

Gotion High-Tech Occupational Health and Safety Management Policy

1. Summary

Gotion High-Tech Co., Ltd. (hereinafter referred to as "Gotion High-Tech" or the "Company") is committed to providing a safe and healthy working environment and implementing effective safety measures to safeguard the health of employees, contractors, suppliers, business partners, and the general public. The Company complies with and fulfills all laws, regulations, and institutional standards pertaining to occupational health and safety, and consistently adheres to a work safety policy based on "Safety First, Prevention Foremost, Comprehensive Management," as well as "Caring for Employee Health, Prioritizing Occupational Safety, Implementing Holistic Prevention Measures, and Promoting Sustainable Development."

2. Scope of Application

This policy applies to all business segments of the Company, as well as its wholly-owned subsidiaries and controlled subsidiaries. Furthermore, Gotion High-Tech actively calls upon and encourages business partners, including contractors, suppliers, and agents, to jointly comply with this Statement.

3. Policy Statement

Gotion High-tech strictly complies with laws, regulations, and institutional provisions such as the *Work Safety Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, the *Measures for the Administration of Work Safety Training*, the *Regulations on Work-related Injury Insurance*, and the *Regulations on the Reporting and Investigation of Production Safety Accidents*, while also adhering to the stringent

requirements of the ISO 45001 standard, thereby safeguarding the safety and health of all stakeholders throughout the production process and preventing and reducing the occurrence of production safety accidents.

Gotion High-Tech commits to continuously improving its occupational health and safety management system, strengthening its work safety regulations and the comprehensive work safety responsibility system for all employees, and comprehensively identifying, assessing, implementing hierarchical control measures for, and supervising all occupational health hazards and occupational risks arising from its operations. Simultaneously, the company is advancing the development of an information-based work safety system and continuously refining its corporate occupational safety and health information management system. The company has established and strictly implemented various regulatory documents, including the "Three Simultaneities Management System for Occupational Disease Prevention Facilities in Construction Projects," the "Management Measures for Personal Protective Equipment," the "Occupational Disease Hazard Management Control Procedure," and the "Environmental Factors and Hazard Identification and Risk Assessment Management Control Procedure." The company has also established a Work Safety Committee as the leading body for work safety management, which is responsible for formulating strategic decisions and directives regarding occupational health and work safety, as well as reviewing and issuing annual work safety control and assessment indicators. The company conducts regular comprehensive safety inspections, random inspections, and cross-inspections among subsidiaries to track the implementation of hazard rectification; it further urges and assists all production units in establishing the dual prevention mechanism—comprising hierarchical risk control and hazard identification and rectification—and continues to pursue continuous improvement in this area.

Gotion High-Tech places utmost importance on work safety, environmental protection,

and the implementation of occupational health and safety responsibility systems. The company has established the "EHS Objectives and Indicators Management Control Procedure" and the "Safety and Environmental Protection Incentive and Punishment Management System" to manage safety performance assessments; these systems evaluate various subsidiaries' performance in work safety, environmental protection, and occupational health matters, thereby enhancing safety leadership, encouraging full employee participation, fostering a positive safety culture, and elevating overall control standards. The company strictly implements a comprehensive work safety standardization operational mechanism, conducts monitoring and reviews of safety and health performance, performs risk assessments, and takes proactive measures to prevent work-related injuries, occupational diseases, and fatalities. Gotion High-Tech commits to setting occupational health and safety performance targets and implementing effective action plans to continuously improve occupational health and safety performance, with the long-term development goal of achieving "zero work-related fatalities, zero severe injuries, and zero major fire or explosion incidents."

The company fully safeguards employees' rights to participation, right to information, and right to supervision regarding occupational health and safety, and has established a comprehensive employee participation mechanism. Through methods such as evaluations conducted by worker representatives at the Workers' Representative Congress and inviting workers to participate in communication reviews, the company ensures that worker representatives are fully engaged throughout the entire process of formulating, implementing, and supervising the occupational health and safety plan; it extensively and thoroughly incorporates the opinions and suggestions of workers and their representatives; and by leveraging full employee participation, the company strengthens the foundation of its safety management practices, continuously optimizes occupational health and safety management work, and safeguards the fundamental rights and interests of employees concerning their safety and health.

Gotion High-Tech continues to strengthen its safety management and supervision efforts for relevant parties by formulating the "Management Measures for the Safety of Relevant Parties," which clearly defines safety production responsibilities and aims to prevent and reduce safety incidents involving relevant parties. The company has integrated the safety production work of relevant parties into its unified management system, enabling it to oversee these parties in fulfilling their duties regarding safety inspections, safety education and publicity, and emergency management, while simultaneously supervising the implementation of their safety management responsibilities.

