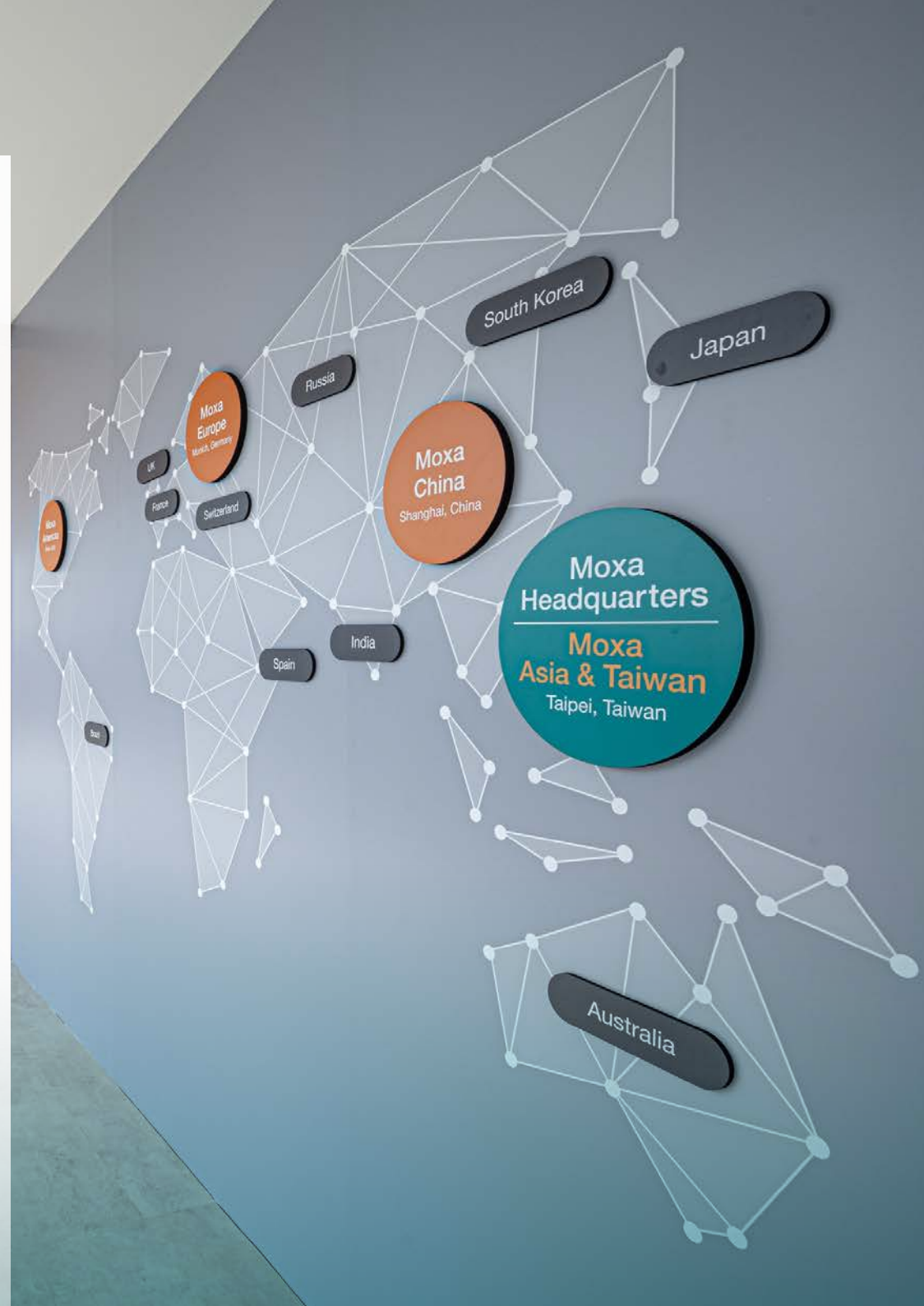




MOXA[®]
Global Human Rights Policy

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Our Commitment to Human Rights

We believe people are the most valuable assets of our company. Our core values of "Integrity, Mutual Respect, Customer Focus, and Execution" guide us as we build a safe, respectful, equitable, and inclusive workplace. We uphold our responsibilities as a corporate citizen, respect the fundamental human rights of all individuals, and regard human rights as the cornerstone of sustainable operations.

1 Principles of Compliance

We are committed to supporting and complying with the following international human rights standards and guidelines, which form the foundation of this policy and its implementation:



▶ Universal Declaration of Human Rights, UDHR



▶ UN Guiding Principles on Business and Human Rights, UNGPs



▶ ILO Declaration on Fundamental Principles and Rights at Work



▶ UN Global Compact Ten Principles, UNGC



▶ OECD Guidelines for Multinational Enterprises



▶ Responsible Business Alliance, RBA

2 Scope

This policy applies to Moxa Headquarters and its subsidiaries, covering all employees, members of the Board of Directors, and management teams. It also aims to guide suppliers, partners, contractors, distributors, customers, and other stakeholders in our value chain to uphold these standards together.

