

Occupational Health and Safety (OHS) Policy

Scope of Application

This policy applies to all employees (including full-time, part-time, and temporary staff), consultants, suppliers, service providers, and other partners (hereinafter referred to as "stakeholders") of Kingdee International Software Group Company Limited (hereinafter referred to as "the Company"). We are committed to ensuring the health and safety of every employee and stakeholder across all our operational areas.

Regulatory Compliance

The Company is committed to adhering to relevant international standards and regulations on occupational health and safety, including but not limited to the "Occupational Health and Safety Management Systems Standard (ISO 45001)." We actively participate in or comply with relevant voluntary projects and/or collective agreements to ensure that all our actions and policies meet occupational health and safety requirements.

Worker Consultation and Participation

The Company firmly believes that consultation and participation with workers are crucial components of ensuring occupational health and safety. We strive to establish an open communication platform, providing opportunities for all employee representatives to express their opinions and participate in decision-making processes to formulate effective OHS policies and measures.

Establishment of Quantitative Targets

To further improve occupational health and safety performance, the Company will establish clear and measurable targets and regularly monitor and report on progress. These targets will include key performance indicators (KPIs) such as accident rates, injury rates, and workplace health check results, ensuring continuous progress in health and safety. The Company will develop clear prioritization and action plans to effectively manage and control workplace health and safety risks. Based on risk assessments, we will identify high-priority areas and formulate specific improvement measures to ensure all health and safety issues are resolved in a timely and effective manner.

Commitment to Continuous Improvement

The Company is dedicated to continuously enhancing the performance of our occupational health and safety management system. We will regularly review and update our OHS management system to keep it aligned with the latest industry standards and practices, and to promptly address potential health and safety issues.

Governing Body

The highest decision-making body for this occupational health and safety policy is the Strategic and Sustainable Development Committee under the Board of Directors. The Committee fully supports and oversees the execution of the policy, ensuring that the set health and safety goals are achieved and continuously improving our management level and performance. We firmly believe that through a comprehensive and systematic approach to occupational health and safety management, the Company can provide a safe, healthy, and productive working environment for all

employees and partners. We encourage all employees and stakeholders to work together to achieve our occupational health and safety goals and create a safer and more sustainable future.