee dormitories	<0.1	0.0	0.0
Environmental Hazards: Illegal disposal of hazardous waste, discharging of untreated wastewater, or discharging of waste gas	0.0	0.0	0.0
Discrimination: Any form of discrimination against employees based on gender, region, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, or other status in hiring, compensation, promotion, or discipline.	0.0	0.0	0.0
ITV categories (Percentage of total annual SRS audits where this ITV was identified)			
Age Violation: The presence of workers or persons in the workplace under the statutory working age	<0.1	<0.1	0.0
Involuntary Labour: All forms of coercion (e.g. requirement to pay deposits to start work, confiscation of workers' documents)	0.0	0.0	0.0
Harassment and Abuse: Any form of violence, harassment, or abuse (whether physical, sexual, mental or verbal) against employees, including gender-based violence and harassment	–	0.0	0.0
Attempted Bribery: Offering bribes to SRS evaluators in violation of integrity principles	0.0	0.0	0.0
Supplier refuses SRS audit evaluation	<0.1	0.0	0.0

[25] For worker dormitories, this refers to a requirement that if the main entrance of the dormitory on the ground floor is locked at night, it must be possible for workers to open it quickly from the inside.

CULTIVATE AN ETHICAL SUPPLIER NETWORK

Engage Workers and Address Grievances

Rather than relying solely on social audits, SHEIN has also implemented measures to engage workers and obtain their feedback on issues related to their working conditions and welfare. Through a grievance mechanism and other modes of engagement, we strive to offer workers safe, reliable channels for raising feedback and concerns, and act on reports received to support redressal.

SHEIN's multichannel grievance mechanism enables workers to report concerns, including instances of non-compliance with SHEIN's policies, directly to us via email, phone, or text. Submissions can be made in their native language and anonymously if workers prefer, and are handled confidentially by trained staff, with strict data privacy protocols and case information accessible only by authorised personnel involved in investigations. Discrimination against whistleblowers is strictly prohibited in our policies. SHEIN acts promptly to investigate grievances filed and resolve them within clear timelines defined in our internal grievance management procedures:

- To contact the complainant and launch investigations within three working days from the date of receipt of the complaint.
- To agree on a workable solution with both parties (i.e. complainant and party accused) within eight working days from the date of receipt of the complaint.

Grievance Keychain

Grievance Poster

Suppliers are required to conduct appropriate internal communications and training to ensure that all their workers understand how to use available grievance mechanisms, and compliance with this is assessed in annual SRS audits. To raise awareness among workers, suppliers are required to display posters of SHEIN's grievance mechanism with contact information in prominent areas within their factories, and our SRS auditors may also distribute cards and keychains to workers during audits that contain information about the grievance mechanism and the protections offered to whistleblowers. As part of a supplier worker survey conducted with WRAP in 2025 (see page 33), we asked close to 10,000 supply chain workers whether they knew of the channels available for reporting grievances to SHEIN. 65.1% responded affirmatively, which indicates room to improve workers' awareness.

In 2025, 62 grievances were filed by suppliers or their workers through SHEIN's grievance redressal and whistleblowing channels, up from 34 the previous year. 38.3% of the complaints were filed by female workers.[26] Upon receiving these complaints, SHEIN launched investigations within three working days and facilitated a workable solution with both parties within eight working days, in line with our internal timelines. All grievances filed within the year were resolved, with workable solutions agreed upon by all affected parties.

Type of Complaint	Number of Complaints
Wages and Compensation	28
Worker Benefits	6
Working Hours	5
Factory Management	19
Commercial Disputes	4

Supporting Management of Working Hours

On 4 July 2025, SHEIN received a complaint via our official WeChat grievance channel from a denim factory worker regarding working hours. A member of our grievance handling team spoke to the worker via a phone call on the same day and was told that he/she had recently been on an intensive work schedule with insufficient rest. The worker highlighted that the factory had been fulfilling orders not only for SHEIN but also for other brand clients, which caused a spike in workload.

SHEIN immediately launched investigations and established contact with the factory manager on 7 July 2025 to understand the situation. The factory manager said that because order volumes had been relatively manageable in June, and his finishing department was quite well-staffed with close to 20 workers, he had assumed his workers would have adequate opportunities for rest. In that conversation, we pointed out that a worker had submitted feedback about a heavy workload due to orders from multiple brand clients, in addition to SHEIN. We requested that the manager look into his workers' work schedules to ensure compliance with SHEIN's requirements and local labour regulations.

On 9 July 2025, the factory manager contacted SHEIN to confirm that his workers had recently worked a continuous block of 14 days without rest. Upon hearing from SHEIN that this was unacceptable and in violation of our policies, the manager was cooperative and committed to enforcing a rest day for workers on the following Sunday (14 July 2025), implementing other work scheduling measures such as a rotating leave system so that all workers would have adequate rest, and better distributing order allocation across teams within his factory. On 14 July 2025, SHEIN followed up with both the complainant and factory manager to verify that the rest day had been enforced as promised.

[26] Calculation excludes complainants who requested anonymity throughout the handling process and did not provide their gender.

CULTIVATE AN ETHICAL SUPPLIER NETWORK

Amplifying Worker Voice: 2025 Wage Assessment and Worker Survey by Worldwide Responsible Accredited Production

In 2025, SHEIN commissioned WRAP to conduct an independent wage assessment and worker survey among selected key suppliers in Guangzhou in order to validate our social audit findings, with responses and feedback from workers themselves on their working conditions and broader expectations of their jobs.

208 of SHEIN's largest suppliers of SHEIN-branded products in Guangzhou by procurement value were selected to participate in the study, which involved assessors from three WRAP-accredited monitoring firms (Accordia, ALGI, and CTI) conducting on-site visits between May and November 2025.

The study comprised two key components:

1) A wage assessment focused on evaluating total and hourly wages for a random sample of frontline workers, based on submissions of their most recent three months of attendance and payroll records. The assessment reviewed compliance with local legal minimum wage and overtime premium requirements, and compared wages against living wage benchmarks calculated by CTI with reference to leading international standards.[27]

2) A worker survey comprising 18 structured questions to gather worker feedback on their wages, living expense needs, and overall job satisfaction. The survey was available on a voluntary basis to workers employed by the participating suppliers, and any worker who wished to participate could scan a QR code that directed them to the survey site to input their responses anonymously in Chinese. Workers were also asked to disclose their gender, job function, and years of experience, to enable analysis by demographic data.

In total, 9,981 unique survey responses were received, and 7,317 wage samples[28] from 2,441 workers were analysed.

Wage Assessment Findings

The wage assessment showed strong baseline compliance with legal minimum wage and overtime premium requirements, consistent with findings from SHEIN's SRS audits. For the limited number of cases with minimum wage and overtime premium issues, we followed up with relevant suppliers to understand root causes and worked with them to address gaps in compliance.

Significantly, over 95% of workers sampled also earned equal to or above the hourly living wage benchmark calculated for Guangzhou, with more than 60% earning at least 40% above this benchmark. No significant disparities in wages were observed by gender or department, suggesting consistency in treatment across different worker groups within the sampled population.

99.8% compliance with legal **minimum wage**
with 95.5% earning at least 40% above minimum wage

97.5% compliance with legal **overtime premiums**

95.3% earning equal to or above **living wage**
with 61.2% earning at least 40% above living wage

[27] CTI calculated the living wage using the following formula: "living wage = (nutritious diet + healthy housing + costs of all other needs + unexpected events) ÷ average people work per home + taxes + social insurance". The calculated living wage for Guangzhou was CNY 3,262 prior to 1 March 2025, and CNY 3,287 from 1 March 2025 onward.

[28] 7,323 wage samples were initially expected, but six records were unavailable because several sampled workers were not working during certain months within the review period.

CULTIVATE AN ETHICAL SUPPLIER NETWORK

Worker Survey Findings

- **Wage adequacy and progression:** Worker perceptions on wage adequacy added nuance to the wage assessment findings. 60.9% of survey respondents felt their wages were sufficient to cover living expenses and 12.4% were unsure. While the remaining 26.7% expressed that their wages felt insufficient, this perception gap may reflect a broader observation pertinent for living wage research, that perceived sufficiency is shaped as much by personal needs and aspirations as by earnings levels. Regarding future outlook, 63.5% of respondents reported being confident or very confident about income increases. When asked about areas where they hoped to improve their quality of life through higher income, respondents most frequently cited children's education and housing.

- **Working hour preferences:** For the optional open-ended feedback section in the survey, 81 respondents (approximately 1% of total survey respondents) provided feedback related to working hours. Responses showed that preferences around working hours were mixed, reflecting diverse worker needs—while 39 workers indicated a preference for shorter working hours, 42 others indicated they would prefer the option of being able to work additional hours and take on more workload.

- **Overall job satisfaction:** Survey responses suggested generally positive perceptions of working conditions among respondents. 86.8% of respondents reported satisfaction with their working environment. 65.6% described themselves as being very satisfied or satisfied with their current job, 32.0% felt neutral, and only 2.4% indicated dissatisfaction. Only 10.9% indicated definite or possible plans to change jobs in the near future.

- **Communication and feedback:** Workplace communication indicators were also largely positive—86.9% of respondents agreed or strongly agreed that they could communicate opinions or suggestions smoothly to their factory management, and 86.5% agreed or strongly agreed that they would receive timely responses. However, 34.9% of respondents indicated that they were unaware of SHEIN's grievance channels.

Key Takeaways

Overall, the wage assessment and the worker survey suggested that the participating suppliers have established a strong foundation of compliance with legal requirements related to wages, stable wage practices, and generally positive worker perceptions—with the vast majority of workers found to be already earning equal to or above the living wage. At the same time, the findings also point to clear opportunities to further assess wage progression, benefits, and aspects of daily working conditions that support the broader needs and aspirations of workers.

The worker survey yielded meaningful insights into workers' perspectives and priorities, as well as important nuances behind documented compliance findings. It highlighted the need to complement quantitative metrics on living wages and working hours with worker perspectives, as individual preferences and circumstances influence how such conditions are experienced. Going forward, SHEIN will strive to integrate workers' feedback and perspectives more holistically into studies on wages, working hours, and working conditions, as we amplify efforts to understand and improve conditions across our supply chain.

CULTIVATE AN ETHICAL SUPPLIER NETWORK

Empowering Change

SHEIN believes that supplier and worker empowerment are essential, even as we enforce compliance with our standards and requirements. Demonstrating this commitment, our Supplier Community Empowerment Program (SCEP) invested over US$42 million by the end of 2025 to fund facility upgrades, training and capacity building sessions, and other welfare initiatives.

Support Training and Capacity Building

SHEIN invests in training to educate suppliers on our ethical standards, policies, and compliance requirements. Recognising that we partner with many small and medium-sized enterprises that may not have the resources to advance labour rights protections on their own, we are committed to helping them build the knowledge and capacity needed to achieve this.

On a regular basis, SHEIN organises the SRS Management Specialist Certification Workshop, an in-person group workshop that suppliers are selected to attend based on past training records, audit results, and the significance of their business relationship with SHEIN. Participants are briefed on SHEIN's policy framework for supply chain governance (i.e. SCoC, Supplier Responsibility Standards, SRS Policy) and compliance requirements, the role of third-party social audits in ensuring compliance, and best practices for addressing systemic industry-wide high-risk issues such as forced labour, child labour, wages and working hours, harassment and discrimination, workplace health and safety, environmental waste management, as well as worker grievance handling. In 2025, we organised 13 such workshops, completed by representatives from 423 Tier 1 suppliers and 33 Tier 2 suppliers. These were supplemented by 48 online refresher briefings for suppliers on similar topics, which suppliers due for upcoming SRS audits in the year could register to attend on a voluntary basis.

SHEIN also visits selected suppliers on-site to conduct more tailored, one-on-one training, prioritised based on factors such as procurement value and past SRS audit results. During these sessions, we review SRS audit findings and provide targeted remediation guidance to address identified compliance gaps. For example, for suppliers with issues regarding working hours, we work with the factory managers to review their existing systems for managing working hours, highlight specific improvements needed to meet our standards, and also guide them on how to conduct self-inspections to proactively maintain compliance. In 2025, we visited 1,059 suppliers to conduct such targeted capacity building, including 270 of our largest contract manufacturers in Guangzhou, who collectively accounted for approximately 60% of our apparel products procured from the city in 2024 and 2025. We also conducted virtual one-on-one training sessions with 283 suppliers.

To measure the effectiveness of our training programmes, we track suppliers' SRS audit performance over time after they have undergone such training. Among 706 suppliers who participated in our SRS Management Specialist Certification Workshop in 2024 and 2025, 57.9% recorded an improvement in their SRS audit scores post-training, and 47.6% obtained an A or B grade on their latest audit. We continue to monitor such metrics over time to better understand how to further refine our supplier capacity-building framework going forward.

Partnering for Continuous Improvement: JHX Apparel

JHX Apparel, located in Huizhou, Guangdong, has been working with SHEIN since 2022 and specialises in manufacturing women's apparel. For their first on-site annual SRS audit in 2023, the supplier had received a C grade and score of 60.8, with key violations identified including:

- Failure to comply with overtime wage premium requirements for three workers.
- Excessive working hours and inadequate rest days for workers.
- Incomplete registration and inspection documentation for elevators.
- Insufficient fire extinguishers in finished product warehouse.
- Insufficient information on fire safety and evacuation plans.

After completing SHEIN's SRS Management Specialist Certification Workshop in April 2023, the factory owner began implementing concrete improvements to address gaps in wage payments, working hours, and occupational health and safety, informed by SHEIN's guidance on these issues. During the same year, JHX Apparel was also selected by SHEIN under the SCEP to receive facility upgrades in line with our model factory standards, supporting further improvements to overall workplace conditions.

Such capacity building and close collaboration with SHEIN drove credible, sustained improvements in JHX Apparel's practices. The supplier saw significant year-on-year increases in their SRS audit score, achieving a B grade in 2024 (75.2) and an A grade in 2025 (94.4). In their latest audit, all previously identified key violations from 2023 had been successfully resolved.

CULTIVATE AN ETHICAL SUPPLIER NETWORK

Building internal capacity is equally critical for SHEIN employees to effectively support suppliers. Through specialised training, we equip staff with compliance enforcement knowledge, fostering a culture of shared responsibility. In 2025, SHEIN delivered seven internal SRS training sessions for 152 employees from our sustainability, logistics, safety, loss prevention, human resources, and planning and merchandising teams. Key topics included occupational health and safety, environmental management, and prevention of workplace violence and harassment. We also continued leveraging external resources to provide SHEIN employees with training on critical high-risk issues—as of the end of 2025, a total of 58 SHEIN employees have completed online courses on labour rights and decent work through the UNGC Academy and the ITCILO.[29]

Uplift Worker Communities

Through the SCEP, SHEIN also funds other initiatives designed to support workers' welfare and needs beyond the workplace. We provide financial support for the operation of childcare facilities on or near suppliers' factory sites, offering free childcare services for workers' children. 32 childcare centres were in operation during 2025, caring for over 1,100 children across the year. Since we launched this initiative in 2022, SHEIN has invested over US$700,000, including approximately US$189,000 in 2025, to support the operation of such childcare centres.

Through the SHEIN Spotlight programme, SHEIN also offers financial assistance grants to suppliers' workers in need, covering medical costs, children's education, and similar needs. SHEIN Spotlight is presently available to more than 37,000 workers at supplier facilities. Workers simply need to scan a QR code, located at prominent locations around the participating factories, and submit their application via their mobile phones.

Applications are reviewed by an internal grant committee, which conducts a thorough needs-based evaluation to determine the appropriate level of financial support, considering factors such as household income and financial requirements. Since the programme began in 2021, we have distributed approximately US$804,000 in support of 816 families. In 2025 alone, we supported the families of 172 workers, 141 of whom are female, with more than US$132,000 in grants.

Supporting Women in the Supply Chain

Approximately 56% of our suppliers' workers are female[30], reflecting the pivotal role that women play in the SHEIN ecosystem. Women are, however, often considered a vulnerable group in supply chains, subject to various risks such as discrimination, unequal pay, and gender-based violence and harassment. To address these vulnerabilities, SHEIN is committed to supporting women in our supply chain policies and interventions.

We want all women in our supply chain to feel empowered and safe in the workplace. Our SCoC strictly prohibits any harassment or abuse of employees, including gender-based violence and sexual harassment. In July 2024, we elevated the severity classification of such violations from an IRV to an ITV to further strengthen protections for workers. We also take a strict stance against any gender-based discrimination, and do not accept any use of an employee's pregnancy or marital status to be considered in decisions related to hiring, compensation, promotion, or discipline. Our SRS audits in 2025 found no incidents of gender-based harassment or discrimination, and we continue to emphasise SHEIN's non-tolerance of such violations in our training to suppliers as well as in SRS audits.

In our independent wage assessment and worker survey conducted by WRAP in 2025, from 7,317 supplier wage samples analysed, 58.3% of which were from female workers, we did not identify any material gender disparities in wages earned. Female worker respondents in the survey, who represented 60.6% of all respondents, also did not report any perceived gaps in upskilling opportunities, ability to communicate with supervisors and factory management, or overall job satisfaction, compared to male workers. We remain committed to studying conditions in our supply chain closely to ensure that vulnerable groups are adequately supported.

[29] This includes employees who have left SHEIN as of the end of 2025.

[30] Based on supplier worker data collected through annual on-site SRS audits in China in 2025.

CULTIVATE AN ETHICAL SUPPLIER NETWORK

Invest in Supplier Growth

SHEIN firmly believes in the importance of helping our suppliers grow alongside us. Investing in our supplier network can drive mutually beneficial outcomes that not only support our business objectives but also uplift the industry.

One of the pillars of our SCEP is the provision of services and support by our Centre of Innovation for Garment Manufacturing (CIGM), established in 2022. Through innovative research and development, knowledge-sharing and training, we have empowered suppliers to improve their factory management, develop a skilled workforce, and enhance their overall production quality and efficiency.

To date, SHEIN has developed over 180 new sewing and garment-making tools to address technical challenges in the manufacturing process and has made approximately 7,500 units of these tools available to suppliers across our supply chain. The tools are co-developed with suppliers based on the pain points they have encountered and validated in real-world factory settings. In 2025, the CIGM continued to strengthen its innovation capabilities, securing 12 patents and filing a further 12 patent applications. It launched 10 new tools that are designed to address often overlooked but technically complex work, such as applying lace and webbing embellishments to cuffs, necklines, hemlines, and other areas. These tools simplify previously labour-intensive processes and reduce the time and effort needed from garment finishers.

In 2025, the CIGM continued to support supplier capability building through training and advisory services. The centre conducted 158 vocational skills training sessions for 3,618 participants across 2,796 suppliers, covering topics such as business and operational processes, as well as the latest technologies in garment production. The CIGM also organised 116 technical certification courses, with 1,354 participants successfully completing and obtaining certifications in areas such as quality inspections and assurance, as well as national vocational skill level certifications.

In alignment with our commitment to support upskilling opportunities for the broader garment industry and attract younger workers into the industry, we have opened access to our training sessions to members of the public, in addition to SHEIN suppliers and their employees. For individuals who already possess foundational industry skills, they can attend online training sessions conducted by the CIGM for free, without any affiliation or employment relationship with SHEIN's suppliers. By supporting skills development for the broader workforce, we hope to strengthen the recruitment pipeline so that new workers can join with higher baseline competencies, reducing onboarding time and training costs for suppliers while improving productivity and skills consistency across the entire industry. In 2025, 47 such online training sessions were held for 6,756 members of the public.

"In the past, when we encountered styles with complex processes, we were often at a loss because there were no suitable solutions available on the market. Now, whenever we face a technical issue, SHEIN's professional team responds immediately. They tailor tools for us, provide step-by-step instructional videos, and even send engineers to our factory to ensure the problem is truly solved."

Wang Feng,
a supplier who has worked in the apparel industry for over 20 years and began working with SHEIN as an evening gown supplier since 2021.

Coverstitch Integrated Elastic and Double-Needle Folding Tool

One may be surprised by the tricky and complex sewing skills required to manufacture even simple-looking clothes. Take, for example, elastic tapes or bands in the leg openings of swimsuits, or bandeau tops. Traditionally, this required two separate steps—firstly, sewing the elastic onto the fabric using an overlock machine, before manually folding the elastic inwards and securing it with double stitching using a coverstitch machine.

SHEIN introduced a new one-step tool to help suppliers work smarter by merging these two processes into one—simultaneously inserting the elastic band, folding it and securing it through double stitching. This resulted in 25% higher efficiency while also improving product quality through more consistent and higher-quality product finishes.

IMPROVE LIVES IN COMMUNITIES

Supporting Creativity and Entrepreneurship

SHEIN set up the SHEIN X programme in 2021 to empower independent and emerging designers in launching their fashion collections to global audiences through SHEIN's online platform. The SHEIN Xcelerator concept evolved from this designer incubator into a brand accelerator, partnering strategically with brands as they accelerate towards becoming resilient, globally recognised names.

Officially launched in 2025 after a two-year pilot phase, SHEIN Xcelerator is a global brand partnership platform designed to enable independent fashion brands and designers to overcome key operational barriers and scale more effectively. SHEIN Xcelerator offers participants a tailored suite of direct-to-consumer services, from global fulfilment, to on-demand production services, to SHEIN's established global sales platform, thereby reducing the operational constraints typically associated with international expansion, all while leaving creative control and business decisions in their hands.

By lowering structural barriers to scale, SHEIN Xcelerator supports more diverse, creative brands in accessing global markets. Since the launch of the pilot programme, and up till the end of 2025, 20 brands have successfully onboarded to SHEIN Xcelerator, with combined revenues exceeding US$580 million enabled through sales on SHEIN's platform.

SUMWON Studios

Before founding SUMWON Studios, Nitin Passi founded one of the most successful high-street fashion brands on the market, MISSGUIDED. Launched in 2009, MISSGUIDED quickly became a household name amongst the United Kingdom's Gen Z, thanks to its unique take on partywear and "going out" dresses, with revenue peaking at US$386 million by 2021. Like many global fashion businesses, MISSGUIDED faced significant disruption during the Covid-19 pandemic, from supply chain challenges to cross-border and country-wide lockdowns, ultimately entering administration in 2022 before being acquired by SHEIN in 2023. SHEIN subsequently licensed MISSGUIDED to Passi via his newly created brand house, SUMWON Studios—a joint venture between SHEIN and Passi.

SUMWON Studios, and the brands within it, leverage SHEIN's Xcelerator programme as a key platform for growth. The accelerator provides support through a tailored suite of direct-to-consumer services, from SHEIN's global sales platform, to fulfilment infrastructure, to on-demand production services, enabling the brand house to focus on executing its creative and commercial vision.

SHEIN Xcelerator has enabled Passi to reimagine the operating model, addressing many of the structural challenges associated with traditional retail. Leveraging the full suite of direct-to-consumer services through SHEIN Xcelerator, SUMWON Studios is on track for significant growth, with ambitions to scale beyond US$1 billion by 2028, while MISSGUIDED alone is expected to exceed US$400 million by 2027.

"The on-demand production service is the game-changer. Being able to test in small volumes, react in real time, and scale instantly when something hits is where I see the most value. It connects supply directly with demand, reduces risk, and creates a much more profitable, responsive model ... the on-demand approach represents a shift I think the whole industry should make. Rather than overproducing and heavily discounting, the idea is to test small, listen to real demand and only scale what works. It's faster, more efficient, and less wasteful and I believe the fashion industry should move in this direction if it wants to stay relevant and commercially viable."

Nitin Passi
Founder of Sumwon Studios

Dancing Leopard

British womenswear brand Dancing Leopard partnered with SHEIN Xcelerator as part of a broader turnaround strategy following its acquisition in 2025. The brand shifted from traditional seasonal production cycles to an on-demand model, integrating with SHEIN's on-demand production services, fulfilment, and global direct-to-consumer infrastructure. The move was designed to address structural challenges associated with long lead times, high minimum order quantities, and inventory risk. By adopting small-batch launches and scaling based on real-time demand signals, Dancing Leopard has restructured its product lifecycle and forecasting approach.

Through SHEIN Xcelerator, the brand combines its creative direction with SHEIN's operational capabilities.

By reducing inventory exposure and aligning supply more closely with demand, the model supports a leaner cost structure while enabling faster international expansion. Seb Mills, chairman and owner, describes the partnership as a strategic alignment.

"We reached a point where traditional production cycles were limiting our agility, tying up too much capital in inventory and slowing our ability to react to customer demand ... lead times have shortened dramatically—we can now go from concept to customer in weeks, not months ... it was a strategic decision to pair our creative strength with its supply chain services and tech capability."

Seb Mills
Chairman and Owner of Dancing Leopard

IMPROVE LIVES IN COMMUNITIES

Giving Back to Local Communities

SHEIN is committed to empowering and giving back to the communities in which we operate. Through our social impact programmes, we have supported many important causes and organisations around the world, focusing on empowering entrepreneurs and designers, promoting women's empowerment, supporting youth development, and alleviating poverty. This work is complemented by the SHEIN Foundation, a non-profit organisation that aims to foster more inclusive and sustainable communities in the places where SHEIN operates.

SHEIN FOUNDATION

Established in 2024, SHEIN Foundation is dedicated to improving lives in communities, protecting biodiversity, and advancing sustainable change. Moving forward, SHEIN plans to consolidate all our philanthropic activities under SHEIN Foundation, with qualifying grants to be disbursed through SHEIN Foundation in a phased approach. Since its establishment, SHEIN Foundation has made a multi-year commitment of €5 million to support Africa Collect Textiles (ACT) Foundation to promote the collection and recycling of used textiles in Kenya and the broader African region. Please refer to page 74 for more details of ACT Foundation's impact in 2025. In 2025, SHEIN Foundation also donated US$550,000 to support initiatives focused on women's empowerment, youth and community development, and disaster relief.

As a continued step in our journey to bring more structure to our philanthropic contributions, in 2025, SHEIN joined B4SI, a global, multi-industry network of organisations that use the B4SI Framework to manage and measure their social impact investments. By using the B4SI Framework, the global standard for corporate social impact management and measurement, SHEIN will be able to better measure and understand the difference that our charitable partnerships and programmes make to society based on clear, comparable metrics, and to use the insights to inform strategic decisions about where and how to scale our philanthropic activities for greater impact.

In 2025, SHEIN and SHEIN Foundation donated almost US$7 million to support the missions of local organisations, enabling them to serve and positively impact communities around the world. This includes the deployment of our S$2 million pledge to the PAA, a Temasek Trust initiative dedicated to catalysing collaborative philanthropy in Asia through multi-sector partnerships. In 2025, SHEIN supported the following two initiatives through PAA—the 2025-2026 Amplifier Programme, a global mentorship programme to accelerate the growth of high-potential, impact-focused organisations in Asia (read more on page 69), as well as a multi-year ocean conservation project in Indonesia (read more on page 63).

SHEIN and SHEIN Foundation donated

~US$7 million

in 2025 to support the missions of local organisations

IMPROVE LIVES IN COMMUNITIES

Investing in Young Creative Talent Through Scholarships

At SHEIN, we believe that investing in young people is critical to building a vibrant, diverse, and future-ready fashion industry. However, while talent exists everywhere, opportunity often does not. By supporting access to fashion and design education, SHEIN hopes to empower talented, creative youths to pursue their ambitions and transform their passion into meaningful careers in the fashion industry.

Singapore – University of the Arts Singapore

In 2023, SHEIN pledged S$5 million in endowment funding to the University of the Arts Singapore (UAS), Singapore's first Government-supported private arts university, to establish the SHEIN-UAS bursary, which provides financial assistance of S$5,000 each for students in fashion- and design-related disciplines coming from financially disadvantaged backgrounds. A total of 48 students have been awarded the bursary since its launch.

Türkiye – İstanbul Moda Akademisi

In 2024, SHEIN established a partnership with İstanbul Moda Akademisi, a fashion education institution in Türkiye, to offer scholarships to 20 students enrolled in the two-year-long "Pattern and Model Development in Fashion Design" programme. The scholarship covers a portion of the yearly tuition fee for each student. In 2025, the partnership was extended for a second year to support a new cohort of 20 students. To enhance the learning of students with real-life insights, scholarship recipients were also hosted at SHEIN's Türkiye office, where they had the opportunity to engage with SHEIN staff and hear from their experiences.

Germany – JAK Academy

In 2025, SHEIN signed a partnership with JAK Academy, a higher education institution in Hamburg, Germany, specialising in creative disciplines such as fashion design, textile management, and visual merchandising. As part of this partnership, SHEIN has committed to donating €50,000 to fund six scholarships—one full scholarship of €25,000 and five partial scholarships of €5,000 each for promising students with exceptional potential and strong portfolios, but who face financial barriers.

Tony Nguyen's journey into fashion began with a desire to create designs that he could not find elsewhere to express his individual style. Now a fourth-semester Fashion Design student at JAK Academy, Tony's designs explore themes of transformation and imperfection, reflecting his belief that fashion can express personal and emotional narratives. A scholarship from SHEIN helps him to take the next step towards his ambition of becoming an independent designer with his own brand.

SHEIN's support will allow Tony to invest in higher-quality fabrics, expand the technical possibilities of his collections, and dedicate more time to developing collections that reflect his unique vision and craftsmanship.

"SHEIN demonstrates how fashion can reach and inspire people around the world and bring style within reach for many. Seeing that inspires me to keep pursuing my path as a designer."

Tony Nguyen
Fourth-semester Fashion Design student
at JAK Academy

IMPROVE LIVES IN COMMUNITIES

Supporting Holistic Development of Youth

In 2025, SHEIN continued to fund organisations that support children and young people not only academically but also holistically, across soft skills, confidence-building, and other personal development areas, so that they can thrive and grow to become healthy, well-balanced, and functioning members of society.

Italy – Fondazione L'Albero della Vita

SHEIN partnered with Fondazione L'Albero della Vita, a non-profit dedicated to supporting children, young people and families in Italy in situations of social and economic vulnerability, to support the Imparare a Crescere ("Learning to Grow") project in 2024 and 2025.

Implemented in Naples, the project provided support for children aged six to 14 in three areas: educational and social skills support, organisation of summer camps and cultural outings to support students' learning outside the classroom, and access to a sports centre where students can participate in activities such as swimming, basketball, volleyball, and gymnastics. Over the two years of the partnership, over 730 children are expected to benefit from the various activities organised under the project.

