

Diversity Policy of China Power International Development Limited

1. Purpose of the Policy

China Power International Development Limited (hereinafter “the Company”) actively promotes diversity of its corporate culture, fosters a fair and inclusive work environment, and continuously refines management mechanisms for workforce diversity. These efforts aim to achieve mutual growth for both the employees and the Company.

2. Scope of Application

This Policy applies to all employees of China Power International Development Limited and its subsidiaries.

3. Management Structure

The Company’s Board of Directors and its Remuneration and Nomination Committee oversee the implementation of the workforce diversity policy. The management team and Human Resources Department collaborate to advance the policy’s execution and regularly report progress on diversity initiatives to the Remuneration and Nomination Committee.

4. Management Measures

(1). The Company respects the diverse backgrounds of each employee, including but not limited to nationality, race, ethnicity, gender, marital status, skin color, social class, religious beliefs, and disabilities. It strictly prohibits any form of discrimination in recruitment, training, compensation, benefits, and career development, striving to cultivate a fair and inclusive workplace.

(2). Adhering to principles of equality and diversity in employment, the Company ensures equitable and just job opportunities. It actively recruits outstanding talent from various backgrounds to foster a diverse and innovative work environment, thereby bolstering the development of its talent pool.

(3). The Company prioritizes talent development by offering employees with diverse promotional and career development pathways. It continuously enhances both internal and external training systems to improve employees' professional qualities and competency comprehensively.

(4). The Company has established a diverse organizational and talent metrics monitoring system, regularly assessing diversity metrics. Special attention is given to key indicators such as the diversity of educational backgrounds among employees, the proportion of female employees, and the representation of women in management positions, thereby deeply embedding the concept of talent diversity in its development strategy.

(5). The Company provides training on diversity policies regularly to deepen employees' understanding of its workforce diversity management practices and to foster an open, inclusive, and innovative culture of diversity.

This Policy takes effect from the date of its publication and will be subject to periodic updates based on the Company's operational realities.

China Power International Development Limited