

Occupational Health and Safety Management Policy and Commitment

EVE Energy Co., Ltd. (hereinafter referred to as "EVE" or "we") pursues the safety vision "zero injuries, zero fire" and adheres to the Occupational Health and Safety (hereinafter referred to as "OHS") policy of "safety first, focusing on prevention, integrated control, people centered, and total health", which enable us to continuously enhance the maturity of our OHS Management System (hereinafter referred to as "OHSMS") and improve OHS performance.

The Chairman and the President commit and sign the *Environment, Health, Safety (hereinafter referred to as "EHS") is our Priority and Unwavering Pursuit*, with the principle that we invest time, manpower, and capital to ensure EHS performance at all costs, to provide employees with a safe, healthy, and trustworthy working environment. We are deeply aware that EHS is our core competitiveness, and fire & explosion prevention is our priority. Excellent EHS measures and performance are the foundations for ensuring our business sustainability.

This policy applies to EVE, all its subsidiaries, and their employees (including interns). EVE requires that suppliers, service providers, contractors and other key business partners should understand and comply with our OHS policy requirements.

1. Continuous Promotion of Management System

EVE has established an EHS Committee headed by the President, and each business unit has an established EHS Subcommittee led by the Vice President or General Manager, which lead the OHS management work in their respective units, decide priorities of risk control plans, and provide sufficient resources and funding. The Trade Union and workers' representatives are

members of the EHS Committees at each level.

EVE has established an EHS Center, led by the Vice President, which manages OHS professional affairs. Each manufacturing base, business unit, and factory has set up an EHS department. Each workshop and department have appointed part-time EHS specialists. We have built a comprehensive and professional organization network of contractors' personnel and employees at all levels to fulfill the responsibilities of supervision and management, technical support and guidance, monitor the change of Serious Injured and Fatality (hereinafter referred to as "SIF") risks, and promote performance improvement.

EVE strictly complies with all local applicable laws, regulations, and standards, and actively adopts labor safety initiatives and requirements of relevant organizations that influence our operation. Facing the risks, learning from the lessons, and reviewing our existing capabilities, we have established strict corporate standards that are stricter than laws and regulations. We conduct regular compliance audits and report to the relevant committees.

Based on changes in risks and capabilities, we set and review the mid to long-term and annual OHS goals, as well as the action plans to achieve them. We manage the indications in terms of total recordable injury frequency rate, severity of injuries and illnesses, near-misses, fires, serious injuries, fatalities, occupational diseases, incident reduction, loss of incidents, safety investments, and safety leadership. We regularly analyze the performance tendencies and adopt a systematic approach to continuously improve the performance.

EVE establishes, implements, and maintains OHSMS applied to the requirements of ISO 45001. We regularly conduct OHS activities including but not limited to site visit, safety observations, internal audits, external audits, and management reviews to evaluate opportunities for improving safety leadership, targets and performance, risk control plans, and procedures. EVE requests each holding company to improve systems maturity as soon as possible and obtain ISO 45001 certification through the ISO-registered third party.

The company establishes and implements a management system for work safety expenditures

based on the previous year's production and operational data to determine the annual work safety investment budget. This budget is specifically allocated to improve and enhance on-site safety conditions, ensuring the effective execution of work safety investments.

2. Comprehensive Safety Management and Capacity Building for All Staff

All employees are required to clearly understand their OHS responsibilities and commitments. Each and every team member, at all levels, must be aware of their role and personal responsibility in the practice of their duties. We regularly evaluate OHS performance, safety leadership, and safety responsibility and their evaluation results would strongly influence organizational performance, individual performance, and the income of the management.

EVE requires managers at all levels with strong safety leadership to practice the "Safety 100" project (which means every manager takes 100 safety actions annually) and to encourage visible, sensible, and vibrant safety management actions as role models. They also directly communicate safety requirements and expectations with employees.

EVE advocates for a transparent culture and requires all employees to engage in OHS management. Every employee can be rewarded for reporting potential hazards, risks, near-misses, and improvement suggestions through multiple channels. Through our culture and platform, we encourage employees to share their EHS knowledge and experience with colleagues in line with their role responsibilities and skills, improving the safety awareness and skills of the team.

EVE formulates an annual OHS training program for all employees to promote their awareness of safety principles, rules, procedures, fire safety, firefighting, and other skills. We evaluate employees' comprehension of risks and proficiency in skills, enabling them to understand risk and procedures in their work effectively.

EVE prefers to cooperate with business partners who have deep recognition of our OHS policy and have the capability of controlling their risks. We establish the management procedures for

contractors and suppliers and sign the safety agreements to clarify their responsibilities and obligations and evaluate their performance. All the contractors and suppliers are under the control of our site management so that we can apply consistent OHS standards for all people in the workplace.

All employees and contractors should be aware and comply 100% the Life Saving Rules in the workplace. Anyone who violates the Rules will be required to stop the work immediately and be subject to disciplinary actions.

3. A Safer Working Environment

We conduct regular hazard identification and risk assessments to identify risks associated with products, processes, equipment, facilities, operations, work environments, management, event scenarios, etc. According to the assessment and priority, we develop risk reduction and control plans and implement various measures, including elimination, substitution, engineering control, administrative control, exposure reduction, personal protective equipment, and emergency response plans, to minimize the negative impact of risks on OHS performance. We implement specific control measures for special risks of lithium battery production, especially focusing on fire and explosion prevention and reducing SIF risks. For SIF risks, we conduct more efficient monitoring and warning processes and emergency response measures to mitigate risks as low as reasonably practicable (ALARP).

EVE has established a comprehensive occupational health management system that strictly adheres to the "three simultaneous" management approach for new, renovated, and expanded projects. We actively promote the development of a healthy workplace and consistently engage in activities such as informing employees about occupational hazards, conducting routine monitoring, performing regular testing, ensuring personal protective measures, and facilitating occupational health check-ups. EVE is committed to continuously improving workplace safety conditions, thereby providing employees with a safe and healthy working environment.

EVE has established incident management procedures and each incident and near-miss is

required to be reported and analyzed, and the corrective action needs to be improved. We focus on studying the failure mechanisms of products and the closed loop of technology and management. We learn from experience and lessons rather than determine accountabilities and assign blame. The workers' representatives participate in investigations of incidents and the development of appropriate preventive and improvement measures.

According to the risk assessment, we develop emergency response plans and teams (frontline, part-time, and full-time) equipped with sufficient emergency resources to limit the consequences arising from events effectively. Based on the special risks of lithium battery production, we continuously invest in automated and intelligent monitoring and early warning devices and fire protection facilities to avoid serious loss. We take the initiative to offer emergency rescue assistance to nearby communities within our power.

EVE actively promotes the digital transformation of OHS management and applies digital sensors and tools to monitor and control risks in a more agile and efficient way. This approach aims to improve management efficiency and boost business resilience.

4. Reliable and Safe Products

As the master of lithium batteries, we introduce safety risks of products applied in transportation, storage, usage, disposal, and recycling to customers and users. We also help to keep them safe with risk control suggestions.

Liu Jianhua, Head of Environmental Health and Safety Committee

Liu Jincheng, Head of Sustainability Committee

EVE Energy Co., Ltd.

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Version 2