

[Home Page](#)
[Report Table of Contents](#)

- [1 · About TSRC](#)
- [2 · CSR and Sustainability Issue Management](#)
- [3 · CSR - Economy](#)
- [4 · CSR - Environment](#)
- [5 · CSR - Society](#)
- [6 · Attachments](#)



TSRC CORPORATION



2020

TSRC CORPORATION

CORPORATE SOCIAL RESPONSIBILITY REPORT

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

4

About TSRC

- 5 Message from the Management
- 6 Company Profile
- 8 Mission and Vision
- 9 TSRC Management System

10

CSR and Sustainability Issue Management

- 11 CSR Promotion Structure and the Operation
- 13 Communication with Stakeholders and Analysis of Material Issues
- 17 TSRC Material Issues Corresponding to UN SDGs

20

Corporate Social Responsibility - Economy

- 21 Milestones
- 22 Financial Performance
- 29 Corporate Governance
- 36 Supply Chain Management
- 41 Product Responsibility and Customer Relationship

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

45

Corporate Social Responsibility - Environment

- 47 Greenhouse Gas Management and Reduction
- 51 Energy Savings
- 55 Water Resources
- 58 Waste and Other Pollutions Discharge Management
- 60 Compliance with Environmental Protection Laws and Ecological Conservation
- 63 Environmental Investment

64

Corporate Social Responsibility - Society

- 65 Employee Structure and Employment
- 71 Employee Welfare
- 73 Occupational Health and Safety Management
- 79 Educational Training of Employees and Prevention of Occupational Disease
- 85 Support for Society

89

Attachments

- 90 About the Report
- 91 Independent Third Party Verification Statement
- 92 GRI Standards Comparison Table
- 100 Group Information

Home Page
Report Table of Contents

- 1 · **About TSRC**
 - Message from the Management
 - Company Profile
 - Mission and Vision
 - TSRC Management System
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

About TSRC





Messages from the Management

Petrochemical industry and its end markets experienced significant disruptions due to COVID-19 in 2020. In response to the pandemic, TSRC took swift actions and measures to safeguard employees' health and safety, maintain business continuity, and ensure supply chain reliability for customers. Amid various restrictions and business challenges incurred by the pandemic, TSRC continued its strategic investment projects on specialty chemical and successfully completed building the advanced SEBS line in Nantong, mainland China and ASM plant in Vietnam in 2020. TSRC also continued technological innovation and business development vis-à-vis rising demand of medical, ASM, and advanced automotive materials.

The United Nations Sustainable Development Goals (UN SDGs) are set up as the blueprint to achieve shared prosperity for humans and the environment. By linking the company's operational objectives to SDGs, we plan to deliver TSRC's long-term values with better focus. In the environmental aspect, TSRC adopted international standards and management systems for energy and water resources conservation and continues implementing measures to reduce carbon footprint and industrial waste in all its production sites worldwide. Furthermore, we work diligently to reduce greenhouse gas emissions and ensure we adhere to the local policies of the communities where we operate. For example, our plants in Taiwan have achieved, in advance, the country's 2025 goal for greenhouse gas emission reduction, which is 10% less than the base level in 2005. In addition, Shen Hua Chemical Industrial Co., Ltd., a subsidiary company of TSRC in mainland China, has been recognized by the local government in Nantong city as a top-ranked green enterprise for the seventh consecutive year in the provincial government's environmental protection credit evaluation system.

In the social and corporate governance aspects, TSRC publishes corporate social responsibility reports annually, in accordance with Global Reporting Ini-

tiative (GRI) Standards, to regularly disclose its actions and achievements concerning sustainability issues to stakeholders. In 2020, TSRC received TCSA Bronze Award in the Sustainability Report category. For corporate governance related activities, we further strengthened information disclosure in the Investor Relations section of TSRC website. We also plan to start publishing TSRC Sustainability Report in 2022 to better align with the international trends in sustainability reporting. As for stakeholder outreach, TSRC has been engaged in various social participation programs to connect to the communities. For example, we participated in donating relief resources to the local schools via the Manufacturers' Association of Dashe Industrial Park in response to the negative impacts brought by COVID-19. We have also been collaborating with Tamkang University in "Chemistry On The Go" program since 2012 to address the education inequality in rural areas and promote the understanding of petrochemical industry's pertinence in people's life. This year marks the 10th anniversary of the program.

Global economy is recovering from the depths of COVID-19 crisis as the pandemic is gradually being controlled. However, the pace of recovery is expected to vary across countries and industries while trade and geopolitical uncertainties remain a risk to the global economic recovery. TSRC will continue its strategic direction focusing on new technology development and business model optimization to achieve its high-value transformation objective. At the same time, we aspire to fulfilling our corporate social responsibility towards sustainability goals and creating values for our stakeholders and the society.

Joseph Chai
Chief Executive Officer

Home Page

Report Table of Contents

1 · About TSRC

Message from the Management

Company Profile

Mission and Vision

TSRC Management System

2 · CSR and Sustainability Issue Management

3 · CSR - Economy

4 · CSR - Environment

5 · CSR - Society

6 · Attachments

Home Page

Report Table of Contents

1 · About TSRC

Message from the Management

Company Profile

Mission and Vision

TSRC Management System

2 · CSR and Sustainability Issue Management

3 · CSR - Economy

4 · CSR - Environment

5 · CSR - Society

6 · Attachments

Company Profile

TSRC is a listed company (Stock code 2103) in Taiwan with major shareholders comprising domestic and foreign corporations and individuals. Its main business consists of a variety of manufacturing and sales of synthetic rubber, with brand names of TAIPOL, T-BLEND, VECTOR and other related brands, and the main businesses are the manufacturing and sales of a variety of synthetic rubber (E-SBR, S-SBR, BR, TPE) and non-synthetic rubber (Applied Materials). All are upstream raw materials for products that consumers generally use.

Our rubber product customers are mostly the automobile industries, used in tires, engine tubing, airbag covers, and window trims. In addition, some of our products are also used in daily lives and industrial products, such as shoe materials, toys, construction materials, daily necessities, industrial supplies, etc. (For more detailed product description, please see TSRC website <https://www.tsrc.com.tw>).

TSRC was founded in 1973. Originally being the only synthetic rubber manufacturer in

Taiwan, TSRC is currently an important rubber industry leader in the Asian market. Recently TSRC has been actively globalizing our business: focused on the global planning of R&D and technology, developed high value-added products, and worked with the development of customized products to expand the scope of product applications and increase sales of high value-added products. The revenue reached NT\$24,024,443,000 in 2020.

Headquartered in Taiwan, TSRC is vigorously expanding its business around the world by establishing production bases, warehouses and commercial teams in China (Nantong in Jiangsu and Song-Jiang in Shanghai), Thailand, India, the USA, and Luxembourg to service the demand of worldwide customers. TSRC has two production factories in Taiwan (Kaohsiung Factory/Gangshan Factory) and four subsidiaries and warehouses in China. We have established ARLANXEO-TSRC as a joint venture with the German company Lanxess. Its India Factory is the result of cooperation with IndianOil, and we have established operation centers and

