

China Everbright Limited

Employee Diversity Statement

China Everbright Limited (“CEL” or the “Company”) respects the diversity and different values among its employees. It strictly prohibits discrimination based on sex, physical condition, family status, race, and other factors during recruitment, hiring, evaluation, and promotion. An employee who is the target of discrimination may report it to Human Resources and Corporate Administration, which is responsible for handling all such complaints. CEL’s Environmental, Social, and Governance Committee is responsible for monitoring the Company’s ESG performance and outcomes, including in relation to employee diversity.

I. Sex Discrimination and Sexual Harassment

It is a violation of CEL policies and guidelines as well as laws and regulations for an employee to be treated differently due to his/her sex or be subject to unfair treatment or sexual harassment due to sex, marital status, or pregnancy. An employee who makes unwelcome advances, requests for sexual favours, or carries out other unwelcome conduct of sexual nature, may be considered as engaging in sexual harassment.

II. Disability Discrimination

It is a violation of CEL policies and guidelines as well as laws and regulations for a handicapped employee to be the target of differential treatment, harassment, or defamation due to his/her handicap. An employee who makes offensive remarks at handicapped employees, unnecessarily mimics their disability, or offends, insults, or frightens them by knowingly divulging or threatening to divulge their disability or medical records, may be considered as harassing the handicapped.

III. Family Status Discrimination

It is a violation of CEL policies and guidelines as well as laws and regulations for an employee to be treated differently for having to provide care to members of his/her immediate family. The term “members of the immediate family” means any person related to the employee by blood, marriage, adoption, or affinity.

IV. Race Discrimination

The term “race” means the race, colour, descent, or national or ethnic origin of an individual. It is a violation of CEL policies and guidelines as well as laws and regulations for an employee to be treated differently or be target of discrimination that denies or impairs his/her equal enjoyment of human rights.

In addition, CEL expressly prohibits any discrimination of candidates based on sex, race, age, family status, or other factors during the recruitment process. Before filling a vacancy, the relevant department is required to fill out a staff requisition form with job descriptions and other information. Human Resources and Corporate Administration will review this information to ensure it is free from discriminatory hiring practices. During the interview, if the department asks a candidate personal questions about his/her family and age, Human Resources and Corporate Administration will also remind it that these should not be the primary factors in deciding whether to hire the candidate.