

HUMAN RIGHTS POLICY

ECOS (I) MOBILITY & HOSPITALITY LTD.

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Document Control

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Created by	<i>Rini Ajeet (Head Human Resources)</i>
Reviewed by	<i>Deepali Dev (Chief Operating Officer)</i>
Approved by	<i>Board of Members</i>
Coverage	<i>All employees of ECOS (I) Mobility & Hospitality Ltd. and it's group companies</i>

Respect for Human Rights

Respect for human rights is a fundamental value of ECOS (India) Mobility and Hospitality Limited (**Company** or **we/us/our**). We strive to respect and promote human rights with our employees & suppliers. Our aim is to help increase the enjoyment of human rights within the communities in which we operate.

This human rights policy (**Human Rights Policy**) applies to (i) the Company, (ii) the group entities in which we hold a majority interest, and (iii) the facilities that we manage. The Company also expects its suppliers to uphold these principles and urges them to adopt similar policies within their own businesses.

We use due diligence as a means to identify and prevent human rights risks to people in our business. Where we have identified adverse human rights impacts resulting from or caused by our business activities, we are committed to providing for or cooperating in their fair and equitable remediation. We seek to promote access to remediation where we are linked to or involved in those adverse impacts through our relationships with third parties.

The Human Rights Policy is subject to all laws applicable to our operations, and United Nation *Guiding Principles on Business and Human Rights*. This Human Rights Policy is overseen by the Company's board of directors, and its implementation is reviewed by the Chief Operating Officer of the Company.

Community and Stakeholder Engagement

We recognize that we are part of the communities in which we operate. We engage with local stakeholders and communities on human rights matters, such as access to clean water, healthcare, and other issues of vital importance to community wellbeing, in addition to fulfilling our obligations under applicable laws.

Diversity and Inclusion

We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, gender, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion, or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation, and advancement at the Company is qualifications, performance, skills, and experience.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. Harassment is not tolerated in the Company premises and in any work-related circumstance outside the Company premises.

Forced Labour and Human Trafficking

We do not engage in any form of forced labour. This includes but is not limited to prison labour, indentured labour, bonded labour, military labour, modern forms of slavery, and any form of human trafficking. We undertake all measures to ensure strict compliance with all applicable laws in relation to the prohibition of engaging bonded labour, including the Bonded Labour System (Abolition) Act, 1976.

Child Labour

We prohibit the employment of individuals below the minimum age prescribed under applicable laws, including but not limited to the Delhi Shops and Establishments Act, 1954, and the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986, read with associated rules and other statutory enactments, as amended from time to time.

Work Hours, Wages, and Benefits

We compensate employees in accordance with Company policies and laws applicable to us, ensuring that the compensation is competitive in relation to the industry standard and local labour market. We ensure full compliance with applicable wage, work hours, overtime, and benefits laws applicable to our operations, which include but are not limited to the Delhi Shops and Establishments Act 1954, read with associated, as amended from time to time.

Guidance and Reporting for Employees

We strive to create workplaces in which open and honest communications among all employees are valued and respected.

The Company is committed to complying with all labour and employment laws applicable to our operations, wherever we operate. The Company also ensures employees are aware of this Human Rights Policy and any modifications thereto, through annual compliance training.

Any employee who believes a conflict arises between the language of the this Human Rights Policy and the applicable laws, customs and practices of the place where he or she works, or who has questions about this Human Rights Policy, or would like to confidentially report a potential violation of this Human Rights Policy, should raise those questions and concerns with human resource department or through hotline number provided under the 'Employee Grievance and Concern Reporting' section of this Human Rights Policy.

Employees can report suspected violations of this Human Rights Policy, or any other applicable Company policy, without any risk of unfair or discriminatory reprisal or retaliatory action being taken against such employee for raising their concerns.

EMPLOYEE GRIEVANCE & CONCERN REPORTING:

Type of Concern / Issue	Examples [Illustrative]	Reporting Channel
Workplace Grievances	Role clarity, workload concerns, team conflicts, unfair treatment or any other suspected violation of this Human Rights Policy.	Reporting Manager, Functional Head and Human Resource Department Company People Hotline Number: [7303586357] ((Monday to Sunday at: 9:00 AM to 6:00 PM) People hotline email address: peoplehotline@ecosmobility.com

The Company will investigate, address, and respond to the concerns of employees and will take appropriate corrective action in response to any violation while keeping all investigations confidential.

The Human Rights Policy is in alignment with the Company's Code of Conduct.

The Company reserves the right to amend this Human Rights Policy at any time.