



## Wiwynn Human Rights Policy

Wiwynn Corporation (hereinafter, "Wiwynn") is committed to safeguarding human rights and creating a favorable working environment for all our employees and supplier members, enabling them to live and work better. The company complies with the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization's (ILO) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, the Universal Declaration of Human Rights, the United Nations Global Compact, and the Responsible Business Alliance Code of Conduct. Wiwynn implements human rights management with diversified international human rights advocacy and discloses human rights management in the following reports to clearly convey Wiwynn's human rights commitment. In various operating locations around the world, Wiwynn has gradually promoted Responsible Business Alliance (RBA) audit certification to ensure that the company has a consistent work framework and follows standards in managing global human rights issues.

### Scope

Wiwynn Human Rights Policy applies to all Wiwynn operations, products, and solutions. We further extend the same standards to stakeholders in our value chain, including employees, customers, suppliers, partners, and joint ventures. In addition to this policy, Wiwynn builds upon its foundation of the Human Rights Policy by establishing a Supplier Code of Conduct, which requires the collective adherence of our supply partners.

### Guiding Principles

- Comply with local laws and regulations where Wiwynn operates and global authoritative standards.
- Regularly assess human rights risks and conduct appropriate remediation actions.
- Provide an independent grievance mechanism, investigate allegations promptly, and take action to mitigate negative impacts on human rights protection.
- Continuously improve the human rights protection measures of all employees and disclose all results transparently.
- Ensure the provision of fair and equitable compensation, working conditions, and a safe and healthy work environment.
- Prohibit any form of discriminatory practices and ensure equal employment opportunities for all individuals.
- Prohibit the use of child labor, forced labor, and human trafficking.
- Provide smooth communication channels and respect employees' freedom of assembly and association and the right to collective bargaining.

Chair & Chief Strategy Officer :

A handwritten signature in black ink, written over a horizontal line. The signature is stylized and appears to be in Chinese characters.