

HEALTH AND SAFETY MANAGEMENT POLICY



01 Health and Safety Management Policy

Sungrow Power Supply Co., Ltd. (hereinafter referred to as “Sungrow” or “the Company”) fully recognizes that safety is the fundamental prerequisite for all business operations. The Company strictly complies with applicable health and safety laws, regulations, and relevant requirements, and has formulated a comprehensive safety management strategy involving the participation of all employees. Every employee is expected to actively engage in accident prevention, emergency response, and training and education related to health and safety, working together to create a safer, more stable, and more sustainable working environment.

This Health and Safety Management Policy (hereafter referred to as “this Policy”) applies to Sungrow Power Supply Co., Ltd. and its subsidiaries, covering the Company’s production and business operations, products and services, etc. It applies to all employees (including part-time employees, contractors, and interns). The Company also requires suppliers, service providers, contractors, and other major business partners to comply with this Policy or equivalent regulations and standards.



Safety Vision and Objectives



Sungrow is committed to creating a zero-harm work environment and fostering a corporate culture centered on safety as a top priority, while it is dedicated to continuously reducing workplace safety risks, eliminating fatal accidents, and enhancing long-term safety performance through systematic safety management.

Ongoing Advancement of the Management System

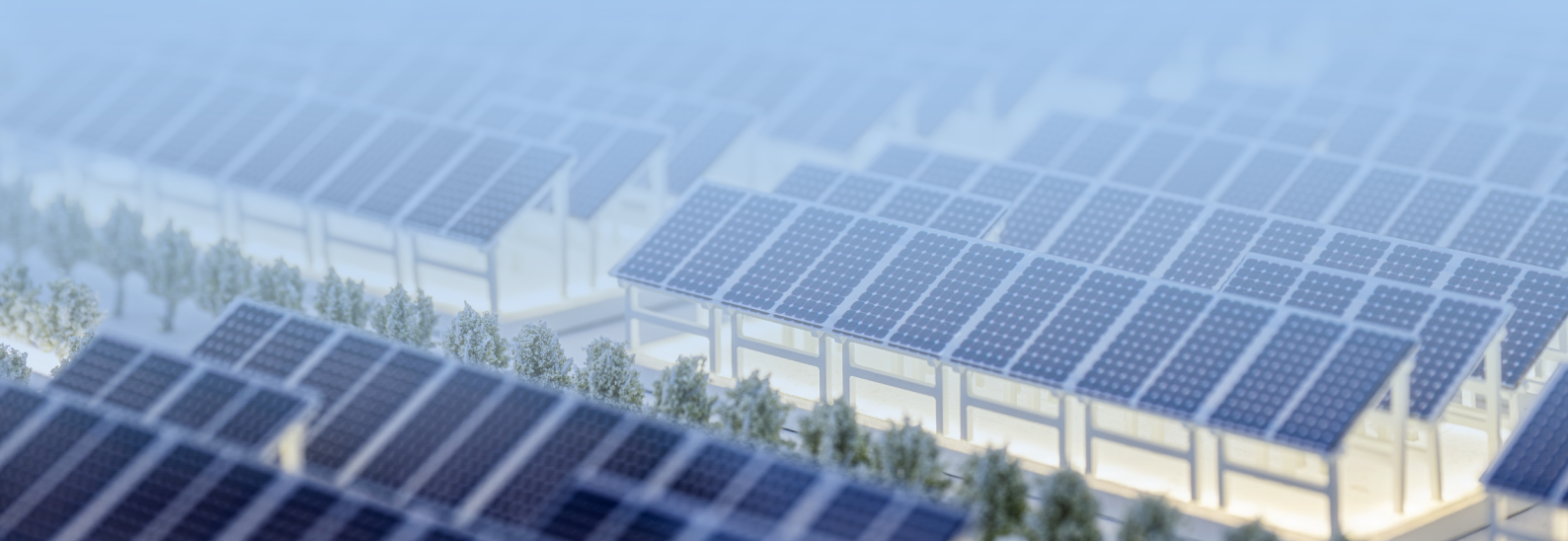


- The Work Safety Committee serves as the highest governing body for health and safety, responsible for decision-making and oversight of health and safety matters.
- Each business unit and subsidiary has established EHS (Environment, Health, and Safety) departments or personnel and appointed safety representatives. Employee representatives participate in the formulation of the Company's safety production management systems and assist in conducting internal audits on health and safety.
- A comprehensive health and safety management system has been established, covering production facilities across the globe.
- Targets are set to continuously reduce the lost time injury rate and maintain zero workplace fatalities.
- Comprehensive health and safety risk assessments are conducted to identify potential risks and prioritize areas requiring immediate attention.
- Priorities are set and corresponding action plans are developed based on risk assessment results, ensuring that resources are focused on the most critical issues.
- Health and safety internal audits are conducted, accompanied by regular monitoring of action plan implementation and effectiveness to evaluate the management system's performance. Strategic adjustments are made as needed to ensure quantitative targets are met.
- The health and safety management system is continuously improved to optimize performance and enhance overall management standards, ensuring the attainment and maintenance of higher benchmarks. Open channels for incident reporting are provided to ensure timely handling and resolution.

- Internationally recognized safety management rating systems are introduced and best practices in health and safety are promoted to influence and empower employees for ongoing improvement.
- An EHS management platform and EHS service account have been established to enhance the effectiveness of health and safety management.