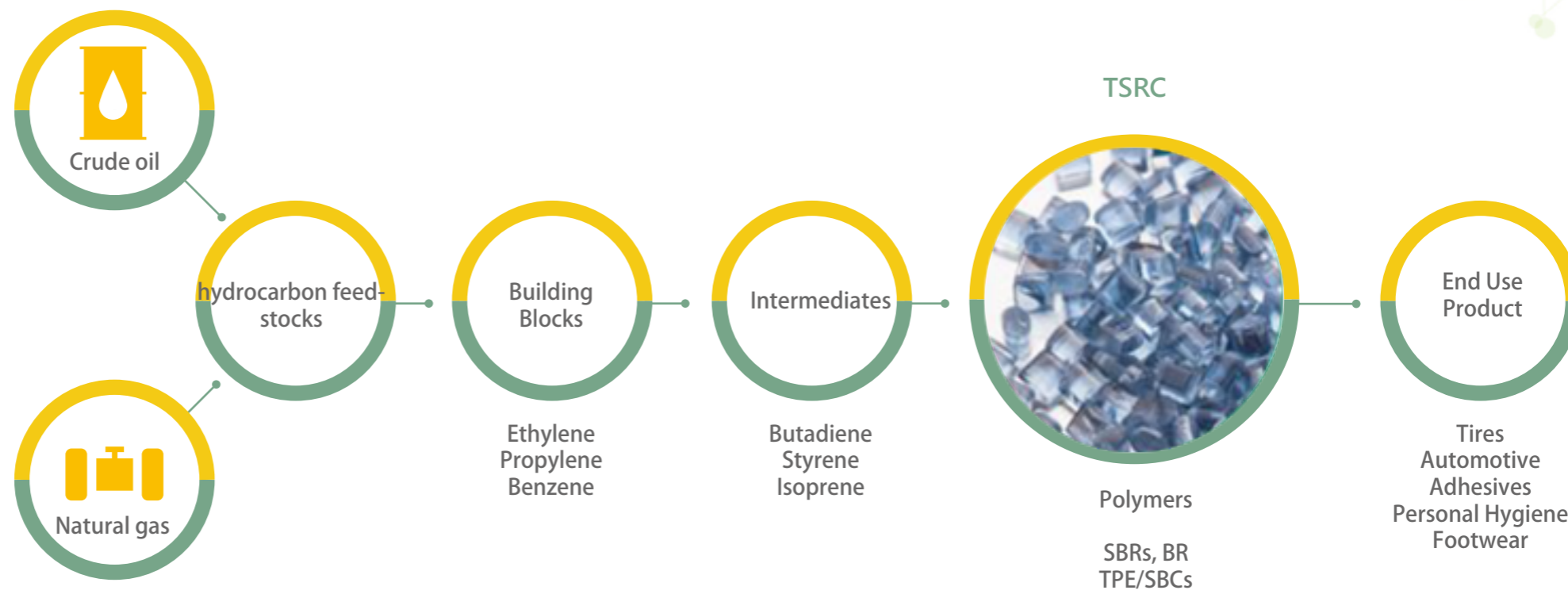
sales channels in Europe. To further develop the market of high-quality shoe materials, the production capacity of the Gangshan and Nantong Factories have been expanded. The plant in Vietnam will be put into service in the first half of 2021 to add momentum for our operations.

All TSRC production factories have received international certifications including ISO 9001 (quality management system) and ISO 14001 (environment)/ ISO 45001 (safety)/ QC 080000 (no hazardous substance)/ ISO 50001 (energy)/ ISO 10012 (MSA or measurement management system). After receiving the certification of IATF 16949:2016 (automotive quality management system), the Shen Hua Factory will implement the German VDA6.3 (Verband der Automobilindustrie) training in 2021 to meet the process audit requirement and other relevant demands of our customers in the automobile industry. In a rapidly changing market, TSRC can only prevail in competition through continued innovation.

Home Page
Report Table of Contents

- 1 · About TSRC
 - Message from the Management
 - Company Profile
 - Mission and Vision
 - TSRC Management System
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

Association of TSRC with upstream, midstream and downstream industries:



Mission & Vision



Our Mission

Be an essential partner to our customers, a social responsible member of our community, and an exemplary enterprise committed to innovation, growth and excellence.



Our Vision

A growth oriented, profitable global enterprise in specialty materials delivering best in class solutions, values, and returns to our shareholders, customers and employees.



Our Values

Integrity – Conduct all our dealings with honesty, commitment, and pro-activeness

Innovation – Create impactful values through innovative ideas and solutions

Teamwork – Embrace diversity and teamwork in driving performance

Excellence – Pursue excellence in quality, safety, and services

Accountability – Take ownership to deliver business performance and engage customers with competency and dedication

Home Page

Report Table of Contents

1 · About TSRC

Message from the Management

Company Profile

Mission and Vision

TSRC Management System

2 · CSR and Sustainability Issue Management

3 · CSR - Economy

4 · CSR - Environment

5 · CSR - Society

6 · Attachments

TSRC Management System

Home Page
Report Table of Contents

- 1 · About TSRC
 - Message from the Management
 - Company Profile
 - Mission and Vision
 - TSRC Management System
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments



Cherish the Earth' s resources and fulfill environmental responsibility; implement continuous improvement for corporate sustainable operations.



ISO 14001



Comply with the laws and regulations, implement energy inventory. Select high efficiency equipment, improve energy-saving performance.
Continue to improve, reduce greenhouse gas emissions.



ISO 50001



We adhere to the principles of "Do It Right the First Time" and "Let Deeds Match Words" , and continuously improve quality to provide products and services that satisfy our customers.



ISO 9001



We comply with the HSF (Hazardous Substance Free) related regulations to meet the customer' s requirement for eco-friendly products, and continuously enhance the environmental standards of the product and manufacture HSF (Hazardous Substance Free) products.



QC 080000



Our Core Value is "Focus on Human", and we strive to pursue the objectives of zero occupational accidents and zero occupational injuries through the following principles: technology, safety and health culture, responsibility and communication.



ISO 45001

[Home Page](#)
[Report Table of Contents](#)

- 1 · [About TSRC](#)
- 2 · [CSR and Sustainability Issue Management](#)
 - [CSR Promotion Structure and the Operation](#)
 - [Communication with Stakeholders and Analysis of Material Issues](#)
 - [TSRC Material Issues Corresponding to UN SDGs](#)
- 3 · [CSR - Economy](#)
- 4 · [CSR - Environment](#)
- 5 · [CSR - Society](#)
- 6 · [Attachments](#)



Corporate Social Responsibility and Sustainability Issue Management

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
 - CSR Promotion Structure and the Operation
 - Communication with Stakeholders and Analysis of Material Issues
 - TSRC Material Issues Corresponding to UN SDGs
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

