

Board Diversity and Non-Discrimination Statement

Purpose

This policy aims to set out the position of Guangdong Dongpeng Holdings Co., Ltd. (hereinafter referred to as “Dongpeng Holdings” or “the Company”) on board diversity and the continuous approaches adopted to achieve it.

Scope of Application

This policy applies to the Board of Dongpeng Holdings.

Policy and Principles

- Board diversity is a crucial factor in maintaining good corporate governance, achieving sustainable development, and attaining strategic goals at Dongpeng Holdings.
- When determining the composition of the Board, Dongpeng Holdings considers multiple dimensions of diversity, including but not limited to gender, age, race or ethnicity, country of origin, nationality, professional background and cultural perspective, to ensure balance and inclusiveness.
- The selection of Board members is centered on maintaining effective board operations and adheres to the principles of meritocracy and integrity. While ensuring that members possess the required professional competencies and experience, attention is also paid to gender, age, cultural background, and geographical representation as essential diversity factors.

Measurable Targets

- The selection of board members follows diversity principles and considers multiple dimensions including gender, age, ethnicity, nationality, cultural background, educational background, country of origin, professional qualifications, work experience, knowledge structure, and tenure. The composition of the Board is disclosed in the Annual Report to ensure transparency.
- The Board may identify and evaluate opportunities to improve diversity in one or more areas where necessary.

Governance and Responsibilities

- The Nomination Committee of Dongpeng Holdings is responsible for reviewing the structure, size, and composition of the Board. It makes recommendations to the Board based on the Company’s strategic plan, business operations, asset scale, and equity structure. It also reviews criteria and procedures for director nomination and appointment and submits its recommendations for Board approval.
- The Nomination Committee must follow this policy when making director recommendations, and the Board must comply with this policy in the nomination process.

Monitoring and Revision

- The Nomination Committee is responsible for monitoring the implementation of this policy, regularly reviewing its content and effectiveness, and proposing revisions to the Board for approval.

Disclosure

- Dongpeng Holdings will disclose a summary of this policy in our Annual Report, including specific quantitative indicators and progress regarding the implementation of this policy.