

Onewo Inc. Health and Safety Policy (2024)

Vanke Service

This public policy is formulated in accordance with the Health and Safety Management Policy of Onewo Inc. ("Onewo"), stating that "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".

Onewo carry out residential property services using the Vanke Service brand, with its workforce making up about 45% of Onewo's total employee count.

I. Vanke Service (the "Company") puts health and safety at the core of its business operation. 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 Onewo Health and Safety Policy, 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.

The Company has obtained the ISO 45001 Occupational Health and Safety Management System Certification. The Company identifies, assesses and manages business safety risks and potential hazards, and performs regular review and supervision.

II. Environmental, Health, and Safety (EHS) Committee. The superior management team at all levels of the Company, including the management headquarters, regional offices, branch offices and areas, shall be the EHS Committee at their respective levels, and shall also be the second- to the fifth-level EHS Committee of Onewo, respectively.

The EHS Committee of Vanke Service's management headquarter is subordinate to and responsible to the EHS Committee of Onewo Inc. (the "Onewo EHS Committee"). The first responsible person in the Company's management headquarter shall be a member of the Onewo EHS Committee, who regularly holds the regular meeting of the Company's safety production, clarifies the guidelines of health and safety management system and the bottom-line standards, and conducts upgrading training for the staged safety pain points. In addition, the EHS Committee of the Company's management headquarter participates in the investigation and disposal of accidents based on the specific circumstances and iterates targeted health and safety management measures.

III. The First responsible person for Health and Safety Management. The above-mentioned superior management at all levels shall be the first responsible person for health and safety management at their respective 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 has included outsourced employees in the management scope of the Company's health and safety indicator system with statistical standards consistent with those of its own employees, and regularly discloses their performance.

3) The company's EHS Committee has specified the health and safety goals of the first responsible person for health and safety management in the Company's management headquarter and linked the goals with the remuneration of the first responsible person (CEO).

4) The Company has set up Health and Safety Goal 1 (zero-accident goal) : No production safety accidents under our responsibility.

a) The annual remuneration and performance of the first responsible person for health and safety management of regional offices shall be linked with the zero-accident goal.

b) The annual remuneration and performance of the first responsible person for health and safety management at the levels including branch offices and areas, shall be linked with the zero-accident goal.

5) The Company has set up Health and Safety Goal 2: The Company continually monitors the Lost Time Injury Rate (LTIR)¹ of its employees and has set up a Health and Safety Goal of 1.2 .

Specific assessment rules: the total annual performance score of the first responsible person for the health and safety management of the branch offices is based on annual LTIR score.

6) The Company has set up health and safety goals for stakeholders (including contractors) which will be disclosed in June 2025.

V. Mechanism Guarantee for the Implementation of Health and Safety Policy.

¹ The Lost Time Injury Rate (LTIR) refers to the number of Lost Time Injuries (LTIs) per 200,000 working hours. It is calculated using the following formula:
LTIR = (number of LTIs/total working hours during the year) x 200,000.

In 2023, Onowo Inc.'s absentee rate for employees is 6.96%. Absentee rate is based on the total number of days lost due to absenteeism of any kind. This includes individual sick days due to minor illnesses (e.g., the common cold, fevers, and influenza) as well as personal days taken for undisclosed reasons. It does not include scheduled or permitted absenteeism such as holidays, study time, maternity or paternity leave, etc.

1) Each of the above levels of responsibility has established appropriate procedures for implementation, supervision, and evaluation and clearly identified the departments, positions and staff members responsible for policy implementation. The Company continues to promote the implementation, review and assessment of policies, reports the results in time and takes improvement measures, and improves the quality of policy implementation, minimizing the possibility of accidents by performing the PDCA Cycle.

2) The Company's management headquarter and regional offices semi-annually, branch offices quarterly, and areas monthly update and disclose information at the current and subordinate levels, including the health and safety management policy, the responsible team, the responsible person, the executable unit and the policy implementation.

3) The first responsible person for health and safety management in the Company's management headquarter shall personally conduct at least one safety presentation per year for the team at the current level, and shall personally participate in at least one health training under his/her responsibility and organization.

4) The first responsible person for health and safety management of regional offices shall personally conduct at least one safety presentation every six months for team members and outsourced employees at the current level, and shall personally participate in at least one health training under his/her responsibility and organization.

5) The first responsible person for the health and safety management of the branch offices and areas shall personally conduct at least one safety presentation and health training covering all employees at the current level every quarter. The safety presentation should include hazard identification, precautionary measures and on-site examination within the unit of responsibility, and the health training should include CPR training and on-site assessment.

6) The above management measures, information disclosure, safety presentation and health training shall be assessed based on prior public notices, regular monthly and quarterly reports, and judgement (falsification) by the Company's Quality Department. The first responsible person for health and safety management of the corresponding organization shall be assessed for each absence or non-attainment.

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.

Zhizhi Xueshe Sustainability Center

Shenzhen Vanke Service Holding Co., Ltd.

August 30, 2024