CSR (Corporate Social Responsibility) Organization Structure and the Operation

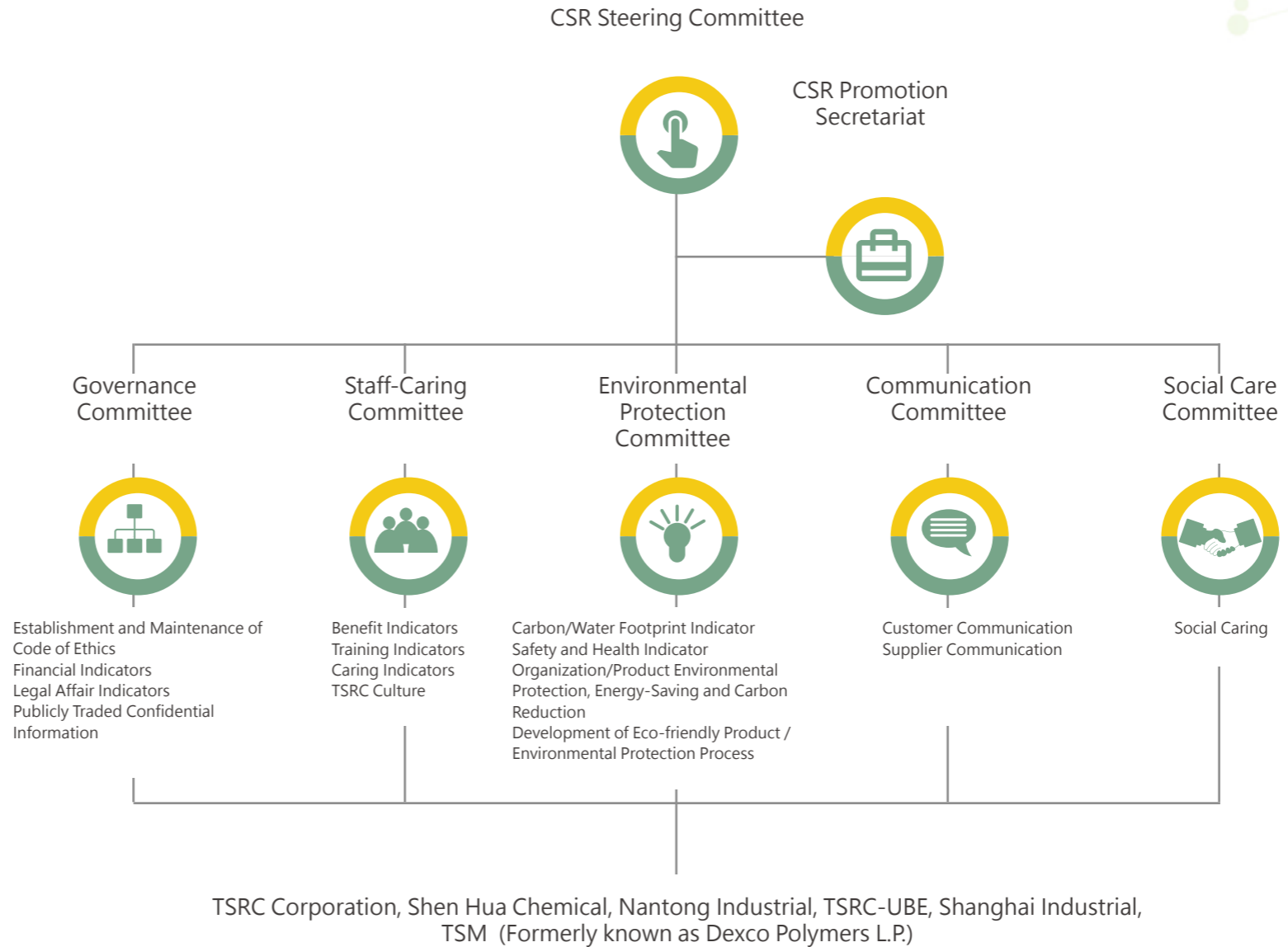
To promote CSR effectively, TSRC has established the CSR Steering Committee led by the CEO as the highest supervisory unit to establish related systems, policies and plans. The Committee holds regular meetings to confirm and review the promotion status and strategy of CSR.

Functional Committees subordinate to the CSR Steering Committee consisted of the "Governance Committee" , "Staff-Caring Committee" , "Environmental Protection Committee" , "Communication Committee" , and "Social Care Committee," and all are responsible for each index implementation and performance management of the corporate social responsibility. The Committees also integrate the CSR promotion activities with the corporate operation into the routine work to deliver these to the corresponding stakeholders.

The CSR Promotion Secretariat follows the "P-D-C-A" (Plan - Do - Check - Action) management model to perform regular identification of stakeholders, collect and inspect the concerned issues of stakeholders, and discuss them in the annual meeting held regularly, to make sure that all the major topics are covered and start an action plan after being confirmed by the Committee. We are also responsible for the preparation and issuance of the annual report to regularly report the progress to the Committee and submit the summarization of the annual implementation results to the Board of Directors. The annual report is prepared according to the GRI Standards published by the Global Reporting Initiative and the disclosure of the report also complies with the ESG Principles, i.e. the "Environmental, Social and Corporate Governance" (ESG), to ensure the completeness of the sustainability issues.

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
 - CSR Promotion Structure and the Operation
 - Communication with Stakeholders and Analysis of Material Issues
 - TSRC Material Issues Corresponding to UN SDGs
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments



Communication with Stakeholders and Analysis of Material Issues

Communication and screening of stakeholders and material issues are the most important part of Corporate Social Responsibility to understand the issues concerned by the stakeholders. By the Corporate Social Responsibility Report, we disclose the efforts and performance achieved on CSR by TSRC. Based on the daily operations and external business communications conducted by TSRC's relevant departments and in accordance with the practical topic selection mechanism, the CSR Promotion Secretariat convenes each department's personnel to use the organizational operation exchanges and the stakeholder tolerance level to identify stakeholders. The Secretariat then selects the prioritized communication targets and their concerned issues to give replies in this regard.



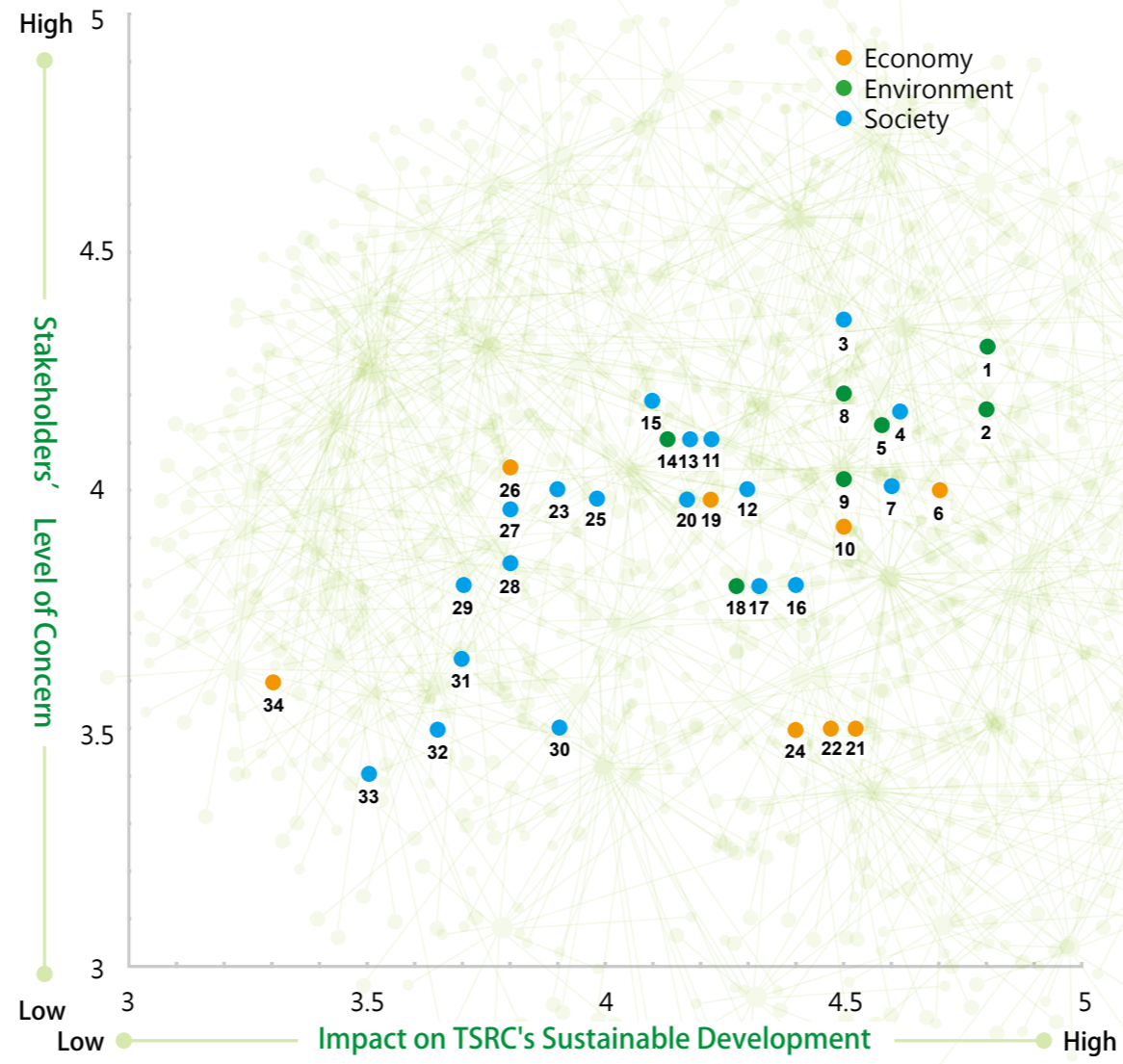
The Stakeholders, Concerned Issues and Communication Channels are as follows

