

MITSUBISHI ELEVATOR HONG KONG COMPANY LIMITED
SAFETY AND HEALTH POLICY

The Company is committed to provide safe and healthy working conditions for our employees, and to ensure that the conduct of its affairs is not harmful to the safety and health of our employees, subcontractors and the general community. Adequate and appropriate resources will be deployed for its implementation. This policy aims to achieve a high level with continual improvement of safety and health performance 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. In addition, this policy will be communicated to all employees, subcontractors as well as 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 physical and mental health of all employees, and that safety maximizes the production efficiency while reducing unnecessary expenditure and disruption to the works.

Safety is an important aspect and an integral part of our daily operations thus cannot 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 workplaces, the respective Department/Project 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 workplaces. In 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. Opinion from employee is consulted in order to the attainment of objectives of this policy. Accident to be prevented by adequate communication, improving employee safety awareness and eliminating risks. Employees will be protected from reprisals when reporting incidents, hazards, risks, opportunities.

Accidents cost time and money and create pain and misery. They are always caused by unsafe conditions or unsafe act. Accidents, loss of life, property and time can and must be prevented by continuous education, perseverance and determination, and also implementation of safety measures. The Company committed to provide appropriate training for our employees and subcontractors to ensure their competency in carrying out their duties.

The Company's safety targets are set and announced in the Company Safety Committee each year. The Company's safety targets include traffic accident rate, the average number of times that a worker to be inspected and the average number of times that active work site to be inspected, the average number of safety briefing to be conducted in installation, modernization and maintenance works. Attain zero record in fatal injury, zero record in dangerous occurrence, zero record in improvement notice/suspension notice and zero site safety related offence are safety targets each year. Accident rate of 0.27 or less per 100,000 man-hours is set as 2024 – 2025 yearly target. The Company Safety Committee will review this policy as well as the Company's safety management system as a whole every year or subject to recommendations of the safety audit.

Safety is everyone's concern and its achievement requires cooperation and commitment from each one of us. **YOUR ACTIVE INVOLVEMENT WILL BEAR FRUIT FOR THE BENEFITS OF ALL!**

Date: April 2024