

DNE

Diversity and Inclusion Policy

Chapter I General Provisions

1.1 Purpose and applicable scope

This DNE Diversity and Inclusion Policy (this "Policy") aims to explain DNE's position on diversity and inclusion and is applicable to all DNE wholly owned companies and its subsidiaries.

Diversity and Inclusion: The Diversity and Inclusion Policy outlines our principles for creating a diverse team and promoting a culture of diversity and inclusion.

Chapter II Principles

2.1 Creating a diverse profile of our Board of Directors

When determining the composition of the board of directors, DNE considers the diversity of the board from different aspects including but not limited to gender, age, cultural and educational background, race, professional experience, skills, knowledge, and service tenure. After thorough consideration of all factors, DNE will appoint our board members based on the principle of meritocracy, objective standards and diversity to ensure we have different perspectives and experiences in our board.

2.2 Creating a diverse team

We welcome employees with different backgrounds, experiences and perspectives to join us and make sure that our talents will be recruited and promoted through fair and equal procedures. We are committed to providing equal opportunities to our employees. Any form of harassment, as well as any discrimination on the ground of age, race, ethnic origin, marital status, disability or religious belief in the workplace or the process of recruitment, promotion and performance review are strictly prohibited.

2.3 Promoting a culture of diversity and inclusion

We promote a diverse and inclusive culture in DNE and value the uniqueness of each employee and their differences to create a diverse workplace.

Contact Us

If you have any feedback related to this diversity and inclusion policy, please email to Sustainability@dnegroup.com