Stakeholders	Customer	Employees/Labor Union	Investor	Media	Supplier	Society ^(Note 1)	Government ^(Note 2)
Material Issue (Top-3)	<ul style="list-style-type: none"> Customer Privacy Supplier Social Assessment Social and Economic Law Compliance 	<ul style="list-style-type: none"> Occupational Health and Safety Labor Employer Relations Economic Performance 	<ul style="list-style-type: none"> Labor Employer Relations Customer Privacy Education and Training 	<ul style="list-style-type: none"> Customer Safety and Health Local Communities Child Labor 	<ul style="list-style-type: none"> Customer Privacy Supplier Environmental Assessment Supplier Social Assessment 	<ul style="list-style-type: none"> Local Communities Child Labor Occupational Health and Safety 	<ul style="list-style-type: none"> Occupational Health and Safety Environmental compliance Local Communities
Communication Channels	<ul style="list-style-type: none"> Annual Interactive Seminar Visit (Email, telephone, questionnaire, etc.) Disclosure of information in the product safety data sheet website Customer CSR audit on the corporate social responsibility report website Information disclosure on the corporate social responsibility report website 	<ul style="list-style-type: none"> Employees Welfare Committee Disclosure of material safety data sheet Responsible Care Committee Health promotion forum (if required) Employee complain mailbox Industrial safety bulletin Labor Union Representatives Conference 	<ul style="list-style-type: none"> Information disclosure on the corporate social responsibility report website Investor service mailbox in the Company's website Public Information Observation Post Shareholders' meeting 	<ul style="list-style-type: none"> Set up CSR mailbox on the Company website Unscheduled telephone communication/face-to-face meeting Disclosure of information in the product safety data sheet website Information disclosure on the corporate social responsibility report website 	<ul style="list-style-type: none"> Supplier CSR assessment Set up CSR mailbox on the Company website Supplier CSR promotions Environmental protection assessment of the supplier Information disclosure on the corporate social responsibility report website Annual supplier evaluation 	<ul style="list-style-type: none"> Non-scheduled Visits Industrial Park Manufacturers Association Industrial Park Service Center Set up CSR mailbox on the Company website Information disclosure on the corporate social responsibility report website 	<ul style="list-style-type: none"> Corporate Social Responsibility Report Government laws and regulations promotions Government official documents Stock annual report
Communication frequency	<ul style="list-style-type: none"> Once/Annual Irregular Regularly updated Irregular Once/Annual 	<ul style="list-style-type: none"> Once/Quarterly Regularly updated Once/Quarterly Irregular Irregular Published daily Annual 	<ul style="list-style-type: none"> Once/Annual Active on working days Published daily Once/Annual 	<ul style="list-style-type: none"> Active on working days Irregular Each batch of products Updated annually 	<ul style="list-style-type: none"> Performed annually Active on working days Performed annually Performed annually Updated annually Performed annually 	<ul style="list-style-type: none"> Irregular Irregular Performed if necessary Active on working days Updated annually 	<ul style="list-style-type: none"> Updated annually Irregular Irregular Updated annually
Responding Chapters	<ul style="list-style-type: none"> CH3. Corporate Social Responsibility - Economy CH5. Corporate Social Responsibility - Society 	<ul style="list-style-type: none"> CH4. Corporate Social Responsibility - Environment CH5. Corporate Social Responsibility - Society 	<ul style="list-style-type: none"> CH2. Corporate Social Responsibility and Sustainability Issues Management CH3. Corporate Social Responsibility - Economy CH4. Corporate Social Responsibility - Environment 	<ul style="list-style-type: none"> CH4. Corporate Social Responsibility - Environment CH5. Corporate Social Responsibility - Society 	<ul style="list-style-type: none"> CH2. Corporate Social Responsibility and Sustainability Issue Management CH3. Corporate Social Responsibility - Economy 	<ul style="list-style-type: none"> CH 2. Corporate Social Responsibility and Sustainability Issues Management CH4. Corporate Social Responsibility - Environment 	<ul style="list-style-type: none"> CH3. Corporate Social Responsibility - Economy CH4. Corporate Social Responsibility - Environment

Note
 1. Included the community/Non-Governmental Organization/residents affected by operation activities etc.
 2. Mainly focused on the competent authority.

- Home Page
- Report Table of Contents
- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
 - CSR Promotion Structure and the Operation Communication with Stakeholders and Analysis of Material Issues
 - TSRC Material Issues Corresponding to UN SDGs
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

Analysis Result of Material Issues



1	307	"Environmental compliance"
2	306	"Effluent and waste"
3	403	"Occupational safety and health"
4	416	"Customer health and safety"
5	302	"Energy"
6	205	"Anti-corruption"
7	418	"Customer privacy"
8	303	"Water and effluent"
9	305	"Emissions"
10	201	"Economic performance"
11	401	"Employment"
12	402	"Labor-employer relations"
13	408	"Child labor"
14	308	"Supplier environmental assessment"
15	413	"Local community"
16	417	"Marketing and labeling"
17	414	"Supplier social assessment"
18	301	"Material"
19	202	"Market position"
20	406	"Non-discrimination"
21	203	"Indirect economic impacts"
22	207	"Taxation"
23	419	"Social and economic Law compliance"
24	206	"Anti-competitive behavior"
25	405	"Workforce diversification and equal opportunities"
26	304	"Biodiversity"
27	409	"Forced or compulsory labor"
28	404	"Training and education"
29	407	"Freedom of association and collective bargaining"
30	415	"Public policy"
31	412	"Human rights assessment"
32	411	"Rights of aboriginal people"
33	410	"Security practices"
34	204	"Procurement practices"

※ We ranked the values derived from multiplying the scores of the "Stakeholders' Level of Concern" and "Level of Impact on TSRC's sustainable development" in each issue and used the issues with values of the top one-third as the annual material issues of TSRC.

- Home Page
- Report Table of Contents
- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
 - CSR Promotion Structure and the Operation
 - Communication with Stakeholders and Analysis of Material Issues
 - TSRC Material Issues Corresponding to UN SDGs
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments







Boundaries of Material Issues

For every material issue identified, we assess its impact and determine whether the issue has influence on the primary stakeholders inside or outside the organization.

- NA Not applicable
- Fully disclosed in this Report
- Information is unavailable

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
CSR Promotion Structure and the Operation
Communication with Stakeholders and Analysis
of Material Issues
TSRC Material Issues Corresponding to UN SDGs
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

Annual Material Issues	Specific GRI Issues	TSRC Value Chain				Primary Stakeholders Affected	SDGs
		Procurement Phase (Supplier Chain)	TSRC Production				
			Head-quarters	Subsidiaries			
Energy saving and carbon reduction	Energy	302	--	●	●	Government	
	Emissions	305	●	●	●	Government, society, investor	 
Green production	Water and effluent	303	--	●	●	Government, media, society	
	wastewater/sewage and waste	306	●	●	●	Media, society	 
Sustainable environmental protection	Environmental compliance	307	●	●	●	Government, media, society, investor	
Ethical management	Economic Performance	201	●	●	●	Investors and employees	
	*Anti-corruption	205	●	●	●	Customer, Investor, employee	
Labor equality	Employment	401	●	●	●	Employee	
	*Labor-employer relations	402	●	●	●	Employee	
	Child labor	408	●	●	●	Government and customers	
Safe production	Occupational health and safety	403	●	●	●	Government, employee	
Customer first	Customer health and safety	416	--	●	●	Government, customer	
	Customer privacy	418	●	●	●	Government, customer	

Note:
1. There were no significant changes in the value chain of TSRC in 2020.
2. * stands for the material issues added to this report.

