

Supplier Code of Conduct

Seazen Holdings Co., Ltd. (hereinafter referred to as the "Group", "we", "our" or "us") upholds the collaborative principles of "standardized management, full competition, fairness and equity, collaboration and efficiency", and values each of our supply chain partners. To perform the duties and responsibilities as a social citizen together with all partners and to create a transparent, high-quality, green, and secure supply chain, we have formulated the Supplier Code of Conduct (hereinafter referred to as the "Code"), which elaborates on the basic principles that suppliers should adhere to and the Group's thorough consideration on suppliers.

The Code complies with relevant national laws and regulations and is applicable to Seazen Holdings headquarters, two major business units (the Real Estate Development Business Department and the Business Management Business Department), diverse businesses, and its regional, city, and project companies. All suppliers shall, while fulfilling economic contracts in accordance with the law and adhering to the principles of fair trade, ensure:

Protecting Employees' Rights

1. Firmly oppose the use of child labor and forced labor, ensure that the employment age of employees meets the legal employment age required in the respective location, and prohibit violent threats, illegal restraint, or the use of any other form of forced labor.
2. Provide comprehensive employee compensation and rights protection plans, offer employees diversified safeguards and benefits, and ensure unimpeded channels for employee feedback.

Occupational Health and Safety

3. Strictly comply with national and local health and safety laws and regulations, and proactively provide documents such as safety qualifications and safety assurance measures during the bidding process.
4. Strengthen safety responsibilities and risk identification, establish safety objectives, and ensure the timely rectification of potential safety hazards with reference to the Group's occupational health and safety management requirements and system certifications such as OHSAS 18000 Occupational Health and Safety Management.
5. Regularly provide employees with occupational health and safety training, ensure all employees are aware of risk response methods, and make every effort to purchase relevant insurance for employees, such as personal accident insurance, employer's liability insurance, and public liability insurance. Environmental Responsibility
6. Actively fulfill environmental responsibilities, ensure the careful implementation of environmental impact assessment reports during operations and construction to reduce environmental pollution.
7. Take appropriate measures to improve our performance in areas such as

environmental pollution control, resource and energy conservation and reuse, biodiversity protection, and climate change with reference to the requirements under the Group's environmental management policies and system certifications including ISO 14001 Environmental Management and ISO 50001 Energy Management, thereby contributing to the development of a resource-efficient and environmentally friendly society.

8. All other factors being equal, the Group shall prioritize the procurement of green and healthy products certified with green group standards or third-party environmental certifications, and give preference to safe, durable, green, and low-carbon materials and building supplies, so as to reduce energy and water consumption during material production, minimize pollution and waste generation, and maximize material reuse.

Integrity and Business Ethics

9. Adhere to the Group's supply chain management principles of honesty, trustworthiness, transparency, and fairness, sign the Integrity Cooperation Commitment, and ensure that no acts of bribery, improper benefit transfers, or fraudulent practices occur during contract performance.

10. Conduct business ethics training, participate in integrity investigations carried out by the Group, and proactively utilize public reporting channels including hotlines, email, mailboxes, WeChat, and websites to report misconduct such as fraud, bribery, and corruption.

We encourage suppliers to formulate management rules tailored to their own circumstances. The Group will give priority to suppliers who have obtained system certifications such as ISO 14001 Environmental Management, ISO 50001 Energy Management, and OHSAS 18000 Occupational Health and Safety Management. We also encourage suppliers to share the Code with their own suppliers and partners to thoroughly implement corporate social responsibility management. The Code is effective as of its release date and will be reviewed and updated by the Group periodically.