

Supplier Code of Conduct

It is a corporation's duty, not a burden, to fulfill its corporate social responsibility.

A corporation's continuous operation is contingent upon the sustainable development of our society and environment. With the aim to ensure the work safety, the protection of the environment, and the dignity of the employees (including the contractors) on the entire supply chain and the manufacturing process, as well as the compliance with the laws and regulations relating to occupational safety and health and the signing of the Letter of Undertaking of Health, Safety and Environment, TCC Group Holding CO., LTD. ("TCC") has established this Supplier Code of Conduct applicable to the entire supply chain.

This guideline is developed with reference to international organizational standards such as OECD, UN Global Compact, UN Universal Declaration of Human Rights, International Labour Organization, etc. TCC commits to complying with this conduct, and we expect our supplier partners to also adhere to it. This is to ensure compliance with local laws and regulations, and to lay foundations for the cooperation. This Supplier Code of Conduct is divided into the following issues: Labor & Human Rights, Health and Safety, Environmental, Ethics, and Management System.

Labor & Human Rights	Health & Safety	Environmental	Ethics	Management System
<ul style="list-style-type: none"> • free selection of occupation and career • young laborer • work hours • wages and benefits • non-discrimination • humane treatment • compliance with international human rights conventions • freedom of association • prohibition of child labor (verification of employee age) 	<ul style="list-style-type: none"> • occupational safety • emergency-response measures • occupational injuries and diseases • industrial sanitation • labor-intensive work • safe operation of machinery and equipment • public health and accommodation • health and safety information 	<ul style="list-style-type: none"> • environmental permits and reports • prevention of pollution and preservation of resources • hazardous substances • sewage and solid waste • exhaust emissions • water management • energy consumption and GHG emissions • Resource efficiency 	<ul style="list-style-type: none"> • operation with integrity • anti-corruption and anti-bribery • no unlawful gains and conflicts of interest • compliance with the law • information disclosure • intellectual property rights • fair trade • protection of identity and anti-retaliation • responsible procurement of minerals • privacy • fair marketing and client 	<ul style="list-style-type: none"> • corporate commitment • duties and responsibilities of the management • regulatory requirements and client demands • risk assessment and management (including the responsibility to prevent business moral hazards) • goals for improvement • training • communication • employee feedback and participation

• Biodiversity

communication mechanism

• whistle-blowing system

- review and assessment
- corrective measures
- documentation and records
- supplier responsibility

Labor & Human Rights

Suppliers must undertake to respect laborers' human rights.

- Respect the freedom of employees and prohibit any form of forced labor, according to the International Labor Organization's Convention No. 29 on the Prohibition of Forced Labor. According to the definition, the term forced labor refers to all labor or services that are not performed voluntarily by any person under the threat of any punishment.
- It is prohibited to use forced, debt bonded or indentured labor, involuntary or prison labor, slavery or human trafficking, and it is prohibited to withhold, destroy or confiscate worker's identity or immigration documents, such as work permits and passports.
- Respect employee's rights to freedom of association and collective bargaining, and establish countermeasures to promote freedom of association and collective bargaining.
- Do not use child labor and do not accept the use of child labor by any suppliers or subcontractors. The definition of "child labor" is the largest of the following three laws and regulations in the location of the factory: (1) According to Article 44 of Taiwan's Labor Standards Law, employing any person under the age of 16 (2) Under the age of compulsory education (3) A person who is under the minimum age for employment in that country.
- Provide safe and healthy working and living conditions.
- Suppliers must undertake to protect their employees from harassment and illegal discrimination, physical harm, inappropriate corporal punishment and abuse, verbal violence, mental coercion and other intimidating behaviors.
- Suppliers shall not disclose information based on race, color, age, biological sex, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, creed, political affiliation, group affiliation, veteran status, or protected fund information, marital status and other factors to cause discrimination, and provide an equal, fair and respectful working environment, compensation system and recruitment process to prohibit any type of discrimination.
- Arrange production plans rationally and avoid inhumane treatment of employees.
- Reasonable wages and benefits, and prohibition of wage deductions as a means of disciplinary action.
- Working hours shall be based on the maximum daily working hours in compliance with local labor regulations, and the number of working hours per week shall not exceed 60 hours (except in emergencies or special circumstances), and shall not work for more than seven consecutive days.
- The wages paid to workers should comply with all relevant wage laws, including minimum wages,

overtime, etc. If there is overtime work, overtime pay must be paid at a rate higher than the usual salary.

Health and Safety

Suppliers must, in accordance with international standards, carry out regular health and safety audits and implement improvement measures (including accident response and prevention measures), conduct regular review on the management and current status of HSE measures and take corrective actions accordingly.

- Occupational safety: reduce safety hazards in the workplace through appropriate design, engineering and administrative management, protection and maintenance, implementation of safety operating procedures and knowledge-building and training on relevant issues.
- Emergency preparedness: evaluate potential emergencies and reduce the harm to life and environment through emergency-response and contingency procedures.
- Industrial health: utilize appropriate protective equipment to ensure occupational safety.
- Labor-intensive work.
- Safety operation of machinery.
- Public health and accommodation.
- Occupational injury and disease.
- Health and safety information.

