Code of Human Rights and Labor Protection

(The "Code")

Tuya Inc.

(Refers to "Tuya" or "TuyaSmart")

Tuya Smart HR department Released on 1 JAN 2025

1. General Principles

TuyaSmart is committed to firmly supporting and protecting the legitimate rights and interests of all workers. We respect the human rights of all employees, customers, suppliers and all partners of TuyaSmart, and are dedicated to creating a fair, diverse, inclusive, healthy, and safe workplace and business environment. This Code is established based on internationally recognized standards, including the *UN Guiding Principles on Business and Human Rights*, the *ILO Declaration on Fundamental Principles and Rights at Work*, and the *Ten Principles of the UN Global Compact*, as well as relevant local laws and regulations. The policy aims to regulate the behaviors of enterprises and their employees while fostering mutual development.

2. Scope of Application

This policy applies to all employees of Tuya Inc. and all entities within its consolidated scope (including its consolidated affiliated entities) (hereinafter referred to as the "Company," "Tuya," or "TuyaSmart"), including full-time, part-time, and temporary employees (collectively referred to as "employees" or "Tuya employees"). The occupational health and safety requirements set out in this Code also apply, as appropriate, to contractors, service providers, and other individuals working at Company workplaces, performing work on behalf of the Company, or operating under the Company' s supervision. TuyaSmart actively encourages customers, suppliers, service providers, contractors, and other partners to adopt similar policies, ensuring mutual rights protection

and fostering a positive environment.

3. Governance Structure and Responsibilities

The Board of Directors serves as the highest governance body, delegating decision-making on major ESG matters to the ESG Management Committee. The Committee is responsible for approving and ensuring the implementation of this Code. The HR Department（"HR"） collaborates with the ESG Management Committee to optimize and publish this Code based on feedback, ensuring effective updates and implementation. The ESG Management Committee establishes the ESG Executive Working Group, which is responsible for overseeing the implementation and enforcement of the above policies.

4. Workplace Health and Safety

4.1 Anti-Discrimination and Anti-Harassment

4.1.1. Discrimination or harassment in the workplace or during customer interactions is strictly prohibited, including:

(1) Discrimination or unequal treatment based on gender, skin color, race, ethnicity, nationality, age, religion, genetics, disabilities, or other legally protected characteristics;

(2) Verbal or physical conduct constituting bullying or harassment, including sexual harassment;

(3) Comments, jokes, or actions that violate public decency or are otherwise

inappropriate.

4.1.2. A zero-tolerance policy is upheld regarding discrimination and harassment. Equal opportunities must be provided to employees in recruitment, employment, promotion, training, compensation, and other aspects of career development. The Company is committed to equal remuneration for men and women for equal work or work of equal value. Any acts of discrimination, insult, or harassment for any reason are strictly prohibited. Upon discovery, such behavior will be addressed with disciplinary actions, including warnings or termination of employment, depending on the severity of the case.

4.1.3. TuyaSmart is committed to attracting diverse talent, building a diverse workforce, and respecting and embracing equality in diverse lifestyles and work practices. The company provides training for all employees on diversity, anti-discrimination, and the prevention of insults and harassment.

4.1.4. A regular feedback and reporting channel is established, with a clear process for handling and publishing results. If an employee or partner encounters or verifies that someone has experienced discrimination, insult, or harassment at TuyaSmart, they can report the incident via voice-of-tuyaer@tuya.com. The company will form a Dedicated Working Group ("DWG") to investigate and address the incident. This group will include the supervisors of the involved parties, the direct HR Generalist ("HRG"), third-party personnel from HR Shared Service Center ("HRSSC"), and representatives from legal department. The DWG will investigate and finalize a resolution plan, which will then be submitted for approval by the head of HR department, and will be implemented once approved. Upon resolving the incident, the results will be released to the employees

involved and the members of the DWG via email. In necessary scenarios, these cases will be included as training materials in anti-discrimination, anti-insult, and anti-harassment training sessions with the involved individuals' identities being anonymized.

4.1.5. In the event of discrimination, insult, or harassment, actions will be taken in accordance with Chapters 9 and 10 of the *Basic Human Resources Regulations of TuyaSmart*. For severe ethical violations or actions that could harm the company's reputation or cause financial losses, employment will be terminated immediately. No compensation or severance payments will be provided, and the company reserves the right to pursue recovery of any damages caused by the involved individual(s).

4.2 Safe Workplace Environment

4.2.1 TuyaSmart is committed to creating a safe and healthy workplace, adhering to safety standards, eliminating known hazards, and preventing potential risks. Based on identified occupational health and safety risks, TuyaSmart prioritizes identified issues according to their significance, risk level, urgency, and potential scope of impact, and develops corresponding action plans for priority issues. Such action plans specify the corrective or preventive measures to be taken, responsible persons or functions, expected completion timelines, and, where appropriate, targets and follow-up mechanisms to track implementation and effectiveness.

4.2.2 TuyaSmart negotiates and signs a specialized collective agreement on labor safety and hygiene with the employee representative council. TuyaSmart also strictly complies with national regulations and standards on labor safety and hygiene, enhancing

and improving workplace safety technologies and industrial hygiene conditions.

4.2.3 An efficient reporting and handling mechanism for workplace injuries has been established. In the event of workplace injuries or other safety incidents, employees can directly contact the HRG. The HRG will coordinate with the designated department to prepare for injury recognition and claims processing. Workplace injury cases must be promptly reported to the employee representative council and handled in accordance with the *Regulations on the Reporting and Handling of Workplace Accidents*. The employee representative council should participate in the investigation, supervision, and resolution of such cases.

