



Occupational Health and Safety (OHS) Policy

I. Policy Statement

Yutong Bus Co., Ltd. (hereinafter referred to as “Yutong Bus,” “Yutong,” “the Company,” or “We”) firmly upholds safe development concepts, implements an “employee-centered” business philosophy, and adheres to the principle of “safety first, prevention foremost, and comprehensive management”. We strictly enforce a company-wide safe production responsibility system, enhance systematic management level, and actively fulfill our responsibilities for enterprise OHS.

The Company consistently upholds the PDCA cycle management philosophy of the OHS management system. We continuously improve regulations, procedures, and business processes while enhancing employees’ OHS awareness. Our efforts focus on preventing, controlling, and eliminating occupational hazardous factors and safety incident risks to ensure ongoing improvement of our management system and performance. We strive to create a safe, healthy, and comfortable work environment, maintain strict compliance standards, and build a responsible corporate brand image.

II. Scope of Application

This policy applies to all employees of Yutong Bus and its subsidiaries, as well as suppliers and other business partners.

III. Overall Commitment

1. We strictly comply with applicable OHS international standards and requirements including the ISO 45001, national and local laws, regulations, and requirements; uphold compliance as the baseline, actively fulfill corporate responsibilities in OHS, and pursue long-term goals of zero risks, zero incidents, and zero occupational diseases. The Company commits to regularly monitoring and disclosing relevant performance metrics while continuously enhancing OHS performance management.

-
2. We continuously improve the OHS management system by identifying and controlling risks, as well as eliminating incident and occupational disease hazards through systematic and digital management approaches.
 3. We are committed to establishing a world-class OHS management system and professional team as the benchmark in the commercial vehicle industry, continuously improve the Company's prevention capabilities, and ensure stable and controlled OHS conditions.
 4. We guarantee OHS investments to ensure effective implementation and continuous improvement of OHS policies.

IV. Core Values

1. Ensure OHS, prevent workplace injuries, and safeguard employees' lives and physical well-being.
2. Provide employees with a safe, healthy, and comfortable work environment to enhance their sense of belonging and job satisfaction.
3. Build a responsible corporate image, strengthen public trust, gain support and recognition from both the government and society.

V. Management Principles

1. Occupational Health and Safety Regulations

1.1 We timely collect and interpret changes in OHS laws, regulations and standards, establish and improve a comprehensive set of OHS rules, regulations and operating procedures such as *Safety Production Responsibility System Management Regulations, Production Safety Risk Identification and Hierarchical Control Management Regulations, Production Safety Checking and Incident Risk Management Regulations, Production Safety Emergency Response Management Regulations, Occupational Health Management Regulations, and Emergency Rescue Plan for Occupational Disease Hazard Incidents.*

1.2 In accordance with *Standards for Determining the Risks of Major Incidents of Industry and Trade Enterprises*, we conduct regular reviews and inspections of major incident risks, and perform responsibility baseline confirmation and evaluation management of incidents classified as major risks.

1.3 In accordance with the *Enterprise Standard for Working Environment*, we integrate its requirements into all business processes, focusing on two core principles: “controlling new risks and improving existing conditions”. This approach aims to create a safe, healthy, and comfortable workplace, safeguard employees’ OHS, and enhance overall staff satisfaction.

2. OHS Responsibility Management

2.1 Focusing on statutory duty fulfillment, we enhance OHS responsibility awareness among department heads and personnel at all levels. Tiered performance evaluations are implemented for production safety responsibilities, with emphasis on the safety performance of both “department heads and team leaders”.

2.2 We have established OHS management organizations with dedicated safety personnel and implemented a comprehensive safety responsibility system covering four aspects: defining, understanding, fulfilling, and enforcing responsibilities. We also have established a comprehensive safety responsibility structure that covers all aspects and levels to reinforce accountability at every tier.

2.3 Based on incident and risk findings, we verify management personnel’s understanding of safety responsibilities/objectives, measure implementation of incident happened, and awareness of major risks in their areas via regular communication, performance reviews, and audit evaluations. Timely correct any deviations to reinforce safety accountability at all levels.

