

LABOR RIGHTS POLICY

At Ideanomics and its subsidiaries and divisions (“Ideanomics”), we are committed to providing our employees rights and freedoms such as good working conditions, open communication, reasonable job security, personal growth opportunities, training and education, and clear communication of job expectations. We also encourage our partners and suppliers to be aligned with our health and safety standards.

Our work culture promotes individuals’ rights to expression and Ideanomics believes all humans deserve to be treated with dignity. We are guided by international standards such as the United Nations Global Compact and the International Labor Organization Declaration on Fundamental Principles and Rights at Work and our core values or the “5i’s” – innovative, inclusive, integrous, impassioned, and industrious.

Ideanomics is committed to the following:

- To act in full compliance with the laws and regulations of the regions where we operate, with integrity and good governance, promoting respect and decent labor practices
- Respecting employees’ right to freedom of association and right to collective bargaining
- Prohibition on all forms of forced labor
- To adhere to minimum age laws and regulations
- Fair wages for all employees that comply with all applicable wage laws of the country where they are employed
- To maintain workplaces that are free from discrimination or physical or verbal harassment based on race, sex, gender identity or gender expression, color, national or social origin, religion, age, disability, sexual orientation, political opinion, or any other status protected by applicable law
- Prioritizing the health, safety, and welfare of our employees
- Engaging with local community stakeholders to ensure that we are considering their views



We measure employee satisfaction and engagement on at least an annual basis as part of our commitment to this Policy and good business practices. We communicate this Policy, our Human Rights Policy, and our Code of Conduct to our employees, suppliers, and customers. Our employees know our policies through training, and we encourage them to report any potential violations. Employees who have questions or have concerns about the location where they work should be encouraged to contact their supervisor, a member of the Human Resources department, or the Legal Department.

Employees may submit reports anonymously through Ideanomics' confidential secure hotline: **877-763-2308** or the website:

<https://www.whistleblowerservices.com/ideanomics>

Ideanomics reserves the right to amend this Policy at any time. Nothing in this Policy says or implies that a contract exists between Ideanomics and its employees or that participation in this program guarantees continued employment with Ideanomics.

Adopted June 2022