Poland – Wrocław Children and Youth Development and Activity Centres

SHEIN began our partnership with the Wrocław Children and Youth Development and Activity Centres in 2024, providing financial support to a network of community centres operating across Wrocław that offer daycare services for children from diverse social backgrounds. Following positive feedback from participants and programme organisers, SHEIN renewed the partnership in 2025.

SHEIN's funding has enabled the community centres to organise summer day camps for children and youth aged seven to 15, largely from families experiencing social and economic challenges. The day camps feature a wide range of educational and recreational activities, including games, art workshops, improvisational theatre, and sports days, aimed at building self-confidence, supporting personal development, and creating positive, lasting memories for the participants. Since the start of the partnership, 200 children and youth have participated in the summer day camps.

Singapore – Access Singapore

In 2024, SHEIN commenced a two-year collaboration with Access Singapore, a social mobility charity, as principal sponsor of the Access Fellowship Programme (AFP).

The AFP is a programme designed to equip participants with core skills in areas such as career planning, personal branding, problem-solving, project management, and communication, preparing them for success in their future careers. In addition to financial support, SHEIN hosted an office visit for participants and provided employee mentorship.

Since its launch, the programme has supported over 150 students from institutes of technical education, polytechnics, and universities. Encouraged by strong participation and programme outcomes, SHEIN will continue our support for the AFP in 2026 to expand opportunities for future cohorts.

IMPROVE LIVES IN COMMUNITIES

Empowering Local Communities

Aligned with our commitment to equitable empowerment, SHEIN believes in the importance of creating opportunities for individuals to gain critical skillsets and learn how to apply them in real-world settings. In 2025, we continued to work with existing non-profit partners with strong expertise and proven effectiveness in delivering impactful empowerment initiatives within their local communities.

Brazil – Fome de Tudo

Following an initial contribution to Fome de Tudo, an official partner of the UN World Food Programme, to support disaster relief efforts for the local communities in Rio Grande do Sul affected by severe flooding in 2024, SHEIN extended our partnership to continue funding other community development initiatives in Rio Grande do Sul and Pernambuco. One key initiative was the Padoca do Bem Food Truck School, which serves as a mobile entrepreneurship and training hub where participants not only learn culinary skills but also get to apply their skills by selling their products directly to the public, enabling them to generate income while gaining real-world experience in business management and consumer engagement. Another initiative supported local agricultural production in Rio Grande do Sul through the implementation of regenerative practices, improvements to irrigation systems, and crop diversification.

Singapore – SG Her Empowerment

In 2025, SHEIN continued our long-standing collaboration with non-profit organisation SG Her Empowerment (SHE), reinforcing a shared commitment to empower girls and women in Singapore. Since becoming SHE's first corporate partner in 2022, SHEIN has committed S$725,000 to support SHE's operations, research, and initiatives, including the establishment of SheCares@SCWO (renamed SHECARES w.e.f. January 2026), Singapore's first one-stop support centre for targets of online harms.

Other initiatives co-organised with SHEIN's support since the start of our collaboration include Sneak Peek learning visits for girls aged 15 to 21 to go behind the scenes at SHEIN's corporate office to gain insights into the skill sets, requirements, and growth opportunities across different roles; and SHE Equips training workshops, where as part of life skills training, students learnt how to dress for different professional settings. To date, more than 250 young women have benefitted from these programmes, with more expected to be impacted as SHEIN continues our collaboration with SHE through 2026.

Spain – Cruz Roja Española (Spanish Red Cross)

Building on SHEIN's emergency relief contribution to Cruz Roja Española in 2024 to support communities in Valencia affected by severe flooding, SHEIN expanded our collaboration with the organisation in 2025 to advance digital inclusion and employability in Spain.

SHEIN's support for the ongoing Minimo Comun Digital programme aims to address Spain's digital skills gap, where according to a report by the European Commission, 45% of adults possess low or no digital competencies. Cruz Roja has also identified women and young people disproportionately affected by unemployment and job precarity as its key beneficiaries. Through this programme, 1,000 participants across five Spanish cities, including Madrid and Barcelona, will benefit from six-hour workshops aligned with the European Digital Competence Framework. The training will equip participants with practical tools to create tailored CVs, prepare for interviews using generative AI simulators, and independently manage digital job searches and professional networking.

IMPROVE LIVES IN COMMUNITIES

Partnering with Dress for Success

Dress for Success is a not-for-profit organisation that empowers women to achieve economic mobility through career development programmes, professional attire, and community support, delivered through a global network of over 100 local network members in 17 countries.

Since first partnering with Dress for Success Greater London in 2019, SHEIN has continued to expand our collaboration with various local Dress for Success network members, supporting initiatives that help women build confidence and prepare for employment. Through SHEIN and SHEIN Foundation, we are proud to support the meaningful work of our eight Dress for Success partners, comprising five existing partners located in the United Kingdom, the United States, Italy, and Singapore, as well as three new partners in Canada, in transforming the lives of disadvantaged women everywhere.

"Empowerment is not just about what we provide—it's about the lasting change we create. Through the partnerships with SHEIN and SHEIN Foundation, we have mobilised resources, expanded opportunities, and ignited meaningful impact across multiple regions worldwide. This collaboration has strengthened our ability to equip women with the tools, confidence and networks needed to achieve sustainable careers and economic independence. Leading this global initiative has been a profound and worthwhile endeavour—one that reinforces the power of collective action in transforming lives and breaking barriers for women everywhere."

Juanita Ingram
Founder and Board President, Dress for Success Chattanooga and Greater London; Global Ambassador, Dress for Success Singapore

Dress for Success Greater London

Over the years, SHEIN's collaboration with Dress for Success Greater London has evolved into a meaningful, long-term partnership. In 2025, SHEIN sponsored the Client of the Year and Volunteer of the Year awards at the annual Power of Women Awards, shining a spotlight on the inspiring journeys of women overcoming barriers and the volunteers who help them rebuild confidence. SHEIN also donated 1,000 pieces of professional attire to help clients feel confident and prepared for interviews and career milestones. Through this sustained collaboration, Dress for Success Greater London served 750 women in 2025, equipping them with the tools and confidence needed to pursue economic independence.

Dress for Success Indianapolis

Dress for Success Indianapolis continued to advance economic mobility for women in 2025 through their holistic Career & Confidence programming. Designed to help women facing economic and social barriers take confident steps towards employment and career growth, Dress for Success Indianapolis clients received individualised career development coaching, professional attire, personal styling sessions, and access to professional networking and community resources.

In 2025, Dress for Success Indianapolis served 1,088 individuals, many of whom were navigating low wages, had limited formal education, and faced systemic barriers to workforce participation. Dress for Success Indianapolis also delivered 854 career development services and provided 990 women with interview and workplace attire.

Dress for Success Chattanooga

Dress for Success Chattanooga continued to help women move from surviving to thriving—both professionally and personally. Through a range of initiatives, including one-on-one career counselling, resume reviews, and professional wardrobe transformation, clients received personalised tools to prepare for interviews, navigate career transitions, and build longer-term career stability.

SHEIN Foundation also supported the annual CelebrateHER gala, which served not only as a fundraiser but also as a valuable platform to amplify clients' success stories and build confidence through visibility and community celebration.

In 2025, a total of 236 women directly benefitted from Dress for Success Chattanooga's core workforce development services, an increase of 57.3% compared to 2024. Beyond these core services, 45 women participated in the Professional Women's Group, an ongoing career advancement and retention programme that provides continued professional development, peer support, and leadership exposure beyond initial workforce entry.

IMPROVE LIVES IN COMMUNITIES

Dress for Success Rome

In 2024, Dress for Success Rome opened its first multifunctional centre, a dedicated community space where women could access professional development services, career coaching, and networking opportunities. Building on this foundation, the renewed partnership with SHEIN in 2025 focused on scaling impact, expanding services, and creating new opportunities for women not only in Rome, but increasingly across Italy.

Through the EmpowerHer project, women aged 18 to 60 from Rome and the surrounding areas, as well as from the province of Latina, who are entering or re-entering the workforce, accessed structured training in digital marketing, personal branding, and financial literacy, alongside mentoring and career coaching pathways designed to foster long-term employability. The launch of the Ascolto Donna support desk at the Dress for Success Rome hub allowed clients to begin their journey in a safe space where they could freely share their needs and professional goals, as well as gain access to dedicated sessions with career advisors who provide practical tools and personalised guidance. Since the opening of the support desk in March 2025, Dress for Success Rome has served more than 70 women.

Dress for Success Singapore

SHEIN's collaboration with Dress for Success Singapore in 2025 supported programmes designed to equip women with practical skills and empower them to build confidence, which directly impacted 119 clients.

To mark International Women's Day, Dress for Success Singapore clients experienced a day of self-care and transformation as they received a makeover and photoshoot session, supported by nearly 25 volunteer stylists, makeup artists and photographers, alongside SHEIN volunteer hosts. Other skills- and confidence-building workshops were also held throughout the year, including crochet training, a LEGO-based wellbeing session, and workshops for young trauma survivors.

2025 also marked the 10th anniversary of Image Mission, which manages Dress for Success Singapore. SHEIN was proud to have supported this milestone by supporting the 10th Anniversary Dinner and Queen of Inspiration Pageant, where clients' journeys and achievements were celebrated alongside their families and communities.

Dress for Success Montreal

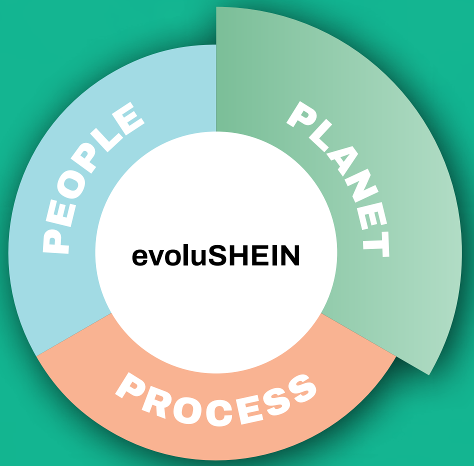
SHEIN's funding supported core operating costs of essential services provided by Dress for Success Montreal, with a focus on the Dressing Services programme, to ensure their continued accessibility. As the primary entry point for clients, this programme plays a critical role in building confidence, dignity, and workforce readiness. With SHEIN's support, 140 women facing systemic barriers to employment accessed professional workplace attire, received one-on-one guidance from trained staff and volunteers, and were connected to additional employment readiness support.

Dress for Success Vancouver

Dress for Success Vancouver continued to open doors to meaningful employment and personal success for women across the Lower Mainland. SHEIN's funding directly supported 97 clients in accessing the Dressing Services programme, where they received professional attire and one-on-one styling, enabling them to step into interviews and new opportunities with confidence. SHEIN also supported the Success Luncheon, an annual fundraising event, which raised more than CA$530,000 and is expected to help fund services for over 1,000 clients in 2026.

Dress for Success Ottawa

In 2025, Dress for Success Ottawa advanced their mission of empowering women and gender-diverse individuals to achieve economic independence. SHEIN's funding directly supported 94 clients to participate in their flagship Suiting Program, which equips them with professional attire, career development tools, and access to supportive services. SHEIN also supported Dress for Success Ottawa's fundraising event, Stepping Forward: A Night of High Fashion, which raised over CA$40,000 and served as a space to engage with community, donors, and supporters, which will help to build the foundation for Dress for Success Ottawa's long-term financial sustainability.



COLLECTIVE RESILIENCE

Why It Matters

Ensuring that SHEIN's operations and supply chain remain resilient to climate-related risks, while growing our business in a way that respects our planetary boundaries, is critical to SHEIN's business continuity and success in the long term. To mitigate the environmental impact of our business and operations, we remain committed to reducing our GHG emissions and energy consumption across our value chain, in line with our approved near- and long-term science-based emissions reduction targets with the Science Based Targets initiative (SBTi), and to minimise our impact on natural ecosystems in our manufacturing processes and operations.

These efforts are the building blocks for a transition to a lower-carbon, less resource-intensive business and operating model grounded in data and practical action, supported and amplified by partnerships across the value chain.

PLANET

Our Approach

Our three strategic priorities for driving impact are to:

Decarbonise our Value Chain

Source Preferred Materials

Protect Nature and Biodiversity

Our Targets and Aspirations	2025 Updates
Reduce absolute Scope 1 and 2 GHG emissions by 42% by 2030	• Compared to the base year 2023, emissions from our own operations (Scope 1 and 2) decreased by 10.8%, although emissions from our value chain (Scope 3) under our near-term SBTi target increased by 5.1% while total Scope 3 emissions increased by 20.3%. • Implemented decarbonisation initiatives that led to emissions reductions of 39,510.5 tCO_2e across our own operations (Scope 1 and 2), as well as 921,710.8 tCO_2e in our value chain (Scope 3). Total emissions decreased by 2.3% compared with 2024, while emissions covered by our near-term SBTi targets decreased by 6.8% compared with 2024. • Our science-based net-zero target was approved by the SBTi in May 2025.
Reduce absolute Scope 3 GHG emissions by 25% by 2030	
Reach net-zero GHG emissions across the value chain by 2050	
Use electricity only from renewable sources for operations directly managed by SHEIN by 2030	• Derived 85.1% of electricity used for our own operations from renewable sources in 2025, up from 76% in 2024.
Source 100% Green Shirt-rated viscose[31] for SHEIN-branded products by 2025	• In 2025, 74.7% of viscose fabrics for SHEIN-branded products were Green Shirt-rated viscose.
Source 100% Forest Stewardship Council (FSC)-certified paper-based packaging for SHEIN-branded products[32] by 2025	• As at end-2025, 100% of paper-based delivery boxes used FSC-certified materials.
Ensure all packaging sourced for SHEIN-branded products contains 50% preferred materials[33] by 2030	• In 2025, 19.7% of plastic packaging procured for SHEIN-branded products contained at least 50% recycled polyethylene (PE).
Transition 31% of the polyester used for SHEIN-branded products to recycled polyester by 2030	• In 2025, 9.2% of the polyester sourced for SHEIN-branded products was recycled polyester, an increase from 6.7% in 2024. 13.4% of this recycled polyester came from textile-to-textile recycling.
Source 50% of SHEIN-branded products through our evoluSHEIN by Design initiative by 2030	• In 2025, 6.9% of SHEIN-branded items made with textiles designated by SHEIN met the evoluSHEIN by Design criteria.

[31] "Green Shirt-rated viscose" is defined as viscose sourced from producers that were awarded a "Green Shirt" rating in Canopy's annual Hot Button Report, indicating a low risk, or no confirmed high risk, of sourcing from Ancient and Endangered Forests.
[32] Paper-based packaging for SHEIN-branded products refers to paper boxes used for delivery of products to customers.
[33] Preferred materials used for packaging include recycled PE and FSC-certified paper packaging. See page 59 for more information.

OUR CLIMATE RISKS AND IMPACT

Climate change poses potentially significant risks to SHEIN's operations, supply chain, and long-term competitiveness. SHEIN recognises the importance of continuously identifying and assessing our climate-related risks, and updating our risk management and mitigation measures to ensure the resilience of our business, while also identifying opportunities for innovation and business efficiency that can arise from the transition to a lower-carbon economy. As we embark on the journey of meeting our climate goals and targets, SHEIN continues to develop and refine our business strategies and plans to adapt to and mitigate the effects of climate change. We are in the process of building the foundations for a holistic climate transition plan, including an updated climate risk assessment, a nature and biodiversity risk assessment, and a detailed multi-year decarbonisation roadmap to achieve near-term and long-term emissions reduction targets. These initiatives support the integration of climate considerations into SHEIN's strategy and risk management.

Climate Resilience Assessment

In 2025, we undertook a comprehensive assessment of how climate-related risks and opportunities may influence SHEIN's strategy, operations, and long-term business resilience, expanding upon our climate resilience study conducted in 2022. Conducted by SGS in alignment with the requirements of IFRS S2 and the Task Force on Climate-Related Financial Disclosures (TCFD) framework, the assessment applied climate scenario analysis across the following defined time horizons: short-term (2025 to 2026), medium-term (2027 to 2030), and long-term (2031 to 2050).

It considered both physical and transition risks[34], focusing on risks deemed material to SHEIN's business model, and covered significant sites for SHEIN's own operations and supply chain across ten countries. Each risk category was evaluated across various publicly available and internationally recognised climate scenarios and time horizons, with the highest identified risk level adopted for a conservative assessment.

Risks and Business Impact

Overall, physical risk was assessed as medium, indicating resilience to climate-related impacts, although there remain risks of localised operational disruption under higher emissions pathways. In particular, extreme heat and extreme precipitation were assessed as priority risks in both 2030 and 2050 due to potential disruptions to supplier production, logistics corridors, and warehouse operations, affecting fulfilment timing, inventory flows, and energy demand. These may translate into temporary revenue volatility, higher operating and logistics costs, targeted capital expenditure for infrastructure reinforcement, and short-term cash flow variability. Other hazards were assessed as low- to medium-risk.

Transition risk was assessed as medium in the near term, with the potential to increase to moderately high in the long term under more stringent policy pathways. Reputational risk was assessed as high in both 2030 and 2050, reflecting increasing regulatory scrutiny and stakeholder expectations regarding environmental claims and climate disclosures. Other transition risks were assessed as low to medium in 2030 but show upward trajectories over the longer term.

Overview of Risks

Priority	Physical risks	Transition risks
Overall	• Medium risk, not systemically impairing at the portfolio level • May give rise to episodic operational disruption and cost variability	• Medium risk in the near term; could increase to moderately high in the long term under more stringent policy pathways
High	• Extreme heat • Extreme precipitation	• Reputation
Medium	• Drought • Wildfire • Tropical cyclones • Average temperature rise • Sea level rise	• Textile extended producer responsibility (EPR)
Low	• Flood • Water stress	• Carbon pricing and energy consumption constraint transmission • Product environmental information and traceability • Overall increase in environmental policy stringency • Uncertainties in sustainable materials and low-carbon technologies • Breakthrough low-carbon technology substitution • Changes in consumer sustainability preferences

[34] Physical risks were assessed using three Intergovernmental Panel on Climate Change (IPCC) scenarios, representing low, baseline, and high emissions trajectories. Transition risks were assessed under two Network for Greening the Financial System (NGFS) scenarios: Net Zero 2050, which assumes immediate and coordinated policy action consistent with limiting warming to 1.5°C, and Delayed Transition, which assumes limited policy strengthening before 2030 followed by more abrupt tightening consistent with limiting warming to below 2°C. The scenarios were selected to reflect a full range of plausible climate futures and to ensure consistency with internationally recognised frameworks such as IPCC and NGFS.

OUR CLIMATE RISKS AND IMPACT

Climate-Related Opportunities

The assessment also identified climate-related opportunities that support resilience, operational efficiency, and long-term competitiveness. For instance, resource-efficiency improvements across production, warehousing, and logistics can enhance cost discipline, reduce exposure to input volatility, and support emissions-intensity management. Integrating clearly defined environmental attributes into product development and testing processes can better align material selection, production methods, and product design with evolving regulatory requirements and stakeholder expectations, while advancing circular business models can enhance business model adaptability under tightening resource and regulatory constraints.

The climate risks and opportunities identified through this assessment are being reviewed and integrated into SHEIN's ESG governance and risk management processes. We have made progress in some of these priority areas, including:

- Continued optimisation of resource efficiency through waste reduction and water-saving innovation (see page 68)
- A 2025 review of the evoluSHEIN by Design product initiative (see page 60) to strengthen its circular design framework and quantify carbon and water savings from preferred attributes
- The continued implementation of circularity initiatives (see page 66) such as addressing textile waste in the supply chain, scaling the SHEIN Exchange resale platform, and improving garment end-of-life management through external partnerships

DECARBONISE OUR VALUE CHAIN

Our Emissions Reduction Targets

SHEIN is committed to reducing our carbon footprint and has approved near- and long-term science-based emissions reduction targets with the **SBTi**. These targets[35] are in line with the Paris Agreement's goal of limiting global temperature rise to 1.5°C above pre-industrial levels, and are as follows:

Overall Net-Zero Target:

- Reach net-zero GHG emissions across our value chain by 2050[36].

Near-Term Targets:

- Reduce absolute Scope 1 and 2 GHG emissions by 42% and absolute Scope 3 GHG emissions by 25% by 2030, against a 2023 base year.
- Increase active annual sourcing of renewable electricity to 100% by 2030.

Long-Term Targets:

- Reduce absolute Scope 1 and 2 GHG emissions and absolute Scope 3 GHG emissions[37] by 90% by 2050, against a 2023 base year.

Decarbonisation Roadmap

SHEIN's decarbonisation strategy is operationalised through a multi-year roadmap developed in partnership with Anthesis Group. The roadmap translates our science-based targets into a sequenced set of actions across Scopes 1, 2, and 3, outlining the strategic actions, resources, and milestones needed to achieve our near- and long-term science-based emissions reduction targets as validated by the SBTi. It also reflects input from SHEIN's External ESG Advisory Board, before being presented to members of SHEIN's executive leadership, including our CEO. The roadmap:

- Identifies key decarbonisation levers across our operations and value chain
- Prioritises actions based on emissions-reduction potential, feasibility, readiness, and cost
- Accounts for SHEIN's on-demand business model, projected growth, and evolving regulatory expectations
- Is reviewed periodically to reflect developments in technology, policy and market conditions

In line with the **SBTi Corporate Net-Zero Standard**, SHEIN intends to neutralise any residual emissions that remain after achieving deep absolute emissions reductions across Scopes 1, 2, and 3 by the net-zero target year of 2050. The scale and approach to any such neutralisation will be determined closer to that time, taking into account technological progress, market availability, regulatory developments, and updated SBTi and relevant guidance issued by comparable standards and initiatives. For any residual emissions that cannot be eliminated by the net-zero target year, SHEIN may explore carbon offset solutions consistent with SBTi and other comparable standards/initiatives' requirements. SHEIN does not currently apply an internal carbon price and will periodically review this approach.

Our decarbonisation roadmap informs the workplans of SHEIN's Sustainability team and other relevant functions across the organisation, with year-on-year progress against our emissions reduction targets reported to our executive leadership.

[35] All emissions reduction targets are defined as gross reductions, excluding the use of carbon credits or offsets.
[36] According to the SBTi Corporate Net-Zero Standard, companies must achieve emissions reduction by more than 90%, with the residual emissions neutralised with permanent carbon removal and storage.
[37] In line with SBTi's requirements, and in conformance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, the scope of the target includes Category 1 (Purchased Goods and Services), Category 3 (Fuel- and Energy-Related Activities), Category 4 (Upstream Transportation and Distribution), Category 5 (Waste Generated in Operations), Category 11 (Use of Sold Products), and Category 12 (End-of-Life Treatment of Sold Products).

DECARBONISE OUR VALUE CHAIN

Decarbonisation Levers

Our Own Operations

Scopes 1 and 2

Decarbonisation of SHEIN's own facilities and directly managed sites focuses on three levers.

Transitioning to renewable electricity through on-site solar photovoltaic installations at SHEIN-operated sites and the procurement of Energy Attribute Certificates[38] (EACs) that meet RE100 and GHG Protocol Scope 2 Quality Criteria

Improving energy efficiency by optimising operational practices, equipment, and systems across directly managed facilities to reduce overall energy consumption and improve energy consumption monitoring

Eliminating, where possible, direct fossil fuel use and reducing fugitive emissions, including the electrification of SHEIN-operated sites and owned or controlled vehicles, and the replacement of high-global warming potential (GWP) refrigerants and fire-suppression systems with lower-GWP alternatives

Our Value Chain

Scope 3

Working with our value chain partners to reduce our Scope 3 emissions is critical to SHEIN's decarbonisation strategy, given that more than 99% of our carbon footprint arises from Scope 3 emissions.

Key levers focus on areas with the largest emissions, i.e. Category 1 emissions attributed to the production phase, as well as Category 4 emissions arising from the transportation and distribution of our products, with other actions focused on supporting consumer use and end-of-life management of our products.

Category 1 – Purchased goods and services

- Minimising the use of virgin materials and transitioning to lower-impact alternatives, including recycled materials
- Reducing manufacturing emissions by supporting supplier decarbonisation, including encouraging transition to renewable energy, and adoption of more energy-efficient equipment and production techniques

Category 4 – Upstream transportation and distribution

- Optimising transportation routes, by improving global logistics network design and route planning and promoting greater use of land, sea and multimodal transport
- Improving transport efficiency, including increasing load and packaging density, and enhancing utilisation rates
- Advancing lower-carbon logistics solutions in partnership with service providers

Category 5 – Waste generated in operations

- Promoting waste management to minimise waste in our operations

Category 11 – Use of sold products

- Identifying and assessing targeted levers to support lower-impact use over time, e.g. provision of garment care guidance

Category 12 – End-of-life treatment of sold products

- Enabling longer product use and improving end-of-life outcomes

[38] Where EACs are procured, they are sourced within the same market boundary as the consuming facility, and are not represented as physical emissions reductions beyond the Scope 2 market-based accounting framework.

DECARBONISE OUR VALUE CHAIN

Category 1 – Purchased goods and services

Across the life cycle of our products, the largest proportion of emissions occurs during the production phase—from raw materials, fabric, garment, and packaging production. We are working to reduce this category of emissions through the following levers:

- **Minimising the use of virgin materials and transitioning to lower-impact alternatives**, including recycled materials. SHEIN has set a target to transition 31% of the polyester used in SHEIN-branded products to recycled polyester by 2030. Our selection of lower-impact textile materials is guided by preferred fibres criteria defined by organisations such as Textile Exchange, as well as the findings of independent Life Cycle Assessment (LCA) studies on the product carbon footprint of representative garments made from recycled or next-generation fabrics compared to their conventional or status quo equivalents.[39] We are continuing to advance research with external partners to model and validate the carbon and other environmental impact of various lower-impact materials, to inform further decisions on scaling the use of such materials as part of our decarbonisation roadmap. In parallel, we are reducing packaging emissions by increasing the proportion of recycled content in the packaging sourced for SHEIN-branded products and optimising the amount of material used with lighter-weight packaging design.

- **Reducing manufacturing emissions by supporting supplier decarbonisation**. We are working with our network of SHEIN-branded suppliers to encourage their transition to renewable energy and to adopt more energy-efficient equipment and production techniques across key production stages from raw material processing to fabric production and garment assembly. To support a systematic transition across our supplier base and ensure the quality and accuracy of supplier-reported data, we are helping suppliers understand how to calculate their carbon footprints, establish baseline emissions, reduction targets, and transition plans, as well as how to monitor, measure, and verify their emissions reductions.

Category 4 – Upstream transportation and distribution

Given the significant contribution of logistics as the second-highest emissions category in SHEIN's Scope 3 emissions, key levers to reduce emissions in this category include:

- **Optimising transportation routes**, by improving global logistics network design and route planning to reduce distance in transportation, and promoting greater use of land, sea, and multimodal transport where feasible in place of air freight.

- **Improving transport efficiency**, including increasing load and packaging density, and enhancing utilisation rates to reduce emissions per unit transported.

- **Advancing lower-carbon logistics solutions in partnership with service providers**, including exploring the economic feasibility of using sustainable aviation fuel (SAF) certificates and driving decarbonisation efforts with logistics service providers, including encouraging fleet modernisation, adoption of lower-emission vehicles, and continuous improvements in fuel efficiency and operational practices.

Category 5 – Waste generated in operations

- Key levers for this category focus on promoting waste management to minimise waste generation in our operations, including waste prevention, improved materials handling, increased recycling and recovery rates, and reduced reliance on landfill or other high-emissions disposal routes.

Category 11 – Use of sold products

- Emissions in Category 11 are predominantly driven by factors beyond SHEIN's operational control; use-phase emissions for apparel are driven by customer care practices, including washing frequency and temperature, and by local grid emission factors determined at the national level. For products with direct energy consumption, such as electronics offered through SHEIN Marketplace, emissions are driven by product specifications set by vendors. Within this context, SHEIN is identifying and assessing targeted levers to support lower-impact use over time, such as potential provision of customer-facing garment care guidance to promote more energy-efficient practices (e.g. lower-temperature washing and reduced wash frequency), as well as conducting further analysis of care behaviours to inform future engagement strategies.

Category 12 – End-of-life treatment of sold products

- SHEIN's approach to Category 12 focuses on enabling longer product use and improving end-of-life outcomes, recognising the indirect nature of influence in this category. These include extending product life, including through resale platforms and other circular initiatives that encourage reuse and secondary markets, as well as exploring opportunities to increase the recycling rates of sold products, informed by our ongoing analysis of consumer behaviours.

39 In 2024, we commissioned Bureau Veritas to conduct an independent cradle-to-grave LCA comparing garments made with conventional materials against comparable ones made with preferred material types, using validated sample data. Product carbon footprints were calculated across all major life cycle stages, including raw material acquisition, raw material transport, core production, downstream transport, product use and end-of-life treatment. For polyester, the study found that garments made with recycled polyester had a lower product life cycle carbon footprint of 11%, compared to comparable garments made with virgin polyester.

DECARBONISE OUR VALUE CHAIN

Our 2025 Carbon Footprint and Emissions Reduction Progress

We calculate our carbon footprint in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, with independent verification by third-party audit and assurance companies. Our GHG emissions inventory includes emissions from our own operations (Scope 1 and 2) as well as our value chain (Scope 3).

The majority of our emissions occur in our value chain, with nearly all of our carbon footprint attributed to Scope 3 emissions. We are continually making efforts to improve the accuracy of our emissions reporting. In 2025, we refined our calculation methodology in line with best practice accounting rules, such as the GHG Protocol and the SBTi. These enhancements not only strengthen data and reporting accuracy, but also enable better prioritisation of decarbonisation levers and improvement of our supplier engagement strategies. Key data capability initiatives included:

- **Enhancing our collection, verification, and measurement of third-party data from our suppliers on their fuel and energy consumption in 2025**, by conducting dedicated Supplier Environment and Climate Assessments (SEC) covering 502 Tier 1 and 101 Tier 2 suppliers. The SEC assessments strengthen the quality of primary activity data, improve visibility over energy intensity and fuel mix, and support more targeted supplier-level transition planning. We intend to expand coverage of our supplier base further in the next few years.
- **Conducting a climate-readiness survey of 102 air and road freight suppliers** representing over 80% of SHEIN's total transport emissions in 2025. The survey assessed their progress in establishing science-based emissions reduction targets and strengthened our understanding of supplier decarbonisation maturity and the collection of transportation-related emissions data.

