PING AN
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Policy Statement on Occupational Health and Safety of Ping An Group

September, 2025

This policy statement applies to the Ping An Insurance (Group) Company of China, Ltd. and its all member companies.

Definition

An "employee" stated in this statement refers to a person who has signed a formal employment contract/service agreement with Ping An Insurance (Group) Company of China, Ltd. and its member companies.

Commitment

Ping An Insurance (Group) Company of China, Ltd. (hereinafter referred to as "the company") and its member companies are committed to maintaining workplace health and safety, adhering to the United Nations "Sustainable Development Goals (SDGs)", the *Labor Law of the People's Republic of China,* the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, and other relevant national laws and regulations, and have formulated the *Policy Statement on Occupational Health and Safety of Ping An Group* (hereinafter referred to as "this policy").

Scope of Application

This policy applies to Ping An Insurance (Group) Company of China, Ltd. and its member companies, covering all employees as well as contractors or individuals under the company's supervision. The company will urge suppliers and contractors along with their respective employees who are relevant with occupational safety and health to comply with and implement the policy requirements.

Occupational Health and Safety Management System

1. The philosophy and principles regarding occupational health and safety (OHS) of our company are developed based on domestic and international laws and regulations related to OHS, the *Occupational Health and Safety Management System* (ISO45001), and the company's OHS management objectives.

2. The company formulates and manages OHS performance targets in accordance with relevant domestic and international laws and regulations, industry trends, and internal health and safety requirements. We combine the priorities and quantified goals of the OHS action plan in order to better address risks and conduct periodic review analysis, evaluation, and improvement.

3. The company conducts internal assessments of OHS as needed, actively making improvements based on target assessment, health issue prevention, emergency management, etc. When an OHS incident occurs, the company analyzes the cause of the incident and takes corrective actions accordingly.

4. The company respects and encourages employees and unions to participate in consultations regarding OHS matters. The company's management maintains close communication with employees and unions, listen to their opinions and suggestions, and fully consider their interests in the decision-making process to ensure employee rights protection.

5. The company's management serves as the highest decision-making body for occupational health and safety issues, investing necessary personnel, infrastructure, and financial support, and continuously enhancing employees' preventive and implementation capabilities.

6. The company actively provides relevant training on OHS to employees, management, and other stakeholders, raising their awareness of the importance of OHS, and establishing internal and external communication channels at different functions and levels.

7. The company continuously creates a healthy working environment for employees, ensuring that there is no air quality issues or other harmful factors in the workplace that may affect employee health conditions.

8. The company provides a health management platform to employees, allowing them to consult doctors and register for hospital appointments online, while also regularly providing physical examination services to employees.

Ping An Group will update and revise this Policy as appropriate in light of national policies,regulatory requirements, and industry developments, and any such revisions shall follow the same procedure. The revision shall take effect upon review and approval by the senior management.