

China New Higher Education Group

Occupation Health and Safety Policy

I. PURPOSE AND SCOPE

The policy is formulated in accordance with laws and regulations such as the Labor Law of the People's Republic of China, Law of the People's Republic of China on Production Safety (《中华人民共和国安全生产法》) and Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases (《中华人民共和国职业病防治法》) and in light of the Group's actual situations and opinions of all faculty members, so as to fulfill our mission of helping every student achieve career success and lifelong happiness, uphold our core value of being contributor-oriented, as well as protecting the health and safety of all staff and building a most students-centered century-old university.

This policy applies to the Group's headquarters and all its subordinate institutions and subsidiaries (the "Units"). It covers all individuals in a labor relationship with the Group or engaged in Group-related business (including full-time and part-time staff).

II. GUIDING PRINCIPLES

(I) Prevention first and risk management. Prioritize risk

prevention, systematically identify, assess, and control workplace hazards to eliminate or reduce safety risks at their source.

(II) Full participation and shared responsibility. Health and safety are the responsibility of every administrator and employee. From the Group's Board of Directors to front-line employees, all must clearly understand their own safety responsibilities and work together to create a culture focused on safety.

(III) Legal compliance and continuous improvement. Strictly adhere to national and local laws, regulations, standards, and other requirements on occupational health and safety. Continuously optimize the management system and performance based on international advanced standards.

(IV) Being people-oriented and health-focused. Focus not only on physical safety, but also on the mental health and well-being of employees, providing necessary support and resources to achieve mutual development between employees and the Group.

III. MANAGEMENT STRUCTURE AND

RESPONSIBILITIES

The Group establishes a three-tiered occupational health and safety management system: "Group - Institutions - Departments (Positions)," clearly defining the responsibilities of each level.

(I) The Group's Board of Directors is the highest decision-making body for occupational health and safety (OHS) work, responsible for overall leadership and supervision, approving the Group's OHS strategies, objectives, and this policy, and regularly receiving reports from the Group's management on the OHS performance, major risks, and accidents.

(II) The Group's management, led by the Group's senior vice president, coordinates the Group's overall OHS work by formulating the Group's OHS strategic objectives and management plans, ensuring resource allocation, supervising and inspecting the implementation of the OHS management in Units, as well as regularly reporting relevant work progress to the Board of Directors.

(III) The heads of colleges and universities are the primary responsible persons for OHS work in their institutions. They are responsible for establishing and improving their unit's

organizational structure, rules and regulations, and emergency plans for safety management in accordance with this policy to ensure safety investment, regularly organizing safety inspections, urging the rectification of hidden dangers, and incorporating safety performance into departmental and personnel assessments.

(IV) Heads of departments and secondary colleges are responsible for daily safety management within their respective areas, including organizing hazard identification and risk assessment, implementing risk control measures, and ensuring subordinate employees receive necessary safety training and comply with safe operating procedures. Emergency response and reporting according to procedures should be provided in the event of an accident.

(V) All faculty and staff should abide by all safety management systems and operating procedures, correctly use and maintain personal protective equipment, participate in safety training and emergency drills. They are required to promptly report any safety hazards, pay attention to their own and their colleagues' physical and mental health, and pursue a healthy work-life balance.

IV. CORE MANAGEMENT REQUIREMENT

(I) Hazard Identification, Risk Assessment, and Control

Units should establish a routine mechanism for systematic hazard identification and risk assessment of all workplaces, activities, equipment, and processes, covering fire safety, electrical safety, food hygiene safety, laboratory safety, traffic safety, construction safety, special equipment safety, and occupational hazard factors. Control measures should be developed and implemented based on risk levels, following the hierarchical control principles of elimination, substitution, engineering control, administrative management, and personal protection.

(II) Laws, Regulations, and Compliance

The Group Office, in conjunction with the Compliance Department, is responsible for tracking and communicating the latest requirements of OHS laws, regulations, and standards. Units should ensure compliance of its operations and maintain compliance evaluation records.

