

《职业健康与安全管理政策》
Occupational Health and Safety
Management Policy

厦门海辰储能科技股份有限公司

Xiamen Hithium Energy Storage Technology Co., Ltd.

1. 目的 Purpose

厦门海辰储能科技股份有限公司（以下简称“海辰”或“公司”），本声明要求公司遵守 ISO45001:2018 职业健康安全管理体系要求，国际通用、国家及地方职业健康安全法律法规及行业标准，包括但不限于《中华人民共和国安全生产法》《中华人民共和国职业病防治法》《中华人民共和国消防法》《电池生产企业安全生产标准化评定标准》《AQ7017-2025 锂离子电池生产安全规范》。

Xiamen Hithium Energy Storage Technology Co., Ltd. (hereinafter referred to as "Hithium" or the "Company") issues this Statement to affirm its commitment to complying with the requirements of the ISO 45001:2018 Occupational Health and Safety Management System, as well as internationally recognized, national, and local occupational health and safety laws, regulations, and industry standards. These include, but are not limited to, the *Work Safety Law of the People's Republic of China*, the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, the *Fire Protection Law of the People's Republic of China*, the *Safety Standardization Assessment Criteria for Battery Manufacturing Enterprises*, and *AQ7017-2025 Safety Code for Lithium-ion Battery Production*.

2. 适用范围 Scope of Application

本文件适用于厦门海辰储能科技股份有限公司及其子公司，其要求全面覆盖公司的所有运营活动、全体在职员工，以及在公司监管下工作的所有承包商或个人，旨在确保职业健康与安全标准在所有层面得到统一执行。

This Statement applies to Xiamen Hithium Energy Storage Technology Co., Ltd. and all its subsidiaries. Its requirements comprehensively cover all of the Company's operations, all employees, and all contractors or individuals working under the Company's supervision, aiming to ensure the consistent implementation of occupational health and safety standards at all levels.

此外，公司将职业健康安全标准全面纳入采购流程和所有相关合同协议中，要求供应商及承包商必须满足属地职业健康安全相关法规及公司内部安全规范，确保外部合作环节的安全风险可控。

In addition, the Company fully integrates occupational health and safety standards into its procurement processes and all relevant contractual agreements, requiring that suppliers and contractors comply with local occupational health and safety regulations as well as the Company's internal safety standards, thereby ensuring that safety risks in external collaboration are effectively controlled.

3. 管理架构与职责 **Management Structure and Responsibilities**

3.1 高层决策 Senior Leadership and Decision-Making

按照《中华人民共和国安全生产法》法规要求，海辰履行“三管三必须”职责，设立集团安委会，集团总裁为安委会主任，首席运营官和首席财务官为常务委员，各一级部门负责人为安委会委员，每季度进行安委会，总结季度安全工作，下一季度重点工作部署，输出安全决议。安委会的运作及职业健康安全战略方向获得公司董事会的全力支持。公司通过安委会、员工大会、匿名反馈渠道等多种机制，确保与所有员工及员工代表（如工会）就职业健康安全事宜进行有效协商和积极参与。

In accordance with the requirements of the *Work Safety Law of the People's Republic of China*, Hithium fulfills the principle of “Three Controls, Three Musts” (simultaneous management of business, production, and safety). The Company has established a Group Safety Committee, with the Group President serving as the Committee Director, the Chief Operating Officer and Chief Financial Officer as Executive Members, and the heads of each primary department as Committee Members. The Safety Committee meets quarterly to summarize the safety work of the past quarter, plan key tasks for the next quarter, and issue safety resolutions. The operation of the Safety Committee and the strategic direction for occupational health and safety are fully supported by the company's Board of Directors. The company uses various mechanisms, including the Safety Committee, employee meetings, and anonymous feedback channels, to ensure effective consultation and active participation with all employees and employee representatives (such as trade unions) on matters of occupational health and safety.

3.2 专职管理机构 Dedicated Management Bodies

各制造基地和集团总部分别下设 EHS 部门，EHS 管理团队中有省级安全专家、市级安全专家、区级安全专家，中级注册安全工程师及一级消防工程师若干名，ERC 应急指挥中心全员持证上岗。

Each manufacturing base and the Group Headquarters have established their own EHS departments. The EHS management team comprises provincial-level safety experts, municipal-level safety experts, district-level safety experts, several Intermediate Certified Safety Engineers, and several First-Class Fire Protection Engineers; all personnel at the ERC Emergency Command Center hold valid certifications for their respective roles.

