

# Human Rights Policy

The company respects and supports the 'Universal Declaration of Human Rights,' the 'UN Global Compact,' and the 'UN Guiding Principles on Business and Human Rights,' as well as the International Labour Organization's 'Declaration on Fundamental Principles and Rights at Work.' The company adheres to local laws and regulations at each operational location, fulfills its commitment and responsibility to human rights, formulates a human rights policy, and demonstrates a commitment to human rights issues.

## **Scope and Targets**

This policy applies to WITS(referred to as the 'Company') and the Company's affiliated investment companies, including employees, clients, suppliers, and partners.

## **Policy Principles**

- Adherence to recognized international standards and local laws and regulations at each operational location.
- Prohibition of any form of discrimination, fostering a diverse and inclusive culture, and providing equal opportunities.
- Prohibition of child labor and forced labor practices.
- Provision of fair and reasonable compensation and working conditions; establishment of a safe, hygienic, and healthy working environment.
- Regular review and assessment of human rights-related risks, practices, and impacts through the 'protect, respect, and remedy' aspects of the human rights management framework, with the implementation of appropriate remedial measures.
- Provision of diverse channels for open dialogue with stakeholders.
- Continuous improvement of human rights protection measures in all operational aspects, with regular disclosure of achievements.

## **Diversity, Equity, and Inclusion**

Diversity, Equity, and Inclusion

As of the end of 2022, female executives account for 55% of all executives, while female colleagues make up 37% of the entire workforce. Talent development is based on merit, with no glass ceiling for promotions. Employees under the age of 30 constitute nearly

40%, providing young individuals with ample opportunities to express their ideas and contribute.

### **Nationality Distribution**

Employees come from 13 different countries.

### **Unconscious Bias Training**

Regularly conduct 'Unconscious Bias Training' to actively practice fair employment and promotions, attracting outstanding talents from diverse backgrounds and specialties, and providing a work environment that encourages participation and unleashes individual potential.