

Human Rights Risks Response Measures

Based on the results of the 2024 human rights risks survey, our employees and key suppliers 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. We regularly track our implementation results, and review and adjust management measures, in order to ensure that stakeholder expectations and needs are met.

TSRC Employee Human Rights Issues and Response Measures

Human rights issues	1	2	3	4
	Working Hours_ Physical and Mental Health Working Hours_ Family Life	Working Conditions Protections	Occupational Health and Safety	Freedom of Speech and Expression_ Communication Channels
Management indicators	<ul style="list-style-type: none"> Number of complaints related to working hours Regularly review employee attendance (such as absentee rate) 	<ul style="list-style-type: none"> Number of complaints related to working conditions Approval rate achieved in the Employee Engagement Survey 	<ul style="list-style-type: none"> TSRC Group' s employee total recordable incident rate (TRIR) 	<ul style="list-style-type: none"> Number of complaints on poor communication channels Approval rate achieved in the Employee Engagement Survey
Mitigation measures	<p>Respecting and Caring for Employees</p> <ul style="list-style-type: none"> Overtime pay is paid and calculated pursuant to rules. We actively reach out to employees and supervisors with monthly working hours that are often close to the maximum limit to inquire about working situation, and provide appropriate resources to reduce fatigue from long working hours. <p>Issue Reminders to Improve Health Awareness and Rule Compliance</p> <ul style="list-style-type: none"> Employees are reminded to take a break after overtime work, and good working habits are shared with all employees. <p>Provide Flexible Working Options</p> <ul style="list-style-type: none"> Provide flexible working options that meet both the Company' s business needs and our employees' personal needs, to the extent allowed by work requirements. 	<p>Regular Review</p> <ul style="list-style-type: none"> Participate in external remuneration surveys each year, and analyze market trend reports The Human Resources Department establishes work rules that comply with local labor conditions and regulations. Regularly review the remuneration and benefits system to ensure market competitiveness. <p>Regular Communications</p> <ul style="list-style-type: none"> Understand employee opinions through surveys, make appropriate adjustments to increase employee engagement. Work together with unions to ensure a proactive and fair work environment. 	<p>Provide a Safe Work Environment</p> <ul style="list-style-type: none"> Factories have obtained ISO 14001 Environmental Management Systems and ISO 45001 Occupational Health and Safety Management Systems certification <p>Establish and Implement Occupational Safety</p> <ul style="list-style-type: none"> Established a dedicated occupational health and safety unit and the Responsible Care Committee Established health and safety work rules and convened regular safety meetings Hired professional physicians and nurses, and regularly organized health and safety and fire prevention training 	<p>Establish Communication Channels</p> <ul style="list-style-type: none"> Establish a variety of internal grievance mechanisms and communication channels within the Company <p>Strengthen Management</p> <ul style="list-style-type: none"> Encourage managers to adopt Management By Walking Around (MBWA) practices to better understand employee work activities. Establish system for regular one-on-one meetings between supervisors and employees. Understand employee needs through activity satisfaction surveys.

Remedial measures	<ul style="list-style-type: none"> Employees who require long-term leave due to health reasons can apply for leave without pay following established procedures. Employees are entitled to choose between receiving overtime pay or overtime leave compensation for performing overtime work 	<ul style="list-style-type: none"> Regularly investigate and review the remuneration and benefits system to ensure that working conditions at the Company comply with local laws and regulations. 	<ul style="list-style-type: none"> Immediately re-assign the employee away from their original duties Provide adequate medical assistance. Provide leave and salary compensation in accordance with the law. Have the Occupational Safety and Health Committee conduct an investigation, and find out the details of the accidents or abnormal situations with support from physicians and external specialists. 	<ul style="list-style-type: none"> Understand the complaints made, and actively make improvements to maintain smooth communications channels
Grievance mechanism	<ul style="list-style-type: none"> Internal grievance mailbox. Whistleblower mailbox on the company website. 	<ul style="list-style-type: none"> Internal grievance mailbox. Whistleblower mailbox on the company website. Labor-Management meetings 	<ul style="list-style-type: none"> Submit a complaint directly to the supervisor. Report to the factory's professional nurses. Internal grievance mailbox. Whistleblower mailbox on the company website. 	<ul style="list-style-type: none"> Submit a complaint directly to the supervisor. Labor-Management meetings Regular communications meetings with CEO Employee Town Hall Meeting
Mechanism for seeking advice or raising concerns	<ul style="list-style-type: none"> Seek medical advice or physical and mental health examinations from the factory nurse or on-site physician In addition to employees in Taiwan and the United States, our employees in Mainland China can also call the employee hotline from 2025 onwards to seek external professional advice. 	<ul style="list-style-type: none"> Make proposals to the unit supervisor or human resources department 	<ul style="list-style-type: none"> Seek medical advice or physical and mental health examinations from the factory nurse or on-site physician Employees can also call the employee hotline to access external professional consulting services. 	<ul style="list-style-type: none"> Make proposals to the unit supervisor or human resources department

TSRC Supplier Human Rights Issues and Response Measures

Human rights issues	1	2	3	4
	Anti-discrimination and Equality	Freedom of Speech and Expression	Freedom of Assembly and Association	Forced Labor
Management indicators	<ul style="list-style-type: none"> Proportion of new suppliers who signed the TSRC Group Supplier' s Declaration of Compliance with Corporate Sustainability Proportion of key suppliers for whom we have completed human rights due diligence once every two years 			
Mitigation measures	<ul style="list-style-type: none"> Required suppliers to conduct self-assessments and provide explanations based on the TSRC Group Supplier Sustainability Evaluation Form. Regularly conducted supplier audits and evaluations, and provided feedback and suggestions based on the evaluation results. 			
Remedial measures	<ul style="list-style-type: none"> Should there be a human rights-related violation, improvements are required to be made within a time limit. 			