

金风科技股份有限公司
Goldwind Science and Technology Co., Ltd.
举报人保护管理办法
Whistleblower Protection Policy

1 目的 Purpose

为健全公司治理体系，完善内部监督机制，切实保障举报人的合法权益，鼓励员工及利益相关方举报违规违纪行为，根据《中华人民共和国监察法》、《最高人民法院、公安部、财政部关于保护、奖励职务犯罪举报人的若干规定》等法律法规及公司规定，结合公司实际，制定本制度。

To improve the completeness of corporate governance framework, enhance internal oversight mechanisms, and effectively safeguard the lawful rights and interests of whistleblowers, this Policy encourages employees and stakeholders to report violations and disciplinary breaches. This Policy is formulated pursuant to:

- *The Supervision Law of the People's Republic of China;*
- *The Provisions on Protecting and Rewarding Whistleblowers of Duty-Related Crimes*(jointly issued by the Supreme People's Procuratorate, the Ministry of Public Security, and the Ministry of Finance);

Other applicable laws, regulations, and internal company rules, in light of the Company's operational realities.

2 范围 Scope

本文件适用于金风科技股份有限公司（含其分公司）及其直接或间接控股子公司（含其分公司）等公司主体，同时适用于各业务单元、集团总部职能部门、集团总部直属单位等主体。

This document applies to Goldwind Science & Technology Co., Ltd.(including its branches)and its directly or indirectly wholly-owned subsidiaries(including their branches), as well as business units and group functional departments.

3 规范性引用文件 Normative References

下列文件对于本文件的应用是必不可少的。凡是注日期的引用文件，仅所注日期的版本适用于本文件。凡是不注日期的引用文件，其最新版本（包括所有的修改单）适用于本文件。

The documents listed below are considered as an integral part of this document. For the dated references, only the editions specified apply to this document. For undated references, the latest edition (including any amendments) applies to this document.

反舞弊管理制度

Anti-Fraud Management Policy

4 举报人保护措施 Whistleblower Protection Measures

4.1 公司提倡实名举报，允许匿名举报。举报人可以采用面谈、信函、电话、电子邮件等形式进行举报。举报时应当说明被举报人、具体事项，并尽可能提供相关线索和证据材料。

The company encourages real-name reporting while permitting anonymous reporting. Whistleblowers may submit reports via in-person meetings, written correspondence, telephone calls, or emails. When reporting, individuals must specify the accused party and detailed incidents, and provide relevant clues or evidence materials whenever possible.

举报电话：010-67511888-1127 Hotline: +86-10-67511888 ext. 1127

举报邮箱：audit@goldwind.com Email: audit@goldwind.com

举报地址：北京市经济技术开发区，博兴一路8号，金风科技集团审计监察部 邮政编码：100176

Mailing Address:

Audit and Supervision Department
Goldwind Science and Technology Group
No. 8 Boxing 1st Rd, Daxing Dist., Beijing, CN
Beijing, 100176
China.

4.2 受理举报应当由监察岗位专人负责，在专门场所或者通过专门邮箱、电话进行，无关人员不得在场。

Handling reports should be managed by designated personnel from the supervisory department, conducted in dedicated facilities or through dedicated channels such as specialized email addresses and phone lines, with no unauthorized individuals present.

4.3 审计监察部收到举报后，应在第一时间告知举报人举报事项已由审计监察部受理，会视情况告知举报事项调查进展及结果。

Upon receiving a report, the Audit and Supervision Department shall promptly notify the whistleblower that the report has been formally accepted. The department may, as circumstances warrant, inform the whistleblower of the investigation progress and outcome of the reported matter.

4.4 举报事项的知悉范围应被严格控制在最小必要范围内。所有知悉举报信息的人员均附有保密义务，严禁擅自泄露或传播任何举报信息。

The scope of access to reported information shall be strictly confined to the minimum necessary personnel. All individuals privy to such information bear confidentiality obligations and are expressly prohibited from unauthorized disclosure or dissemination of any report-related details.

4.5 监察人员在调查、取证过程中，应当以举报事项为基础，以事实为依据，不得泄露举报人信息。

During investigation and evidence collection, supervisory personnel must base their actions solely on the reported facts and evidence. Disclosure of whistleblower identities is strictly prohibited.

4.6 举报人认为接收、办理举报的人员与被举报人存在近亲属关系或其他利害关系，可能影响举报案件客观、公正处理的，有权申请其回避。情况属实的，相关人员必须予以回避。

If the whistleblower believes that personnel handling the report maintain close familial relationships with the accused or have other conflicts of interest that may compromise impartiality, the whistleblower retains the right to request their recusal. Recusal is mandatory if such relationships or conflicts are verified.