(III) Competency, Training, and Awareness

Establish a tiered and categorized safety training system. New employees must receive safety education provided by the Group, colleges and universities and departments before starting work. Special operation personnel (such as electricians, welders, hazardous chemical managers, and canteen staff) must hold valid certificates and participate in regular refresher training. Regular safety training for all employees, including fire safety and emergency evacuation, should be conducted, and training records should be properly maintained.

(IV) Operational Control

1. Fire safety. Strictly enforce fire safety laws and regulations and campus fire safety regulations, ensuring fire-fighting facilities are in good working order and effective, evacuation routes are unobstructed, and the illegal use of fire and electricity is strictly prohibited.

2. Food safety. Strictly abide by food safety laws and regulations and the Group's Regulation on the Food Safety and Hygiene Management, and control the entire process of procurement, storage, processing, sales, and sample retention.

3. Laboratory safety. In accordance with the Safety Administrative Measures for Laboratory (Training) Room, strictly manage hazardous chemicals, bio-safety, special equipment, and waste, and standardize experimental operations.

4. Traffic safety. Strengthen campus traffic management by regulating the driving and parking of motor vehicles and non-motor vehicles and strictly controlling vehicle speed to ensure pedestrian safety.

5. Office and event safety. Based on the Regulation on Safety Management of Office Areas, make great effort to ensure proper daily electricity use, theft prevention, and hygiene management. Specific safety plans must be developed for large-scale events.

6. Contractor and visitor management. Provide safety information to contractors, suppliers, and visitors entering the campus or workplaces, and conduct necessary supervision of their activities.

(V) Occupational Health and Welfare

1. Physical health: Organize employees for occupational

health examinations and routine health examinations as required, and establish employee health records. For positions with occupational hazards, implement specific protective measures and health examination requirements.

2. Mental health: Gradually establish an employee psychological care and support mechanism. Through publicity, training, and counseling, help employees cope with work pressure, maintain a positive attitude, and advocate for a healthy work-life balance.

3. Work injury prevention and handling: Continuously improve working conditions to prevent work-related accidents. Ensure timely medical treatment for employees in the event of a work injury and handle the matter properly in accordance with work injury insurance regulations.

(VI) Emergency Preparedness and Response

Units must develop specific emergency plans for fires, natural disasters, food safety incidents, laboratory safety accidents, and public health emergencies. Regularly organize emergency drills, evaluate the effectiveness of the drills,

continuously improve the plans to ensure that emergency equipment and materials are complete and effective, and that emergency communications are unimpeded.

(VII) Incident Reporting, Investigation, and Handling

Establish smooth channels for reporting accidents, near misses, and potential hazards, and encourage employees to report proactively. The emergency response plan must be activated immediately after a safety accident, and the incident must be reported to the Group according to procedures. Delayed reporting, omissions, false reporting, and concealment are strictly prohibited. Accident investigations should adhere to the principles that the cause must be clarified, the responsible person be accountable to the accident, the public be educated, and preventative measures be implemented. The root causes should be thoroughly analyzed so as to formulate corrective and preventative measures.

(VIII) Performance Monitoring, Inspection, and Improvement

Establish a multi-level safety inspection system consisting of daily patrols, weekly departmental inspections, monthly

institution inspections, and quarterly group-wide spot checks. Use standardized inspection checklists (such as daily food safety and hygiene inspection forms, laboratory safety inspection records, etc.) to establish a hazard ledger for identified problems, clearly defining the responsible person and rectification deadline, and implementing closed-loop management. The OHS performance should be included in the annual assessment of Units and their responsible persons. Those with outstanding performance will be commended, while those who neglect their duties and cause accidents will be dealt with seriously in accordance with the Regulation on Accountability Management.

V. SUPPLEMENTARY PROVISIONS

(I) This policy shall take effect from the date of approval by the Group's Board of Directors.

(II) Each subordinate institutions shall, in accordance with this policy and in light of its own circumstances, formulate or revise specific OHS management rules, operating procedures, and emergency plans, and submit them to the Group for record.

(III) The Group's Human Resources Department is

responsible for interpreting this policy. The Group will review and revise this policy in a timely manner based on changes in national laws and regulations and management practices.

China New Higher Education Group Ltd.

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