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# Shimao Group Policy on Occupational Health and Safety Management

## General Rules

Shimao Group (the “Company”) is committed to managing and continuously improving our overall occupational health and safety performance and seeks recognition of the international and national occupational health and safety management system (e.g., ISO 45001). Placing health and safety at the forefront. Shimao Group will regularly evaluate operational methods and procedures to cope with the changing environment and continuously improve:

- Strictly abide by national and regional laws, guidelines and regulations on occupational health and safety.
- Provide a safe and healthy working environment for employees; ensure the health and safety of all employees, customers, suppliers, partners and other related parties.
- Establish a good health and safety culture.
- Encourage employees to have and maintain a healthy body. Keep a positive mindset in facing work, colleagues, life and future. Organize various health activities and safety training. Implement daily health, mental health and safety management for employees, as well as monitor key performance.
- Identify, evaluate and manage business related safety risks and hazards. Review and monitor the data regularly.
- Improve management systems. Set safety management goals. Save energy and effectively reduce the rate of accidents. Achieve zero work-related fatalities and zero major safety failures.
- Take timely measures to deal with all health and safety emergencies according to the emergency response procedures.
- Communicate this policy to our suppliers, contractors and partners and ask them to comply with the same requirements.

## Occupational Health Management

1. Every employee must have a physical examination before joining the Company and can join the work once qualified. the Company provides annual health examination for employees to facilitate early detection of potential diseases and timely treatment.
2. Report the cases, which are required by national laws to be reported or isolated, to the relevant government departments promptly and isolate them. Administer vaccinations in accordance with national requirements.

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3. Equip the work area with first-aid medicine boxes and publicizing emergency contact communication information in case of emergency treatment.
  4. Implement special monitoring of the office environment for harmful substances regularly.
  5. Regularly exterminate flies and rodents and disinfect to ensure a clean and healthy working and living environment for employees.

## Safety Management

1. Safety education for new employees to guide them in identifying, reducing or eliminating risks.
2. Developing various emergency plans to respond to emergencies and assigning responsibilities to people in charge.
3. Hold regular fire training and drills, emplace firefighting equipment to improve employees' ability to respond to disasters.
4. Conduct regular safety inspections to detect potential safety hazards as early as possible.
5. Regularly conduct safety activities for all employees to continuously improve their safety awareness.

This policy is updated every three years. It can be reviewed and updated as appropriate when necessary.