

# **JL MAG RARE-EARTH CO., LTD.**

## **Environment, Health, and Safety (EHS) Policy**

### **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.

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.

### **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 provide a safe and healthy working environment for employees, conduct regular occupational health checks, and prevent occupational diseases. 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.

**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.

**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. We strengthen safety production management to ensure safe and orderly production activities.

**Hazard Identification and Risk Control:**

We regularly conduct safety inspections to identify and rectify any potential hazards promptly. 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, we will strengthen communication and cooperation with the government, industry associations, customers, and the public to promote the sustainable development of the rare earth permanent magnet manufacturing industry.

## **VII. Conclusion**

This EHS policy represents our solemn commitment to our stakeholders. With a strong sense of responsibility and mission, we will diligently fulfill our EHS duties, contributing to sustainable development and social harmony and stability.

**This policy includes:**

Appendix 1: *Climate Change and Energy Utilization Policy*

Appendix 2: *Biodiversity Conservation Commitment*

Appendix 3: *Water Resources Policy*

Appendix 4: *Pollutant Emission Management Policy*