TSRC Material Issues Corresponding to UN SDGs






In 2015, the UN released the SDGs which have since become a common language for sustainable development around the world. The SDGs are not just a global trend in development but also contain important business opportunities for companies in the future. TSRC uses the material issues assessed with the GRI Standards as basis to conduct evaluation regarding risks to humans and environment and the provision of effective products, services or investment and to identify the sustainable development goals related to the SDGs with the aim to make vital contribution to the SDGs.

TSRC enhances its sustainability strategy to advance economic growth, social equality/progress and environmental protection on a comprehensive basis to demonstrate the long-term value of TSRC. In 2018, TSRC defined priorities for the SDGs. We will disclose our performance in sustainable development with respect to the product life cycle and value chain stages in the transition from supporting the SDGs to real action plans. We will integrate these goals into our daily activities through various approaches and keep reviewing and modifying the SDG priorities in the future to gain recognition from investors and stakeholders and create sustainable values. The issues, practices, and goals from sustainable development will be disclosed in the relevant chapters.

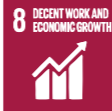
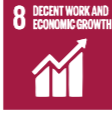



Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
CSR Promotion Structure and the Operation
Communication with Stakeholders and Analysis
of Material Issues
TSRC Material Issues Corresponding to UN SDGs
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

TSRC Issue	Related SDG Item	Description of UN SDGs	Practice and Goals of TSRC's Sustainable Development
Energy saving and carbon reduction		<p>Ensure that everyone has access to affordable, reliable, sustainable and modern energy. 7.3_By 2030, double the global rate of improvement in energy efficiency.</p>	<p>We continue to promote the ISO 50001 energy management system and use more energy-efficient means for product production to lower energy concentration. [Goal] The annual average power saving rate reaches above 1% on average.</p>
		<p>Take urgent action to combat climate change and its impact. 13.2_Integrate climate change measures into policies, strategies and planning.</p>	<p>We implement GHG management and reduction in compliance with national GHG reduction policies on an ongoing basis. [Goal] The greenhouse gas emissions in 2050 are 50% less than the level in 2005.</p>
Green production		<p>Ensure that everyone can enjoy water resources and health facilities under sustainable management. 6.3_Various approaches will be used to improve water quality and substantially increase the recycling volume of waste and its safe reclamation on a global basis in 2030.</p>	<p>TSRC actively promotes water conservation measures through increasing wastewater recycle rate of the production process, production capacity adjustment and other methods, and discusses water conservation and wastewater reduction goals in the management review meeting of ISO14001 regularly to fulfill the goal of continuous improvement.</p>
Sustainable environmental protection		<p>Ensure to implement the sustainable consumption and production mode 12.5_We expect a substantial reduction of waste by 2030 through prevention, reduction, recycling, and reclamation.</p>	<p>Implement reduction of waste, recycling and management pursuant to ISO 14001 Environment Management System to ensure sustainability of the environment.</p>
Ethical management		<p>To promote inclusive and sustainable economic growth, achieve full employment and create productive and decent jobs. 8.2_Achieve higher levels of economic productivity through diversification, technological upgrading and innovation. We contribute to promoting peaceful and inclusive societies for sustainable development, providing access to justice for all and building effective, accountable and inclusive institutions at all levels</p>	<p>We continue to increase our revenues and enhance economic productivity through patents, r&d and innovation. We are also dedicated to implementing good corporate governance and risk management mechanisms.</p>

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
 - CSR Promotion Structure and the Operation
 - Communication with Stakeholders and Analysis of Material Issues
 - TSRC Material Issues Corresponding to UN SDGs
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

TSRC Issue	Related SDG Item	Description of UN SDGs	Practice and Goals of TSRC's Sustainable Development
Labor equality		<p>To promote inclusive and sustainable economic growth, achieve full employment and create productive and decent jobs.</p> <p>8.7_Eliminate compulsory labor, modern slavery and trafficking in persons; prohibit and eliminate the most abominable child labor and terminate child labor of all kinds in 2025</p> <p>8.8_Protect labor rights and promote safe and secure working environment for all workers. Including foreign workers and, in particular, female immigrants and those who do not have stable job.</p>	<p>By coordinating the ISO 45001 Occupational Safety and Health Management System with related requirements of the International Labor Organization (ILO), TSRC controls the emerging issues such as the psychosocial hazards at workplaces and forced labor to promote collective bargaining and protect labor rights.</p> <p>Facilitate an inclusive and sustainable economic growth and realize full and productive employment, such as care of employees and prohibition of child labor. All factories continuously undertake the commitment of not using child laborers.</p>
Safe production		<p>To promote inclusive and sustainable economic growth, achieve full employment and create productive and decent jobs.</p> <p>8.8_Protect labor rights and promote safe and secure working environment for all workers.</p>	<p>Through the ISO 45001 occupational safety and health management system, we have established our "Safety and Health Policy" to disclose that our core value is human-focused. We will pursue the goal of zero accidents and zero injuries through the principles of "technology", "safety and health culture", "responsibility" and "communication".</p>
Customer first		<p>Ensure sustainable consumption and production patterns.</p> <p>12.6_Encourage companies, especially large and transnational companies, to adopt sustainable practices (release of sustainability reports).</p>	<p>Based on the concept of product life cycle, we ensure the transparent product information and the user safety via REACH Regulations inventory and SDS, and disclose the sustainability indicators and reports to all customers to gain the trust.</p> <p>[Goal]</p> <ul style="list-style-type: none"> · Our products comply with the REACH Regulations and SVHC Information Delivery Requirements · The SVHC inspection achievement rate of our products is 100% · We release sustainability reports annually, reply to customers' sustainability questionnaires and ensure there is no customer complaints due to the disclosure of customer privacy.

[Home Page](#)
[Report Table of Contents](#)

- 1 · [About TSRC](#)
- 2 · [CSR and Sustainability Issue Management](#)
- 3 · [CSR - Economy](#)
 - [Milestones](#)
 - [Financial Performance](#)
 - [Corporate Governance](#)
 - [Supply Chain Management](#)
 - [Product Responsibility and Customer Relationship](#)
- 4 · [CSR - Environment](#)
- 5 · [CSR - Society](#)
- 6 · [Attachments](#)

