



新奥能源控股有限公司 ENN Energy Holdings Limited

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 2688)

Human Rights and Employee Diversity Policy

ENN Energy Holdings Limited (hereinafter referred to as "ENN Energy", together with its subsidiaries, collectively referred to as "we" or "the Company") adheres to the core value of "People-Oriented", respects the differences of each individual, and is committed to establishing and maintaining a diverse working environment and creating an inclusive workplace culture. We encourage employees to embrace diverse cultures in a safe and positive working environment and strictly comply with the applicable labour laws and regulations in the locations where our business operations are carried out. The policy references the principles and initiatives embodied in *The Universal Declaration of Human Rights*, *The International Bill of Human Rights*, *The United Nations Sustainable Development Goals*, *The United Nations Guiding Principles on Business and Human Rights*, *The International Labour Organisation Declaration on Fundamental Principles and Rights at Work*, *International Labour Conventions*, and *National Human Rights Action Plan (2021 - 2025)*.

Scope of Application

This policy applies to all employees (including senior management) of the Company, its subsidiaries, and affiliated institutions. It also applies to external parties with business relationships with the Company, including customers, suppliers, contractors, business partners, and other stakeholders.

Policy Content

1. Prohibition of Child Labour
 - We strictly prohibit the employment of child labour in any form. All employees must have reached the legal working age in the country where they are employed.
2. Resistance to Forced Labour and Human Trafficking
 - We strictly prohibit supporting or participating in any form of forced labour or human trafficking through threats, violence, fraud, or other coercive means.
3. Establishing a Diverse and Inclusive Working Environment

- Complying with local laws is our basic requirement. We ensure that employees are well - informed about relevant laws and strictly comply with relevant regulations and codes. To establish a diverse and inclusive working environment, we will take the following measures:
 - Reasonably arrange employees' working hours and provide a safe and healthy working environment.
 - For employees with disabilities, the Company will, in accordance with legal requirements, make necessary and reasonable arrangements to ensure that they can effectively perform their job duties.
 - Regularly review staffing, identify potential deficiencies, and make improvements when feasible and appropriate.
 - Actively communicate with employees and collect their feedback on the work experience.
- We respect employee diversity, firmly oppose any form of discrimination and harassment, respect employees' privacy and dignity, and ensure equal opportunities. We will not allow factors such as country of origin, race, gender, ethnicity, age, social class, religious belief, gender identity, trade union membership, political stance, disability, marital status, or family responsibilities to affect employees. We have a zero-tolerance attitude towards discriminatory behavior and regularly provide all employees with training on workplace discrimination and harassment.
- We are committed to promoting gender diversity and ensuring equal opportunities in career development and promotion. Our goal is to gradually increase the representation of women in leadership positions and form and maintain gender-balanced teams to better understand and meet the needs of a diverse customer base.

4. Providing Inclusive Employment Opportunities

- We focus on attracting and retaining employees, developing their full potential, encouraging diverse thinking, and integrating inclusive behaviours at every level of work to establish a harmonious and stable employment relationship with employees. We are committed to the following principles:
 - Use the job seeker's capabilities and consistency with the Company's values as the employment criteria to build a diverse and inclusive work team.
 - Eliminate barriers in employment, promotion, job assignment, and remuneration to achieve equal opportunities.
 - When establishing and maintaining the employee remuneration and benefits system, eliminate gender, race, and any form of discrimination to achieve gender equality. We advocate equal pay for equal work. The value of work is evaluated based on skills, knowledge, responsibilities, and contributions through a fair and transparent process.

- Provide work flexibility and family-related leave (i.e., for childbirth or adoption, marriage, illness, family emergencies, or the death of a close relative) to help employees strike a balance between their work and family responsibilities.
 - We respect employees' freedom of choice of occupation and shall not restrict or force employees to engage in involuntary work, ensuring that employees have the right to choose their occupations and job positions according to their own wishes.
5. Respecting the Right to Freedom of Association and Collective Bargaining
- We recognise and respect employees' rights to organise or join trade unions in accordance with the law and the right to collective bargaining, and provide employees with necessary conditions and facilities to promote harmonious cooperation between employers and employees.
6. Respecting the Human Rights of Customers and Community Residents Affected by Products, Services, and Other Activities, and Attaching Importance to the Public Interests of the Communities Where the Business Operates

Complaints and Reports

We aim to establish a working culture of open and transparent communication. If any employee of the Company or business partner discovers (or has reasonable grounds to suspect) any behaviour within their work scope that violates this policy, they should report it to the Company as soon as possible. Whistleblowers will be protected. For specific reporting methods and procedures, please refer to the Company's Whistleblowing and Whistleblower Protection Policy.