

## **91APP, Inc.**

### **Human Rights Protection Policy**

The Company agrees with and supports the United Nations Universal Declaration of Human Rights (UDHR) and various international human rights standards, including the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines For Multinational Enterprises, and the United Nations Global Compact (UNGC), to be committed to creating an environment where human rights are fully protected. We also work with suppliers and partners to avoid any infringements and violations of human rights, to allow members inside and outside the Company to be treated with fairness and dignity.

The Company's human rights policy and specific management plans are as follows:

1. Support for the International Bill of Human Rights

The Company supports and honors international human rights, ensures no violation of human rights within the Company, prohibits any form of discrimination, prohibits forced labor and child labor, and does not impede employees' freedom of association. As for the work environment, the Company is committed to providing employees with a safe and healthy work environment and continuously improves the safety and health of the work environment as per relevant laws and regulations to prevent accidents and reduce the risk of occupational accidents.

2. Emphasis on human rights in the workplace

The Company facilitates diversity in the workplace, eliminates any discrimination in employment, provides equal treatment, regardless of individuals' gender, sexual orientation, race, class, age, marriage, language, ideology, religion, party affiliation, nationality, place of origin, place of birth, appearance, facial features, and physical disabilities, to jointly create a work environment where employees are safe, equal, treated with dignity, and free from harassment. All employees sign a written labor contract in accordance with the law, and we comply with all regulations on applicable wages and working hours and protect the labor rights and interests of disadvantaged groups, including indigenous peoples, women, migrant workers, contract workers, and people with disabilities.

3. Assistance to employees in maintaining physical and psychological health and work-life balance

The Company has developed an open communication environment and management model, provides employees with diverse channels for dialogue, and supports and assists them in maintaining their physical and psychological health and work-life balance through various training activities or club subsidies outside work.

4. Confidentiality of personal data

The Company protects human rights and privacy and has complete control over the access to and processing, transmission, and storage of clients' data, to ensure

the safety of their data. We implement complete and thorough protection mechanisms and management processes for all links involving personal data.

#### 5. Establishing Management Systems

In order to encourage respect and acceptance of employees with diverse backgrounds and characteristics, and to facilitate the expression of different perspectives, the Company has formulated measures for the prevention and control of unlawful infringements. This includes the establishment of an open complaint hotline and email for reporting. Additionally, educational training is provided to new employees, and the prescribed handling procedures are disseminated during managerial meetings to foster a workplace environment that is friendly and inclusive.