

Winfull Group Holdings Limited

Health and Safety Policy

(Approved and adopted in June 2023)

1. Objectives

Winfull is committed to safeguarding the health and safety of our employees, those with whom we do business and the communities within which we operate.

2. Scope of Application

This policy applies to all business units under the Group.

Winfull shall share this policy with related third parties who deal with the Group (e.g. our consultants, contractors, suppliers, tenants).

3. Commitments

Winfull aims to:-

- 3.1 Ensure health and safety standards are given prime consideration in the operation of our company business and ensure regulatory compliance.
- 3.2 Ensure employees at every level are committed to and accountable for the maintenance of a vigorous and injury-free culture.
- 3.3 Tailor and implement health and safety plans, as appropriate, for operations of individual business units such as property management, renovations and construction of new projects.
- 3.4 Provide adequate and appropriate resources on health and safety management to ensure the delivery of commitments under this policy.
- 3.5 Provide employees with appropriate induction and external/internal training, as well as protective equipment to ensure the proper implementation of health and safety protection in the workplace.
- 3.6 Encourage employees to engage actively in safety practices and to exceed and improve upon the safety measures that have been set.
- 3.7 Mandate our contractors and other stakeholders along our supply chain, who are equally responsible for establishing their own organizational structure, work processes, supervision and training, to avoid or minimize risks to health and safety, particularly in the services they provide to us.

- 3.8 Conduct regular reviews of the Health and Safety Policy so that it reflects changes in company's business operations and development including but not limited to design, construction, operation and maintenance of premises.
- 3.9 Engage third party safety experts where necessary to conduct safety inspections and audits to identify potential safety risks and associated remedial measures and to raise further awareness to staff and related third parties.

4. Monitoring and Reporting

We are committed to transparency and accountability. We monitor regularly and annually report our safety performance, which is publicly disclosed in our Sustainability Report, demonstrating the effectiveness of this Policy.

5. Approval and Review of the Policy

This policy has been approved by the Sustainability Committee. Review of this policy shall be conducted annually or more frequently as and when needed to ensure its continued effectiveness. Where there are any discrepancies or differences of interpretation in this policy between English text and Chinese translation, the English version shall prevail.

If there are any questions about the contents or application of this policy, please email Sustainability Committee at sustainability@winfullgroup.com.hk.

Definitions:

“**Company**” or “**Winfull**” shall mean Winfull Group Holdings Limited.

“**Group**” shall mean the Company and its subsidiaries.

“**Sustainability Committee**” shall mean the Sustainability Committee of the Company.
