Dongjiang Environmental Company Limited*
Board Member and Employee Diversity Policy

Chapter 1 General Provisions

Article 1 For the purpose of enhancing the governance standards of Dongjiang Environmental Company Limited (hereinafter referred to as the "**the Company**") and fostering a diverse and inclusive workplace culture, the Board Member and Employee Diversity Policy (hereinafter referred to as "**this Policy**") is formulated in accordance with the Company Law of the People's Republic of China, the relevant regulatory rules of the stock exchanges where the Company's shares are listed (including Shenzhen Stock Exchange and The Stock Exchange of Hong Kong Limited, collectively referred to as "**the Stock Exchanges**"), other laws, regulations and normative documents, as well as the relevant provisions of the Articles of Association of Dongjiang Environmental Company Limited.

Chapter 2 General Policies

Article 2 The Company is committed to creating an inclusive and supportive working environment for all employees, and emphasizes fair treatment of all employees regardless of gender, age, race, disability, religion, or other legally protected characteristics.

Article 3 All recruitment, promotion, and development opportunities shall adhere to the principle of merit-based employment, with standards based on individual abilities, qualifications, and business needs. Discrimination and prejudice are strictly prohibited. When considering candidates, full regard shall be given to diversity among board members and employees, including but not limited to gender, age, cultural background and educational background, professional experience, skills, regional and industry experience, race, knowledge, and length of service etc. The Company is also committed to creating an inclusive and mutually respectful working environment where employees can fully realize their potential, and strives to ensure equal treatment for all employees.

Article 4 The Nomination Committee of the Company's Board of Directors (hereinafter referred to as "the Nomination Committee") is primarily responsible for identifying individuals with appropriate qualifications to serve as directors, and shall fully consider this board members and employee diversity policy in the process. The selection of director candidates shall be based on diversity criteria, combined with the candidates' strengths and potential contributions to the Board. The composition of the Board (including gender, age, term of service, etc.) shall be disclosed annually in the corporate governance report.

Article 5 In addition to the above-mentioned criteria, the Board of Directors and the Nomination Committee shall comprehensively consider a number of factors to evaluate, assess and recommend one or more candidates for the position of independent non-executive director of the Company. Such factors include, but are not limited to, the

factors concerning the independence of independent non-executive directors and the qualification requirements specified in the regulatory rules of the jurisdictions where the Company's shares are listed.

Article 6 The Company considers the diversity of board members and employees is of great significance to enhancing the Company's performance. For the purpose of achieving sustainable and balanced development, the Company aims to establish and maintain a diverse composition of the Board and its employees, and strive to achieve an optimal mix in terms of directors' and employees' skills, professional experience, educational background, knowledge, culture, age, gender, and other aspects. The Company is committed to maintaining gender diversity at both the board level and the employee level (including senior management) and shall ensure that the Board of Directors and the Nomination Committee each have at least one member of a different gender from the other members. Where appropriate, the Board shall gradually increase the proportion of female directors. The Company will continue to attach importance to the nurturing of female talents, emphasize gender diversity in the recruitment of employees at all levels (including senior management), and provide more development opportunities for female employees.

Chapter 3 Procedures, Monitoring and Reporting

Article 7 The Nomination Committee shall perform its duties of identifying, assessing, and nominating director candidates in accordance with the procedures and requirements specified in this Policy, the Company's Articles of Association, the relevant regulatory rules of the securities regulatory authorities and stock exchanges in the jurisdictions where the Company's securities are listed, as well as relevant laws and regulations.

Article 8 The Nomination Committee shall review this Policy on a regular basis to ensure its effectiveness. It shall review and discuss this Policy and its implementation annually, and report to the Board of Directors on improvements and recommendations.

Article 9 A summary of this Policy, as well as any quantitative targets or plans formulated for the implementation of this Policy and the progress of their implementation, shall be disclosed annually in the corporate governance report, and shall also be disclosed in accordance with the requirements of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

Article 10 The Company shall annually assess and disclose the implementation of diversity at both the board level and the employee level (including senior management) in the corporate governance report.

Chapter 4 Miscellaneous

Article 11 For matters not covered by this Policy, the relevant provisions of applicable laws, administrative regulations, the rules of the stock exchanges where the

Company's shares are listed, or the Company's Articles of Association shall prevail.

Article 12 This Policy shall be interpreted and revised by the Company's Board of Directors, and shall take effect from the date on which it is approved by the Board of Directors.

Note: In the event of any discrepancies between the English and Chinese versions of this Policy, the Chinese version shall prevail.

** For identification purpose only*