

# **Eastroc Beverage (Group) Co., Ltd**

## **Occupational Health and Safety Management Policy**

### **1. Purpose**

Eastroc Beverage (Group) Co., Ltd., its branch offices, subsidiaries, companies it controls, and companies over which it exercises management authority (hereinafter referred to as "the Company") adheres to the corporate mission of "providing healthy functional drinks for consumers, building a business platform for employees, and creating reasonable profits for shareholders" and upholds the corporate values of "Simplicity, Integrity, Collaboration, Struggle." The Company strictly complies with all applicable laws and regulations in the jurisdictions where it operates. The Company establishes and improves a comprehensive occupational health and safety management system covering R&D, production, warehousing, logistics, sales, office administration, and other operational scenarios. The Company fully implements the safety accountability system, continuously strengthens hazard identification and risk control, and creates a healthy and safe working environment.

### **2. Scope of Application**

This Policy applies to all personnel of Eastroc Beverage (Group) Co., Ltd., its branch offices, subsidiaries, companies it controls, and companies over which it exercises management authority. The term "personnel" as used in this Policy encompasses full-time employees, rehired retirees and other

service personnel, outsourced labor and part-time employees of the Company. The Company encourages all business partners, including suppliers, subcontractors, engineering contractors, outsourcing contractors, and distributors, to comply with this Policy.

### **3. Laws, Regulations and Internal Systems**

The Company strictly adheres to laws and regulations such as the "Law of the People's Republic of China on the Prevention and Control of Occupational Diseases" and the "Law of the People's Republic of China on Work Safety." The Company has established the "Safety Management Regulations for Outsourcing Construction." The production bases have established a series of regulations, including the "Comprehensive Environmental and Occupational Health and Safety Management Manual", "EHS Occupational Health and Safety Operation Procedures", "Emergency Rescue Plan for Work-related Injury Accidents", "Occupational Disease Prevention and Control Management System", "EHS Stakeholder Management Procedures". These regulations govern the occupational health and safety management of employees, suppliers, subcontractors, engineering contractors, outsourcing contractors and distributors.

### **4. Occupational Health and Safety Management Structure**

4.1 The Strategy and Sustainable Development Committee of the Board of Directors serves as the highest decision-making body for the Company's occupational health and safety. It is responsible for coordinating the formulation of occupational health and safety strategies, risk management, objective reviews, and performance evaluations. The CEO holds overall

responsibility for occupational health and safety strategy, while the Vice President oversees and manages health and safety-related matters.

4.2 In addition, the Company has established Environment, Health, and Safety (EHS) Committees at its production bases, forming a four-tier safety management structure: "Committee Chair - Committee Executive Director - Head of Safety and Occupational Health Management - Safety Inspection Team and Department Safety Officers." Occupational health and safety matters at all production bases are managed by specialized personnel who report to the Group Vice President. The Company has formulated the "Safety Production Responsibility System" and other related systems to clarify the EHS responsibilities of personnel at all levels and establish long-term mechanisms to guide and supervise the implementation of all health and safety work.

4.3 The Company incorporates occupational health and safety performance into the annual assessment system for senior executives, linking it with performance appraisals and salary incentives. This promotes the transition of EHS management from system implementation to the fulfillment of responsibilities. CEO compensation is linked to key health and safety performance indicators.

## **5. Health and Safety Objectives**

5.1 The Company sets health and safety targets covering all employees and contractors: by 2030, the Company's Total Recordable Incident Rate (TRIR) or Lost Time Incident Rate (LTIR) will be reduced to less than 1, covering all employees and contractors. To achieve this objective, the Company implements special health and safety support plans, including risk

assessments, job training, and accident management. The Company conducts continuous monitoring and improvement of health and safety performance, both leading and lagging.

## **6. Health and Safety Management Measures**

6.1 The Company establishes and improves the occupational health and safety management system in accordance with international standards such as ISO 45001. The Company identifies, evaluates, and manages occupational health and safety risks and hazards during business development, and regularly carries out system audits, supervision, and inspections to ensure continuous management improvement.

6.2 The Company actively promotes health and safety management system certification, ensuring that ISO 45001 certification coverage at the Company's production sites reaches 100%, thereby comprehensively improving the standardization, systemization, and professionalism of management.

6.3 The Company improves the emergency management system, standardizes emergency rescue management processes, and refines the emergency plan system covering production safety accidents, emergencies, and occupational disease hazards, comprehensively enhancing risk response and accident handling capabilities.

6.4 The Company regularly conducts health and safety training for personnel, contractors, and other stakeholders to continuously improve the safety awareness, risk prevention capabilities, and emergency response skills of all personnel.

6.5 The Company prioritizes cooperation with business partners who

demonstrate strong performance in occupational health and safety.

6.6 The Company regularly tracks all proactive occupational health and safety indicators (such as total annual health and safety training hours, coverage of key job training, contractor safety audit coverage, and hazard rectification rates), shifting focus from reactive post-processing to proactive prevention. At the same time, the Company is gradually establishing and implementing a "near-miss" reporting system.

6.7 The Company develops performance indicators to track contractors' occupational health and safety performance and incorporates relevant indicators into the Company's occupational health and safety management indicator system.

## **7. Revisions and Reviews**

The Company reviews this Policy on a regular basis and revises it as necessary.