

Employee Benefits Assurance

China Power regards employee care as an integral part of its corporate culture, committed to fostering a warm and harmonious work environment. To address investor concerns about social issues linked to employee benefits, China Power proactively responds through two aspects.

Employee Care

China Power upholds principles of fairness and transparency, establishing and implementing management systems such as the *Management Measures for Employee Caring* and the *Management Measures for Headquarters Labor Union to Care for Employees*. We continuously enhance our employee benefits policies, structured around a “6+1” work content strategy. Through measures such as career motivation, work support, compensation assurance, and psychological care, China Power ensures its benefits policies support all employees. We offer all employees comprehensive life, medical, maternity, and disability insurance, ensuring they receive timely support when facing risks. We continuously refine our pension fund system and further improve statutory allowances and benefits to provide our employees with robust security. We prioritize the work-life balance of our staff, maintaining well-defined leave policies including annual, marital, bereavement, family visitation, maternity, and parental leave. Furthermore, we have established various clubs such as yoga, swimming, badminton, and basketball, and we regularly organize cultural and sports activities to enrich the recreational lives of our employees. China Power strongly values and cares for its female employees. The Company not only strictly complies with relevant laws and regulations to safeguard the legal rights of women employees but also formulates targeted policies and measures to create a more friendly and equitable work environment for them. Furthermore, China Power diligently implements maternity leave regulations and offers comprehensive support to ensure career equality for female employees.

Employee Engagement

China Power conducts employee engagement surveys that cover aspects including working environment, career development, compensation and benefits, and teamwork. The Company guarantees complete anonymity in the survey process to alleviate employee concerns and enhance the integrity of the results. Surveys are conducted annually to promptly track changes in employee satisfaction and continuously improve the employee experience.

China Power has established and implemented effective mechanisms for employee engagement and feedback, ensuring that survey findings and data analysis are promptly communicated to relevant departments and employees. This approach allows employees to clearly grasp the Company's directions and plans for improvement. In 2023, employee satisfaction reached 100%.