

FOLIDAY 复星旅文

FTG EHS Responsibility Program

[EHS_S_CS•00_002_V3.0]

[EHSQ Management Department]

Fosun Tourism Group

2021-08-23

Notice on the Issuance and Signature of EHS Responsibility Program of FTG

Dear all,

The revised version of the <China Safety Production Law> will be formally implemented on September 1, 2021. In order to implement the policy in <China Safety Production Law> that "Safety production work should be people-oriented, adhere to the people first and life first, and put the protection of people's lives and safety in the first place. Firmly adhere to the concept of safety development, adhere to the policy of safety first, prevention first, and comprehensive management to prevent and resolve major safety risks from the source; safety management shall follow who manage business must manage safety policy, and who manage production and operation must manage safety "Requirements, clarify and implement the environmental, health and safety (hereinafter referred to as EHS) responsibilities of personnel at all levels of the group company, further strengthen EHS management, better comply with national EHS laws, regulations, and standard requirements, and implement the main responsibility of enterprise EHS management. Eliminate, reduce and prevent EHS accidents, ensure the safety and health of employees, eliminate or reduce the impact of production and business activities on the environment, in accordance with the <Safety Production Law of the People's Republic of China>, <Environmental Protection Law of the People's Republic of China>, and <People's Republic of China Law on the Prevention and Control of Occupational Diseases>, <Shanghai Environmental Protection Regulations, Shanghai Safety Production Regulations>, <Shanghai Occupational Disease Prevention and Control Regulations>, and <Basic Standards for Enterprise Environmental Health and Safety Standardization> and other laws and regulations, combined with the operational characteristics of Fosun Tourism Group , we the "FTG Environmental Health and Safety Responsibility Program>.

Environmental Health and Safety Responsibility Program of Fosun Tourism Group is an essential part of company position responsibility program, a basic company management program and the heart of company EHS management program. All departments and units are expected to actively organize employees to conscientiously study, comprehensively master and practically fulfill their respective EHS responsibilities, to guarantee our company's occupational health, safety and environmental protection work are carried out smoothly, compliantly and efficiently.

This program is applicable to departments and personnel at all levels at the headquarters of Fosun Tourism Group, including principal personnel in charge of the member units and enterprise. Based on self-characteristics, each enterprise shall formulate and implement its own EHS responsibility program.

Environmental Health and Safety Responsibility Program of Fosun Tourism Group will be implemented as of the date of promulgation.

Chairman of Fosun Tourism Group: Qian Jiannong

Initial on 2019-07-01

Last updated on 2021-08-23

Environmental Health and Safety Responsibility Commitment of Fosun Tourism Group

I have read the *Environmental Health and Safety Responsibility Program of Fosun Tourism Group*, and am fully aware the environmental health and safety responsibilities and obligations within the scope of my duties.

I hereby promise that I will strictly fulfill my environmental health and safety responsibilities and obligations in the work, strictly carry out national, local and group company’s laws, regulations and regulations on environmental health and safety, prevent, reduce or eliminate EHS incidents, protect the safety and health of employees and myself, mitigate or eliminate the environmental impact caused by our production and business activities.

Signature by: _____

Title: _____

Date of signature: _____

—

Kept by Company

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Signature by: _____

Title: _____

Date of signature: _____

Preface

The minimum requirements for the EHS responsibility for Shanghai Fosun Tourism Group (also known as FOLIDAY) are stipulated in this paper, and the sub companies are also encouraged to implement higher requirements to guarantee safety and health of guests and employees.

The male words used in this document (he, his) are considered to incorporate the corresponding female words.

This procedure is formulated in both English and Chinese. In case of any contradiction or inconsistency in the two versions, the Chinese version shall be prevailed.

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FTG EHS Responsibility Program

Chapter I General Rules

Article 1 Objective

In accordance with the production Safety Law of the People's Republic of China, law of environmental protection, Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Law of the People's Republic of China on Safety of Special Equipment, this responsibility program is specially formulated to implement environmental health and safety responsibility program, prevent and reduce potential accidents.

Article 2 Scope of Application

This responsibility program is applicable to the headquarters, membership enterprises and projects of Fosun Tourism Group.