2025 GHG Emissions Inventory

Category	Description	Base Year: 2023 (tCO_2e)	2024 (tCO_2e)	2025 (tCO_2e)	Percentage Change 2023 - 2025	Percentage Change 2024 - 2025
Scope 1	Fossil fuel combustion emissions	1,445.6	2,808.7	5,331.3	268.8%	89.8%
	Fugitive emissions	5,106.9	1,407.3	2,979.1	-41.7%	111.7%
Scope 2	Market-based emissions	25,788.0	26,695.4	20,535.1	-20.4%	-23.1%
	Location-based emissions	91,504.7	121,565.6	122,777.2	34.2%	1.0%
Scope 1 + Scope 2 (market-based emissions)		32,340.6	30,911.4	28,845.5	-10.8%	-6.7%
Scope 3 (under our near-term SBTi targets[40])		18,122,772.0	20,443,651.5	19,045,149.7	5.1%	-6.8%
Scope 3		21,260,510.5	26,173,068.0	25,575,116.9	20.3%	-2.3%
Total Scope 1 + Scope 2 + Scope 3 GHG Emissions (under our near-term SBTi targets)		**18,155,112.5**	**20,474,562.9**	**19,073,995.2**	**5.1%**	**-6.8%**
Total Scope 1 + Scope 2 + Scope 3 GHG Emissions		**21,292,851.1**	**26,203,979.3**	**25,603,962.4**	**20.2%**	**-2.3%**

Together, these initiatives enhance the accuracy and reinforce the analytical foundation of our Scope 3 inventory and support more precise identification of reduction pathways in our Category 1 and Category 4 emissions. For more information on how we calculate our emissions, please see page 97 in the Annex.

Our emissions inventory for 2025 was independently verified by Bureau Veritas, in accordance with the GHG Protocol and ISO 14064-1:2018. We remain focused on reducing emissions across Scope 1, 2, and priority Scope 3 categories.

[40] Comprises GHG Protocol Scope 3, Categories 1, 3, 4, 5, and 12.

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Scope 3 Emissions (Split by Category)

Category	Description	Base Year: 2023 (tCO_2e)	2024 (tCO_2e)	2025 (tCO_2e)	Percentage Change 2023 - 2025	Percentage Change 2024 - 2025
Under our SBTi targets						
Category 1: Purchased Goods and Services	Supply chain emissions of SHEIN-branded products and consumables in operations; purchased data services	10,209,729.6	11,201,418.8	11,389,343.3	11.6%	1.7%
Category 3: Fuel and Energy-Related Activities	Fuel and energy-related activities, not accounted for in Scope 1 or 2	8,939.8	18,412.2	11,192.2	25.2%	-39.2%
Category 4: Upstream Transportation and Distribution	Transportation of products to and between SHEIN facilities and to customers, and of returns	7,494,972.7	8,519,829.1	7,002,797.5	-6.6%	-17.8%
Category 5: Waste Generated in Operations	Industrial waste generated in SHEIN-operated warehouses and CIGM	6,045.1	8,322.4	7,637.5	26.3%	-8.2%
Category 11: Use of Sold Products	Direct energy consumption during the use of SHEIN products	2,404,530.5	4,992,843.9	5,791,544.1	140.9%	16.0%
Category 11: Use of Sold Products	Indirect energy consumption during the use of SHEIN products	634,018.3	673,837.2	669,879.8	5.7%	-0.6%
Category 12: End-of-Life Treatment of Sold Products	Disposal and treatment of SHEIN-branded products at end-of-life	403,084.8	695,669.0	634,179.1	57.3%	-8.8%
Not included under our SBTi targets						
Category 2: Capital Goods	Tangible and intangible assets purchased	75,847.1	33,950.0	29,161.6	-61.6%	-14.1%
Category 6: Business Travel	Transportation of employees to business-related activities	6,271.6	9,303.9	7,072.1	12.8%	-24.0%
Category 7: Employee Commuting	Transportation of employees between their homes and the workplace	8,075.2	13,647.2*	14,095.3	74.6%	3.3%
Category 8: Upstream Leased Assets	Assets that are leased by SHEIN, but not owned, for use in our operations	8,995.9	5,834.1*	18,214.4	102.5%	212.2%

Note: Numbers may not sum due to rounding. Categories 9, 10, 13, and 14 have been excluded from disclosure as no activities with relevant climate impact have been identified to date. These categories are periodically reviewed to assess the potential emergence of relevant emissions. Category 15 emissions are excluded from the 2025 inventory, as they are not included within our defined SBTi target boundary; estimated emissions fall below the defined exclusion threshold and are not material to total Scope 3 emissions.
* Updated to reflect revised activity data in 2024.

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Summary of Decarbonisation Initiatives and Emissions Reductions in 2025

In 2025, we implemented decarbonisation initiatives that led to emissions reductions of 39,510.5 tCO_2e across Scope 1 and 2, as well as 921,710.8 tCO_2e for Scope 3.

Decarbonisation Initiatives	Key Actions	2025 Emissions Reduction (tCO_2e)
Scope 1 and 2 Emissions: Across self-operated facilities		
Rooftop solar deployment at self-operated facilities	• 93.9 MWp of solar photovoltaic capacity installed across 16 self-operated logistics and warehouse facilities, consuming 36,909.5 MWh of solar energy	19,576.4
Energy efficiency improvements at self-operated facilities	• Electricity savings of 33,581.0 MWh resulting from the implementation of energy efficiency improvement measures across 22 self-operated facilities in China	19,934.1
Scope 3 Emissions: Across the value chain		
Category 1: Decarbonisation measures across purchased goods and services	• Use of recycled polyester in SHEIN-branded products • Optimisation of express delivery bags and garment polybags to reduce the use of virgin plastic • Support for the installation of rooftop solar systems across 142 suppliers, with a combined installed capacity of 139.6 MWp • Support for the implementation of resource and energy efficiency improvement measures across manufacturing processes and facilities at 22 Tier 2 suppliers • Use of Digital Thermal Transfer Printing (DTTP) by suppliers	316,842.8
Category 4: Logistics initiatives	• Optimised air routes and switched to trucking for shorter routes • Used lower-emission transport alternatives, such as electric trucks for inter-warehouse transfers • Enhanced packaging and loading efficiency • Pilot collaboration with logistics partners to procure sustainable aviation fuel (SAF) certificates for 14 charter cargo flights	604,868.0

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Emissions Reduction Progress Across Scope 1 and 2 – In Our Own Operations

2025 Progress Across Key Levers

1. **Transitioning to renewable energy:** In 2025, our total electricity consumption across globally managed operations was 275,723.2 MWh, an increase of 13.3% from 243,340 MWh in 2024. 85.1% of energy used (234,613.5 MWh) in SHEIN's directly managed operations was derived from renewable sources, up from 76% in 2024. This included 197,704.0 MWh of electricity fully supported by unbundled, RE100-compliant EACs issued within the same market boundaries as the consuming facilities.[41] Total energy consumption intensity was 15.0 MWh per Full-Time Equivalent (FTE). We also increased on-site renewable generation, with 93.9 MWp of installed solar photovoltaic capacity across 16 facilities, a 66.8% increase compared with 56.3 MWp in 2024 across 10 facilities. In 2025, we consumed 36,909.5 MWh of solar energy, corresponding to an estimated CO_2e reduction of 19,576.4 tCO_2e.

2. **Improving energy efficiency:** 78 energy improvement measures were implemented across 22 SHEIN-operated facilities in China since 2024, such as upgrading to high-efficiency lighting, optimising air-conditioning operations, installing timer switches for fans and air compressors, enhancing energy management systems, and training employees in sustainable facility management practices. In 2025, these measures resulted in estimated electricity savings of 33,581.0 MWh, corresponding to an estimated CO_2e reduction of 19,934.1 tCO_2e.

Achieving Carbon Neutrality at SHEIN's Logistics Site in Guangdong

Dawang Weilong Zhaoqing High-Tech Logistics Park Carbon Neutrality Initiative

In 2025, SHEIN's Dawang Weilong Zhaoqing High-Tech Logistics Park in Guangdong became the company's first facility to achieve carbon neutrality for the FY2024 reporting period. Independent verification by Bureau Veritas, conducted in line with ISO 14064-1:2018 and ISO 14068-1:2023, confirmed that the site reduced approximately 98% of its total emissions at source through direct emissions reductions of 32,661.8 tCO_2e. These included a combination of renewable energy and operational efficiency measures, such as the installation of rooftop photovoltaic systems, which generated 1.3 million kWh of electricity during the year, the procurement of 58,952 MWh of renewable electricity certificates, the upgrading of more energy-efficient lighting and air-conditioning systems, and the implementation of optimised Heating, Ventilation, and Air-Conditioning (HVAC) schedules. The remaining 2% of unavoidable residual emissions in 2024, amounting to 587.2 tCO_2e, were offset by Verra-registered and issued carbon credits.

The facility maintained its carbon-neutral status in 2025 and obtained carbon neutrality certification for the FY2025 reporting period in 2026. In 2025, 13.1 million kWh was generated by the rooftop photovoltaic systems while 42,164 MWh of renewable electricity certificates were procured.

The remaining 3.4% of unavoidable residual emissions in 2025, amounting to 797.3 tCO_2e, were offset using Gold Standard Impact Registry-registered and issued carbon credits, with the remaining 20% offset using Verra-registered and issued carbon credits.

The facility also achieved Zero Waste to Landfill certification, with all operational waste diverted through reduction, reuse, recycling, or recovery. Lessons from this initiative are being evaluated for application at other logistics sites across SHEIN's network.

[41] The EACs procured comprise China's Green Electricity Certificates (GECs), Renewable Energy Certificates (RECs), and Guarantees of Origin (GOs). These certificates can also only be tracked and redeemed, retired, or cancelled by or on behalf of SHEIN.

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Emissions Reduction Progress Across Scope 3 – In Our Value Chain

Category 1 – Making Our Products

Our emissions reduction initiatives in 2025 led to an estimated 316,842.8 tCO_2e avoided for Category 1. This represents an increase of 59.2% compared with an estimated 198,921 tCO_2e avoided in 2024, reflecting the expanded scope and implementation of targeted reduction measures in 2025.

2025 Progress Across Key Levers

1. **Minimising the use of virgin materials and transitioning to lower-impact alternatives**

- 9.2% of polyester directly sourced for SHEIN-branded products in 2025 was recycled, an increase from 6.7% in 2024, corresponding to an estimated reduction of 48,664.2 tCO_2e. Of this, 13.4% was textile-to-textile recycled polyester, up from 12.1% in 2024.
- We continued to optimise express delivery bags and garment polybags to reduce the use of virgin plastic, including lightweighting courier and garment bags, as well as increased use of recycled PE—19.7% of plastic packaging procured for SHEIN-branded products in 2025 contained at least 50% recycled PE (an increase from 17.0% in 2024), avoiding 5,647 tonnes of virgin plastic. In total, packaging initiatives led to an estimated emissions reduction of 22,406.0 tCO_2e. Further details of the reduced use of virgin plastic can be found on page 59.

2. **Reducing manufacturing emissions by supporting supplier decarbonisation**

- Resource efficiency measures such as the installation of low-energy dyeing and finishing technologies, low-bath-ratio dyeing machines and condensate heat-recovery systems, as well as energy efficiency measures including LED lighting upgrades, high-efficiency air compressors, intelligent stenter exhaust control and rooftop solar installations, were implemented across 22 fabric production facilities in 2025, which reduced natural gas consumption by 872,582.0 m^3, steam use by 65,303.6 tonnes and electricity use by 6,778.4 MWh, corresponding to an estimated reduction of 91,982.4 tCO_2e. As of the end of 2025, 123 suppliers in total have adopted measures in line with our energy efficiency guidelines.
- We continue to promote the use of lower-impact manufacturing processes such as DTTP in supplier facilities, which reduced electricity use by 48,051.2 MWh, resulting in an estimated emissions reduction of 88,983.8 tCO_2e.
- In parallel, 142 Tier 1 and 2 suppliers had installed rooftop solar photovoltaic systems by the end of 2025[42], with installed capacity since 2023 totalling 139.6 MWp. The associated consumption of solar energy in 2025 resulted in an estimated emissions reduction of 64,806.4 tCO_2e.

Advancing Supplier Decarbonisation Through Supplier Climate Transition Program (SCTP)

Delivered in partnership with independent technical organisations such as Bureau Veritas and TÜV Rheinland, SHEIN's SCTP is designed to support suppliers in their decarbonisation journeys by providing structured, third-party technical support in areas such as calculating their carbon footprint, analysing their energy consumption, setting emissions reduction targets and action plan from a baseline, and monitoring and verifying the effectiveness of implemented emissions reduction measures.

Launched in 2025, SCTP focuses on Tier 2 suppliers involved in energy-intensive upstream production stages, such as dyeing and weaving facilities. The programme aims to first target suppliers that account for a substantial share of SHEIN's Scope 3 Category 1 emissions and that typically have direct influence over fuel mix and process technology upgrades. This approach is intended to accelerate progress where the greatest abatement opportunities are concentrated, before expanding the programme more broadly across the supplier base. In 2025, 35 Tier 2 suppliers, representing over 30% of 2025 procurement value, enrolled in the SCTP. SHEIN is working with these suppliers on near- and long-term target setting, as well as technical support for the design, implementation, and tracking of emissions reduction measures. Subject to the evaluation of this initial phase, we expect to expand SCTP progressively to additional supplier categories across the wider supply chain.

[42] Deployment is driven through a supplier engagement mechanism that prioritises suppliers with the technical and operational readiness to transition; we facilitate access to third-party expert consultants who support the suppliers in developing custom solar photovoltaic installation plans, and by providing cash incentives to support installations.

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Category 4 – Transporting Our Products

Our continued emissions reduction initiatives in 2025 led to an estimated 604,868.0 tCO_2e avoided for Category 4, compared with an estimated 668,800 tCO_2e avoided in 2024.

2025 Progress Across Key Levers

1. **Optimising transportation routes**

- Air routes optimisation and localised procurement reduced long-haul air freight distances, contributing an estimated 240,451.9 tCO_2e in avoided emissions.
- Increased use of sea freight and expanded trucking routes reduced transport emissions by an estimated 22,622.6 tCO_2e.

2. **Improving transport efficiency**

- To improve packaging and loading efficiency, we implemented initiatives such as redesigning carton dimensions, optimising pallet frames, and using sacks in place of selected cartons to increase aircraft loading rates and reduce shipment frequency. This resulted in an estimated 331,070.5 tCO_2e in avoided emissions.
- We continued to expand the use of electric or lower-fuel-consumption vehicles, with 125 such vehicles deployed across warehousing and distribution activities in 2025, resulting in an estimated 10,143.8 tCO_2e reduction.

3. **Advancing lower-carbon logistics solutions in partnership with service providers**

- In 2025, SHEIN piloted the procurement and use of 187.3 tonnes of SAF across 14 Atlas Air charter flights, achieving an estimated emissions reduction of 579.1 tCO_2e.

Exploring the Use of SAF

Air freight is a significant contributor to SHEIN's upstream transportation emissions. In 2025, SHEIN initiated an assessment of SAF as a potential lever in reducing the carbon emissions associated with air transport, while continuing to optimise our logistics network to increase reliance on land, sea, and multimodal options; our SAF pilot with Atlas Air is a first step in this evaluation.

SHEIN signed a Memorandum of Understanding (MoU) with Lufthansa Cargo to explore initiatives supporting the transition to renewable and lower-carbon energy sources in air transport. Under the MoU, SHEIN committed our intention to finalise the adoption of SAF offsetting solutions for its deliveries, with associated emissions reductions documented through externally verified certification. Lufthansa Cargo will issue certificates based on a Proof of Sustainability (PoS) for SAF volumes used, based on recognised standards that demonstrate life cycle emissions reductions relative to conventional jet fuel.

To complement these actions, SHEIN joined Green Fuel Forward, a World Economic Forum-led campaign focused on accelerating SAF adoption in the Asia-Pacific region. The initiative seeks to raise awareness of SAF, foster collaboration between corporates, airlines and fuel producers, and strengthen the demand signals for SAF in Asia Pacific through capacity-building activities.

Together, these activities represent early pilot efforts to assess the role of SAF within SHEIN's logistics decarbonisation pathway. While SAF adoption remains at a nascent stage, these 2025 initiatives and partnerships are intended to evaluate its potential contribution to managing transport-related emissions and to support more informed decision-making as supply, standards, and market conditions evolve.

Our continued emissions reduction initiatives in 2025 led to an estimated

604,868.0 tCO_2e

avoided for Category 4

SOURCE PREFERRED MATERIALS

Sourcing materials with a lower carbon footprint is a key lever for emissions reduction across our value chain. SHEIN remains committed to increasing the proportion of materials within our portfolio that have not only a lower carbon footprint, but also a lower environmental impact in aspects such as water and land use as compared to conventional or status quo options.

Our Preferred Materials Strategy

SHEIN is a member of Textile Exchange, a global non-profit organisation driving beneficial outcomes for climate and nature across the fashion, textile, and apparel industry. We draw on their guidance to inform decision-making on materials selection and in implementing our preferred materials strategy. Under our strategy, preferred materials are applied across two categories: packaging and textiles. For packaging, examples include recycled PE and FSC-certified paper packaging. For textiles, examples include recycled polyester, Green Shirt-rated viscose, and rescued deadstock materials.

Our preferred materials strategy is built around two main objectives:

- **Reducing use of virgin materials:** We are working to decrease the use of virgin raw materials by sourcing recycled alternatives with lower environmental impact compared to conventional or status quo options. We have set the following targets:
  - Transition 31% of polyester used in SHEIN-branded products to recycled polyester by 2030.
  - Ensure all packaging used for SHEIN-branded products contains 50% preferred materials by 2030.
- **Sourcing Man-Made Cellulosic Fibres (MMCF) and paper packaging that avoids Ancient and Endangered Forests:** As signatories of the CanopyStyle and Pack4Good initiatives led by Canopy, a non-profit organisation dedicated to protecting the world's forests, biodiversity, and climate, we are committed to transitioning our sourcing of wood-derived materials for SHEIN-branded products, specifically MMCFs and paper-based delivery packaging, away from Ancient and Endangered Forests[43] by 2025.

We are currently undertaking research to validate the carbon and other environmental impacts of various preferred materials compared with conventional production processes, as part of a broader evidence-based study on how we can support the adoption and scaling of lower-impact materials and production processes across our SHEIN-branded product portfolio. Findings from the study will inform the next phase of our preferred materials strategy. Please refer to page 60 for more information about our ongoing product portfolio study.

SHEIN's Materials Portfolio[44]

	2024	2025
Polyester	81.5%	82.7%
Cotton	6.7%	5.4%
Viscose	4.6%	3.7%
Spandex	3.7%	3.9%
Polyamide	3.3%	4.1%
Other fibre categories (including linen, acrylic and metallics)	0.2%	0.2%

Polyester

With polyester forming a large proportion of our materials portfolio, transitioning from virgin to recycled polyester is critical to both our decarbonisation roadmap and preferred materials strategy. At present, most recycled polyester available in the market is made from post-consumer bottles made from polyethylene terephthalate (PET). While this provides a lower-impact alternative to virgin polyester, we believe that the use of recycled polyester made from textile waste is the more sustainable long-term solution that supports the creation of a truly closed-loop system for the textile industry.

We are actively working with partners across the value chain to increase textile-to-textile recycling capacity and accelerate the adoption of this technology at scale. Further details on these efforts can be found on page 68. We continue to make progress towards our goal of transitioning 31% of the polyester used in SHEIN-branded products to recycled polyester by 2030, with a particular focus on material derived from textile waste. In 2025, 9.2% of polyester directly sourced for SHEIN-branded products was recycled polyester, of which 13.4% was textile-to-textile recycled polyester.

[43] Taking reference from Canopy, Ancient and Endangered Forests can be defined as ecologically vital forests, defined by their high biodiversity, carbon-storage value, and global rarity. For more information, please refer to **Canopy's website**.

[44] This table provides the breakdown by weight of fibres which constitute the textiles designated by SHEIN for use by contract manufacturers.

SOURCE PREFERRED MATERIALS

MMCFs

While comprising only a small proportion of our materials portfolio, the use of MMCFs such as viscose, modal, lyocell, and acetate poses risks of deforestation and forest exploitation if they are not made from alternative non-wood fibres or responsibly sourced forest fibre. As a signatory to the CanopyStyle initiative, SHEIN is committed to ensuring that all directly sourced viscose used in SHEIN-branded products comes from producers that do not use wood from Ancient and Endangered Forests. Our target was to achieve this transition by 2025. Since signing this commitment, we have taken steps to strengthen traceability across our MMCF supply chain and increase sourcing from producers that meet Canopy's 'Green Shirt' rating. In 2025, 74.7% of viscose used in SHEIN-branded products was sourced from producers that meet Canopy's 'Green Shirt' rating. While this represents meaningful progress, we did not fully achieve our 2025 target. During implementation, we encountered unanticipated challenges related to SHEIN's on-demand production model, which means that certain viscose fabrics are purchased in very small volumes. In such cases, implementing traceability systems can be more complex. Furthermore, some suppliers operate on hybrid models that combine fabric production and trading activities, which can result in longer transaction chains and increase traceability complexity. We have shared these challenges with Canopy and are working collaboratively to identify practical solutions that support continued progress towards this commitment.

We have made significant progress in transitioning our viscose supply chain to work with Green Shirt-rated producers in the three years since signing onto the CanopyStyle commitment in 2022. We will continue to work with MMCF fibre producers and Canopy to continue our transition to viscose sourced from Green Shirt-rated producers, while also considering how we can further advance our preferred materials strategy by supporting the scale-up of Next Gen MMCF alternatives made from textile waste or agricultural residues in place of traditional wood-based feedstock. In addition, we will also explore additional opportunities and assess the feasibility to further reduce the negative impacts on forests under both the CanopyStyle and Pack4Good initiatives. This includes looking at how we can reduce overall material use, increase recycled content, or integrate Next Gen fibres.

Cotton

Cotton accounts for a small proportion of our materials portfolio; nevertheless, we are also studying how we can increase sourcing of alternatives, such as recycled cotton. In 2025, we worked with Recover to conduct a pilot incorporating recycled cotton fibres sourced from post-industrial textile waste. The pilot utilised 15,000 metres of fabric containing 15% recycled cotton for selected denim products under our Aralina sub-brand.

Rescued Materials

We also continued to use fabric surpluses (often referred to as deadstock) where feasible in the production of SHEIN-branded products. Through our collaboration with Aloqia—a SaaS inventory optimisation platform—we integrated over 10,000 metres of surplus materials procured from their network into our products in 2025, repurposing existing textile resources while curtailing demand for virgin inputs. More information on our partnership with Aloqia can be found on page 69.

Packaging

To reduce the use of virgin raw materials in our packaging, we continued to make gradual year-on-year progress towards our target of ensuring that all packaging sourced for SHEIN-branded products contains 50% preferred materials, such as recycled PE for plastic packaging or FSC-certified materials for paper packaging, by 2030.

We continue to work towards increasing recycled content across our SHEIN-branded packaging portfolio, with a focus on our express delivery bags and garment polybags, while reducing overall plastic use. In 2025, 55.4% of express delivery bags used in packages shipped by SHEIN globally contained at least 50% recycled PE. We also made progress on our goal of transitioning our garment polybags to 100% Global Recycled Standard (GRS) certified recycled PE, with 3.5% of all garment polybags procured for SHEIN brands meeting this standard in 2025. The use of recycled PE in 2025 is estimated to have avoided the use of 5,647 tonnes of virgin plastic.

In addition to changing our packaging materials, we are also finding ways to use less packaging. Through smart design optimisation initiatives, we continued to reduce the thickness of our garment polybag packaging without compromising functionality, which is estimated to have avoided 46.7 tonnes of virgin plastic in 2025. We have also introduced right-sizing approaches for garment polybags, so that each item is packaged in the most appropriately sized bag to reduce unnecessary material use and waste. Overall, 19.7% of plastic packaging procured for SHEIN-branded products contained at least 50% recycled PE in 2025.

As a signatory of Canopy's Pack4Good initiative, we are taking steps to reduce and eliminate the impact of our paper-based packaging on the world's Ancient and Endangered Forests. As at end-2025, all paper boxes used for SHEIN deliveries were FSC-certified with on-product labels. Through our engagement with Canopy under the Pack4Good initiative, we will also work with them to map our paper packaging supply chain to gain greater transparency into our current sourcing and identify areas for further improvement.

SOURCE PREFERRED MATERIALS

Our Approach to Material Traceability

Material traceability enables SHEIN to identify the origin of raw materials and assess environmental and social impacts across the product life cycle. SHEIN's approach to material traceability reflects the scale and structure of our business model and is implemented through the following mechanisms:

1. **Traceability Management System:** Our proprietary Traceability Management System (TMS), developed in partnership with TÜV Rheinland, is integrated with our digital supplier management system. Through the TMS, suppliers are required to digitally map their physical supply chains and upload relevant chain-of-custody documentation, test reports, and transaction certificates at each processing stage. This supports the tracking of material flows and verification of material origins throughout the garment manufacturing process.

2. **Third-party verification and testing:** To reinforce the reliability of traceability data, SHEIN applies third-party verification through targeted testing. For example, suppliers of finished garments containing recycled polyester are required to submit test reports from qualified third-party laboratories. SHEIN would then conduct spot checks on such finished garments to independently verify material claims. This process supports oversight of our preferred materials, such as recycled polyester and Green Shirt-rated viscose.

Our evoluSHEIN by Design Product Initiative

The evoluSHEIN by Design product initiative aims to promote greater awareness and adoption of aspects of the evoluSHEIN sustainability and social impact strategy within the SHEIN ecosystem. This was launched in 2023 with a 2030 target to source 50% of SHEIN-branded products in line with three criteria to encourage our ecosystem partners, such as suppliers and designers, to adopt these practices within their existing manufacturing and design processes:

- evoluSHEIN by Design products must contain at least 30% preferred materials, such as recycled polyester, Green Shirt-rated viscose, or rescued deadstock.
- evoluSHEIN by Design products must be manufactured by suppliers who have received an above-average rating on their SRS audit conducted by an accredited third party (i.e. A or B on our current grading scale) or hold certification to an independent standard that includes social compliance criteria (e.g. SA8000, GRS).
- evoluSHEIN by Design products must be shipped in packaging comprising at least 50% preferred materials, such as recycled PE.

In 2025, 6.9% of SHEIN-branded products made with textiles designated by SHEIN met the above criteria.

As we considered how to accelerate the adoption of product design and manufacturing practices with lower environmental impact across our supply chain, we recognised that the initial three criteria set under the evoluSHEIN by Design product initiative did not adequately capture all aspects of the production phase that could result in improved environmental benefits. This drove our decision to undertake a holistic review of our evoluSHEIN by Design product initiative in 2025, working with third-party experts with strong technical expertise in circular product design.

We aim to develop a more comprehensive framework for the evoluSHEIN by Design product initiative, comprising design, materials, and/or manufacturing attributes with demonstrated improved environmental outcomes, referred to as "preferred attributes". We are working with an external partner to quantitatively examine and measure the carbon and water savings of such an initial list of preferred attributes, which includes preferred materials such as recycled polyester, recycled MMCFs, and recycled nylon. This examination is ongoing, and findings will inform the transformation of SHEIN's product portfolio as well as other related aspects such as our preferred materials strategy. We look forward to providing further updates on this work in due course.

PROTECT NATURE AND BIODIVERSITY

SHEIN recognises the pressures that our business operations may place on natural ecosystems, such as in our use of raw materials and water resources in the manufacturing of our products. Protecting nature and biodiversity is therefore fundamental to the long-term resilience of our business and the communities linked to our value chain. Through the Planet and Process pillars of our evoluSHEIN roadmap, we work to avoid and minimise negative impacts while supporting industry-wide efforts to reduce dependencies and pressures on biodiversity and natural ecosystems.

Our Approach

SHEIN's approach is guided by the AR3T (Avoid, Reduce, Restore & Regenerate, and Transform) framework, proposed by the Science Based Targets Network (SBTN) in its initial guidance for businesses to take action on their nature-related impacts. SHEIN also aligns with sector-specific guidance developed by Business for Nature, the World Economic Forum, and the World Business Council for Sustainable Development, reflecting how the fashion industry interacts with biodiversity and natural systems. This is supported by our **Environmental Policy**, an overarching framework for reducing our environmental impact, and, in turn, mitigating the adverse effects on biodiversity.

Avoid	Avoid potential negative impacts on nature, especially in areas of high conservation value
Reduce	Where prevention is not possible, minimise potential negative impacts
Restore and Regenerate	Support conservation and restoration where impact is unavoidable
Transform	Support collective action to bring about transformative change

Avoid

We seek to prevent potential negative impacts on nature and biodiversity across our direct operations and value chain by prioritising actions that avoid harm to sensitive ecosystems. This includes measures designed to prevent impacts on areas of high biodiversity value, such as primary forests, critical habitats, and ecosystems that support endangered species. To do so, we focus on:

1. **Eliminating Ancient and Endangered Forests from our MMCF and paper packaging supply chains**

Forests play a critical role in supporting biodiversity, regulating the water cycle, storing carbon, and sustaining the livelihoods of local communities. As a CanopyStyle and Pack4Good signatory, SHEIN works with Canopy to address deforestation and ecosystem degradation risks linked to MMCFs and paper-based packaging. Through this commitment, we aim to transition the sourcing of MMCFs and paper-based delivery packaging for SHEIN-branded products away from Ancient and Endangered Forests and towards MMCF producers rated 'Green Shirt' in Canopy's Hot Button Report and paper packaging sourced from FSC-certified or recycled sources. In parallel, we are also assessing how we can support the scale-up and integration of Next Gen fibre solutions within the SHEIN on-demand business model. Please see page 59 for more information on our work on MMCFs and packaging.

2. **Promoting animal welfare and ethical sourcing**

SHEIN's **Animal Welfare Policy** prohibits the use or sale of materials derived from endangered or exotic species, the sale of live or preserved wild animals, animal traps or baits, or the use of animal testing for cosmetic products. Our guiding principles with regard to the treatment of animals in our products and supply chains align with the five freedoms set out by the World Organisation for Animal Health (founded as OIE) in their Animal Health Codes and the Farm Animal Welfare Committee. In 2025, we strengthened our policy to extend all prohibitions to all products sold on SHEIN's platform, including SHEIN-branded products as well as those sold by third-party Marketplace sellers.

