



# Anti-Discrimination and Anti-Harassment Policy

## Purpose

TSMC is committed to maintaining a respectful, fair, inclusive, and professional work environment to ensure that all employees are treated with dignity. The Company maintains a zero-tolerance policy toward any form of discrimination, harassment, sexual harassment, and retaliation, and requires all interactions be based on the principles of respect, integrity, and responsibility.

## Scope

This Policy applies to all employees, business partners, and job applicants of TSMC and its global subsidiaries, as well as suppliers, contractors, customers, and other stakeholders; it must be followed regardless of work location, form of collaboration, or employment relationship.

## Zero Tolerance for Discrimination

TSMC prohibits any form of discrimination, harassment, or improper treatment based on protected characteristics. Protected characteristics include, but are not limited to: nationality, race, color, class, language, thought, religion, political affiliation, place of ancestral origin, place of birth, gender, gender identity and expression, sexual orientation, age, marital status, pregnancy, childbirth or childcare status, physical appearance, disability, military or veteran status, genetic characteristics, medical condition, or other statuses or characteristics protected by law. Any violation of this Policy constitutes a serious breach, and TSMC will handle such matters in accordance with zero-tolerance principles.

## Harassment

- **Verbal:** Warnings, insults, disparagement, discriminatory language, malicious jokes, threats, or the dissemination of false information and actions.
- **Physical:** Offensive gestures, obstruction of movement, unnecessary physical contact, staring, stalking, or other improper behaviors.
- **Written/Visual:** Dissemination or posting of derogatory or pornographic images, hate symbols, or offensive messages via telephone, fax, electronic communications, the Internet, or other devices.
- **Sexual Harassment:** Sexual demands, sexual hints, or sexist words and deeds that create a hostile, intimidating, or offensive work environment, infringe upon personal dignity or physical freedom, or affect work performance.

## **Reporting Channels and Protection Principles**

If you experience or become aware of discrimination, harassment, sexual harassment, or other violations of this Policy, you may report or file a complaint through the following channels:

- **Ombudsman System**
- **Human Resources Service Representatives of each subsidiary**
- **Local employee grievance channels**
- **Irregular Business Conduct Reporting System**
- **Sexual Harassment Complaint Handling Committee**
- **Supply Online 360 Supply Chain Employee Grievance Channel**
- **ESG Mailbox**
- **Other Contact Channels**

Upon receipt, TSMC will conduct evaluations and investigations based on the principles of timeliness, fairness, justice, completeness, and respect for due process, and will take necessary immediate protective measures. The investigation process shall be fully recorded, tracked, and managed to ensure that the processing results are reviewable and to facilitate subsequent improvements.

In addition to internal complaints, one may also file complaints, reports, or seek remedies with competent authorities, courts, or labor, human rights, or equal opportunity-related institutions in accordance with the laws applicable to the location or where the incident occurred.

TSMC commits to protecting the identity of whistleblowers and victims and strictly prohibits any form of retaliation for reporting in good faith, including dismissal, demotion, suspension, or threats.

## **Disciplinary and Corrective Actions**

If any employee of TSMC is found to have violated this Policy, the Company will take disciplinary or remedial measures based on the severity of the case, including oral or written warnings, job adjustments, or restriction/termination of employment.

TSMC will also provide necessary protection, support, and reasonable accommodation to complainants or affected personnel as needed and take reasonable measures to prevent similar incidents from recurring. External agencies may be commissioned for investigations or dispute resolution if necessary.

## **Education and Awareness**

All employees must complete the relevant training required by TSMC. The employees' ability to identify, prevent, report, and handle discrimination, harassment, and sexual harassment are enhanced through those online courses, interactive training, management education, case sharing, posters, and emails.

TSMC requires suppliers to establish relevant training programs for both management and employees addressing issues such as anti-discrimination, anti-harassment, and humane treatment.

### Continuous Improvement

TSMC will regularly review and update this Policy and its management practices in alignment with the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the core conventions of the International Labour Organization (ILO), and other applicable international standards, to foster a respectful, equitable, and non-discriminatory workplace.



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C.C. Wei  
Chairman and CEO  
July 2026