



The Personnel Rights and Interests Protection Policy

TSRC Corporation complies with the local laws of each office around the world to protect the rights and interests of the Personnel, including protecting the rights of all our employees and long-term contractors (hereinafter collectively referred to as the "Personnel"). We also support and base this Policy on internationally recognized standards such as the International Labor Office Tripartite Declaration of Principles, OECD Guidelines for Multinational Enterprises and the UN's Universal Declaration of Human Rights, and Global Compact. Our goal is to respect the rights and interests of the Personnel, to prohibit any form of discrimination, any forced and child labor, and to not hinder the employees' freedom of association. We are dedicated to providing a safe and healthy working environment to our employees. We are continuously improving the safety and health of our working environment, preventing accidents and reducing occupational risks, and protecting our employees' safety and promoting physical and mental health by following the relevant laws and regulations. Through educational training, we enhance our employees' knowledge of rights and interests of the Personnel.