

**China Lesso Group Holdings Limited**

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 2128)

(“the Company”)

**Occupational Health and Safety Policy (“this Policy”)****1. Purpose**

China Lesso Group Holdings Limited (hereinafter referred to as “the Company”) firmly recognizes that its employees are the core driving force behind its business development. Safeguarding the life safety, as well as the physical and mental health of its employees is the Company’s non-delegable primary responsibility and the fundamental guarantee for achieving sustainable development. This Policy is hereby formulated to systematize and standardize the management of occupational health and safety (OHS) risks and to create inherently safe workplaces.

**2. Scope of Application**

As the supreme guideline for the Company’s OHS management, this Policy applies to all production and business activities, all workplaces, and all personnel working for the Company, including employees, contractors, suppliers, and other relevant personnel.

**3. Core Commitments and Principles**

To achieve the ultimate goal of “Zero Accidents, Zero Injuries, and Zero Occupational Diseases,” the Company’s senior management and all employees solemnly make the following eight core commitments:

**3.1 Legal Compliance and Beyond Standards**

- **Strict Compliance:** Strictly comply with 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*, and any other applicable national and local (where registered and listed) laws, regulations, and standards on OHS.
- **International Benchmarking:** Proactively learn from and introduce advanced international OHS management concepts and best practices, and strive for continuous improvement and transcendence of management standards on the basis of compliance.
- **Permits First:** Ensure that all production and business activities are conducted only after obtaining the necessary administrative permits for safety, environmental protection, and health.

**3.2 Systematic Management and Risk Pre-Control**

- **Systematic Development:** Establish, implement, and maintain an international-aligned OHS management system (such as ISO 45001), and deeply integrate it into all business decisions and processes.
- **Source Control:** Systematically and dynamically identify and assess hazards and occupational health risks existing in all equipment, facilities, production processes, working environments, and management activities.
- **Hierarchical Control:** For risks of different levels, formulate and implement hierarchical control measures such as elimination, substitution, engineering controls, administrative controls, and personal protection, and adopt inherently safe design.

**3.3 Accountability and Responsibilities Defined**

- **Leadership by Example:** The Company’s Chairman of the Board and the President bear the ultimate accountability for occupational health and safety. Management at all levels must practice the principle that “whoever is in charge of a business activity is accountable for its safe execution” to provide subordinates with safe working conditions and necessary resources.

- **Line Responsibility:** Clearly define the OHS responsibilities of each department, workshop, team, and every employee, incorporating these responsibilities into their job descriptions and performance contracts.
- **Employee Obligations:** Every employee must be responsible for their own safety and is also obligated to care for and protect the safety of colleagues. Employees must strictly comply with safe operating procedures, correctly wear and use labor protection equipment, and actively participate in all safety activities.

### 3.4 Objective-Oriented and Continuous Improvement

- **Target Setting:** Establish measurable and achievable annual OHS objectives and targets (including injury frequency, completion rate for hazard identification, and zero incidence of occupational diseases), and break them down to all levels.
- **Monitoring and Evaluation:** Regularly monitor progress against objectives and targets, and evaluate the effectiveness of the management system through daily inspections, specialized audits, management reviews, and other methods.
- **Continuous Improvement:** Utilize information from accident/incident investigations, audit results, and performance data to take corrective and preventive measures, driving the spiral enhancement and continuous improvement of the management system.

### 3.5 Competence Building and Culture Cultivation

- **Systematic training:** Provide tiered and classified induction, on-the-job, and specialized safety training for all employees and contractors' employees based on job-specific risks to ensure their competence with the safety knowledge and skills required for the work.
- **Safety Culture:** Cultivate the core value of "Safety First, Life Above All" and foster a positive safety culture where "everyone prioritizes safety, every task considers safety, and every location requires safety" through safety commitments, awareness campaigns, education activities, safety incentives, and other methods.
- **Behavioral Safety:** Promote behavioral safety observation and communication programs to guide and standardize employees' safe behavioral habits.

### 3.6 Emergency Preparedness and Effective Response

- **Emergency Plan Improvement:** Establish a comprehensive emergency response plan system covering various potential emergencies such as fires, chemical leaks, mechanical injuries, and natural disasters based on risk assessments.
- **Resource Guarantee:** Equip sufficient emergency facilities, equipment, and supplies, and conduct regular maintenance to ensure their readiness and effectiveness.
- **Drill Verification:** Organize regular emergency drills at different levels and in various forms to verify the operability of the plans and to improve the emergency response, self-rescue, and mutual rescue capabilities of personnel at all levels.

### 3.7 Communication, Consultation, Transparency, and Openness

- **Diversified Channels:** Establish and maintain efficient internal communication channels (including safety meetings, bulletin boards, intranet platforms, and employee representative mechanisms) to ensure the upward, downward, and lateral communications of OHS information.
- **Employee Participation:** Establish clear mechanisms to encourage and guarantee employees' active participation in hazard identification, risk assessment, accident/incident investigation, and the formulation of safety management plans, and respect their reasonable suggestions.
- **Guarantee of Right to Refuse:** Empower and protect employees the right to refuse work without fear of any reprisal or unfair treatment when they believe there is an immediate and serious danger to life or health in the work environments or operational activities.

### 3.8 Health Promotion and Employee Care

- **Occupational Health Surveillance:** Organize pre-placement, in-service, and post-placement occupational health examinations for employees exposed to occupational disease hazards in accordance with regulations, and establish sound occupational health surveillance records for them.
- **Hazard Control:** Conduct regular testing and evaluation of occupational disease hazards in workplaces, and take effective measures to control exposure levels within national standards.
- **Holistic Health Management:** Implement the Employee Assistance Program (EAP), pay attention to employees' mental health, organize health promotion activities, and improve the overall health level of all employees.

#### **4. Resource Guarantee**

The Company is committed to providing adequate and necessary resources for the establishment, implementation, maintenance, and continuous improvement of the OHS management system, including but not limited to: qualified human resources, dedicated financial budgets, advanced technical and equipment support, and necessary infrastructure.

#### **5. Supervision and Revision**

This Policy shall be effectively implemented under the oversight of the Board of Directors. The Board of Directors hereby authorizes the Sustainable Development Committee to conduct daily monitoring and regular reviews, with the objective of ensuring the continuous suitability, adequacy, and effectiveness of this Policy. In case of any significant changes in internal or external conditions, the Committee will promptly put forward a revision proposal to the Board of Directors, which shall be implemented upon approval by the Board of Directors.

#### **6. Information Disclosure**

The full text of this Policy, as well as key plans and actions related to occupational health and safety, will be communicated to all personnel working for the Company through announcements, training, and other methods, and will be disclosed on the Company's official website for public access.

#### **7. Supplementary Provisions**

This Policy shall be interpreted by the Company's Board of Directors. It shall take effect upon approval by the Board of Directors, and so shall any amendment hereto.