



FIRST PACIFIC COMPANY LIMITED

第一太平有限公司

(Incorporated with limited liability under the laws of Bermuda)

Website: www.firstpacific.com

(Stock Code: 00142)

ENVIRONMENT, HEALTH AND SAFETY POLICY

This policy supports First Pacific's Code of Conduct (Code) and must be read in conjunction with the Code.

1. INTRODUCTION

First Pacific is committed to environmental compliance and maintaining the highest standards of occupational health and safety for all our employees, contractors, suppliers, customers, and visitors.

2. POLICY

We promote high standards of environment, health and safety performance, at First Pacific and our operating companies.

We aim to raise environmental and social performance standards to world-class levels where possible, and to invest in companies that understand and properly manage their material impacts.

Environmental Management

First Pacific actively supports the environmental protection and resource conservation programs of our investee companies.

We support the companies that we invest in to take action to implement environmental programs and initiatives as they relate to their operations, which include the proper management of energy use, water, greenhouse gas emissions, air quality, impacts on biodiversity, and waste.

Wherever we operate, we aim to monitor, manage and minimize negative impacts of our existing business activities and make positive contributions to our environment.

Occupational Health and Safety

First Pacific strives to ensure a safe working environment for all our employees in compliance with relevant laws and regulations, whether local or international.

We implement employee health and safety measures that prevent injury and illness and protect people from occupational hazards.

We encourage our investee companies to consider the well-being of their employees, such that they maintain a safe working environment for their peoples in compliance with relevant laws and regulations on occupational health and safety in their respective countries and industries.

We further promote the health and safety of our suppliers, in connection with their activities for First Pacific. More information can be found in our Supplier Code of Conduct.

Dated 24 August 2023

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