The scope of EHS responsibilities includes but is not limited to: environmental protection and sustainable development, waste management, fire safety, food safety, public health, and infectious disease prevention and control, construction safety, customer safety, occupational health and safety, etc.

Article 3 Responsibilities

The chairman of Fosun Tourism Group shall assume overall leadership responsibility for the company's environmental health and safety work, and is the first responsible person for environmental health and safety. Based on the principle of “the person in charge is held responsible”, each management member shall assume assigned leadership responsibility for the EHS of assigned work. The general managers of companies and projects shall be responsible for EHS management within their respective scope of business. The employees of companies shall assume direct responsibility for their EHS work.

Chapter II Scope and Development Process

Article 4 Scope

FTG EHSQ Department shall maintain and update *EHS Responsibility Program of Fosun Tourism Group*. The program shall be defined in the form of enterprise documents upon internal examination and approval.

Based on the own actual situation, each member enterprise or project shall formulate its own *EHS Responsibility Program*. The scope of formulation shall cover all organizations, administrative

departments and posts of the unit. The environmental health and safety responsibility program for leading cadres and management departments at all levels shall also be formulated in accordance with the establishment and functions of its organizational structure. According to all post establishment and responsibilities of the unit, environmental health and safety responsibility program for all employees shall be also formulated.

Article 5 Process for Developing Environmental Health and Safety Responsibility

Program

- (I) Formulate and verify functions and personnel based on the line of business.
- (II) Formulate environmental health and safety responsibility program based on the rules and regulations of national laws and regulations.
- (III) Review the draft responsibility program.
- (IV) Approval and promulgation by the board of directors or the principal personnel in charge of each unit.
- (V) EHS supervision and management department carries out regular review and revision on the environmental health and safety responsibility program.

Chapter III Content of Responsibility Program

Article 6 Content of Responsibility Program

The EHS Responsibility Program should clarify the EHS work responsibilities, rights, obligations and specific safety work content to be undertaken by employees at all levels, comply with national laws, regulations and policies, and cover the content of the unit's business activities and EHS requirements. The responsibility system should be based on "Sign or sign in the form of a "Letter of Responsibility" and achieve full coverage.

The company's leaders and departments at all levels shall comply with the requirements of the <Safety Production Law> that "who manage business must manage safety, who manage production and operation must manage safety", the company head is the first responsible person for safety and take full responsibility on safety management, and others responsible persons are responsible for the safety production work within the scope of their duties, comply with EHS Responsibility Program.

Chapter IV Assessment

Article 7 Assessment

Group headquarters and companies shall assess the implementation of EHS responsibility program. Generally, the assessment is conducted on an annual basis.

The assessment of responsibility program is carried out in levels. In general, the following levels should be followed:

- (I) The group board of directors shall conduct assessment on the implementation of EHS responsibility program for key managers.
- (II) The EHSQ Department of group headquarters shall conduct assessment on the implementation of EHS responsibility program for the principal personnel in charge of the companies and projects under the respective jurisdictions of the group headquarters.
- (III) The principal personnel in charge of the companies and projects shall conduct assessment on the implementation of EHS responsibility program for the enterprise and project departments.

Article 8 Assessment Contents

The assessment should include at least the following:

- (I) EHS responsibility program implementation for leading cadres, managerial personnel, post staff and departments at all levels.
- (II) Major EHS events under jurisdiction and follow-up improvements.
- (III) Existing issues and safety proposal when fulfilling EHS responsibilities.

The group headquarters, companies and projects shall organize regular review, timely revise, and

continuously perfect the EHS responsibility program.

The group headquarters, companies and projects shall list the assessment of EHS responsibility program into the main EHS assessment contents for the unit. The assessment of EHS responsibility program is also one of the contents for the performance appraisal of the principal person in charge.

The group headquarters, companies and projects shall establish EHS accountability program. If safety accident occurs due to the imperfect EHS responsibility program and failure to implement responsibility, the party concerned and relevant personnel shall be held responsible in accordance with the national relevant laws and regulations and the relevant provisions of the Group Company.