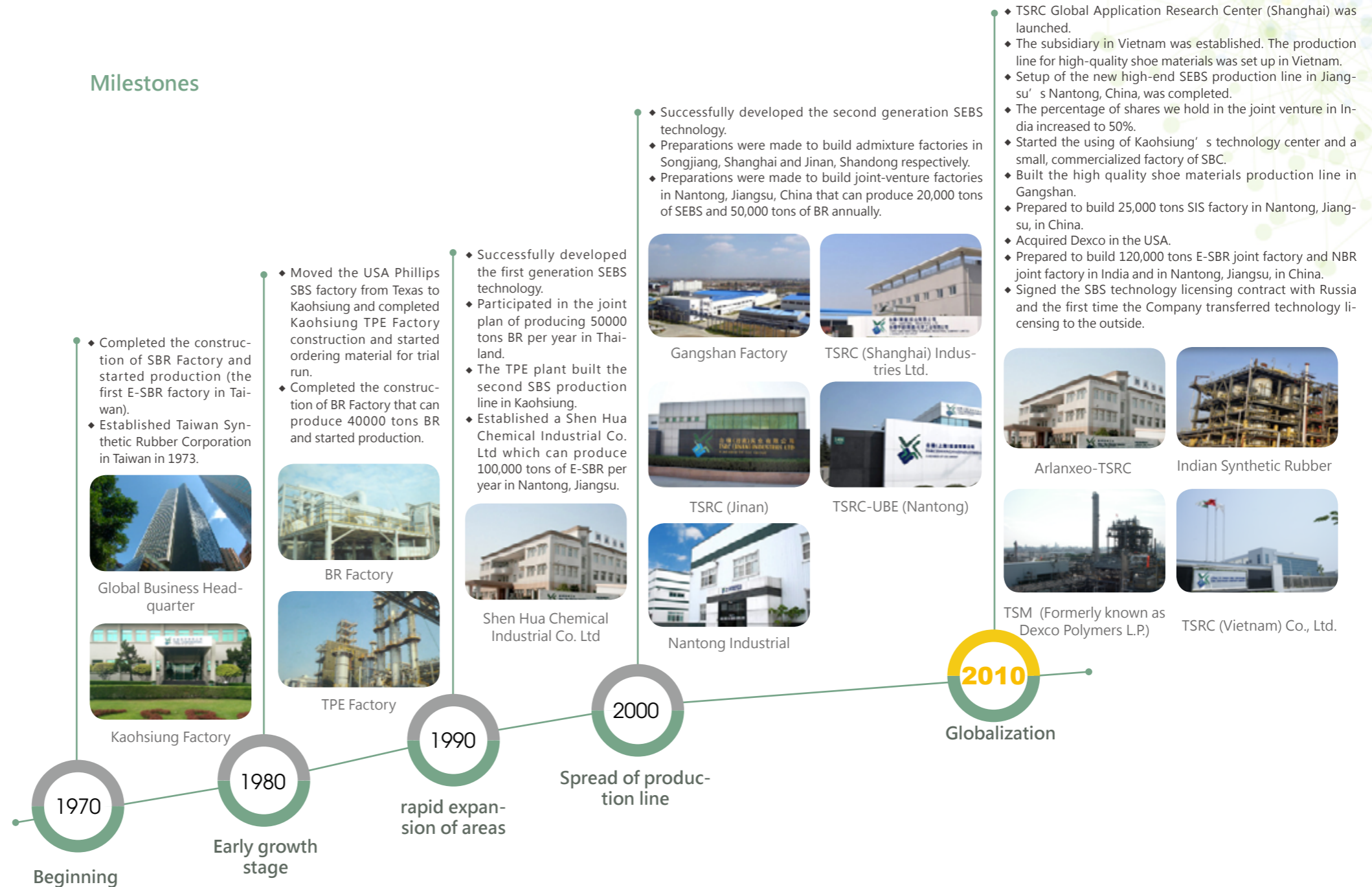
Corporate Social Responsibility - Economy



Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

Milestones



Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

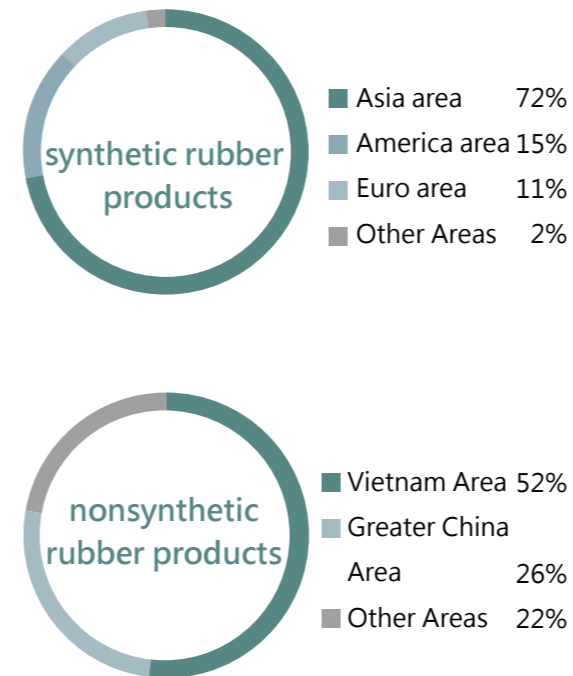
Financial Performance

As a responsible enterprise to the stakeholders, besides releasing the financial report every month, TSRC holds a shareholders' meeting and investor conference every year. Appropriate financial information is disclosed on the Market Observation Post System. Shareholders may submit proposals in writing in the annual shareholders' meeting in accordance with the regulations of the Company Act. Moreover, Investor Relations Pages are set up on the Company's website in traditional Chinese, English and Simplified Chinese editions. Regularly updated financial information and corporation conference presentations are available for the investors' reference. Shareholders and investors can also use the Investor Relations Mailbox to express their questions and suggestions. We believe that all efforts will improve the operation and information transparencies of TSRC, so that the investors may have access to more relevant information when making investment decisions.

Currently, TSRC's primary products are BR, SBR and bulk synthetic rubber products, followed by the widely used TPE. The Company's

medium- to long-term development strategy in the coming years, in addition to the primary business of bulk synthetic rubber products, is to achieve the five-year operational goals through three main strategies, namely organic growth,

2020 Sales territory ratio



enhanced business portfolio and increased profit.

The consolidated revenue of TSRC was about NT\$2.40 billion in 2020. The sales percentage of the synthetic rubber in the total revenue was 96.46% with the main markets in China, USA, Thailand, Vietnam, Turkey, Japan and Malaysia. The sales percentage of the non-synthetic rubber in the total revenue was 3.54% with the main markets in China and Southeast Asia.



TSRC received the 2020 Business Operators Uniform Invoice Issuing Award from the National Taxation Bureau of the Southern Area, Ministry of Finance

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

Unit: NT\$1,000

Financial Figures				
Items		2018	2019	2020
Financial Ability	Operating revenue	29,751,218	28,910,723	24,024,443
	Total assets	30,230,169	32,514,923	29,268,382
Profitability	Net Profit after Tax	1,233,670	817,120	215,261
	Earnings Per Share after Tax (NTD)	1.44	0.90	(0.03)

* Information in this table is extracted from the consolidated financial statements of TSRC and the subsidiaries.

Unit: NT\$1,000

Technology and R&D Overview				
Items		2018	2019	2020
Operating revenue		29,751,218	28,910,723	24,024,443
R&D Expenditure		387,948	389,840	350,678
R&D Expenditure/Net Sales (%)		1.3	1.3	1.46

※For more detailed operational performance and financial information (capital), see the TSRC Annual Financial Report.

TSRC Annual allocated economic value (% in revenue)

Year	Operating Cost	Employee Salary and Benefits	Payments to the Shareholders	Payments to the Government
2018	90.4%	7.0%	2.7%	1.3%
2019	90.1%	6.7%	2.8%	1.5%
2020	89.7%	7.6%	1.7%	1.3%

Note:

1. Operating Cost: includes the cost and expense for the business operation (excluding employee compensation and benefits and the remuneration to directors).
2. Employees' Salary and Benefits: including salary, labor and health insurance, retirement funds, and other expenses for benefits.
3. Payments to the government: refers to all the income taxes paid by the Company to the government.

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

Adjusting to the rising global awareness of CSR operation, the major R&D direction of TSRC still focused on applying advanced environmental protection production process to develop new high value-added products and technology to satisfy our customers with our products and services. Through solving customer' s rubber usage problems, we created a win-win situation.

Through the R&D centers in Kaohsiung and the USA and a complete global supply chain system, TSRC has built a platform for communication with the R&D teams of the main customers to jointly develop high-quality and innovative products, accelerate product differentiation and transformation of industrial application, and develop high-value-added markets. TSRC seeks a place in high-value markets including medical treatment, lubricating oil viscosity modifier, high-quality shoe materials and environmental protection tires. TSRC also gradually boosts the sales and profit of new products, including assessment on the application of materials in the operational integration plan for the Greater China region with the aim to increase economic benefits. The total amount of 2020 research and development expenditure was NTD 350,000,000.



Planned new product development

- We will continue to develop a technological platform for micro-structure adjustment and modification of properties, develop the S-SBR rubber products of new-generation, and use it to the development of green, environment-friendly, and high-performance tires for electric vehicles.
- The BR technological platform will be another R&D focus to develop more product applications, meet customer' s requirements for shoe materials and plastic modifications, and improve the performance of the products.
- We will develop HSBC products for differentiated applications, including the development of high-end medical materials, hygiene materials, lubricating oil viscosity modifiers and other high value-added TPE products.
- Development of thin film materials with special functions is also planned. They will be applied to medical and electronic products to meet the requirements of different customers.

