

Human Rights Risks Response Measures

Based on the results of the 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	- Number of complaints related to working hours - Regularly review employee attendance (such as absentee rate)	- Number of complaints related to working conditions - Approval rate achieved in the Employee Engagement Survey	TSRC Group' s employee total recordable incident rate (TRIR)	- Number of complaints on poor communication channels - Approval rate achieved in the Employee Engagement Survey
Mitigation measures	Respecting and Caring for Employees - Overtime pay is paid and calculated pursuant to rules. - Strengthen monitoring of overtime and leave conditions, care for employees and their supervisors whose overtime hours are close to the limit, and provide resources to reduce long-term labor. Reminders and Health Awareness - Remind employees to take a break after overtime and share good practices. Provide Flexible Working Options - Flexible work options provided when working conditions permit it.	Regular Review - Participate in external remuneration surveys and analyze market trends each year to ensure salary competitiveness. - Establish work rules that comply with local labor conditions and regulations. - Regularly review the remuneration and benefits system to ensure market competitiveness. Regular Communications - Understand the needs and make adjustments through employee surveys to increase employee engagement. - Work with unions to maintain a fair work environment.	Provide a Safe Work Environment - Factories have obtained ISO 14001 Environmental Management Systems and ISO 45001 Occupational Health and Safety Management Systems certification Establish and Implement Occupational Safety - 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	Establish Communication Channels - Establish a variety of internal grievance mechanisms and communication channels within the Company Strengthen Management - 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	- For those who require long-term leave due to health reasons can apply for leave without paying following established procedures. - Provide overtime pay or	Regularly investigate and review remuneration and benefits system to ensure compliance with local regulations.	- Immediately re-assign the employee away from their original duties - Provide adequate medical assistance. - Provide leave and salary compensation in	Understand the complaints made, and actively make improvements to maintain smooth communications channels

	overtime leave mechanisms.		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.	
Grievance mechanism	- Internal grievance mailbox. - Whistleblower mailbox on the company website.	- Internal grievance mailbox. - Whistleblower mailbox on the company website. - Labor-Management meetings	- Submit a complaint directly to the supervisor. - Report to the factory's professional nurses. - Internal grievance mailbox. - Whistleblower mailbox on the company website.	- 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	- Seek medical advice or physical and mental health examinations from the factory nurse or on-site physician - Employees in Taiwan, the United States, and China can call the employee hotline to seek external professional consultation to protect their physical and mental health.	Make proposals to the unit supervisor or human resources department	- Seek medical advice or physical and mental health examinations from the factory nurse or on-site physician - Employees can call the employee hotline to access external professional consulting services, in order to protect their physical and mental health.	Make proposals to the unit supervisor or human resources department

TSRC Supplier Human Rights Issues and Response Measures

Human rights issues	1	2	3
	Anti-Corruption	Labor Rights	Workplace Environment Management
Management indicators	- 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	- 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	Should there be a human rights-related violation, improvements are required to be made within a time limit.		