

Goldwind Science & Technology Co., Ltd.

Occupational Health and Safety Policy

General Provisions

1. Goldwind Science & Technology Co., Ltd. (hereinafter referred to as “the Company” or “Goldwind”) upholds the core value of “Health and Longevity” , and regards the health and safety of employees and all personnel entering the Company’ s workplaces as the cornerstone of the Company’ s sustainable development. This Occupational Health and Safety Policy (hereinafter referred to as “this Policy”) is intended to define the Company’ s principles, commitments and direction in occupational health and safety (OHS) management, and applies to all of the Company’ s operational activities worldwide.
2. The Company strictly complies 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 the occupational health and safety laws and regulations of the countries and regions where it operates. It also follows the ISO 45001 Occupational Health and Safety Management System standard, ensuring that all operating activities are conducted within a legal and compliant framework.
3. As a world-leading provider of integrated wind power solutions, the Company is committed to the vision of zero injuries and zero occupational diseases, and through a systematic safety management system together with medium- and long-term annual targets and plans, provides a safe and healthy working environment for all employees and for contractors, visitors and other interested parties entering the Company’ s premises.

Scope of Application

4. This Policy applies to all employees of Goldwind Science & Technology Co., Ltd. and all of its subsidiaries, branches, manufacturing plants, wind farms, R&D centers, offices and project sites worldwide.

5. This Policy applies equally to contractors, subcontractors, temporary workers, visitors and any other individuals working at the Company' s workplaces who are under the Company' s supervision or who may be affected by the Company' s operational activities. In accordance with the "Group Environmental and Occupational Health and Safety Management Regulations for Interested Parties" , the Company ensures the safety and health of interested parties through means such as signing safety agreements, conducting safety audits prior to site entry, and on-site management.

Occupational Health and Safety Commitments

6. The Company makes the following basic commitments to the Occupational Health and Safety Management System (OHS), to provide a safe and healthy workplace for all organizational members and relevant parties, and to prevent work-related injuries and ill health:
 - (1) The Company commits to establishing and regularly reviewing quantitative indicators and targets for occupational health and safety performance. Based on industry characteristics and business development needs, the Company will set performance indicators and targets, including but not limited to: Lost Time Incident Rate (LTIR), Total Recordable Incident Rate (TRIR), Safety Training Coverage Rate, Employee Health Activity Participation Rate, and Occupational Health Examination Coverage Rate. The Company will regularly report on the achievement of targets to the EHS Committee and the Sustainability Committee.
 - (2) The Company commits to establishing and continuously improving a systematic OHS action plan, prioritizing OHS-related actions to ensure that resources are preferentially directed to high-risk areas.
 - (3) In accordance with the requirements of the ISO 45001 occupational health and safety management system standard and the Plan-Do-Check-Act (PDCA) cycle, the Company commits to the continual improvement of the performance and effectiveness of its OHS management system.

Employee Consultation and Participation

7. The Company commits to fully consulting with employees and their representatives, and ensuring their active participation, throughout the establishment, implementation, maintenance and continual improvement of the occupational health and safety management system.
8. The Company safeguards employees' rights to participation and consultation through the following mechanisms:
 - (1) The trade union and the workers' congress, as bodies representing employee rights and interests, participate in the review of rules and regulations relating to occupational health and safety. The trade union participates throughout the year in reviews of rules affecting employee interests.
 - (2) Dedicated grievance mechanisms are established at each plant, including anonymous suggestion boxes, employee feedback QR codes and monthly employee communication meetings, to ensure that employees can freely report safety hazards and health concerns without any form of retaliation.
 - (3) Employees are encouraged to take part in the "Snap-and-Report" safety campaign.
9. The Company commits to consulting with and involving employees or their representatives in the following matters: hazard identification, risk assessment and the determination of risk control measures; the formulation of the occupational health and safety policy and objectives; decisions on changes affecting workplace health and safety; and the monitoring, measurement and evaluation of occupational health and safety performance.

