

Supplier Code of Conduct Compliance Declaration

TSC Auto ID Technology Co., Ltd. (hereinafter referred to as “TSC Auto ID Technology”) is committed to sustainable corporate development, pledging to create a work environment that respects human rights, treats all employees with dignity and respect, and promotes inclusivity, health, and safety. Business activities must comply with environmental regulations and adhere to business integrity and ethical standards. A management system is established and implemented to take actions consistent with the Responsible Business Alliance Code of Conduct and to establish a Supplier Code of Conduct. This code applies to all direct and indirect suppliers, as well as subcontractors and contractors, including service providers who have signed contracts. (hereinafter referred to as “Suppliers”).

TSC Auto ID Technology requires suppliers to comply with this code and the RBA Code of Conduct. All business activities must fully comply with the applicable laws and regulations of the countries where they operate. Suppliers are also encouraged to endorse and implement the RBA Code of Conduct. By defining values and behavioral standards through this code, TSC Auto ID Technology promotes continuous improvement through communication, evaluation, auditing and requires suppliers to actively cooperate with due diligence regarding responsible minerals and green regulations. Major violations of the Supplier Code of Conduct may result in the termination of the partnership with TSC Auto ID Technology. Suppliers' adherence to this code will be one of the factors considered in TSC Auto ID Technology's purchasing decisions. This code is formulated with reference to the RBA Responsible Business Alliance Code of Conduct and consists of five major sections:

- Sections A, B, and C: Standards for Labor, Health and Safety, and Environment.
- Section D: Business Ethics Standards.
- Section E: Elements of an acceptable system to manage conformity to this Code.

A. Labor

1. Right to Free Employment and Prohibition of Forced Labor

All work should be voluntary. Employees can freely leave or terminate their employment relationship after reasonable notice in accordance with the law or labor contract. Any form of forced labor is prohibited, and suppliers are not allowed to use forced labor.

2. Prohibition of Child Labor and Hazardous Work for Young Workers

The use of child labor (under 15 years old or below the compulsory education age) is prohibited, and suppliers or subcontractors are also not allowed to use child labor. If child labor is found, assistance or remediation must be provided. The company should have mechanisms to protect young workers (under 18) to ensure their physical and mental safety and health. The company must comply with applicable labor and occupational safety and health laws in the local area, prohibit the employment of child labor below the legal minimum age, and prohibit forced labor, ensuring that employees are not subject to any form of discrimination.

3. Compliance with Local Working Hours and Wage Regulations, Providing Fair and Reasonable Compensation and Working Conditions

Employees should rest at least one day per week, and weekly working hours should not exceed 60 hours, except in emergencies or special circumstances. Overtime work must not be forced. Wages should comply with relevant wage laws, including minimum wage, overtime pay, and statutory benefits. Deducting wages as a disciplinary measure is prohibited.

4. Prohibition of Discrimination and Inhumane Treatment

Any form of discrimination and any behavior that incites discrimination is prohibited. Basic human rights of employees should be respected; any form of personal insult, including sexual harassment, sexual abuse, corporal punishment, mental or physical oppression, or verbal abuse is prohibited. Threats of any such behavior are also not allowed. Relevant policies and preventive measures should be effectively communicated to employees.

5. Protection of Privacy and Respect for Freedom of Assembly and Collective Bargaining Rights

When collecting, storing, processing, transmitting, and sharing personal data, privacy and data security laws and regulatory requirements must be followed. Employees' rights to freedom of assembly, collective bargaining, and peaceful assembly should be respected.

B. Health and Safety

1. Occupational Health and Safety

Employees who may be exposed to health and safety risks should use tiered control measures to identify, assess, and mitigate risks. Appropriate protective equipment, education and training should be provided to employees.

2. Emergency Preparedness, Response Procedures, and Protection

Potential emergencies should be assessed, and response procedures implemented to minimize the impact, reducing harm to life, environment, and property. This includes but is not limited to emergency notifications, employee evacuation plans, employee education, training, and drills. Emergency drills should be conducted at least once a year or as required by local laws, whichever is stricter. Safety hazards of production equipment and machinery should be assessed to prevent injury to employees, and protective devices, interlocks, and barriers should be provided.

3. Labor, Occupational Diseases, and Industrial Hygiene

Procedures and systems should be established to prevent, manage, track, and report occupational injuries, providing necessary treatment. The causes of occupational injuries should be investigated. Corrective actions should be taken to eliminate the root causes. The impact of the work environment on employee health should be continuously monitored. Identify, assess and control labor hazards caused by manual labor, and employees should undergo regular health assessments to determine whether they are injured at work.

4. Public Health and Housing

Clean toilet facilities, drinking water, and sanitary tableware should be provided. Employee dormitories should be kept clean and safe, providing appropriate emergency exits, hot water for bathing, adequate lighting, adequate air conditioning and ventilation, independent and secure places for storing personal and valuable items, and appropriate, easily accessible private space.

5. Health and Safety Communication

Employees should be provided with appropriate occupational health and safety training in their native language or a language they can understand. Health and safety information should be posted prominently in the workplace. Regular training should be provided to all employees before and after employment. Employees should be encouraged to raise health and safety concerns and be protected from retaliation.

C. Environment

1. Environmental Permits and Resource Protection

All necessary environmental permits (such as emission monitoring), approvals, and registration documents should be obtained. Permit operation and reporting requirements should be followed and maintained. Emissions of pollutants and waste production should be reduced or eliminated. The consumption of natural resources should be reduced.

