

KE Holdings Inc.

Occupational Health and Safety Policy

1. Purpose

The Company (as defined below) attaches great importance to the construction of its occupational health and safety (hereinafter referred to as “OHS”) capabilities, and constantly tracks and analyzes its OHS performance. The Company strives to reduce potential occupational health risks in the business operation processes and avoid loss to the Company’s business continuity due to OHS accident. To clarify the Company’s OHS management responsibilities, commitments and measures, the Company hereby formulates this Occupational Health and Safety Policy (hereinafter referred to as the “Policy”) with the aim of enhancing the OHS management capabilities of the Company and related parties, and ensuring that the management measures implemented conform to the Company’s concept of sustainable development.

2. Scope

The Policy applies to KE Holdings Inc., its subsidiaries, and consolidated affiliated entities (hereinafter collectively as the “Company”). For the purpose of this Policy, the term “employees” refer to full-time employees who have formally signed labor contract or labor service contract with the Company. We encourage and promote our affiliated companies, business partners and suppliers to comply with this Policy.

3. Management Responsibilities

The Policy has been developed in consultation with employees and worker representatives, and was prepared by the ESG Executive Management Team, which comprises functional units dedicated to environment, social and governance (hereinafter referred to as “ESG”) matters. The Policy is approved and implemented by the Corporate Governance Committee—a professional committee under the Board of Directors authorised to oversee the Company’s ESG-related matters, including the approval and ongoing supervision of occupational health and safety policies. The Board of Directors provides ultimate guidance and support to the Corporate Governance Committee. The ESG Executive Management Team regularly reports to senior management on updates to this Policy and the management of major OHS related matters. The Company’s ESG Working Group, in coordination with relevant functional departments, is responsible for the implementation of this Policy.

4. Commitments and Measures

4.1 Commitments

The Company commits to implementing and maintaining an OHS management system within its operations. This system is established in compliance with applicable OHS laws and regulations in the regions of operation and duly considers the Occupational Safety and Health Convention issued by International Labour Organization, ISO 45001 Occupational Health and Safety Management Systems developed by the International Organization for Standardization, and other internationally recognized OHS guidelines and standards. The Company further pledges to dedicate the necessary resources to actively fulfil its work safety obligations, continuously strengthen employee health and safety standards, and improve corporate health and safety performance indicators. In the event of a major health or safety incident, relevant management personnel will be held strictly accountable, and their risk management performance will be incorporated into performance evaluations.

4.2 Measures

The Company strives to implement requirements of OHS throughout all business lines of the Company, conduct appropriate measures of health and safety to reduce and manage potential OHS risk in business activities, and require business lines to consider the effectiveness of measures. The provisions pertaining to the Company's OHS measures and requirements are provided below.

4.2.1 OHS Management

- (1) Regularly sort out and evaluate the OHS risk factors and risk levels in the workplace.
- (2) Develop corresponding risk mitigation plans based on risk factors and the risk levels and establish priorities for action plans to effectively address these risks.
- (3) The Human Resources Department and related business management departments regularly discuss OHS risks identified by the Company, risk mitigation plans, as well as the effectiveness of the OHS management measures implemented by the Company to continuously enhance the Company's OHS management capabilities.
- (4) Continuously optimize the Company's OHS performance indicator management system, constantly monitor, evaluate, and analyze the OHS performance indicators, and sort out the main factors affecting the OHS performance indicators of the Company, based on which, develop targeted measures to improve the Company's OHS performance.

(5) Formulate and regularly review the Company's OHS targets based on the actual operation of the Company to maintain and improve the effectiveness of the OHS management system and OHS performance of the Company.

(6) Regularly evaluate the implementation of the Company's OHS management measures. Evaluate the effectiveness of the Company in alleviating/preventing OHS-related problems/risks against the OHS targets.

(7) Continuously improve the Company's OHS management system by referencing internationally recognized OHS-related guidelines and standards, and cover OHS management practices in the management system, such as occupational disease prevention, daily screening and mitigation.

(8) Provide employees with a healthy and comfortable workplace, install appropriate health and safety facilities in the workplace, including but not limited to: AED (automated external defibrillator), fresh air system, relaxing room, childcare facilities, etc., and prepare sufficient emergency medical supplies.

4.2.2 Training and Communication

(1) Carry out regular OHS education and organize fire drills for employees.

(2) Select employees to learn CPR (cardiopulmonary resuscitation) first aid method, and continuously improve the proportion of employees who have obtained first aid training certificate.

4.2.3 Emergency Plan

(1) Develop a targeted OHS emergency plan appropriate to the size, office type, etc. of the workplace.

(2) Go through and revise the established emergency plan from time to time, and evaluate the effectiveness of the plan according to the types of occupational health risks and occupational health incidents in the office.

4.2.4 Incident Investigation Procedures

(1) Establish procedures for investigating work-related injuries, occupational health issues, illnesses, and accidents, with clearly defined processes for reporting, recording, analysis, and response, in order to identify root causes and prevent recurrence.

(2) All work-related injuries, occupational health issues, illnesses, and accidents shall be reported in a timely manner. Major incidents shall be investigated by the relevant departments, and the investigation results shall be submitted to the management and the Corporate Governance Committee.

5. Supervision and Reporting

The contents of the Policy are implemented by the ESG Executive Management Team, which reports the main impacts and progress towards achieving targets to the Company's management and is subject to the supervision of the Corporate Governance Committee.

6. Update and Revision of Policy

The Policy is updated and reviewed by the Corporate Governance Committee as necessary.