Value Chain Partners



3 Commitments



Diversity, Respect, and Equality

We are dedicated to fostering a workplace culture that is free from discrimination, inclusive, and respectful. Any form of discrimination or unequal treatment is strictly prohibited. This includes, but not limited to ethnicity, race, color, creed, gender, gender identity or expression, religion, belief, age, nationality or ancestry, marital status, registered domestic partnership status, appearance, physical or mental disability, medical condition including genetic characteristics, pregnancy, sexual orientation, or political views. In addition, we provide reasonable workplace adjustments to ensure that employees with disabilities can participate equally, safely, and effectively in their work.

We firmly oppose all forms of workplace violence, sexual harassment, and bullying. We are committed to creating a dignified, safe, and fair work environment where we prohibit all forms of inhumane treatment.



Prohibition of Child and Forced Labor

We strictly prohibit the employment of child labor, forced labor, or involuntary labor. This includes withholding identification or wages or restricting movement. We require suppliers and partners to adhere to the same standards. We uphold the principle of labor dignity, ensuring that every employee has the right to freely choose employment, provide services, or terminate labor contracts of their own will.



Protection of Working Conditions

We implement a fair and reasonable compensation system, ensuring that pay standards comply with labor laws in each country and are always paid on time. We comply with local regulations regarding regular working hours and overtime, safeguarding employees' rights to reasonable rest periods and holidays. We also provide competitive benefits to support employees' holistic development and work-life balance.



Workplace Health and Safety

We work to ensure a safe and healthy workplace through preventative measures against accidents. We focus on ensuring all employees are aware of safety. We conduct regular training and risk assessments to promote a preventative culture and protect everyone's physical and mental health.



 **Protection of Information and Privacy**

We respect and protect the privacy of employees, customers, and all stakeholders. Personal data is processed, stored, and used only for legitimate business purposes and in accordance with applicable laws, with appropriate measures in place to ensure data security.



 **Freedom of Association and Inclusive Communication**

We respect employees' freedom of association and their right to collective bargaining. We foster an open, transparent, and inclusive communication culture by providing diverse channels for expression and discussion. Employees have multiple channels like corporate meetings, departmental meetings, surveys, suggestion boxes, and anonymous mechanisms to voice their concerns and suggestions, knowing their input will be respected and properly addressed.

4 Management Principles



Policy Implementation and Maintenance

This policy is approved by the Group's executive leadership team and implemented under the guidance of the Human Resources Department, which oversees its promotion and provides regular reports on its execution and compliance. Day-to-day safeguarding of human rights is carried out by operational units through supervision by department heads, internal audits, and grievance mechanisms. To ensure policy effectiveness, the Human Resources Department reviews the policy annually and updates it as necessary.



Communication and Promotion

This policy is communicated and promoted to all employees through internal campaigns, training programs, and website announcements. Our daily management, communication, and culture also integrate the concept of human rights, fostering collective awareness and practice.



Risk Assessment and Management

We conduct regular human rights due diligence (HRDD) to identify, assess, and mitigate potential human rights risks across our operations and value chain. We also integrate due diligence into our corporate governance, risk management, and decision-making processes. If we identify high-risk issues or human rights violations, we will actively adopt mitigation, remediation, or preventive measures and regularly review their effectiveness to reduce human rights-related risks.



Grievance and Remediation

Moxa has established an open and transparent communication mechanism*. Employees may raise concerns through their department supervisors, HR business partners, the Group's Chief HR Officer, the Head of ESG Development & Legal Division, or the Corporate Executive Leadership Team. Alternatively, they may report directly by email to the Moxa Code of Conduct Committee (mccc@moxa.com). Any violations of this Human Rights Policy will be subject to thorough investigation, and necessary remedial and preventive measures will be taken. We strictly prohibit any form of retaliation against whistleblowers and ensure the confidentiality and safety of those who report.

*For employees located in the European Union, and in line with the EU Whistleblower Protection Directive (2019/1937), we additionally provide access to a local, independent third-party reporting channel. More information about the Whistleblower Directive as well as submitting reports securely can be found [HERE](#) (access for EU employees only).

Moxa Group Corporate Executive Leadership Team

The Moxa logo is centered in the image. It consists of the word "MOXA" in a bold, white, sans-serif font. The letter "A" is stylized with a triangular shape at its top. A registered trademark symbol (®) is located to the upper right of the "A".

MOXA®

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