



China Hongqiao Group Limited

中国宏桥集团有限公司

(Incorporated in the Cayman Islands with limited liability)

(the "Company")

(Stock Code: 1378)

OCCUPATIONAL HEALTH AND SAFETY POLICY (Revised)

(Adopted by the Sustainability Committee of the Company on 24 April 2026)

I. Core Concepts and Objectives

China Hongqiao Group Limited (hereinafter referred to as "China Hongqiao" or "the Group") regards occupational health and safety as the cornerstone of sustainable development. Upholding the safety concept of "Safety First, Prevention Foremost, Comprehensive Control" and with the core goal of "zero fatalities and zero major safety incidents", the Group strictly complies with the occupational health and safety laws and regulations of the countries or regions where it operates, as well as relevant international standards, and builds a safety management system involving full employee participation and management throughout the entire process to safeguard the life, health and rights of employees, contractors and stakeholders.

II. Scope of Application

This policy has been formulated on the basis of consultation with employees and employee representatives, and applies to all employees of China Hongqiao Group and its subsidiaries and branches (full-time employees, part-time employees, interns, and dispatched workers, including board members and senior management), covering all aspects of the entire value chain, including research and development, procurement, production, operations, sales, and services. The Group also advocates for and promotes value chain partners (including suppliers, contractors, customers, etc.) to jointly adhere to the principles of this policy, and to create a healthy and safe working environment for employees across the value chain.

III. Commitments and Actions

The occupational health and safety policy is one of the fundamental principles of China Hongqiao's production and operations, and is part of the Group's overall management policy, aligning with the Group's strategy and supporting its strategic direction. The Group is committed to upholding the safety concept of "Safety First, Prevention Foremost", always placing work safety first, safeguarding the health and safety of employees and contractors, and preventing, reducing and mitigating work-related injuries and occupational hazards.

To fulfil the above commitments, China Hongqiao adopts the following policies:

1. Establish and operate an occupational health and safety management system that meets the requirements of applicable domestic and international standards, and encourage obtaining third-party certification to demonstrate its effectiveness.
2. Formulate quantitative occupational health and safety targets, regularly evaluate their completion status, and continuously improve occupational health and safety performance.
3. Implement occupational health and safety management and performance management measures to ensure safe and healthy working conditions for all employees and contractors, enhance and strengthen the occupational health and safety awareness of all employees through safety training, and take employees' performance related to OHS management into consideration in the course of employees' career development decisions.
4. Strengthen communication with employees and safeguard their right to participate in management, maintain the effective operation of labour unions or employee representatives, and provide mechanisms for employees to propose, discuss and participate in solving occupational health and safety issues with the Group's management.
5. Strengthen occupational health and safety management for new, modified, expanded projects, technological transformation and technology introduction projects in accordance with legal and regulatory requirements, prevent work safety incidents and protect employees' health.
6. Identify and assess potential emergency situations (including environmental factors and hazard sources), determine key risks and their priorities, formulate corresponding emergency response plan and drill schedules for each identified risk level, ensure appropriate emergency facilities are in place, organise drills and training for employees as scheduled, and evaluate and review the effectiveness of the plans based on assessment and drill results.
7. Safeguard employees' physical and mental health, and promote the formation of a positive, healthy and harmonious working environment through measures such as conducting health monitoring, providing mental health counselling, and organising cultural and sports activities.

IV. Supplementary Provisions

1. Continuous Improvement

The Group will revise this policy from time to time according to regulatory and legal changes, updates to industry standards and feedback from stakeholders, and publicly update the content through the official website, ESG reports/sustainability reports and other channels to ensure the continuous adaptability and effectiveness of the policy.

2. Approval Authority

The policy is reviewed and approved by the Sustainability Committee under the Group's Board of Directors and shall come into force on the date of issuance.

3. Interpretation

The policy shall be interpreted by China Hongqiao. The document is prepared in both Chinese and English. In case of any discrepancy between the Chinese and English versions, the Chinese version shall prevail.