

Occupational Health and Safety Policy

Kum Shing is fully committed to the ultimate goal of 'Zero Harm' to our employees, clients, visitors and sub-contractors. Everyone admits Occupational Health and Safety ("OH&S") as prime responsibilities. We continually seek opportunities to improve our OH&S performance by adhering to the highest practical OH&S standards in our operations and service delivery.

This policy applies to Kum Shing Group Limited and all its local operating subsidiaries (collectively the "Group" or "we"). All joint venture entities and business partners, such as sub-contractors, and suppliers of goods and services, are encouraged to make reference to the principles of this policy where applicable.

We pursue this commitment by:

- Complying with all applicable statutory, regulatory, and contractual OH&S requirements as a minimum requirement;
- Setting OH&S objectives and targets;
- Identifying OH&S hazards and assessing, eliminating and controlling risks before commencing work;
- Implementing adequate OH&S measures and controls that contribute towards a healthy and safe working environment for employees and sub-contractors to prevent physical harm, impairment to health of workforce and damages to facilities;
- Ensuring the safety of visitors to our premises and the public directly affected by our work;
- Providing adequate resources, guidance and training to employees and frontline workers to develop OH&S knowledge and skills while being aware of their own OH&S responsibilities;
- Fostering a culture of OH&S, innovation and continual improvement among employees and frontline workers to prevent OH&S risks;
- Introducing modern OH&S models and principles to foster a 'Proactive Safety' culture and enhance the OH&S performance;
- Establishing barrier-free mechanisms for consultation and participation of all individuals involved in work or work-related activities, and their representatives, under control of the Group regularly in the implementation of Integrated Management System;
- Encouraging all personnel performing work or work-related activities under control of the Group to report near misses, incidents, hazards, risks and opportunities by all means; and
- Actively collaborating with our key clients to launch comprehensive safety initiatives or programmes to promote the OH&S awareness within the industry.

Our directors and senior management are responsible for ensuring the effective implementation of this policy through regular reviews of the effectiveness and suitability of the Integrated Management System, and the fulfillment of objectives and targets.

This OH&S Policy shall be well-comprehended by and communicated to all personnel working for or on behalf of the Group, who are encouraged to actively contribute to the improvement of our OH&S performance.

Rex Wong Siu-han, JP
CEO
1 April 2025