2. Hazardous Substances and Solid Waste

Chemicals, waste, and other substances that pose a hazard to humans or the environment should be identified, labeled, and managed to ensure safe handling, transport, storage, use, recycling, or disposal of hazardous substances. Systematic measures should be implemented to identify, manage, reduce, and responsibly dispose of or recycle solid waste. Data related to hazardous waste and solid waste should be tracked and recorded.

3. Air Emissions

Harmful gases produced during production should be analyzed, monitored, controlled, and treated as required before emission. Effective management of ozone-depleting substances should be in compliance with regulations. Control and routine monitoring of exhaust emissions should be conducted.

4. Material Restrictions

Legal and regulatory requirements, as well as customer requirements prohibiting or restricting the inclusion of certain substances in products and manufacturing processes, must be followed.

5. Water Resource Management

Water management plans should be implemented, and water conservation measures should be taken. Wastewater should be treated or disposed of in accordance with regulatory requirements before discharge.

6. Energy Consumption and Greenhouse Gas Emissions

Greenhouse gas reduction targets should be established, and energy efficiency should be improved. Energy consumption and greenhouse gas emissions should be reduced to ultimately achieve carbon reduction and net-zero emissions targets.

D. Ethics

1. Business Integrity

All business activities must adhere to the highest standards of integrity. All transactions and actions must comply with obligations of integrity, honesty, and confidentiality. A zero-tolerance policy is enforced to prohibit any form of bribery, corruption, extortion, and embezzlement in business activities. Integrity in business operations must comply with international trade, import and export controls, goods transportation, and customs regulations. Any unethical conduct discovered must be promptly reported to TSC Auto ID Technology along with relevant evidence.

2. No Improper Gains

No involvement in illegal, improper, or unfair competitive business practices. No promises, offers, or acceptance of any form of improper gains. No gifts or improper benefits may be offered or provided to TSC Auto ID Technology employees, their relatives, or designated third parties. Business dealings between suppliers and TSC Auto ID Technology must avoid all potential conflicts of interest. All interactions between

suppliers and TSC Auto ID Technology personnel must strictly follow general business norms. Any conflicts of interest or potential conflicts must be reported immediately to TSC Auto ID Technology, and appropriate measures must be taken to prevent possible misconduct.

3. Disclosure of Information

All business dealings must be transparent and accurately recorded in books and business records. Information related to employees, health and safety, environmental protection, business activities, organizational structure, financial status, and performance must be disclosed in accordance with laws and industry practices. Records or reports on the supply chain's status or practices must not be falsified or misrepresented.

4. Intellectual Property

Respect the intellectual property and intellectual property rights of TSC Auto ID Technology and third parties. The transfer of intellectual property must also protect the confidential information of customers and suppliers. Confidential information of TSC Auto ID Technology must be fully protected, and business records must be kept completely and accurately.

5. Fair Trade, Advertising, and Competition

Adhere to standards of fair trade, advertising, and competition.

6. Protection of Identity and Prevention of Retaliation

Unless prohibited by law, procedures should be in place to protect whistleblowers and ensure the confidentiality and anonymity of their identities. Establish communication procedures so employees can express concerns without fear of retaliation.

7. Responsible Sourcing of Minerals

In the process of sourcing raw materials and production, no minerals obtained through armed conflict, illegal mining, or poor working conditions, known as "conflict minerals," should be used. Responsible supply chain guidelines or equivalent and recognized due diligence should be implemented for minerals from conflict and high-risk areas.

8. Privacy

Commit to reasonable protection of the personal data and privacy of any business partners (including suppliers, customers, consumers, and employees).

E. Management System

1. Company Commitment

Establish human rights, health and safety, environmental, and ethical policy statements, confirming the supplier's commitment to implementing management-approved due diligence and continuous improvement. Policy statements should be publicly available and communicated to employees in a language they can understand through accessible channels.

2. Management Responsibility and Accountability

High-level executives and company representatives should be clearly designated to ensure the implementation of the management system and related plans. High-level management should regularly review the operation of the management system.

3. Legal and Customer Requirements

Adopt or establish procedures to identify, monitor, and understand applicable legal regulations and customer requirements.

4. Risk Assessment and Risk Management

Adopt or establish processes to identify legal, environmental, health and safety, employee activity and ethical risks related to operations, including those significantly impact human rights and the environment. The relative importance of each risk should be determined, and appropriate procedures and controls should be implemented to manage identified risks and ensure regulatory compliance.

5. Improvement Objectives

Establish written performance objectives, indicators, and implementation plans to improve social, environmental, health, and safety performance, including periodic audits of the supply chain's progress toward achieving these objectives.

6. Training

Develop training programs for management and employees to implement policies, procedures, and improvement objectives to meet applicable legal and regulatory requirements.

7. Communication

Establish communication mechanisms to inform employees, suppliers, and customers of operational changes that could significantly impact the company.

8. Employee and Stakeholder Engagement and Remedy

Establish processes for continuous two-way communication with employees, employee representatives, and other relevant or necessary stakeholders. Establish an independent complaint/whistleblowing mechanism that allows internal and external stakeholders to provide feedback without fear of retaliation, threats, or harassment. Anonymity can also be used to provide feedback.

9. Audits, Assessments, and Corrective Actions

Conduct regular self-assessments to ensure compliance with legal and regulatory requirements. Develop procedures to ensure timely correction of defects identified in internal and external audits and to propose effective remedies.

10. Documentation and Records

Develop and maintain documentation and records to ensure compliance with regulations and company requirements, while appropriately protecting privacy.

11. Supplier Responsibility

Develop procedures to communicate the requirements of this Code to suppliers and monitor their compliance with it.

Supplier Company Name :

Representative :

Date :