Chapter V EHS Responsibilities for All Posts in Fosun Tourism Group

I. EHS Responsibilities of Chairman and President

The chairman is the legal representative of the Group Company, and first personnel in charge of management in EHS work. He shall assume overall leadership responsibility for the EHS work of the Group, and specific responsibilities are as follows:

1. Earnestly implement the national and superior EHS guidelines and policies, and regularly sign and publish the group company's EHS policy; when formulating the group's long-term planning and business goals, EHS management should be implemented as an important content in the product life cycle, continuously improve employee working conditions of employees, and build a harmonious business ecology and natural ecology.
2. Establish and improve the group's EHS supervision agency and supervise units to establish EHS management agencies and personnel, supervise the group headquarters, companies, and projects to formulate and implement EHS responsibility systems, and supervise companies and projects to formulate and implement EHS education and training plans and other laws and regulations The required EHS management system;
3. Clarify the organizational structure of Fosun Tourism and Culture and the management boundaries of management personnel at all levels, and determine their EHS management responsibilities;
4. Supervise the group, companies and projects to formulate and implement group-level comprehensive emergency rescue plans
5. Organize the establishment of a major accident reporting system, and make decisions on the investigation and handling of those who are negligent or responsible for major EHS accidents. Organize the establishment of a group EHS reward and punishment system, commend and reward employees and teams who have made outstanding contributions to EHS work, and deal with responsible accidents.

II. EHS Responsibilities of Vice Chairman/Vice CEO/Co-President/COO

Responsible for the direct leadership of the EHS of the scope in charge of, and is the main person in charge of the EHS management with their scope. Their responsibilities are as follows:

1. Conscientiously implement the EHS laws and regulations of the countries and regions where the business is located to ensure legal compliance in production and business activities.
2. Adhere to the group's work policy of "safety environment is as important as production and quality" and "prevention first, comprehensive management", earnestly implement EHS laws, regulations, policies and decisions promulgated by the national and local governments, and fully EHS work
3. Develop and implement investment disciplines, supervise investment projects with significant EHS risks and strictly implement due diligence systems, urge all companies and projects to do EHS risk management and control, and strictly implement "who is in charge, who is responsible" and "business must be in charge of safety (Environmental protection)" management requirements;

4. Establish and implement the EHS responsibility system for each department and line of the group. Supervise companies and projects to establish and improve EHS management institutions, formulate and implement EHS responsibility systems, various EHS rules and regulations, and operating procedures, including EHS education, training and inspection;
5. Supervise all companies and projects to implement EHS expenses in accordance with the law;
6. Supervise the EHS Management Department to conduct unannounced inspections and system audits of each group company, each company and project, and urge the rectification of major EHS hidden dangers discovered in accordance with the red, yellow and green light management system;
7. Establish a reporting system for major accidents, and make decisions to investigate and deal with those who are negligent or responsible for major EHS accidents. Establish a group EHS reward and punishment system to commend and reward employees and teams who have made outstanding contributions to EHS work;
8. Presided over the meeting of the EHS Management Committee of the group company, listened to the reports of the leaders in charge and the EHS department, and made decisions on major EHS issues;

III. EHS Responsibilities of General Managers/Project Managers of Each Company and Project

Responsible for the overall management and direct leadership of the EHS work within the company and project under his management, and his responsibilities are as follows:

1. Fully implement national and government EHS policies, laws and regulations, and industry standards and regulations, and earnestly perform EHS management responsibilities
2. Establish an EHS organization or full-time personnel in accordance with the law to manage and control the EHS risks of the business group in charge;
3. Regularly preside over and convene EHS management meetings in charge of companies and projects, deploy EHS work, coordinate and solve major problems in EHS work, and implement EHS work decisions made by the state, local governments, and Fosun Tourism Group;
4. Formulate the EHS responsibility system of the business group in charge, and the annual EHS goals, work plan, etc.;
5. Organize and carry out EHS inspections and EHS hidden danger investigations within the business group in charge;
6. Supervise and inspect the implementation of the EHS responsibility system of the business group in charge, and be responsible for EHS performance evaluation;
7. Responsible for the reporting, investigation and handling of accidents within the business group;
8. Formulate an emergency management system in charge of major EHS risks within the business group, formulate emergency plans and conduct regular drills;
9. For major issues affecting EHS, report to the Group EHS Management Committee in a timely manner, study and put forward measures and opinions to solve the problem in a timely manner;
10. Participate in the meeting of the Group's EHS Management Committee as required, report on the completion of the EHS target indicators of the business group in charge, supervise and implement the resolutions made by the Fosun Tourism Group's EHS Management Committee and provide timely feedback