3. **Respecting ecosystems**

SHEIN's **Manufacturing Restricted Substances List (MRSL)** governs the use of chemicals across all production processes, helping to prevent the release of hazardous substances into air, water, and soil during effluent or waste discharge. We also recognise that fibre fragmentation during textile production can affect discharged water quality and, in turn, contribute to wider environmental impacts such as groundwater and soil contamination.

As a signatory of the Microfibre 2030 Commitment, we are committed to actively engaging in collaborative action to understand and mitigate fibre fragmentation from textiles to the natural environment. We actively contribute to TMC's research into fibre fragmentation by submitting our fabric test results to **TMC's Microfibre Data Portal**.

In 2025, we worked with TMC to design the testing scope to build on insights gained from the 2024 tests. We also focused on working with SGS to test the quantity of fibre fragmentation from our virgin and recycled polyester fabrics, as polyester comprises the majority of our materials portfolio and remains central to our materials transition efforts.

This batch of results showed that all 10 of our samples tested in December 2025—made from virgin and recycled polyester—tested lower than the Microfibre Data Portal average, with our average at 0.133g/kg rate of filter change compared to the median of 0.399g/kg as seen in TMC's 2025 Data Portal Annual Insights report.

The results of this study showed mixed outcomes between recycled and virgin polyester: in otherwise identical fabrics, shedding was higher in recycled polyester than in virgin polyester in one case, while the opposite was observed in another. In a third case, no difference was detected between the two. We will continue to work closely with TMC to further expand on these findings and investigate factors that support much lower fibre loss among these samples chosen.

PROTECT NATURE AND BIODIVERSITY

Reduce

Where impacts cannot be avoided, SHEIN works to reduce its negative effects on nature and the planet. To achieve this goal, we prioritise materials and production processes that reduce potential negative impacts on biodiversity.

1. Progress towards decarbonisation

We work to help reduce the adverse effects of climate change on ecosystems and biodiversity, acknowledging their interdependence. Please see page 49 for details of our decarbonisation efforts.

2. Reduce water footprint

SHEIN is committed to the responsible use and management of water resources across our operations and supply chain. Water is essential throughout a garment's life cycle, from raw material cultivation to dyeing and processing of fabrics, and the washing and care of garments. Healthy water ecosystems also underpin biodiversity and support the communities connected to our value chain. SHEIN's key principles and requirements for the implementation of water management practices in SHEIN-operated facilities, as well as expectations for value chain partners, are set out in our Water Stewardship Policy, to ensure responsible water use across our global footprint.

Own operations

We regularly assess water use across our own operations and supply chains to understand our impacts and dependencies on local water resources. Our 2025 water-risk assessment is informed by internationally recognised frameworks and tools, including the Exploring Natural Capital Opportunities, Risks, and Exposure (ENCORE), World Wide Fund for Nature (WWF) Water Risk Filter, Taskforce on Nature-related Financial Disclosures (TNFD), and CDP Water Security frameworks. The assessment identified that SHEIN-operated facilities face generally low exposure to water scarcity and drought, but moderate overall water risk driven by increased exposure to flooding and water quality.

Flooding was identified as higher risk, as extreme rainfall can overwhelm drainage systems and disrupt logistics, supply, and inventory, with implications for operations and revenue. Water quality risks are also assessed as high, reflecting broader ecosystem degradation that may increase water-related costs. These risks are primarily driven by geographic and hydrological conditions.

Water use within SHEIN's own operations (primarily warehouses and offices) is limited to sanitation, canteens, and landscaping purposes. All water is sourced from municipal systems and discharged to the appropriate wastewater systems (i.e. public sewage networks), with no industrial wastewater generated. On that basis, our water use and management do not affect protected habitats. In 2025, total water withdrawals across SHEIN-operated facilities globally were 1,760,697 m^3. Total water consumption was 264,105 m^3. Water consumption intensity averaged 14 m^3 per FTE, and total wastewater discharged was 1,496,593 m^3.

All SHEIN-operated facilities are also required to provide clean drinking water and sanitation facilities for employees. In 2025, we applied the **WASH Self-Assessment tool** across 29 SHEIN-operated warehouses in China and Poland to evaluate the availability, quality, and accessibility of water, sanitation and hygiene services. All assessed sites recorded a score above 1.8, with an average score of 1.87. Under the tool's scoring framework, a score above 1.8 indicates that minimum water access, sanitation and hygiene (WASH) requirements are consistently met and that facilities are functioning reliably, with no major gaps identified.

Supply chain

In the fashion value chain, wet processes such as dyeing, washing, finishing, and printing account for the highest levels of water use. These processes require substantial volumes of water for equipment, including boilers and cooling systems, which in turn generate industrial wastewater that must be treated and discharged in line with local regulatory requirements.

To support responsible water use, we work with suppliers to identify and implement efficiency measures such as optimising cooling-water collection and reuse, installing high-efficiency water pumps, and improving water inlet controls for wool-washing machinery. All suppliers must comply with local wastewater management laws, with adherence assessed through our annual SRS audits. Suppliers are further required to ensure that workers have clean, free access to drinking water and sanitation facilities, with compliance also monitored through annual SRS audits.

In 2025, SHEIN supported the introduction of water-saving measures at 22 Tier 2 suppliers, resulting in an estimated reduction in water use of 250,928.8 m^3. We promoted the use of lower-water production technologies in the manufacturing of our products, such as DTTP, Cool Transfer Denim Printing, and dope dyeing, which achieved a total of 503,741.2 m^3 reduction in water consumption compared with conventional processes.

Communities

SHEIN supports communities affected by floods, droughts, and extreme weather through direct donations and resilience-building initiatives. In response to the devastating wildfires in Southern California in January 2025, SHEIN and SHEIN Foundation provided targeted relief support in the form of funding to organisations driving local community relief efforts. SHEIN employees also organised drop-offs and donation drives to deliver new clothing items to affected communities. With one of SHEIN's offices in California located close to the impacted areas, the wildfires also directly impacted members of our local team, reinforcing the urgency of our response.

PROTECT NATURE AND BIODIVERSITY

Restore and Regenerate

Where SHEIN has direct impacts on nature, the company will also consider appropriate actions to support the restoration and regeneration of ecosystems.

Transform

Through the Transform pillar, SHEIN supports collective action and industry-wide progress towards a circular and nature-positive fashion ecosystem. We recognise that partnering with organisations that work on nature restoration projects is essential to support collective action. As a funder member of PAA, SHEIN supported a multi-year ocean conservation initiative in Indonesia. In 2025, the project focused on collecting pelagic fisheries data and conducting pelagic fish stock assessments. The resulting baseline data will support the development of evidence-based fisheries management policies, inform practical management recommendations, and implementable action plans. Over the long term, the project is expected not only to generate positive ecological benefits but also to help enhance the resilience and stability of livelihoods in the fishing communities impacted.

As we continue to deepen our understanding of the impacts of our operations and value chain on natural ecosystems, we will update and enhance our approaches to mitigate and manage our impacts, while ensuring alignment with global frameworks and best practices.

Nature and Biodiversity Risk Assessment

In 2025, we undertook an assessment of nature-related impacts, dependencies, risks, and opportunities across SHEIN's operations and value chain. Conducted by ERM, this work strengthens our understanding of how our operations and value chain intersect with natural ecosystems, and supports future work in developing a strategy for managing and mitigating our nature-related risks and opportunities.

ERM's assessment was conducted in alignment with the TNFD's definition of nature-related issues, the SBTN high-level guidance, and the LEAP (Locate–Evaluate–Assess–Prepare) approach introduced by the TNFD for nature-related assessments. For the assessment, key self-operated sites and representative suppliers[45] were identified with support from ERM to provide a representative view of SHEIN's nature-related dependencies and impacts across our value chain, covering apparel and raw material manufacturing, packaging materials, and warehousing and transportation from raw material sourcing to finished product delivery.

Using geospatial screening, the study evaluated the selected sites against four dimensions: biodiversity importance, ecosystem integrity, water stress, and ecosystem service delivery importance. This was complemented by sector-level impact and dependency screening using the ENCORE tool, followed by a qualitative assessment that incorporated existing mitigation measures and analysed potential impacts, helping to build a clearer picture of how different parts of our value chain depend on and may affect nature.

Key Findings

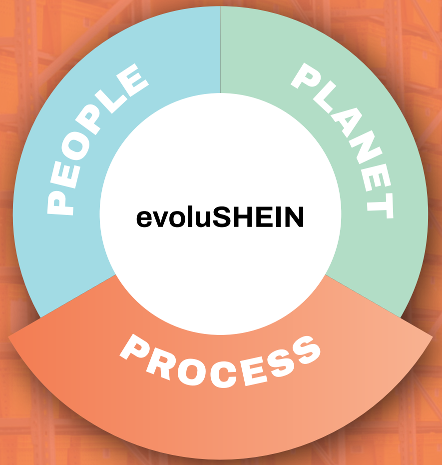
The overall nature-related risks of SHEIN's direct operations are limited, with exposure primarily arising from regulatory compliance obligations and potential reputational impacts associated with environmental performance. Direct operational risks are assessed as moderate, with upstream supplier risks also rated as moderate. Upstream suppliers are primarily exposed to market-driven risks linked to shifting consumer preferences towards environmentally responsible products with potential impacts on brand value; these risks are also assessed as moderate. Overall, SHEIN was not assessed as facing significant risks in relation to nature and biodiversity.

The study also identified key opportunities for SHEIN and our value chain partners, such as increased adoption of recycled materials in our products, application of resource-efficient technologies to improve resource efficiency and logistics management, implementation of ecosystem protection initiatives, and leveraging sustainable finance tools such as green bonds and biodiversity credits.

Next Steps

We will build on these findings to review and enhance our approach to nature-related risk management. Priority actions include deepening engagement with suppliers operating in higher-sensitivity areas and enhancing environmental data collection across our value chain.

[45] These include 20 Tier 1 garment suppliers, 24 Tier 2 fabric suppliers, and two Tier 2 packaging suppliers. Priority was placed on Tier 1 and Tier 2 suppliers with higher transaction volumes and greater potential environmental impact, as well as facilities of different sizes and operational maturity, to ensure that the assessment reflected both common risks and site-specific variations across SHEIN's upstream network.



WASTE-LESS INNOVATION

Why It Matters

SHEIN recognises that addressing systemic sustainability challenges will require innovative, scalable solutions and stronger collaboration across the entire value chain—from our suppliers to our customers. We are committed to supporting innovation that helps drive industry transformation and increased adoption of lower-impact practices across various phases in the clothing life cycle.

Our on-demand business model is intended to reduce excess inventory, and thereby contribute towards lessening the amount of unsold stock and inventory waste that is prevalent in this industry. Our efforts extend across the production phase through our promotion of textile-to-textile recycled materials and more efficient manufacturing practices. We also engage our customers to encourage circular behaviours to extend the lifespan of clothing, while supporting community partners in end-of-life textile waste management.

PROCESS

Our Approach

Embedded across the clothing production, use, and end-of-life management phases, our three strategic priorities for driving impact are to:

Optimise Resource Efficiency

Design Circular Systems

Accelerate Sustainable Innovation

Our Targets and Aspirations	2025 Updates
Engage the majority of SHEIN's customers in circularity by 2025	• The number of SHEIN Exchange users continued to grow, with over 3.48 million new users registered in 2025, bringing the total number of active users to over 9.5 million. • 15,461 customers across 21 markets were surveyed in our 2025 Global Circularity Study between November and December 2025 through our in-app Survey Centre, to understand their purchasing decisions as well as behaviours and preferences related to clothing use, care, and end-of-life. • In Japan, we continued to run the "SHEIN Again" programme at our Tokyo showroom, through which 5,186 customers swapped 14,533 pre-loved items. These items were subsequently donated to the non-profit organisation Bridge Asia Japan and used to support their charitable activities in Myanmar and Vietnam.
Become a global leader in rescuing deadstock materials from becoming waste	• A total of 10,539 metres of deadstock fabric was rescued through our partnership with Aloqia in 2025, corresponding to savings of 70,690 m^3 of water, 1,605 kg of chemicals, and 13.8 tCO_2e compared to traditional production.
Establish a fully circular textile supply chain by 2050 in alignment with our World Circular Textiles Day commitment	• In 2025, 9.2% of polyester directly sourced for SHEIN-branded products was recycled polyester, of which 13.4% was textile-to-textile recycled polyester. • The innovative polyester recycling process developed with Donghua University achieved initial scale-up beyond pilot production in 2025, with our partner fibre manufacturer producing several hundred tonnes of fibre, marking an important step towards commercial viability. • As part of a pilot initiative with one of our suppliers, 108 tonnes of fabric offcuts were collected and used to produce 155 tonnes of regenerated fabrics. • SHEIN and SHEIN Foundation continued to support the work of The Or Foundation in Ghana and ACT Foundation in Kenya to tackle global textile waste. In 2025, ACT Foundation collected and sorted 70 tonnes of textile waste and trained over 300 people in upcycling and related production skills.

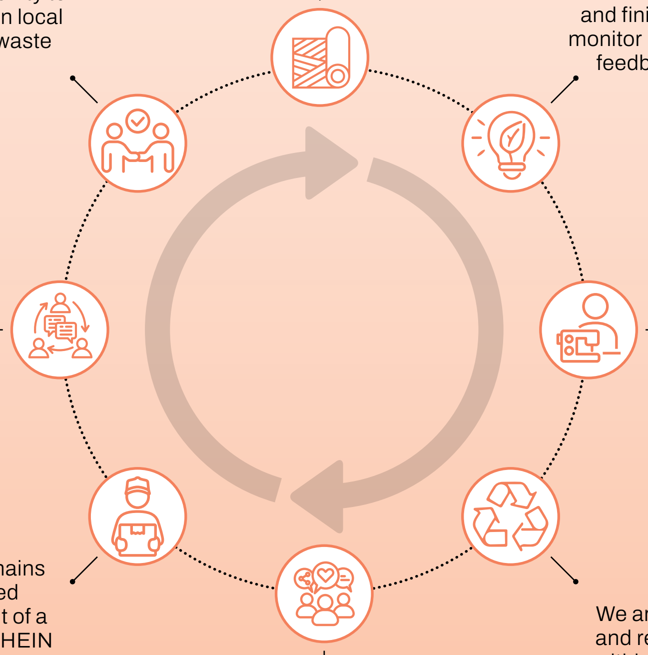
PROCESS: SHEIN'S APPROACH TO CIRCULARITY

Circularity is a systems-based approach to try to keep materials and products in use for as long as possible. We recognise that the linear business model, which our industry still largely operates within, is not aligned with the long-term vision of a circular economy, and that the way our industry produces and interacts with customers needs deeper consideration, while still maintaining business viability. Embedding circularity across the phases of our product life cycle concurrently supports our other sustainability goals by helping to reduce the use of virgin resources, lower GHG emissions and water consumption, and minimise the environmental impact from end-of-life management of textile waste streams.

Transitioning to a more circular system will require collective action across the entire ecosystem to reshape existing supply chains, promote new consumer behaviours, and develop infrastructure for end-of-life textiles management at scale. Progress depends on coordinated efforts among brands, suppliers, innovators, NGOs, and policymakers, who each play a critical role in shaping the conditions for circular systems to succeed.

SHEIN has been a signatory to World Circular Textiles Day since 2022, joining a global coalition of brands, suppliers, and other organisations committed to advancing a fully circular textiles system by 2050. In line with this commitment, we continue to work with partners to explore pathways to minimise resource use, create closed-loop waste management systems, support customer behaviours to keep clothing in circulation for longer, and address challenges in clothing end-of-life management.

As our understanding and exploration of different pathways for circularity continues to mature, we will be reviewing and updating our targets to better reflect our evolving strategy and the areas where we believe we can contribute most significantly.



Material Sourcing

We are working to transition away from virgin materials by increasing our use of recycled materials—especially those derived from textile-to-textile processes as those technologies mature—to support the development of a closed-loop recycling ecosystem for textiles.

Designing for Circularity and Longevity

We are working to integrate circularity considerations at the product design stage, to enable garments to last longer. In addition to establishing controls at the fabric, product sample, and finished product levels, we also monitor key metrics such as customer feedback on product quality and performance.

Product Manufacturing

SHEIN's on-demand business model is intended to help minimise excess inventory. We also continue to support innovations that aim to reduce the use of key resources, such as water and energy, in the manufacturing process, and, where possible, scale their adoption across our supply chain.

Waste Management

We are working on reducing, reusing, and recycling textile waste generated within our own operations and across our supply chain. This includes creating closed-loop waste management systems within our own operations and exploring partnerships that divert manufacturing offcuts into new uses.

Customer Engagement

Through SHEIN Exchange, we encourage peer-to-peer resale of pre-loved SHEIN items, helping to give a second life to our products. We also engage our customers through regular surveys to gather insights into their behaviours and preferences related to clothing purchase, reuse, repair, and recycling, as an initial step to designing initiatives that encourage more circular behaviours.

End-of-Life Management

Responsible end-of-life management remains critical to ensure proper handling of used textile waste and support the development of a closed-loop textile recycling ecosystem. SHEIN and SHEIN Foundation continue to support used-textile donations and recycling initiatives, including funding organisations working in local communities affected by textile waste. SHEIN also continues our multi-year partnership with Donghua University in China to scale textile-to-textile polyester recycling technologies that can process post-consumer waste.

Industry Engagement and Collaboration

We recognise that circularity cannot be achieved through isolated action. SHEIN is a member of industry organisations such as Textile Exchange and participates in global conferences in order to advance shared knowledge.

Partnerships with Local Organisations

By collaborating closely with community-based organisations, SHEIN is committed to running impactful programmes on the ground that empower the local community to drive circularity and strengthen local ecosystems for used textile waste management.

PRODUCT DESIGN AND MANUFACTURING

Designing for Circularity and Longevity

At SHEIN, we believe that a circular economy begins with good design. Our ongoing review of the evoluSHEIN by Design product initiative will aim to surface product design and manufacturing recommendations—such as the use of preferred materials and other design and manufacturing attributes—that will strive to reduce the environmental footprint of SHEIN-branded products during the production phase in the product life cycle. In parallel, SHEIN believes in designing products to be used for as long as possible, with garments that perform well, meet our customers' functional needs, and can endure repeated wear over time.

Our approach to product quality and durability involves controls at multiple points in the product life cycle—starting from material selection, extending to sample review and finished product testing, and continuing after the products are sold to customers by monitoring customer feedback metrics.

At the materials level, we establish minimum standards that suppliers of SHEIN-branded products have to comply with—these focus on properties such as fabric strength (assessed according to ISO 13934-2 for tensile strength, ISO 13937-2 for tear strength, and ISO 13938-2 for bursting strength); the ability to maintain structure and shape (assessed according to ISO 16322-3 for spirality and ISO 6330 for dimensional change after washing and drying); and the ability to maintain aesthetic appearance (assessed according to ISO 12945 for fabric pilling, ASTM D3939 for fabric snagging, and ISO 6330 for colour fastness and appearance after washing and drying). In addition to establishing these quality requirements, SHEIN also selects materials, product samples, and finished products identified as higher risk due to certain physical properties or because they are used in larger volumes, to be tested by accredited third-party testing laboratories such as Bureau Veritas, Intertek, SGS, and TÜV. In 2025, we conducted 474,670 inspections[46] on selected samples of finished SHEIN-branded apparel products, under the main inspection categories of shrinkage rate and appearance, strength, and colour fastness.

Category	Number of Inspections	Pass Rate[47]
Shrinkage rate and appearance	218,304	91.0%
Strength	55,750	82.9%
Colour fastness	200,616	96.1%

We also monitor customer feedback metrics—such as return rates and product ratings—and use such feedback to inform our controls. For example, materials that consistently receive very poor customer feedback will be phased out. As industry-wide discussions related to durability continue to evolve, we will update and enhance our requirements and tests accordingly.

Waste-Less Innovation

What sets SHEIN apart from traditional retailers is our on-demand business model. It remains a challenge for most brands to accurately predict demand ahead of placing large orders to stock their physical storefronts, with no guarantee of selling all stocked products. SHEIN's on-demand model is different—rather than producing large volumes based on forecasts, we respond dynamically to customer insights. Using our digitalised supply-chain infrastructure, we track real-time demand signals from customer interactions on our app and website, enabling us to more accurately assess and identify styles that our customers want. SHEIN launches new styles in small initial batches of typically 100 to 200 pieces and closely monitors customer interest and performance, only increasing production runs when there is clear customer demand. Because our suppliers are integrated into our platforms, they too have visibility into customer demand, inventory levels, and product performance, allowing them to make more accurate production decisions. This customer-driven, data-enabled, agile supply-chain model helps us offer a broad selection of styles at affordable prices while reducing excess unsold inventory.

One-piece customised production process

SHEIN's on-demand business model is already designed to respond to real-time customer demand, but SHEIN's own "one-piece customised" process takes this one step further. Garments produced through this process are made only after a customer has placed an order, further reducing inventory and material waste.

The process starts with a blank garment sample—like a plain white t-shirt. Using digital design tools, SHEIN designers develop print designs that are virtually applied to the blank garment product images and listed online. Physical production begins only after the customer has placed the order, and uses technologies such as digital printing and laser cutting, enabling efficient single-unit production. Designs that are not popular with consumers are phased out, and those that do not receive any orders are not even produced. This allows SHEIN to offer our consumers more choices while still maximising production efficiency.

[46] An inspection may comprise one or more tests; for inspections comprising multiple tests, the tests may be across different categories or within the same category. For instance, one inspection could comprise one test for fabric pilling and one test for colour fastness to washing.

[47] Since an inspection may comprise more than one test, the sample is considered to have failed the inspection if any one of the tests conducted fails the relevant testing standard.

SHEIN

PRODUCT DESIGN AND MANUFACTURING

Water-Less Innovation

As part of efforts to advance resource efficiency across our supply chain, SHEIN continues to invest in the research and development of textile manufacturing technologies that reduce water consumption and limit workers' exposure to harmful chemicals. We also encourage the adoption of these technologies by our suppliers to help lower their environmental impact as compared to conventional or status quo options.

In 2025, SHEIN's textile technology research team developed proprietary reactive dye inks that can be used in waterless printing processes. Reactive dye inks chemically bond with fabric fibres to permanently lock in colour, allowing for brighter colours and improved resistance to fading, which in turn help to improve the overall quality and durability of printed fabrics. Pilots for this technology were started in 2025—one of our denim suppliers used the reactive ink to produce about 5,000 printed denim products and to develop ready-to-wear waterless-printed T-shirts and sweatshirts.

We continued to scale the use of innovations that reduce water use in manufacturing, such as Cool Transfer Denim Printing, DTTP, and dope dyeing, which collectively resulted in a reduction in water use of 503,741.2 m^3 compared with conventional processes. In 2025, Cool Transfer Denim Printing and DTTP were used for the production of around 45.5% of SHEIN's directly sourced printed fabrics, while 1,659.6 tonnes of dope-dyed fabric were procured during the year.

45.5%

of SHEIN's directly sourced printed fabrics used Cool Transfer Denim Printing and DTTP in 2025

Dope Dyeing

In the conventional dyeing process, the dye is applied to the fabric after it has been woven or knitted, typically requiring large amounts of water and chemicals. In dope dyeing, the colour pigments are added directly during the fibre production process, making the colour an integral part of the fibre itself. This removes the need for subsequent wet treatment steps in the dyeing process, such as after-treatments or additional rinsing, thereby helping to reduce water consumption.

Cool Transfer Denim Printing and DTTP

Cool Transfer Denim Printing is an innovation that replaces traditional water-intensive manufacturing techniques with a digital process, while at the same time creating a more streamlined production process. This method of printing involves a digital printer using reactive ink to print denim textures, artwork, or patterns onto a transfer film. The designs on the transfer film are then imprinted onto white denim fabric using cold transfer equipment, replicating the effects of washing denim to produce features like faded finishes, whiskering, and retro-worn effects—without the heavy water and energy use associated with traditional methods. Independent verification by Bureau Veritas showed that Cool Transfer Denim Printing uses 70.5% less water than conventional denim washing.

DTTP is a printing technology in which dyes are printed onto thermal transfer paper before being transferred onto the fabric to form a pattern, eliminating the need for water during the printing process. Bureau Veritas has verified DTTP to be a zero-water-waste printing method. Beyond just helping to reduce water consumption, these production methods also enable precise replication of intricate designs, textures, and effects, allowing for smaller production runs of customised designs.

Next-Gen Materials Research and Innovation

SHEIN believes scaling textile-to-textile recycling is a critical priority for the industry—while there are many promising next-gen solutions already in the market, scaling these solutions will continue to require ongoing research to achieve technical breakthroughs, sustained investment and financing from players within and outside the industry, and collaboration across the value chain.

Partnership with Donghua University

As part of our multi-year partnership with Donghua University, a leading research institute specialising in textile innovation and research, we have developed an innovative polyester recycling process capable of accepting a broader range of feedstock materials, including both pre- and post-consumer waste from textiles as well as PET bottles.

In 2025, we reached an important milestone with our partner fibre manufacturer in establishing a facility capable of producing several thousand tonnes of fibre per year. Production of fibre in 2025 reached several hundred tonnes, marking an important step towards commercial viability.

A major advancement within this collaboration includes the development of a proprietary polyester decolourisation process by SHEIN. Decolourisation enables recycled fibres to be reprocessed into high-quality materials with consistent colour and performance quality, which is an essential step towards scaling textile-to-textile recycling. SHEIN also independently designed the industrial equipment that will be integrated into the recycled polyester production process as SHEIN and our partners work towards scaling up production capacity.

PRODUCT DESIGN AND MANUFACTURING

Partnership with Aloqia

SHEIN continues to collaborate with Aloqia to give deadstock materials a second lease of life. With the integration of Aloqia's platform established across SHEIN's sourcing and production processes, this allowed for enhanced material tracking and streamlined data reporting.

A total of 10,539 metres of deadstock materials were rescued through this partnership in 2025, corresponding to savings of 70,690 m³ of water, 1,605 kg of chemicals, and 13.8 tCO_2e compared to traditional production, according to the impact measurement algorithms developed by Aloqia. SHEIN will continue to work with Aloqia to see how we can further optimise the use of deadstock materials in 2026, as we refine our preferred materials strategy.

10,539 metres
of deadstock materials rescued

Estimated savings of:

70,690 m³
of water

1,605 kg
of chemicals

13.8 tCO_2e
of carbon

2025-2026 Amplifier Programme

The Amplifier is a global mentorship programme co-developed by the Centre for Impact Investing and Practices (CIIP) and the PAA, which adopts a whole-of-ecosystem approach to accelerate the growth of high-potential, impact-focused companies in Asia. In 2025, SHEIN served as the Impact Innovation Partner for the Innovation and Circularity in the Textile Value Chain track.

Applicants had to demonstrate a strong alignment with the theme of advancing innovation and circularity solutions for the textile industry; a clear commitment to sustainability; evidence of early customer traction; and clear, scalable business plans. In September 2025, four mentees were selected out of 95 applications across 27 countries to participate in the 12-month programme, where they will each receive mentorship, tailored support with sectoral and market insights from a broad network of over 70 multi-sector partners, and S$230,000 in catalytic capital.

The four selected mentees are:

- Baytech - HMS (Hand Made Stone) (Türkiye): Developer of sustainable, high-performance denim washing alternatives that reduce environmental impact while maintaining quality.
- Haelixa (Switzerland): Provider of a DNA-based traceability solution that helps brands verify material authenticity, trace product origins, and enhance supply chain transparency.

- Novoloop (United States): Innovator in circular chemistry, using its proprietary Lifecycling™ process to upcycle post-consumer PE waste into virgin-quality, low-carbon, waste-derived polyols and polyurethanes without green premiums.
- unspun™ (United States): Creator of Vega, a 3D weaving and automated garment assembly technology that streamlines apparel production from yarn to finished garment, cutting lead times, costs, and waste.

SHEIN will continue to support the mentees on their journey in 2026, and we are excited to see the impact they will create.

PRODUCT DESIGN AND MANUFACTURING

Waste Management

Own Operations

We seek to manage waste generated across our directly operated facilities in a way that prioritises prevention and reduction, followed by reuse and recycling, with disposal as a last resort. This is supported by site-level waste classification, tracking, and documentation procedures in line with our Industrial Waste Management Guidelines.

In 2025, SHEIN generated 48,300.2 tonnes of non-hazardous industrial waste across directly managed operations[48], compared with 52,128.0 tonnes in 2024, representing a 7.3% year-on-year reduction. SHEIN also generated 1,613.0 kg of hazardous waste from testing exercises at our CIGM, all of which were disposed of and managed in accordance with applicable laws and regulatory requirements.

A total of 45,696.4 tonnes of waste were diverted from disposal through recycling and reuse, resulting in a recycling and reuse rate of 94.6%; the remaining 5.4% was recovered as energy. Non-hazardous waste intensity averaged 2.6 tonnes per FTE while hazardous waste intensity averaged 0.1 kg per FTE.

In 2025, eight additional SHEIN-operated facilities in China achieved Zero Waste to Landfill Management System certification by TÜV Rheinland, bringing the total number of certified sites to 15 out of 33 SHEIN-operated warehouses in China and the CIGM.

Further details on non-hazardous waste categories and disposal methods across directly managed operations are presented in the table on the right.

Category	Weight (t), 2024	Percentage of Total Industrial Waste in 2024	Disposal Method, 2024	Weight (t), 2025	Percentage of Total Industrial Waste in 2025	Disposal Method, 2025
Cardboard and paper	38,183.5	73.2%	Recycling	37,053.4	76.7%	Recycling
Plastic (polypropylene, polyethylene, expanded polyethylene, polyethylene terephthalate bottles)	11,084.0	21.3%	Recycling	8,354.5	17.3%	Recycling
Textile waste (Recycled)	398.1	0.8%	Recycling	216.9	0.4%	Recycling
Textile waste (Reused)	223.9	0.4%	Reuse	71.5	0.1%	Reuse
Others	7.7	0.0%	Reuse	0.1	0.0%	Reuse
Energy recovery from waste	2,230.8	4.3%	Waste-to-energy	2,603.8	5.4%	Waste-to-energy
Total industrial waste	**52,128.0**	**100%**	**-**	**48,300.2**	**100%**	**-**

Addressing Textile Waste in the Supply Chain

Textile waste can arise at various points in the manufacturing process—for instance, when fabric scraps are left after cloth is cut to be sewn into garments, or when there are unavoidable remnants or unwanted errors during production. SHEIN is working with suppliers to explore ways to repurpose these leftover materials for other uses. Through the initiatives below, we hope to gain clarity on potential solutions and how these practices can be scaled up across the supply chain.

