
The Commitment Letter for Confidentiality and Anti-Commercial Bribery

To ensure the legitimate rights and interests of Skechers China Limited and its affiliates (detailed list as attachment, hereinafter refer to "Skechers"), during cooperation with Skechers, the Company/Promisor undertakes to keep confidential to the confidential information on Skechers, and comply with requirements for anti-commercial bribery of Skechers, the Company/Promisor shall confirm and acknowledge the confidential information on and the requirements for anti-commercial bribery to Skechers as follows:

1. Requirements for Confidential Information

- 1.1 The confidential information on Skecher includes but is not limited to information relating to Skechers' business, finance or technology, know-how, intellectual property, assets, strategy, products and customers, whether in oral, written or electronic form.
- 1.2 The Company/Promisor agrees to keep secret and confidential all Confidential Information received directly or indirectly from Skechers and not to use such Confidential Information in any way without the prior written consent of Skechers.
- 1.3 The Company/Promisor only discloses the Confidential Information to its affiliates and its reasonably necessary Authorized Persons (i.e. the company's directors, employees, consultants, agents, representatives or professional advisers, or any other personnel who has been previously approved in writing by Skechers) as is reasonably necessary, and the Company/Promisor undertakes to procure that its affiliates and all Authorized Persons to whom it discloses the Confidential Information shall comply with this Letter as if they were parties hereto.
- 1.4 The Company/Promisor agrees that it shall be responsible for any breach of this Commitment Letter by it or its affiliates or by any of its Authorized Persons and The Company/Promisor will indemnify Skechers from and against any such breach, including, without limitation, all loss or damage (including but not limited to legal fee) which may arise from the unauthorized disclosure or use of any of the Confidential Information by The Company/Promisor and its affiliates or by any of its Authorized Persons.
- 1.5 The Company/Promisor agrees that it will not use or benefit from any Confidential Information received by it so as to procure any commercial advantage over Skechers.

2. Requirements for Anti-commercial Bribery

2.1 The Company/Promisor and its Affiliates / Authorized Persons shall not do any of the misconduct as set out as follows:

- 2.1.1 By whatever means to pay rebate of commission to Skechers' staff;
- 2.1.2 By whatever means to give gift, cash, marketable securities, real property or other property to Skechers' staff;
- 2.1.3 To reimburse any personal fee/cost for Skechers' staff or provide loan to Skechers' staff;
- 2.1.4 To invite Skechers' staff and/or his/her family and/or friends to attend any catering, entertainment, or sight-seeing/travel activities which may impact on impartially conducting commercial activities;
- 2.1.5 To introduce or accept Skechers' staff or his/her family or friends to work at, hold equity of or participate in the business operation of The Company/Promisor or The Company's subsidiary, joint-operating or affiliated entities, or become agents or suppliers of the aforesaid entities;
- 2.1.6 To provide any other improper interest or benefit to Skechers' staff.

2.2 The Company/Promisor and its Affiliates /Authorized Persons shall reject the following requests from Skechers' staff:

- 2.2.1 By whatever means to ask for rebate or commission from The Company/Promisor and its staff;
- 2.2.2 By whatever to ask for The Company/Promisor and its staff to give gift, cash, marketable securities, real property or other property;
- 2.2.3 To request The Company/Promisor to reimburse any personal fee/cost for Skechers' staff or provide loan to

Skechers' staff;

2.2.4 To attend any catering, entertainment, or sight-seeing/travel activities organized by The Company/Promisor or The Company's staff which may impact on impartially conducting commercial activities;

2.2.5 Skechers' staff or his/her family or friends to work at, hold equity of or participate in the business operation of The Company/Promisor or The Company's subsidiary, joint-operating or affiliated entities, or become agents or suppliers of the aforesaid entities;

2.2.6 To ask for any other improper interest or benefit from The Company/Promisor and its staff.

If the Company/Promisor and its Affiliates /Authorized breaches the above commitments and requirements, the Company/Promisor shall assume the following responsibilities:

1. In case of any breach of the above commitments, the Company/Promisor agrees to pay Skechers a liquidated damage of RMB 100,000 and compensate Skechers for all losses.
2. If both parties agree to further cooperation and sign a contract, the Company/Promisor is responsible to pay a liquidated damages of 30% of the total amount of the cooperative project or RMB500,000 (whichever is higher), and the rights of Skechers above are not limited by the term of the contract, and Skechers has the right to unilaterally terminate the contract at the same time.
3. If Skechers is required to compensate any third party for the Company/Promisor breach of the above commitments, the Company/Promisor shall bear the relevant compensation liability and litigation costs.

This Commitment Letter is an attachment to the contract (if any) signed by both parties and has the same legal effect as the contract.

Promisor (signature and seal):

Date:

Attachment:

1. Contact information of Skechers Supervision Department

Hotline: 4008303201

Email: wb@skechers.cn

2. Related enterprises list of Skechers(If there is any update, the notification of Skechers shall prevail)

Skechers Guangzhou Co. Ltd.

Skechers Trading (Shanghai) Company Limited.

Skechers China E-commerce Co.,Ltd.

Skechers China Hengqin Co.,Ltd.

Fujian Skechers E-commerce Co.,Ltd.

Leadtime Co., Ltd.

Skechers Chengdu Co., Ltd.

Skechers Qushui Trading Co., Ltd.

Skechers Taicang Trading & Logistics Company

Quanzhou Leadtime Commercial Co. Ltd.

Relaxed Fit (Tianjin) Trading Co.,Ltd.

Skechers (Taicang) Supply Chain Co.,Ltd.

Skechers Beijing I Co.,Ltd.

Skechers Beijing II Co.,Ltd.

Skechers Beijing III Co.,Ltd.

Skechers (Tianjin) Supply Chain Management Co. Ltd

Skechers (Hainan) Enterprise Management Co., Ltd

Skechers (Hainan) Trading Co., Ltd

Skechers (Quanzhou) Enterprise Management Co., Ltd

Skechers (Shanghai) Commercial Co.,Ltd

Skechers (Dongguan) Technology Co., Ltd