Environment

Suppliers must covenant to take on the essential responsibility of environmental protection. In addition to minimizing the adverse impact on the environment, suppliers must also safeguard the health and safety of their employees.

- Environmental impact assessments for permits and licenses: according to the government's environmental assessment requirements, relevant EIA licenses must be obtained and updated regularly for the applicable industries.
- Prevention of pollution: minimizing the emission and production of pollution by improving the manufacturing process and adding more equipment for the prevention of air pollution.
- Hazardous substances: ensuring that hazardous chemicals are safely disposed of (including the production, transportation, storage, re-use, disposal and recycling process).
- Sewage and solid waste: suppliers must be responsible for the disposal of hazardous or non-hazardous solid waste and minimize the production of sewage.
- Exhaust fume emissions: suppliers should classify, monitor and treat volatile organic solvents, aerosols, corrosive substances, particulates, chemicals and combustion products that could attack the ozone layer.
- Wastewater management: suppliers are required to avoid wastage of water and prohibit illegal discharge and prevent spills from entering the wastewater trenches.
- Energy consumption and greenhouse gas emissions: suppliers need to improve energy efficiency and reduce energy consumption and greenhouse gas emissions. TCC encourages and promotes suppliers to set science-based reduction targets (SBT).
- Resource efficiency: suppliers should enhance the efficiency of natural resource use (including water, fossil fuels, minerals, and primary forest products) through practices such as improving production, maintenance and facility procedures, replacing materials, reusing, conserving, recycling, or other methods.

- Biodiversity: Suppliers' operations should prevent or reduce the loss of biodiversity, avoid contributing to deforestation, and refrain from operating in national conservation areas.

Ethical Rules

- Operation with integrity, anti-corruption and anti-bribery: highest standards of integrity should be observed in all business interactions. Suppliers shall adopt a zero-tolerance policy to prohibit any type of bribery, corruption, extortion and embezzlement, including offering, undertaking, soliciting or accepting any kind of illegal benefits directly or indirectly from or to clients, dealers, agents, contractors, suppliers, civil servants or other stakeholders. This includes offering bribes directly or indirectly through donations or through charitable donations or sponsorship to political parties or organizations or individuals participating in political activities. Based on the results of TCC's risk assessment and due diligence on suppliers, the suppliers shall comply with the requirements of different degrees according to the identified bribery risks, including but not limited to signing a declaration of commitment to integrity, complying with TCC's anti-corruption and bribery policies, establishing relevant procedures and specifications, and cooperating with TCC or appointed lawyers and accountants to implement the on-site audit for compliance review of anti-corruption and bribery policy.
- No unlawful gains and conflicts of interest: during the signing and performance of a contract, it is strictly forbidden for the supplier and its personnel to offer any benefits to TCC in the process of bidding, negotiation, transaction and performance for the purpose of facilitating the signing of the contract, seeking unlawful gains, avoiding losses or other illicit intentions, including but not limited to offering money or other items of value, whether actively or passively. Suppliers must avoid circumstances, situations, or relationships that could improperly influence business decisions. When potential conflicts of interest appear, suppliers must inform TCC immediately.
- Regulatory compliance: relevant information on workers, health and safety, environmental activities, business activities, organizational structure, financial situation and performance shall be disclosed in accordance with applicable regulations and the industry practices. Business dealings shall be transparent and clear; suppliers shall not accept any falsified records or false reports on the status or common practices of the supply chain.
- Fair trade: Suppliers shall engage in business activities in accordance with applicable competition laws and regulations, and should not engage in anti-competitive practices, such as price manipulation, make rigged bids, establish output restrictions or quotas, or divide markets by allocating customers, suppliers, territories, or lines of commerce.
- Privacy: suppliers shall keep confidential the personal information of all persons (including suppliers, customers, consumers and employees) who have a business relationship with them, and such confidentiality shall be in accordance with the reasonable expectations of such persons. Companies must comply with privacy and data security regulations when collecting, storing, processing, transmitting, and sharing personal data.
- Fair marketing and consumer communication: Suppliers shall provide clear and sufficient information about prices, features, terms, and conditions. They should also offer adequate consumer communication channel.
- Whistle-blowing system: TCC has a whistle-blowing system. Suppliers shall report to TCC in

accordance with TCC's ethical behavior whistle-blowing system if they find that any of TCC's personnel has committed corruption, theft, embezzlement, malpractice, fraud or other unethical or dishonest act.

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Management System

- Suppliers shall put in place appropriate supplier management systems and procurement policies to ensure commitment to responsible procurement and facilitate the sustainable development of their subcontractors, and shall establish procedures to communicate the requirements under this Supplier Code of Conduct to its suppliers and to monitor their compliance with this Supplier Code of Conduct. Suppliers should also collaborate with their subcontractors to provide information about sustainability issues and impacts across the supply chains of goods or services.
- Training programs must be developed for the management and employees to implement the policies, procedures, and improvement objectives while meeting applicable legal and regulatory requirements as well as effectively maintaining the communication channels.
- Regular assessment, improvement, and optimization based on their own goals to ensure the compliance with legal and regulatory requirements, this Supplier Code of Conduct, and social and environmental responsibility requirements specified in the contracts with the clients.

Name of Supplier:

Statutory Representative:

Tel: