

Zhejiang Dingli Machinery Co., Ltd.

Diversity, Equity, and Inclusion (DEI) Policy

Overview

To strengthen our corporate culture, foster a collaborative and progressive work environment, enhance our corporate image, and improve employee recognition, belonging, and happiness, Zhejiang Dingli Machinery Co., Ltd. (hereinafter referred to as the 'Company' or 'we') hereby formulates this Policy. Subject to applicable laws at our operating locations, the Company commits to principles of fair competition and transparency across recruitment, compensation and benefits, development and training, promotions, and other HR practices, ensuring that factors such as gender, age, race, ethnicity, religion, nationality, disability, marital status, parental status, veteran status, sexual orientation, and gender identity do not affect decision-making.

Scope

This Policy applies to all employees of the Company and its subsidiaries, including full-time, part-time, temporary, and dispatched workers (collectively referred to as 'employees' unless otherwise specified). The Policy is implemented throughout the Company's business operations. We also actively encourage suppliers, contractors, and other stakeholders to comply with this Policy. All employees are responsible for supporting and promoting a diverse workforce in accordance with applicable laws.

Governance

The Board-level Strategy and ESG Committee is responsible for formulating, managing, supervising, implementing, and assessing the Company's DEI strategies. This Policy has been reviewed and approved by the Board Strategy and ESG Committee to guide the DEI activities of the Company and its subsidiaries worldwide. The Board Strategy and ESG Committee conducts regular reviews of relevant policies, initiatives, and programs to ensure effective execution.

The DEI initiatives are led by management and driven by the Human Resources Department to integrate DEI practices into business operations and future development. Regular DEI training is provided for all employees, and the progress is periodically reported to the Board Strategy and ESG Committee.

Diverse Talent Acquisition and Workforce

The Company has established a 'Recruitment Management Policy and Procedures' that embrace diversity and inclusion, uphold fair competition, transparency, and merit-based selection, avoid any direct or indirect discrimination, and ensure equal opportunity and equal pay for equal work. The Company is committed to attracting talent from diverse

backgrounds and building a diverse workforce to enhance team agility, adaptability, innovation, and competitiveness.

A Diverse, Equitable, and Inclusive Corporate Culture

The Company advocates for harmony, kindness, inclusive leadership, and open-mindedness, while valuing and listening to diverse perspectives. We fairly consider individuals from different backgrounds, work proactively to eliminate conscious and unconscious biases and discrimination, and continually improve our performance evaluation and promotion mechanisms to foster employee belonging and engagement.

On this basis, the Company also provides a variety of benefits to support a diverse workplace, including but not limited to staff dormitories, health checkups, travel allowances, high-temperature subsidies, and employee assistance programs.

All employees are required to complete annual DEI training to raise awareness, eliminate unconscious bias, and promote a safe, healthy, and harmonious work environment.

Employee Feedback

The Company conducts annual internal surveys to collect and evaluate employee feedback and satisfaction levels. Feedback collected is considered for reference when evaluating training effectiveness and optimizing employee benefits and policies.

Reporting Violations of the DEI Policy

Employees are encouraged to report any violations of this DEI Policy through the established reporting channels.

The Company strictly adheres to the 'Whistleblower Protection Policy,' ensures strict confidentiality of the whistleblower's information, and guarantees protection against any form of retaliation.

The Human Resources Department will respond within 24 hours (7x24 service) upon receiving a report. All reported violations will be seriously investigated, and appropriate corrective actions will be taken as necessary. Feedback will be provided to the whistleblower in a timely manner.

Reporting channels:

- Report to supervisors or the Human Resources Department
- Email: info@cndingli.com
- Hotline: 0572-8681627

This Policy has been reviewed and approved by the Board Strategy and ESG Committee to ensure its alignment with our ESG strategy.

The Board Strategy and ESG Committee regularly reviews the Company's DEI-related policies and performance to ensure effective implementation and supervision.