

## Chapter on Employee Human Rights

The core commitment of FIH's Chapter on Employee Human Rights is rooted in upholding and promoting respect for human rights, creating a work environment and culture with dignity, facilitating human rights progress, and achieving a positive long-term social impact. This Chapter is applicable to FIH Mobile Limited. (hereinafter referred to as "FIH"), and any entities that are directly or indirectly controlled by FIH.

FIH abides by local laws and regulations in all countries and regions in which we operate and actively upholds the human rights of all workers, including full-time employees, contract employees, interns, and any other type of worker in our value chain, while extending the concept of human rights to partners on all levels of the supply chain and industry chain.

FIH and all relevant partners involved must work together to fulfill our responsibility for the protection of human rights and abide by international human rights norms, including The UN Universal Declaration of Human Rights, The UN Guiding Principles on Business and Human Rights, The Ten Principles of The United Nations Global Compact, and The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. It also aligns with FIH's Code of Conduct to deepen and enlarge FIH's actions and influence on human rights.

FIH's Chapter on Employee Human Rights covers the following beliefs and key requirements:

1. Comply with the labor regulations in all locations of operations around the world and implement them with higher ethical standards.
2. Provide a dignified, safe, healthy, and harassment-free workplace.
3. Eliminate all kinds of illegal discrimination to ensure fair work opportunities with non-discrimination.
4. No forced labor, human trafficking, and slavery.
5. Protect young workers and prohibit child labor.
6. Adopt responsible mineral sourcing.
7. Comply with regulations regarding working hours and wages by providing reasonable and fair working conditions as well as paying wages on time.
8. Provide a variety of effective channels, anonymous ones included, for stakeholders to raise suggestions and appeals or report any violations and ethical concerns.
9. Protect whistleblowers from workplace violence/unlawful infringement and

adhere to business ethics.

10. Promoting sustainability and attaching importance to labor rights under Just Transition. FIH ensures fair employment opportunities for indigenous people, women, migrant workers, contract workers, people with disabilities and disadvantaged groups, etc.
11. Prioritize the needs of stakeholders. Identify and prevent related labor risks and be aware of potential adverse impacts.
12. FIH consistently delivers human rights achievements to stakeholders openly and transparently.

**Approved by:**

A handwritten signature in black ink, appearing to read 'Calvin' or similar, written in a cursive style.

**FIH Mobile Limited**

**Announcement Date: December 6<sup>th</sup>, 2023**