4. 职业健康与安全管理方针及目标 Occupational Health and Safety Policy and Objectives

海辰储能秉持“以人为本、安全第一、预防为主、防微杜渐”的安全方针，基于风险评估结果制定管理优先级和具体的行动计划，并设定可量化的职业健康安全绩效指标：设置 3 个“零”年度职业健康与安全生产目标：全年重伤死亡事故 0 起、职业病事故为“0”起/年、重大冒烟着火事件 0 起。针对目标设置管理方案，由总裁于年度安委会批准后，定期对目标指标达成情况进行监控，通过定期监测、评审与调整，推动职业健康安全绩效稳步提升。

Hithium adheres to the safety principle of “People-Oriented, Safety First, Prevention-Focused, and Early Risk Mitigation.” Based on risk assessment results, it sets management priorities and specific action plans, and establishes measurable occupational health and safety performance indicators: Three annual "Zero" occupational health and safety production targets: zero serious injuries or fatal accidents, zero cases of occupational diseases per year, and zero major smoke or fire incidents. To achieve these objectives, Hithium develops dedicated management plans that are reviewed and approved by the President at the annual Safety Committee meeting. Progress toward these targets is regularly monitored, evaluated, and adjusted as necessary, ensuring steady improvement in the Company's occupational health and

safety performance.

5. 落实双重预防机制 **Implementation of the Dual Prevention**

Mechanism

各部门自主开展区域风险辨识强化活动，将识别出来的职业健康安全危险源按照重大风险（公司级）、较大风险（工厂级）、一般风险（车间级）、低风险（班组级）进行分级管控，落实工程技术措施 - 管理措施 - PPE - 应急管理 etc 控制措施。根据辨识结果，绘制厂区安全风险四色图，各车间安全风险告知卡上墙。

Each department independently carries out activities to strengthen the identification of occupational health and safety risks within its area of responsibility. Identified hazards are classified into four levels for tiered management: major risks (Company-level), significant risks (Plant-level), general risks (Workshop-level), and low risks (Team-level). Control measures are implemented following a hierarchy that includes engineering and technical measures, management measures, personal protective equipment (PPE), and emergency management. Based on the risk identification results, a four-color safety risk map of the plant is developed, and safety risk notification cards are displayed on the walls of each workshop.

同时，基于风险有效性定期进行检查和审核，海辰各层级员工按照年度计划开展隐患排查治理，各基地总经理与工厂运营经理每月组织现场隐患排查，现场主管每周组织现场隐患排查，现场班组长组织现场日排查，EHS 部门定期组织专项及节前检查，ERC 应急指挥中心每日进行防火巡查。海辰建立系统化隐患平台，实时明确责任部门、整改措施、完成时限及验收标准，形成“风险识别 - 分级排序 - 方案制定 - 执行跟踪 - 效果验证”的闭环管理。

Regular inspections and audits are conducted to assess the effectiveness of these risk controls. Hithium employees at all levels participate in hazard identification and remediation according to the annual plan. General Managers of each site and Plant Operations Managers organize monthly on-site hazard inspections; site supervisors organize weekly inspections; team leaders conduct daily inspections; the EHS Department organizes periodic special and pre-holiday inspections; and the ERC

Emergency Command Center conducts daily fire prevention patrols. Hithium has established a systematic hazard management platform to clarify responsible departments, corrective measures, completion deadlines, and acceptance standards in real time. This forms a closed-loop management cycle of risk identification - classification and prioritization - action plan development - implementation tracking - effectiveness verification.

针对各等级隐患，海辰制定对应的整合型行动方案，并同步设定可量化的改善目标（例如，隐患按期整改率 $\geq 95\%$ 等），通过定期数据复盘确保行动方案与量化目标紧密衔接，实现风险闭环管控。

For hazards at different levels, Hithium formulates corresponding integrated action plans and simultaneously sets measurable improvement targets (e.g., a hazard rectification completion rate of $\geq 95\%$). Regular data reviews ensure that action plans are closely aligned with quantitative targets, thereby achieving closed-loop risk control.

