

Health and Safety Policy

Poly Property Services Co., Ltd. (hereinafter referred to as “Poly Property” or the “Company”) attaches great importance to the occupational health and safety of its employees. The Company adheres to the work safety management approach of “safety first, prevention first and integrated governance”, and adopts the safety management guiding principle of “emphasizing safety awareness, practicing efficient management, and attaching importance to persistence”, in order to prevent and reduce work safety accidents. This management policy has been formulated in light of the Company’s actual business operations.

This policy applies to Poly Property and its holding subsidiaries, and all investee companies and business partners including suppliers and contractors are encouraged to comply with this policy.

I. Governance Structure

- The Company shall establish a Work Safety Committee, whose members include the chairmen and general managers of each subsidiary and the heads of each center of the Company. The Committee is responsible for monitoring the Company’s work safety, formulating medium- and long-term plans and annual work safety priorities, and making decisions on and directing the Company’s work safety;

- The Work Safety Committee shall have an office that serves as its daily operating body. The office is responsible for formulating and optimizing various work safety regimes, proposing suggestions on major safety policies and important measures, continuously promoting the improvement of the Company’s safety management, and supervising the work safety of its subsidiaries;

- The Company’s work safety supervision and management department shall be equipped with work safety management personnel and is responsible for work safety supervision and management. Subsidiaries

shall set up work safety management organizations or assign full-time or part-time work safety management personnel in accordance with relevant laws and regulations on work safety and based on industry regulation, number of employees, and other applicable requirements.

- The Company and its subsidiaries shall establish emergency management organizations to be responsible for formulating emergency plans for work safety accidents, supervising the implementation of emergency drills, and providing unified leadership for emergency management work.

II. Specific Measures

Regime development and compliance management

- In strict compliance with the *Work Safety Law of the People's Republic of China* and other relevant laws and regulations on work safety, the Company shall formulate and implement the *Measures for Work Safety Management*, comprehensive emergency response plans for work safety accidents and other internal regimes, continuously improve the work safety management system in accordance with relevant laws and regulations on work safety and the Company's work safety regimes, and promise to conduct safety education and necessary safety publicity for employees, related parties/outsourced service providers, contracted construction units and relevant personnel entering the work sites on a regular and irregular basis;

Safety management

- The Company shall establish a comprehensive work safety accountability system covering the principal responsible person to leaders, managers, and employees at all levels, with the principal leader of the entity serving as the primary person responsible for work safety;

- The Company shall promote the integration of work safety and business operations, convene regular work safety meetings and ad hoc

special meetings to summarize and analyze the safety management situation and identify and assign key tasks;

- The Company shall ensure the investments in work safety and monitor the reasonable use of related expenses in accordance with relevant national and industry regulations;

Safety education and training

- The Company shall continue to promote the development of a safety culture and organize classified onboard work safety education and training, advanced training on work safety, and safe operation training, etc.;

Labor protection and risk management

- Each subsidiary shall formulate and implement labor protection equipment configuration standards based on its industry and working conditions, distribute labor protection equipment on a regular basis, and maintain and repair them in a timely manner;

- The Company shall organize and implement safety risk classification and control as well as potential risks identification and rectification, conduct regular or irregular work safety supervision and inspections, and include inspection results in performance evaluations. Based on quantifiable targets, it shall identify priorities and develop action plans, and actively engage employees in safety risk identification, potential risks identification, and training. Furthermore, the Company shall establish accident investigation procedures, with designated personnel responsible for investigating and analyzing accidents and determining appropriate solutions;

- Based on its actual business operations, the Company shall establish a system of emergency response plans for work safety accidents, develop emergency response plans, organize relevant drills, and revise and improve them in a timely manner as needed;

- The Company shall establish a mechanism for reporting,

investigating and handling work safety accidents, and supervise all subsidiaries to report work safety accidents in a timely, accurate and complete manner and to handle them properly;

Indicator management

- The Company shall develop key performance indicators for occupational health and safety, and set quantitative targets for improving occupational health and safety performance;

- The Company shall incorporate the fulfillment of work safety responsibilities and the occurrence of liability accidents into the assessment and accountability process.

This policy is overseen by the board of directors and will be reviewed and updated every three years or as and when appropriate to ensure compliance with relevant laws and regulations and to promote the continuous improvement in the Company's sustainability level.