IV. EHS Responsibilities of Chief Finance Officer/CFO

1. Assume direct leadership responsibility on EHS work for finance department.
2. Comprehensively implement national and local EHS laws and regulations and industry standards and regulations, implement group EHS policies and various management programs, and conscientiously carry out EHS management responsibilities.
3. In accordance with EHS cost management regulations in Management Measures for the Extraction and Use of Environmental Health and Safety Expenses in Enterprises, supervise enterprises to guarantee EHS cost input by law, including but not limited to EHS technical costs, cost of dealing with potential safety hazards, safety education and training fees, expenses for handling emergencies, and effective input of labor protection equipment costs.

4. Supervise enterprises to purchase EHS materials within the scope of national standard requirements, such as labor protective articles meeting the requirements of national standards.
5. Participate group EHS management committee meeting, supervise and implement resolutions relevant to the assigned line made by EHS management committee and make timely feedback.

V. EHS Responsibilities of the Head of Human Resources Department

Direct leadership responsibility for the comprehensive management of human resources business

EHS work:

1. Clarify the organizational structure of Fosun Tourism Group and the management boundaries of all levels of management personnel, and determine the scope of its EHS management responsibilities;
2. Implement and complete the EHS responsibility system for group companies and human resources;
3. Responsible for formulating and supervising the completion of EHS goals and indicators for human resources;
4. Supervise all levels to be equipped with a corresponding number of EHS professional full-time or part-time personnel in accordance with the law;
5. Implement the group EHS reward and punishment system, commend and reward employees and teams who have made outstanding contributions to EHS work, participate in the investigation and analysis of major EHS incidents, and deal with those responsible for major EHS incidents seriously according to regulations;
6. Supervise the human resources line, establish and implement an EHS performance management system, and link EHS performance with appraisal and promotion;
7. Supervise and urge the human resources line, implement and organize various EHS skills and technical training work in accordance with the law

Participate in the meeting of the Group's EHS Management Committee as required, supervise and implement the resolutions made by the EHS Management Committee and provide timely feedback.

VI. EHS Responsibilities of the Secretary Office of the Chairman

1. Organize the formulation and release of environmental, social and regulatory (ESG) reports for listed companies.
2. Assist in the formulation of EHS management policies, strategies, important goals and statements, and organize communication and reporting on the relevant board of directors as required.

VII. EHS Responsibilities of the Head of Risk Management

1. Conscientiously implement relevant EHS policies, principles and regulations of the superior and the company, timely convey related EHS instructions by the leader, include EHS in the specific agenda of the work, and control EHS risk on investment activities and operation

management.

2. Include EHS risks in the scope of identifying the investment and operation risks of the company, formulate control measures to eliminate or reduce risks.
3. Participate group EHS management committee meeting according to requirements, supervise and implement resolutions relevant to the department made by EHS management committee and make timely feedback.
4. Formulate and maintain approval and promulgation of EHS related rules and regulations and version control management program of Fosun Tourism Group.
5. Include EHS management in the scope of incorruptible construction and anti-corruption work. Discover and investigate behaviors in violation of regulation or discipline, such as EHS major accident concealment, false report, etc., as well as procurement and using of various EHS products that fail to meet safety requirements for one's own advantage.

VIII. EHS Responsibilities of the Head of the Investment Department

1. Assume direct leadership responsibility on EHS work for investment department.
2. During the investment work, comprehensively implement national and local EHS laws and regulations and industry standards and regulations, implement group EHS policies and various management programs, and conscientiously carry out EHS management responsibilities.
3. Adhering to the principle of environmental safety and health management is throughout the whole product life cycle, safety factors of project environmental health is included in the key criteria in the phase of project investment evaluation.
4. Timely report emergency events and major hidden dangers in the assigned line and business section.
5. Participate group EHS management committee meeting, supervise and implement resolutions relevant to the assigned line made by EHS management committee and make timely feedback.

IX. EHS Responsibilities of the Head of Legal Department

Direct leadership responsibility for the EHS work of the legal department.

