

# ZHONGYU ENERGY HOLDINGS LIMITED

## 中裕能源控股有限公司

*(Incorporated in the Cayman Islands with limited liability)*  
(the “Company”)

### **Employee Diversity Policy**

(Adopted by the Company pursuant to the Board resolution passed on 30 April 2026)

The Company respects the diversity and different values among its employees and is committed to eliminating any discrimination based on sex, age, marital status, gender identity, sexual orientation, physical condition, family status, race, colour, descent, national or ethnic origin, nationality or religion in all aspects of employment, including recruitment, hiring, appraisal, promotion, transfer and training, so that all employees enjoy equal employment opportunities. The company is committed to complying with all applicable equal opportunity laws and will not tolerate any form of discrimination, harassment, slander or victimization in the workplace and/or any work-related circumstances. In the event of discriminatory conduct by employees, affected individuals may file complaints with the Human Resources Department or the Audit and Supervision Department, and all relevant complaints shall be jointly handled by these two departments. The Company’s Environmental, Social and Governance (ESG) Committee oversees the company’s ESG performance and outcomes, including employee diversity.

#### **1. Opposition to Gender Discrimination and Sexual Harassment**

Differential treatment of employees on the grounds of sex, or unfair treatment arising from gender, marital status or pregnancy, as well as sexual harassment, shall be deemed a violation of the company’s policies, guidelines and applicable laws and regulations.

#### **2. Opposition to Disability Discrimination**

Any differential treatment, harassment or vilification of an employee with a disability on the ground of his/her disability is deemed inconsistent with the Company’s policies, guidelines or applicable laws and regulations. Conduct such as making insulting remarks, unnecessarily imitating the movements of persons with disabilities, or intentionally disclosing or threatening to disclose the medical and disability-related information of employees with disabilities, which offends, humiliates or intimidates such employees, shall be regarded as disability harassment.

#### **3. Opposition to Family Responsibility Discrimination**

Differential treatment of employees due to their responsibilities for caring for immediate family members shall be deemed a violation of the company's policies, guidelines and applicable laws and regulations. "Immediate family members" refer to persons related to the employee by blood, marriage, adoption or affinity.

#### **4. Opposition to Racial Discrimination**

Race refers to an individual's racial origin, skin colour, lineage, nationality or ethnic origin. Differential treatment or discrimination against employees based on race that deprives or impairs their equal enjoyment of human rights shall be deemed a violation of the company's policies, guidelines and applicable laws and regulations.

In addition, during the recruitment process, the company strictly prohibits discrimination against candidates in terms of gender, race, age, family background and other aspects. Prior to departmental recruitment, relevant departments shall complete recruitment request, job descriptions and other relevant documents, which will be reviewed by the Human Resources Department to prevent discriminatory employment practices. During the recruitment process, if a hiring department raises specific questions about an applicant's background or age, the Human Resources Department will remind the hiring department that such factors shall not be a primary consideration in deciding whether to hire an applicant. The company ensures that all employment-related decisions are based on individual merits, free from any form of discrimination or prejudice. Qualifications, experience, professional skills, potential and work performance are the core factors considered in all employment-related decisions, including recruitment, performance evaluation, promotion, transfer, training and termination of employment.

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