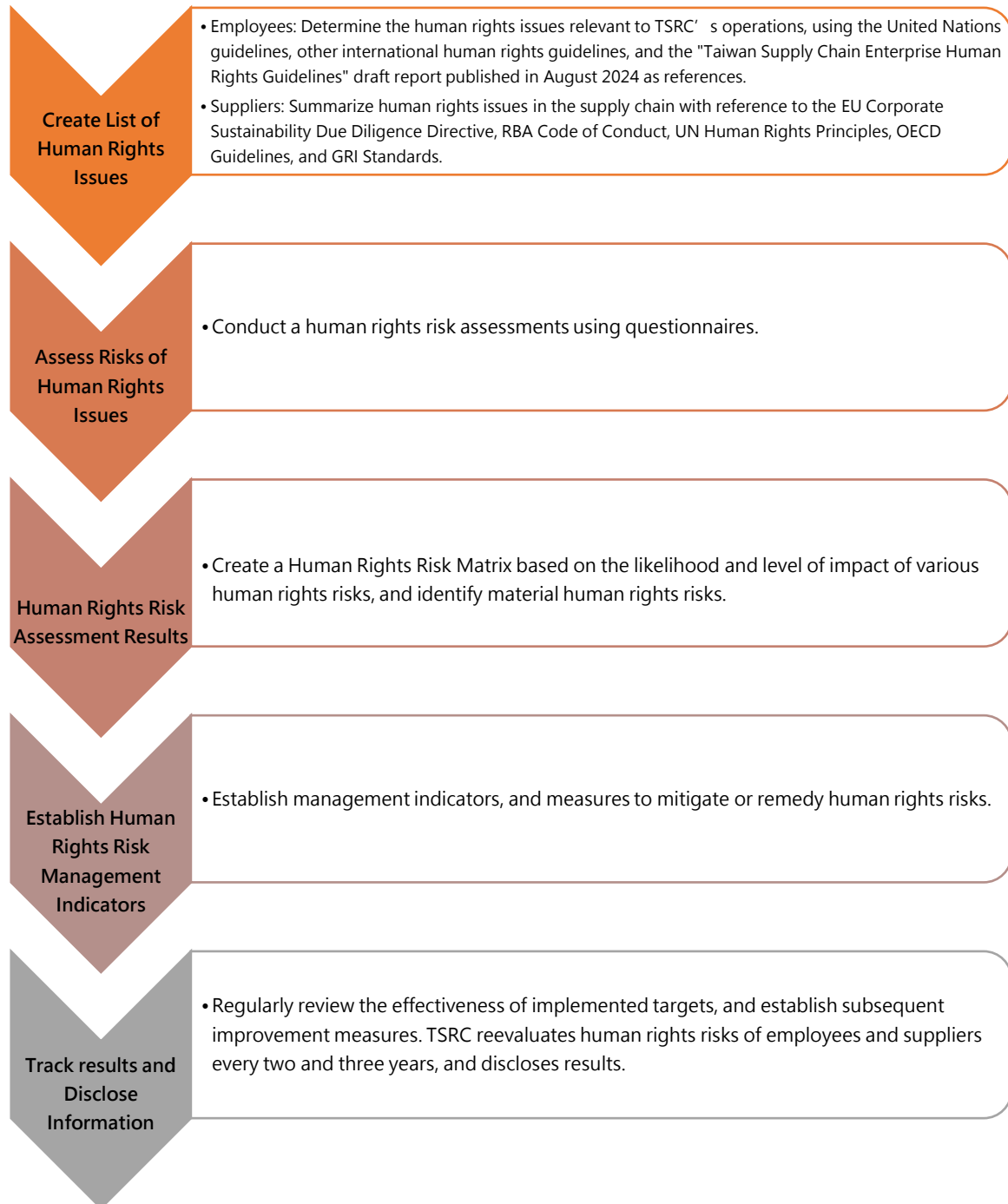


Human Rights Due Diligence

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
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	V
High-risk Area Management		V

