

## momo.com Inc.

# Human Rights Policy

momo.com Inc. (hereinafter momo) believes that human rights protection is inseparable from corporate sustainability. We recognize and support the United Nations' "Universal Declaration of Human Rights," "Guiding Principles on Business and Human Rights," "Global Compact," "International Labour Organization Convention" and other international human rights conventions, and are committed to creating a dignified, safe and equal working environment by strictly abiding by relevant local laws and regulations in Taiwan, including the "Labor Standards Act," the "Act of Gender Equality in Employment" and the "Occupational Safety and Health Act," and eliminating any form of discrimination.

### 1. Scope of Application

The momo.com Inc. Human Rights Policy applies to the overall operations of the company, the subsidiaries of momo and other affiliates and organizations over which we have substantial control. Suppliers and business partners are also expected to comply with this policy in order to maintain an environment in which human rights are fully protected.

### 2. Human Rights Commitments

#### ● **Prohibition of forced labor, human trafficking and child labor**

We support and ensure that forced labor, human trafficking, and child labor (defined as workers under the age of 16 or under the legal minimum age for employment in the local area) do not occur, that workers are not forced to work through coercion, deception, debt bondage, withholding of wages, restriction of movement, or other unlawful means, and that the rights of workers to terminate contracts under the Labor Standards Act are respected. The cases of legal workplace learning programs as defined by law are not included. And we provide young workers (including interns and part-timers) under the age of 18 with working conditions and environments that conform to the requirements of the law.

#### ● **Fair Wages and Legal Working Hours**

We offer fair and reasonable wages and statutory benefits to all employees, and provide remuneration levels that are superior to the statutory basic wage.

We respect and encourage our employees to maintain a work-life balance, follow the labor laws and regulations in the region in which we operates, and implement and step up the dissemination of regulations on reasonable working hours and extended working hours.

#### ● **Non-Discrimination and Anti-Harassment**

We strictly comply with the requirements of the Labor Standards Act, the Act of Gender Equality in Employment, and other relevant laws and regulations to achieve diversity and equality in the workplace, and ensure that all employees are not treated differently or subject to any form of discrimination or harassment in terms of employment, compensation, promotion, training and retirement on the grounds of gender, sexual orientation, race, class, age, marital status, language, ideology, religion, party affiliation, nationality, origin, place of birth, appearance, facial features, physical and mental disabilities or union membership. We are dedicated to creating a dignified, safe, equal, "equal pay for equal work" and harassment-free workplace.

We are proactive in eliminating and preventing any discrimination, bullying and harassment (including sexual harassment) and have instituted the "Employee Grievance Procedure" and the "Sexual Harassment Prevention, Complaints and Disciplinary Procedure."

#### ● **Freedom of Association and Collective Bargaining**

We support and ensure the freedom of association of employees in labor unions and societies, and respect their right of collective bargaining.

momo holds regular labor-management meetings, where representatives of employees and employers discuss and improve matters related to labor rights, employee welfare and occupational safety and health, and establishes a smooth bridge of communication between workers and management through the provision of comprehensive channels of complaints and communication to promote harmonious labor relations.

- **Information Security and Privacy Protection**

We ensure that personal information and privacy within the scope of our business is properly protected and that the collection, processing and use of customer information comply with the Personal Data Protection Act and related laws and regulations of the government.

momo has enforced information security and personal data protection controls. Our Information Security Committee steers the company's information security policy and oversees our implementation. We have introduced the ISO 27001 information security management system, established a comprehensive system plan for the protection of personal privacy and sensitive data, and regularly conduct internal audits to ensure that personnel adhere to operational requirements. momo also proactively enhances employee awareness of cyber security and incorporates it into all operational activities to deliver the safest and most rigorous protection.

- **Occupational Health and Safety**

Dedicated to offering a safe and healthy workplace for our employees, we have installed the ISO 45001 Occupational Safety and Health Management System to put in place a systematic mechanism for the management of employee safety and health and to minimize the risk of occupational hazards in the workplace, and to conduct regular health checks and various health promotion activities to enhance the physical and mental health of our employees.

### 3. Management Mechanisms

- **Publicity and Education**

We publicize the Human Rights Policy internally and externally, and offer training sessions on human rights to our staff to raise the awareness of human rights among employees and stakeholders, so that both internal and external members of momo can be treated fairly and with dignity.

We also provide new recruits with sufficient information on workplace equality, the rules and regulations governing grievances and the various channels of communication with the company to equip them with knowledge of their rights and channels of complaints.

- **Human Rights Due Diligence**

momo carries out human rights due diligence on a regular basis to comprehensively assess and identify potential human rights risks in our operations and overall value chain, and to draw up mitigation and remedial measures, the effectiveness of which is regularly reviewed and disclosed on our website or in the sustainability reports.

Where high risk issues or human rights violations are identified, we take proactive mitigation or remedial measures and manage human rights issues effectively through periodic reviews and improvements.

- **Complaint and Reporting Mechanism**

To guard against any human rights abuses, we have made clear on our website the complaint mechanism and channels for employees, suppliers and other stakeholders to lodge complaints in the event of a breach of these commitments with the following corresponding contacts.

Category	Channel	Responsible Unit
Feedback on human rights issues	Hotline (02)2162-6688 #1231 E-mail: <a href="mailto:momocsr@fmt.com.tw">momocsr@fmt.com.tw</a>	Sustainability Department
Employee complaints (including unlawful abuses, management communication and employment agency violations, etc.)	E-mail: <a href="mailto:momohr@fmt.com.tw">momohr@fmt.com.tw</a>	Human Resources Department
Sexual harassment complaints	Hotline: (02)2162-6688 #1199 E-mail: <a href="mailto:1199@fmt.com.tw">1199@fmt.com.tw</a>	Sexual Harassment Complaints Committee
Supplier service mailbox	E-mail: <a href="mailto:momoservice@fmt.com.tw">momoservice@fmt.com.tw</a>	Supplier Management Department

- **Handling Measures**

Upon receipt of a complaint, the dedicated unit will carry out an investigation and, where necessary, set up an ad hoc group to report and propose recommendations directly to the president and, upon approval, complete a specific follow-up plan to protect the rights of employees and stakeholders.

Attached: Revision Record

<b>Version</b>	<b>Approval Date</b>	<b>Effective Date</b>	<b>Approval Level</b>	<b>Notes</b>
01	2017.05.12	2017.05.12	President	
02	2023.01.19	2023.01.19	President	