

# TSC Auto ID Technology Co., Ltd.

## Codes of Ethical Conduct

- Article 1. The Code is established to ensure that the behaviors of the Company's directors and managers (including "the General Manager and the equivalents, Vice General Manager and the equivalents, Assistant General Manager and the equivalents, chief of the finance department, chief of the accounting department, and other persons entitled to manage the Company's affairs and execute documents on behalf of the Company and all employees (hereinafter referred to as 「the Company's personnel」) ) comply with ethical standards, and to enable the Company's stakeholders to better understand the Company's ethical standards.
- Article 2. The Company's personnel shall aim to pursue the Company's overall interests when performing their job duties and refrain from impairing the Company's interest and rights or the interest of any specific person or group and improperly benefiting themselves, and their spouses and relatives within 2nd degree of kinship, and affiliates entitled to financial benefits directly or indirectly based on their positions in the Company.
- When engaging in the loaning of funds or making of guarantees, significant asset transactions, and sales (purchase) transactions with said personnel, the Company shall prevent any conflict of interest, and the Company's personnel shall explain whether there is any potential conflict of interest with the Company voluntarily.
- Article 3. The Company's personnel shall not engage in the following activities, in order to avoid seeking opportunities for personal gains:
- I. Seek personal gain by using the Company's property or information or through taking advantage of their positions;
  - II. Personally gain using the Company's property or information or through taking advantage of their positions;
  - III. Compete with the Company.
- Article 4. The Company's personnel shall be obligated to keep confidential the information of the Company or the customers, except when authorized or required by laws to disclose the information.
- Article 5. The Company's personnel shall treat the Company's customers, competitors, and employees fairly, and may not manipulate, conceal, or abuse information learned by virtue of their positions, or make false statements on important matters or engage in other unfair transactions to obtain improper benefits.
- Article 6. The Company's personnel shall take the responsibility to protect the Company's assets and ensure that they can be effectively and lawfully used for business, in

order to prevent any theft, negligence or waste of assets which will directly affect the Company's profitability.

Article 7. The Company's personnel shall comply with the Securities and Exchange Act and other laws and regulations.

Article 8. The Company shall strengthen the internal promotion of ethics, and any employee who suspects or discovers any violation of laws and regulations is encouraged to immediately report the case to the Audit Committee, managers, internal audit officers, other appropriate personnel or report the case in accordance with the Company's 「Whistleblower Reporting Channel and Protection Policies」.

Article 9. The natural person designated by any juristic person shareholder elected as a director to perform job duties shall comply with the Code.

The Code shall apply to the juristic person shareholder represented by the director representing the juristic person shareholder mutatis mutandis.

Article 10. If any directors and managers wish to waive compliance with Article 2 of the Company's Code of Ethical Conduct, it is necessary to sufficiently disclose the interest between the personnel or enterprises referred to in Article 2 and the legal acts, non-existence of disbenefit to the Company and reasons for compliance with the regular business practices. Such waiver shall be subject to approval by a resolution of the Board of Directors.

If any directors and managers wish to waive compliance with the Subparagraph 3, Paragraph 1, Article 3 of the Company's Code of Ethical Conduct, it is necessary to explain to the Board of Directors the opportunities, information, or details about the competition with the Company, non-existence of disbenefit to the Company and reasons for compliance with the regular business practices. Such waiver shall be subject to approval by a resolution of the Board of Directors. The directors may engage in competition only upon approval of the shareholders' meeting pursuant to the Company Act.

After the resolution for approval of the waivers referred to in the preceding two paragraphs is adopted, the Company shall disclose on the Market Observation Post System (MOPS) the date of approval by the Board of Directors, objection or qualified opinion of the independent directors, applicable period for the exemption, reasons for the exemption and guidelines for the exemption, in a timely manner.

Article 11. When directors and managers violate the Code, the company shall immediately disclose information regarding the violators, including the violation of the date, details, the code and the handling circumstances on the Market Observation Post System (MOPS).

The Company formulates the "Procedures for Ethical Management and Guidelines for Conduct" to provide remedial actions for violators of the Code.

- Article 12. The Code, and the amendments hereto, shall be disclosed on the Company's official website, annual report, prospectus, and on the Market Observation Post System (MOPS).
- Article 13. The Code, and the amendments hereto, shall be implemented after approval from the Audit Committee and Board of Directors, and reported to the shareholders' meeting.
- Article 14. The Code was formulated on December 23, 2011.  
The first amendment was made on November 8, 2024.