



董事会多元化和包容性政策

Board Diversity and Inclusiveness Policy

愿景 Vision

本政策旨在促进公司董事会的性别、年龄、种族、教育背景、专业技能等多方面的多元化，同时构建一个包容性的企业文化，以确保公司能够充分利用多元化带来的优势，增强企业的竞争力和创新能力。

The policy aims to promote the diversity of the company's board of directors in terms of gender, age, race, educational background, professional skills, and so on, while building an inclusive corporate culture to ensure that the company can take full advantage of the advantages of diversity to enhance its competitiveness and innovation.

政策声明 Policy Statement

■ 性别平衡 Gender Diversity

公司致力于实现董事会性别平衡，确保女性董事在董事会中占有一定的比例，以反映公司对社会性别平等的承诺。

We are committed to achieving gender balance on our board of directors, ensuring a significant representation of female directors to reflect our commitment to gender equality.

■ 国籍、年龄、种族和民族多样性 Nationality, Age, Racial and Ethnic Diversity

公司注重董事会成员国籍、年龄、种族和民族多样性，鼓励不同国籍、不同年龄、不同种族和不同民族的人员加入董事会，以增强董事会的多元化包容性。

We value the diversity of nationalities, age, races, and ethnicities on our board, encouraging candidates from different nationalities, ages, races and ethnicities to join. This approach enhances board diversity and inclusiveness.



■ 文化信仰与婚姻状况包容 Cultural, Religious and Marriage Inclusion

尊重并包容董事会的文化背景、宗教信仰和婚姻状况，不因个人文化、信仰或婚姻状况的差异而歧视或排斥任何候选人。

We respects and accommodates the cultural background, religious beliefs and marital status of the Board of directors. We do not discriminate against or exclude any candidate based on their cultural backgrounds, religious beliefs, or marital status.

■ 专业技能和教育背景 Professional Skills and Educational background

在选拔董事时，将重点关注候选人的专业技能是否与公司的战略目标和业务需求相匹配，组建具备丰富的教育背景和多样化技能的董事会。

In director nomination, we prioritize candidates whose professional skills align with the company's strategic goals and business requirements. Establish a board of directors with diverse educational experiences and skills.

■ 董事会多元和包容性披露 The Board Diversity and Inclusiveness Disclosure

定期披露董事会的多元化情况，包括性别、年龄、种族、专业背景等方面的统计数据。

We will regularly disclose our performance on board diversity and inclusiveness, including statistics on gender, age, ethnicity, professional backgrounds, etc.

我们将会继续完善和优化董事会多元化和包容性政策，提升公司治理水平，增强公司竞争力。

We will continue to improve and optimize the diversity and inclusion policy, enhance the level of corporate governance and comprehensive competitiveness.