

China Everbright Limited

(the “Company”)

Directors’ Performance Evaluation Policy

Company Secretarial Department/Board Office

(Version Date: 18 December 2025)

1. Purpose

This policy aims to establish a scientific, objective and comprehensive mechanism for evaluating the performance of Directors. The goal is to enhance the overall effectiveness of the Board of Directors, ensure that Directors fulfill their duties and safeguard the interests of the Company and its shareholders. Through regular evaluations, the strengths and weaknesses of Directors can be identified, providing a basis for Director training, development and the optimization of the Board structure.

2. Evaluation Principles

2.1 Comprehensiveness Principle

- The evaluation content covers various aspects of Directors’ performance, including strategic planning, decision-making, supervision and management, risk management, compliance operation and communication with stakeholders.

2.2 Objectivity Principle

- The evaluation process is based on facts and uses a combination of quantitative and qualitative methods to avoid subjective biases and ensure the authenticity and reliability of evaluation results.

2.3 Confidentiality Principle

- The evaluation process and results are strictly confidential and only disclosed within the necessary scope to protect the privacy and enthusiasm of directors.

3. Evaluation Cycle

A comprehensive evaluation of Directors’ performance is conducted once a year, carried out after the end of the fiscal year to fully consider the work performance of Directors within a complete year.

4. Evaluation Subjects

4.1 Self-Evaluation

- Each Director evaluates their own work performance according to the evaluation indicators.

4.2 External independent evaluation

- If necessary, professional organizations can be hired to evaluate the performance of directors through questionnaires and other means.

5. Evaluation Indicators

5.1 Time Commitment and Contribution

- This includes the attendance rate at Board meetings and committee meetings, as well as the quality of speeches and the number of constructive suggestions put forward during the meetings. This also includes existing directorships of listed companies on the Main Board or GEM and other significant external time commitments of such director, includes all external commitments beyond directorship roles on listed companies on the Main Board or GEM that involve significant time commitment, for example, directorships of listed companies on an exchange other than the Main Board or GEM, full-time occupations, major consultancy work, major public service commitments, directorships of and involvement in statutory bodies or non-profit organizations.

5.2 Strategic Contribution

- Involvement in the formulation and promotion of the Company's strategic plan, the ability to grasp industry trends and provide insights and the ability to provide forward-looking suggestions for the Company's development.

5.3 Supervision Duties

- The degree of supervision over the management and the effectiveness of supervision in areas such as financial reports, internal control and risk management.

5.4 Decision-Making Ability

- The ability to make correct and timely decisions in the face of complex issues, as well as the analytical and judgment abilities and risk awareness during the decision-making process.

5.5 Stakeholder Relationships

- Communication and relationship maintenance with shareholders, employees, customers, regulatory agencies and other stakeholders.

5.6 Professional Competence

- The application of professional knowledge, skills and work experience in the Company's operations and the performance of continuous learning to improve professional abilities.

5.7 Other Factor

- "Other factors or circumstances relevant to the director's character, integrity, independence and experience" includes any change or development in the director's individual situation or circumstance that should reasonably be taken into account in assessing whether he or she is able to effectively discharge his or her duties.

6. **Result Application**

6.1 Feedback and Development

- The evaluation results are feedback to the Directors themselves and personalized development suggestions are provided based on their strengths and weaknesses, such as participating in specific training courses, engaging in relevant projects, etc., to help Directors improve their duty-performing abilities.

6.2 Board Structure Optimization

- Based on the evaluation results, considering the overall composition and division of responsibilities of the Board of Directors, provide references for the appointment, dismissal, and adjustment of Board members to ensure that the Board has diversified professional knowledge and skills to enhance overall effectiveness.

6.3 Information Disclosure

- In accordance with relevant regulations, appropriately disclose the overall situation of Directors' performance evaluation in the Company's annual report to enhance the transparency of corporate governance.