



## Occupational Health and Safety (OHS) Policy Statement

Employees' occupational health and safety is NetDragon's most important priority. The health of our employees is very important to us, and we continue to promote practical, fashionable and fun initiatives to encourage a healthy and balanced lifestyle for our employees. NetDragon commits itself to provide a healthy and safe working environment for all employees, contractors, and other visitors.

NetDragon believes good health and safety management is an essential element of being a responsible and sustainable global company. This contributes to business performance by reducing injuries and ill health. NetDragon is committed to managing health and safety with global standards with adaptations as required by local law or regulation where it and its subsidiaries operate.

In particular, we:

- **Identify applicable laws and regulations:**

We identify all applicable laws and regulations and ensure that appropriate controls are in place to achieve compliance.

- **Establish a top-down system for effective OHS management:**

The executive management is responsible for the oversight of our OHS management and monitoring the implementation of OHS policies. We also foster a culture of open communication, where our people feel able to raise concerns on any H&S matters. Our managers will treat the concerns of our team members seriously and respond accordingly.

- **Identify and manage OHS risks:**

Through these OHS risk assessments, all activities and locations are ensured to be inspected internally on a regular basis, and hazards are either removed or controlled to enable safe working conditions, where action plans are also established for emergency situations. By communicating these risks and control measures in a timely manner to our people and others who may be affected where we operate, we aim to inspect the hazards in a comprehensive way, and to ensure that everybody is aware of them and supports our purpose.

- **Promote continual improvement:**

Setting objectives and targets will drive continual improvement, thereby helping us reduce the risk of work-related injury or ill health. We would conduct regular evaluations on the progress of target achievement to realize the continual improvement in OHS management in NetDragon.

- **Provide appropriate OHS training:**

We ensure staff are fully trained in their responsibilities and given all useful OHS information, training, and supervision such that they can undertake their responsibilities in a safe manner.