In 2024, SHEIN started working with one of our supplier factories to pilot an initiative that collects fabric scraps generated during cutting and printing processes, and sends them to be blended with other inputs and reprocessed into new fibres that can be used in the manufacture of new fabrics. The programme was expanded in 2025, with approximately 108 tonnes of fabric offcuts collected and used in the production of 155 tonnes of regenerated fabrics. Given the encouraging results, we are assessing opportunities to scale this programme across additional supplier factories in our supply chain.

In addition, approximately 0.6 tonnes of excess fabric generated during SHEIN's production processes were recovered and sent to Dingyuan (Hangzhou) Textile Technology Co. Ltd, where they were transformed into 2,000 canvas bags and given to SHEIN employees as gifts.

SHEIN also donated sample garments with an estimated value of CNY 13.83 million to the Zhejiang Baicaoyuan Public Welfare Service Centre, a social organisation in Zhejiang province dedicated to promoting rural development through public welfare initiatives. Garments deemed suitable for donation were distributed through partner organisations across nine provinces, benefitting 66,260 individuals.

[48] All warehouses in China and the CIGM.

EXTENDING LIFESPAN DURING THE USE PHASE

Understanding How SHEIN Customers Engage with Circular Practices

Customer behaviours are less understood and often overlooked in discussions on how to accelerate the shift towards more circular systems. Yet, it is difficult to scale initiatives such as clothing repair, resale platforms, or collection and takeback schemes without a healthy level of customer participation. SHEIN believes that we can support increased adoption of circular initiatives by tailoring them to the preferences and behaviours of customers.

To better understand how SHEIN customers around the world prefer to buy, use, and manage clothing at the end-of-life, we conducted the SHEIN **2025 Global Circularity Study** between November and December 2025 through our in-app Survey Centre. The study gathered insights from 15,461 customers aged 18 to 44 across 21 markets[49], exploring their purchasing decisions as well as behaviours and preferences related to clothing use, care, and end-of-life.

Consumption levels are moderate when compared to benchmarks such as estimates from the Australia Institute[50][51], with 71.1% of respondents reporting that they bought fewer than 30 clothing items in the past year—whether through online or offline retail channels—54.2% reporting purchasing fewer than 20 items, and 27.6% reporting fewer than 10 items. We also found that SHEIN customers' purchasing decisions are predominantly driven by practical considerations such as affordability, sizing fit, and lifestyle relevance.

Number of times different types of clothing purchased from SHEIN in the past 12 months are typically worn, percentage of respondents

	Everyday basics	Footwear	Outerwear	Activewear
> 50 times	41.0%	41.1%	37.0%	36.2%
31—50 times	19.9%	16.4%	18.2%	17.4%
11—30 times	20.2%	18.0%	20.3%	20.5%
1—10 times	18.9%	24.5%	24.5%	25.9%

Q. Thinking about different types of clothing you have purchased from SHEIN in the past 12 months, how many times do you usually wear them before passing them on, donating or disposing of them?

The study also found that SHEIN customers commonly re-wear their SHEIN clothing, with high levels of wear across core clothing categories. A significant proportion of respondents reported wearing items more than 50 times, particularly for everyday categories such as basics (41.0%), footwear (41.1%), outerwear (37.0%), and activewear (36.2%). A further 16.4% to 19.9% reported wearing these same categories between 31 and 50 times, suggesting that repeated wear is the norm for many customers. These reported wear levels approach the default number of uses for similar categories, defined in terms of the lifetime of a clothing item in expert studies.[52]

When deciding how long to keep an item, customers prioritised functional considerations over trends. Comfort (88.1%) and fit (82.2%) were the most influential factors, followed by wear and tear (64.4%) and ease of care (63.3%). Trend relevance and sentimental value were less influential, indicating that durability, usability, and practicality play a central role in customers' decisions to keep their clothing. Overall, the findings suggest that SHEIN customers apply a practical decision framework at key points in choosing whether to purchase and retain clothing: clothing is purchased when it is affordable, fits well, and is comfortable, and retained when it remains comfortable, functional, and durable.

49 Australia, Brazil, Canada, Denmark, Finland, France, Germany, Ireland, Italy, Japan, Mexico, the Netherlands, Poland, Saudi Arabia, Singapore, South Africa, South Korea, Spain, Sweden, the United Kingdom, and the United States.

50 Source: Gbor, N. and Chollet, O. (2024). Textiles waste in Australia: Reducing consumption and investing in circularity (The Australia Institute).

51 The Australia Institute found that Australians purchase an average of 56 items per year, compared with an average of 53 in the United States and 33 in the United Kingdom.

52 The Product Environmental Footprint Category Rules, developed by a technical working group with support from the European Commission, provides reference values of around 45 uses for t-shirts, 40 uses for shirts and blouses, and 70 uses for pants and shorts; these items were used as the benchmark for the "everyday basics" category in the 2025 Global Circularity Study, defined as t-shirts, jeans, or casual tops.

SHEIN

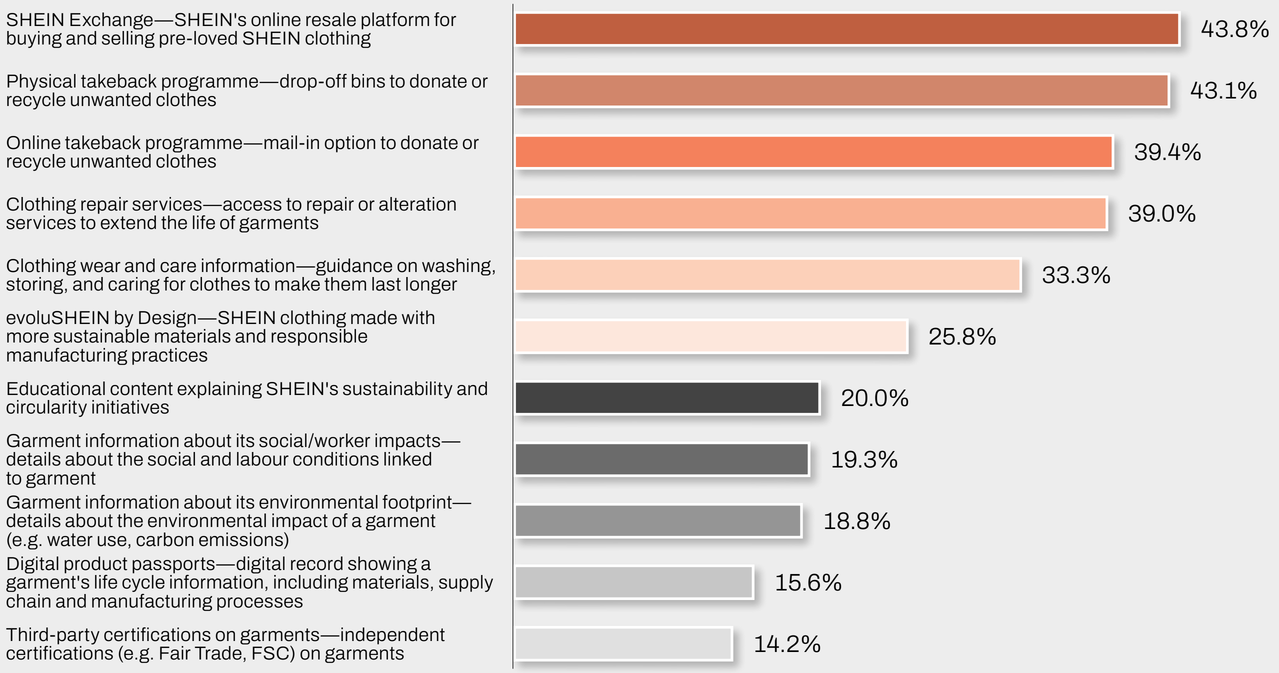
EXTENDING LIFESPAN DURING THE USE PHASE

The importance of durability extends to customers' understanding of circularity and sustainability—when asked to define what makes clothing circular or sustainable, the most common response was durability and long-lasting quality, with 47.0% of survey respondents identifying these attributes as key, followed by clothing made with low-impact materials such as recycled materials or with lower water use (37.8%). After clothing is retired from active wear, SHEIN customers favour familiar, accessible pathways to dispose of their clothing while extending its life cycle, with most respondents giving clothing they no longer want to friends or family (82.6%) or donating them to charities or non-profits (69.0%).

Other important actions, such as repair, which sits at a crucial point in the clothing life cycle as it has the potential to extend clothing lifespan meaningfully, are still less familiar to customers. 61.8% of respondents reported that they often or sometimes repair their clothing or make alterations, although a further 21.5% of respondents reported considering repairing or altering their clothing. Interestingly, the survey found that repair falters due to a lack of skills, rather than a lack of will from customers. Among respondents who currently repair or alter clothing, the ability to perform simple repairs was chosen as the most important reason why they undertake such actions; while among those who do not currently repair, the top reason that would encourage them to do so was if they had the skills or knowledge to do so.

Finally, at the end of a garment's life cycle, when repair is no longer feasible, recycling becomes an important action, especially as more markets move to establish formal clothing collection and recycling systems. However, the study found relatively low customer participation in formal recycling systems, with only 12.8% of respondents reporting that they often recycle clothing via depositing in a drop-off bin or mail-in scheme, with a further 24.4% reporting that they sometimes do so. The study also found that knowledge and convenience are key enablers if we want to encourage customers to recycle more. Among customers who do not recycle, the most common factor that would encourage recycling is knowing how and where to recycle, cited by 43.6% of respondents, followed by 40.3% of respondents saying more convenient or nearby facilities would motivate them.

Interest in circular fashion initiatives if offered by SHEIN in the country/region, percentage of respondents



Q. If the following initiatives were offered by SHEIN in your country/region, how interested would you be in using them? Please select the top 5 initiatives you would be interested in.

Customer interest in potential initiatives offered by SHEIN also indicates a strong preference for concrete actions that are simple and easy to integrate into daily routines. Respondents showed the greatest interest in resale through SHEIN Exchange (43.8%) and physical takeback bins (43.1%), followed by online mail-in takeback (39.4%), and repair services (39.0%). Interest declines for more abstract, informational initiatives, such as digital product passports, third-party certifications, or detailed garment footprint information.

Ultimately, the 2025 Global Circularity Study highlights the pragmatism of SHEIN customers. These insights will help inform the prioritisation that SHEIN puts into product design criteria, with a strong emphasis on comfort, fit, and durability, as well as which circularity initiatives to better align with customer behaviour, such as supporting customers in how to perform simple repairs or providing more information on how and where to recycle their clothing to support longer product use and responsible end-of-life outcomes.

EXTENDING LIFESPAN DURING THE USE PHASE

SHEIN Exchange

Launched in 2022 in the United States, SHEIN Exchange is an integrated peer-to-peer resale platform embedded directly within the SHEIN app that allows customers to buy and sell previously owned SHEIN products. By pre-populating a user's prior SHEIN purchases and streamlining the listing process, the platform significantly lowers barriers to participation and makes resale accessible and convenient. SHEIN Exchange is currently available in the United States, France, the United Kingdom, and Germany.

In 2025, there were 3,480,691 new users registered on SHEIN Exchange, bringing the total number of active users to over 9.5 million. Over the year, more than 83,700 products were listed by 78,411 unique sellers. However, transaction volumes remain low, with hundreds of products sold, and almost US$4,000 in total transaction value recorded. We will continue to gather customer feedback to analyse how we can improve the user experience and address barriers to converting more listed products into sales.

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Used Clothing Donation

Across SHEIN's markets, we are working to bring our communities along on this journey by making circularity accessible, practical, and rewarding. In 2025, we leveraged opportunities where we have a physical presence to make it more convenient for our customers to participate in clothing donation activities.

In Japan, where SHEIN has a permanent physical showroom in Tokyo, we continued to run the "SHEIN Again" programme, where customers can donate their pre-loved clothing items in exchange for up to three new items as an incentive. In 2025, 5,186 customers swapped a total of 14,533 pre-loved items, which were subsequently donated to the non-profit organisation Bridge Asia Japan and used to support their charitable activities in Myanmar and Vietnam.

END-OF-LIFE WASTE MANAGEMENT

As part of our commitment to tackle global textile waste and further the development of a more circular fashion ecosystem, SHEIN and SHEIN Foundation have provided financial support to organisations that are developing practical solutions rooted in the needs of the communities most impacted by the issue of textile waste. Our support has enabled our partners to expand collection and recycling networks, pilot innovative business models and community engagement programmes, train local workers in circular economy skills, and raise awareness around the responsible management of textile waste.

The Or Foundation

In 2025, SHEIN continued to support The Or Foundation's work in Ghana. In its third fund year starting from July 2024 to June 2025, The Or Foundation invested US$5 million in funding from SHEIN, in tandem with additional third-party support, in initiatives that support the communities around the Kantamanto Market, the world's largest second-hand clothing market, especially in the wake of the fire in January 2025 that destroyed large portions of the market and affected the livelihoods of the tens of thousands of people working there. Accordingly, a large portion of The Or Foundation's funding and support in 2025 was allocated to community relief and other recovery efforts, which included providing direct financial assistance to over 9,000 impacted individuals, rebuilding nearly 7,000 market stalls, as well as completing infrastructure upfits to enhance the electrical wiring of the market to meet national safety standards, and to improve future fire-response capabilities. The Or Foundation also continued its community support work and other initiatives to locally driven circular economy solutions for textile waste. Key impact outcomes in this fund year included:

- Supported 81 women to leave dangerous head-carrying work through an immersive training programme, which covered IT, welding, leatherwork, and textile recycling skillsets. At the same time, support in the form of direct grants, healthcare, and scholarships was provided to an additional 61 women.
- Removed 1,517 tonnes of textile and other plastic waste from Accra's beaches through weekly beach cleanups with regular community volunteers.
- Launched the Kantamanto Health Outreach programme, which delivered health education and physical screenings to 139 patients, in addition to first aid provided to over 500 people as part of fire relief efforts.
- Created 18 new jobs in their Material Technology and Transformation Lab (MTTL), which seeks to commercialise recycled textile products. The MTTL has manufactured products made from recycled textiles, such as clothes hangers, high-end speakers, and sound-absorption panels, and it is developing a commercial pipeline for such products.
- Regranted over US$167,000 to 15 allied organisations, both in Ghana and across Africa, 53% of which are female-led or founded. These organisations included groups working on textile waste in Ghana, such as Upcycle It, Nuku Studio, and Go-To Ghana, an organisation in South Africa that uses second-hand clothing as an employment training opportunity, as well as an allied group in Kenya working with textile waste and vulnerable young women in and around the Dandora Dumpsite in Nairobi.

ACT Foundation

At the end of 2024, SHEIN Foundation committed €5 million to ACT Foundation, the charitable arm of ACT, a social enterprise that has developed a used textiles collection and recycling pilot in Kenya. Below is an overview of the progress that ACT Foundation has made in its first funding year:

- Collected and sorted 70 tonnes of textile waste, of which around 60% was still wearable and supplied to resellers; 35% was suitable to be transformed into wipes or other upcycled projects; and the remaining 5% was waste.
- Expanded its public network of collection bins, which allows members of the public to conveniently drop off their surplus textile items. 11 new collection points were installed at locations including schools, hospitals, and retail stores.

- Created 20 new direct jobs with ACT Foundation and contributed towards the creation of 296 indirect jobs and/or income opportunities (e.g. becoming a supplier or service provider for ACT Foundation, ad-hoc assignments like delivery and printing jobs, traineeships).
- Trained over 300 people in upcycling and related production skills such as weaving, braiding, and tailoring, as part of the Tujikuze Ethical Fashion Initiative, a programme run by the UN Environment Programme, to help build up the talent pool needed to drive growth in the circular economy.
- Launched a public awareness campaign on the need to tackle the issue of textile waste in partnership with slow fashion educator Janet Chemitei, using six educational videos produced on key topics related to circular fashion. ACT Foundation's engagement efforts reached over 500,000 people online in total.

GOVERNANCE: ACCOUNTABLE LEADERSHIP

Why It Matters

Proactive management of SHEIN's ESG risks and successful implementation of our sustainability and business strategies start with strong corporate governance. SHEIN is committed to conducting our business in line with high standards of ethics and integrity, and in compliance with all applicable regulations.

We hold our employees, suppliers, and business partners accountable through global policies, guidelines, and procedures in areas such as ethical business practices, cybersecurity and privacy, and product safety, with executive-level as well as independent oversight. Ongoing engagement with external stakeholders and benchmarking of our governance practices against international and industry frameworks provides insight into emerging risks and evolving external expectations, supporting continuous improvement and relevance of our approaches.

SHEIN

GOVERNANCE

ESG Governance Approach

SHEIN's ESG governance begins at the top, with oversight from senior leadership, and extends to working-level teams focused on dedicated sustainability topics, supported by employees across various relevant functions. Our Executive Chairman, Donald Tang, and CEO, Sky Xu, are members of the Sustainability Committee of the Board and have oversight over issues such as:

- Supervising the development and execution of SHEIN's ESG policies and strategies.
- Coordinating mitigation strategies and action plans for significant ESG risks.
- Ensuring SHEIN's compliance with applicable ESG laws and regulations.
- Driving progress towards achieving organisational ESG key performance indicators (KPIs) and targets.
- Reviewing the scope and reliability of information disclosed in the annual sustainability and social impact report.

The Board Sustainability Committee oversees material ESG risks and opportunities for the company on issues such as global supply chain compliance, forced labour and child labour risks, climate change management, and environmental sustainability. Its specific responsibilities include, among others:

- Providing guidance on SHEIN's overall ESG strategy and management, and ensuring our sustainability commitments are integrated into business operations.
- Overseeing and reviewing SHEIN's compliance with adopted ESG policies, strategies, action plans, or other initiatives.
- Evaluating ESG-related risks, incidents, critical concerns, and adverse impacts, and approving necessary remedial actions and mitigation plans.
- Assessing SHEIN's ESG performance and public disclosures in comparison to industry peers and regulatory requirements, and other relevant benchmarks.

In addition to members of SHEIN's executive leadership, the Sustainability Committee comprises independent representatives from investor groups and other relevant stakeholders who are not employed by SHEIN. The current independent members are Jiajia Zou, Partner at Hong Shan; Cornelia Gomez, Principal and Global Head of ESG at General Atlantic; and Cindy Chen, Technology Investor & Global Strategy at Brookfield Asset Management.

SHEIN's External ESG Advisory Board (EEAB), established in 2024, is composed of independent expert individuals who specialise in key areas of ESG relevant to SHEIN's business and operations. The EEAB continues to provide input on an advisory basis to SHEIN's leadership team on emerging trends, risks, and opportunities related to ESG, as well as feedback on the company's ESG initiatives, policies, and practices.

The EEAB had four quarterly meetings in 2025, attended by all four members: Balram Gidoomal (Chair), Robin Millington (Vice-Chair), Dr. Xiaohui Liang, and Prof. Dr. Christoph Wolff.

- Balram Gidoomal CBE is an experienced businessman, entrepreneur, and philanthropist, whose experience includes serving as Chairman of CottonConnect and Chairman of the Board of Directors of Traidcraft plc and the London Sustainability Exchange.
- Robin Millington is a specialist on sustainable finance, corporate transition, and supply chains, whose experience includes serving as founding CEO of Planet Tracker, a multiple award-winning sustainable finance think tank, founding Director of Wetlands International, as a Director at the European Climate Foundation, and serving on several boards and advisory councils all related to sustainability transition.
- Dr. Xiaohui Liang is an expert on corporate social responsibility and business and human rights issues in China, whose experience includes serving as the Chief Researcher at the Office for Social Responsibility of the China National Textile and Apparel Council and being an adjunct professor on Business and Human Rights at Peking University Law School.
- Prof. Dr. Christoph Wolff is an executive, board advisor, and investor with a focus on net-zero transformation in mobility and energy industries, whose experience includes being the Global Head of Mobility and Member of the Executive Committee at the World Economic Forum and Managing Director of the European Climate Foundation.

RESPONSIBLE BUSINESS PRACTICES

Business Integrity and Ethics

With the scale of our business and operational footprint, SHEIN recognises our responsibility to hold our employees, suppliers, and business partners to high standards of ethics and integrity in order to safeguard and maintain the trust of our customers and stakeholders globally.

In 2025, SHEIN published an updated CBCE, which covers all persons associated with SHEIN and extends across every area of our operations, including our corporate offices, warehouses, pop-up stores, manufacturing facilities, and distribution centres. The CBCE provides clear guidance on SHEIN's standards for business conduct, emphasising that SHEIN does not tolerate any violations across areas such as regulatory compliance, anti-bribery and anti-corruption, anti-money laundering, prohibition of forced labour and child labour, data privacy and security, and intellectual property protection. Any violations of SHEIN's standards may result in disciplinary measures depending on the severity of the violation, which may include verbal or written warnings, mandatory training, corrective action plans, penalties, liquidated damages, suspension, and/or termination of employment or contractual relationship.

The CBCE also highlights SHEIN's strict prohibition of all forms of bribery, corruption, and improper payments in any business dealings, whether with public officials, private individuals or entities, in line with anti-bribery and anti-corruption laws in all markets in which we operate, including but not limited to the US Foreign Corrupt Practices Act, the UK Bribery Act, the Canadian Corruption of Foreign Public Officers Act, and Singapore's Prevention of Corruption Act. To ensure awareness of our anti-bribery and anti-corruption policies, all full-time employees undergo relevant training during their new hire orientation process, covering topics such as guidelines on gifts and hospitality, how to identify conflicts of interest and bribery risks, and how to utilise our whistleblowing mechanisms. In 2025, such training was expanded to include yearly refresher training for employees in management roles.

SHEIN provides a confidential reporting channel, ethics@shein.com, for reporting of any ethical concerns, and protects whistleblowers from any kind of retaliation, whether as a threat, or in aspects such as performance appraisals and other employment opportunities. Reports received are triaged and assigned to either our Internal Control and Audit team, Supervision team, or Human Resource Compliance team, depending on the nature of the case, and the investigative teams operate independently of anyone in the management chain to ensure impartiality, with investigation findings and corrective action recommendations reported directly to top leadership.

In 2025, we received and looked into 93 complaints of potential employee fraud, of which 65 were confirmed as violations of the CBCE. We also actively monitor our business partners for adherence to ethical standards. In 2025, we terminated contracts with two business partners and fined 25 others due to violations of our ethical standards related to corruption and bribery.

Cybersecurity and Privacy

SHEIN continues to maintain the highest standards of cybersecurity in order to ensure data security and provide a trusted web and mobile shopping experience for our customers. In 2025, we successfully attained ISO 27701 certification for our European and US e-commerce platforms. Our security and privacy initiatives are spearheaded by our Chief Security Officer, who reports directly to the CEO, to ensure top management focuses on our cybersecurity and privacy measures. To strengthen our governance framework and enhance cyber resilience, the company continues to rely upon the guidance of the Independent Committee of Cybersecurity Advisors, which consists of four top-level external cybersecurity advisors.

In 2025, we also established an EU Data Governance Committee, based out of our EMEA headquarters in Dublin, to enhance data governance in the European Union and strengthen our capacity to drive appropriate, sustainable data protection solutions. Our cybersecurity teams also conduct regular security audits to ensure compliance with cybersecurity and privacy regulations.

In line with our commitment to transparency, SHEIN regularly updates the Privacy Centre on SHEIN websites, which not only describes the types of data we collect and how we process it, but also offers customers a variety of self-service tools, empowering our customers to exercise their privacy rights, which include but are not limited to, the right to data access, correction, and deletion.

We also continue to maintain a comprehensive cybersecurity training programme for SHEIN employees, based on the following five pillars:

1. New Hire Training: New employees undergo training within 30 days of onboarding.
2. Annual Cybersecurity and Privacy Training: Employees must undergo refresher training at least annually.
3. Threat-Based Training: Based on threat intelligence, we conduct ad hoc training and send out awareness communications on topics such as phishing and data leakage.
4. Role-Based Training: We conduct targeted training for personnel in specific roles, such as warehouse and customer service personnel.
5. Policy Training: We conduct training on new and updated security and privacy policies as needed throughout the year.

RESPONSIBLE BUSINESS PRACTICES

Intellectual Property Compliance

SHEIN respects intellectual property (IP) rights and educates our employees, designers, suppliers, and sellers on IP integrity to ensure that products sold on our platform are authentic and do not infringe copyright, trademark, or other IP rights. In addition to supporting our employees, designers, suppliers, and sellers with guidance materials, training sessions, and other educational content, we have also implemented a comprehensive screening process for all products listed for sale on SHEIN's platform, regardless of whether they are from our own brands or sold by third-party sellers on SHEIN Marketplace.

First, our suppliers and sellers are required to certify that the products they supply to us do not infringe on the IP rights of others, and we may ask them to provide IP registrations or other documentary evidence of ownership or originality. As a further precaution, before new products are posted on our platform, we review them using a multi-layer IP review process that includes the use of image recognition solutions and manual review to check the potential new products against trademark databases from the United States Patent and Trademark Office and the World Intellectual Property Organization. Finally, we also provide an online IP complaint portal where rights holders can submit takedown notices for alleged infringement of trademark, copyright, patent, or design rights.

In the event that any counterfeit or infringing products are found and verified, our policies mandate the immediate removal of the infringing items. We may also take disciplinary action against suppliers and sellers that are found to have provided us with infringing products, including listing restrictions, financial penalties, and even termination of the business relationship if necessary.

Product Safety

SHEIN is committed to offering safe and reliable products to our customers, regardless of whether they are from our own brands or sold by third-party sellers on SHEIN Marketplace.

We have a due diligence process in place to assess any new product categories created by our business teams, ensuring that we are fully aware of the relevant compliance requirements for each type of product and can establish appropriate guidelines for merchants within each product category. Across our range of product categories, SHEIN configures corresponding product rules in our system. These rules cover product and merchant standards for testing, registration, certification, labelling, and more, based on product type.

For the systematic management of both SHEIN-branded products and products from the global network of SHEIN Marketplace sellers listed on our platform, we take a differentiated approach based on our degree of control and the level of risk associated with each. Across the products listed on our platform, we have put in place a multifaceted product safety protocol that ensures product compliance with applicable laws and regulations and our product standards across various stages from listing to point of sale:

1. **Standards and Policies:** Suppliers and sellers are required to comply with the applicable product safety laws and regulations in the countries we operate in, as well as the controls and standards that SHEIN has put in place, such as SHEIN's **Restricted Substances List (RSL)** and SHEIN's codes of conduct for sellers.

2. **Documentation and Certification Review:** Suppliers and sellers are required to submit relevant documentation for products from categories such as electronics, children's toys, children's products, baby products, cosmetics, medical devices, light industry products, personal protective equipment (PPE), and textiles, with specific regulatory requirements for SHEIN's system checks and manual reviews.

3. **Monitoring and Testing:** Product safety tests, including chemical tests, are conducted throughout the production cycle in collaboration with leading third-party testing agencies, such as Intertek, SGS, Bureau Veritas, and TÜV, as well as at a China National Accreditation Service for Conformity Assessment (CNAS)-accredited laboratory. We take a risk-based approach, considering suppliers' industry experience and historical data, and conduct more frequent inspections on higher-risk products.

4. **Dynamic Evaluations:** SHEIN conducts dynamic evaluations of suppliers and sellers based on multi-dimensional aspects such as the product testing pass rate.

5. **Incident Response:** SHEIN has a designated compliance team that coordinates our incident response protocol, which states that products found to be non-compliant with safety requirements in any country or jurisdiction will immediately be delisted globally. SHEIN will then work with a designated compliance team and all internal stakeholders to take the appropriate steps regarding the recall, including delisting the product, notifying affected customers, recalling the product, and issuing refunds, when applicable. For each incident, we conduct a gap analysis and update the applicable control rules accordingly.

RESPONSIBLE BUSINESS PRACTICES

Apparel

SHEIN maintains a library of approved fabrics, trims, and accessories that have passed compliance testing and meet SHEIN's criteria for chemical safety standards, which can be used for SHEIN-branded apparel products. Specific controls include:

- Fabric Control: High-risk fabrics, such as polyurethane (PU), must pass SHEIN's RSL testing. Additionally, since April 2025, all fabrics used in SHEIN-branded children's apparel must be tested against chemical standards and flammability.

- Trims and Accessories Controls: Any supplier seeking to include their trim or accessory in the approved materials library must submit testing reports that prove compliance with SHEIN's RSL, as well as other applicable rules.

SHEIN expanded our chemical safety testing of finished apparel products in 2025, in partnership with international third-party testing agencies such as Bureau Veritas, Intertek, SGS, and TÜV. We conducted 351,529 chemical safety inspections on SHEIN-branded apparel products during the year. Each inspection can include a series of tests for different chemical thresholds, and the sample is considered to have failed the entire inspection if any one of these tests conducted fails the relevant testing standard. 98.3% of the chemical safety inspections conducted in 2025 achieved a pass result.

Non-Apparel

For non-apparel products, the majority of which are sold by third-party sellers on SHEIN Marketplace, tailored compliance rules are established for different product categories to ensure adherence to laws, regulations, and SHEIN's Marketplace policies.

At the point of listing, for product categories with specific regulatory requirements, Marketplace sellers are required to submit certificates, test reports, and other documentation for SHEIN's system checks and manual reviews, based on product safety laws and regulations in the countries where we operate. Examples of such categories include electronics, children's toys, children's products, baby products, cosmetics, medical devices, light industry products, and PPE.

After products are listed, SHEIN conducts regular spot checks, which may include warehouse inspections, physical product inspections, and third-party product compliance monitoring, to assess the compliance of listed products. Prohibited products are continuously screened for using technical solutions such as image recognition tools, as well as random manual checks. Should a product be found non-compliant, we remove it from sale immediately. This includes monitoring regulatory agencies' recall notices and removing identical products from SHEIN sites promptly, and conducting internal self-inspections based on media reports and regulators' safety alerts.

