

Sino-Ocean Group Policy on Occupational Health and Safety Management

Sino-Ocean Group actively promotes the concept of “health”, always puts health and safety first, and continuously improves its occupational health and safety management system. The "Sino-Ocean Group Safety Work Implementation Measures" and other internal policies specify the responsibilities and normative requirements for the safety management system, safety risk management and control, accident hidden danger investigation, safety incident handling and investigation, safety education and training. The Board of Directors authorizes the Sustainable Development Management Committee to handle all ESG-related matters of the Group. For specific authorization details, please refer to the Sustainable Development Policy of Sino-Ocean Group. The Sustainable Development Management Committee is committed to endorse the implementation of the policy and continually improve the performance of the Occupational Health and Safety management. This policy is approved by the Sustainable Development Management Committee. The Group is committed to the following:

- Strictly abide by national and regional laws, guidelines and regulations on health and safety;
- As part of our product and process standardization effort, Sino-Ocean Group has formulated 22 policies and standards including the Sino-Ocean Group Residential Development Project Batch Decoration Specification Standards and the Sino-Ocean Group Development Project Landscape Specification Standards. We practice high-quality management throughout all links of construction including planning, drawing review, sampling, technical disclosure, milestone acceptance, comprehensive inspection and correction across all areas of expertise. We further ensure construction quality with whole-cycle quality and safety evaluation standards that apply to major subcontractors in all stages of construction and development. Further, a dedicated working group formed with members from the Group and BUs, special experts and third-party evaluators reviews the implementation of the standards via routine (no less than once a quarter) and random inspections as well as targeted empowerment initiatives;
- Provide a safe and healthy working environment to ensure the health and safety of all employees (including full-time employees, labor dispatch employees, part-time employees, interns, business outsourcing personnel, etc.), customers, suppliers, partners and other related stakeholders;

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- Provide equal health and safety protection for special personnel including part-time, temporary and contract staff according to laws and regulations as well as policies of the Group; arrange for three-tier safety training and safety technical disclosure as required; put in place protection equipment that meets national or industry standards tailored for each type of personnel, and supervise for appropriate wear and use;
 - Ensure the physical and mental health and safety of related workers, organize various health activities and safety trainings towards employees and contractors, conduct daily health and safety management with its performance monitored;
 - Identify, evaluate and manage business safety risks and hidden dangers, conduct regular review and monitoring, and set up prioritization and action plans based on risk assessment results;
 - Establish safety management targets, lower the rate of production safety accidents, and realize zero work-related deaths and zero significant safety accidents or more severe ones;
 - Integrate and prepare various safety measures in advance. In case of health and safety emergencies, take timely action and handle them properly based on the emergency mechanism;
 - Implement an accountability mechanism for safety accidents, actively promote occupational health and safety management and strengthen the sense of responsibility of management personnel; as well as link health and safety performance to performance evaluation and work compensation of relevant business unit executives and other responsible persons;
 - Create a work culture that values health and safety;
 - During the implementation of safety management, conduct consultation with workers and contractors to fully ensure the joint participation of all parties;
 - Inform suppliers, contractors and partners of this policy, and ask them to comply with the requirements accordingly.

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