

Occupational Health and Safety Policy

1. Purpose

These provisions are established in accordance with the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, to prevent, control, and eliminate occupational hazards, to protect employees from health injuries and occupational injuries in the workplace, and to safeguard the health and safety of employees in the workplace.

2. Scope of Application

These provisions apply to all employees, contractors, and individuals under the Company's operational control within the scope of the Company's operations.

3. Management Framework

The Company's Board of Directors serves as the highest decision-making body for occupational health management. The Group Process and System Management Department is the primary responsible department for occupational health management, tasked with establishing, implementing, monitoring, and optimizing the occupational health management system. It formulates the Group's overall occupational health management policies, objectives, and targets, cascades them into functional departments and subsidiaries, monitors the implementation and improvement of occupational health management-related policies, and organizes activities such as occupational disease prevention, hazard identification, risk assessment, and the testing and evaluation of occupational hazard factors at each manufacturing sites.

4. General Requirements

4.1 The Company strictly complies with all relevant domestic and international laws, regulations, standards, voluntary initiatives, and collective bargaining agreements (CBAs) related to occupational health and safety;

4.2 The Company has established mechanisms for consultation and participation with employees (including existing employee representatives).

4.3 The Company is committed to continuously improving the efficiency and effectiveness of its occupational health and safety management system.

4.4 The Company establishes annual priorities and implements corresponding action plans.

4.5 The Company sets quantitative improvement targets for occupational health and safety performance indicators

annually.

5. Control Measures

5.1 "Three Simultaneities (3S) " for Occupational Disease Prevention in Construction Projects:

All occupational disease prevention facilities in construction projects must be designed, constructed, and put into operation and use simultaneously with the main project.

5.2 Occupational Hazard Risk Identification in Construction Projects:

The degree of occupational hazard risk shall be identified in accordance with the Categorize Management Directory of Occupational Hazard Risks in Construction Projects.

If occupational health hazard in any new, renovation, or expansion project are listed in the Directory of Occupational Hazard Health Hazard, the project shall be promptly and truthfully reported to the local health administrative department for acceptance and supervision.

5.3 Reporting of Occupational Hazard Projects

The reporting of occupational hazard projects shall be carried out in accordance with the Measures for the Reporting of Occupational Hazard Projects.

For the testing and evaluation of occupational health hazard, each subsidiary shall engage an accredited occupational health service provider to conduct testing for occupational health hazard at least once a year; each subsidiary shall engage an accredited occupational health service provider to conduct an occupational health risk assessment at least once every three years.

5.3.1 The testing and evaluation results shall be stored in the department's occupational health records, reported to the local health regulatory authority, and communicated to employees.

5.3.2 Each subsidiary shall promptly engage an accredited occupational health service provider to conduct an occupational health risk assessment under any of the following circumstances:

- (1) An Occupational Health and Safety (OHS) Incidents occurs.
- (2) Other circumstances specified by the State Administration of Work Safety.

5.3.3 Each subsidiary shall implement the recommendations and measures proposed in the occupational health risk assessment report, and shall store the assessment results and corrective action status in the subsidiary's occupational health management system.

5.4 Deployment of Professional Personnel

Based on risk-tiered management of occupational health hazards according to the degree of occupational hazard, an occupational health management department or committee shall be established or designated as needed and dedicated occupational health officer shall be assigned.

5.5 Occupational Health Training

5.5.1 The Company's relevant operational management and occupational health management personnel shall possess occupational health knowledge and management capabilities commensurate with the Company's business operations and shall receive occupational health training.

5.5.2 The Company shall develop an annual occupational health plan, providing pre-placement occupational health training and regular occupational health training during employment, and shall retain training logs and documentation.

5.6 Notification of Occupational Hazards

5.6.1 The Company must explicitly include occupational hazards in the workplace, protective measures, and related occupational health benefits and entitlement in the labor contracts of all employees and shall provide written notification to relevant contractors and individuals under operational control.

5.6.2 The Company shall sign an Occupational Hazard Notification Letter with personnel in positions involving occupational hazards, which shall be stored in their occupational health surveillance records after being signed by the employee.

5.6.3 Employees must participate in occupational health training before commencing work and during employment, acquire comprehensive knowledge of the occupational hazards and protection related to their workplace, and pass written and practical assessments before being permitted to work.

5.6.4 If an employee's position or work content changes and involves new occupational hazards, the Company must truthfully inform the employee and negotiate and amend the original labor contract accordingly.

5.6.5 The Company must set up a bulletin board in a prominent and accessible location to publicly display the rules and regulations for occupational disease prevention, operating procedures, emergency response and rescue protocols, and the testing results and institutions for workplace hazard factors.

5.6.6 The Company must arrange pre-placement, in-service, and at the termination of employment occupational health examinations for employees exposed to occupational hazards, provide the results to the individuals in writing, and retain relevant documents for future reference.

5.7 Warning Signage for Occupational Hazards

5.7.1 For workplaces, positions, and equipment where occupational hazards exist or may arise, the Company must set up warning signage and Chinese-language instructions in conspicuous locations in accordance with the GBZ158 Warning Signs for Occupational Hazards in the Workplace standard, encompassing hazard categories, health consequences, preventive measures, and emergency response procedures.

5.7.2 The Company must place warning signs at the entrances of workplaces where occupational hazards are present and in conspicuous locations near work positions or equipment that generate occupational hazards.

5.7.3 The Company must place warning instructions in conspicuous locations on equipment that may generate occupational hazards.

5.7.4 When introducing new materials or equipment, the Company should prioritize products that are non-hazardous or low hazard. For products that may pose occupational hazards, the Company must require suppliers to provide standardized warning signage and Chinese-language instructions on the packaging.

5.7.5 Safety signage and occupational hazard notification cards must be placed in conspicuous locations where they can be clearly recognized by personnel within the expected line of sight of personnel.

5.7.6 The Company shall conduct dedicated compliance inspections of notification cards and warning signs no less than once every six months and shall promptly repair or replace any signage found to be damaged, obscured, or otherwise compromised.

5.8 Handling and Reporting of Occupational Health and Safety (OHS) Incidents.

5.8.1 If an OHS incident occurs; the Company must promptly report it to the relevant local regulatory authorities and take effective measures to mitigate or eliminate the occupational health hazards and prevent further escalation of the incident. Timely medical treatment shall be arranged for personnel affected by occupational hazards.

5.8.2 For employees diagnosed with occupational diseases, the Human Resources Department shall not terminate their labor contracts and shall provide appropriate placement.

Fuyao Glass Industry Group Co., Ltd.