

## Measures to Mitigate the Risk of the Protection of the Personnel Rights and Interests

Our core value is “people-oriented” and we operate to pursue zero accident and zero harm through technology, a culture of safety and health, and the principles of accountability and communication.

TSRC Corporation adopts a proactive approach to build action plans and a quality working environment to mitigate the risks associated with the protection of the Personnel rights and interests. We conduct internal and external audits every year to prevent the risks of the Personnel rights and interests protection.

The implementation guidelines are as follows :

Implementation Guidelines	Risk Management Content
1.Providing a Safe and Healthy Working Environment	Our compnay passed the ISO 14001 (environmental management system) and ISO 45001 (occupational safety and health management system) certifications, reasonably ensuring that it is competent to provide a safe working environment. In addition to providing a safe and healthy

	<p>working environment in accordance with the laws and regulations, we also establish units and committees responsible for occupational safety and health, employ professional physicians and nursing personnel, and conduct periodic occupational safety, health and fire safety education and training. By adopting necessary prevention measures, we prevent occupational injuries from happening and further lower the risk factors potentially existing in the working environment. To prevent occupational accidents and ensure labor safety and health, we establish Safety and Health Work Rules which standardize and stipulate various safety and health management regulations in our factories.</p>
<p>2.Preventing Sexual Harassment and Providing Grievance Mechanism and Channels</p>	<p>Our prevention measures and the grievance and disciplinary procedures for employee sexual harassment are made to provide a working environment where all employees and job applicants will be free from sexual harassment. The purpose is to protect the privacy and other relevant rights of the parties concerned and to take appropriate preventive, corrective, disciplinary and handling measures.</p> <p>Our employee grievance management procedures are specifically established to provide an open channel to protect the rights and interests of our employees, and to assist employees with raising concerns and receiving appropriate solutions in a timely manner in case of any improper or unfair treatment, or upon discovering any damage to the rights and interests to themselves or our company. During the case investigation process, confidentiality should be observed to protect the privacy and other relevant rights of the parties, which aligns with the SA8000 standard. We also urge our</p>

	<p>suppliers to meet the same level of standards for the Personnel rights and interests protection.</p> <p>We also establish prevention plans against unlawful infringement to avoid internal and external workplace violence from happening to our employees in the performance of their duties. These plans aim to prevent and handle incidents related to workplace violence and to declare expressly that the company has zero tolerance for all kinds of workplace violence, including physical, verbal, mental, violent and sexual harassments, in order to ensure physical and mental health of our employees.</p>
<p>3.Eliminating Employment and Recruitment Discrimination</p>	<p>We do not discriminate on the basis of race, class, language, ideology, religion, political belief, nationality, ancestry, place of birth, gender, sexual orientation, age, marital status, physical appearance, physical and mental disability, zodiac sign, blood type and membership in work unions. We offer equal and fair opportunities for employment, recruitment requirements, remuneration, benefits, training, performance appraisal and promotion.</p>
<p>4.Prohibiting Child Labor</p>	<p>We comply with government labor laws and abide by the local statutory requirements for minimum employment age. We eliminate the possibility of child labor and our Employee Recruitment and Status Change Policy clearly specifies that child labor is strictly prohibited.</p>
<p>5.Prohibiting Forced Labor</p>	<p>We comply with government labor laws and regularly pay attention to and manage employee attendance. Forced labor is not permitted. The employee' labor services are determined based on the job title after their arrival or change in position, and it is clearly stated that the employee is</p>

	<p>allowed to resign at any time upon their own wishes, that there is no occurrence of forced or compulsory labor services.</p> <p>We comply with the applicable laws and regulations in terms of daily and weekly working hours, extension of working hours, paid leave and other types of leaves. We do not force or coerce any Personnel who is unwilling to perform services involuntarily.</p> <p>Our employee attendance, leave and overtime management regulations do not force employees to work overtime or carry out compulsory labor services.</p>
<p>6.Assisting Employees with Maintaining Physical and Mental Health and Work Balance</p>	<p>The Employee Health Management Procedures are made to ensure the mental and physical health of the employees, and to strengthen labor protection and services while preventing occupational and infectious diseases.</p> <p>To care for the physical and mental health of the employees, we provide employees with free physical examination on a regular basis and actively organize health management seminars, parent-child outings and other stress relief and diversified wellbeing activities. We hope by enriching the idea of work-life balance, we could do our part in taking care of our employees' physical and mental health.</p>
<p>7.Freedom of Assembly and Association</p>	<p>We respect and protect the fundamental rights and interests of employees. We also strengthen our care for labor rights (such as the right to organize a union), and provide diversified communication mechanisms and platforms to ensure a harmonious win-win relationship between labor and management. Labor and management meetings will be held on a regular basis and through such formal meetings, negotiate issues including the freedom of speech and the right</p>

	<p>to collective bargaining.</p> <p>Our company has formed a labor union, but respects the employees' right to choose, form, join or not to join the labor union or other types of employee organizations.</p>
<p>8. Maternity Protection</p>	<p>The Maternal Health Protection Program is established to protect women's reproductive health and the health of mother and infant/fetus. We set up a friendly prenatal environment and provide exclusive parking space and maternity kits for pregnancy.</p> <p>We have industrial safety nurses evaluate the implementation of our Maternal Health Protection Program by completing the "Maternal Health Protection Implementation Record" and submitting the report to the Occupational Safety and Health Committee every year. If there is any recommended follow-up item, it will be included in the annual objectives list to manage the implementation progress.</p>