



Human Rights Policy

TSMC believes that respecting human rights and promoting a decent work environment are important throughout the Company and its supply chain. TSMC abides by local laws and regulations in all countries and regions where we operate, and upholds the human rights of all workers, including regular, contract and temporary employees, and interns. We also require our suppliers to act in the same fashion, as addressing human rights issue in complex supply chains is a shared responsibility. We support the *UN Universal Declaration of Human Rights (UDHR)*, and are committed to treating all workers with dignity and respect as understood by international human rights standards, including *The International Bill of Human Rights*, The International Labour Organization's (ILO) *Declaration on Fundamental Principles and Rights at Work*, *The UN Guiding Principles on Business and Human Rights (UNGPs)*, *The OECD Guidelines for Multinational Enterprises* and *The Ten Principles of The United Nations Global Compact (UNGC)*. We also align our actions with the *Responsible Business Alliance (RBA) Code of Conduct*. The guiding principles for TSMC's Human Right Policy are as follows, and *TSMC's Supplier Code of Conduct* requires all of our suppliers to follow the same standards.

Guiding Principles

- Embed respect for economic, social, cultural, civil, and political rights, as well as the right to development, in the way we operate
- Provide a safe and secure work environment that is free of harassment
- Eliminate unlawful discrimination and ensure equality in the workplace
- Zero tolerance for child labor
- Forbid forced labor
- Commit to responsible sourcing of minerals
- Protect labor rights of vulnerable groups or marginalized groups such as indigenous peoples, women, migrant workers, contracted labor and persons with disabilities
- Comply with all applicable wage laws and regulations, and legal limits to working hours
- Provide fair living wage and pay in full and on time with pay slips to state legitimate deductions
- Support the physical and psychological well-being of employees, and the balance between work and life
- Enable a communication-friendly environment and maintain an open-style management system
- Make diverse open dialogue channels available for stakeholders such as suppliers, business partners, and others to report concerns or suspected violations to the Company, including ways to report anonymously
- Monitor and assess relevant risks, practices, and impacts regularly to respond to evolving situations and stakeholders' needs

A handwritten signature in black ink, appearing to read 'Mark Liu'.

Mark Liu
Chairman
July, 2020