东方日升董事会多元化政策

Risen Energy Board Diversity Policy

东方日升深刻意识到，要想在复杂多变的全球化市场环境中立于不败之地，就必须拥有一支具备高度多元化和强大执行力的董事会，以确保能够充分利用各种资源和智慧，提高公司治理水平，推动企业可持续发展。为此，我们郑重承诺：

We recognize that achieving competitiveness in the global market requires a diversified and capable board of directors. Such a board can leverage various resources to enhance corporate governance and promote sustainable development. Therefore, we are committed to:

不断完善和优化董事会多元化政策，明确要求在董事会提名过程中考虑专业背景、管理经验、性别、种族、族裔、原籍国、国籍或文化背景等多元化因素，大力推动董事会的多元化进程，提升公司治理水平，增强综合竞争力，以适应市场变化和可持续发展的需要。

Continuously improve and optimize the board diversity policy, clearly requiring that diverse factors such as professional background, management experience, gender, race, ethnicity, country of origin, nationality or cultural background be considered in the board nomination process, vigorously promote the diversification of the board, enhance the level of corporate governance, and strengthen comprehensive competitiveness to adapt to market changes and the needs of sustainable development.

■ 专业背景与技能 Professional Background and Skills

在选拔董事时，将重点关注候选人的专业背景和技能是否与公司的战略目标和业务需求相匹配，组建具备丰富的专业背景和多样化技能的董事会，以便在战略决策、风险控制、财务管理等方面提供全面而深入的见解。

In director nomination, we prioritize candidates whose professional backgrounds and skills align with the company's strategic goals and business requirements. Our goal is to establish a board of directors with diverse industrial experiences and skills, ensuring comprehensive insights into decision-making, risk management, financial oversight, and other critical areas of company operations.

当前董事会成员所涉及的专业背景：工商经济、审计财务、IT 与信息安全专家、工商管理、光伏行业等。

The professional backgrounds of the current board members include: business and economics, auditing and finance, IT and information security, business administration, photovoltaic industry, etc.

■ 经验与管理能力 Experience and Management Capacity

公司注重董事会的经验积累和管理能力，鼓励具有丰富管理经验和卓越领导才能的候选人加入董事会。确保董事会成员能够有效地履行职责，推动公司治理结构的完善和业务的发展。

We value the experience and management abilities of our board of directors, prioritizing candidates with extensive management experience and exceptional leadership skills. We ensure that board members can effectively fulfill their duties and enhance the company's governance structure and business development.

■ 性别平衡与平等 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。在招聘和选拔董事时，将性别平衡作为重要的考虑因素，积极寻求并吸引具备优秀资质的女性候选人。目前女性董事占比 16.67%，计划到 2035 年，董事会成员女性比例不低于 30%。

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. In the nomination of directors, we prioritize gender balance and actively seek qualified female candidates. Currently, the proportion of female directors is 16.67%. By 2035, our goal is to increase this proportion to over 30%.

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

公司重视董事会的年龄多样性，通过引入不同年龄段的董事，实现经验和创新思维的有机结合。目前 50 岁以上董事占比 14.29%。

We value age diversity on the board. By selecting directors from different age groups, we aim to build a board with a blend of experienced leadership and innovative thinking. Currently, the proportion of directors over 50 years old is 14.29%.

公司注重董事会成员国籍、种族和民族多样性，鼓励不同国籍、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, races, and ethnicities on our board, actively encouraging candidates from different backgrounds 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

公司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 respect and inclusively recognize the diverse cultural backgrounds, religious beliefs, and marital statuses of our directors. We do not discriminate against or exclude any candidate based on their cultural backgrounds, religious beliefs, or marital status.
董事会成员应尊重并理解他人的文化、宗教信仰和婚姻状况，营造和谐、包容的工作氛围。
Board members are expected to respect the cultural backgrounds, religious beliefs, and marital statuses of others, fostering a harmonious and inclusive working environment.

■ 内外混合结构设置 The Combination of Internal Directors and External Directors

建立内外混合的董事会结构，既包括内部董事（如董事、职工董事等），也包括外部董事（如独立董事、非执行董事等），以确保董事会的独立性和有效性。目前外部董事占比 50%，独立董事占比 50%。
We have established a board structure that includes both internal directors (such as directors and employee directors) and external directors (including independent directors and non-executive directors). This structure ensures the independence and effectiveness of the board. Currently, the proportion of external directors is 50%, with independent directors comprising the same percentage.

■ 多元董事要求与披露 The Board Diversity Requirements and Disclosure

公司将制定明确的多元董事选拔标准，并在招募过程中积极宣传这些标准，以吸引具备多元化背景的候选人。
We will establish clear criteria for the nomination of diverse directors and publicly share these criteria to attract candidates from diverse backgrounds.
公司将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，以增强透明度和公信力。
We will regularly disclose our performance on board diversity, including statistics on gender, age, ethnicity, professional backgrounds, etc., to promote transparency and credibility.

■ 法规遵守与监管强化 Compliance and Supervision

公司将严格遵守国家和地方关于董事会多元化的相关法律法规，确保董事会的组成和运作符合法律、政策要求。
We will strictly adhere to relevant national and local laws and regulations concerning board diversity to ensure that the composition and operations of the board comply

with legal requirements.

加强与监管机构的沟通与合作，及时了解和应对相关政策法规的变化，确保董事会多元化政策的有效实施。

We will enhance our communication with regulatory authorities to stay informed about changes in relevant policies and regulations, ensuring the effective implementation of our board diversity policy.