2.4 The Company ensures full consultation with employees and their representatives at relevant levels and functions regarding OHS matters, encouraging their active participation. We carefully consider employee suggestions on OHS, promptly address and respond to feedback, safeguard

employee engagement in OHS management, continuously improve relevant systems, and enhance OHS standards.

3. Risk Identification and Management

3.1 We have established and implemented a safety risk identification and tiered control mechanism, defining requirements for identifying and managing basic, inherent, and variable risks, while verifying and evaluating the effectiveness of risk controls at the operational level.

3.2 We annually organize all departments to update operational task list based on “process flow”, monitor process monthly, and conduct final inspections to ensure comprehensive task coverage, accurate risk identification, reasonable control measures, and effective employee execution.

3.3 We conduct weekly “top-down + bottom-up” changed risk identification and control, prioritizing major/prominent/common safety risks, perform monthly verification and evaluation reports on risk control effectiveness to ensure comprehensive risk identification, effective measures, and proper implementation.

3.4 We utilize digital tools like AI video monitoring and abnormal behavior alerts to identify safety risks in advance, enable timely intervention, and prevent risks from escalating into incidents.

3.5 The Company prioritizes OHS risks, develops prevention and control action plans accordingly, adjusts control measures promptly, and aligns risk management outcomes with objectives to ensure effective control of identified risks.

4. Risk Identification and Management

4.1 We have established and implemented a risk identification and management mechanism, conducting daily, weekly, specialized, and holiday safety inspections. We also encourage workshop managers and supervisors to proactively conduct safety inspections, with weekly/monthly reporting of inspection data and effectiveness evaluations, followed by timely guidance and corrective actions based on results. Additionally, the Company conducts annual internal audits and third-party

certification (ISO 45001) reviews to ensure the continuous effectiveness of its OHS management system, enhancing overall OHS management level.

4.2 We are committed to refining and implementing the risk identification and incentive mechanism; conduct monthly evaluations and incentives for employees based on the quality of self-reported risks, encouraging proactive reporting and resolution of safety risks.

4.3 We organize each department to review and update the major risk list quarterly, identify new major risks resulting from process layout adjustments, implement daily intrinsic safety improvements for major risks, develop corrective plans, and eliminate or reduce major safety risks.

4.4 Building on mechanical safety standardization, we solidify safety standards for high-risk equipment and facilities while conducting thorough inspections and corrective actions. Engage external experts to perform on-site assessments, identifying and addressing gaps to enhance the inherent safety of equipment and facilities.

5. Education and Training on OHS

5.1 We develop an annual education and training plan. Each department implements training per the plan, uploads training records, monitors monthly completion, conducts final verification, and delivers evaluation results.

5.2 We conduct OHS training for new employees. All departments are required to maintain daily training records and verify on-site implementation and effectiveness of the three-tier OHS training and authorized operations for new staff.

5.3 We strengthen OHS management organization by requiring all departments to dynamically adjust and supplement qualified OHS personnel and have established a professional development and assessment system for both “existing and new” OHS personnel, conducting regular “theoretical + practical” training and examinations to continuously enhance their expertise in risk identification and control.

5.4 We conduct safety education and training activities including company-wide safety courses with

quizzes, safety discussions, incident prevention, and emergency response knowledge learning and competitions to enhance safety awareness among managers and frontline staff.

6. Emergency Plan Management

6.1 Annually, we enhance the Company's comprehensive emergency rescue plans, specialized emergency plans, and departmental OHS field response drill plans at three levels and update these according to annual management requirements, improving them for compliance with external regulations and alignment with internal management practices.

6.2 We conduct monthly emergency drills and monitoring at both company and workshop levels to test and evaluate the effectiveness of emergency plans and enhance staff emergency response capabilities.

7. Safety Incident and Occupational Disease Prevention Management

7.1 In the event of an incident, the "level-by-level reporting" principle shall apply, with each level completing its report within 10 minutes. Incident reports shall be timely, accurate, and complete.

Late reporting, omission, false reporting, or concealment of safety incidents is prohibited.

