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COMMUNICATION ON PROGRESS (COP)

Period covered:

From: October 2023

To: October 2024

1. Statement of continued support by CEO, Mobileum, Inc.

Cupertino, 17th October 2023

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Secretary-General,

I am pleased to confirm that **Mobileum, Inc.** and its group companies (collectively referred to as “Mobileum”) supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment, and anti-corruption. With this communication, we express our commitment to making the UN Global Compact and its principles part of the strategy, culture, and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Mobileum will make a clear statement of this commitment to our stakeholders and the public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (CoP) that describes our company’s efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress starting the calendar year after joining the UN Global Compact, and *annually* thereafter according to the UN Global Compact CoP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- The completion of the online questionnaire of the Communication on Progress through which we will disclose our company’s continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

DocuSigned by:

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CEO
Mobileum, Inc.

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2. Description of Mobileum, Inc.'s actions

A. Human Rights

Mobileum ensures its employees are protected against workplace harassment, including physical, verbal, sexual or psychological harassment, abuse, or threats. In our code of conduct communication relevant rules are defined to cover all aspects of employee conduct at a workplace. Furthermore, the employee handbook also lists out our values which we strongly believe and practice in terms of equal opportunity at the workplace. Mobileum also provides training to its employees to create awareness about sexual harassment at workplace policies and procedures, grievance redressal mechanism, etc. In case of breaches, Mobileum ensures stringent action is taken against the perpetrators of any such harassment in line with applicable laws and principles of natural justice.

Mobileum provides safe, suitable, and sanitary work facilities for its employees. Workplaces are designed ergonomically to ensure safe and healthy working conditions for the employees. Ergonomics in the office is checked by our administration/facility management team on a regular basis (such as the floors in the offices are safe to walk, there is enough illumination, blinds are available to avoid reflections or glare, annoying drafts are avoided, office chairs are adjustable, there is enough leg and foot space etc.). Mobileum ensures cleaning staff is working on each working day and maintains hygiene overall (clean offices, public rooms, kitchens, and sanitary facilities etc.) as a basic requirement to develop a positive workplace.

B. Labour

All requirements regarding forced or bonded labour, minimum wage standards and employment-related decisions are fulfilled as per applicable laws wherever Mobileum operates. Any form of forced or bonded labour is forbidden. Minimum wage standards are also mandatorily followed at Mobileum. Employment-related decisions are based on relevant and objective criteria in line with anti-discrimination law and creating equal opportunities for all the employees alike.

Mobileum is committed to a work environment that is free from human trafficking and slavery, and accordingly has a policy on human trafficking. The objectives of this policy include forced labor, migrant labor abuses and unlawful child labor. Mobileum does not tolerate or condone human trafficking or slavery in any part of our global organization.

C. Environment

Mobileum is a company without any manufacturing or production facility and thus it's not polluting the environment. All the electronic work devices are reused or else refurbished as often as possible to ensure conservation of resources. Our waste (paper, electronic and domestic waste) is segregated into different bins and is cautiously disposed of as per environmental considerations and the extant regulations.

In terms of the use of cleaning products, the cleaning staff undergoes relevant safety instructions for the use of these cleaning products on a regular basis. They wear protective gloves for skin protection,

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cover their face using a face mask while using such cleaning products. Cleaning products are stored in a safe manner and are strictly separated from other stored goods like edible food.

Mobileum ensures that all company's data centers are environmentally friendly. Mobileum has established data centers through third parties across various geographies including in Germany and India. As part of its objective, Mobileum wants to keep its ecological footprint as small as possible and wherever possible, these data centers are certified from environment requirement perspective and are energy efficient.

D. Anti-Corruption

Mobileum has a stringent Anti-Bribery and Corruption Policy, which is mandatory for all employees and includes relevant information regarding the lawful, ethical conduct of business domestically and internationally. All Mobileum employees are responsible for conducting business on behalf of Mobileum in an ethical way. Employees are also responsible for complying with all laws where they conduct business on behalf of Mobileum whether it be in the country where they are located or the country in which they conduct business. There are regular training sessions for the employees and other internal/external stakeholders to ensure compliance with Anti-Bribery and Corruption Policy.

General Terms for business partners include a paragraph pointing out compliance with laws and anti-bribery and the Mobileum Anti-Bribery and Corruption Policy is also a binding element in contracts with business partner as a method against corruption and for an ethical behavior. For new vendors Mobileum conducts vendor due-diligence screening to avoid onboarding any non-compliant vendor.

Incoming payments are controlled whether they match with a customer order. In case of unexplainable incoming payments, Mobileum clarifies this by consulting the bank. Outgoing payments must be approved according to the four-eyes principle as a measure against corruption or fraud.

3. Mobileum's initiatives for ensuring compliance levels

Mobileum is committed to ensure full compliance with the UNGC's ten principles and in furtherance of this Mobileum has published relevant policies and handbooks including Anti-Bribery and Corruption Policy, Code of Conduct, Health, Safety and Security Policy, Environment Policy et. al. As required and applicable as per the local country regulations, Mobileum has also placed specific policies such as Prevention of Sexual Harassment at Workplace Policy in India, policy regarding compliance under BBEE Act in South Africa et. al.

We would like to get your feedback and suggestions on our progress and approach so that we can continue treading towards fulfilling our goals towards sustainable development.

Thank you for this opportunity for Mobileum to share its progress and development. We look forward to bringing positive change and contributing to a better future ahead.