

Human Rights Policy

INTRODUCTION

Alphawave IP Group PLC (**referenced as Alphawave Semi/Alphawave/the Company*) is a signatory of the United Nations Global Compact and supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. This Policy formalizes Alphawave's commitment to doing business with respect to human rights, the preservation and promotion of the fundamental rights of others and complies and is harmonious with one of Alphawave's Core Behaviors; that is, to Act with Integrity and Treat Everyone with Respect.

SCOPE

Alphawave's Human Rights Policy applies to all Alphawave Semi employees worldwide, anyone doing business for, or with, Alphawave Semi and others acting on Alphawave's behalf. This Policy applies to all locations where Alphawave Semi conducts business.

The following human rights (each a "Human Right" and collectively "Human Rights") are covered by this Policy:

- Diversity and non-discrimination;
- Anti-harassment;
- Prevention of human trafficking and forced labour;
- Child labour prevention;
- Minimum wage and working hours;
- Freedom of opinion and expression;
- Freedom of association;
- Workplace safety;
- Environmental stewardship;
- Product responsibility;
- Anti-corruption; and
- Privacy.

Policy Objectives

Alphawave's Human Rights Policy exists to:

- Inform employees, third parties and customers of Alphawave's commitment to Human Rights;



- establish Alphawave's commitment to Human Rights through on-going Human Rights due diligence;
- maintain Alphawave's high ethical standards; and
- contribute to the global realization of Human Rights.

This Policy should be read in conjunction with Alphawave's Code of Ethics and Business Conduct for employees and suppliers, and other Company policies and procedures.

Definition

Human Rights are basic rights inherent to all human beings, regardless of race, color, sex, national origin, religion, age, disability, gender identity or expression, marital status, pregnancy, sexual orientation or preference, political affiliation, union membership, or veteran status.

Guidelines

Alphawave Semi conducts its business in a manner that respects the rights and dignity of all people; complying with all applicable rules and regulations. Our policies reflect our commitment to respect and protection of internationally recognized Human Rights.

- All employment with Alphawave is voluntary. We do not tolerate or use child or forced labour in any of our operations or facilities. We do not tolerate any form of unacceptable treatment of workers. We respect applicable laws establishing minimum age for employment to support the effective abolition of child labour worldwide.
- Alphawave Semi abides by all laws and regulations regarding pay practices and the classification of employment according to job level and status.
- Alphawave Semi respects its employees' right to choose to join, or not join, a trade union, or to have recognized employee representation in accordance with local law.
- Diversity is embraced at Alphawave. Alphawave recognizes that a diverse mix of backgrounds, skills and experiences drives new ideas, products, and services, which provides a sustained competitive advantage.
- Alphawave Semi believes that everyone should be treated with respect, regardless of their background. Alphawave is committed to the elimination of discrimination based on race, colour, sex, national origin, religion, age, disability, gender identity or expression, marital status, pregnancy, sexual orientation or preference, political affiliation, union membership, or veteran status, or any other protected class.
- Alphawave Semi requires third parties with which it does business, including but not limited to, suppliers, vendors, contractors, consultants, agents, business partners, to adhere to Alphawave's Code of Ethics and Business Conduct.
- In addition, Alphawave is committed to the following principles:

- Alphawave Semi respects all Human Rights;
- Alphawave Semi commits to conducting on-going Human Rights due diligence to assess, mitigate and remediate any potential Human Rights infringements;
- Alphawave Semi expects those with which it does business, or who do business on its behalf, to respect all Human Rights.

Responsibility

Alphawave's Human Rights Policy is owned and maintained by Alphawave's Board of Directors. Human Resources is responsible for the creation, administration, updating and communication of the Policy.

Compliance

Alphawave's employees and third parties are expected to comply with this and all applicable Alphawave Semi policies. Violation of this Policy, or the refusal to cooperate, will result in disciplinary action up to and including termination, subject to local laws. Where Alphawave has sound reason to believe a third party has infringed this Policy, Alphawave Semi, in its sole discretion, may end its relationship with the third party as warranted, pursuant to law and applicable contract provisions. Specific to this Policy, employees and third parties are expected to:

- Not infringe on Human Rights; and
- be alert to any evidence of Human Rights infringements and report any situation in which there is a good faith belief that a Human Rights infringement is suspected.

Training

All employees, the Board of Directors, and third parties with access to Alphawave Semi's assets are required to complete training on and reaffirm their commitment to each of the Human Rights listed above through relevant training provided.

Reporting

Alphawave Semi provides resources for anyone to ask questions or raise concerns. Persons are encouraged to speak up if they have any concerns regarding compliance with the policy, and may choose the resource and avenue with which they feel most comfortable, including:

- An executive or manager they trust;
- Human Resources;
- The Legal Department (legal@awavesemi.com) ;
- The Whistleblower Policy line; Web: awavesemi.ethicspoint.com;
Phone, available 24/7 in all our locations:

| Country | Telephone Number |
|-----------------------------------|-------------------------|
| United States | 833-220-6016 |
| United Kingdom & Northern Ireland | 0808 196 5682 |
| Canada | 833-220-6039 |
| China | 4001205062 |
| India | 022 5097 2910 |
| Korea, Republic of South | 00744839 |
| Taiwan | 00801-49-1791 |
| Israel | 1-800-015-047 |

The Company takes all complaints seriously and will seek to resolve any grievance which it upholds. Staff will not be penalized for raising a grievance, even if the grievance is not upheld, unless the complaint is untrue and made in bad faith.

References

Alphawave's Human Rights Policy reinforces other relevant policies, including but not limited to:

- Alphawave's Code of Ethics and Business Conduct;
- Anti-Fraud & Dishonesty Policy, Anti Money Laundering Policy, Policy Against Trafficking of Persons and Slavery, Anti-Bribery, Workplace Violence, Harassment and Discrimination Policy, Equal Opportunities and Dignity at Work Policy, Accessibility Plan, and The Right to Disconnect Policy;
- Universal Declaration of Human Rights;
- International Labor Organization's Core Conventions;
- The United Nations (UN) Guiding Principles on Business and Human Rights;
- UN Global Compact.

Document Version Control

| Version | Date Drafted | Drafted by | Reviewed by | Date Reviewed | Next Review date |
|---------|--------------|-------------|-------------|---------------|------------------|
| V1.0 | Mar-24 | M. Jones | | Mar-24 | |
| V1.1 | Dec. 24 | S. Barghash | | Jan 25 | Dec. 25 |