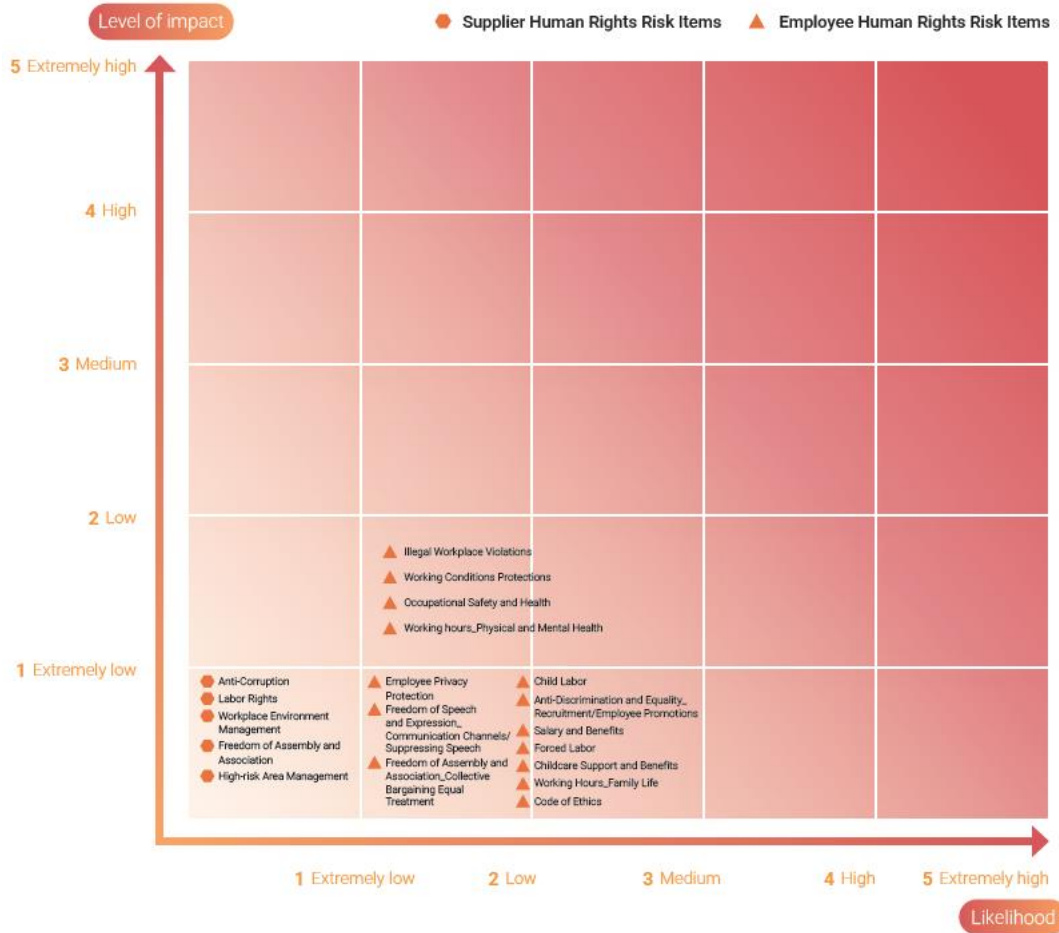
III. Human Rights Risk Assessment Results

(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.

(ii) Suppliers

TSRC conducted supplier environmental and human rights due diligence in 2025, and selected 308 key suppliers (including raw materials, packaging materials, marine transportation, and labor services) as the investigation targets. A total of 292 questionnaires were collected, with a 95% response rate. Based on the analysis results of "likelihood" and "impact level" of various management issues, a "Supplier Sustainability Risk Matrix" was developed to identify "material sustainability risks" of suppliers.



- Note 1: Employee human rights due diligence is based on 12 categories of human rights issues, and taking into account TSRC's operational types and models, this has been expanded into 17 TSRC human rights risk identification items.
- Note 2: Supplier human rights due diligence is based on 10 categories of human rights issues, and is summarized into 5 human rights risk identification items.
- Note 3: Risk level = Risk likelihood × level of impact; A risk scoring 9 points or higher is deemed a material human rights risk.