台橡股份有限公司
TSRC CORPORATION

Training Practices for Human Rights Protection

TSRC places great importance on the protection of human rights. Human rights-related training includes the following types:

Human Rights Training for New Employees

New employees are required to complete basic human rights training upon onboarding. The training content includes, but is not limited to, prevention of sexual harassment, anti-discrimination, anti-harassment, working hours, and a healthy and safe working environment.

Human Rights Training for Employees

TSRC regularly provides human rights education and training on various topics, including but not limited to the following types:

- **Sexual Harassment and Workplace Misconduct**
  Through regular awareness campaigns and training sessions, the company ensures that employees understand their responsibility to help prevent workplace misconduct while performing their duties. A dedicated complaint hotline is provided to continuously foster a friendly and respectful work environment.

- **Comprehensive Occupational Safety Series**
  Training includes occupational safety and health education, fire safety, emergency response, traffic safety, and first aid training.

- **Integrity and Ethics Promotion**
  TSRC regularly conducts training and communication activities to convey philosophy, policies, preventive measures, and consequences related to ethical business practices. These messages are delivered to employees and business partners, and the implementation of integrity policies is incorporated into performance management systems to cultivate a culture of ethical business conduct.

- **Physical and Mental Health**
  TSRC provides important information on physical and mental health, nutrition, and exercise methods to help employees maintain well-being and achieve work-life balance.

- **Other Key Human Rights Topics**
  Each year, in alignment with international human rights trends and local regulations, TSRC periodically organizes human rights-themed seminars to enhance employees' understanding and mitigate potential risks related to human rights issues.

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Number of participants and total training hours related to training on human rights protection in 2025

Course Name	Total training hours	Total number of participants
Protection of Human Rights and Promotion of Diversity and Inclusion	480.08	1,539
Prevention of sexual harassment and prevention of workplace violence	516.15	1,583
Occupational safety	46,470.55	15,220
Mental and physical health and work-life balance	1,722.68	2,073
Promotion of integrity and ethics	1,097.01	2,046
Total	**50,286.47**	**22,461**