

Proya Cosmetics Co., Ltd.

Occupational Health and Safety Management Policy

1. Introduction

Proya Cosmetics Co., Ltd. ("Proya Cosmetics" or the "Company") attaches great importance to the occupational health and safety (OHS) of its employees and relevant parties. This Policy is hereby formulated to create a safe, healthy, and inclusive work environment, enhance OHS management, and prevent workplace accidents and occupational health risks.

2. Scope of Application

This Policy applies to Proya Cosmetics and its subsidiaries and branches within the scope of its consolidated financial statements. It applies to operational activities involving the Company's production and business operations, products and services, warehousing and logistics, administrative offices, and other areas, and covers all employees of the Company. The Company also requires contractors, service providers, and other major business partners to actively comply with this Policy or equivalent policy requirements.

3. Responsibilities

Board of Directors: It is responsible for guiding and supervising the Company's OHS management, formulating OHS management policies and strategies, reviewing OHS objectives and their implementation, monitoring progress toward achieving the objectives, and promoting the sustainable development of the Company.

Strategy and Sustainable Development Committee of the Board of Directors: It is responsible for the overall management of the Company's OHS management performance, identifying and preventing OHS risks, ensuring the effective operation of the OHS management system, and reporting relevant work progress and policy implementation to the Board of Directors.

4. Commitments

The Company adheres to the work safety policy of "upholding work safety, fostering a safety culture, and safeguarding physical and mental health," strictly complies with laws and regulations including the *Labor Law of the People's Republic of China* and the *Law of the People's Republic of China on Work Safety*, as well as the requirements of international standards such as ISO 45001, and, where applicable, respects and fulfills the OHS provisions set out in labor contracts and the Employee Handbook.

5. Relevant Measures

5.1 Setting Work Safety Objectives

The Company has established a system of OHS management objectives that covers key performance indicators such as the work-related injury accident rate and the incidence rate of occupational diseases. The Company regularly monitors progress toward the achievement of these objectives and drives continuous improvement in OHS performance in an objective-oriented manner.

5.2 Improving the Safety Management System

The Company adheres to the principles of prevention first and continuous improvement. The Company dynamically monitors the work safety situation, formulates and establishes a safety hazard inspection mechanism covering all employees, and implements closed-loop rectification to continuously optimize safety management performance. Meanwhile, it makes full and effective use of safety protection funds to continuously improve working conditions and the operating environment.

The Company regularly identifies safety risks throughout the entire production process and, based on the results of risk identification and assessment, determines the priority of various improvement actions. It prioritizes resource allocation to high-risk areas and links with frequent accidents to ensure that control measures are commensurate with risk levels.

The Company establishes and improves its safety organization network, enhances the work safety responsibility system for each position, signs work safety responsibility letters at each level, gives full play to the role of Safety Coordinators, and prevents command and operations in violation of safety rules.

5.3 Strictly Managing Safety Processes

The Company strictly implements the approval system for hazardous operations, and approval procedures must be completed in advance for hazardous operations. Before hazardous operations are carried out, detailed construction plans, written briefings, and safety protection facilities must be in place and inspected at all times, and any hazards identified must be corrected immediately.

The Company has established an emergency handling system for safety accidents, forming a safety accident emergency management mechanism covering organization, response, follow-up handling, special emergency response, and on-site handling plans, so as to ensure the timely, orderly, and effective handling of emergencies.

5.4 Cultivating an All-Employee Safety Culture

The Company establishes safety education records for employees. All new workers must receive three-level safety education and training, pass the examination, and sign the *Safety Liability Statement* before taking their posts.

The Company continuously conducts safety capability building for personnel and cultivates a

positive safety culture. The Company advocates the participation of all employees in safety management and improvement, encourages employees to proactively identify and report potential hazards, and works together with employees to build a safe and healthy work environment.

6. Others

This Policy is formulated by the Strategy and Sustainable Development Committee of the Company's Board of Directors, which shall be responsible for its interpretation.

Matters not covered by this Policy shall be handled in accordance with relevant laws, regulations, rules, and normative documents.

This Policy shall take effect on the date it is reviewed and approved by the Company's Board of Directors. The applicability of this Policy shall be assessed every three years or when major changes occur.

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