

Group Workplace Safety & Health Policy

ComfortDelGro Corporation Limited is committed to providing a safe, healthy and secure environment for all our staff, customers, contractors, and general public in all our operating jurisdictions. The safety, health and well-being of our people is our top priority. We are committed to fostering and maintaining a positive work culture and maintaining a safe work environment.

We believe all accidents are preventable and work towards our safety vision to achieve zero accidents.

We are committed to:

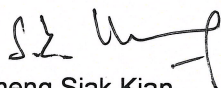
- Complying with all relevant health and safety legislation, standards, statutory and licensing requirements.
- Proactively identifying safety and health hazards in the workplace through a comprehensive risk management framework.
- Providing a safe and healthy working environment for all our staff, customers, contractors and other stakeholders by the prevention of all work-related injuries, ill health and loss of life, including developing measures to minimise occupational diseases and infections in the workplace.
- Promoting and maintaining a culture of safety, health and mental well-being among employees and partners.
- Allowing for meaningful and effective consultation and participation in health and safety matters for staff, customers and partners.
- Continuously seeking to reduce the risk of injuries by establishing robust safety targets.

Our Objectives are to:

- Ensure that all heads of business areas/units/departments, leaders with managerial and supervisory roles lead by example and demonstrate their commitment to safety, health and welfare in the workplace and provide sufficient resources to deliver safe outcomes.
- Ensure that all contractors, including subcontractors and site visitors are fully compliant with safety requirements relevant to the scope of their activities and jurisdiction where work is performed.
- Continuously improve safety and health performance standards while providing high-quality services by eliminating hazards, preventing incidents, accidents, injuries, employee illness, and third parties dealing with the group and general public.
- Ensure that each employee is adequately trained and familiarized with the relevant statutory requirements, codes of practice and the company's Safety & Health procedures and guidelines, to carry out work safely.
- Ensure all accidents involving staff, customers, contractors, and general public are investigated, taking corrective actions where necessary, including those posed by terrorism.
- Continually seeking to improve all aspects of Health and Safety in our workplaces, including reviewing our policies and procedures for relevancy and adequacy.
- Learn and apply good safety practices across our various industries and business units.

We will periodically review and update this policy to ensure it remains relevant and robust.

Safety and Health is everyone's responsibility. All of us have a duty to protect ourselves, our staff, customers, contractors, and general public from injury and ill health. Our goal through the implementation of this policy is for everyone to go home to their family safely.

A handwritten signature in black ink, appearing to read 'Siak Kian'.

Cheng Siak Kian

Managing Director / Group Chief Executive Officer

03 April 2025