

Tong Hsing Electronic Industries, Ltd.

Regulations for the Whistleblowing System

Article 1 : Basis for Formulation

This Regulations is based on the Company's "Ethical Corporate Management Best Practice Principles" to support sustainable development and encourage reporting of illegal, unethical, or improper conduct.

Suggestions or complaints from stakeholders regarding the Company's management, directors, or the Board of Directors may also be submitted in accordance with this Regulations.

Article 2 : Purpose

To establish reporting procedures and channels, and protect the legal rights of whistleblowers, complainants, and involved parties.

Article 3 : Scope

This Regulations applies to all employees of the Company and its subsidiaries, as well as relevant internal and external parties. If a subsidiary has separate rules or is subject to different local laws, those provisions shall prevail.

Article 4 : Reporting and Investigation Dept.

Any individual who discovers that the Company or any of its employees has violated the Company's "Ethical Corporate Management Best Practice Principles," committed a crime, engaged in fraud, or breached applicable laws or regulations may report or file a complaint to the Company's management, the head of internal audit, or through the reporting channels provided by the Company.

The Audit Unit is the designated unit for handling reports and may investigate directly or appoint qualified, independent professionals.

In cases involving unlawful harm in the workplace, the Company has separate procedures for handling such incidents. Employees may file complaints with the Human Resources Dept. or the Occupational Safety Dept.

Article 5 : Reporting Channels

The Company has established and publicly announced the following independent reporting channels for both internal and external parties.

1. Written Reports

Internal Audit Office Supervisor

No. 88, Ln. 1125, Heping Rd., Bade Dist., Taoyuan City, Taiwan

2. Email Reporting Mailbox

Email : thdiscipline@theil.com

Article 6 : Categories of Reportable Matters

The Company accepts reports concerning the following categories:

1. Violations of the Company's internal regulations.

2. Other matters involving criminal conduct, fraud, or violations of laws and regulations.

3. Other matters related to the Company's official business.

Article 7 : Whistleblower Reporting Principles

7.1. Whistleblowers shall submit reports and complaints through the Company's designated reporting channels.

Reports must contain sufficient and specific information. Anonymous submissions are permitted; however, the following details must be provided for the Company to accept the report:

1. Whistleblower's name and contact information; anonymous reports must still include contact details (e.g., phone number, email).
2. Name of the accused or other identifiable information.
3. Specific evidence supporting the allegation, including but not limited to the parties involved, incident details, and date.

7.2. Reports will not be accepted under the following circumstances:

1. The content is clearly a personal dispute, malicious accusation, or false information.
2. Repeated reports of the same case already under investigation or concluded, without new evidence.
3. The accused or the subject matter falls outside the scope of this Regulations.

Article 8 : The Company shall handle reports in accordance with the following procedures

8.1. Reports involving general employees shall be submitted to head of department. Reports involving directors or senior executives shall be submitted to the Audit Committee.

8.2. The facts shall be promptly verified by the investigation unit and the relevant supervisor or assigned personnel, with support from relevant departments as needed. The reported individual must be given a chance to respond to protect their legal rights.

8.3. If the reported individual is found to have violated laws or internal rules, they must stop the misconduct immediately and may face actions such as reassignment or disciplinary measures in accordance with company policies. Serious cases will be reported to the Board or handled according to regulations and/or handled in accordance with applicable regulatory requirements.

8.4. The Company may pursue legal action for damages and report the matter to regulatory and/or judicial authorities to protect its rights and reputation. If the misconduct is verified and serious, appropriate rewards shall be given to the whistleblower to encourage reporting.

8.5. The acceptance, investigation process, and results of the report shall be documented in the "Whistleblower Report Record Form," kept confidential, and retained for five years. If litigation arises, relevant records shall be preserved until the conclusion of the legal proceedings.

8.6. Verified cases shall prompt the responsible units to review and improve internal control systems and procedures to prevent recurrence.

Article 9 : Protection and Handling of Whistleblowers

9.1. The Company shall protect whistleblowers' safety and identity. Verified employee reports are protected from retaliation and kept confidential.

9.2. Unless required by law or already public, those handling reports must keep the whistleblower's identity and related information confidential, unless consent is given. Violations may lead to disciplinary action. Malicious and baseless reports may result in disciplinary and/or legal consequences.

Article 10 : Recusal Mechanism for Whistleblower Investigations

Personnel handling whistleblower cases must recuse themselves if they have a second-degree relationship with the whistleblower or the reported individual, a conflict of interest, or any situation that may affect impartiality. To ensure impartiality, recusal may be initiated not only by the reviewing authority but also by the whistleblower or the individual under investigation.

Article 11 : Implementation and Revision

The Rules shall come into force from October 19, 2021.

The first amendment was made on October 31, 2025.