

Human Rights Policy

(Translation)

Document Code : SAD-003 Ver. : B
Set date : January 08, 2023

Article 1. Overview

The Sysgration Human Rights Policy (the “policy”) is established to succinctly express Sysgration’s respect for human rights on a worldwide basis. Wherever Sysgration operates we shall comply with the international labor practices and standards of UN the Universal Declaration of Human Rights, UN Global Compact, the International Labor Organization' Declaration of Fundamental Principles and Rights at Work, International Labor Organization Tripartite Declaration of Principles (ILO MNE Declaration) and any applicable labor or employment laws and international standards. Sysgration promises to comply with all applicable labor and employment laws and international standards in all operating areas.

Article 2. Scope

The scope of the policy includes all employees, subsidiaries, business partners, suppliers and contractors of Sysgration Group.

Article 3. Our Principles

1. Diversity and Inclusion

Sysgration advocates a corporate culture of diversity and inclusion, respect for individual differences, and the integration of diverse viewpoints to strengthen the unique competitiveness of the company. We value the diversity and inclusion in staffing of people with disabilities, gender diversity, ethnic and racial minorities, and track the implementation status year by year in order to enhance the diversity and inclusion in the composition of various management levels and employees, own operation processes and supply chain management.

2. Non-Discrimination and Non-Harassment

Sysgration is committed to providing a workplace free from discrimination and harassment. We adopt a zero-tolerance policy for any form of discrimination including but not limited to discrimination based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, union membership, covered veteran status, or any other status protected by applicable laws when conducting the recruiting, hiring, training, rewarding and disciplinary measures, promotion, termination and retirement and other employment condition related practices. Unless required by applicable laws or the consideration of workplace safety, Sysgration Members shall not request employees to conduct any health examination that could be used in a discriminatory way, including

pregnancy or medicine tests, or physical exams, and shall not discriminate based on test results.

3. Hours, Wages and Benefits

All hiring shall completely comply with applicable laws and adopt the relatively stricter alternative for local laws or international standards on measures including working hours, overtime hours, minimum wage, overtime pay and other mandatory benefits.

Unless there are unusual operation needs or emergencies, employees shall be allowed at least one day off every seven days. All overtime must be voluntary. Compensation and benefits paid to employees shall meet the applicable laws of minimum wages, overtime pay, paid leaves and mandatory benefits according to law. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, employees shall be provided with a wage statement and informed of their compensation composition and paid period. All use of temporary, dispatch and outsourced labor will be within the limits of the local law.

4. Freely Chosen Employment

All workers shall be staffed per their free choice. Employees who have reasonably notified Sysgration to terminate the employment contract in accordance with the law shall have the right to resign or terminate the employment contract and will not be punished for the termination.

There shall be no unreasonable restrictions on employees' freedom of movement in the facility. Employers can only hold documentation if such holdings are required by law. Employees shall not be denied access to their documents of personal identification and the like.

Sysgration also requires that our own operations, third party labor agencies, suppliers and business partners shall all ensure freely chosen employment. Foreign migrant workers shall sign, receive and confirm their employment contract before leaving their home country. As an employer and global corporate citizen, we do not accept any type of forced labor, slavery, or human trafficking including the transportation, transfer, harboring, employment, or hiring people by means of threats, coercion, fraud, or paying anyone for the purpose of control.

5. Prohibition of Child Labor

We prohibit the employment of child labor, support the elimination of improper and illegal business transactions related to child labor and act in accordance with relevant legal requirements and ethics to ensure the measure of checking the age of new recruits. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.

6. Humane treatment

Sysgration adopts a zero-tolerance policy for any form of inhumane treatment. Sysgration Members must not threaten or subject employees to harsh or inhumane treatment, including but not limited to any form of gender-based violence, sexual harassment and other types of harassment, sexual assault, corporal punishment, mental or physical coercion,

bullying, public shaming, verbal abuse, or others; nor should there be any threat of such treatment.

7. Workplace health and safety

We are committed to providing all employees with a safe, healthy, clean and comfortable working environment. In order to provide better protection, we have established a management system of occupational health and safety and comply with applicable regulatory requirements to reduce health and safety risks. We periodically hold training courses for all employees with the objectives of zero work injuries and zero accidents. We have launched required measures to ensure pregnant and breastfeeding women avoid any high-risk working environments, and eliminate or reduce their exposure to any occupational health risks including those related to their job assignment. We also provide reasonable accommodations for nursing mothers. When employees make recommendations of health and safety-related issues, there is no need to worry about retaliation.

8. Ethics

All Sysgration Members shall uphold the highest standards of business ethics. Sysgration adopts a zero-tolerance policy that prohibits any form of bribery, corruption, extortion, embezzlement of public funds and improper gains. All Sysgration Members shall avoid conflicts of interest, protect intellectual property rights and comply with the standards of fair business, advertising and competition, anti-trust and ensure that conflict minerals will not be used in our products. Standards of fair business, advertising and competition are to be upheld. We are committed to reasonably protecting the personal information and privacy of anyone we do business with (including suppliers, customers, consumers and employees). Sysgration complies with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted and shared.

9. Value Chain Responsibility

We expect all suppliers to uphold these same values and comply with our requirements for suppliers (Supplier ESG Policy, Supplier Code of Conduct, Declaration of Compliance with RBA Code of Conduct, etc.). All suppliers shall comply with the above requirements and implement them in an effective manner. Suppliers shall take actions to identify, monitor and mitigate any negative impacts on the environment, society, and governance in the value chain.

Article 4. Policy Compliance

We adopt a series of procedures to manage and fully comply with Sysgration's human rights policy. The compliance with this policy shall be reported to the Board of Directors every year. The daily operation and monitoring of Sysgration's human rights status shall be implemented by each site through various tools including self-evaluation forms, audits, periodic evaluations, and systematic tools. The whistle-blowing and remediation processes will be conducted continuously. If any

employees, partners, suppliers, and vendors have concerns, they can report and communicate through various confidential channels. To ensure that the policy is complied with, relevant and appropriate documents and records shall be kept. To ensure the effectiveness of the policy, the content of the policy will be reviewed annually and updated as long as needed. In addition, we will provide corresponding training courses to employees and related stakeholders.

Article 5. Whistle-blowing and Remediation Processes

Sysgration has set up formal reporting channels for employees, Sysgration’s suppliers and other external stakeholders to report on any Sysgration Member’s conduct that is illegal, in violation of human rights, code of conduct or corporate integrity management. In accordance with the local procedures for whistle-blowing and grievance reporting, we will promptly investigate the alleged circumstances and take actions to mitigate any impacts on human rights. Sysgration will not tolerate any retaliation against anyone who has reported potential violations of laws, the Sysgration Code of Conduct, or other company policies in good faith.

scope of application	pipeline
Employees and other stakeholders	hr@sysgration.com
Supplier	scm@sysgration.com