4.2.4 TuyaSmart continuously cultivates and enhance safety and environmental awareness and skills among employees and related personnel, and conducts safety education in accordance with the *Enterprise Labor Safety and Hygiene Education Management Regulations*. TuyaSmart is committed to improving occupational health and safety management standards by combining annual health checkups and supplemental employee insurance to prevent occupational diseases.

4.3 Commitment to Human Rights

4.3.1 Establish lawful and secure labor relationships. In accordance with the relevant provisions of the *Labor Contract Law*, TuyaSmart signs fixed-term and open-ended labor contracts with employees. TuyaSmart strictly adheres to applicable International Labour Organization conventions and local laws and regulations governing its business operations. TuyaSmart firmly opposes all forms of forced labor and human trafficking, safeguarding

employees' freedom, rights, and dignity from infringement. TuyaSmart prohibits coercive labor through violence, threats, or unlawful restrictions on personal freedom. [During the validity period of the labor contract, TuyaSmart ensures that employees are not compelled or forced to work if their physical condition does not permit it, as supported by medical leave certificates or other valid documentation proving their inability to work.

4.3.2 TuyaSmart complies international conventions such as the *United Nations Convention on the Rights of the Child* and the *Children's Rights and Business Principles*, and does its utmost to protect children's rights. TuyaSmart strictly prohibits the recruitment and employment of child labor. TuyaSmart also forbids assigning underage workers to tasks involving Level 4 physical labor intensity or other prohibited activities as defined by national regulations. Additionally, TuyaSmart ensures that underage workers undergo regular health checkups.

4.3.3 TuyaSmart actively guides and encourages employees to reasonably plan their work tasks, improve work efficiency, and reduce unnecessary overtime. At the same time, we strictly provide employees with time-off in lieu or overtime pay in accordance with the legal requirements of the employee's work location and internal management regulations.

4.3.4 TuyaSmart respects employees' right to freedom of association and supports and encourages employees to freely choose whether to form, join, or decline membership in unions or other associations, provided they comply with applicable laws and regulations. TuyaSmart also respects employees' voluntary participation in employee representative councils and collective bargaining processes, recognizing employee representatives elected through legitimate processes. Additionally, we regularly communicate with

employee representatives on matters such as compensation, working hours, health and safety to continuously address employee needs and improve working conditions.

4.3.5 TuyaSmart is committed to fully complying with national laws and local government regulations to ensure employees receive full wages, social insurance contributions, and a comprehensive range of benefits. The Company is committed to paying employees a living wage sufficient to meet their basic living needs, and such compensation shall in all cases meet or exceed applicable statutory minimum wage requirements. Employees are entitled to paid annual leave in accordance with applicable laws and the Company’ s internal policies. TuyaSmart prioritizes the physical and mental well-being of its employees by organizing diverse employee care programs to help them achieve a healthy balance between work and life.

4.3.6 TuyaSmart incorporates the human rights performance and labor protection practices of its suppliers and partners as key evaluation criteria for collaboration. TuyaSmart requires its suppliers to:

(1) Recruit employees who meet the minimum age requirement or are at least 16 years old (whichever is stricter) and ensure that no employees are subjected to any form of forced or coerced labor;

(2) Respect employees' rights to freely choose whether to participate in lawful associations and labor unions;

(3) Commit to providing their employees with safe and healthy working conditions;

(4) Comply with labor-related laws and regulations, including provisions on minimum contract duration, working hours, and social security requirements.

4.4 Human Rights Due Diligence

4.4.1 TuyaSmart seeks to progressively incorporate human rights due diligence considerations into its risk management processes, including, where appropriate, the identification and assessment of actual and potential human rights risks in its own operations, value chain, and other activities related to its business. Such considerations may cover employees, suppliers, contractors, business partners, and other relevant parties that may be affected by the Company’ s operations.

4.4.2 Where applicable, TuyaSmart seeks to consider human rights risks in the assessment of new business relationships and major business changes, including mergers, acquisitions, joint ventures, major suppliers, contractors, and other business partners.

4.4.3 TuyaSmart aims to periodically review relevant human rights risks and, where appropriate, update related risk assessments based on changes in business activities, operating locations, workforce composition, and value chain relationships, with additional review considered in the event of significant changes.

4.4.4 Human rights issues considered may include, but are not limited to, forced labor, human trafficking, child labor, freedom of association, the right to collective bargaining, discrimination, working conditions, and occupational health and safety. Where relevant, particular consideration is given to potentially vulnerable or affected groups, including the Company’ s own employees, women, children, migrant workers, third-party employees, local communities, and other groups identified through relevant assessment processes.

4.4.5 Where actual or potential adverse human rights impacts are identified, TuyaSmart

seeks to take appropriate measures, where applicable, to prevent or mitigate such impacts. Depending on the nature and severity of the issue, measures may include corrective action plans, engagement with relevant employees, suppliers, contractors or business partners, and follow-up on identified concerns. Where the Company identifies that it has caused or contributed to an adverse human rights impact, it seeks to facilitate or cooperate in appropriate remediation, taking into account applicable laws, the circumstances of the case, and the needs of affected stakeholders.

5. Miscellaneous

5.1. This policy has been approved by ESG Management Committee to ensure alignment with the company's sustainability strategy and direction. The ESG Executive Working Group of the company is responsible for overseeing the implementation and enforcement of this policy. Additionally, the policy will be reviewed annually by the Employee Representative Council to ensure it aligns with the group's current situation and the expectations of all stakeholders.

5.2. Matters not covered in this policy shall be governed by applicable laws, regulations, and normative documents.