



Loscam International Holdings Co., Limited

Human Rights Policy

Issued on 20 December 2024



Human Rights Policy

At Loscam International Holdings Co., Limited and its subsidiaries (collectively “Loscam”, “we” or “our”) we stand firmly in support of human rights.

OUR GOAL

We believe that upholding these rights is essential to our operations and our impact on the communities we serve. This commitment is not only integral to our corporate values but also guides our relationships with partners and suppliers.

OUR COMMITMENT

As part of our ongoing efforts to support human rights:

- We are dedicated to creating an environment that embraces diversity. We actively work against discrimination of any kind based on race, gender, ethnicity, religion, age, sexual orientation, or disability. Our recruitment and career advancement processes focus on individual merit and achievements.
- We respect our employees' rights to organize and join unions. Where unions exist, we engage in meaningful discussions and negotiations to foster cooperative relationships.
- We comply with wage laws and regulations is a cornerstone of our operations. We believe in providing fair compensation and promoting a healthy work-life balance for all employees.
- We have a firm policy against child labour, ensuring that we do not employ individuals below the legal working age. We recognize the detrimental effects of child labour and strive to protect the rights of young people.
- We provide a safe working environment and comply with all health and safety regulations and actively work to prevent any forms of violence or intimidation in the workplace.
- We are dedicated to safeguarding personal data in accordance with applicable privacy laws. Our Privacy Policy outlines our approach to data protection and employee confidentiality.
- We recognize our responsibility to the communities in which we operate. By promoting sustainable practices and encouraging employee involvement in community initiatives, we aim to create a positive impact that extends beyond our business operations.

OUR ROLE

The designated committee (the “Board Committee”) of our Board of Directors is charged with the responsibility of overseeing our human rights initiatives. The Environmental, Social, and Governance (ESG) committee implements these initiatives, ensuring that all employees understand their role in supporting human rights. To ensure the effectiveness of this Policy and its alignment with international standards, the Board Committee and ESG committee will review and update this Policy regularly.



RAISING CONCERNS

Employee feedback is not only welcome but encouraged. If there is any feedback or suggestion on improving this Policy, please share them with any member of the Human Resources teams. For concerns about any actual or potential violation, please report them to reporting manager, any member of Human Resources teams or any member of senior management. However, if he or she is not comfortable to do so, such concerns could be reported in accordance with Loscam's Whistleblowing Policy on an anonymous or non-anonymous manner by email to Whistleblow@loscam.com or through the whistleblowing platform, i.e. Loscam Integrity Line at <https://loscam.integrityline.com>.

These concerns will then be escalated to the ESG Committee.

In line with Loscam's Whistleblowing Policy, there will be no retaliation against employees for raising concerns. Loscam is committed to thoroughly investigating, addressing, and resolving employee concerns and taking appropriate action in the event of a policy violation.

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