

**CHINA ENVIRONMENTAL RESOURCES
GROUP LIMITED**

中國環境資源集團有限公司
(the “Company”)

WORKFORCE DIVERSITY POLICY

adopted as of 17 June 2025

1. Purpose

The Policy aims to set out the approach to establish a diverse and inclusive workplace.

2. Policy Statement

The Company recognizes the benefits of having diversity. The Company is committed to creating an inclusive and supportive working environment for its employees, such that individual differences are respected and employees are treated with dignity. The Company is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce, and providing equal opportunities in relation to recruitment, training and development, compensation, and career and promotion opportunities.

3. Review and Monitoring

This Policy will be reviewed and amended from time to time to ensure its continued effectiveness. The Nomination Committee will monitor the Company's progress on its effort to embed the principles of diversity and inclusion within its workplace, culture, strategy and processes, and may recommend revisions to the Board for approval.

4. Disclosure of the Policy

A summary of the Policy and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report.