

## HUMAN RIGHTS POLICY

### Principle and Rationale

T.C.C. Technology Company Limited and its affiliated companies (“TCC Technology Group”) operate its business in accordance with the principles of good corporate governance with fairness and adhere to the company’s business ethics as well as take responsibility for the society and all stakeholders. TCC Technology Group is well aware of the value and importance of “human” and the coexistence of human with love, respect, kindness without discrimination, equality, respect and consideration of human dignity which are the main point and intention of the principle of Human Rights. TCC Technology Group believes that respecting the human rights by all stakeholders within the business value chain is fundamental to enhance the sustainability of the business and society, hence, TCC Technology Group respects the human rights laws and principles including international labor standards and applies the principles of the Universal Declaration of Human Rights (“UDHR”), the United Nations Guiding Principles on Business and Human Rights (“UNGP”), the International Bill of Human Rights and The International Labor Organization Declaration on Fundamental Principles and Rights at Work (“ILO”) to its business operation.

The Executive Committee approves the setting of policies and regulations regarding the Human Rights in order to prevent a breach of human rights of all stakeholders within the business value chain arising from TCC Technology Group’s operation.

### Scope of the Policy

Human rights policy (“Policy”) applies to all TCC Technology Group’s member of Board of Directors (“BOD”), Executive Directors (“Executive Committee”), all TCC Technology Group’s Management Committee (employees ranging from Director level up to the Managing Director), all employees (“Employees”) and all businesses which TCC Technology Group has the management power over such as subsidiaries and joint ventures.

In addition, TCC Technology Group expects and encourages Suppliers (as defined below) and Business Partners (as defined below) of TCC Technology Group which TCC Technology Group does not have management power over to support and comply with this Policy.

## Definition

“Suppliers” means contractors, sub-contractors, distributors, wholesalers, manufacturers, primary producers, franchisees or licensees, brokers and consultants.

“Business Partners” means agents, joint venture partners and customers.

### The objectives and practice guidelines of the Policy are as follows:

1. BOD, Executive Committee, Management Committee and Employees shall work with consideration of human dignity and placing importance on respecting human rights of every person including any local community under the scope of human rights laws and principles including international labor standards on equality basis without discrimination whether due to differences in ethnicity, race, nationality, gender, language, age, skin color, physical status, religion, political view, education, social status, culture, tradition, union membership, sex diversity or any other status which is considered to be human rights.
2. TCC Technology Group shall equally treat Suppliers and Business Partners without discrimination.
3. TCC Technology Group prohibits child labor and forced labor and the use of prison labor and bonded labor are also strictly forbidden.
4. TCC Technology Group pays attention to high standards of safety, occupational health and working environment. TCC Technology Group shall devote to prevent accidents, injuries and work-related illnesses arising from the work performance in accordance with the standards imposed by applicable laws.
5. TCC Technology Group is committed to being good neighbor and trustworthy partner with local communities. TCC Technology Group supports communities in agriculture, environmental conservation, education, health, maintenance and restoration of cultural heritage and local wisdom through implementation of communities' development projects and social enterprise to improve living quality of local communities.
6. TCC Technology Group shall be careful not to let its business operation causing any breach of human rights.
7. TCC Technology Group shall support and promote any operation to protect human rights.

8. TCC Technology Group shall communicate, publicize, educate, try to understand and support Suppliers and Business Partners to participate in doing business with ethics, respect to human rights of others and equality in treating others in accordance with the human rights principle.
9. TCC Technology Group expects Suppliers to respect human rights of its stakeholders in order to ensure that the basic rights of stakeholders of all Suppliers groups are respected equally and operate their business in compliance with TCC Technology Group's Supplier Code of Practice currently in effect which may be amended from time to time in the future.
10. TCC Technology Group encourages and supports BOD, Executive Committee, Management Executives, Employees and all groups of stakeholders within the business value chain to report any form of human rights violation arising from TCC Technology Group's business operation. TCC Technology Group shall take all necessary and reasonable steps to assist any person whose his/her human rights are violated by TCC Technology Group's business operation.
11. TCC Technology Group shall fairly treat and protect any whistleblower who inform human rights violation arising from TCC Technology Group's business operation by applying protection measurement for whistleblowers or any person who cooperate in reporting the human rights violation as specified in TCC Technology Group's Whistleblowing Policy.
12. TCC Technology Group determines to continuously conduct Human Rights Due Diligence Process to identify and evaluate risks and impacts relating to a violation of human rights, specify potentially affected stakeholders, plan and set up appropriate actions for preventing, mitigating, managing and remedying the negative impacts arising from, human rights violation caused by TCC Technology Group's business operation (if any). Moreover, TCC Technology Group also encourages and supports Suppliers to conduct the aforesaid process and expects Suppliers to have appropriate measures for preventing, mitigating, managing and remedying the negative impacts arising from, human rights violations caused by Suppliers' business operation.
13. TCC Technology Group shall track and monitor the implementation on human rights management and resolution according to the tracking and monitoring processes, including supporting and cooperating in the remediation of negative human rights impacts arising from TCC Technology Group's business operation.

14. TCC Technology Group shall report its human rights performances through the TCC Technology Group's Human Rights Policy Report on T.C.C. Technology Company Limited's website.
15. A person committing a violation of human rights is subject to a disciplinary action process. Once proven to satisfaction of the responsible committee, the person will be punished according to TCC Technology Group's working rules and regulations. If such act violates any applicable laws, legal proceedings may be initiated against such person accordingly.