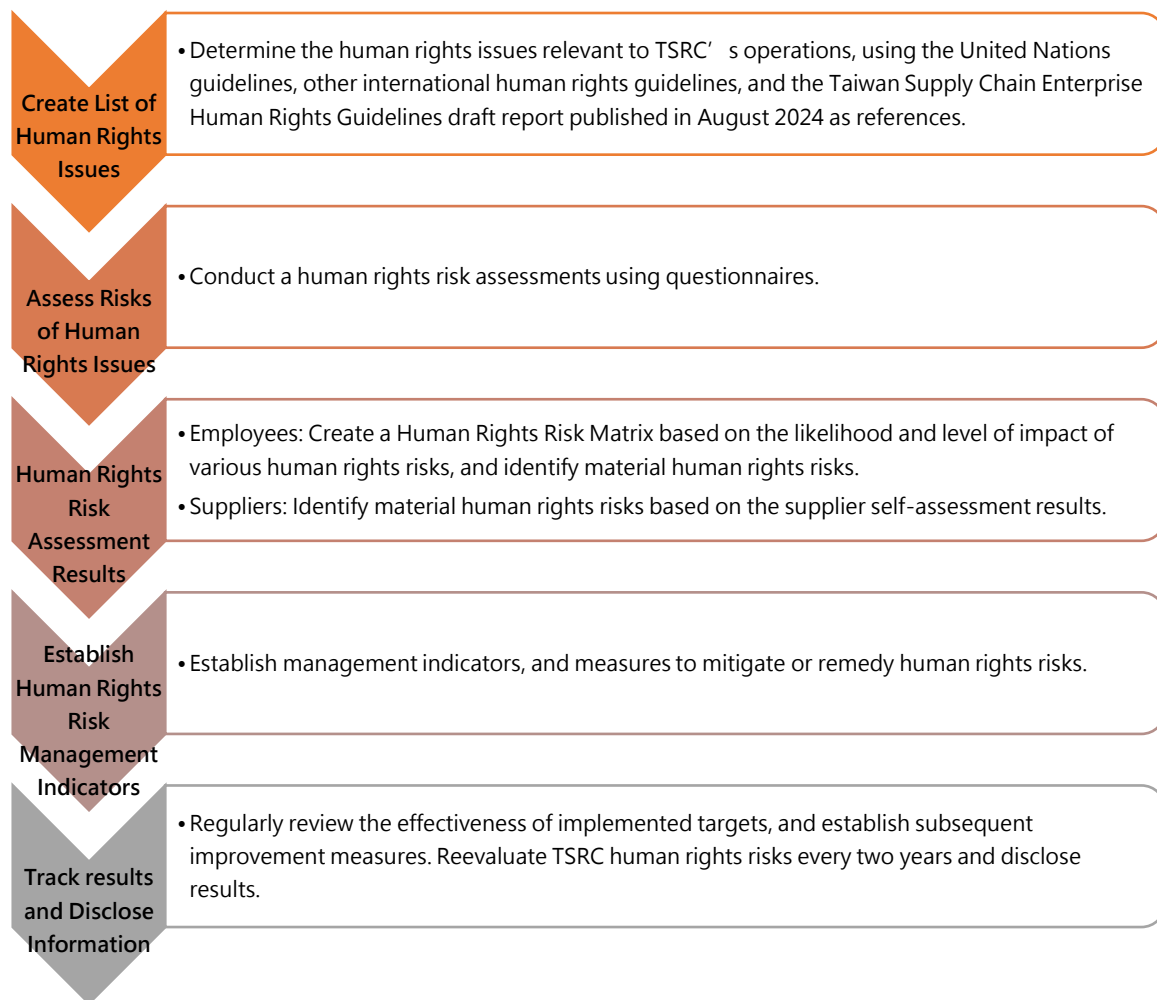


Human Rights Due Diligence

In response to international trends and the human rights concerns of stakeholders, TSRC conducts human rights due diligence every two years, and uses the results from this investigation to establish improvement measures. We continue to track and disclose the results from implemented measures, and strive to create a fair and respectful workplace environment.

