MODERN SLAVERY POLICY

Oppein Home Group Inc.

1. Policy Statement

Oppein Home Group Inc. ("Oppein") is one of the leading whole-house furnishing enterprises in the world and the largest cabinetry manufacturer in Asia. Since its establishment in 1994, Oppein has grown into a company listed on the Shanghai Stock Exchange (SHA: 603833), with an integrated portfolio covering kitchen cabinets, wardrobes, whole-home customisation, wooden doors, sanitary ware and other home furnishing products. Oppein is committed to act with ethic and integrity in all business dealings, and to taking reasonable and practicable steps to identify, prevent and address modern slavery in our operations and supply chains.

This Modern Slavery Policy sets out our commitment, responsibilities and the measures we will apply to: prohibit all forms of modern slavery in our business and supply chain; identify and assess modern slavery risks in our operations and procurement; require suppliers and labour providers to meet lawful and ethical labour standards; provide a clear pathway for reporting concerns; and take appropriate action where modern slavery is identified or reasonably suspected.

2. What is Modern Slavery

Modern slavery is a serious violation of human rights. Under the Modern Slavery Act 2018 (Cth) of Australia, it includes slavery, servitude, forced labour, forced marriage, debt bondage, deceptive recruiting for labour or services, the worst forms of child labour, and human trafficking. It occurs where a person is coerced, deceived or threatened so that they are unable to refuse or leave work, but are exploited for the benefit of others.

3. Scope

This Policy applies to all of Oppein's operations, including manufacturing plants, R&D facilities, offices, warehouses and distribution activities in the People's Republic of China and overseas, and, to the extent applicable, to our subsidiaries and affiliates. This policy applies to directors, employees, contractors, labour-hire workers, labour providers, suppliers of goods

and services, and other business partners. This policy should be read together with our Supplier Code of Conduct and other relevant corporate policies.

4. Our Commitment

Oppein adopts a zero-tolerance approach to modern slavery. We will:

- comply with applicable laws in the jurisdictions in which we operate, including the Labour Law of the People's Republic of China and the Labour Contract Law of the People's Republic of China, and, where applicable, the Fair Work Act 2009 (Cth), the Modern Slavery Act 2018 (Cth) and the Modern Slavery Act 2018 (NSW) of Australia;
- employ people directly wherever practicable, on lawful terms and conditions, and pay no less than the applicable statutory minimum wage;
- not use child labour, forced labour, bonded labour or trafficked labour;
- not retain identity documents, charge recruitment fees, or restrict a worker's freedom of movement;
- expect the same standards from suppliers, contractors and labour-hire providers;
- investigate reported concerns and take action to stop harm when it is identified, and support remediation where it is reasonable and practicable to do so.

5. Operations and Supply Chain Risks

Our principal operations are the research, development, manufacture and sale of customised home furnishing products, including kitchen cabinets, wardrobes, wooden doors, sanitary ware and whole-home solutions. Our key inputs include wood and wood-based panels (such as particleboard, medium density fibreboard and plywood), surfacing and decorative materials, hardware fittings, chemical materials (such as adhesives, coatings and paraffin wax), packaging materials, plant and equipment, energy, transport and labour. Areas of higher inherent risk that we will remain alert to include:

- labour hire, subcontracted labour and seasonal or short-term labour on site;
- cleaning, security, facilities and waste-collection services;
- transport, warehousing and cross-regional distribution;
- imported plant, spare parts, PPE, packaging and raw materials, including inputs sourced through multi-tier supply chains;

- suppliers operating in higher-risk countries, industries or with opaque subcontracting arrangements.

6. Procurement and Supplier Expectations

When selecting and managing suppliers we will, so far as is reasonable and practicable:

- prefer suppliers who can demonstrate lawful employment practices and, where relevant, have established their own modern slavery controls;
- include modern slavery and ethical labour expectations in supplier terms, purchase orders or codes of conduct for material and higher-risk suppliers;
- ask new or higher-risk suppliers to confirm that they do not use forced labour, child labour or other modern slavery practices, and that they pay workers lawfully;
- review labour-hire and contractor arrangements to confirm that workers are engaged lawfully and paid correctly;
- consider a supplier's response to modern slavery concerns when deciding whether to continue the relationship.

A supplier that refuses to address a confirmed or reasonably suspected modern slavery issue may have the commercial relationship suspended or terminated.

7. Responsibilities and Governance

The Board of Directors and senior governing body of Oppein have overall accountability for this Policy, including its approval, the allocation of resources, and oversight of its implementation. Senior management is responsible for applying this Policy in recruitment, procurement and contractor management, raising concerns promptly, and ensuring that workers under their management understand how to report issues. All workers must comply with this Policy and report any actual or suspected modern slavery in our operations or supply chain. Suppliers and contractors must meet the expectations in this Policy and cooperate with reasonable enquiries. Oppein may establish a cross-functional modern slavery working group to support the implementation, review and continuous improvement of this Policy.

8. Reporting Concerns

Anyone who reasonably suspects modern slavery connected with Oppein's operations or supply chain should report it immediately to their supervisor, the Human Resources

Department or the Compliance function (internal reporting mailbox / hotline: huangyuhua@opmails.com /+86 15626481435). Reports may be made by employees, contractors, suppliers or members of the public. Where a person feels unable to report internally, they may contact the Fair Work Ombudsman, the Australian Border Force or the police (in Australia), or the labour inspection authorities and the 12333 human resources and social security hotline (in China). We will treat reports confidentially so far as the law allows, and will not victimise a person who reports a concern in good faith.

9. Training, Review and Records

Relevant managers and staff involved in recruitment, procurement and contractor management will be made aware of this Policy as part of induction and periodic refresher training. This Policy will be reviewed at least every two years, or earlier if there is a significant change in our operations, supply chain or applicable legislation. Documents relating to supplier due diligence and reported concerns will be retained in accordance with our document management and quality management systems.

10. Approval and Sign-off

This Policy has been approved by the senior governing body of Oppein Home Group Inc. and is effective from the date of signing. It will be made available to our personnel and, where appropriate, to affected stakeholders, including in a plain-English and accessible format.

Signed for and on behalf of Oppein Home Group Inc.

Signature: _____

Date: 2026-1-3