Management System and Action Plans

10. Risk Assessment and Management
 - (1) The Company has established and implemented the "Group Hazard Identification, Risk Assessment and Control Management" regulations to systematically identify, assess and control occupational health and safety risks in the workplace. Each business unit regularly carries out hazard identification and risk assessment and formulates targeted risk control measures based on its business characteristics.

(2) The Company has established and implemented a systematic process for identifying and investigating occupational health and safety risks, covering all workplaces, business activities and relevant-party personnel entering the workplaces: for routine and non-routine work activities, hazard identification, risk assessment and tiered control are carried out regularly; root cause investigations are conducted for work-related injuries, occupational diseases, illnesses, accidents and near-miss incidents, with assessment of their health and safety impacts, and determination of corrective and preventive measures; and all employees are encouraged to participate in risk identification, hazard reporting, and investigation-based improvement, while the Company tracks and verifies the effectiveness of rectification measures, continuously improving the occupational health and safety management system accordingly.

(3) The Company comprehensively promotes safety standardization, aligning with the latest national standard GB 33000-2025 “Requirements for the Safety Production Standardization Management System of Large and Medium-sized Enterprises” , and introduces the LS-PDCA management model to form a complete management framework covering all elements of safety production. Specialized audit standards have been developed for business scenarios such as wind turbine manufacturing, wind farm operation and maintenance (O&M), chemicals, water treatment plants, and hybrid tower production, achieving full coverage of standards across the entire business chain.

11. Emergency Preparedness and Response

The Company strictly follows the requirements of the “Three-Tier Emergency Response Plan System” to establish a full-chain emergency management framework covering the Group, business units, and relevant parties. It covers multiple scenarios such as production safety incidents, natural disasters, and environmental incidents.

12. Incident Investigation and Prevention

The Company has established investigation procedures for work-related injuries, occupational diseases, and accidents, conducting root cause analysis for each incident and implementing corrective and preventive measures. The

Company implements closed-loop management of incident risks across the whole chain, broadens channels for reporting hidden hazards, encourages all employees to participate in the identification and reporting of safety hazards, and defines responsibilities and deadlines for rectification. Preventive measures are implemented before incidents occur to control incident risks.

13. Occupational Health and Safety Requirements in Procurement and Contracts
 - (1) The Company incorporates occupational health and safety standards into its procurement and contract management processes. When signing cooperation agreements with contractors and suppliers, OHS clauses are included, covering, but not limited to, requirements such as compliance with the Company' s safety management rules, safety training and review prior to site entry, on-site work safety management, and incident reporting obligations.
 - (2) The Company expects and guides contractors, suppliers and subcontractors to comply with applicable occupational health and safety laws and regulations and the Company' s relevant safety management requirements, to establish and improve occupational health and safety management systems, continuously improve their occupational health and safety performance, and to fulfill work safety and incident reporting obligations as agreed in their contracts. The Company values occupational health and safety performance of relevant parties and treats it as an important reference for supplier evaluation and continued cooperation.

Safety Training and Culture Building

14. The Company has established a training mechanism based on "management leadership, professional support and full participation" , providing systematic OHS training to all employees and relevant parties to raise safety awareness and reduce workplace injury incidents. In terms of safety culture building, the Company has constructed a group-wide communication matrix combining "Group coordination + unit-specific features" .

Occupational Hygiene and Health Surveillance

15. The Company has formulated the "Group Occupational Hygiene Management Regulations", which set out full-process management requirements covering: the "Three Simultaneities" requirement for occupational disease protection facilities in construction projects; the detection and evaluation of occupational disease hazard factors; the declaration and notification of occupational disease hazard projects; occupational health training and publicity; the maintenance of occupational disease protection facilities; occupational health surveillance; the management of patients with occupational diseases and suspected cases; occupational disease hazard accident and emergency management; and occupational health records management.
16. The Company strictly carries out occupational health management in accordance with national regulations and company policies. It continuously conducts occupational health surveillance and monitoring of occupational disease hazard factors to safeguard employees' occupational health.