For SHEIN-branded products, once we identify any non-compliance with relevant standards, we will take appropriate follow-up actions with the supplier, which may include imposing fines, restricting orders from the supplier or even terminating the business relationship, depending on the severity of the case.
For SHEIN Marketplace products, once a Marketplace seller's performance is assessed to be non-compliant or in violation of our requirements, SHEIN will take measures against the seller, such as removing the product listing, deducting seller points, restricting the seller's store operations, or even terminating the business relationship, depending on the severity of the case. As of the end of 2025, SHEIN has terminated our engagement with more than 2,300 sellers who did not meet product compliance requirements.

Green Claims

SHEIN recognises the importance of providing clear, specific, accurate, reliable, substantiated, and transparent information about our SHEIN-branded products, product lines, initiatives, or our wider business. This ensures that our green claims are not generic, inaccurate, or vague, and aligns with relevant regulations to avoid misleading customers or other stakeholders, and to empower our customers with clear, reliable information to help them make informed purchasing decisions. We have established an internal governance process to review and approve any green claims proposed to be published by or on behalf of SHEIN, which involves a cross-functional team comprising members from the Sustainability, Public Affairs, Legal, and Strategic Communications teams. Whenever we become aware that a claim may be misleading, we will also take action to address this claim appropriately, which may include amending or removing the claim.

To ensure awareness across the company on the topic and governance procedures, in 2025, we implemented training on green claims to all SHEIN employees. The training provided updates on the latest regulatory developments; gave teams clear, practical guidance on how to make clear and substantiated claims (and how to avoid generic or vague language); and reinforced existing governance and approval workflows. SHEIN also continues to monitor regulatory developments as well as other international guidance, and will continue to update our policies in compliance with the relevant legislation or regulatory guidelines.

DISCLAIMER AND FORWARD-LOOKING STATEMENTS

The information and opinions presented in this report are current as of its publication date, unless otherwise noted, and are subject to change without prior notice. SHEIN does not commit to updating or revising any statements contained herein. This report reflects SHEIN's current policies and intentions and is not intended to create any legal rights or obligations. It may reference public information that has not been separately reviewed, approved, or endorsed by SHEIN, and no representation, warranty, or undertaking is made regarding the accuracy, reasonableness, or completeness of such information. The inclusion of any information in this report does not imply that the subject matter is material to SHEIN's business or operational results.

This report contains forward-looking statements. All statements that are not historical or current facts, including those pertaining to our plans, initiatives, projections, goals, commitments, expectations, or prospects, are considered forward-looking.

We use terms such as aim, believe, commit, drive, estimate, ensure, expect, goal, intend, may, mission, plan, project, seek, strategy, strive, target, will, and similar expressions to identify these forward-looking statements. Such statements reflect management's current expectations and inherently involve risks and uncertainties. Actual results may differ materially due to various factors, including unrealised assumptions, scientific or technological advancements, evolving sustainability strategies, changes in government regulations, alterations in our products, services, technologies, and the geographic regions where we operate, or other changes in circumstances.

The standards of measurement and performance outlined in the report are evolving and based on assumptions, and no assurance can be provided that any plans, initiatives, projections, goals, commitments, expectations, or prospects stated in this report will be realised.

We undertake no obligation to publicly update or revise any forward-looking statements as a result of new information, future events, or other reasons.

EXTERNAL ASSURANCE

INDEPENDENT LIMITED ASSURANCE REPORT ON SELECTED SUSTAINABILITY INFORMATION IN ROADGET BUSINESS PTE. LTD.'S SUSTAINABILITY AND SOCIAL IMPACT REPORT 2025

TO THE DIRECTORS OF ROADGET BUSINESS PTE. LTD.

We have been engaged by the Board of Directors of Roadget Business Pte. Ltd. (the "Company"), also referred to under the brand name, SHEIN, to perform a limited assurance engagement on the selected information (the "Selected Sustainability Information") set out in Appendix 1A and Appendix 1B, which is presented in the Company and its affiliates' (collectively referred to as the "Group") Sustainability and Social Impact Report for the year ended 31 December 2025 ("Sustainability and Social Impact Report 2025"), with reference to the Global Reporting Initiative ("GRI") Standards 2021 and the Group management's definition and measurement criteria (collectively referred to as the "Reporting Criteria"). The disclosures set out in Appendix 2 referred to the Company's reporting and scoping boundary of the Selected Sustainability Information under the GRI.

Our Limited Assurance Conclusion

Based on the procedures we have performed as described under the "Summary of the procedures we performed as the basis for our assurance conclusion" and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Sustainability Information in the Group's Sustainability and Social Impact Report 2025, is not prepared, in all material respects, with reference to the Reporting Criteria.

We do not express an assurance conclusion on information in respect of earlier periods or on any other information linked to the Sustainability Information or the Group's website, including images, audio files or embedded videos. We also do not express any form of assurance conclusion on reporting standards not included within the Reporting Criteria such as the European Sustainability Reporting Standards.

Understanding how Group Management has Prepared the Selected Sustainability Information

The absence of a commonly used generally accepted reporting framework or a significant body of established practice on which to draw to evaluate and measure sustainability information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Selected Sustainability Information needs to be read and understood together with the Reporting Criteria and its related disclosures as set out in the Group's Sustainability and Social Impact Report 2025.

Responsibilities of Group Management for the Selected Sustainability Information

The Group management is responsible for:

- Selecting or establishing suitable criteria for preparing the Selected Sustainability Information;
- Preparing of the Selected Sustainability Information with reference to the Reporting Criteria; and
- Designing, implementing, and maintaining internal control over information relevant to the preparation of the Selected Sustainability Information that is free from material misstatement, whether due to fraud or error.

Responsibilities of the Practitioner

We are responsible for:

- Planning and performing the engagement to obtain limited assurance about whether anything has come to our attention that causes us to believe that the Selected Sustainability Information in the Group's Sustainability and Social Impact Report 2025, is not prepared, in all material respects, with reference to the Reporting Criteria;
- Forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- Reporting our conclusion to the Board of Directors of the Company.

As we are engaged to form an independent conclusion on the Selected Sustainability Information as prepared by the management of the Group, we are not permitted to be involved in the preparation of the Selected Sustainability Information as doing so may compromise our independence.

Professional Standards Applied

We conducted our engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised) *Assurance Engagements other than Audits or Reviews of Historical Financial Information* issued by the International Auditing and Assurance Standards Board.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1 "*Quality Management for Firms that Perform Audit or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*", which requires the firm to design, implement, and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

EXTERNAL ASSURANCE

Summary of the Procedures We Performed as the Basis for Our Assurance Conclusion

Based on the risk and materiality considerations, we performed our procedures to obtain sufficient appropriate assurance evidence. The procedures we performed were based on our professional judgment. In carrying out our limited assurance engagement on the Selected Sustainability Information, our procedures included:

- Evaluated the suitability in the circumstances of the Group's use of the Reporting Criteria, as the basis for preparing the Selected Sustainability Information in the Sustainability and Social Impact Report 2025;
- Through inquiries, obtained an understanding of the Group's control environment, processes and information systems relevant to the preparation of the Selected Sustainability Information, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness;
- Performed analytical procedures to identify risk factors by comparing certain Selected Sustainability Information in the current period to the prior period;
- Performed sample testing on the Greenhouse Gas ("GHG") emissions calculations to check the data inputs to supporting documents and evaluate whether the Group's adoption of emission factors applied are consistent with Appendix 2. Our procedures did not include testing the data on which estimates are based or separately developing our own estimates against which to evaluate the Group's estimates;
- Tested samples of SHEIN Responsible Sourcing ("SRS") audit reports to check whether SRS audits had been conducted on suppliers and subcontractors during the year, either by external verification agencies or by the Group. Recalculated the SRS audit gradings in accordance with the definition and measurement criteria established by Group management. We also checked whether the Group reported the SRS audit information, including any reported violations, according to the audit reports. Our procedures did not include an independent validation of the conclusions included in these SRS audit reports, including any violations of applicable labour laws;
- Tested samples of SHEIN's Supplier Environment and Climate ("SEC") assessments to check whether SEC assessment had been conducted by suppliers during the year. Our procedures did not include an independent validation of the conclusions included in these SEC assessments;
- Obtained the third-party expert reports related to implementation of energy efficiency measures and checked whether the Group reported projected annual savings according to the factual number stated in the expert reports. Our procedures did not include an independent validation of the results of the projected annual savings. Therefore, no assurance is given to the results of the projected annual savings prepared by third-party experts;
- Tested samples of product inspection reports from third-party experts and independent labs for i) Chemical safety inspections; ii) Shrinkage rate inspections; iii) Strength inspections; and iv) Colour fastness inspections, and checked whether the Group reported the number of product inspections and percentage with a pass result according to the factual outcomes of the inspections. Our procedures did not include an independent validation of the conclusions from the product inspection reports. Therefore, no assurance is given to the results of the product inspections prepared by third-party experts and independent labs; and
- Considered the presentation and disclosure of the Selected Sustainability Information in the Sustainability and Social Impact Report 2025.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

Inherent Limitations

GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but similarly acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

Use of Independent Limited Assurance Report

This independent limited assurance report is made solely to Board of Directors of the Company for the purpose of providing a limited assurance conclusion on the Selected Sustainability Information in the Group's Sustainability and Social Impact Report 2025. As a result, the report may not be suitable for another purpose. For the avoidance of doubt, all duties and liabilities (including without limitation those arising from negligence) to third parties, are specifically disclaimed. The Contracts (Rights of Third Parties) Act 2001 does not apply, and only the signing parties to the engagement letter contract have any rights under it.

Deloitte & Touche LLP

Public Accountants and
Chartered Accountants
Singapore

11 May 2026

EXTERNAL ASSURANCE

Appendix 1A

List of Selected Sustainability Information presented in the Group's Sustainability and Social Impact Report 2025 with reference to the GRI Standards 2021.

Topic	Indicator Description	GRI Standards 2021	Disclosure	Unit	Page Number in the Sustainability and Social Impact Report 2025
Environmental Performance	Direct (Scope 1) GHG emissions	305-1	Fossil fuel combustion emissions: 5,331.3 Fugitive emissions: 2,979.1	tonnes CO_2e (tCO_2e)	52
	Energy indirect (Scope 2) GHG emissions (Location-based)	305-2	122,777.2		52
	Energy indirect (Scope 2) GHG emissions (Market-based)		20,535.1		52
	Scope 3 GHG Emissions: Category 1 - Purchased goods and services	305-3	11,389,343.3		53
	Scope 3 GHG Emissions: Category 2 - Capital Goods		29,161.6		53
	Scope 3 GHG Emissions: Category 3 - Fuel- and energy-related activities (not included in scope 1 or scope 2)		11,192.2		53
	Scope 3 GHG Emissions: Category 4 - Upstream transportation and distribution		7,002,797.5		53
	Scope 3 GHG Emissions: Category 5 - Waste generated in operations		7,637.5		53
	Scope 3 GHG Emissions: Category 6 - Business travel		7,072.1		53
	Scope 3 GHG Emissions: Category 7 - Employee Commuting		14,095.3		53
	Scope 3 GHG Emissions: Category 8 - Upstream Leased Assets		18,214.4		53
	Scope 3 GHG Emissions: Category 12 - End-of-Life Treatment of Sold Products		634,179.1		53
	Amount of energy used across operations SHEIN directly manages globally in 2025	302-1	275,723.2	Megawatt hours (MWh)	55
	Percentage of energy used in SHEIN's directly managed operations that was from renewable energy in 2025		85.1	Percentage	46, 55, 105
	Amount of solar energy used across SHEIN-operated facilities in 2025		36,909.5	MWh	54, 55, 105
	Amount of renewable energy used across operations SHEIN directly manages globally in 2025		234,613.5	MWh	TBC
	Amount of Energy Attribute Certificates (EACs) purchased in 2025	302-1	197,704.0	MWh	55
	Direct and/or indirect energy consumption intensity	302-3	15.0	MWh/FTE	55
Training and Education	Number of SRS training sessions organised for SHEIN employees	404-2	7	Number	36
	Number of participants in SRS training sessions organised for SHEIN employees		152	Number	36
	Number of SHEIN employees who completed online courses on labour rights and decent work through the UNGC Academy and International Training Centre of the ILO (ITCILO) as of the end of 2025		58	Number	36

EXTERNAL ASSURANCE

Topic	Indicator Description	GRI Standards 2021	Disclosure	Unit	Page Number in the Sustainability and Social Impact Report 2025
Materials	Materials used in apparel products (by weight, % of materials portfolio): Polyester	301-1	82.7	Percentage	58
	Materials used in apparel products (by weight, % of materials portfolio): Cotton		5.4	Percentage	58
	Materials used in apparel products (by weight, % of materials portfolio): Viscose		3.7	Percentage	58
	Materials used in apparel products (by weight, % of materials portfolio): Spandex		3.9	Percentage	58
	Materials used in apparel products (by weight, % of materials portfolio): Polyamide		4.1	Percentage	58
	Materials used in apparel products (by weight, % of materials portfolio): Other fibre categories (including linen, acrylic and metallics)		0.2	Percentage	58
	Proportion of overall polyester designated for use by contract manufacturers that is recycled	301-2	9.2	Percentage	46, 58, 65, 106
Waste	Number of facilities with Zero Waste to Landfill certification	306-4	15	Number	70, 106
	Total non-hazardous industrial waste generated across SHEIN's own operations	306-3	48,300.2	tonnes	70
	Total weight of cardboard and paper waste		37,053.4	tonnes	70
	Total weight of other waste		0.1	tonnes	70
	Total weight of plastic waste		8,354.5	tonnes	70
	Total weight of textile waste (recycled)		216.9	tonnes	70
	Total weight of textile waste (reused)		71.5	tonnes	70
	Total weight of waste that energy recovery was carried out on	306-5	2,603.8	tonnes	70
	Overall recycling & reuse rate of warehouses	306-4	94.6	Percentage	70
	Hazardous and non-hazardous waste directed to disposal	306-5	1,613	kg	70
	Hazardous and non-hazardous waste diverted from disposal	306-4	45,696.4	kg	70
	Hazardous waste intensity	306-3	0.1	kg/FTE	70
	Non-hazardous waste intensity		2.6	tonnes/FTE	70
	Quantity of hazardous waste	306-3	1,613.0	kg	70
Water	Water consumption intensity	303-5	14	m^3/FTE	62
	Total wastewater discharge (domestic wastewater) from all own sites	303-4	1,496,593	m^3	62
	Water withdrawal at own sites	303-3	1,760,698	m^3	62
	Total water consumption (domestic water use) from all own sites	303-5	264,105	m^3	62

EXTERNAL ASSURANCE

<table>
<tr><th>Topic</th><th>Indicator Description</th><th>GRI Standards 2021</th><th>Disclosure</th><th>Unit</th><th>Page Number in the Sustainability and Social Impact Report 2025</th></tr>
<tr><td rowspan="2">Conduct</td><td>Existence of documented policies on business conduct and whistleblowing approved by SHEIN management and made available to SHEIN employees</td><td rowspan="2">2-26</td><td>SHEIN provides a confidential reporting channel, ethics@shein.com, for reporting of any ethical concerns, and protects whistleblowers from any kind of retaliation, whether as a threat, or in aspects such as performance appraisals and other employment opportunities. Reports received are triaged and assigned to either SHEIN's Internal Control and Audit team, Supervision team, or Human Resource Compliance team, depending on the nature of the case, and the investigative teams operate independently of anyone in the management chain to ensure impartiality, with investigation findings and corrective action recommendations reported directly to top leadership.</td><td>Qualitative</td><td>77</td></tr>
<tr><td>Description of measures in the Global Code of Ethics to protect whistleblowers against retaliation</td><td>Reports are handled confidentially to protect those involved, and retaliation against whistleblowers is strictly prohibited under SHEIN's CBCE (Code of Business Conduct and Ethics).</td><td>Qualitative</td><td>21</td></tr>
<tr><td rowspan="3">Own Workforce</td><td>Total number of full-time and part-time employees</td><td rowspan="3">2-7</td><td>Over 18,300</td><td>Number</td><td>18, 19</td></tr>
<tr><td>Total number of full-time employees (breakdown by gender and age)</td><td><table><tr><th>Male</th><th>Female</th><th>Not Disclosed</th></tr><tr><td>7,812</td><td>9,480</td><td>1,081</td></tr></table><table><tr><th>Age < 30</th><th>Age 30-50</th><th>Age > 50</th><th>Not Disclosed</th></tr><tr><td>6,679</td><td>9,883</td><td>110</td><td>1,701</td></tr></table></td><td>Number</td><td>18, 19</td></tr>
<tr><td>Total number of part-time employees (breakdown by gender and age)</td><td><table><tr><th>Male</th><th>Female</th><th>Not Disclosed</th></tr><tr><td>1</td><td>1</td><td>2</td></tr></table><table><tr><th>Age < 30</th><th>Age 30-50</th><th>Age > 50</th><th>Not Disclosed</th></tr><tr><td>0</td><td>0</td><td>0</td><td>4</td></tr></table></td><td>Number</td><td>18, 19</td></tr>
</table>

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EXTERNAL ASSURANCE

Topic	Indicator Description	GRI Standards 2021	Disclosure	Unit	Page Number in the Sustainability and Social Impact Report 2025
Own Workforce	Total number of senior management employees (breakdown by gender and age)	405-1	Male: 97; Female: 54; Not Disclosed: 14 Age < 30: 4; Age 30-50: 133; Age > 50: 9; Not Disclosed: 19	Number	18, 19
	Total number of middle management employees (breakdown by gender and age)		Male: 715; Female: 795; Not Disclosed: 114 Age < 30: 179; Age 30-50: 1,308; Age > 50: 9; Not Disclosed: 128	Number	18, 19
	Total number of other employees (breakdown by gender and age)		Male: 7,001; Female: 8,632; Not Disclosed: 955 Age < 30: 6,496; Age 30-50: 8,442; Age > 50: 92; Not Disclosed: 1,558	Number	18, 19
	Percentage of total workforce who are female		54.8	Percentage	19
	Percentage of senior management, middle management, and other employees who are female		Senior management: 35.8 Middle management: 52.6 Other employees: 55.2	Percentage	19
	Percentage of employees entitled to take family-related leave (i.e. parental care leave, childcare leave, prenatal check-up leave, paternity leave, maternity leave, marriage leave, breastfeeding leave, and bereavement leave)	401-3	100% of full-time employees	Percentage	22
	Total number of training hours for SHEIN's full-time and part-time employees	404-1	105,000	Hours	22
	Average number of training hours per employee		8.4	Hours	22

SHEIN

EXTERNAL ASSURANCE

Appendix 1B

List of Selected Sustainability Information presented in the Group's Sustainability and Social Impact Report 2025 with reference to Group management's definition and measurement criteria as described under "Applicable Criteria".

Topic	Indicator Description	Disclosure	Unit	Applicable Criteria	Page Number in the Sustainability and Social Impact Report 2025
Environmental Performance	Solar capacity installed or being installed in SHEIN warehouses in 2025	93.9	Megawatt-peak (MWp)	The solar capacity installed in SHEIN-operated facilities is defined as the rated output (in megawatts) of commissioned and grid-connected solar photovoltaic systems. Only the capacity attributable to the portion of the facilities occupied and operated by SHEIN is reported. The measurement is based on technical specifications provided by the vendor	54, 55, 105
	Number of SHEIN facilities in China where energy improvement measures were implemented in 2025***	22	Number	The count of facilities that have implemented SHEIN's energy efficiency guidelines and the projected annual energy savings, delivered and verified by a third-party expert	54, 55, 105
	Resulting carbon emission savings in 2025 from energy improvement measures implemented in specific SHEIN facilities***	19,934.1	tCO_2e		54, 55, 105
	Resulting electricity savings in 2025 from energy improvement measures implemented in specific SHEIN facilities***	33,581.0	MWh		54, 55, 105
	Solar capacity installed or being installed in suppliers' sites as of the end of 2025	139.6	MWp	The solar capacity is defined as the rated output (in megawatts) of commissioned and grid-connected solar photovoltaic systems. The reported capacity includes only systems that are either commissioned or in-progress as declared by suppliers	54, 56, 105
	Estimated reduction of CO_2e for supplier factories that consumed solar energy	64,806.4	tCO_2e		56, 105
	Number of fabric production factories where energy efficiency and resource efficiency measures were introduced in 2025***	22	Number	The count of fabric production factories that have participated in energy efficiency projects initiated by a third-party expert in partnership with SHEIN, and the projected annual savings in electricity, natural gas, steam and carbon emissions, measured and verified by a third-party expert	56
	Estimated annual savings of electricity from resource efficiency measures in fabric production factories in 2025***	6,778.4	MWh		56
	Estimated annual savings of natural gas from resource efficiency measures in fabric production factories in 2025***	872,582.0	m^3		56
	Estimated annual savings of steam from resource efficiency measures in fabric production factories in 2025***	65,303.6	tonnes		56
	Estimated annual savings of carbon emissions from resource efficiency measures in fabric production factories in 2025***	91,982.4	tCO_2e		56

EXTERNAL ASSURANCE

Topic	Indicator Description	Disclosure	Unit	Applicable Criteria	Page Number in the Sustainability and Social Impact Report 2025
Environmental Performance	Number of suppliers that have adopted energy-saving practices in SHEIN's supplier network as of the end of 2025	123	Number	The count of supplier sites that have adopted energy efficiency initiatives in accordance with the guidance provided in the SHEIN Energy-Saving Measures Implementation Guide as of 2025	56
	Total amount of CO_2e saved from transportation and distribution initiatives (excluding Atlas Air SAF) (Scope 3 GHG Emissions: Category 4)***	Air routes optimisation and localised procurement reduced long-haul air freight distances: 240,451.9 Increased use of sea freight and expanded trucking routes reduced transport emissions: 22,622.6 Redesigning carton dimensions, optimising pallet frames, and using sacks in place of selected cartons to increase aircraft loading rates and reduce shipment frequency: 331,070.5 Expand the use of electric or lower-fuel consumption vehicles: 10,143.8	tCO_2e	Estimated reduction in GHG emissions from transportation and distribution management refers to the estimated decrease in GHG emissions from logistics optimisation measures, calculated using shipment activity data and emission factors by comparing actual emissions against a baseline scenario of standard transport practices, and limited to activities captured within SHEIN's internal logistics systems	54, 57
	Number of supplier sites where SHEIN's Supplier Environment and Climate (SEC) assessments were conducted	603	Number	The number of sites with SEC assessments refers to supplier facilities that completed the full assessment process during the reporting period, including self-evaluation and on-site verification, with results validated, consolidated, and used for ongoing performance monitoring and improvement	52
	Emissions reduction from suppliers adopting Digital Thermal Transfer Printing techniques	88,983.8	tCO_2e	Emission reduction from Digital Thermal Transfer Printing refers to the estimated decrease in GHG emissions from procuring fabrics made using lower-impact textile processing technologies, calculated by applying verified unit emission-reduction factors to eligible procurement volumes and comparing against conventional processing methods, limited to fabrics identifiable within the internal procurement system	56

EXTERNAL ASSURANCE

Topic	Indicator Description	Disclosure	Unit	Applicable Criteria	Page Number in the Sustainability and Social Impact Report 2025
Materials	Proportion of viscose fabrics from Green Shirt-rated fabric producers	74.7	Percentage	% of viscose fabrics from producers who achieved 'Green Shirt' rating as defined in Canopy's Hot Button Report, out of the total viscose fabrics procured, by weight A 'Green Shirt' indicates that the Man-Made Cellulosic Fibre (MMCF) supplier has a low risk of sourcing from Ancient and Endangered Forests	46, 59
	Deadstock materials procured through Aloqia platform	10,539	Meters	Length of deadstock fabric procured through the Aloqia platform Deadstock fabric refers to unused textile materials left over from brands and manufacturers	65, 69
	Proportion of recycled polyester for SHEIN-branded products that was textile-to-textile recycled polyester	13.4	Percentage	% of textile-to-textile recycled polyester fabrics out of the total recycled polyester fabrics procured, by weight Textile-to-textile recycled polyester is polyester that is recycled from other textiles	46, 56, 58, 65
Packaging	Percentage of packaging procured that contained at least 50% preferred materials	19.7	Percentage	Packaging made from FSC & GRS material as % of total packaging used, by quantity Preferred materials used for packaging are recycled polyethylene and paper packaging not sourced from Ancient and Endangered Forests	46, 56, 59
	Percentage of packaging procured that contained at least 50% preferred materials (Express delivery polybags)	55.4			59
	Percentage of packaging procured that contained at least 50% preferred materials (Garment polybags)	3.5			59
Product Quality (Apparel)*	Number of chemical safety inspections	351,529	Number	Number of inspections performed on SHEIN-branded apparel products by third party laboratories	79
	Number of shrinkage rate inspections	218,304	Number		67
	Number of strength inspections	55,750	Number		67
	Number of colour fastness inspections	200,616	Number		67
	Percentage of chemical safety, shrinkage rate, strength, and colour fastness inspections achieving a pass result	Chemical safety inspections: 98.3 Shrinkage rate inspections: 91.0 Strength inspections: 82.9 Colour fastness inspections: 96.1	Percentage	Total number of inspections with a pass outcome divided by the total number of inspections on SHEIN-branded apparel products As an inspection may include a series of tests, the sample is considered to have failed the inspection if any one of the tests conducted fails the relevant testing standard	67, 79

EXTERNAL ASSURANCE

Topic	Indicator Description	Disclosure	Unit	Applicable Criteria	Page Number in the Sustainability and Social Impact Report 2025
Innovation	Number of training sessions conducted by CIGM for suppliers and number of participants	158 vocational skills training sessions for 3,618 participants 116 technical certification courses for 1,354 participants	Number	Number of conducted CIGM training sessions and the number of participants who completed the training sessions in 2025	14, 37
	Number of patents granted to CIGM and patents pending	12 patents granted 12 patents pending	Number	Patents pending refers to patents filed with the intellectual property regulator in 2025 but not yet granted as of end of 2025	37
Water	Total SHEIN-operated facilities implementing WASH Self-Assessments	29	Number	The indicator represents the number of SHEIN-operated sites (27 warehouses in China and 2 in Poland) that have completed WASH Self-Assessments, along with their WASH performance scores, reflecting access to water, sanitation, and hygiene, as recorded in SHEIN's internal system	62, 105
	Average WASH performance scores across SHEIN-operated facilities based on self-assessments	1.87	point		62, 105
	Water savings from suppliers adopting Digital Thermal Transfer Printing technique	503,741.2	m³	Water savings from Digital Thermal Transfer Printing, Cool Transfer Denim Printing, and Dope Dyeing refer to the estimated reduction in water consumption from procuring fabrics produced using these lower-impact methods, calculated by applying verified unit water-saving factors to eligible procurement volumes and comparing against conventional alternatives, and limited to fabrics identifiable within the internal procurement system	62, 68, 105
	Water savings from suppliers adopting Cool Transfer Denim Printing techniques		m³		62, 68, 105
	Water savings from suppliers adopting Dope Dyeing techniques		m³		62, 68, 105
Own Workforce	Number of employees worldwide who were promoted and received corresponding salary adjustments	3,334	Number	Number of employees worldwide who were promoted to a higher job grade and received a corresponding salary adjustment in 2025. This includes employees who were promoted in 2025 but resigned before the end of 2025	14, 22
	Percentage of females among employees worldwide who were promoted and received corresponding salary adjustments	56.8	Percentage	Number of female employees who were promoted and received corresponding salary adjustments, as % of total employees who were promoted and received corresponding salary adjustments	14, 19, 105

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Topic	Indicator Description	Disclosure	Unit	Applicable Criteria	Page Number in the Sustainability and Social Impact Report 2025
Supply Chain Management in 2025[i]	Total number of contract manufacturers[ii] who had procurement value[iii] of finished SHEIN-branded products with SHEIN ("SHEIN-branded contract manufacturers")**	>7,500	Number	SRS Policy 4.0[iv], 2. Scope	4
	Number of SHEIN-branded contract manufacturers who were subjected to SRS audits that were conducted ("audited SHEIN-branded contract manufacturers")**	3,581	Number	SRS Policy 4.0, 5.4 Measures and Requirements for Existing Suppliers Completion of SRS audits are determined based on the date of the SRS audit report	30
	Procurement value of audited SHEIN-branded contract manufacturers as % of total procurement value of SHEIN-branded products by contract manufacturers	96.3	Percentage	SRS Policy 4.0, 2. Scope	14, 30, 106
	Total number of annual on-site SRS audits conducted on existing suppliers and subcontractors[ii] ("annual SRS audits")**	4,822	Number	SRS Policy 4.0, 5.4.1 Completion of SRS audits are determined based on the date of the SRS audit report	14, 30, 106
	Number of annual SRS audits conducted on contract manufacturers**[ii]	4,111	Number	SRS Policy 4.0, 5.4.1	30
	Number of annual SRS audits conducted on fabric suppliers, packaging suppliers, and subcontractors**	711	Number	SRS Policy 4.0, 5.4.1 and 5.5.	30
	Number of fabric suppliers, packaging suppliers, and subcontractors of finished goods suppliers who were subjected to SRS audits that were conducted**	633	Number	SRS Policy 4.0, 5.4.1 and 5.5.	30
	Value of purchases of fabrics procured by contract manufacturers through SHEIN's fabric library from fabric suppliers subjected to annual SRS audits as % of total procurement value by contract manufacturers from fabric suppliers[iii]	92.2	Percentage	SRS Policy 4.0, 2. Scope	30
	Value of purchases of packaging procured by SHEIN for use by contract manufacturers from packaging suppliers subjected to annual SRS audits as % of total procurement value of packaging purchased by SHEIN for use by contract manufacturers[iii]	98.1	Percentage	SRS Policy 4.0, 2. Scope	30

[i] The period from 1 January 2025 to 31 December 2025.
[ii] Refers to all suppliers with registered business entities in China, including contract manufacturers (with direct procurement contracts with SHEIN entities), fabric suppliers, packaging suppliers, and subcontractors.
[iii] Procurement value of SHEIN-branded products: Value of purchases made by SHEIN from its contract manufacturers for SHEIN-branded products in 2025.
[iv] SHEIN Responsible Sourcing (SRS) Policy Version 4.0, accessed from: **SHEIN Responsible Sourcing Policy - SHEIN Group**.

