

清祿  
Ching Luh

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Leadership commitment and support for gender equity and women's empowerment

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**PG.3-4**

About Ching Luh

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Our Core Values

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Gender Equity: CLG Commitment

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# ABOUT CHING LUH GROUP

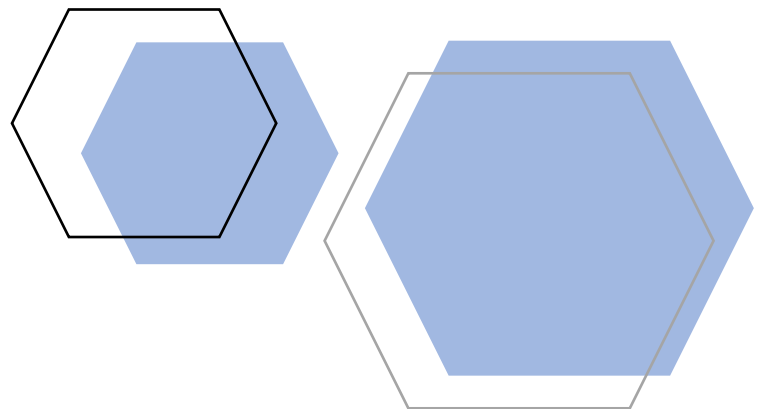


## Overview

Ching Luh Group was established in 1969 by our founder, Mr. Su Ching Luh.

Since its founding almost **50 years ago**, Ching Luh has established itself as one of the leading sports footwear manufacturers in the world, with manufacturing locations in China, Vietnam, and Indonesia.

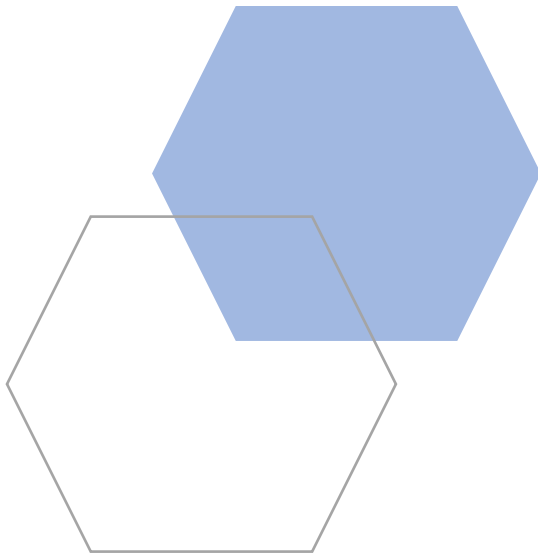
Today, Ching Luh works with some of the **world's leading sports brands**, all of whom count on Ching Luh's capabilities and expertise to deliver the world's best footwear.





## Vision Statement

To be recognized as the leader in the development and supply of innovative and sustainable athletic footwear



# CLG CORE VALUES



## GUIDING WORKING PRINCIPLES

In 1986, our Chairman, Mr. Su Ching Luh, established a philosophy to guide Ching Luh in pursuing our mission.

This philosophy is called “Make It Right.” It emphasizes and informs all aspects of our business such as sustainability, quality, the environment, talent cultivation, and corporate responsibility.

This philosophy was summarized with eight core values.





## EMPLOYEES ARE FAMILY

### A SAFE WORKPLACE AND FOCUS ON EMPLOYEE'S WELL-BEING AND QUALITY OF LIFE

Our employees are a crucial part of Ching Luh's family.

**Employee-focused**, we continuously strive to build a long-term sustainable relationship with every employee in the Ching Luh organization.





## SHARE THE BENEFITS, PART THE BURDEN

### MAXIMIZE SHAREHOLDER VALUE AND SHARE THE BENEFITS

**Effective communication** enables the company to listen respectfully and adapt approaches that are beneficial to our stakeholders.

## OUR PEOPLE: OUR FOUNDATION, OUR FUTURE

### WORKFORCE DEVELOPMENT TO BUILD FUTURE LEADERS

Create a working environment where people are engaged and motivated to do their best to help the organization to achieve their goal.



## LIFT AS WE RISE

### COMMUNITY FOCUS TO BUILD SHARED PROSPERITY

Leading by example, walking the talk, we **lead and inspire** others by our commitments and actions.

## WORK SMART

### PRUDENT MANAGEMENT BASED ON CREATIVE METHODS

Cultivating innovation, we continuously seek out innovative ideas, insight, and perspective to embrace and implement changes.



## ENSURE PRODUCT PRECISION

### STRICT CONTROL TO ENSURE PRECISION

Continuously striving to deliver quality in every product we produce.

## MORE THAN MANUFACTURER

### PRAGMATIC RESPONSIBILITY IN ASSUMING SOCIAL OBLIGATIONS

Continuously **drive engagement** to motivate others to do their best in work and life.



## HONOR ONE PLANET

### SUSTAINABLE DEVELOPMENT WITH AN EMPHASIS ON ENVIRONMENTAL CARE AND AWARENESS

**Driving collaboration** in sustaining a good and safe working environment for our employees and their communities.







## DIVERSITY, EQUITY & INCLUSION

### TEAMWORK: FOSTERING THE WOMEN'S LEADERSHIP

At Ching Luh, we aim to foster teamwork and harmony within the organization, the communities, and our employees in the areas we operate in. As a member of the sporting goods industry, we understand the importance of teamwork, diversity, and inclusion.

Looking back on the past 50 years of Ching Luh, we are introducing systematic innovations to our organization by embracing our colleagues' diverse cultural heritages and backgrounds, which will allow us to empower the next generation of leaders and nurture a diverse and inclusive corporate culture.

## STRATEGY

To be a workplace where all employees can unlock their potential through gender equitable measures.

## MISSION STATEMENT

- Focus on critical enablers & priority domains to deliver meaningful changes aligned with Ching Luh's vision & core values.
- Adopt an inclusive approach by engaging all levels of employees.

## ACTION PLAN

- Improve internal regulations & working conditions.
- Implement and integrate a Leadership training program with talent development.

## TARGET

- 26% to 50% CLG Female Leaders

## INITIATIVE #1: WE VOICE

### BACKGROUND

Studies consistently show that company performance improves with more diversity and women in leadership positions.

Women leaders face unique challenges when progressing into senior leadership, including unconscious bias, a scarcity of role models, and a peer group that continually shrinks the more senior they become.

These can make striving for the top a lonely and frustrating endeavor, even in organizations with the best intentions to support their top female talent.



### OBJECTIVE

CLG WE. VOICE is designed to create an empowering working environment for women and provide opportunities for CLG female leaders to come together and share their leadership experiences.

### TARGET

CLG female leaders