Gotion High-Tech Board Diversity Policy

1. General Provisions

To refine the corporate governance structure, enhance the comprehensive-ness, professionalism, and scientific rigor of the Board of Directors 'decision-making process, strengthen the company's capacity for sustainable development, and align with the governance rating requirements of the capital market and the regulatory requirements for information disclosure, this policy is hereby formulated in accordance with the "Company Law of the People's Republic of China", the "Guidelines on Corporate Governance for Listed Companies", the "Measures for the Administration of Independent Directors of Listed Companies", the "Stock Listing Rules of the Shenzhen Stock Exchange", the "Self-Regulatory Supervision Guidelines No.1 of the Shenzhen Stock Exchange – Standardized Operations of Main Board Listed Companies", as well as other relevant laws, regulations, normative documents, the "Articles of Association", and the "Rules of Procedure for the Nomination Committee of the Board of Directors"; furthermore, this policy is formulated based on the company's actual operational and strategic development circumstances.

The Company consistently regards board diversity as a core element for improving the corporate governance structure and supporting the long-term sustainable development of the enterprise, as well as a fundamental basis for ensuring that the board's decision-making perspective is comprehensive, professional, and balanced. This policy aims to standardize the management requirements regarding the selection, nomination, and appointment of board members; clarify the dimensions upon which board diversity is considered, the measurable objectives thereof, the supervision and evaluation mechanisms, and the information disclosure mechanisms; further refine and supplement the institutional requirements pertaining to board nomination governance; and promote the establishment of a board structure that integrates diverse perspectives with professional expertise in green governance.

This policy applies to the entire process of the Company's Board of Directors—including recruitment, selection, nomination, appointment, performance evaluation, and daily governance—and also covers the diverse considerations involved in the selection and appointment of the Company's senior management; throughout this entire process, the basic principles of openness, fairness, impartiality, and appointing individuals based on their qualifications shall be strictly observed, and all applicable laws, regulations, and regulatory requirements shall be rigorously complied with.

2. Policy Statement

The Board's Nomination Committee shall serve as the responsible entity for implementing this policy, tasked with conducting routine reviews and assessments of the overall composition of the Board, and coordinating the selection, review, nomination, and recommendation process for board candidates. All appointments to the Board by the Company shall adhere to the core principle of selecting individuals based solely on their competence; during the evaluation and selection of candidates for board members and senior management positions, professional ethics, professional expertise, industry experience, and suitability for fulfilling board duties shall serve as the primary criteria for assessment; simultaneously, due consideration shall be given to the candidate's value in empowering the Board across various dimensions, while balancing the structural diversity of the Board with its professional effectiveness in performing its duties.

The diversification efforts of the Company's Board of Directors encompass multiple key dimensions. Throughout the candidate selection and nomination process, the Nomination Committee shall, based on objective criteria, comprehensively evaluate various diversity factors of candidates, including gender, age, ethnicity, race, nationality, educational background, professional experience, specialized skills, and industry expertise. Specifically, the assessment of professional competencies shall cover relevant areas such as strategic planning, financial risk management, legal compliance, industry-specific technology, digital transformation, as well as Environmental, Social, and Governance (ESG) aspects, thereby ensuring that the Board of Directors possesses a comprehensive matrix of professional capabilities capable of supporting the Company's scientific decision-making and sustainable operations.

3. Target Implementation

The selection and nomination of company directors shall strictly comply with the company's articles of association and nomination management system, while fully incorporating the diversified requirements stipulated in this policy. The final appointment of director candidates shall be based primarily on their individual capabilities, contribution to duty performance, and the development needs of the board of directors, taking into comprehensive consideration their role in promoting board diversity without overemphasizing any single dimension, thereby ensuring a balanced overall structure and well-rounded competencies within the board.

The Company continues to advance the development of its Board of Directors 'diversity framework by establishing regular, measurable evaluation targets and comprehensively standardizing efforts to optimize the Board's structure. The Company is committed to achieving balanced representation of the Board across dimensions such as gender composition, age profile, ethnic background, nationality, educational background, professional expertise, and professional experience, while continuously enhancing the Board's independence, professionalism, and diversity. The Company will focus on strengthening the Board's capacity for sustainable development, ensuring that the Board possesses the necessary professional capabilities to effectively execute its duties in alignment with the Company's green and low-carbon development strategy, and will continue to refine the Board's ESG governance system.

The Company shall strictly implement a diversified nomination and recruitment process, continuously broaden channels for recruiting diverse talent, proactively attract high-caliber candidates with diverse backgrounds, expertise, and professional experience in the selection of directors and senior management personnel, continuously optimize the diversified structure of the Board of Directors, and fully leverage the supportive role of diversified governance in facilitating the Company's scientific decision-making and sustainable development.

4. Supervision and Reporting

The Board's Nomination Committee shall strictly adhere to national laws and regulations, regulatory normative documents, listing rules, the Articles of Association, the Rules of Procedure, and the relevant requirements set forth in this Policy to standardize the investigation, selection, and nomination of director candidates; it shall routinely implement all requirements pertaining to the diversification of the Board's composition and ensure the effective implementation of this policy.

The Nomination Committee shall periodically evaluate this policy to ensure its effectiveness. The Nomination Committee shall establish and implement formal procedures to appropriately monitor the implementation of this policy, as well as conduct regular reviews of the board of directors' diversity structure, allocation of professional expertise, and talent pool for green governance. The Nomination Committee shall regularly discuss matters related to achieving board diversity (including gender diversity and diversity in environmental governance expertise), reach consensus on relevant measurable objectives when necessary, propose improvement recommendations, and prepare a dedicated assessment report to present to the Board of Directors for deliberation and approval.

5. Information Disclosure

The Company shall regularly disclose the core provisions of this policy, its diversified measurable objectives and the annual progress toward achieving each objective, the current status of the Board of Directors' diversity structure and the allocation of professional talent for sustainable development, as well as the annual assessment and optimization/improvement results of this policy, within its Sustainable Development (ESG) Report, subject to supervision by the market and the general public.

6. Other

For matters not covered by this policy, the provisions shall be implemented in accordance with relevant national laws and regulations, regulatory rules, listing self-regulatory rules, the Company's Articles of Association, and the Special Rules for Board Meetings. Where any provision of this policy conflicts with subsequent newly promulgated or revised laws, regulations, regulatory rules, or the Company's Articles of Association, the most recent effective statutory rules and the Company's Articles of Association shall prevail; the Company shall promptly initiate the revision process for this policy.

The Board of Directors of the Company shall be responsible for the interpretation and revision of this policy.

This policy shall come into effect upon approval by the Company's Board of Directors.

Board of Directors of Gotion High-Tech Co., Ltd.

August 15,2026