

SAFETY AND HEALTH POLICY

The Company is committed to provide safe and healthy working conditions for its employees, and to ensure that the conduct of its affairs is not harmful to the safety and health of its employees, subcontractors and the general community. This policy aims to achieve a high level of safety and health performance with continual improvement by safeguarding against hazards, and ensuring that working conditions conform to those required by applicable legal requirements, codes of practice and with other requirements which we subscribe as related to OH&S issue. Adequate and appropriate resources will be deployed for its implementation. In addition, this policy will be communicated to all employees, subcontractors, visitors and also made available to interested parties.

It is important to recognize and understand that in-house safety rules and procedures are established and enforced primarily for the well being of all personnel, and that safety maximizes the production efficiency while reducing unnecessary expenditure and disruption to the works.

Accidents cost time and money and create pain and misery. They are always caused by unsafe working practices or unsafe conditions. Accidents can and must be prevented by continuous education, perseverance and determination.

Safety is an important aspect and an integral part of our daily operations and therefore should not be neglected or compromised for the sake of progress. The Company's objectives can only be achieved with the joint and determined efforts of both management and employees.

The Managing Director of the Company has overall responsibility for implementing this policy and will in turn delegate responsibility and authority for its implementation to all management staff according to their functions. At site, the respective Managers/Assistant Managers are responsible for the safety of company's employees, subcontractors and the public. The respective Supervisors shall also perform their own assigned safety duties at sites. At general offices, respective Senior Managers/Managers have the responsibility to ensure that the environment is safe for all employees and visitors.

Responsibility rests with each employee who is hereby encouraged to contribute, participate in company OH&S issues and consult their opinion in order to the attainment of objectives of this policy. Employees will be protected from reprisals when reporting incidents, hazards, risks, opportunities. With adequate safety precautions taken, accidents, human sufferings, loss of time and damage to property and equipment can be avoided. The Company committed to provide appropriate training for its employees and subcontractors to ensure their competency in carrying out their duties.

Safety is everyone's concern and its achievement requires everybody's cooperation and commitment. The Company's Safety target will be set and announced by the Company Safety Committee each year. The Company's 2022 – 2023 year safety targets are to maintain zero record in fatal injury, zero record in dangerous occurrence, zero record in improvement notice/suspension notice, zero site safety related offence, to achieve an accident rate of 0.27 or less per 100,000 man-hours in our worksites and Traffic Accident Rate 0.05. The average number of times that a worker to be inspected in installation, modernization and maintenance works per month will be 0.7, 3.0 and 2.0 or more respectively. In addition, the average number of safety briefing to be conducted in installation, modernization and maintenance works per month will be 16, 13 and 480 or more respectively. The Company Safety Committee will review this policy as well as the Company's safety management system as a whole, at least once every year or subject to recommendations of the safety audit.

YOUR ACTIVE INVOLVEMENT WILL BEAR FRUIT FOR THE BENEFITS OF ALL!

Date: April 2022