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Topic	Indicator Description	Disclosure	Unit	Applicable Criteria	Page Number in the Sustainability and Social Impact Report 2025
Supply Chain Management in 2025[i]	% of annual SRS audits conducted by SHEIN's partner third-party verification agencies or third-party auditors for external social compliance programmes**	On-site audit by SHEIN's partner third-party verification agencies – 85 On-site audit by third-party auditors for external social compliance programmes (e.g. SMETA, SA8000, Amfori BSCI, SLCP, WRAP) converted[V] into SRS audit report based on findings – 15	Percentage	SRS Policy 4.0, 5.1.2	30
	% of annual SRS audits - Grade A**	15	Percentage	SRS Policy 4.0, 5.2.1	30
	% of annual SRS audits - Grade B**	38	Percentage	SRS Policy 4.0, 5.2.1	30
	% of annual SRS audits - Grade C**	41	Percentage	SRS Policy 4.0, 5.2.1	30
	% of annual SRS audits - Grade D**	5	Percentage	SRS Policy 4.0, 5.2.1	30
	% of annual SRS audits - Grade E**	1	Percentage	SRS Policy 4.0, 5.2.1	30
	% of annual SRS audits - Grade A (Contract Manufacturers)**	14.2	Percentage	SRS Policy 4.0, 5.2.1	30
	% of annual SRS audits - Grade B (Contract Manufacturers)**	39.8	Percentage	SRS Policy 4.0, 5.2.1	30
	% of annual SRS audits - Grade C (Contract Manufacturers)**	41.1	Percentage	SRS Policy 4.0, 5.2.1	30
	% of annual SRS audits - Grade D (Contract Manufacturers)**	4.5	Percentage	SRS Policy 4.0, 5.2.1	30
	% of annual SRS audits - Grade E (Contract Manufacturers)**	0.4	Percentage	SRS Policy 4.0, 5.2.1	30
	% of annual SRS audits - Grade A (Tier 2 Suppliers & Subcontractors)**	21.9	Percentage	SRS Policy 4.0, 5.2.1	30
	% of annual SRS audits - Grade B (Tier 2 Suppliers & Subcontractors)**	30.0	Percentage	SRS Policy 4.0, 5.2.1	30
	% of annual SRS audits - Grade C (Tier 2 Suppliers & Subcontractors)**	39	Percentage	SRS Policy 4.0, 5.2.1	30
	% of annual SRS audits - Grade D (Tier 2 Suppliers & Subcontractors)**	8.7	Percentage	SRS Policy 4.0, 5.2.1	30
	% of annual SRS audits - Grade E (Tier 2 Suppliers & Subcontractors)**	0.4	Percentage	SRS Policy 4.0, 5.2.1	30
	% of SHEIN-branded procurement value from A grade Tier 1 suppliers	16.2	Percentage	SRS Policy 4.0, 2. Scope and 5.2.1	30

[V] Conversions are made in accordance with SHEIN's internal procedures for external social audit conversion.

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Topic	Indicator Description	Disclosure	Unit	Applicable Criteria	Page Number in the Sustainability and Social Impact Report 2025
Supply Chain Management in 2025[i]	% of SHEIN-branded procurement value from B grade Tier 1 suppliers	48.0	Percentage	SRS Policy 4.0, 2. Scope and 5.2.1	30
	% of SHEIN-branded procurement value from C grade Tier 1 suppliers	31.3	Percentage	SRS Policy 4.0, 2. Scope and 5.2.1	30
	% of SHEIN-branded procurement value from D grade Tier 1 suppliers	0.8	Percentage	SRS Policy 4.0, 2. Scope and 5.2.1	30
	% of SHEIN-branded procurement value from E grade Tier 1 suppliers	<0.1	Percentage	SRS Policy 4.0, 2. Scope and 5.2.1	30
	% of annual SRS audits where Immediate Termination Violations (ITVs) or Immediate Remediation Violations (IRVs) were identified**	0.4	Percentage	SRS Policy 4.0, 3.4. 3.5.	30
	Number of ITV and IRV cases that were identified, which either resulted in supplier termination or were remediated within the required timeline of 30 days, in accordance with SHEIN's SRS Policy**	A total of 23 IRVs were identified during the year, and all have either been remediated within the required timelines or have resulted in the termination of SHEIN's business relationship with the supplier, in accordance with SHEIN's SRS Policy	Number	SRS Policy 4.0, 3.4. 3.5. 5.4.3 – 5.4.6 6.2.1 – 6.2.2	30
	% of total annual SRS audits where this IRV was identified - Co-located Living/Working Spaces: Dormitories are located in the same building as the production workplace or warehouse	0.2	Percentage	SRS Policy 4.0, 3.5. 3.5.3 6.2.2	31
	% of total annual SRS audits where this IRV was identified - Wage Violation: Supplier is paying employees under the local minimum wage, or delayed payment of wages to employees	0.1	Percentage	SRS Policy 4.0, 3.5. 3.5.2 6.2.2	31
	% of total annual SRS audits where this IRV was identified - Emergency Exit Violation: Presence of locked emergency exits in the workplace, warehouse, or dormitory	<0.1	Percentage	SRS Policy 4.0, 3.5. 3.5.3 6.2.2	31
	% of total annual SRS audits where this IRV was identified - Emergency Exit Violation: Insufficient emergency exits in the production workshop, warehouse, or dormitory	0	Percentage	SRS Policy 4.0, 3.5. 3.5.3 6.2.2	31

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Topic	Indicator Description	Disclosure	Unit	Applicable Criteria	Page Number in the Sustainability and Social Impact Report 2025
Supply Chain Management in 2025[i]	% of total annual SRS audits where this IRV was identified - Workplace Safety Hazards: Falling risk, signs of structural damage to the building or other risks to worker safety	<0.1	Percentage	SRS Policy 4.0, 3.5. 3.5.3 6.2.2	31
	% of total annual SRS audits where this IRV was identified - Workplace Safety Hazards: Charging electric bicycles or their batteries inside the production workshop, warehouse, or dormitory	<0.1	Percentage	SRS Policy 4.0, 3.5. 6.2.2	31
	% of total annual SRS audits where this IRV was identified - Workplace Safety Hazards: Employees smoking or using open flames in the production workshop or warehouse	<0.1	Percentage	SRS Policy 4.0, 3.5. 3.5.3 6.2.2	31
	% of total annual SRS audits where this IRV was identified - Workplace Safety Hazards: Direct or flue-type gas water heaters are used in employee dormitories	0	Percentage	SRS Policy 4.0, 3.5. 6.2.2	31
	% of total annual SRS audits where this IRV was identified - Environmental Violations: Illegal disposal of hazardous waste, discharging of untreated wastewater or discharging of waste gas	0	Percentage	SRS Policy 4.0, 3.5. 3.5.4 6.2.2	31
	% of total annual SRS audits where this IRV was identified - Discrimination: Any form of discrimination against employees based on gender, region, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, or other status in hiring, compensation, promotion, or discipline	0	Percentage	SRS Policy 4.0, 3.5. 3.5.1 6.2.2	31
	% of total annual SRS audits where this ITV was identified - Harassment and Abuse: Any form of violence, harassment or abuse (whether physical, sexual, mental or verbal) against employees, including gender-based violence and harassment	0	Percentage	SRS Policy 4.0, 3.4. 3.4.4 6.2.1	31
	% of total annual SRS audits where this ITV was identified - Attempted Bribery: Offering bribes to SRS evaluators in violation of integrity principles	0	Percentage	SRS Policy 4.0, 3.4. 3.4.1 6.2.1	31

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Topic	Indicator Description	Disclosure	Unit	Applicable Criteria	Page Number in the Sustainability and Social Impact Report 2025
Supply Chain Management in 2025[i]	% of total annual SRS audits where this ITV was identified - Supplier Refuses SRS Audit Evaluation	0	Percentage	SRS Policy 4.0, 3.4. 3.4.1 6.2.1	31
	Number of business relationships with suppliers and subcontractors terminated in accordance with SRS Policy and related termination reasons**	Due to violations of our SRS Policy, SHEIN terminated five business relationships in 2025, including with four contract manufacturers and one subcontractor. Among the contract manufacturers, one was terminated for failure to remediate an identified IRV within 30 days, one for receiving an E grade in two consecutive SRS audits, and two for receiving three D grades within 24 months. The subcontractor was terminated for failing to remediate an IRV within 30 days.	Number	SRS Policy 4.0, 5.4.3 – 5.4.6	30
	% of annual SRS audits conducted on an unannounced basis**	All on-site audits conducted directly by SHEIN's partner third-party verification agencies were unannounced	Percentage	SRS Policy 4.0, 5.1.1	30
	Number of group SRS workshops for suppliers organised and completed	61 (including 13 SRS Management Specialist Certification Workshops, and 48 online refresher briefings)	Number	SRS Policy 4.0, 7. Supplier Empowerment	35
	Number of one-on-one SRS training sessions for suppliers organised and completed	1,342 (including 1,059 on-site visits to suppliers, and 283 virtual training sessions)	Number	SRS Policy 4.0, 7. Supplier Empowerment	35
	Number of suppliers who completed SRS Management Specialist Certification Workshop, split by Tier 1 and Tier 2 suppliers	Tier 1 suppliers: 423 Tier 2 suppliers: 33	Number	SRS Policy 4.0, 7. Supplier Empowerment	35
	Number and type of grievance complaints received through SHEIN's established channels[vi]	Wages and Compensation – 28 Worker Benefits – 6 Working Hours – 5 Factory Management – 19 Commercial Disputes – 4 Total – 62	Number	Total number of grievance complaints received via SHEIN's established channels and classified based on nature and severity, in line with SHEIN's internal procedures for grievance management	32

[vi] Established channels refer to SHEIN's ESG-CSR email, hotline, official WeChat account and grievances received by other departments that are routed to the Sustainability department.

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Topic	Indicator Description	Disclosure	Unit	Applicable Criteria	Page Number in the Sustainability and Social Impact Report 2025
Supply Chain Management in 2025[i]	Number of grievance complaints received through SHEIN's established channels that have been resolved	62	Number	A grievance complaint is considered resolved when a mutually agreed solution has been reached between the supplier and the grievant, or when the case has been referred to external mediation or arbitration, in line with SHEIN's internal procedures for grievance management	32
	Number of childcare centres in operation supported by SHEIN through operation or financial contribution	32	Number	The reported number represents childcare centres that were supported by SHEIN through operational or financial support	36
	Total dollar amount invested by SHEIN to support the operation of childcare centres	Approximately US$189,000	Dollars	The total dollar amount invested by SHEIN, based on cash transferred to the bank accounts of childcare centres to support their operations	36
	Number of children of suppliers' workers who attended childcare centres	Over 1,100	Number	The number of individual children of suppliers' workers who utilised childcare services at least once in 2025 at centres supported or operated by SHEIN	36
	Amount of financial grants disbursed under the SHEIN Spotlight programme	More than US$132,000	Dollars	The total cash amount of financial grants disbursed as direct monetary support to eligible suppliers' workers through the SHEIN Spotlight programme Eligible workers must have at least 6 months of employment. A 1-year waiting period applies for reapplication after receiving a grant	14, 36
	Number of families who received financial grants under the SHEIN Spotlight programme	172	Number	The reported number represents the total number of unique families that received financial grants from the SHEIN Spotlight programme	14, 36
	Number of female supplier workers whose families received financial grants under the SHEIN Spotlight programme in 2025	141	Number	The reported number represents the total number of unique female supplier workers whose families received financial grants under the SHEIN Spotlight programme during the reporting period	14, 36

* Our procedures did not include the validation of the conclusions included in these product inspections performed by third-party experts and independent labs. Our testing objective is to check whether the Group reported the number of product inspections and percentage with a pass result according to the factual outcomes of inspections. Therefore, no assurance is given to the results of the product inspections prepared by third-party experts and independent labs.

** Our procedures did not include the validation of the conclusions included in these supplier audit reports prepared by verification agencies hired by SHEIN Group or by SHEIN itself. Our testing objective is to check whether the Group reported the SRS audit information according to the audit reports prepared by verification agencies or by SHEIN itself only. Therefore, no assurance is given to the result of SRS audits prepared by verification agencies or the Group.

*** Our procedures did not include the validation of the conclusions included in these projected annual savings in energy performed by third-party experts in partnership with SHEIN. Our testing objective is to check whether the Group reported the projected annual savings according to the factual number stated in the expert report. Therefore, no assurance is given to the result of the projected annual savings prepared by third-party experts.

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Appendix 2

SHEIN's Reporting and Scoping Boundary of the Selected Sustainability Information

GHG Accounting Scope and Methodology

The greenhouse gas ("GHG") quantification method and process are in accordance with ISO14064-1:2018, *Greenhouse Gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals* and the Greenhouse Gas (GHG) Protocol. SHEIN adopts the operational control approach in conformance with the GHG Protocol to report its energy and emissions metrics for the facilities, including offices and warehouses, over which SHEIN has operational control.

Estimation & Calculation Methods

Scope 1

Scope 1 comprises direct emissions generated in SHEIN operating sites, including emissions from fossil fuel combustion (both stationary sources and mobile sources), refrigerants and fire extinguishers. The greenhouse gases included in the calculation are CO_2, CH_4, N_2O, HFCs (HFC-32, HFC-125, HFC-134a, HFC-143a, HFC-236fa, HFC-227ea).

Emission factors of fossil fuels combustion are derived from national standards or guidance applicable to the locations operating sites. The default factors from IPCC Guidelines for National Greenhouse Gas Inventories (hereinafter IPCC Guidelines) are applied, where national emission factors are not available.

Fugitive emissions from refrigerants and fire extinguishers are calculated using the emission factors and methodologies outlined in the IPCC Guidelines. For refrigerants, fugitive emissions are estimated based on the annual leakage method.

Initial refrigerant charge quantities are derived from the rated cooling capacity of each ACMV system or information provided on equipment nameplates. For overseas sites where limited data is available, annual refrigerant leakage emissions are estimated by referencing data from similar site types in geographically close locations, normalised by floor area.

Emissions from fire extinguisher cover the full potential emissions in the year of installation. For the 2025 reporting period, the calculation includes fugitive emissions from the newly used and newly refilled fire extinguishers. For sites lacking activity data, reasonable estimates are developed by analysing historical data or referencing substitute data from sites in the same region with comparable floor areas. Fugitive emissions from septic systems are not included in 2025 due to limited accessibility to the activity data and indirect control over their generation.

The Sustainability team performs validation checks on the completeness and accuracy of activity data, including fuel consumption, refrigerant usage, and fire extinguisher records, through reconciliation with supporting documentation. Consistency checks are performed across reporting periods, and emission factor application is reviewed for appropriateness. Where activity data is unavailable, reasonable estimates or proxy data are applied to ensure completeness of reporting.

Scope 2

Scope 2 comprises indirect emissions from purchased electricity consumed in SHEIN's operating sites. The market-based emissions reflect the GHG emissions associated with the specific choices SHEIN has made with electricity suppliers or product, mainly renewable electricity. The renewable electricity includes onsite solar consumed, and electricity purchased via Energy Attribute Certificates (EACs) as well as nuclear energy, as described in the market-based emissions table and EACs procurement on page 52-55.

SHEIN can confirm that all the EACs have met the GHG protocol quality criteria, and been procured from unsubsidised wind/ photovoltaic projects in the same country of the operation sites for geographic alignment.

The emission factors of the market-based emissions are regional/ country-specific emission factors, or the emissions profiles associated with EACs. For the residual emissions from the grid in China other than the renewable electricity, the market-based grid emission factor for 2023 published by the Chinese Ministry of Environment at the end of 2025, which excludes market-traded non-fossil electricity, has been used. For facilities where activity data is unavailable, estimates were derived using prior-year data or proxy data from facilities located in the same region and comparable gross floor area, in order to provide a reasonable basis for the reported information. The location-based emissions use average emission factors for the electricity grids that are providing electricity to the facility, which mainly are IEA emissions factors 2025 edition.

The Sustainability team performs validation checks on the completeness and accuracy of electricity consumption data, including reconciliation to utility bills and review of emission factor application for both market-based and location-based methods.

Scope 3

<u>Category 1 – Purchased Goods and Services</u>

This category comprises the emissions from the supply chain of products purchased by SHEIN, consumables in SHEIN's warehousing activities and purchased data services. The emissions from the product supply chain are calculated using the total weight, material composition or cost of products purchased in the reporting year.

For apparel products with designated material sourcing channels, emissions are calculated based on material composition, standard weight per unit and the purchase quantity. Emission factors are derived from supplier energy consumption primary data, collected via SHEIN's 2025 Life Cycle Assessment (LCA) project and the Supplier Environmental & Climate assessment (SEC) Tool, covering hundreds of suppliers – ensuring that emission factors more closely reflect actual production conditions. Where primary data are unavailable, emission factors from external life cycle assessment databases (e.g., ecoinvent) are applied.

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For other non-apparel products without composition information, the spend-based method is adopted, using product procurement costs as the activity data. Emission factors are sourced from the US Environmentally-Extended Input-Output (USEEIO) Commodity Emissions Factors Database. Activity data for packaging materials are based on procurement weight at receipt, categorised by material type. Emission factors are applied using matching datasets from the ecoinvent database.

The emissions from two major purchased services have been included, which are data services and advertising services. Emissions from data service emissions are directly provided by SHEIN's contracted data service providers based on specific activity data. Emissions from advertising services (including pop-up stores and other offline activities) are calculated by using the spend-based method with EEIO emission factors, based on total service costs.

The Sustainabilty team performs validation checks on the completeness and accuracy of procurement data, including reconciliation to procurement records and review of product categorisation and emission factor application.

Category 2 – Capital Goods

This category includes fixed assets, property, plant, and equipment (PP&E) purchased by SHEIN during the reporting year. Due to the diverse nature and wide variety of capital goods, the Environmental Extended Input-Output (EEIO) methodology was applied for calculation. Activity data was sourced from SHEIN's global asset inventory, with monetary values expressed in USD, while accounting for inflation adjustments from the emission factor year to the purchase year. Emission factors were derived from U.S. Supply Chain Greenhouse Gas Emission Factors Database.

The Sustainability team performs validation checks on the completeness and accuracy of capital expenditure data, including reconciliation to financial records and review of category mapping and emission factor application.

Category 3 – Fuel and Energy-Related Activities (Not Included in Scope 1 or Scope 2)

This category includes emissions related to the production of fuels and energy purchased and consumed by SHEIN in the reporting year that are not included in scope 1 or scope 2, mainly upstream emissions and transmission & distribution (T&D) losses. We continued applying the Scope 2 market-based approach to calculate this category, i.e., calculating upstream emissions by the type of grid power, onsite photovoltaic power, and EACs products (including photovoltaic and wind power) and nuclear energy that we procured. Emission factors applied for category 3 are mainly from the IEA Database, ecoinvent Database and the UK Department for Environment, Food & Rural Affairs (UK DEFRA) Emission Factor Database according to energy type.

The Sustainability team performs validation checks on the completeness and accuracy of energy consumption data, including reconciliation to electricity and fuel records, and review of emission factor application for upstream emissions and transmission and distribution losses.

Category 4 – Upstream Transportation and Distribution

This category includes all upstream transportation and distribution emissions, namely those directly purchased by SHEIN. This comprises inbound transportation of purchased products to SHEIN operating sites, transportation of sold products (i.e. outbound and of returns) with the customers, and transportation between SHEIN's warehouses.

This category mainly uses a distance-based methodology, since most of the transportation service providers cannot offer direct fuel consumption data. This method calculates carbon emissions primarily based on the transport distance of different transport types and the total weight of the shipments.

The activity data, mainly including the total weight of products and transport distances are directly sourced from SHEIN's Transportation Management System (TMS) logistics system. The transport distances have been automatically calculated through location using Google Maps API within the system.

In a few scenarios where automatic calculation is not successful, a sampling will be performed to obtain the corresponding distance data.

In 2025, SHEIN leveraged insights from a comprehensive logistics supplier survey to refine its shipment strategies, aligning with the broader industry trends towards data-driven logistics optimisation. For the following scenarios—domestic warehouse-to-warehouse transfers, domestic warehouse-to-airport transportation, and domestic airport-to-international airport air freight—emission factors were determined as follows: The actual energy consumption data from logistics transportation in 2025 is used as the activity data source. For suppliers with site-specific data, emission factors derived from on-site investigations are applied, while other suppliers were assigned UK DEFRA emission factors. Weighted calculations were then applied to derive scenario-specific emission factors for each shipment type. For all remaining scenarios, UK DEFRA emission factors were utilised.

In accordance with the SBTi requirement, all transport-related emissions across all sectors must be reported on a well-to-wheel (WTW) basis in the GHG inventory. The Sustainability team performs validation checks on the completeness and accuracy of transportation data, including reconciliation to logistics system records and review of distance, weight, and emission factor application across transportation modes.

Category 5 – Waste Generated in Operations

This category comprises the emissions attributed to industrial waste and hazardous waste generated in SHEIN operating facilities, including SHEIN's warehouse operations and Centre of Innovation for Garment Manufacturing in China. The weight, type (composition) and waste treatment methods used for calculation are provided by SHEIN's recycling partners.

During the calculation process, emission factors from the U.S. Environmental Protection Agency (EPA) were applied for industrial waste, while emission factors from ecoinvent were applied for hazardous waste.

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The Sustainability team performs validation checks on the completeness and accuracy of waste data, including reconciliation to records provided by waste management partners and review of waste classification, treatment methods, and emission factor application.

Category 6 – Business Travel

This category comprises transportation utilised for business travel by employees which had been paid or reimbursed by SHEIN in the reporting year, i.e. regular employees, interns, and dispatched employees globally. The emissions of business travel are calculated using two methods: for business travel booked through SHEIN's internal designated platform, the total kilometres travelled by air and by car are used to calculate the emissions using a distance-based method. Where distance data not available, spend based approach is applied, including airfares, train tickets, and car rentals, etc., a spend-based method is applied based on business travel expense claims made by employees in the reporting year.

For business travel with distance data, the total kilometres by air or by car are multiplied by the corresponding emission factor from the UK DEFRA Emission Factor Database. The spent amount differentiated by type of vehicle used is multiplied by the emission factor from the US EEIO Commodity EF Database. In accordance with the SBTi requirement, all transport-related emissions across all sectors must be reported on a well-to-wheel (WTW) basis in GHG inventory.

The Sustainability team performs validation checks on the completeness and accuracy of business travel data, including reconciliation to travel booking records and expense claims, and review of distance, spend classification, and emission factor application.

Category 7 – Employee Commuting

This category covers emissions generated from employee commuting between home and workplace by SHEIN's formal employees (including interns and temporary staff, excluding outsourced personnel) during the reporting year. According to the GHG Protocol, employee commuting emissions may originate from automobile travel, public transportation, trains, or other modes (e.g., bicycles, walking).

GHG emissions from employee commuting are calculated using the "distance method," with activity data primarily collected through employee commuting surveys. Commuting patterns for all employees are extrapolated based on the results of the sample survey. The survey collects information including daily one-way commute distance, weekly workdays, commuting mode, and work arrangement (e.g., office-based or remote work). Annual commuting distances for all employees across different modes were extrapolated from the commuting data in the questionnaire sample. Corresponding emission factors from UK DEFRA Emission Factor Database were selected based on the chosen commuting mode to calculate the final emissions results.
In accordance with the SBTi requirement, all transport-related emissions across all sectors must be reported on a well-to-wheel (WTW) basis in the GHG inventory.

The Sustainability team performs validation checks on data completeness, sampling representativeness, and consistency of reported commuting patterns. The final emissions are consolidated into the overall Scope 3 inventory and disclosed in the annual sustainability report.

Category 8 – Upstream Leased Assets

This category includes emissions from assets leased and operated by SHEIN during the reporting year (if this part is not included in Scope 1 or 2). SHEIN provided data of all leased assets that are operated by third-parties. GHG emissions are calculated based on 2025 total Scope 1 and 2 proxy emissions from SHEIN-controlled facilities.

Emission intensity is derived from the calculation results of Scope 1 & 2 emissions. The proxy emissions were pro-rate based on floor area and number of employees of the respective facility, which were used to calculate the GHG emissions based on available data of the leased assets, namely the area and the number of days rented in 2025. If there is no direct match of location, either all of the countries within the relevant region of the average of all locations is referenced.

The Sustainability team performs validation checks on the completeness of leased asset data and the appropriateness of proxy assumptions. The final emissions are consolidated into the overall Scope 3 inventory and disclosed in the annual sustainability repor.

Category 12 – End-of-Life Treatment of Sold Products

This category refers to emissions generated at the end-of-life cycle of products sold by SHEIN during the reporting year. Activity data for GHG calculations is categorised ingo garment products, garment packaging, and non-garment products – covering material type, sales mass, sales region, disposal method, etc. It also includes annual garment product recycling rate data collected through SHEIN 2025 Global Circularity Study by SHEIN's consumer insights team.

Emission factors are first selected by region: EPA emission factor data for the U.S. region and ecoinvent V3.11 database data for non-U.S. regions. They are then matched to corresponding emission factors for waste materials based on product category. For products sold by SHEIN, the disposal methods for most items at the end of their useful life fall under the category of municipal solid waste (MSW). The proportion of different waste treatment methods is derived from World Bank survey report statistics (primarily focusing on landfilling, incineration, and recycling). The "Other" waste disposal category includes anaerobic digestion, composting, waterways, and other unspecified types. For "Other" data, proportions are allocated proportionally to landfill, incineration, and recycling figures. Where the U.S. Environmental Protection Agency does not provide recycling emission factors, World Bank data is used for proportional allocation to landfill and incineration.

The Sustainability team performs validation checks on material mass consolidation, waste treatment share application, and emission factor mapping. The final Category 12 emissions are consolidated into the overall Scope 3 inventory and disclosed in the annual sustainability report.

SHEIN

DMA REFRESH: APPROACH AND METHODOLOGY

SHEIN conducted a targeted refresh of our DMA in FY2025, building on the comprehensive assessment completed in FY2024. The objective of the refresh was to confirm that previously identified material topics remain relevant and to assess whether emerging ESG developments require reclassification, refinement, or enhanced disclosure.

The refresh was designed as a focused update. It concentrated on areas where change was most likely to have occurred during the reporting period. In particular, the exercise examined:

- Changes in SHEIN's business model, value chain, and operating environment
- Regulatory developments
- Evolving stakeholder expectations and external scrutiny
- Updates to identified impacts, risks, and opportunities
- Validation of topic prioritisation and categorisation

The intention was to ensure that FY2025 ESG reporting remains balanced, accurate, and aligned with current regulatory and stakeholder expectations.

Assessment Boundaries and Value Chain Coverage

The scope of the FY2025 refresh remained consistent with the boundaries established in the FY2024 assessment. The review covered SHEIN's full value chain, including upstream sourcing and manufacturing, core operations, and downstream distribution and end users. Upstream activities include sourcing and manufacturing from suppliers based in China, Brazil, and Türkiye. Core operations comprise global online retail activities, with offices in multiple jurisdictions. Downstream activities include warehousing, logistics hubs, and end consumers across key markets. A review of business and value chain developments confirmed that no material structural changes occurred during FY2025 that would alter the underlying assumptions or boundaries of the prior assessment. As a result, the original scope and coverage remain appropriate. For more details on the methodology and assumptions of our FY2024 DMA, please see our **2024 Sustainability and Social Impact Report**.

Approach and Scope of the FY2025 Refresh

The refresh followed a structured four-stage process consisting of Review, Engage, Refine, and Validate.

Review	• It was assessed whether any significant changes had occurred in SHEIN's business activities and operations during FY2025, including across the value chain. This review confirmed that there were no material structural changes that would alter the scope or boundaries established in the FY2024 assessment. • Existing material topics were then benchmarked against agreed parameters to test continued relevance. The review considered: — Regulatory developments, including updates relating to the CSRD, Corporate Sustainability Due Diligence Directive (CSDDD), proposed ESRS simplifications, and other climate disclosure requirements globally — Reporting frameworks, including GRI and the Sustainability Accounting Standards Board (SASB) standards relevant to apparel and e-commerce — Wider community perspectives, including news and media coverage during FY2025 — AI-enabled benchmarking through Datamaran to assess topic emphasis and growth trends across peer disclosures • The desktop review did not identify entirely new material topics. However, it highlighted areas where increased focus may be required in future years.
Engage	• SHEIN identified key internal stakeholders with insight into financial and sustainability performance. Five senior stakeholders representing sustainability, compliance, public affairs, and investor relations were interviewed as part of the refresh exercise. • Stakeholders were asked to assess: — The continued relevance of existing material topics — The validity of desktop review findings — Any emerging ESG issues — The accuracy and completeness of identified IROS • Topics were assessed from both an impact materiality perspective, meaning SHEIN's actual or potential impacts on the environment and people, and a financial materiality perspective, meaning risks and opportunities that could affect enterprise value. • There was a general consensus that the current material topic list remains appropriate for FY2025. Certain topics to monitor were considered to have increased in importance, but not to a degree warranting reclassification.
Refine	• Following stakeholder engagement, qualitative insights were analysed to determine whether refinements were required. • This stage involved reviewing the descriptions of material topics and associated IROs to ensure accuracy and clarity. Minor refinements were introduced to reflect regulatory developments, evolving market expectations, and stakeholder feedback. In particular: — Certain topic descriptions were clarified to better reflect regulatory requirements and value chain exposure. — Selected impacts and risks were refined to improve precision in scope, location, and time horizon. — Emerging themes were assessed and embedded within relevant existing topics rather than treated as standalone material topics. • The refresh confirmed that no new material topics needed to be added and that the overall categorisation of topics remained appropriate.
Validate	• The final stage involved validation and governance oversight. • Recommendations arising from the refresh were presented to senior management for review and feedback. Following this, the final list of material topics and associated IROs was presented to SHEIN's management for input.

DMA REFRESH: APPROACH AND METHODOLOGY

Material Impacts, Risks, and Opportunities

The material IROs were mapped to the topical ESRS E1 Climate Change, E5 Resource Use and Circular Economy, S2 Workers in the Value Chain, S4 Consumers and End-Users, and G1 Business Conduct, all of which are covered in this sustainability and social impact report. The tables below provide concise descriptions of our material IROs. For detailed information on how we manage and mitigate these risks, please refer to the relevant sections under “People”, “Planet”, “Process”, and “Governance”.

