

中文：

万物云空间科技服务股份有限公司《健康与安全政策(2024年版)》

万科物业部分

根据万物云空间科技服务股份有限公司（下称“万物云”）的健康与安全管理策略“此政策涵盖了万物云及附属公司的所有业务活动，适用于万物云全体员工及其他服务人员、外包员工及合作伙伴等，以实现健康与安全事宜集中管理。同时，万物云也建议和鼓励我们的合作伙伴及供应商制定相应的政策和措施。”制定本公开策略。

万物云主要通过万科物业品牌提供住宅物业服务，员工人数约占万物云总员工人数 45%。

一、**万科物业**(以下简称公司)将健康与安全置于业务运营的核心位置，承诺将定期、不定期根据 ISO45001、《万物云健康与安全政策》检视并持续完善自身安全生产体系，加强职业健康管理，并承诺定期、不定期向员工及其他服务人员、合作伙伴、供应商宣贯健康与安全标准，保障工作环境的健康与安全。

万科物业已通过 ISO 45001 职业健康安全管理体系认证，识别、评估和管理业务安全风险和隐患，并定期检讨和监察。

二、**万科物业健康与安全管理委员会**。公司管理本部、区域、分公司、片区等各层级最高管理团队分别为本层级健康与安全管理委员会，同时为万物云第二、第三、第四、第五级健康与安全管理委员会。

万科物业管理本部健康与安全管理委员会隶属于万物云空间科技服务股份有限公司健康与安全管理委员会(以下简称“万物云健康与安全管理委员会”)，对万物云健康与安全管理委员会负责。公司管理本部第一责任人为万物云健康与安全管理委员会委员，定期召开公司安全生产例会，拉通安全管理制度指引及底线标准，针对阶段性安全痛点问题进行提升培训。此外，公司管理本部健康与安全管理委员会参与事故的调查及处置，根据事故情况进行调查，并有针对性地迭代安全管理措施。

三、**健康与安全管理第一责任人**。上述各层级最高管理者为本层级健康与安全管理第一责任人。

四、健康与安全管理目标与绩效考核。

1) 万科物业积极推动健康安全管理责任制，将健康与安全作为重要指标纳入本公司各层级最高管理团队、最高管理者的绩效考核评价体系，并与相关管理人员的薪酬挂钩。

2) 万科物业已将外包员工纳入本公司健康与安全指标体系管理范围，与员工统计标准保持一致，并定期披露绩效表现情况。

3) 万物云健康与安全管理委员会已经明确万科物业管理本部健康与安全管理第一责任人的健康与安全目标，并与第一责任人（CEO）的薪酬挂钩。

4) 万科物业已设定健康与安全目标 1（安全零目标）：不发生因工作关系导致的安全生产事故。

a) 区域健康与安全管理第一责任人年度薪酬绩效与安全零目标挂钩。

b) 分公司、片区等各层级健康与安全管理第一责任人年度薪酬绩效与安全零目标挂钩。

5) 万科物业已设定健康与安全目标 2：公司持续跟踪员工的工伤引致损失工时比率（LTIR）¹，并据此设定健康与安全目标为 1.2。

具体考核细则为：分公司健康与安全管理第一责任人，年度绩效总成绩根据年度 LTIR 叠加得分。

6) 万科物业已为相关方（含承包商）设定健康与安全目标，并将于 2025 年 6 月披露。

五、健康与安全政策落地的机制保障。

1) 上述各责任层级已经制定适当的执行、监督与评估程序，已经明确政策执行的责任部门、岗位与人。持续推动政策的落地、审核与评估，及时汇报结果并采取改进措施，最大程度的通过 PDCA 的循环，不断提升政策实施的质量，最大限度的降低事故发生的可能。

2) 万科物业管理本部、区域每半年，分公司每季度，片区每月更新并披露本级与下级健康与安全管理政策，责任团队、责任人，执行单位与政策执行等信息。

3) 万科物业本部健康与安全管理第一责任人，每年亲自为本级团队进行至少一次安全宣讲，并亲自参与至少一次由其负责并组织的健康培训。

4) 区域健康与安全管理第一责任人，每半年亲自为本级团队员工及外包员工进行至少一次安全宣讲，并亲自参与至少一次由其负责并组织的健康培训。

5) 分公司、片区健康与安全管理第一责任人，每季度亲自为本级团队进行至少一次覆盖全员的安全宣讲与健康培训。安全宣讲应包含本责任单位内的危险源辨识、防范措施与现场考试，健康培训应包含 CPR 训练与现场考核。

6) 上述管理动作及信息披露、安全宣讲、健康培训，以事前公开发布的通知、定期的月季报、公司质量部门的判定（证伪）为考核依据。每缺失或不达标一次，对相应组织健康与安全管理第一责任人进行考核。

六、沟通与监督。公司鼓励举报健康安全风险、事故及意外状况并提供沟通渠道，并对举报人信息进行严格保密处理避免其遭受打击报复行为。

¹ 工伤引致损失工时比率（LTIR）是指每工作 200,000 小时的损失工时工伤数，使用以下公式计算：LTIR=（损失工时工伤数量/年度期间的总工作小时数）x 200,000

七、审视与修订。本公司将根据国家法律法规的变化、公司运营的实际情况以及绩效考核的结果，适时地或至少每年对本政策中的具体管理方法进行审核及更新。

万物云空间科技服务股份有限公司

知之学社可持续发展中心

深圳市万科物业控股有限公司

二〇二四年八月三十日

English:

Onewo Inc. Health and Safety Policy (2024)

Vanke Service

This public policy is formulated in accordance with the Health and Safety Management Policy of Onewo Inc. ("Onewo"), stating that "To ensure centralized management of health and safety matters, this policy encompasses all business activities of Onewo and its subsidiaries, and applies to all employees, outsourced employees and partners, etc. of Onewo. Meanwhile, Onewo recommends and encourages our partners and suppliers to develop appropriate policies and measures".