7.2 In the event of a general or more severe production safety incident, personnel at the scene should immediately report to the Company's responsible person, who shall then report to the production safety supervision authority above the county level where the incident occurs within one hour.

7.3 Incident investigation and handling adhere to the principles of truth-seeking and scientific rigor, promptly and accurately determining the course of events, causes, and losses, identifying the nature of the incident, assigning responsibility, summarizing lessons learned, proposing corrective measures, and holding accountable parties responsible.

7.4 We define physical examination items and standards, conduct occupational health monitoring throughout employment (pre-employment, on-the-job, and post-employment), establish health surveillance records, set threshold values for health indicators, and perform trend analysis. We drive

timely improvements in the work environment and job reassignments to ensure health conditions remain controlled and effectively prevent occupational diseases.

7.5 We have implemented an “employee-centered” management approach by establishing a mental health platform for all staff and enhance managers’ ability to care for and support employees, identify those facing psychological distress promptly, and provide counseling and medical referrals to effectively prevent mental health crises.

8. OHS Investment

8.1 We have established and maintain an annual OHS improvement item list for each department, updating it by the 5th of each month to ensure coverage and elimination of workplace occupational health hazards.

8.2 We regularly review and complete the safety cost ledger, track the progress of submitted items to ensure timely implementation and effectiveness, while maintaining compliance standards.

9. Management of Hazardous Chemicals

9.1 The Company has implemented a rigorous hazardous chemical management system to ensure safe procurement, usage, storage, and disposal of hazardous chemicals. Effective safety measures are taken to prevent incidents such as leaks or explosions. The Company has established strict operating procedures for hazardous chemical using, enhanced employee training to ensure proper operation, and developed an emergency response mechanism with contingency plans to improve incident response capabilities.

10. Safety Management of Relevant Parties

10.1 The Company has established the *Related Parties Production Safety Management Regulations* (YTKC.SP04.03-38) and *Occupational Health Management Regulations* (YTKC.SP04.03-09), which standardize OHS requirements for contractors in the workplace. By signing safety agreements with contractors, both parties’ rights and obligations are clearly defined.

10.2 The Company has implemented systematic safety control over contractors' service processes through qualification reviews, operational safety approvals, training programs, safety commitments signing, process monitoring, and performance evaluations.

VI. Performance Evaluation

1. Evaluation Principles:

1.1 We reinforce the accountability mindset, maintain a high-pressure approach, strengthen process accountability, and impose administrative or financial penalties on those responsible for issues in outcomes and processes.

1.2 We adhere to strict accountability for negligence, reduce or exempt liability for due diligence, and apply proportionate accountability based on the nature of responsibility and severity of impact.

2. Assessment and Fulfillment:

2.1 We conduct tiered and categorized evaluation and management of each responsible unit's work performance, establish corresponding management rules, and has implemented a closed-loop OHS responsibility system through "KPI + management status assessment + key event evaluation".

2.2 Performance evaluation and closed loop: OHS management targets are assigned to each responsible unit, implemented through quarterly and annual performance reviews linked to performance-based pay. The evaluation applies to the designated indicator holders.

2.3 Management performance evaluation: Based on monthly performance assessments of department heads, quarterly comprehensive evaluations with warning status, and on-site management effectiveness, performance bonuses or penalties shall be awarded. Administrative sanctions shall apply for sustained poor performance without improvement.

2.4 Key event evaluation: We focus on identifying and rectifying abnormalities by assessing risks, incident outcomes, and workplace conditions at production sites, while establishing and enforcing reward and penalty mechanisms.

3. Continuous Improvement

3.1 We periodically review OHS performance and management systems, establish measurable goals and targets, enhance core OHS values, and continuously improve OHS management system standards.

3.2 We conduct systematic analysis of safety risks, incidents, and workplace environmental factors, then implement comprehensive, actionable, and measurable corrective and preventive measures to prevent recurrence.

3.3 We continuously monitor and learn from external advanced OHS technologies as well as outstanding management practices to drive ongoing improvement in management standards and performance.

VII. Supplementary Provisions

This Policy is reviewed and approved by the Company's Strategy and Sustainability Committee.

The Company will periodically review and update this Policy as necessary.