A Safer Working Environment

- A health and safety risk assessment and hazard management mechanism is in place to identify and evaluate occupational health and safety risks, with the aim of eliminating workplace hazards.
- Mental health is integrated into the overall wellness management system by establishing mental wellness stations to support and improve employees' psychological well-being.
- A regular monitoring program is carried out to evaluate the effectiveness of risk management and to ensure a safe and reliable workplace.
- Appropriate Personal Protective Equipment (PPE) is provided to employees, supported by comprehensive PPE management rules and on-site supervision.
- In accordance with policies on health and safety incident reporting and emergency response, emergency resources are properly allocated, and standardized protocols are in place. Corrective and preventive measures are taken to address issues identified in incidents, ensuring closed-loop rectification.



Broader Participation



- Emphasis is placed on the critical influence of the Company's Management's safety awareness to drive performance-related initiatives.
- Comprehensive employee participation is encouraged in safety management to strengthen incentives and positive reinforcement and cultivate a proactive safety culture.
- Employees are encouraged to actively participate in safety management and continuous improvement, with regular engagement and communication activities organized.
- A closed-loop system for contractor health and safety management has been established, encompassing safety qualification reviews, on-site supervision, and performance evaluations.

Company-wide Capability Building



- Health and safety training with 100% coverage is provided to support employees in effectively fulfilling their health and safety responsibilities.
- The professional capabilities of emergency response teams are enhanced, with cross-departmental coordination in place to manage potential emergencies.

Safe and Reliable Products and Services



- Products and services delivered to customers comply with applicable health and safety standards.
- Efforts are made to enhance the safety and reliability of products and services, reducing potential health and safety risks.

Review and Update

Sungrow is committed to conducting a comprehensive review of the Health and Safety Management Policy at least once a year. This review process covers this Policy's legality, appropriateness, effectiveness, and alignment with the Company's current operations and future strategic direction. In addition, special reviews will be promptly initiated in response to significant regulatory changes, the adoption of new technologies, or adjustments in business models, to ensure timely updates and continued applicability of this Policy.



Information Disclosure



This Policy shall be communicated comprehensively to all employees through the Company's internal information network. All employees are required to fully understand and strictly comply with provisions. Regular training sessions will be conducted to enhance employees' understanding and implementation of this Policy, thereby ensuring its effective execution.

Upon review and approval by the Company's Work Safety Committee, this Policy shall be implemented across all global production and operational sites.

A stylized handwritten signature in black ink.

Date of Issue: May 2025

Version: 2025V1

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