Onewo carry out residential property services using the Vanke Service brand, with its workforce making up about 45% of Onewo's total employee count.

I. Vanke Service (the "Company") puts health and safety at the core of its business operation. The Company undertakes to review and improve its health and safety production system and strengthen occupational health management on a regular basis, pursuant to the ISO 45001 and Onewo Health and Safety Policy, and to publicize health and safety standards to employees, partners and suppliers on a regular basis to ensure the health and safety of the working environment.

The Company has obtained the ISO 45001 Occupational Health and Safety Management System Certification. The Company identifies, assesses and manages business safety risks and potential hazards, and performs regular review and supervision.

II. Environmental, Health, and Safety (EHS) Committee. The superior management team at all levels of the Company, including the management headquarters, regional offices, branch offices and areas, shall be the EHS Committee at their respective levels, and shall also be the second- to the fifth-level EHS Committee of Onewo, respectively.

The EHS Committee of Vanke Service's management headquarter is subordinate to and responsible to the EHS Committee of Onewo Inc. (the "Onewo EHS Committee"). The first responsible person in the Company's management headquarter shall be a member of the Onewo EHS Committee, who regularly holds the regular meeting of the Company's safety production, clarifies the guidelines of health and safety management system and the bottom-line standards, and conducts upgrading training for the staged safety pain points. In addition, the EHS Committee of the Company's management headquarter participates in the investigation and disposal of accidents based on the specific circumstances and iterates targeted health and safety management measures.

III. The First responsible person for Health and Safety Management. The above-mentioned superior management at all levels shall be the first responsible person for health and safety management at their respective levels.

IV. Goals and Performance Appraisal for Health and Safety Management.

1) The Company actively promotes health and safety accountability, and includes health and safety as an important indicator in the performance appraisal and evaluation system for the Company's superior management team and superior management at all levels, which is linked to the remuneration of the relevant management members.

2) The Company has included outsourced employees in the management scope of the Company's health and safety indicator system with statistical standards consistent with those of its own employees, and regularly discloses their performance.

3) The company's EHS Committee has specified the health and safety goals of the first responsible person for health and safety management in the Company's management headquarter and linked the goals with the remuneration of the first responsible person (CEO).

4) The Company has set up Health and Safety Goal 1 (zero-accident goal) : No production safety accidents under our responsibility.

a) The annual remuneration and performance of the first responsible person for health and safety management of regional offices shall be linked with the zero-accident goal.

b) The annual remuneration and performance of the first responsible person for health and safety management at the levels including branch offices and areas, shall be linked with the zero-accident goal.

5) The Company has set up Health and Safety Goal 2: The Company continually monitors the Lost Time Injury Rate (LTIR)² of its employees and has set up a Health and Safety Goal of 1.2 .

Specific assessment rules: the total annual performance score of the first responsible person for the health and safety management of the branch offices is based on annual LTIR score.

6) The Company has set up health and safety goals for stakeholders (including contractors) which will be disclosed in June 2025.

V. Mechanism Guarantee for the Implementation of Health and Safety Policy.

1) Each of the above levels of responsibility has established appropriate procedures for implementation, supervision, and evaluation and clearly identified the departments, positions and

² The Lost Time Injury Rate (LTIR) refers to the number of Lost Time Injuries (LTIs) per 200,000 working hours. It is calculated using the following formula: $LTIR = (\text{number of LTIs} / \text{total working hours during the year}) \times 200,000$.

staff members responsible for policy implementation. The Company continues to promote the implementation, review and assessment of policies, reports the results in time and takes improvement measures, and improves the quality of policy implementation, minimizing the possibility of accidents by performing the PDCA Cycle.

2) The Company's management headquarter and regional offices semi-annually, branch offices quarterly, and areas monthly update and disclose information at the current and subordinate levels, including the health and safety management policy, the responsible team, the responsible person, the executable unit and the policy implementation.

3) The first responsible person for health and safety management in the Company's management headquarter shall personally conduct at least one safety presentation per year for the team at the current level, and shall personally participate in at least one health training under his/her responsibility and organization.

4) The first responsible person for health and safety management of regional offices shall personally conduct at least one safety presentation every six months for team members and outsourced employees at the current level, and shall personally participate in at least one health training under his/her responsibility and organization.

5) The first responsible person for the health and safety management of the branch offices and areas shall personally conduct at least one safety presentation and health training covering all employees at the current level every quarter. The safety presentation should include hazard identification, precautionary measures and on-site examination within the unit of responsibility, and the health training should include CPR training and on-site assessment.

6) The above management measures, information disclosure, safety presentation and health training shall be assessed based on prior public notices, regular monthly and quarterly reports, and judgement (falsification) by the Company's Quality Department. The first responsible person for health and safety management of the corresponding organization shall be assessed for each absence or non-attainment.

VI. Communication and Supervision. The Company encourages employees to report health and safety risks, accidents and unforeseen situations, provides communication channels, and strictly keeps the whistleblower's information confidential to avoid retaliation.

VII. Review and Amendment. The Company will timely or at least annually review and update the specific management methods in this Policy in accordance with the changes in laws and regulations, the actual operations of the Company, and the results of the performance appraisal.

Onewo Inc.

Zhizhi Xueshe Sustainability Center

Shenzhen Vanke Service Holding Co., Ltd.

August 30, 2024