HYPER STRONG



HEALTH AND SAFETY MANAGEMENT POLICY

Empowering a Sustainable Future



Health and Safety Management Policy

Beijing HyperStrong Technology Co., Ltd. (hereinafter referred to as "HyperStrong" or the "Company") adheres to the guiding principle of "people-oriented" and places the health and safety of employees as the top priority in business operations. It establishes and improves a safety management mechanism, implements the work safety responsibility system at all levels, constantly prevents safety risks, enhances safety awareness, and ensures employees' occupational health and safety. Through the implementation of a company-wide responsibility system for occupational safety and environment, it jointly promotes the building of a safe, stable, and sustainable working environment.

This Policy applies to Beijing HyperStrong Technology Co., Ltd. and all branches and subsidiaries within the scope of its consolidated financial statements. It applies to all aspects of the Company's operational activities, including production and operations, products and services, logistics and distribution, and waste management. It applies to all employees of the Company, including full-time employees, temporary workers, apprentices, student workers, contract workers, and other types of personnel both domestically and internationally, and requires all partners to actively comply with this Policy or similar policy requirements.

Improving the Health and Safety Management System

The Board of Directors is the highest governing body for the overall management of sustainable development-related issues and is responsible for the final deliberation and approval of major matters related to health and safety management. The ESG Committee is established as a specialized committee of the Board of Directors to coordinate the decision-making and supervision of daily health and safety management matters and continuously track environmental management performance indicators.

At the same time, HyperStrong establishes a Work Safety Committee chaired by the heads of each production base and composed of heads of each functional department, responsible for decision-making and supervision of health and safety management matters.

The Environment and Safety Department is established to supervise the signing of safety commitment letters, implement the first responsibility person for work safety and the company-wide work safety responsibility of all employees, continuously strengthen the awareness of the safety red line, and ensure effective management of work safety.

Comply 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 other relevant laws and regulations, and establish and improve a safety management mechanism.

Formulate the EHS Management Manual, Contractor Safety Management Regulations, and other systems, set work safety objectives and indicators, decompose them to each department, and conduct regular assessments.

Implementation of Health and Safety Management Measures

Risk Response

Formulate risk assessment and control procedures, identify hazard sources in work safety, evaluate their degree of danger, and form a Hazard Identification and Assessment Analysis Form.

Carry out daily safety inspections, monthly safety inspections, hazard investigations, and emergency drills, establish a safety hazard risk ledger and hazard list, promptly eliminate safety hazards, and respond to safety risks.

Annual Safety Month

Further establish and improve the safety hazard investigation and safety prevention and control system.

In accordance with relevant national regulations, the Company designates June as the Group Safety Production Month and November as the Group Fire Prevention Promotion Month. During these periods, the Group Environment, Health and Safety (EHS) Department coordinates and organizes safety inspections, training, hazard identification and other activities across all production sites and construction project sites. It also arranges special emergency drills and engaging safety knowledge contests and other interactive activities.

Education and Training

Regularly carry out occupational health training.

Hold work safety meetings, special safety education for new, transferred, and reassigned employees, and special safety training for employees in special positions, and conduct training effectiveness evaluation and assessment to promote all employees to learn and take up posts qualified.

Set up occupational hazard notification boards and bulletin boards to publicize health knowledge.

Prevention and Emergency Management

Carry out occupational hazard factor testing. Conduct pre-employment, on-the-job, and post-employment occupational health examinations for workers exposed to occupational disease hazards, and establish personal occupational health surveillance records.

Equip employees with labor protection equipment, relevant emergency equipment, and emergency medicines.

Compliance Complaints

Any organization or individual within HyperStrong has the obligation to truthfully and accurately report and feed back health and safety risks and violation information related to the Company's business management activities. These business management activities include: formulation and implementation of rules and regulations, decision-making on matters, contract signing, project investment and operation, etc. At the same time, employees, suppliers, business partners, customers, and other stakeholders may, through the following complaint channels, anonymously or by real name, feed back to or report to the Company any incidents violating this Policy or concerns about this Policy, including but not limited to production safety, healthy working environment, occupational disease management, and related party safety issues.

HyperStrong adopts a "zero tolerance" attitude toward any form of threat, attack, harassment, or retaliation against complainants or whistleblowers, and strictly prohibits any department or employee from engaging in such conduct. The personal information of complainants and the information they provide will be strictly kept confidential to protect whistleblowers from retaliation.

Whistleblowing Channels

Reporting Hotline: 010-56352618
Reporting Email: jubao@hyperstrong.com (China)
feedback@hyperstrong.com (Overseas)
Mailing Address: C-F13, Building 2, No.9 Fenghao East Road, Haidian District, Beijing P.R.China

Implementation and Feedback

Managers at all levels of HyperStrong are responsible for ensuring that the requirements detailed in the Health and Safety Management Policy are implemented. Each department and subsidiary at all levels shall, in accordance with changes in laws, regulations, and the business environment, implement oversight measures, regularly supervise and inspect the applicability of the Health and Safety Management Policy, and promptly feed back to the Environment and Safety Department of HyperStrong.

Supplementary Provisions

This Policy shall take effect on the date of publication and shall be reviewed annually. It is drafted, interpreted, and revised by the Environment and Safety Department of HyperStrong. The Company will implement relevant oversight measures, regularly review, and update and revise this Policy as appropriate.

Beijing HyperStrong Technology Co., Ltd.
2026
2nd Edition
The final right of interpretation belongs to Beijing HyperStrong Technology Co., Ltd.