4.7 有下列情形之一的，属于对举报人实施打击报复行为：

- 1) 以暴力、威胁等方法侵犯举报人及其近亲属的人身安全的；
- 2) 非法占有或者损毁举报人及其近亲属财产的；
- 3) 栽赃陷害举报人及其近亲属的；
- 4) 侮辱、诽谤举报人及其近亲属的；
- 5) 违反规定解聘、辞退举报人及其近亲属的；
- 6) 克扣或者变相克扣举报人及其近亲属的工资、奖金或者其他福利待遇的；
- 7) 对举报人及其近亲属无故给予处分或违反规定加重处分的；
- 8) 在职务晋升、岗位安排、年度考核等方面对举报人及其近亲属进行刁难、压制的；
- 9) 对举报人及其近亲属提出的合理申请应当批准而不予批准或者拖延的；
- 10) 其他侵害举报人及其近亲属合法权益的行为。

The following acts shall be deemed retaliation against whistleblowers or their close relatives:

- 1) **Infringement of Personal Safety:** Using violence, threats, or other methods to endanger the physical safety of whistleblowers or their close relatives;
- 2) **Property Violation:** Illegally seizing or damaging the property of whistleblowers or their close relatives;
- 3) **Fabricated Accusations:** Framing whistleblowers or their close relatives with false charges;
- 4) **Defamation:** Humiliating or slandering whistleblowers or their close relatives;
- 5) **Unlawful Termination:** Dismissing, terminating, or expelling whistleblowers or their close relatives in violation of regulations;
- 6) **Withholding Benefits:** Deducting or covertly reducing wages, bonuses, or other benefits entitled to whistleblowers or their close relatives;
- 7) **Unjust Disciplinary Actions:** Imposing unwarranted disciplinary sanctions (e.g., Party/administrative penalties) or aggravating penalties in violation of regulations;
- 8) **Obstruction in Professional Advancement:** Deliberate obstruction or suppression in areas such as promotion, job assignment, performance evaluation, or professional grading;
- 9) **Unreasonable Denial of Requests:** Refusing or delaying the approval of legitimate applications submitted by whistleblowers or their close relatives;
- 10) **Other Infringements:** Any other acts infringing upon the lawful rights and interests of whistleblowers or their close relatives.

4.8 公司严禁任何部门或个人以任何形式对举报人实施打击报复。

The company strictly prohibits any department or individual from engaging in retaliation against whistleblowers in any form.

4.9 举报人受到打击报复时，有权向公司反映，公司应立即调查核实并视情况采取必要的保护措施。

If a whistleblower suffers retaliation, they retain the right to report to the company. The company must immediately investigate the claim and implement necessary protective measures based on the circumstances.

4.10 举报人因举报而受到处分以及其他不公正待遇的，有权要求侵权人停止侵害、纠正错误、赔礼道歉、赔偿损失，并提起民事诉讼，涉嫌违法的依法向公安机关报案。

Whistleblowers subjected to unjust disciplinary actions or unfair treatment due to reporting may:

- Demand the infringing party cease violations, correct errors, issue apologies, and compensate for losses;
- File a civil lawsuit;
- Report suspected illegal acts to public security authorities.

4.11 员工如故意或重大过失泄露举报人信息，公司将依据相关规定予以严肃处理。

Employees who intentionally or negligently disclose whistleblower identities shall face severe disciplinary actions in accordance with company regulations.

4.12 对实施或指使他人实施打击报复的责任人员，公司将给予严厉处分；其行为涉嫌违法的，将依法移送公安机关追究法律责任。

Individuals directly involved in or instigating retaliation will:

- Receive strict disciplinary sanctions from the company;
- Be referred to public security authorities if their actions constitute illegal offenses.

4.13 公司对经查证属实且为公司挽回损失或消除重大风险的举报人，应给予奖励。

The company shall reward whistleblowers whose reports are verified as true and have helped the company recover losses or eliminate significant risks.

5 附则 Supplementary Provisions

5.1 本制度未尽事宜，依照国家法律法规及公司制度执行。若本制度与日后发布的法律法规或监管规定相抵触，以法律法规及监管规定为准。

For matters not covered herein, national laws, regulations, and company policies shall apply. In the event of any conflict between this policy and subsequently enacted laws, regulations, or regulatory requirements, the prevailing laws, regulations and regulatory requirements shall take precedence.

5.2 本制度由金风科技集团审计监察部负责解释，自发布之日起施行。

The Group's Audit and Supervision Department retains the right to interpret this policy. It shall take effect upon issuance.