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

TSRC actively applies for patents to protect the results of Research and Development and advance production processes as differentiated tools against the competitors. In 2020, there were 9 patents awarded.

Successfully developed technologies or products

S-SBR product development

- Existing product quality was optimized successfully and more commercial orders were received.
- The customized products were certified globally by leading companies and put into mass production.
- The products of new generation passed the tests of leading companies and were introduced to the market for the first time.

High value HSBC product development

- The development of medical materials was completed and they were provided for customers to test.
- Hygiene materials such as thin elastic films and elastic non-woven fabrics were developed and applied to diapers, masks and health nursing products. Some of these have been officially sold in the market.
- The development of lubricating oil viscosity modifiers for vehicles was completed with the specifications meeting the performance requirements. The products have been delivered to leading companies for tests.

New customized high-performance shoe materials and formulas

- The foaming technique platform had major breakthroughs to meet the demanding performance requirements of shoes. A pilot plant was set up to meet the requirements of the customers for rapid delivery of samples.
- The compound materials of new generation passed the Phase I tests of leading companies.

Cutting-edge process technology development

- The development of new process technology was completed to improve the quality of the products and its stability. The technology was introduced in the design and construction of the new factory and trial run was completed.

Membership in Association and Cooperation

To fulfill its CSR and meet the expectations of external stakeholders, TSRC has adequately assessed and actively participated in the plans of domestic and foreign industrial associations and organizations. TSRC is firmly committed to its CSR and gives concerns and work from all aspects in order to make substantial contribution regarding sustainability issues. Key industrial associations and organizations where TSRC has memberships:

Association name	Operation	Expected benefits
Petrochemical Industry Association of Taiwan	<ul style="list-style-type: none"> The general meeting is held annually. The Petrochemical Industry Journal is published every month/The Petrochemical Industry Annual Report is published every year. 	<ul style="list-style-type: none"> Develop the whole petrochemical industry and collect information about the petrochemical industry. Maintain good relationship with other petrochemical companies to solve common problems.
Taiwan Rubber & Elastomeric Industries Association	<ul style="list-style-type: none"> The general meeting is held annually. Information about rubber technologies is provided. 	<ul style="list-style-type: none"> Maintain and develop good relationship with downstream manufacturers. Collect information about rubber processing technologies.
Dashe Petrochemical Industrial Park Manufacturers Association	<ul style="list-style-type: none"> Hold regular meetings to discuss and solve the common problems of the companies in the industrial park (including Good Neighbor Feedback activities). 	<ul style="list-style-type: none"> Participate in the operation of the Association to protect the rights and interests of the Company in the industrial park, collect the information on other companies, and solve common problems.
The Institute of Internal Auditors - Chinese Taiwan	<ul style="list-style-type: none"> Organize theoretical and practical researches, workshops, discussions and visits with respect to the internal audit and promote audit education. 	<ul style="list-style-type: none"> Introduce the latest theories and practices of internal audit, improve the audit capability, and exchange experience in internal audit techniques with other companies.
Human Resource Managers Association of Petrochemical Companies	<ul style="list-style-type: none"> Organize regular activities, exchange information, and communicate and coordinate human resource related policies. 	<ul style="list-style-type: none"> Understand the status of the industry and keep close contact with other companies.
Industrial Safety and Health Association of the R.O.C.	<ul style="list-style-type: none"> Hold one general meeting every year to review the operation of the Association. 	<ul style="list-style-type: none"> Collect relevant information on occupational safety and health to facilitate inspection and coordinate of industrial safety.

Association name	Operation	Expected benefits
Ren Da Industrial Park Association for Promoting Labor Safety and Health	<ul style="list-style-type: none"> The administration center holds regular meetings. 	<ul style="list-style-type: none"> Exchange safety and health information with other factories, provide supports with safety equipment, discuss safety and health issues and propose relevant suggestions.
Taiwan Responsible Care Association	<ul style="list-style-type: none"> Hold the general meeting on a regular basis, reflect the opinions of the members to the government, and organize relevant training courses. 	<ul style="list-style-type: none"> Understand the responsibility of the petrochemical industry to the society in Taiwan and improve the performance in the environment, health and safety on an ongoing basis.
International Institute of Synthetic Rubber Producers (IISRP)	<ul style="list-style-type: none"> Hold the annual meeting every year. 	<ul style="list-style-type: none"> Collect the information on the global synthetic rubber to form international horizons.
Chinese National Association of Industry and Commerce, Taiwan	<ul style="list-style-type: none"> Provide members with relevant information and promote international economic and trading cooperation. Organize trading and investment events as well as technology discussion and visiting activities for the industries. 	<ul style="list-style-type: none"> Understand the status quo of the industry and facilitate communication with other companies.
Safety & Health Association of Taiwan	<ul style="list-style-type: none"> Hold one regular meeting every year. 	<ul style="list-style-type: none"> Prevent accidents with respect to safety, health and environment and perform relevant investigation, research, implementation and prevention.
Association of Bio-based Material Industry	<ul style="list-style-type: none"> The members hold regular meetings by rotation. Provide e-paper for the members to collect more information about the industry. 	<ul style="list-style-type: none"> Explore the development trend of biomass technology, promote technical exchange in the industry, facilitate cooperation with other companies and participation in large-scale cooperative programs, and strive for external supports.
Taiwan Chemical Industry Association	<ul style="list-style-type: none"> Hold the annual industrial forum and TSRC dispatches representatives for the forum. 	<ul style="list-style-type: none"> This is the window for international communication and cooperation. It follows the international development trend and leads the chemical industry in Taiwan to bring innovation and transformation into practice.

Association name	Operation	Expected benefits
South Taiwan Security and Aid Group of Manufacturers Association, Dashe Petrochemical Industrial Park	<ul style="list-style-type: none"> The Group convenes a meeting every month to discuss, resolve, and implement the matters to be dealt with all common matters related to the rights and interests of the manufacturers in the Park, in addition to organizing activities for harmonious neighborhood. 	<ul style="list-style-type: none"> Combine the business management of fire brigades, deal with matters related to sewage treatment plants and create public relation and harmonious neighborhood in vicinities.
Chinese Society for Quality	<ul style="list-style-type: none"> Organize committees. Issue monthly publications. Hold the annual meeting every year. 	<ul style="list-style-type: none"> Collect information on QC technique and training. Attend QC related workshops. Introduce applicable QC techniques to improve the QC level of the factory.
Kaohsiung City General Industrial Association	<ul style="list-style-type: none"> The general meeting is held once a year pursuant to the Industrial Group Act. 	<ul style="list-style-type: none"> Understand the status of the industry and keep close contact with other companies.
Kaohsiung Personnel Representative Association	<ul style="list-style-type: none"> A meeting is held every month to discuss professional issues and promote exchanges. 	<ul style="list-style-type: none"> Refer to the operation status of personnel matters in the Kaohsiung area. Collect information on outstanding management to make improvement.
China Rubber Industry Association	<ul style="list-style-type: none"> Hold one industrial production technique exchange meeting every year. Hold forums and seminars on an irregular basis. 	<ul style="list-style-type: none"> Communicate the information of the industry and the latest development in the technique, production, safety and environment. Facilitate the healthy and long-term development of the industry.
Nantong Standards Association	<ul style="list-style-type: none"> Hold one annual meeting every year. Hold forums on an irregular basis. 	<ul style="list-style-type: none"> Understand the development of the international standardization in a timely manner, give effective guidance in the evaluation of quality indicators, and improve the quality development of the products.
Production Safety Management Network, Nantong Economic and Technology Development Area	<ul style="list-style-type: none"> Hold one board meeting every quarter 	<ul style="list-style-type: none"> Maximize the capability of corporate safety production management and continue the improvement of the self-control, mutual control and joint control capability for the safety production in the area where the factory is located to effectively prevent occurrence of accidents.

