

# Modern Slavery Act Transparency Statement

## Recital

TiMOTION TECHNOLOGY CO., LTD., including its Group companies (hereinafter referred to as “TiMOTION” or “the Company”), as a responsible corporate citizen, respects all types of workers (e.g. employees, immigrants, dispatched or temporary workers, student workers and other labors) and maintains their due dignity. We are committed to ensuring that the working environment of workers is free of discrimination, forced labor (or slavery), illegal child labor and the illegal transportation of persons for the purpose of slavery or sexual exploitation (“trafficking”), and that we have no connection with modern slavery in any form.

TiMOTION is a company specializing in the production, manufacturing, and sale of linear actuators. We operate all over the world and establish factories in mainland China and business offices in the Americas, Asia-Pacific Region, and Europe.

For more details about our global services, factories and offices, please visit [www.TiMOTION.com](http://www.TiMOTION.com).

As a leading lineal actuator manufacturer, we use the best effort to ensure that the employees of TiMOTION and our partner suppliers avoid participating in or agreeing to any working practices that constitute slavery or trafficking. To this end, TiMOTION and its employees and suppliers shall comply with any requirements referred to in the “Modern Slavery Act Transparency Statement.”

## 1. Objectives

The objectives under the “Modern Slavery Act Transparency Statement” are specified as follows:

The standards, expectations and requirements that TiMOTION employees and suppliers shall observe in order to prevent slavery and trafficking in TiMOTION's business activities, whether directly monitored within TiMOTION facilities or indirectly monitored by the supplier retained by TiMOTION to provide the business support to TiMOTION.

Define how TiMOTION will use the best effort to avoid, detect and stop slavery and trafficking in the Company's or suppliers' operations. The Statement will help TiMOTION perform its international legal obligations and fulfill its commitments to customers and the best practices in preventing slavery and trafficking, including but not limited to, the following reference information. For details, please refer to the websites in various countries.

United Kingdom Modern Slavery Act (2015)

[http : //www.legislation.gov.uk/ukpga/2015/30/contents/enacted](http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted)

AU Modern Slavery Act 2018

<https://www.legislation.gov.au/C2018A00153/latest/text>

United Nations Guiding Principles on Business and Human Rights UNGPs

## 2. Main Contents

### 2.1 Expectations

TiMOTION will never tolerate any employees or suppliers who use forced labor or child labor or engage in trafficking when operating business or performing job duties or when manufacturing and distributing products.

The following specific expectations are applicable to all employees and suppliers:

2.1.1 TiMOTION and its employees or suppliers shall not:

2.1.1.1 Participate in any form of transactions or forced transportation of persons for the purpose of exploitation, directly or indirectly;

2.1.1.2 Participate in, facilitate, or assist in the sexual exploitation of another person;

2.1.1.3 Use forced or involuntary labor in the performance of any job duty;

2.1.1.4 Retain any individual's personal ID or immigration documents and deny the individual's access to the same.

2.1.2 TiMOTION employees and suppliers will comply with TiMOTION's relevant recruitment and appointment, code of professional ethics and social responsibility commitments, and related human resource policies. Confirm that the materials used in TiMOTION's products are made in line with applicable anti-slavery and anti-trafficking laws.

2.1.3 TiMOTION management shall be responsible for ensuring that employees who report directly or indirectly to them comply with the policy and complete any verification procedures or training required by them in order to confirm that TiMOTION's management, employees, and suppliers comply with the requirements set out in the policy.

2.1.4 As a manufacturer, TiMOTION understands the risks involved in slavery and trafficking. Meanwhile, it will take the following steps to verify, assess and solve slavery and trafficking problems in our employee management and business, and the engagement operations with our suppliers:

Demand that employees should comply with the "Code of Professional Ethics" (including the prohibition of slavery and trafficking), and that suppliers should confirm compliance with relevant commitments or relevant legal requirements, including requests for provision of information/disclosure of changed circumstances; and ensure that they are aware of the Statement and will take the corrective action plans against any non-conformance.

### **3. Channel for whistleblowing of violations**

Upon aware of any violation, any of TiMOTION's employees or TiMOTION suppliers, or another entity or individual supplying goods or services to, or on behalf of, TiMOTION may report it to TiMOTION's legal and administrative departments. We will try our best to protect your privacy and keep confidential the information reported by you insofar as it is permitted by laws. You may contact us via [HR@TiMOTION.com](mailto:HR@TiMOTION.com).

### **4. Follow-up treatment of the violation**

4.1 Without violating the applicable laws, any of TiMOTION employees who fails to cooperate with the investigator in a review or investigation related to the policy, including by concealing, deleting or destroying information or files, restricting the investigators' contact with employees, or providing false information, may be disciplined therefor and even dismissed.

4.2 Any TiMOTION employee's failure to comply with the policy shall constitute his/her violation of the employment agreement. The employee might be disciplined and even dismissed by TiMOTION.

4.3 Failure of any employee or supplier to report an actual or suspected violation of the policy might constitute a violation of the policy insofar as it is permitted by applicable laws.

4.4 Any person trading or cooperating with TiMOTION shall comply with the Statement. Where any third party

participates in the slavery or trafficking, TiMOTION will terminate any agreement entered into with the third party or related cooperation with the third party.

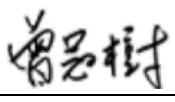
4.5 Violators might have to bear civil and criminal liabilities under related laws at the same time.

## 5. Employees' training

In order to ensure a comprehensive understanding of the modern slavery and trafficking risks within our organization and supply chain, we provide all employees with access to such understanding via an internal online platform or website.

## 6. Continuous improvement

We are committed to improving our practices in combating slavery and trafficking and will continue to provide the latest information in future statements. The Statement has been approved by the supreme management of TiMOTION.

Signed by:  \_\_\_\_\_  
Steven Tseng, General Manager

Signed on \_\_\_ Jul. \_\_30\_\_\_, 2024