E1 Climate Change

Item	Type	Location in Value Chain			Time Horizon		
		Upstream	Own Operations	Downstream	Short-term	Medium-term	Long-term
Value Chain GHG Emissions Our carbon footprint predominantly comprises Scope 3 emissions, which are largely attributable to supply chain activities, transportation, and other activities beyond SHEIN’s direct control.	Actual Negative Impact	✓		✓	✓	✓	✓
GHG Emissions from Own Operations SHEIN’s own operations contribute to GHG emissions, primarily from electricity usage in our offices and warehouses.	Actual Negative Impact		✓		✓	✓	✓
Physical Effects of Changing Climate Exposure to changing conditions in SHEIN’s regions of operations may result in acute and chronic physical risks. For more details, please refer to page 47 of the “Planet” section.	Risk	✓	✓			✓	✓

DMA REFRESH: APPROACH AND METHODOLOGY

E5 Resource Use and Circular Economy

Item	Type	Location in Value Chain			Time Horizon		
		Upstream	Own Operations	Downstream	Short-term	Medium-term	Long-term
Waste Generated by Customers Customer behaviour and more specifically, how our customers may choose to use their clothing before discarding it at the end of life is beyond SHEIN's immediate control.	Actual Negative Impact			✓	✓	✓	
Reputational Risk Arising from Perceived 'Buy-and-Toss' Culture among Customers The public perception that SHEIN promotes a culture of disposable fashion amongst our customers has the potential to negatively impact the brand's long-term reputation and sales.	Risk		✓	✓	✓	✓	✓
Risk from Evolving EPR Regulations SHEIN faces significant financial and operational risk due to the growing implementation of EPR regulations for an increasing number of product categories in key markets. This trend will lead to increases in compliance and business costs for SHEIN.	Risk	✓	✓	✓	✓	✓	✓
Opportunity to Capture Growing Demand for Sustainable Fashion SHEIN has the opportunity to contribute to industry-wide change with the use of innovative technologies in the production process, alongside supply chain optimisation. Successfully implementing alternative technologies, such as textile-to-textile recycling, will allow SHEIN to differentiate itself as customer demand for environmentally responsible fashion increases.	Opportunity	✓	✓	✓		✓	✓
Demand-Responsive Manufacturing Model SHEIN's business model allows us to contribute towards minimising unsold inventory and textile waste.	Actual Positive Impact	✓	✓	✓	✓	✓	✓
Waste Generated in Production As a large-scale retailer with a significant proportion of apparel products sold, SHEIN faces the challenge of managing textile offcuts within our supply chain.	Actual Negative Impact	✓	✓	✓	✓	✓	✓

DMA REFRESH: APPROACH AND METHODOLOGY

S2 Workers in the Value Chain

Item	Type	Location in Value Chain			Time Horizon		
		Upstream	Own Operations	Downstream	Short-term	Medium-term	Long-term
Empowering Suppliers through Collaborative Partnerships SHEIN actively collaborates with our suppliers to foster mutually beneficial working relationships and support their growth. We offer competitive prices, timely payments, and provide access to technology solutions for efficient production planning. Regular training, feedback, and initiatives such as the SCEP also support the financial health and wellbeing of suppliers and their workers.	Actual Positive Impact	✓			✓	✓	✓
SHEIN's Potential in Sustainable Supply Chain Transformation By strategically leveraging our market influence, SHEIN has the potential to influence material producers and other key supply chain partners to adopt environmentally responsible practices while managing their workforces in an ethical manner, generating positive impacts for both people and the planet.	Potential Positive Impact	✓		✓		✓	✓
Reputational and Operational Risk from Non-Compliance with Labour Standards SHEIN faces risks from negative public perception regarding supply chain labour practices. Failure to properly manage and disclose these risks may impact customer trust and partner relationships.	Risk	✓	✓		✓	✓	✓
Opportunity from Supply Chain Verification and Mitigating Greenwashing Claims Proactive supply chain verification presents a key opportunity for SHEIN to enhance brand trust, address concerns regarding greenwashing and human rights, and expand our market reach by attracting a growing base of socially conscious consumers.	Opportunity	✓	✓		✓	✓	✓

DMA REFRESH: APPROACH AND METHODOLOGY

S4 Consumers and End-Users

Item	Type	Location in Value Chain			Time Horizon		
		Upstream	Own Operations	Downstream	Short-term	Medium-term	Long-term
Concerns Relating to Compliance of Products with Safety and Quality Standards SHEIN operates across many jurisdictions with varying national safety standards. At the same time, SHEIN's operation of a hybrid model offering products from a network of Marketplace sellers, alongside our own-branded products, poses challenges in ensuring uniform product safety compliance across all products offered on our platform, especially given our limited control over Marketplace sellers.	Actual Negative Impact	✓	✓	✓	✓	✓	✓
Operational and Reputational Risk due to Non-Compliance with Product Quality and Chemical Safety Operational and reputational risks may arise if products do not meet the various national standards where our products are sold.	Risk	✓	✓	✓	✓	✓	✓
Regulatory and Market Risk due to the Disclosure of Product Materials The potential for increased transparency requirements under the EU's ESPR[51] and its associated Digital Product Passport requirement will require the disclosure of verified, product-level information on product aspects such as fibre composition, recycled content, physical robustness, environmental performance, and supply chain traceability for all textile products sold in the EU. These requirements will create additional compliance costs for SHEIN and potential operational complexity from product portfolio transformation.	Risk	✓	✓	✓		✓	✓

G1 Business Conduct

Item	Type	Location in Value Chain			Time Horizon		
		Upstream	Own Operations	Downstream	Short-term	Medium-term	Long-term
Reputational Risk from Regulatory Non-Compliance As the regulatory landscape evolves, there is increased media attention and scrutiny on complying with the laws and regulations, particularly those related to human rights due diligence in the EU and forced labour in various markets.	Risk	✓	✓		✓	✓	✓

[51] Ecodesign for Sustainable Products Regulation (ESPR) (Regulation (EU) 2024/1781)

OUR CONTRIBUTIONS TO THE UN SDGs

UN SDG		Some of SHEIN's Supporting Initiatives
4 QUALITY EDUCATION	**Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all**	• SHEIN has supported access to fashion and design education for talented youth across multiple countries, through the provision of scholarships and bursaries. In Türkiye, for example, we have been partnering with Istanbul Moda Akademisi, a local fashion education institution, to offer scholarships to students enrolled in their two-year-long "Pattern and Model Development in Fashion Design" programme. • We have also funded organisations that promote access to education and career opportunities for youth from disadvantaged backgrounds. In Singapore, for example, we collaborate with Access Singapore, a social mobility charity, as principal sponsor of the Access Fellowship Programme (AFP). The AFP is a programme designed to equip participants with core skills in areas such as career planning, personal branding, problem-solving, project management, and communication, preparing them for success in their future careers.
5 GENDER EQUALITY	**Achieve gender equality and empower all women and girls**	• SHEIN is a signatory (as of 19 February 2026) to the WEPs established by UN Women and the UNGC Office. • We have a strong foundation of female leadership and provide equal opportunities for advancement. Two of our co-founders are women, and women comprise 35.8% of our senior management. In 2025, 56.8% of employees who received promotions and corresponding salary adjustments were female. • We provided targeted empowerment opportunities for female employees in certain domains. In September 2025, we conducted a leadership development workshop for 34 female frontline workers and managers from seven of our warehousing complexes in China. • We also take steps to support women workers in the supply chain. In our independent wage assessment and worker survey conducted by WRAP in 2025, from 7,317 supplier wage samples analysed, of which 58.3% were from female workers, we did not identify any material gender disparities in wages earned.
6 CLEAN WATER AND SANITATION	**Ensure availability and sustainable management of water and sanitation for all**	• In 2025, SHEIN applied the WASH self-assessment tool across 29 SHEIN-operated warehouses in China and Poland to evaluate the availability, quality and accessibility of water, sanitation and hygiene services. All assessed sites recorded a score above 1.8, with an average score of 1.87. • Within our supply chain, suppliers are required to ensure that workers have clean, free access to drinking water and sanitation facilities, with compliance monitored through annual SRS audit checks. • We supported the introduction of water-saving measures at 22 Tier 2 suppliers, resulting in an estimated reduction in water use of 250,928.8 m^3. • We promoted the use of lower-water production technologies in the manufacturing of our products, such as DTTP, Cool Transfer Denim Printing, and dope dyeing, which achieved a 503,741.2 m^3 reduction in water consumption compared with conventional processes.
7 AFFORDABLE AND CLEAN ENERGY	**Ensure access to affordable, reliable, sustainable and modern energy for all**	• We derived 85.1% of electricity purchased for our own operations from renewable sources in 2025, up from 76% in 2024. • We continued to implement measures to optimise energy consumption across SHEIN-operated facilities and increased on-site renewable generation in 2025, with 93.9 MWp of installed solar photovoltaic capacity across 16 facilities. In 2025, we consumed 36,909.5 MWh of solar energy, corresponding to an estimated CO_2e reduction of 19,576.4 tCO_2e. • We also implemented 78 energy improvement measures across 22 SHEIN-operated facilities in China, such as upgrading to high-efficiency lighting, optimising air-conditioning operations, installing timer switches for fans and air compressors, enhancing energy management systems, and training employees in sustainable facility management practices. These measures resulted in estimated electricity savings of 33,581.0 MWh, corresponding to an estimated CO_2e reduction of 19,934.1 tCO_2e. • In our supply chain, we continue to promote and support the solarisation of supplier facilities. 142 of our Tier 1 and 2 suppliers had installed rooftop solar photovoltaic systems by the end of 2025, with newly installed capacity totalling 139.6 MWp during the year, with the associated consumption of solar energy resulting in an estimated emissions reduction of 64,806.4 tCO_2e.

OUR CONTRIBUTIONS TO THE UN SDGs

UN SDG		Some of SHEIN's Supporting Initiatives
8 DECENT WORK AND ECONOMIC GROWTH	**Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**	• Under the SCEP, SHEIN has invested more than US$42 million as of end-2025 into initiatives that enhance facilities and provide training, upskilling, and other support to suppliers and their workers. • SHEIN conducts robust due diligence across our supply chain to ensure the labour rights of our suppliers' workers are protected. In 2025, we carried out 4,822 social compliance audits across our supply chain, covering contract manufacturers who represented 96.3% of SHEIN-branded products by procurement value in 2025. • In 2025, we commissioned WRAP to conduct an independent wage assessment and worker survey across 208 key suppliers in Guangzhou, to validate compliance with legal wage requirements, assess living wage conditions, and also better understand worker perspectives on pay, working conditions, and broader employment expectations.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	**Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation**	• One of the pillars of SHEIN's SCEP is the provision of services and support by our CIGM, established in 2022. Through innovative R&D, knowledge-sharing, and training, we have empowered suppliers to improve their factory management, develop a skilled workforce, and enhance their overall production quality and efficiency—uplifting the local manufacturing sector. • We support our suppliers on their journey towards environmental sustainability as well. In 2025, we launched our SCTP, developed in partnership with independent technical organisations such as Bureau Veritas. The SCTP is designed to support suppliers in their decarbonisation journeys by providing structured, third-party technical support in areas such as calculating their carbon footprint, analysing their energy consumption, setting emissions reduction targets and action plan from a baseline, and monitoring and verifying the effectiveness of implemented emissions reduction measures.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**Ensure sustainable consumption and production patterns**	• SHEIN is working to transition away from virgin materials by increasing our use of recycled materials—especially those derived from textile-to-textile processes as those technologies mature—to support the development of a closed-loop recycling ecosystem for textiles. In 2025, 9.2% of polyester directly sourced for SHEIN-branded products in 2025 was recycled, of which 13.4% was textile-to-textile recycled polyester. • We seek to manage waste generated across our directly operated facilities in a way that prioritises prevention and reduction, followed by reuse and recycling, with disposal as a last resort. In 2025, eight additional SHEIN-operated facilities in China achieved Zero Waste to Landfill Management System certification by TÜV Rheinland, bringing the total number of certified sites to 15 out of 33 SHEIN-operated warehouses in China and the CIGM. • To better understand how SHEIN customers around the world prefer to buy, use, and manage clothing at the end-of-life, we conducted the SHEIN 2025 Global Circularity Study, gathering insights from 15,461 customers aged 18 to 44 across 21 markets.
13 CLIMATE ACTION	**Take urgent action to combat climate change and its impacts**	• SHEIN's science-based net-zero target was approved by the SBTi in May 2025. • Compared to the base year 2023, emissions from our own operations (Scope 1 and 2) decreased by 10.8%, although emissions from our value chain (Scope 3) under our near-term SBTi target increased by 5.1% while total Scope 3 emissions increased by 20.3%. • We implemented decarbonisation initiatives that led to emissions reductions of 39,510.5 tCO_2e across our own operations (Scope 1 and 2), as well as 921,710.8 tCO_2e in our value chain (Scope 3). Total emissions decreased by 2.3% compared with 2024, while emissions covered by our near-term SBTi targets decreased by 6.8% compared with 2024. • We commissioned an updated climate risk assessment, conducted in alignment with the requirements of IFRS S2 and the TCFD framework, to support the integration of climate considerations into SHEIN's strategy and risk management. This included a comprehensive assessment of how climate-related risks and opportunities may influence SHEIN's strategy, operations, and long-term business resilience.

OUR CONTRIBUTIONS TO THE UN SDGs

UN SDG	Some of SHEIN's Supporting Initiatives
14 LIFE BELOW WATER **Conserve and sustainably use the oceans, seas and marine resources for sustainable development**	• In 2025, SHEIN worked with ERM to conduct an assessment of nature-related impacts, dependencies, risks, and opportunities across SHEIN's operations and value chain. This was conducted in alignment with the TNFD's definition of nature-related issues, the SBTN high-level guidance, and the LEAP (Locate–Evaluate–Assess–Prepare) approach introduced by the TNFD for nature-related assessment. • We are a signatory of the Microfibre 2030 Commitment, and are committed to actively engaging in collaborative action to understand and mitigate fibre fragmentation from textiles to the natural environment. We actively contribute to TMC's research into fibre fragmentation by submitting our fabric test results to TMC's Microfibre Data Portal. • As signatories of the CanopyStyle and Pack4Good initiatives led by Canopy, a non-profit organisation dedicated to protecting the world's forests, biodiversity, and climate, we are committed to transitioning our sourcing of wood-derived materials for SHEIN-branded products, specifically MMCFs and paper-based delivery packaging, away from Ancient and Endangered Forests. • As a funder member of the PAA, SHEIN supported a multi-year ocean conservation initiative in Indonesia. In 2025, the project focused on the collection of pelagic fisheries data and the conduct of pelagic fish stock assessments. The resulting baseline data will support the development of evidence-based fisheries management policies, inform practical management recommendations, and implementable action plans.
15 LIFE ON LAND **Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss**	
17 PARTNERSHIPS FOR THE GOALS **Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development**	• Through our social impact programme and the work of SHEIN Foundation, a non-profit organisation that aims to foster more inclusive and sustainable communities in the places where SHEIN operates, SHEIN and SHEIN Foundation donated almost US$7 million to support the missions of local organisations, enabling them to serve and positively impact communities around the world. • SHEIN Foundation continued its multi-year support of ACT Foundation and their work in Kenya to drive used textiles collection and recycling, with 70 tonnes of textile waste collected and sorted in 2025. • In 2025, SHEIN continued to support The Or Foundation's work in Ghana. In their third funding year, The Or Foundation invested US$5 million in funding from SHEIN in initiatives that support the communities around the Kantamanto Market, the world's largest second-hand clothing market. • Through our partnership with PAA, SHEIN supported the 2025-2026 Amplifier Programme, a global mentorship programme to accelerate the growth of high-potential, impact-focused organisations in Asia.

BASIS FOR PREPARATION

BP 1 —General Basis for Preparation of the Sustainability Statement

This Sustainability and Social Impact Report presents SHEIN's sustainability related disclosures for the financial year 1 January to 31 December 2025. The sustainability statement has been prepared with reference to the European Sustainability Reporting Standards (ESRS), the GRI 2021 Standards, and selected disclosures aligned with IFRS S1 and IFRS S2 to enhance comparability across global reporting frameworks.

Reporting boundary and consolidation approach

The sustainability statement is prepared on a consolidated basis, consistent with the organisational and operational structure described in the *About Us* section of the report. SHEIN does not own manufacturing facilities and operates through a global network of third party suppliers and logistics partners. The reporting boundary for emissions follows the operational control approach, unless otherwise stated in the relevant sections of the report.

Value chain coverage

Disclosures cover SHEIN's own operations and our upstream and downstream value chain, including contract manufacturers, Tier 2 suppliers, logistics partners, Marketplace sellers, and end of life impacts. This is reflected throughout the report, including the double materiality assessment.

Materiality determination

SHEIN's sustainability matters are determined through a double materiality assessment, refreshed in 2025 using ESRS aligned impact and financial materiality principles. The methodology, assumptions, and outcomes are described in *Materiality: Identifying Priority Areas and in the Annex*.

Use of omission options and other preparation assumptions

For the 2025 reporting year, SHEIN has not applied the omission options relating to the protection of intellectual property, know how, or innovation. If such omissions become necessary in future reporting cycles, SHEIN will disclose and justify them in accordance with ESRS requirements. Where estimation techniques are used (e.g. Scope 3 emissions, supplier energy data), the basis of calculation, assumptions, and data sources are disclosed in the relevant sections

BP 2 —Disclosures in Relation to Specific Circumstances

Time horizons

SHEIN applies the ESRS 1 definitions of short-, medium-, and long-term time horizons, as stated in *Our Approach: evoluSHEIN*. Respectively, these are the 12-month reporting period, up to five years, and beyond five years. SHEIN is expanding primary data collection across our supplier base to improve accuracy over time.

Use of Estimates, Measurement Uncertainty and Data Limitations

Preparation of the report involves the use of estimates and assumptions, particularly where complete primary data is not available across the value chain. This applies in particular to Scope 3 GHG emissions, supplier energy and emissions data, and certain downstream impacts influenced by consumer behaviour. Emissions are calculated in accordance with recognised standards, using a combination of primary supplier data, secondary sources, and emissions factors. Data quality continues to improve through expanded supplier level data collection; however, limitations and uncertainties remain due to evolving methodologies, partial supplier coverage, and reliance on estimates. Forward looking information is subject to inherent uncertainty and may evolve over time.

Changes in preparation or presentation

Changes to reporting scope or methodology for FY2025 are disclosed in the relevant sections of the report. In the area of climate and emissions reporting, calculation methodologies have been refined in line with evolving best practice guidance, including updates to activity data, emissions factors, and the incorporation of expanded supplier level information.

Corrections of prior period errors

SHEIN confirms that no material prior period errors were identified requiring restatement for FY2025.

GRI CONTENT INDEX

Statement of Use	SHEIN Group has reported the information cited in this GRI content index for the period from 1 January to 31 December 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure Title	Location and Page Number
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organisational details	About Us; page 4
	2-2 Entities included in the Organisation's Sustainability Reporting	About This Report; page 5
	2-3 Reporting Period, Frequency and Contact Point	About This Report; page 5
	2-4 Restatements of Information	About This Report; page 5
	2-5 External Assurance	About This Report; page 5
	2-6 Activities, Value-Chain and Other Business Relationships	About Us; page 4
	2-7 Employees	PEOPLE: Equitable Empowerment > Nurture Our People; pages 18 to 24
	2-8 Workers who are not employees	PEOPLE: Equitable Empowerment > Cultivate an Ethical Supplier Network; pages 25 to 37
	2-9 Governance structure and composition	GOVERNANCE: Accountable Leadership > ESG Governance Approach; page 76
	2-10 Nomination and selection of the highest governance body	GOVERNANCE: Accountable Leadership > ESG Governance Approach; page 76
	2-11 Chair of the highest governance body	GOVERNANCE: Accountable Leadership > ESG Governance Approach; page 76
	2-12 Role of the highest governance body in overseeing the management of impacts	GOVERNANCE: Accountable Leadership > ESG Governance Approach; page 76
	2-13 Delegation of responsibility for managing impacts	GOVERNANCE: Accountable Leadership > ESG Governance Approach; page 76
	2-14 Role of the highest governance body in sustainability reporting	GOVERNANCE: Accountable Leadership > ESG Governance Approach; page 76
	2-16 Communication of critical concerns	GOVERNANCE: Accountable Leadership > ESG Governance Approach; page 76
	2-17 Collective knowledge of the highest governance body	GOVERNANCE: Accountable Leadership > ESG Governance Approach; page 76
	2-22 Statement on sustainable development strategy	A Note From Our CEO; page 3
	2-23 Policy Commitments	PEOPLE: Equitable Empowerment; page 13 PLANET: Collective Resilience; page 45 PROCESS: Waste-Less Innovation; page 64 GOVERNANCE: Accountable Leadership; page 75
	2-24 Embedding policy commitments	PEOPLE: Equitable Empowerment; page 13 PLANET: Collective Resilience; page 45 PROCESS: Waste-Less Innovation; page 64 GOVERNANCE: Accountable Leadership; page 75

GRI CONTENT INDEX

GRI Standard	Disclosure Title	Location and Page Number
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	PEOPLE: Equitable Empowerment; page 13 PLANET: Collective Resilience; page 45 PROCESS: Waste-Less Innovation; page 64 GOVERNANCE: Accountable Leadership; page 75
	2-26 Mechanisms for seeking advice and raising concerns	PEOPLE: Equitable Empowerment > Enable Self-Expression for All; page 17 PEOPLE: Equitable Empowerment > Nurture Our People; page 21 PEOPLE: Equitable Empowerment > Cultivate an Ethical Supplier Network; page 26, 32 GOVERNANCE: Accountable Leadership > Business Integrity and Ethics; page 77
	2-27 Compliance with laws and regulations	GOVERNANCE: Accountable Leadership > Responsible Business Practices; pages 77 to 79
	2-28 Membership associations	Stakeholder Engagement and Collaboration; pages 11 to 12
	2-29 Approach to stakeholder engagement	Stakeholder Engagement and Collaboration; pages 11 to 12
Topic Specific Disclosures		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality: Identifying Priority Areas; page 6 ANNEX: DMA Refresh: Approach and Methodology; page 100
	3-2 List of material topics	Materiality: Identifying Priority Areas; page 6
Climate Change		
GRI 3: Material Topics 2021	3-3 Management of material topics	PLANET: Collective Resilience > Our Climate Risks and Impact; pages 47 to 48
Energy Management and Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	PLANET: Collective Resilience > Decarbonise Our Value Chain; pages 49 to 57
GRI 302: Energy 2016	GRI 302-1 Energy consumed within the organisation	PLANET: Collective Resilience > Decarbonise Our Value Chain; page 55
	GRI 302-4 Reduction of energy consumption	PLANET: Collective Resilience > Decarbonise Our Value Chain; pages 49 to 57
GRI 305: Emissions 2016	GRI 305-1 Direct (Scope 1) GHG Emissions	PLANET: Collective Resilience > Decarbonise Our Value Chain > Our 2025 Carbon Footprint and Emissions Reduction Progress; page 52
	GRI 305-2 Energy indirect (Scope 2) GHG emissions	PLANET: Collective Resilience > Decarbonise Our Value Chain > Our 2025 Carbon Footprint and Emissions Reduction Progress; page 52
	GRI 305-3 Other indirect (Scope 3) GHG emissions	PLANET: Collective Resilience > Decarbonise Our Value Chain > Our 2025 Carbon Footprint and Emissions Reduction Progress; pages 52 to 53
	GRI 305-5 Reduction of GHG emissions	PLANET: Collective Resilience > Decarbonise Our Value Chain; pages 49 to 57

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GRI Standard	Disclosure Title	Location and Page Number
Waste and Hazardous Materials Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	PROCESS: Waste-Less Innovation; pages 64 to 74 PLANET: Collective Resilience > Decarbonise Our Value Chain > Decarbonisation Roadmap; pages 49 to 50
	GRI 306-2 Management of significant waste – related impacts	PROCESS: Waste-Less Innovation; pages 64 to 74
	GRI 306-3 Waste generated	PROCESS: Waste-Less Innovation > Product Design and Manufacturing > Waste Management; page 70
	GRI 306-4 Waste diverted from disposal	PROCESS: Waste-Less Innovation > Product Design and Manufacturing > Designing for Circularity and Longevity; page 67 PROCESS: Waste-Less Innovation > Product Design and Manufacturing > Waste Management; page 70
	GRI 306-5 Waste directed to disposal	PROCESS: Waste-Less Innovation > Product Design and Manufacturing > Waste Management; page 70
Product Design and Life Cycle Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	PLANET: Collective Resilience > Source Preferred Materials; pages 58 to 60
GRI 301: Materials 2016	GRI 301-1 Materials used by weight or volume	PLANET: Collective Resilience > Source Preferred Materials; page 58
	GRI 301-2 Recycled input materials used	PLANET: Collective Resilience > Source Preferred Materials; pages 58 to 60 PLANET: Collective Resilience > Our Targets and Aspirations; page 46
Labour Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	PEOPLE: Equitable Empowerment > Nurture Our People; pages 18 to 24 PEOPLE: Equitable Empowerment > Our Targets and Aspirations; page 14
GRI 401: Employment 2016	GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	PEOPLE: Equitable Empowerment > Nurture Our People; page 22
GRI 405: Diversity and Equal Opportunity	GRI 405-1 Diversity of governance bodies and employees	PEOPLE: Equitable Empowerment > Nurture Our People; pages 18 to 19
Product and Service Safety and Quality		
GRI 3: Material Topics 2021	3-3 Management of material topics	GOVERNANCE: Accountable Leadership > Responsible Business Practices > Product Safety; pages 78 to 79
GRI 416: Customer Health and Safety 2016	GRI 416-1 Assessment of the health and safety impacts of product and service categories	GOVERNANCE: Accountable Leadership > Responsible Business Practices > Product Safety; pages 78 to 79

GRI CONTENT INDEX

GRI Standard	Disclosure Title	Location and Page Number
Compliance		
GRI 3: Material Topics 2021	3-3 Management of material topics	GOVERNANCE: Accountable Leadership > Responsible Business Practices; pages 77 to 79
GRI 205: Anti-corruption 2016	GRI 205-2 Communication and training about anti-corruption policies and procedures	GOVERNANCE: Accountable Leadership > Responsible Business Practices > Business Integrity and Ethics; page 77
	GRI 205-3 Confirmed incidents of corruption and actions taken	PEOPLE: Equitable Empowerment > Cultivate an Ethical Supplier Network; page 27 GOVERNANCE: Accountable Leadership > Responsible Business Practices > Business Integrity and Ethics; page 77
Responsible Supply Chain		
GRI 3: Material Topics 2021	3-3 Management of material topics	PEOPLE: Equitable Empowerment > Cultivate an Ethical Supplier Network; pages 25 to 37 PEOPLE: Equitable Empowerment > Our Targets and Aspirations; page 14
GRI 308: Supplier Environmental Assessment 2016	GRI 308-1 New suppliers that were screened using environmental criteria	PEOPLE: Equitable Empowerment > Cultivate an Ethical Supplier Network > Enforcing Compliance; pages 28 to 31
	GRI 308-2 Negative environmental impacts in the supply chain and actions taken	PEOPLE: Equitable Empowerment > Cultivate an Ethical Supplier Network; pages 25 to 37
GRI 408: Child Labor 2016	GRI 408-1 Operations and suppliers at significant risk for incidents of child labour	PEOPLE: Equitable Empowerment > Cultivate an Ethical Supplier Network > Enforcing Compliance; pages 28 to 31
GRI 409: Forced or Compulsory Labor 2016	GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	PEOPLE: Equitable Empowerment > Cultivate an Ethical Supplier Network > Enforcing Compliance; pages 28 to 31
GRI 414: Supplier Social Assessment 2016	GRI 414-1 New suppliers that were screened using social criteria	PEOPLE: Equitable Empowerment > Cultivate an Ethical Supplier Network; pages 25 to 37
	GRI 414-2 Negative social impacts in the supply chain and actions taken	PEOPLE: Equitable Empowerment > Cultivate an Ethical Supplier Network; pages 25 to 37

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GRI Standard	Disclosure Title	Location and Page Number
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GRI 303: Water and Effluents 2018	GRI 303-1 Interactions with water as a shared resource	PLANET: Collective Resilience > Protect Nature and Biodiversity; pages 61 to 63 PROCESS: Waste-Less Innovation > Water-Less Innovation; pages 68 to 69
	GRI 303-2 Management of water discharge-related impacts	PLANET: Collective Resilience > Protect Nature and Biodiversity; pages 61 to 63
	GRI 303-5 Water Consumption	PLANET: Collective Resilience > Protect Nature and Biodiversity; pages 61 to 63
Talent Retention and Development		
GRI 404: Training and Education 2016	GRI 404-1 Average hours of training per year per employee	PEOPLE: Equitable Empowerment > Nurture Our People > Investing in Employee Growth; page 22
	GRI 404-2 Programs of upgrading employee skills and transition assistance programs	PEOPLE: Equitable Empowerment > Nurture Our People > Investing in Employee Growth; page 22 PEOPLE: Equitable Empowerment > Cultivate an Ethical Supplier Network; pages 25 to 37
	GRI 404-3 Percentage of employees receiving regular performance and career development reviews	PEOPLE: Equitable Empowerment > Nurture Our People > Investing in Employee Growth; page 22
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GRI 403: Occupational Health and Safety 2018	GRI 403-1 Occupational health and safety management system	PEOPLE: Equitable Empowerment > Nurture Our People > Protecting Health and Safety; pages 23 to 24
	GRI 403-2 Hazard identification, risk assessment, and incident investigation	PEOPLE: Equitable Empowerment > Nurture Our People > Protecting Health and Safety; pages 23 to 24
	GRI 403-5 Worker training on occupational health and safety	PEOPLE: Equitable Empowerment > Nurture Our People > Protecting Health and Safety; pages 23 to 24
	GRI 403-9 Work-related injuries	PEOPLE: Equitable Empowerment > Nurture Our People > Protecting Health and Safety; pages 23 to 24
	GRI 403-10 Work-related ill health	PEOPLE: Equitable Empowerment > Nurture Our People > Protecting Health and Safety; pages 23 to 24
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GRI 417: Marketing and Labelling 2016	GRI 417-1 Requirements for product and service information and labelling	GOVERNANCE: Accountable Leadership > Responsible Business Practices > Product Safety; page 79

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