6. 事故调查与处理 Incident Investigation and Handling

针对工作相关的伤害、健康损害、疾病及安全事件，海辰建立《HC-EHS18-006-023 EHS 事故报告、调查与处理管理规定》及《HC-S06-001-026 员工意外事故处理管理规定》，发生安全事故的部门，应立即（3 分钟内）将事故事件情况报告责任部门负责人和 EHS，现场车间 ERT 指挥官及 ERC 到场应急处置。根据事件等级，成立相应层级的事件调查小组，必要时工会参加事故事件调查，向有关部门提出处理意见，并要求追究有关人员的责任。调查小组通过现场勘查、人员访谈、资料核验等方式确定根本原因，形成包含事件经过、责任认定、预防措施调查报告，并跟踪整改措施的落地情况，同时建立事件数据库用于趋势分析。

For work-related injuries, health damages, occupational diseases, and safety incidents, Hithium has established the *HC-EHS18-006-023 EHS Incident Reporting, Investigation, and Handling Management Regulation* and the *HC-S06-001-026 Employee Accident Handling Management Regulation*. When an incident occurs, the responsible department must immediately (within 3 minutes) report the situation to the department head and EHS, while the on-site Workshop ERT Commander and ERC shall

arrive at the scene for emergency response. Based on the severity of the incident, an investigation team at the appropriate level shall be established. Where necessary, the labor union may participate in the investigation. The investigation team will propose handling recommendations to the relevant authorities and ensure accountability for the individuals involved. The investigation team shall determine the root cause through on-site inspection, personnel interviews, and document verification. A formal investigation report will be issued, including the incident details, accountability determination, and preventive measures. The implementation of corrective actions shall be tracked, and an incident database shall be maintained for trend analysis.

7. 合规义务与合规性评价 Compliance Obligations and

Compliance Evaluation

海辰严格遵循《合规义务与合规性评价管理程序》要求，确保所有已投用项目的“三同时”审批文件及证书均在法定时限内完成申领。公司 EHS 部门指定专人负责建立并持续维护适用的法律法规与标准数据库。EHS 每月定期对职业健康安全相关法规及标准进行识别与合规性评价，其评价结果与更新内容于 EHS 月度工作会议中进行宣贯，并由各部门环安干事负责组织内部传达与培训。

Hithium strictly adheres to the requirements of the *Compliance Obligations and Compliance Evaluation Management Procedure* to ensure that all "Three Simultaneities" approval documents and certificates for commissioned projects are obtained within the statutory time limits. The Company's EHS Department assigns dedicated personnel to establish and continuously maintain a database of applicable laws, regulations, and standards. On a monthly basis, the EHS Department identifies and evaluates compliance with occupational health and safety regulations and standards. The evaluation results and updated requirements are communicated during the monthly EHS work meetings and further disseminated and reinforced internally by Environmental and Safety Officers in each department through training and communication sessions.

8. 体系认证 System Certification

自成立以来，海辰致力于建设职业健康安全管理体系，于 2022 年 12 月已通过 ISO45001:2018 职业健康安全管理体系认证，证书编号为：CN25/00006022，2024 年 8 月海辰通过安全生产标准化三级认证，各生产基地持续进行职业健康安全管理体系建设，按期进行职业健康安全管理体系内审、管理评审、外部审核、安全生产标准化年度自评。

Since its establishment, Hithium has been committed to building a robust Occupational Health and Safety (OHS) management system. In December 2022, the Company obtained ISO 45001:2018 certification for its OHS management system (Certificate No.: CN25/00006022). In August 2024, Hithium achieved Level 3 certification in Work Safety Standardization. All production sites continue to strengthen the construction of the OHS management system by conducting internal audits, management reviews, external audits, and annual self-assessments of work safety standardization on schedule.

9. 政策实施与改进 Policy Implementation and Improvement

政策实施过程中，海辰通过安委会、园区 EHS 周会、EHS 月会、匿名意见反馈渠道等机制，保障员工及工人代表的知情权、参与权和建议权，确保职业健康与安全管理与员工实际需求深度契合。

During the implementation of this policy, Hithium ensures employees' and workers' rights to information, participation, and feedback through mechanisms such as the Safety Committee, weekly EHS meetings at each site, monthly EHS meetings, and anonymous feedback channels. These measures guarantee that occupational health and safety management is closely aligned with the actual needs of employees

厦门海辰储能科技股份有限公司

Xiamen Hithium Energy Storage Technology Co., Ltd.

2025 年 7 月 8 日

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