

Xiamen ITG Holding Group Co., Ltd.

Occupational Health and Safety Management System

Xiamen ITG Holding Group Co., Ltd. recognizes the importance of occupational health and safety in the workplace and is committed to providing a safe and healthy environment for all stakeholders. The company adheres to the principle of safety first and prevention first, and complies with relevant laws and regulations related to occupational health and safety.

To achieve these goals, the company is to take the following measures:

I. The company strictly abide by laws and regulations such as the *Work Safety Law of the People's Republic of China*, the *Labor Law of the People's Republic of China* and the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, as well as the industry standards related to occupational health and safety in the business sector.

II. Improving the Occupational Health and Safety Management System in reference to international standards including ISO 45001. By establishing and improving the work safety responsibility system and work safety rules and regulations for all employees, the company endeavors to construct a dual prevention mechanism of grading control measures of safety risks and

the hidden danger investigation and management level, in an attempt to improve the safety production level and provide a healthy, safe and comfortable working environment for employees.

III. The company seeks to establish and improve the occupational health and safety training system, and provides occupational health and safety education training, to enhance the employees' safety awareness, knowledge and skills.

IV. The company works to establish a set of efficient work-related injury and occupational disease investigation procedures, so as to deal with work-related accidents and protect the rights and interests of employees.

V. The company encourages its suppliers and contractors to comply with ISO 45001 Occupational Health and Safety Management System, and relevant laws and regulations on occupational health and safety, and promotes suppliers and contractors to protect the employees' health and rights.

VI. Entry into Force and Interpretation

(1) The policy shall take effect from the date of issue.

(2) The Office of General Manager shall be responsible for the interpretation of this policy.