Internal Inspection and External Verification

17. The Company has established a systematic internal inspection mechanism, under which safety management personnel at all levels supervise and evaluate the status of OHS management at work sites through regular inspections, special inspections and daily patrols. Issues identified during inspections are incorporated into a closed-loop rectification management system, with responsible persons and rectification deadlines clearly defined.
18. The Company has its occupational health and safety management system verified by independent external certification bodies. The Company's businesses, including wind turbine manufacturing, wind turbine services, energy storage, hybrid towers, wind farm investment, green chemicals, and environmental protection and water services, have all obtained ISO 45001:2018 Occupational Health and Safety Management System certification.

Management Responsibilities

19. Chief Quality Officer

Regularly receives reports on OHS performance and ensures that OHS management is aligned with the Company' s long-term strategy.

20. EHS Committee

- (1) Reviews and approves the Company' s occupational health and safety policy;
- (2) Supervises the effectiveness of the implementation of the OHS management system;
- (3) Coordinates the roll-out of the OHS management system across business units;
- (4) Reviews the achievement of OHS objectives and targets;
- (5) Reports major safety matters to the Chief Quality Officer.

21. Group QHSE Management Department

As the standing body for the Company' s OHS management, it is responsible for the day-to-day management, supervision, auditing and continual improvement of the OHS system, and organizes internal audits and management reviews.

22. All Heads of business units

Take full responsibility for OHS management within their respective units. Following the management mechanism of "checklist-based performance, regular assessment, and digital traceability," they shall ensure that safety responsibilities are firmly delegated down to the "last mile."

23. All employees

Comply with OHS policies and rules, use personal protective equipment correctly, actively participate in safety training and emergency drills, and proactively report safety hazards and unsafe behaviors.

Review and Continual Improvement

24. This Policy is reviewed annually under the organization of the QHSE Management Department to assess its suitability, effectiveness, and conformity with the latest laws, regulations and international standards.
25. The Policy shall undergo a comprehensive revision every three years. The next comprehensive revision shall be completed by 2029, with subsequent revisions to follow in sequence thereafter. The revision process may be

initiated ahead of schedule in the event of major safety incidents, significant changes in laws and regulations, or substantial adjustments to the Company' s organizational structure.

26. In accordance with the requirements of the ISO 45001 standard, the Company conducts at least one internal audit and management review each year to identify improvement opportunities in the OHS management system and drive continuous enhancement of management performance.

Quantitative Targets and Indicators

27. The Company incorporates occupational health and safety performance into quantitative management and has set the following quantitative targets to measure and drive continuous improvement in occupational health and safety performance. The achievement of each indicator will be regularly reported to the EHS Committee and the Sustainability Committee and disclosed in the annual sustainability report. Annual indicators are determined in line with the Company' s annual safety work plan and updated on a rolling basis each year.

Target Area	Target Indicator	Base Year/Value	Target Year/Value	Responsible Department
Incident Performance	Total Recordable Injury Rate (TRIR, cases per million work hours)	2025: 0.93	10% reduction by 2030 compared with 2025	Group QHSE Management Department
Incident Performance	Lost Time Injury Rate (LTIR, cases per million work hours)	2025: 0.13	10% reduction by 2030 compared with 2025	Group QHSE Management Department
Occupational Health	Employee health related activity participation rate	2025: 100%	Maintain 100% every year through 2030	Group QHSE Management Department

Target Area	Target Indicator	Base Year/Value	Target Year/Value	Responsible Department
Occupational Health	Occupational health and safety medical examination rate	2025: 100%	Maintain 100% every year through 2030	Group QHSE Management Department
Safety Management	Safety training plan completion rate	2025: 100%	Maintain 100% every year through 2030	Group QHSE Management Department

Policy Communication and Information Disclosure

28. This Policy shall take effect upon review and approval by the EHS Committee of Goldwind Science & Technology Co., Ltd., and shall be implemented from the date of release.
29. This Policy will be communicated to all employees through platforms such as the Company' s OA intranet, WeCom and other platforms. All Company employees shall be familiar with and comply with this Policy.
30. This Policy is a public document and will be published on the Company' s official website (www.goldwind.com) for access by all stakeholders.

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