

Zhejiang Dingli Machinery Co., Ltd.

Diversity, Equality and Inclusion Policy

Overview

To strengthen the construction of corporate culture of Zhejiang Dingli Machinery Co., Ltd. (hereinafter referred to as "the Company"), create a united and progressive working environment, shape a good corporate image, and enhance the sense of identity, belonging, and happiness of employees. Subject to the laws of the place where the company operates, the company promise that employees will not be affected by gender, age, race, skin color, religion, nationality, disability, marital status, fertility status, retirement status, sexual orientation, gender identity, etc. in recruitment and selection, salary and benefits, development and training, and promotion adjustments. Therefore, this policy is formulated.

Scope of Application

This policy applies to all employees of the company and its subsidiaries, including full-time and part-time, labor dispatch, and temporary employees (unless otherwise specified, "employees" will be used in this article to refer to all of the above personnel).

All employees are responsible for supporting and promoting the construction of a diversified workforce in accordance with relevant laws.

Governance Policy

The company have established a board level strategy and ESG committee responsible for developing, managing, supervising, implementing, and evaluating the company's Diversity, Equality and Inclusion (DEI) Strategy. This policy has been reviewed by the Strategy and ESG Committee to guide the global DEI behavior of the company and its subsidiaries. The board of directors regularly reviews the company's policies, projects, and specific measures to ensure effective implementation.

The DEI policy is led by management and promoted by the human resources department to ensure its integration into the actual business operations and future development of the company. All employees are provided with DEI policy training, and the progress of DEI policy implementation is regularly reported to the Strategy and ESG Committee.

Diversified talent recruitment and employee teams

The company have established a diverse and inclusive *Recruitment Management System and Process*, adhering to the principles of fair competition, openness and transparency, and merit based admission, ensuring equal opportunities and equal pay for equal work for job seekers, and

avoiding any direct or indirect discriminatory behavior. The company promises to take practical and effective actions to attract talents from different backgrounds, thereby developing and cultivating a diverse workforce, improving team agility and adaptability, enhancing innovation and competitiveness.

A diverse, equal, and inclusive corporate culture

The company adhere to the concept of harmony and friendliness, possess inclusive leadership, maintain an open mindset, value and listen to diverse perspectives. The company fairly and justly considers personnel from different backgrounds to avoid potential conscious or unconscious discrimination or bias, thereby improving performance evaluation and promotion decision-making mechanisms, and enhancing employees' sense of belonging and identification.

On the basis of building a diversified team, the company will provide relevant benefits to promote a diversified work environment, including but not limited to employee dormitories, health check-ups, travelling and high-temperature allowances, and assistance to disadvantaged employees.

The company require all employees to complete annual DEI training to strengthen their awareness in these areas, eliminate or alleviate unconscious biases, and create a safe, healthy, and harmonious work environment.

Employees Voice

To listen to employee opinions and pay attention to their voices, the company conduct annual internal opinion collection and evaluation to measure employee satisfaction. The company will consider the employee feedback collected from the survey as a reference for evaluating training and assessment results, and optimizing company welfare benefits.

Channels for reporting violations of the DEI Policy

The company encourage employees to use report channels to report violations of this DEI policy.

The company promise to strictly abide by the *Whistleblower Protection Policy*, strictly keep confidential the information provided by the whistleblower, and ensure that the whistleblower is protected from any form of retaliation.

The Human Resources Department will respond within 7X24 hours upon receiving a violation report. For all reported violations, the company will take them seriously, investigate them carefully, and provide timely feedback to the whistleblower. If the reported violation is substantiated, the company will take corrective measures as needed.

Report Channel

(1) Report the situation to the supervisor or Human Resources Department

- (2) Submit via email. Email: info@cndingli.com
- (3) Report through a free hotline. Phone: 0572-8681627

This policy is in English. In case of discrepancies between the Chinese version of the report and the English version, the Chinese version shall prevail.

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