

MINISO Group Holding Limited

Occupational Health and Safety Policy

I. Objective

MINISO Group Holding Limited (hereinafter referred to as "MINISO" or "we") always puts the health and safety of employees first, and has formulated an occupational health and safety policy (hereinafter referred to as "the Policy"), which aims to clarify our standards for all employees in relation to environmental, health and safety issues.

II. Scope of Application

The Policy applies to all business activities of MINISO, including but not limited to the headquarters and subsidiaries of MINISO. We encourage franchisees, distributors, service providers, etc. who represent MINISO or participate in activities related to MINISO's business to comply with the Policy.

III. Management Objectives

- **Compliance Objective:** Fully comply with domestic and foreign occupational health and safety laws and regulations, ISO 45001 and other international occupational health and safety standards, eliminate non-compliant business practices, and strive to create a safe working and business environment to ensure that the safety and health of all employees in MINISO's operation activities are effectively guaranteed.
- **Risk Prevention Objective:** Carry out full-scenario health and safety risk identification and graded assessment on a regular basis, formulate risk management and control priorities and special rectification action plans, and reduce the probability of accidents and occupational diseases from the source.
- **Full Participation Objective:** Establish a regular consultation and participation mechanism for employees and employee representatives, open feedback channels, and encourage frontline employees to participate in risk investigation, policy revision and emergency plan optimization.
- **Quantitative Performance Objective:** Establish annual quantifiable KPIs for occupational health and safety, including core metrics such as safety incident rates, targets of zero severe injuries and zero fatalities, 100% safety training coverage for all employees, annual occupational health examination coverage, and the compliant provision rate of personal protective equipment. These targets should be cascaded down to individual business units for assessment. Through continuous monitoring and dynamic target adjustments, we are committed to continuously improving the performance of the occupational health and safety management system.

IV. Management Initiatives

1. Safety Management and Protective Measures

- **Daily Safety Management and Hardware Facilities:** We provide employees with comprehensive safety facilities and clear safety operating procedures. Through regular occupational health risk assessments, we identify potential hazards and formulate preventive measures, ensuring their implementation via daily patrols and periodic inspections. Additionally, a clinic is set up in the office area, and Automated External Defibrillators (AEDs) are deployed across the premises for emergencies.
- **Safety Training and Fire Drills:** We conduct diverse safety training sessions at least once a month for all employees, utilizing a combination of case reviews, video tutorials, and hands-on practice. Topics cover warehouse operation standards, equipment operation methods, hazard identification, and emergency response protocols. Regular fire evacuation drills are also organized to effectively enhance employees' safety awareness and risk prevention capabilities.
- **Fire and Smoking Prohibition Management:** Prominent "No Open Flames" and "No Ignition Sources" warning signs are uniformly installed in key warehouse areas and at entrances/exits. Strict security checks at gates are enforced to eliminate fire hazards at the source. We have formulated and implemented a Notice on Comprehensive Smoking Ban in Office Areas. Smoke detectors are installed in restrooms and corridors, and any employee violating the regulations will be publicly notified to reinforce a smoke-free workplace.
- **Electrical Safety Control:** Electrical risers (high- and low-voltage), office sockets, and server room wiring are inspected monthly. Private extension cords and high-power appliances are strictly prohibited in office areas. Appliances in the pantry, such as microwaves and water dispensers, are scheduled to power off automatically. Server rooms are equipped with temperature sensors and fire suppression systems, and a closed-loop ledger for rectifying electrical hazards is maintained.
- **Elevator and Underground Parking Safety Management:** During peak hours, dedicated property management staff are assigned to guide elevator traffic. Emergency call systems and emergency lighting are equipped inside elevators. Underground parking lots have speed limits and designated pedestrian-vehicle separation lanes, with regular ventilation to prevent exhaust accumulation. E-bikes are charged exclusively outdoors; bringing e-bikes into the building or charging them indoors is strictly prohibited across the entire office building.
- **Renovation and Maintenance Construction Control:** A construction access approval mechanism is established, requiring all workers to hold valid certifications. Qualifications of construction contractors for internal renovations, equipment maintenance, and exterior

wall cleaning, along with workers' certifications, are subject to dual audits by the Administration and Safety and Environment departments. Construction is restricted to specific hours to avoid peak commuting times, with hard barricades and safety warnings set up in the work zone. At the end of each day, property management clears the site, cuts off temporary utilities, and eliminates any remaining hazards. For work at height, safety harnesses and protective nets are mandatory, with dedicated personnel overseeing the entire process.