1. Fully implement the relevant national and local EHS laws and regulations and industry standards and regulations, implement the group's EHS policies and various management systems, and earnestly perform EHS management responsibilities.
 2. Assist the EHS supervision and management department to provide legal opinions and explanations on the newly issued EHS laws and regulations.
 3. Assist in the formulation of EHS safety management rules and regulations.
- Provide legal support for emergency handling of emergencies.

X. EHS Responsibilities of Head of Strategy and Executive Office

1. Incorporate environmental protection and sustainable development into the group's strategic development plan, and organize the formulation of medium and long-term strategic goals and implementation methods.
2. Participate in and assist EHS in formulating and issuing policies, rules and regulations.
3. Incorporate EHS related topics into the topics of the company's management regular

operation meetings.

XI. EHS Responsibilities of the Head of Finnova

1. Integrate EHS management throughout the entire life cycle of a construction project. When designing new construction, reconstruction, expansion and technological transformation, fully consider the needs of green and sustainable development, and design documents should comply with the EHS laws, regulations and standards of relevant countries and regions in accordance with the law, And various EHS management systems of Fosun Tourism Group.
2. Supervise and review various design documents in accordance with the law, including but not limited to safety protection design, fire protection design, environmental protection design, etc.
3. Assist the EHS supervision and management department to gradually establish the safety design standards of Fosun Tourism and Culture Group based on international advanced experience and standards.

XII. EHS Responsibilities of CIO, Head of Tech+ Department

Assume direct leadership responsibility on EHS work for Tech+ department.

1. Provide technical support on FTG EHS Management. Support to establish EHS digital platform and solutions.
2. Participate group EHS management committee meeting, supervise and implement resolutions relevant to the Tech+ team made by EHS management committee and make timely feedback.

XIII. EHS Responsibilities of PR

As the head of corporate communication and public affairs department, fully responsible for the EHS management of corporate communication and public affairs of the company.

1. Actively disseminate EHS related laws and regulations, policies, notices, rules and regulations, promote employees' understanding of EHS culture, and improve the company's overall culture
2. Organize and build a media monitoring system, and assist the emergency response team in emergency response and public opinion control when an emergency occurs
3. Organize and establish daily relationship with local government agencies and social organizations, and support EHS and government related work

XIV. EHS Responsibilities of Head of headquarter EHSQ Department

Undertake comprehensive supervision and management responsibility on EHS Management for enterprises of Fosun Tourism Group.

1. Organize to formulate EHS policy, vision and objective and EHS management responsibility program of Fosun Tourism Group

2. Organize to formulate group EHS management responsibility program, and provide guidance, supervision and inspection on the implementation of management program.
3. Organize to formulate group EHS education and training, guide enterprises to perform training and save EHS training record.
4. Supervise enterprises to investigate major EHS incidents, and make statistical analysis the types and distribution of EHS events, and propose rectification measures.
5. Comprehensively analyze existing EHS issues, make regular or timely report on the major potential safety hazards and measures to company management.
6. Organize EHS inspections for companies and projects, and coordinate and supervise companies to formulate improvement measures for the discovered hidden dangers.
7. Formulate EHS reward and punishment program, and implement EHS award evaluation work.
8. Supervise and guide enterprises to establish and carry out occupational hazard identification and occupational health protection for project with occupational hazards.
9. Organize to formulate group emergency response and reporting program, supervise enterprises to set up EHS emergency response plan and regularly organize drill according to the provisions.
10. Suspend and correct behaviors for illegally directing, compel employees to work at risk, and disobey the operational rule etc.
11. Supervise and speed up the group enterprise to implement EHS red light item rectification measures.
12. Organize to formulate EHS-related content in the environmental, social and governance (ESG) report for listed companies.

XV. EHS Responsibilities of Operation AT Department

1. Organized the establishment of the overall quality operation process AT system, sorted out the problems in the EHS management process of each enterprise to improve the efficiency and performance of safety management.
2. Supervise and guide companies and projects to improve and optimize EHS related rules and regulations, SOP process system, approval process, work guidance, etc., and promote electronic and standardized process management.