Gotion High-Tech has standardized its emergency response and rescue management practices by establishing a dedicated ERT team to swiftly and effectively handle production safety accidents, emergencies, occupational disease hazards, and other incidents. The company will promptly assess occupational health and safety risks and the potential hazards they may entail, and shall accordingly formulate the "Gotion High-Tech Emergency Rescue and Response Management Control Procedure" and the "Employee EHS Handbook"; each subsidiary shall develop its own "Work Safety Accident Emergency Plan" based on its specific operational conditions and file it with the local government regulatory authorities. The company shall conduct at least one comprehensive emergency plan drill or specialized emergency plan drill annually, as well as at least one on-site response plan drill every six months; it shall also evaluate the effectiveness of these drills and make timely adjustments to its emergency action plans. In the event of an accident or disaster, the company shall activate its emergency response in accordance with the emergency plan activation procedures and the corresponding response levels, organize rescue operations, and promptly report accident information, emergency response measures, and rescue progress to the Office of the Company's Emergency Rescue Command Center and the local emergency management authorities, while providing timely assistance in resolving various

emergent issues.

Gotion High-Tech attaches great importance to harmonious and stable labor relations. When implementing organizational restructuring or business transformations that may affect employees' major rights and interests, the Company strictly adheres to the principles of legality, fairness, and good faith. In cases involving the large-scale termination of employees' labor contracts, the Company shall, in accordance with the law, notify the trade union or all employees of the circumstances at least 30 days in advance, and shall fully solicit opinions and suggestions from the trade union and the employees; on this basis, the Company will properly handle matters concerning the rescission or termination of labor contracts, ensuring that the procedures are standardized and communication is thorough. The Company commits to effectively safeguarding the legitimate rights and interests of departing and retired employees, fulfilling its statutory obligations—including providing economic compensation and transferring and continuing social insurance relationships—in accordance with the law, and providing occupational health and safety support during the transition period to uphold the dignity and legitimate rights of the employees.

Gotion High-Tech places utmost importance on safety and occupational health publicity, education, and training initiatives within the company, continuously enhancing the safety awareness of its employees, preventing safety accidents, and mitigating occupational hazards. The company regularly conducts safety production publicity and training programs, while supervising and inspecting the implementation of third-level safety education across all production units, as well as verifying whether safety management personnel, special-operation personnel, and personnel operating special equipment hold valid certifications for their respective positions. Furthermore, in accordance with the requirements of the national "Work Safety Month" campaign, the company organizes activities such as "Work Safety Month," "Health Week," and "Environment Day" annually; these initiatives aim to encourage full employee

participation, disseminate safety knowledge, foster employees' awareness of health and safety, enhance their skills in occupational health and safety, cultivate a positive safety culture, and minimize the occurrence of occupational health and safety incidents as much as possible.

The company fully guarantees employees' rights to participation, right to information, and right to supervision regarding occupational health and safety, and has established a comprehensive employee participation mechanism. In its daily management practices, the company ensures that worker representatives are fully involved in the entire process of formulating, implementing, and supervising occupational health and safety plans—through methods such as evaluations conducted by worker representatives at the Workers' Representative Congress and inviting workers to participate in communication-based reviews—and engages in thorough consultations with both workers and their representatives to extensively incorporate the opinions and suggestions of workers and their representatives. Additionally, during the procurement approval process, the company integrates EHS indicator requirements into procurement contracts, thereby strengthening stakeholder safety management from the source. By leveraging full employee participation to consolidate the foundation of safety management, the company continuously optimizes its occupational health and safety management practices to safeguard the fundamental rights and interests of employees concerning their safety and health.

Gotion High-Tech is committed to controlling or eliminating occupational hazards, preventing the occurrence of occupational diseases, and enhancing labor productivity. The company strictly adheres to national laws, regulations, standards, specifications, and policy documents concerning work safety and occupational health; it aims to prevent work-related injury incidents and avoid or reduce occupational disease risks. In strict compliance with the "Technical Specifications for Occupational Health Surveillance" (GBZ 188-2014), the company conducts occupational health

examinations prior to employment, during employment, upon leaving the job, and in response to sudden emergencies; it also performs follow-up examinations for individuals with occupational contraindications, suspected occupational diseases, or those belonging to special groups; furthermore, the company implements measures such as providing information on occupational hazards, adjusting job assignments, diagnosing occupational diseases, and filing reports for work-related injuries. Based on the results of these examinations, the company promptly adjusts its plans for occupational health prevention and management of occupational health risks, striving to safeguard the health and safety of all employees.

4. Policy Implementation and Revision

This policy has been approved by the Strategy and ESG Committee and shall come into effect as of the date of its publication. The Company undertakes to conduct timely reviews and revisions in accordance with the latest laws and regulations to ensure the suitability, adequacy, and effectiveness of this policy. This policy is prepared in both Chinese and English versions; where there are discrepancies between the Chinese and English versions, the Chinese version shall prevail.

This policy will be fully communicated to all company employees via the internal information network, and will be reinforced through training to enhance awareness and ensure its effective implementation across all staff members.