2. Employee Health and Safety Protection

- **Comprehensive Physical and Mental Health Support:** We organize physical examinations and free medical consultation events for employees, providing free screenings for breast and cervical cancers for female staff. Mental health awareness campaigns are conducted to improve employees' understanding of stress and ability to cope with it. We emphasize workplace stress relief and scientific management to foster a caring and supportive work environment.
- **Personal Protective Equipment Management:** Frontline employees are issued personal protective equipment, with an adequate supply of protective gloves. Traditional cutting tools have been replaced with specialized tools that meet safety standards to reduce the risk of abrasions and lacerations.
- **Commercial Insurance Coverage:** Applicable commercial insurance is purchased for employees in high-risk positions to provide more comprehensive occupational health and safety protection.

3. Green Office and Environmental Management

- **Building Energy Consumption Management:** Lighting, central air conditioning, and fresh air systems in the headquarters building are scheduled to turn on/off by floor or department. Non-essential equipment is automatically powered down after work hours, on weekends, and during holidays. A monthly utility consumption ledger is established and incorporated into the annual quantitative KPIs by the Safety and Environment Management Department.
- **Waste Sorting and Specialized Hazardous Waste Disposal:** Standardized four-category waste bins are provided, with dedicated battery collection boxes in pantries on each floor. We promote paperless operations, the reuse of cups in meeting rooms, and the donation/recycling of obsolete office supplies. Waste reduction data for the office building is disclosed quarterly.
- **Indoor Air Quality Monitoring:** TVOC, CO₂, temperature, and humidity levels are tested monthly across all floors and the underground parking lot, with reports synced to the Safety and Environment Management Department. Fresh air system filters are cleaned and replaced regularly. Newly renovated office spaces must remain vacant and ventilated, and

can only be occupied after passing third-party air quality testing.

- **Rainwater Harvesting:** Roof rainwater is harvested for public landscaping maintenance, and the water-saving data is incorporated into MINISO's ESG indicators for energy conservation and consumption reduction.

4. Incident Investigation and Supply Chain Safety Management

- **Incident Investigation and Handling:** A standardized occupational injury investigation procedure is established. All work-related injuries, health abnormalities, illnesses, and safety incidents are promptly recorded, investigated, and analyzed to identify root causes. Based on the findings, targeted corrective actions are formulated and implemented to prevent recurrence and continuously improve workplace health and safety standards.
- **Supplier and Partner Safety Management:** Safety and health requirements are integrated into supplier evaluation and selection criteria. We assess suppliers' safety and health management capabilities, prioritizing partnerships with reputable suppliers that demonstrate high standards in safety and health management.

V. Management Structure

We have established a three-tier governance structure for occupational health and safety management, with clearly defined roles, responsibilities, and authorities. We have designated the Safety and Environment Department to take charge of safety-related matters. Its duties include periodically collecting and interpreting safety laws and regulations, monitoring the achievement of safety objectives, providing recommendations and guidance on actions needed to improve safety performance, promoting a safety and health culture, and reporting regularly to the management. The management is responsible for coordinating and formulating MINISO's overall occupational health and safety strategies, policies, guidelines, and objectives; making decisions and taking actions regarding major safety and health accidents and incidents at the group level; and reporting to the Board of Directors.

VI. Supervision and Reporting of Violations

MINISO's Safety and Environment Department conducts unscheduled supervision and assessment of occupational health and safety. For issues identified during reviews, it regularly tracks improvement results until rectification is completed, and continuously refines relevant systems and strengthens awareness and education. For violations, disciplinary actions will be taken against the offenders based on the nature and severity of the circumstances.

We have established a whistleblower protection system and welcome employees and third

parties to report any matters that violate occupational health and safety laws and regulations, industry standards, or company policies. Employees and third parties may choose their own reporting channels. We strictly maintain the confidentiality of the whistleblower's personal information and all materials provided. The specific reporting channel is as follows:

- Official Compliance Hotline: 020-32306713
- Violation Reporting Email: jubao@miniso.com

VII. Implementation and Review of the Policy

The Audit Committee shall periodically review the implementation and effectiveness of the Policy to ensure that it continues to meet the needs of MINISO and reflects current regulatory requirements and good sustainable development practices, and shall discuss and consider any revisions that may be necessary.

VIII. Supplementary Provisions

The Policy was reviewed and approved by the Audit Committee and shall come into effect on the date of issuance.