

# ZKTeco Corporate Values

## Introduction

At ZKTeco, our mission is to provide innovative and reliable solutions to our customers while maintaining a strong commitment to our core values and fundamental principles. These values and principles guide our actions and shape our corporate culture, ensuring that we create lasting and positive relationships with our stakeholders. In this document, we outline our corporate values, which serve as the foundation for our interactions with employees, partners, customers, and the communities we serve.

## Adherence to Core Values

At ZKTeco, we firmly believe in adhering to our core values of responsibility, integrity, pragmatism, and excellence. Our commitment to these values goes hand in hand with our dedication to promoting and enhancing the principles of respect, protection of human rights and freedom, equality, gender equality, and fraternity within our organization and beyond.

### Respect:

We foster a culture where every individual is treated with dignity and their opinions are valued. We encourage open communication and active listening, acknowledging diverse perspectives, and appreciating the unique contributions that each employee brings to our company. Promoting a respectful work environment cultivates strong relationships, collaboration, and understanding among our team members, partners, and customers.

### Protection of Human Rights and Freedom:

We are committed to upholding and safeguarding fundamental human rights and freedoms in all our operations and interactions. We recognize the importance of ethical business practices and ensure that our policies and procedures align with universal standards. By protecting human rights and freedom, we contribute to the well-being and dignity of our employees, customers, and the communities we serve.

### Equality and Gender Equality:

We champion equality by providing equal opportunities and fair treatment to all individuals, regardless of their background, race, gender, or any other distinguishing characteristic. We actively work towards eliminating any form of discrimination in our workplace and fostering an inclusive environment that embraces diversity. By promoting gender equality, we empower men and women to reach their full potential, supporting their professional growth and encouraging participation in decision-making processes.

### Fraternity:

We embrace the spirit of fraternity by fostering a sense of camaraderie, mutual support, and collaboration among our employees, partners, and stakeholders. We believe that by working together, we can achieve greater success and make a more significant impact on our industry and society as a whole. By cultivating a sense of brotherhood and sisterhood, we create strong bonds that transcend cultural and geographical boundaries, allowing us to learn from one another and grow as a unified global team.

By integrating these principles into our corporate culture and daily operations, we strengthen our commitment to our core values and contribute to a more just, inclusive, and prosperous world for all.

### **Clear and Consistent Communication**

We continuously establish open, honest, and timely communication with our employees, partners, and customers. By fostering transparent dialogue, we strengthen communication and trust, enabling us to effectively address challenges and achieve our goals.

### **Employee Well-being and Safety**

Our employees are our most valuable asset, and we prioritize their well-being and safety. We invest in their personal and professional growth, creating more comfortable working conditions, and providing a more professional and safe working environment to promote collaboration, innovation, and success.

### **Community Engagement and Social Responsibility**

We are committed to giving back to our society, communities, and the environment by actively participating in charitable projects and supporting local development. We strive to create a positive impact on the communities we serve, enhancing community welfare and prosperity.

### **Ethical Business Conduct**

We adhere to the highest ethical standards in our business activities, upholding honesty, fairness, and equality. We respect and comply with the laws, regulations, and provisions applicable to our activities worldwide, and follow industry standards and best practices.

### **Transparent Reporting and Accountability**

We are dedicated to providing regular, transparent, and accurate financial reporting. We hold ourselves accountable for our actions and decisions, continuously evaluate and improve our processes, and maintain high standards of corporate governance.

### **Environmental Protection and Sustainable Development**

As responsible global corporate citizens, we recognize the importance of protecting the Earth and consistently integrate environmental sustainability into our business operations. We are committed to sustainable development globally, striving to reduce our environmental footprint, promote resource conservation, and contribute to addressing global climate change.

### **Innovation and Continuous Improvement**

We believe in the power of innovation to drive our success and enhance value creation for our stakeholders. We encourage our employees to unleash their creativity, embrace new ideas, and actively explore and improve upon methods for products, services, and processes.

### **Customer-Centricity**

We are dedicated to understanding and meeting our customers' needs. By placing customers at the center of our decision-making process, we seek to establish long-term partnerships and provide solutions that exceed customer expectations.



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**Security Classification:** Level 1 Level 2 Level 3 Level 4 Level 5

### **Diversity and Inclusiveness**

We value the individuality and ideas of our employees, recognising that diversity and inclusiveness drive innovation and strengthen our overall competitiveness. We are committed to fostering an open, professional, fair, and collaborative work environment and corporate culture based on mutual trust.

### **Global Collaboration**

As a global company, we recognise the importance of collaboration within our organisation and with our partners to achieve success. We encourage open communication and teamwork across our branches, leveraging the collective wisdom and expertise of our employees to drive growth and create value for our stakeholders.