Nanjing Magewell Electronics Co., Ltd.
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Labor and Workplace Standards Statement

To Whom It May Concern,

Nanjing Magewell Electronics Co., Ltd., hereby confirms that it respects human rights and is committed to maintaining fair, safe, and healthy working conditions for everyone involved in its operations.

We support and are committed to upholding the principles reflected in the ILO core labor standards, and we comply with applicable occupational health and safety laws and regulations in the jurisdictions where we operate.

Our commitments include:

- Prohibition of child labor and forced labor
- Compliance with applicable working hours and minimum wage laws
- Provision of a safe and healthy working environment
- Prohibition of discrimination and harassment
- Respect for freedom of association and collective bargaining rights

We maintain internal policies, procedures, and training programs to ensure compliance with these standards, to keep employees informed of relevant health and safety requirements, and to support continuous improvement in our labor practices and workplace safety.

This statement applies to all Magewell operations and is reviewed periodically to ensure its continued effectiveness.

Sincerely,

Nanjing Magewell Electronics Co., Ltd.