

Seres Group Occupational Health and Safety Policy

Seres Group Co., Ltd. and its subsidiaries (collectively referred to as “Seres” or the “Company”), in order to ensure employee occupational health and safety, create a safe working environment, and support the Sustainable Development Goals (SDGs), strictly adhering to the *Work Safety Law of the People's Republic of China*, the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, the *Labor Law of the People's Republic of China*, as well as relevant international standards and laws and regulations, hereby formulates this “Seres Group Occupational Health and Safety Policy” (hereinafter referred to as “this Policy”).

1. Scope

This policy applies to Seres Group Co., Ltd. and all its branches and subsidiaries, covering all employees, contractors, and individuals within the Company's operations and under its supervision. The Board of Directors serves as the highest oversight body, responsible for supervising and regularly reviewing the implementation of this Policy.

2. Principles

The Company strictly complies with relevant laws and regulations, including the *Fire Protection Law of the People's Republic of China*, the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, the *Work Safety Law of the People's Republic of China*, and other applicable international standards. The Company establishes and continuously improves the occupational health and safety (OHS) management system in accordance with the ISO 45001 standard.

3. Management Measures

3.1 Governance Structure and Accountability

- The Company establishes a comprehensive, cross-functional, and top-down safety accountability system, clarifies management responsibilities at each hierarchical level, and enforces the primary accountability for work safety. The Company establishes the Safety, Environment and Health Management Committee (hereinafter referred to as “the Committee”) as the highest decision-making body, led by the Group President and composed of heads of functional departments and subsidiary companies. The Committee oversees work safety, environmental protection, occupational health, and fire safety, and conducts regular inspections and supervision. Safety targets are cascaded through signed *Safety, Environmental Protection, Occupational Health, and Fire Responsibility Agreements* at all organizational levels.

3.2 Compliance and Standards Implementation

- The Company commits to full compliance with international OHS standards, national laws, voluntary initiatives, and collective agreements. The Company regularly reviews and updates internal management systems to align with the latest legal requirements and industry best practices. The Company is committed to providing all employees and

business partners with a healthy and safe working environment aligned with international standards.

3.3 Risk Assessment and Control

- The Company conducts regular OHS risk and hazard assessments to identify health and safety risks, including workplace environmental factors and occupational hazards. The Company maintains a risk register, classifies risk levels, and assesses the extent of impact. Based on the results of risk assessments, the Company defines control priorities and action plans, sets quantitative targets, develops corresponding risk control measures, and assigns clear responsibilities to designated departments and responsible persons.
- The Company establishes a risk monitoring mechanism and uses quantifiable OHS performance indicators to monitor and evaluate the effectiveness of risk control measures. The Company promptly adjusts control measures as needed, continuously improves the risk management system, and enhances OHS performance.

3.4 Employee Communication and Training

- The Company places strong emphasis on worker consultation and encourages employee participation in OHS management. All employees exposed to occupational hazards must sign *Notification of Occupational Hazard* that clarifies workplace risk points, protective measures, and personal responsibilities, to ensure that employees understand the risks and protective measures, and protect themselves effectively.
- The Company conducts regular training on emergency response, occupational health, and safety practices to enhance awareness and prevent incidents.

3.5 Emergency Preparedness and Response

- The Company develops emergency response plans for incidents such as fire, explosion, leakage, and natural disasters.
- The Company conducts regular emergency drills to improve staff response capabilities.
- The Company equips facilities with essential emergency supplies, including fire extinguishers and personal protective equipment (PPE).

3.6 Incident Investigation Procedures

- When any work-related injury, ill health, disease, or accident occurs, the personnel involved shall immediately report the incident to the head of the unit's safety management department. The Company shall ensure that qualified professionals respond to and handle the incident promptly. The designated responsible person shall lead a professional investigation to determine the root causes of the incident and define appropriate corrective and preventive measures.

3.7 Supplier and Third-Party Management

- The Company incorporates ISO 45001 certification requirements into supplier qualification and procurement contracts, and gives priority to suppliers with strong OHS performance.

3.8 Goal Setting and Performance Incentives

- The Company continuously improves OHS management performance through clear priorities and actionable plans. The Company integrates safety performance into executive compensation under the *Seres Group EHS Performance Evaluation and Management Measures* and implements rewards or deductions based on annual reviews, linking safety outcomes directly to personal accountability.

3.9 Supervision and Review

- The Company conducts occupational health and safety risk identification, proactive hazard identification and mitigation, along with safety supervision and inspection, and establishes an internal occupational health and safety audit mechanism that encompasses the entire process, from the group headquarters down to the workshop level.
- The Company continuously improves the performance of the OHS management system and pursues external certifications such as ISO 45001 to enhance standardization and systematic management.