

JL MAG RARE-EARTH CO., LTD.

Environment, Health, and Safety (EHS) Policy

(Revised in 2026)

I. Introduction

This *Environment, Health, and Safety (EHS) policy* aims to clearly define JL MAG RARE-EARTH CO., LTD. (hereinafter referred to as "the Company" or "we")'s commitments and responsibilities towards stakeholders in all aspects of our operations, including production, supply chain, and more. As a significant user of rare earth resources, we understand the crucial role of rare earth permanent magnet materials in driving technological advancement and economic development. At the same time, we are aware of the potential impacts our production processes may have on the environment, as well as on employee health and safety.

Therefore, we are committed to implementing comprehensive management systems such as ISO 45001, ISO 9001 & IATF 16949, and ISO 14001 to ensure the sustainability of our production activities, the health and safety of our employees, and environmental protection. This policy applies to all employees (including full-time, part-time, and outsourced employees) and suppliers and partners within the scope of the Company's own operations.

The Company has established a Safety Production Committee chaired by the Chairman and the CEO, who reports directly to the Board of Directors. This committee is responsible for the overall coordination and guidance of the Company's EHS programs and provides recommendations on major decisions related to environment, health, and safety to the Board. A Safety and Environmental Protection Office is established under the Committee, with safety production responsibilities implemented at every level.

II. Environmental Policy

Environmental Guideline: Compliance, Prevention, Development, Continuous Improvement, and Mutual Benefit.

Resource Conservation: We are committed to complying with national laws and regulations concerning the protection of rare earth resources. We advocate for protective mining policies, optimize the use of rare earth resources, reduce waste, and increase the recycling rate of resources.

Energy Conservation and Emission Reduction: We actively adopt advanced production processes and technologies to reduce energy consumption and pollutant emissions, striving to achieve clean production. We also enhance energy management to improve energy efficiency and reduce greenhouse gas emissions.

Pollution Control: We have established a comprehensive pollution control system to strictly manage and treat pollutants such as wastewater, exhaust gases, and solid waste, ensuring that emissions comply with national and local environmental standards.

Ecological Restoration: Where possible, we are committed to restoring and compensating for affected ecosystems, promoting ecological balance.

III. Health Policy

Occupational Health: We strictly comply with applicable international and industry standards for occupational health and safety, laws and regulations in the jurisdictions where we operate, the Occupational Health and Safety Management System (ISO 45001), and other occupational health and safety requirements, to provide a safe and healthy working environment for employees. We also strengthen employee training on occupational health to enhance their awareness of self-protection.

Labor Protection: We provide employees with necessary personal protective equipment, such as dust masks, gas masks, and protective clothing, to ensure their personal safety during operations. We identify and update occupational disease hazard factors that employees are exposed to in the workplace, and conduct occupational health examinations for employees based on the list of occupational disease hazard factors. We also investigate and handle incidents related to work-related injuries, ill health, diseases, and accidents in accordance with prescribed procedures.

Mental Health: We care about the mental health of our employees and have established an employee assistance program to provide psychological counseling services, helping employees manage work stress and maintain a positive mindset.

Regular Communication: We regularly communicate and consult with employees or employee representatives on issues that may affect their health and safety, listen to relevant suggestions, and continuously optimize management.

IV. Safety Policy

Safety Production: We adhere to the principles of "Safety First, Prevention Foremost, Comprehensive Management; Full Participation, Healthy Development, and Continuous Improvement." We have established a safety production responsibility system, strengthen safety production management, and ensure safe and orderly production activities.

Hazard Identification and Risk Control: We regularly conduct safety inspections to identify and rectify any potential hazards promptly. We regularly assess the likelihood and severity of occupational health and safety-related risks and hazards in the workplace, determine important hazard factors and risk levels, and accordingly establish the priority of occupational health and safety risks and corresponding risk mitigation action plans and targets. We implement comprehensive mitigation measures to eliminate safety hazards. We re-identify and update the risk list regularly or when conditions change, to ensure the effective operation of the occupational health and safety management system. Additionally, we enhance safety education and training to improve employees' safety awareness and emergency response capabilities.

Emergency Management: We have developed comprehensive emergency response plans and regularly conduct emergency drills to improve our ability to handle emergencies. In the event of

an emergency, we will promptly activate the emergency plan to ensure personnel safety and minimize property loss.

V. Education and Training

Training Plan Development: Based on our business characteristics, production processes, and work environment, we identify key areas and potential risk points related to environment, health, and safety. We design customized training courses for these key areas, ensuring the content is comprehensive and specific, and can be directly applied to actual work scenarios.

Tiered and Categorized Training: We conduct training for new employees, in-service employees, and management staff from various perspectives—horizontal, vertical, and in-depth—to ensure full participation.

Diverse Training Methods: We use various training methods, including theoretical instruction, practical exercises, online learning, and case studies, to enhance employee understanding.

Effectiveness Evaluation: We comprehensively evaluate the effectiveness of training through exams, surveys, and behavioral observations.

VI. Continuous Improvement

We are committed to continuously improving our EHS management system by setting performance goals, conducting internal audits, and performing management reviews. Through these efforts, we aim to identify and address existing issues, enhancing our EHS management capabilities. Additionally, in the process of policy formulation and implementation, we maintain close communication and cooperation with external stakeholders such as the government, industry associations, customers, and the public. We communicate our commitment to environmental protection in a timely manner and strive to listen to their suggestions. We take measures to enhance the awareness of various stakeholders regarding environmental management policies and environmental impacts, and jointly promote the sustainable development of the rare earth permanent magnet manufacturing industry.

VII. Conclusion

This EHS policy represents our solemn commitment to our stakeholders. The highest supervisory body for the content of this policy is the Board of Directors ESG Committee. JL MAG will regularly review this policy and revise it based on the latest regulations, regulatory developments, business conditions, and other factors. With a strong sense of responsibility and mission, we will diligently fulfill our EHS duties, contributing to sustainable development and social harmony and stability.