

厦门建发股份有限公司
职业健康与安全政策
Xiamen C&D Inc.
Occupational Health and Safety Policy

1 目的 Purpose

公司以“开拓新价值，让更多人过上更有品质的生活”为使命，将安全与员工健康置于首位，致力于将运营中职业健康与安全相关风险降至最低程度，保障职工的职业健康安全，特制定本规定。

The Company puts safety and employee health first with the mission of "To exploit new value for more people to live a superior life". It is committed to minimizing occupational health and safety-related risks in its operations and ensuring the occupational health and safety of its employees. For this purpose, the Company has formulated this policy.

2 适用范围 Scope

本政策适用于建发股份及所属全资和控股公司，各单位可根据其实际情况制定相应的职业健康与安全政策，并需与本政策保持一致。

This policy applies to Xiamen C&D Inc. and its wholly-owned and holding companies. Each unit can formulate its own occupational health and safety policy based on its actual situation, which must be consistent with this policy.

3 相关措施 Measures

3.1 严格遵守国家和业务发展所在地区关于健康与安全的相关法律法规。

The Company strictly complies with the relevant laws and regulations concerning health and safety in the countries and regions where it operates the business.

3.2 设立安全委员会作为公司安全生产管理机构，总经理办公室为安全委员会常设办公室；各经营单位根据经营情况设置安全生产管理机构或配备安全生产管理人员。

The Safety Committee is established as the Company's safety production management organization, and the General Manager's Office serves as the permanent office of the Safety Committee. Each operating unit sets up a safety production management organization or assigns safety production management personnel according to its operational conditions.

3.3 参照 ISO45001 等国际标准，健全完善职业健康与安全管理体系，识别、评估及管理业务发展过程中的职业健康与安全风险，构建安全风险分级管控和隐患排查治理双重预防机制，并定期进行检讨与监察。

The Company refers to international standards such as ISO 45001 to establish and improve a comprehensive occupational health and safety management system, which includes identifying, assessing, and managing occupational health and safety risks in the business development process. The Company establishes a dual prevention mechanism for safety risk grading control and hidden danger inspection and rectification. Regular reviews and supervision are conducted to ensure compliance.

- 3.4 建立健全“党政同责、一岗双责、齐抓共管、失职追责”的工作机制，明确安全生产主体责任；制定安全生产工作计划，明确工作目标、工作方针、实现路径、考核目标；逐级签署安全生产责任书，并制定实施安全考核方案，提高管理层人员的责任感，将安全绩效纳入管理层绩效考核。

The Company has established and improved the working mechanism of "the party and government share responsibilities, dual responsibilities for one post, collective management with joint efforts, and accountability for dereliction of duty", clearly defining the main responsibility for safety production. The Company has developed a safety production plan and clarified work goals, guiding principles, implementation ways, and assessment targets. The Company has signed safety production responsibility letters at all levels and formulated safety assessment plans, enhancing the sense of responsibility among management personnel and linking safety performance to management performance evaluations.

- 3.5 制定安全生产事故、自然灾害事件应急预案，并定期组织演练。

The Company formulates emergency plans for safety production accidents and natural disaster events, and regularly organizes drills.

- 3.6 提供安全、健康的工作环境，建立合理的作息制度，实行职业健康咨询制度，给员工提供疾病预防、职业健康保护等咨询服务，避免职业病的危害；为员工提供定期的心理健康测试，避免职业压力对职工心理健康的影响，保障员工的身心健康与安全。

The Company provides a safe and healthy working environment, builds up a reasonable work scheduling system, introduces an occupational health consulting system, and offers employees counseling services on disease prevention and occupational health protection to prevent the hazards of occupational diseases. The Company conducts regular psychological health tests for employees to mitigate the impact of work-related stress on their mental well-being, ensuring the physical and psychological health and safety

of employees.

- 3.7 针对员工及承包方等利益相关方组织开展职业健康与安全倡议与培训活动，建立良好的健康与安全文化氛围，落实日常健康与安全管理工作。
The Company organizes occupational health and safety initiatives and training activities for stakeholders such as employees and contractors, establishes a positive health and safety culture, and implements daily health and safety management practices."

4 生效

- 4.1 本政策经公司管理层审议通过，由公司管理层负责监督实施。
This policy has been reviewed and approved by the Company's management, which is responsible for the oversight of its implementation.
- 4.2 本政策自公布之日起生效。
This policy shall come into effect from the date of its publication.

厦门建发股份有限公司

Xiamen C&D Inc.

2026年4月22日

April 22, 2026