I. Human Rights Due Diligence Process



II. List of Human Rights Issues

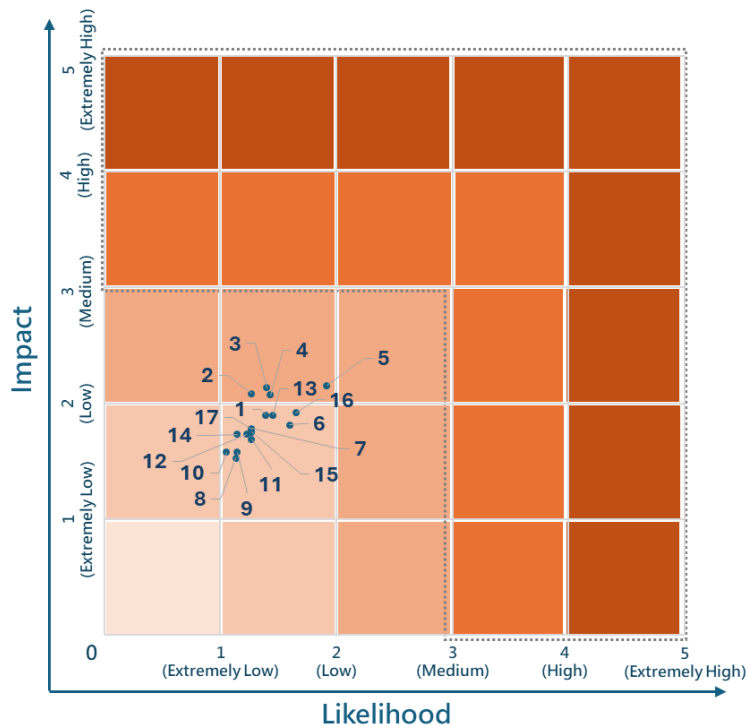
Human rights issue category	Applicable to	
	Employees	Suppliers
Privacy Rights	V	
Personal Freedom and Safety	V	V
Fundamental Work and Labor Rights	V	V
Health Rights	V	
Freedom of Speech and Expression	V	V
Freedom of Assembly and Association	V	V

Human rights issue category	Applicable to	
	Employees	Suppliers
Child Protection	V	V
Anti-discrimination and Equality	V	V
Right to Basic Living Standards	V	
Forced Labor	V	V
Family Protection	V	
Anti-corruption	V	

III. Human Rights Risk Assessment Results

(i) Employees

In 2024, TSRC conducted employee human rights due diligence on the supervisors of each functional department (Supervisors of rank G17 or above with subordinate employees, 97 in total). These supervisors represented the employees of their department in filling out questionnaires, helping to identify the human rights risks facing each department, as well as the likelihood of occurrence and level of impact for each risk. We received a 100% questionnaire response rate this time, and created a Human Rights Risk Matrix based on an analysis of questionnaire results on the likelihood and level of impact of various human rights risks. Material human rights risks were also identified.



Note 1: Based on the 12 human rights issue categories, and taking into account TSRC's operational types and models, the questionnaire identifies 17 human rights risks for TSRC.

Note 2: Risk level = Risk likelihood × level of impact; A risk scoring 9 points or higher is deemed a material human rights risk.

No	Human rights risks
1	Employee Privacy Protection
2	Illegal Workplace Violations
3	Working Conditions Protections
4	Occupational Health and Safety
5	Working Hours_ Physical and Mental Health
6	Freedom of Speech and Expression_ Communication Channels
7	Freedom of Speech and Expression_ Suppressing Speech
8	Freedom of Assembly and Association_ Collective Bargaining
9	Freedom of Assembly and Association_ Equal Treatment
10	Child Labor
11	Anti-discrimination and Equality_ Recruitment
12	Anti-discrimination and Equality_ Employee Promotion
13	Salary and Benefits
14	Forced Labor
15	Childcare Support and Benefits
16	Working Hours_ Family Life
17	Code of Ethics

Based on the results of the 2024 human rights risks survey, our employees do not pose any material human rights risks. Nevertheless, we have established management goals, mitigation, and remedial measures to address each human rights issue of concern, and regularly track our implementation results.

(ii) Suppliers

Due to the importance of human rights risks for suppliers, TSRC has for the first time integrated human rights due diligence into the sustainability self-assessment questionnaires sent out to suppliers. We mainly focused on assessing our 100 most important suppliers (including primary raw materials and auxiliary material suppliers), and through these supplier self-assessment results, determined 98 of these suppliers to have low human rights risks. Only 2 suppliers responded that they were unsure of measures implemented by their company in the “freedom of speech and expression” and “freedom of assembly and association” category. Since both of these suppliers are large-scale organizations, we have assigned our procurement department to track and understand the implementation situation.