XVI. EHS Responsibilities of Customer Experiences Department

1. Organize and establish customer feedback collection and complaint mechanism, timely synchronize EHS related information raised up by customers to EHS
2. Assisted in handling all kinds of EHS emergencies, supervised and guided company on guest complaints handling in emergency
3. Organize customers to incorporate EHS risks into customer experience management, fully consider EHS risks and propose solutions from the perspective of customer experience in the process of experience design and experience inspection

XVII. EHS Responsibilities of each Company and Project's EHS Team

1. Organize to implement national laws and regulations related to environment, health, safety, firefighting and food hygiene, and safety production requirements from superior, formulate relevant management rules and regulations, and implement the accountability program by different levels.
2. In charge of formulation on EHS procedures at the corporate and project level, and carry out inspection and supervision on the implementation of safety management procedures.
3. Formulate EHS education and training courses and contents, train employees and save training record.
4. Formulate standards and management measures for labor protective articles in accordance with relevant state regulations, and supervise and inspect timely dispatch of the articles by the relevant departments and reasonable use.
5. Organize to establish team for the investigation of EHS incidents, make statistical analysis of the type and distribution of safety incidents in the unit, and propose rectification measures.
6. Formulate EHS emergency response plan and organize drill, make timely report to the group headquarters on emergencies based on the requirements of Management Program of Emergency Disposal and Reporting of Fosun Tourism Group.
7. Organize EHS inspection, coordinate and supervise each line to formulate preventive measures on discovered hidden dangers, inspect and supervise the completion of hidden danger rectification work. Relevant persons in charge of the unit shall be immediately reported if discovered issues fail to be handled.
8. Formulate EHS reward and punishment program for the unit and project, and implement safety award evaluation.
9. Organize to establish occupational health management program for projects with occupational hazards, including notification on occupational health hazards, monitoring of occupational hazards, occupational health examination and occupational taboo transfer etc.
10. Establish perfect firefighting files for fire safety key units, organize to carry out fire prevention inspection and supervise and speed up rectification on hidden fire hazards.
11. For new construction, expansion, renovation and internal decoration projects, coordinate EHS administrative license, including environmental, safety, occupational health completion acceptance, firefighting design audit, construction supervision and fire control acceptance.
12. Make regular report to the EHS team of the group headquarters about EHS performance appraisal indicator.
13. Complete ESG report environment and safety part in accordance with the requirements HKEX ESG guideline.
14. Adhering to the principle of sustainable development, organize to formulate the program on environmental protection, energy saving and emission reduction, waste recycling of the company, and supervise and guide the implementation of various programs.

XVIII. EHS Responsibilities of all Employees

1. Conscientiously study and strictly observe EHS regulations and operating procedures of Fosun Tourism Group, and obey the administration.
2. Master necessary environmental health and safety knowledge for this post, proficient in the

post operation skills, and possess with accident prevention and emergency response capabilities.

3. In case of discovery of potential accident hazards or other unsafe factors, immediate report should be made to the site environmental health and safety management personnel or the managers of this line of business.
4. Labor protective articles should be worn and used correctly.
5. Timely complete designated safety training and assessment.

Chapter VI Document Control

Article 9 Interpretation

The group EHSQ Department is responsible for formulation, revision and interpretation of this regulation.

This regulation is implemented as from the date of promulgation.

Article 10 Revision History

Date	Revision illustration	Version
July 18, 2019	Initial publish	Rev. 1.0
July 15, 2020	According 2020 FTG new organization add new role such as Co-president, Strategy and Office of Executives and adjust responsibilities based on new org.	Rev. 2.0
Aug 23, 2021	In accordance with the new version of "Fosun Group EHS Responsibility Program" which updated in 2021, as well as the organization structure adjustment of FTG in 2021 , several new functional departments are added	Rev. 3.0

Article 11 Noun Interpretation

Noun	Definition
ESG report	Environmental, social and corporate governance report, that is, the communication mode that enterprise make periodic disclosure to interested parties on the influences in economic, social and environmental dimensions when fulfilling the concept, strategy, method of social responsibility and its business activities.
4 rules of safety incident investigation	Refers to stick to find out cause of the accident clearly, stick to take discipline action to the responsible personnel, stick to implement corrective action, and stick to educate personnel concerned.

Article 12 Reference

1. Safety Production Law of the People's Republic of China
2. Safety Production of Special Equipment Law of the People's Republic of China
3. Fire Protection Law of the People's Republic of China
4. The Prevention and Control of Occupational Diseases law of the People's Republic of China
5. Occupational Health, Safety and Environmental Protection Responsibility Program of Fosun Tourism Group

