

**Cheongfuli (Xiamen) Co., Ltd.**  
**Occupational Health and Safety Policy**

**1 Purpose**

With the mission of “Creating New Value for a Better Life for All,” the Company places safety and employee health as its top priority, and is committed to minimizing occupational health and safety risks in its operations and safeguarding the occupational health and safety of its employees. This policy is hereby established.

**2 Scope**

This policy applies to the Company and all entities over which it has operational control. Each entity may formulate its own occupational health and safety policy based on its actual circumstances, which shall be consistent with this policy.

**3 Relevant Measures**

- 3.1 The Company strictly complies with the laws and regulations relating to health and safety of the country and the regions where it conducts business.
- 3.2 The Company has established a Safety Committee as its work safety management body, with the General Manager serving as the director of the Safety Committee, and has appointed work safety management personnel.
- 3.3 With reference to ISO 45001 and other international standards, the Company improves its occupational health and safety management system, identifies, assesses, and manages occupational health and safety risks in the course of business development, establishes a dual prevention mechanism of tiered safety risk control and hazard identification and rectification, records and manages hazard information, and conducts regular reviews and inspections.
- 3.4 The Company provides a safe and healthy working environment, establishes

a reasonable work and rest schedule, implements an occupational health consultation system, provides employees with consultation services on disease prevention and occupational health protection, and avoids the hazards of occupational diseases. The Company also provides employees with regular mental health assessments to prevent occupational stress from affecting employees' mental well-being, thereby safeguarding the physical and mental health and safety of employees.

- 3.5 The Company organizes occupational health and safety initiatives and training activities for employees, contractors, and other stakeholders, fosters a sound health and safety culture, designates dedicated personnel to be responsible for safety training, and implements day-to-day health and safety management.
- 3.6 The Company provides employees with a safe office environment, travel support, and necessary labor protection gear, pays attention to employees' occupational health and mental well-being, and carries out disease prevention, health promotion, psychological support, and relevant counseling activities as appropriate. For work scenarios involving frequent business travel, on-site factory assignments, and port assignments, the Company strengthens safety reminders and risk prevention for personnel, and provides support measures such as safety guidance, emergency contact information, and travel insurance based on actual circumstances.
- 3.7 The Company conducts occupational health and safety training and awareness campaigns to enhance the safety awareness of employees and relevant business partners (such as logistics carriers and processing service providers). In the course of cooperation with business partners, the Company pays attention to their safety qualifications and compliance status, specifies relevant safety responsibility requirements in contracts or agreements based on actual business needs, and promotes the joint improvement of safety management across the upstream and downstream supply chain.

#### **4 Effective Date**

4.1 This policy has been reviewed and approved by the Company's management, who shall be responsible for overseeing its implementation.

4.2 This policy shall come into effect from the date of its publication.

**Cheongfuli (Xiamen) Co., Ltd.**

**XX XX, 2026**