

Social Responsibility & Human Rights Policy Commitment

OTIV BV, headquartered in Belgium and operating worldwide, is committed to leading the autonomous rail revolution in a manner that advances positive social and environmental impact. OTIV upholds responsible business conduct across our activities, technologies and business relationships.

This Policy Commitment confirms our obligation to respect **human rights, labour rights, environmental responsibility and anti-corruption principles**, as reflected in:

- The **Universal Declaration of Human Rights**
- The **UN Global Compact** (human rights, labour, environment, anti-corruption)
- The **International Labour Organization (ILO) Fundamental Conventions**
- Applicable **European Union regulations and Belgian law**

Scope of Application

This commitment applies to:

- OTIV's own operations, employees and company activities worldwide; and
- Organisations with which OTIV has business relationships, including **licensees, suppliers, contractors, partners and customers**.

We expect these partners to uphold equivalent standards.

Our Core Social Responsibility & Human Rights Principles

OTIV commits to the following principles:

1. **Scrupulous respect for all applicable laws and regulations** in every country where we operate.
2. **Respect for Human Rights, public freedoms and fundamental rights**, avoiding any activity that may contribute to adverse human-rights impacts.
3. **Equal treatment and non-discrimination**, promoting diversity, equity and inclusion across our workforce and business relationships.
4. **Protection against child labour and modern slavery**, including adherence to ILO minimum-age standards and explicit prohibition of forced, bonded or trafficked labour.
5. **Respect for minimum salary requirements**, fair compensation practices and decent working conditions.
6. **Reasonable working hours, rest periods and leave entitlements**, consistent with legal and sector standards.
7. **Freedom of association and the right to collective bargaining**, without retaliation or interference.
8. **Safe, healthy and respectful working environments**, free from harassment, abuse or degrading treatment.

9. **Environmental responsibility**, in line with OTIV's mission to support sustainable mobility and reduce environmental impacts through our technologies.
10. **Strong business ethics and anti-corruption**, working against corruption in all its forms, including bribery, facilitation payments and conflicts of interest.

Where risks of adverse impact are identified, OTIV applies a **precautionary and remediation-oriented approach**, consistent with our ESG framework and impact-management processes.

Commitment & Governance

This commitment applies to **OTIV's own operations, employees and activities worldwide**, as well as to all organisations with which OTIV has business relationships, including **licensees, suppliers, subcontractors, contractors, partners and customers**.

OTIV requires these partners to **uphold and comply with equivalent standards** on human rights, labour rights, environmental responsibility and ethical business conduct, and expects them to promote these principles within their own operations and supply chains.

Concerns or alleged violations may be reported through OTIV's designated reporting channels. OTIV does not tolerate retaliation against any person raising a concern in good faith.

Public Commitment

OTIV BV will periodically review and update this Policy Commitment to reflect evolving legal, social, environmental and ethical expectations, and to ensure continued alignment with the **United Nations Global Compact** and leading international standards.

Formal Approval

This Social Responsibility & Human Rights Policy Commitment is approved by the Executive Leadership of OTIV BV.

Signed on behalf of OTIV BV



Sam De Smet
Co-founder
OTIV BV



Niels Van Damme
Co-founder
OTIV BV