

FITIPOWER INTEGRATED TECHNOLOGY INC.

Human Rights and Diversified Inclusion Policy

Talents build up the momentum for technological R&D and sales growth. Therefore, “personnel” management is the key to sustainable business development. Upholding “mutual inclusion and respect for workplace value diversification” is our ideal and insistence. Hence, we abide by the labor laws and regulations of our worldwide locations and establish this policy with respect to the UN Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), and the “Declaration of Fundamental Principles and Rights at Work” published by the International Labour Organization. We also support the spirit of Responsible Business Alliance (RBA) and Responsible Minerals Initiative (RMI), taking consistent actions to treat employees and business partners with dignity and request supply chain partners to follow suit.

This Policy is valid for the Company, its subsidiaries, joint ventures, suppliers, cooperation partners and also applies to the affiliated group of enterprises with significant control. To ensure that the employees, contract workers, interns, etc are able to enjoy their rights. Kindly don't hesitate to contact us, if you have anything to say. (fitivoice@fitipower.com)

Our Mission and Commitment

《Diversity and Equal Opportunity》

- Abide by the labor laws and regulations of worldwide locations and include the respect for economic, social, cultural, civil, and political rights and development.
- Ban child labor, prohibit forced labor and inhumane treatment, including harassment, abuse, corporal punishment, mental or physical coercion, or verbal abuse of workers.
- No engagement in differential treatment (including employment, wages, training, evaluation, and promotion) or discrimination of any form based on gender, sexual orientation, race, social status, age, marital status, language, ideology, belief, political affiliation, native place, place of birth, facial features, and mental or physical disabilities.

《Safe and Healthy Environment》

- Care for employee needs and attendances as well as support and help employees maintain work-life balance.
- Eliminate factors affecting employee health and safety in the workplace, including abnormal workloads and overtime work.

《Smooth and Secured Channels》

- Provide diversified (including anonymous reporting) and open conversation channels for employees, suppliers, business partners, and other stakeholders to give feedback or report probable unethical behavior.
- Implement whistleblower protection to eliminate reprisal or retaliation of any form.
- Establish open management and respect freedom of association (including labor union) to promote a harmonious and win-win labor-management relationship.

《Collaborative and Win-Win Partnership》

- Support international and social initiatives and organizations on human rights and take corresponding actions, including the RBA and RMI.

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Human Rights and Diversified Inclusion Policy (Cont.)

《Total and Continuous Progress》

- Periodically review, assess, and disclose related risks, practices, and impacts with respect to the social situations and stakeholder needs.



Young Lin
Chairman and Sustainability Committee Chair
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