



——固德威关于促进多元化和包容性的声明

GoodWe' s Statement for Diversity and
Inclusion Promotion

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固德威集团重视工作场所的多样性和包容性，并将其应用于组织的所有职能部门，它以平等、多样性和包容性的意识赢得了我们员工的认可。此外，我们一直按照联合国全球契约和国际劳工组织公约等关于多样性和包容性的国际标准运营我们的业务，以促进我们的企业可持续增长，由于不同但积极主动的视角和经验，在业务运营中实现保留更高的参与度、弹性和强大的竞争优势。

Goodwe group values diversity and inclusion in the workplace which are applied to all functions in the organization as it creates acceptance among our people with the awareness of equality, diversity, and inclusion. Also, we have been operating our business following the international standards regarding the diversity and inclusion such as UN Global Compact, and ILO conventions, to enhance our corporate sustainable growth, resulting in retention, higher engagement, resilience and strong competitive advantage in business operations due to different but proactive perspectives and experiences.

一、固德威多元化和包容性实践：

Diversity & Inclusion practice at GoodWe Group

在固德威集团，我们为员工提供公平的机会，多元化和包容性是赋予固德威集团员工个性和尊重的重要手段，我们尊重董事会、管理层和员工他们在年龄、性别、性取向、种族、民族、国籍、原籍国、文化背景和残疾方面的差异。我们已将多元化和包容性实践融入固德威集团的每一个视角；例如，从管理层招聘过程和董事提名流程开始，到提名和薪酬委员会的审议，在没有性别偏见的情况下评估资格、技能矩阵和经验，直到雇佣结束，提供公正的退休方案。此外，我们一直在促进和创造符合国际标准的包容性工作环境，在这种环境中，我们向我们的员工保证在任何情况下的每个职位都采用多样性和包容性做法。

At GoodWe Group, we provide an equitable opportunity to our people since the Diversity & Inclusion is a crucial mean to empower the individuality and respect among GoodWe Group's personnel and to appreciate their differences in terms of age, gender, sexual orientation, race, ethnicity, nationality, country of origin, cultural background, and disability from the Board of Directors' level to the Management level. We have embedded the Diversity & Inclusion practice in every perspective of GoodWe Group; e.g., from the beginning of Management level's hiring process and nomination process of directors through the Nomination and Remuneration Committee's consideration, by

appraising qualifications, skill matrix, and experiences without gender bias, up until the end of employment by providing impartial retirement package. Also, we have been promoting and creating the inclusive working environment compliant to international standards where we assure our people of the Diversity & Inclusion practice to every position in every circumstance.

二、多样性和包容性实践的范围

Scope of Diversity and Inclusion practice

我们的多元化和包容性实践适用于所有组织机构，固德威希望我们的业务合作伙伴包括联营公司、主承包商、供应商和我们有大量参与的其他公司共同参与，以支持我们在包容性和多样性方面的承诺和实践。

Our practice of Diversity and Inclusion applies to all organizational bodies, and GoodWe expects our business partners engaged within GoodWe Group; associate companies, principal contractors, suppliers and others with whom we have a substantial involvement, to support our commitments and practice regarding the Inclusion & Diversity.

三、我们对多样性和包容性的承诺

Our Commitment to Diversity & Inclusion

由于固德威集团在整个组织中采用了多元化和包容性做法，我们承诺，将多元化和包容性文化纳入我们的公司治理原则，该做法已在整个公司中得到积极部署。此外，招聘、留用、奖励和认可、晋升和退休等程序也在培养企业文化的包容性。每一位潜在员工都可以纯粹基于他们的能力和经验受雇于固德威集团的管理层和董事会的任何职位；而年龄、性别、性取向、种族、民族、国籍、原籍国、文化背景和残疾在招聘过程中从未被考虑在内。在就业至退休期间，我们平等地为所有员工提供专业发展计划，无论他们的性别、残疾或种族和民族；我们认为，每个人都应该有机会在没有任何歧视的情况下发展。此外，如果任何员工因个人或健康问题要求休假或改变工作条件，固德威集团始终在合理和必要的基础上提供此类灵活性，审查过程中不包含性别、种族或文化偏见。

As GoodWe Group employs the Diversity & Inclusion practice throughout the organization, we commit that the practice has been actively deployed throughout the company by implementing the Diversity & Inclusion culture into our Corporate Governance Principles. Moreover, the recruitment, retention, reward and recognition, promotion, and retirement, all those procedures have also been cultivating inclusiveness in corporate culture. Every potential employee can be employed to any positions both in Management and Board of Directors in GoodWe Group purely based on their competencies and experiences; while age, gender, sexual orientation, race,

ethnicity, nationality, country of origin, cultural background, and disability have never been taken into account during hiring process. During the employment until retirement period, we equally provide professional development program to all employees regardless of their gender, disability, or their race and ethnicity; we believe that everyone should be given a chance to develop without any types of discrimination. In addition, if any employees request for leaves or any changes regarding the working condition because of personal or health issue, GoodWe Group always provide such flexibility based on the reasonability and necessary with no gender, ethnicity or culture bias included in the reviewing process.

四、我们的未来准则

Our Future Guideline

1.与我们的董事会和管理层合作，进一步制定和评估具体的战略行动计划，以优先考虑并推动围绕多样性和包容性的问责制。

Work with our Board of Directors and Management for further development and evaluation of concrete and strategic action plans to prioritize and drive accountability around Diversity & Inclusion

2.创造并维护我们的工作环境，鼓励同情心和开放心态，加强我们对包容性文化的承诺。

Create and maintain our workplace environment that encourages compassion and open mindedness, reinforcing our commitment to a culture of inclusivity.

3.以最适合我们特定文化和业务的形式，在固德威集团内扩大多元化和包容性教育。Expand education on Diversity & Inclusion within GoodWe Group in the form that best fits our specific culture and business.

4.促进多元化和包容性文化，以增强作为固德威团队的专家和引领固德威集团实现可持续发展的主要力量的固德威集团的董事、高管和员工，在必要的领域具备技能、知识、能力和经验。

Promote Diversity & inclusion culture to enhance GoodWe Group with directors, executives and employees, who are experts, equipped with skill, knowledge, competency, and experiences in necessary areas to GoodWe group, which consider as a major force leading GoodWe group to sustainability.