



DMEGC

横店集团东磁股份有限公司

Hengdian Group DMEGC Magnetics Co., Ltd.

董事会多元化政策

Board Diversity Policy

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第一条 目的 I. Goal

根据《中华人民共和国公司法》、中国证券监督管理委员会《上市公司治理准则》《深圳证券交易所股票上市规则》等法律法规、规范性文件及《横店集团东磁股份有限公司章程》的有关规定，本政策旨在列载本公司关于董事会成员多元化所持立场以及在实践过程中采取的方针。

Pursuant to the provisions of the *Company Law of the People's Republic of China*, the China Securities Regulatory Commission's *Code of Corporate Governance for Listed Companies*, the *Shenzhen Stock Exchange Listing Rules*, and other relevant laws, regulations, normative documents, as well as the *Articles of Association of Hengdian Group DMEGC Magnetics Co., Ltd.*, this policy aims to set forth the Company's stance on Board member diversity and the approach adopted in its implementation.

第二条 适用范围 II. Scope of Application

本政策适用于本公司董事会。

This policy applies to the Board of Directors of the Company.

第三条 政策声明 III. Policy Statement

3.1 本公司理解并认可董事会成员多元化有利于公司的可持续和均衡发展。

3.1 The Company understands and recognizes that diversity among Board members is beneficial for the sustainable and balanced development of the Company.

3.2 本公司所有董事会成员之任命均以用人为才之原则，在设定董事会成员组合时，会从多个方面考虑董事会成员多元化，包括但不限于性别、年龄、文化及教育背景、种族、国籍、专业经验、知识技能、职业履历。

3.2 All appointments to the Board of the Company are based on the principle of selecting candidates on merit. When considering the composition of the Board, diversity will be considered from a number of aspects, including but not limited to

gender, age, cultural and educational background, ethnicity, nationality, professional experience, knowledge and skills, and career history.

3.3 本政策遵循为董事会、股东创造价值的基本原则。在执行本政策时，本公司理解非由职工代表担任的董事是由股东委任的；本政策并不会对股东的此项权利带来任何的限制。董事会构成应充分考虑本公司的业务模式及具体需要，具备适当的技能、经验，并能从各自角度贡献多样观点。

3.3 This policy follows the basic principle of creating value for the Board and shareholders. In implementing this policy, the Company understands that Directors not serving as employee representatives are appointed by shareholders; this policy does not impose any restrictions on this right of shareholders. The Board's composition should fully consider the Company's business model and specific needs, possess appropriate skills and experience, and be able to contribute diverse perspectives from their respective viewpoints.

3.4 董事会可适时寻求改善其多元化进程，设定可计量目标，并做出相应的评估。

3.4 The Board may seek to improve its diversity process in a timely manner, set measurable objectives, and conduct corresponding evaluations.

第四条 实施与监督 IV. Implementation and Oversight

4.1 提名委员会负责拟定董事的选择标准和程序，根据本董事多元化政策对董事人选及其任职资格进行遴选、审核，并在董事会成员出现换届选举、增补等情况下结合本政策进行提名，以确保政策行之有效。提名委员会应适时讨论并就改进和建议向董事会汇报，以供其考虑及批准。

4.1 The Nomination Committee is responsible for formulating the selection criteria and procedures for Directors, selecting and reviewing candidates for Directorship and their qualifications in accordance with this Board Diversity Policy, and making nominations in conjunction with this policy in circumstances such as re-election or supplementation of Board members to ensure the policy's effectiveness.

The Nomination Committee shall discuss and report on improvements and recommendations to the Board in a timely manner for its consideration and approval.

4.2 提名委员会应根据本政策、公司章程、公司证券上市地证券监管机构和证券交易所的相关监管规则及相关法律法规等规定的程序和要求履行其职责，考察及提名董事候选人。

4.2 The Nomination Committee shall perform its duties in accordance with the procedures and requirements stipulated in this policy, the Company's Articles of Association, the relevant regulatory rules of the securities regulatory authorities and stock exchanges where the Company's securities are listed, and relevant laws and regulations, etc., when considering and nominating Director candidates.

4.3 本政策概要及为执行本政策而制定的任何可计量目标及达标的进度，若触及信息披露的，应根据监管部门的要求及时披露。

4.3 A summary of this policy and any measurable objectives set for implementing this policy, as well as progress towards meeting them, shall be disclosed promptly in accordance with the requirements of the regulatory authorities if such disclosure is triggered.

第五条 政策修订 V. Annex

5.1 本政策已经通过公司内部审批，由董事会定期或不定期审阅并负责跟踪或监督，以确保该政策与公司可持续发展战略和方向一致，符合集团现状及各利益相关方期望。

5.1 This policy has been approved and implemented by the Company, and will be reviewed or monitored by the Board regularly or irregularly to ensure that the policy is consistent with the Company's sustainable development strategy and direction, and meets the group's current situation and the expectations of all stakeholders.

5.2 本政策最终解释权归公司办公室所有。公司保留以任何理由随时修订、更改或

废止本政策的权利，并在必要时予以修订。

5.2 The Company's General Manager's Office holds the final right of interpretation of this policy. The Company reserves the right to amend, change, or terminate this policy at any time for any reason and will make revisions as necessary.

5.3 本政策未尽事宜，按有关法律、法规、规范性文件执行。

5.3 Matters not covered in this policy shall be handled in accordance with relevant laws, regulations, and normative documents.

5.4 本政策自颁布之日起生效。

5.4 This policy shall take effect from the date of promulgation.

横店集团东磁股份有限公司

Hengdian Group DMEGC Magnetics Co., Ltd.

2026年2月10日

10 February 2026