

Onewo Inc. Health and Safety Policy (General Framework)

This policy serves as the general framework of Onewo Inc. (the “Company”) for health and safety management. Together with the *Health and Safety Policy* documents issued by the Company and its subsidiaries, it constitutes the Health and Safety Policy system of Onewo Inc.

To ensure centralized management of health and safety matters, this policy encompasses all business activities of Onewo and its subsidiaries, and applies to all employees, outsourced employees and partners, etc. of Onewo. Meanwhile, Onewo recommends and encourages our partners and suppliers to develop appropriate policies and measures.

I. The Company places health and safety at the core of its business operations. The Company undertakes to review and improve its health and safety production system and strengthen occupational health management on a regular basis, pursuant to the ISO 45001 and to publicize health and safety standards to employees, partners and suppliers on a regular basis to ensure the health and safety of the working environment.

II. Environmental, Health, and Safety (EHS) Committee. The Company establishes a Health and Safety Management Committee, composed of selected members from the Company’s executive management team and the first responsible persons for health and safety management of its subsidiaries. The specific list of members shall be clarified through internal official notifications.

III. First Responsible Person for Health and Safety Management. The Company’s superior executive serves as the first responsible person for Onewo’s health and safety management. The first responsible persons of each business unit and management level within Onewo shall be the first responsible persons for health and safety management within their respective units or levels.

IV. Goals and Performance Appraisal for Health and Safety Management.

1. The Company actively promotes health and safety accountability, and includes health and safety as an important indicator in the performance appraisal and evaluation system for the Company's superior management team and superior management at all levels, which is linked to the remuneration of the relevant management members.
2. The Company's EHS Committee has specified the health and safety goals of the first responsible person for health and safety management of the Company and linked the goals with the remuneration of the first responsible person (CEO).
3. The Company has established the following three health and safety goals:
 - **Health and Safety Goal 1 (Zero-Accident Target):** No production safety accidents under our responsibility.
 - **Health and Safety Goal 2:** Maintain the Lost Time Injury Rate (LTIR) of our employees below 1.2.
 - **Health and Safety Goal 3:** Achieve six production safety responsibility targets (details in Appendix I). Specific assessment criteria shall be clarified through internal notifications.

V. Mechanism Guarantee for Policy Implementation.

1. All business unit and management level of the Company has established appropriate procedures for implementation, supervision, and evaluation and has clearly identified the departments, positions and staff members responsible for policy implementation.
2. All business units and management levels shall report quarterly to the higher-level EHS Committee on the implementation of health and safety initiatives, including but not limited to: policy execution progress, achievement of health and safety goals and work plans, workplace measurement and assessment results, G4 action plan implementation, and Themed Month activities.
3. The headquarters of each business unit shall disclose execution progress, achievement of health and safety goals and work plans, and updates on the responsible team, the responsible person, the executable unit at their respective

and subordinate levels semi-annually, while subordinate management teams shall do so quarterly.

4. Aligning with China's National Safety Production Month (June) and World First Aid Day (the second Saturday of September), the Company designates June and September as Health and Safety Themed Months. All business units shall organize themed activities during these months to fulfill safety production requirements and enhance safety promotion, education, and supervision.

VI. Communication and Supervision. The Company encourages employees to report health and safety risks, accidents and unforeseen situations, provides communication channels, and strictly keeps the whistleblower's information confidential to avoid retaliation.

VII. Review and Amendment. The Company will timely or at least annually review and update the specific management methods in this Policy in accordance with the changes in laws and regulations, the actual operations of the Company, and the results of the performance appraisal.

Onewo Inc.

ESG Office

April 29, 2025