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments



Corporate Governance

- We enhance the share of information on corporate governance on the Investor Relations pages of our website.
- We are also dedicated to implementing good corporate governance and risk management mechanisms.

To continuously enhance corporate governance and implement it effectively, TSRC adopts the candidate's nomination system for the director election and the directors selected at the shareholders' meeting form the Board of Directors, which is TSRC's business execution organization. The chairperson of the Board of Directors presides over the shareholders' and board of directors' meetings internally and represents TSRC externally. The directors of TSRC participate in corporate governance related courses and lectures commissioned to external institutions every year and meet the requirements for annual advanced study credits. We establishes the "Board of Directors Authority Regulations", "Level of Authority Table for TSRC and Subsidiaries", "Audit Committee Foundation Rules", "Compensations Committee Foundation Rules", and "Board of Directors

Performance Evaluation Regulations" to specifically regulate the authority of the Board of Directors and functional committees and the authorization to the management, and clearly divide the responsibilities between the Board of Directors and the management. The performance of the Board of Directors, each functional committee, and Board members is reviewed on an ongoing basis through performance evaluation to enhance the functions of the Board of Directors for effective management and supervision of the Company, improvement of our business operation, and assurance of the steady growth of the Company.

We thoroughly implement our mission, vision, and core value in the corporate management and the operation of each functions unit. The Board of Directors and all the

employees of the Company shall observe the "Ethical Code of Conduct", "Official Business Operation Code of Conduct", and "Internal Material Information Processing Procedure" of the Company with ethical management and anti-corruption as the core. Our internal regulations explicitly provide that violations of any regulations are subject to the punishment specified in our "Rewards and Disciplinary Operating Regulations"; no employee is allowed to



General shareholders' meeting

Home Page

Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

make use of his/her duties for personal benefit or to obtain any gains for his/her relatives when dealing with business or carrying out any procedures; internal dissemination is frequently conducted every year. We have set up internal reporting channels and established punishment and appeal procedure. Related actions are taken through annual employee performance evaluation.

The TSRC CSR Steering Committee established the “CSR Declaration” in 2012. It contains the compliance with respect to the trade, investment, contracting, supply, and operational development and all the rest business and employee relationships. Regulations on ethics, labor, environment, health and safety, management system, corporate governance, and social engagement are also available to ensure fulfillment of our corporate social responsibility.

Board of Directors

The Board of Directors is the highest governance unit of TSRC. Election of directors are subject to the actual demand of the Company and the diversification principle. They are elected based in full consideration of their professional capability, experience, and personal specialty. Board members (including independent directors) are elected at the shareholders’ meeting. The Board of Directors is comprised of 7 directors with 3 independent directors and 1 female director among them. The female director has a share of 14% and the independent directors have a share of 43%. The regular and independent directors come from different fields and complementary to each other in their professional areas, industrial experience, judgment (including judgment in business operation), accounting and financial analysis capability, management capability, crisis management capability, industrial knowledge, international market horizon, and personal specialties. They are expected to do their duties effectively in the Board of Directors and functional committees by bringing their extensive experiences and professional opinions into full play. The Company business shall be conducted based on the resolutions of the Board of Directors, except for the business items to be resolved by the Shareholders’ Meeting in accordance with the provisions specified in the laws and regulations or the “Articles of Incorporation” . The Board of Directors has the subordinate Audit Committee and Compensations Committee. The decision of the Board of Directors is enhanced through setup of the committees and with the support of the objective and professional opinions of the independent directors. The main responsibilities of the Board of Directors are defined in the “Board of Directors Meeting Rules” and “Level of Authority Table for TSRC and Subsidiaries” . Its responsibilities as specified in laws and regulations are to establish the Company’ s internal control system and procedures related to financial risks, determine and approve the Company’ s development strategies, supervise the Company’ s operational objectives, approve the annual financial reports, appoint and supervise the Company’ s management team, ensure effective operations of the corporate governance system, verify the audit systems for the internal financial accounting, and assess the operation risks.

Note: Please see the annual report of TSRC for the educational background and experience of the directors

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

TSRC Corporation Governance Organization Chart



Anti-Corruption, Confidential Non-Disclosure Policies

TSRC has established the “Ethical Code of Conduct” and other regulations and disclosed them on TSRC’s website to provide ethical standards for the directors and all the employees and enable the stakeholders of the Company to understand more about the Company’s ethical standards. Also, this prevents the insider trading, avoids a conflict of interest between the Company and individuals and eliminates the opportunity for personal benefit. Any non-public information that may potentially influence the Company’s stock price shall be kept strictly confidential.

Since the promotion of CSR, TSRC has expected the voluntary actions that transcend law compliance and sustainable growth by integrating CSR into core operation process. For the compliance of all employees, we establish internal regulations such as “Confidential Information Management Regulations,” “Personal Information Operation Management Regulations” and “Official Business Operation Code

Home Page

Report Table of Contents

1 · About TSRC

2 · CSR and Sustainability Issue Management

3 · CSR - Economy

Milestones

Financial Performance

Corporate Governance

Supply Chain Management

Product Responsibility and Customer Relationship

4 · CSR - Environment

5 · CSR - Society

6 · Attachments

of Conduct” to protect the Company’s intellectual property rights, confidential information and the personal information of the customers and employees. Through the new employee training, electronic bulletin board and other publicity means, we clearly request the employees to use the resources and assets effectively, protect the business secrets, prevent insider trading and antitrust regulations, conduct fair trade, avoid conflict of interest between the Company and the individual, eliminate the opportunity to take private interests, prohibit bribery, follow the network access regulations, and comply with part-time job rules when executing relevant internal and external business within the scope of the work assigned by the Company. A corresponding punishment system is also available.

TSRC upholds the position on not to participate in public policy lobbying and does not make political contributions, but encourages employees to fulfill their civic responsibilities and participate in public election voting. We approve leave for these reasons according to rele-

vant laws. TSRC is concerned and pays attention to the public affairs that affect the industry, economy and the life of the employees.

In 2020, TSRC did not violate any finance-related domestic or international policies or laws, and TSRC was not involved in any events of corruption or anti-competitive behavior.

Internal Control, Establishment and Implementation of the Internal Audit System

The Audit Office is directly under the Board of Directors. It is responsible for auditing the internal control system and following up discovered defects and abnormal activities until they are improved. Audit reports and self-evaluation results are submitted to the Board of Directors and the management for review. The internal control system includes the internal audit system. In addition to the annually scheduled self-evaluation of the internal control system, we review, amend and establish or revise important control operations at any time in response to the internal and external environ-

mental changes. Such review, amendment and establishment or revise must be reviewed and approved by the Board of Directors. With the internal audit and control system, TSRC promotes the soundness of the corporate operation.

TSRC Risk Management

The risk management of TSRC is conducted through existing departments or functional units in the organization. Our external related issues includes economic issues, social / cultural issues, political issues, regulation / law issues, technique / technology issues, competitor / market (industrial status) / customer and environmental issues. Internal related issues includes the corporate value, corporate culture, corporate knowledge, corporate performance, production management capability, sales capability, human resources management capability, product development capability, financial capability, information capability and environmental management etc.

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

We identify possible risks / incidents that may have impact on business objectives, decide appropriate response measures after assessment to mitigate, transfer or avoid risk. The functioning department of the TSRC reports to the management about the risk environment, risk management emphasis and risk assessment that the Company encounters and the adaption measures every year in compliance with the internal control system, assessment system, and management system review. The auditing unit reports to the Audit Committee on a regular basis. The Audit Committee made suggestions with respect to the risk assessment and its impact and reports to the Board of Directors.

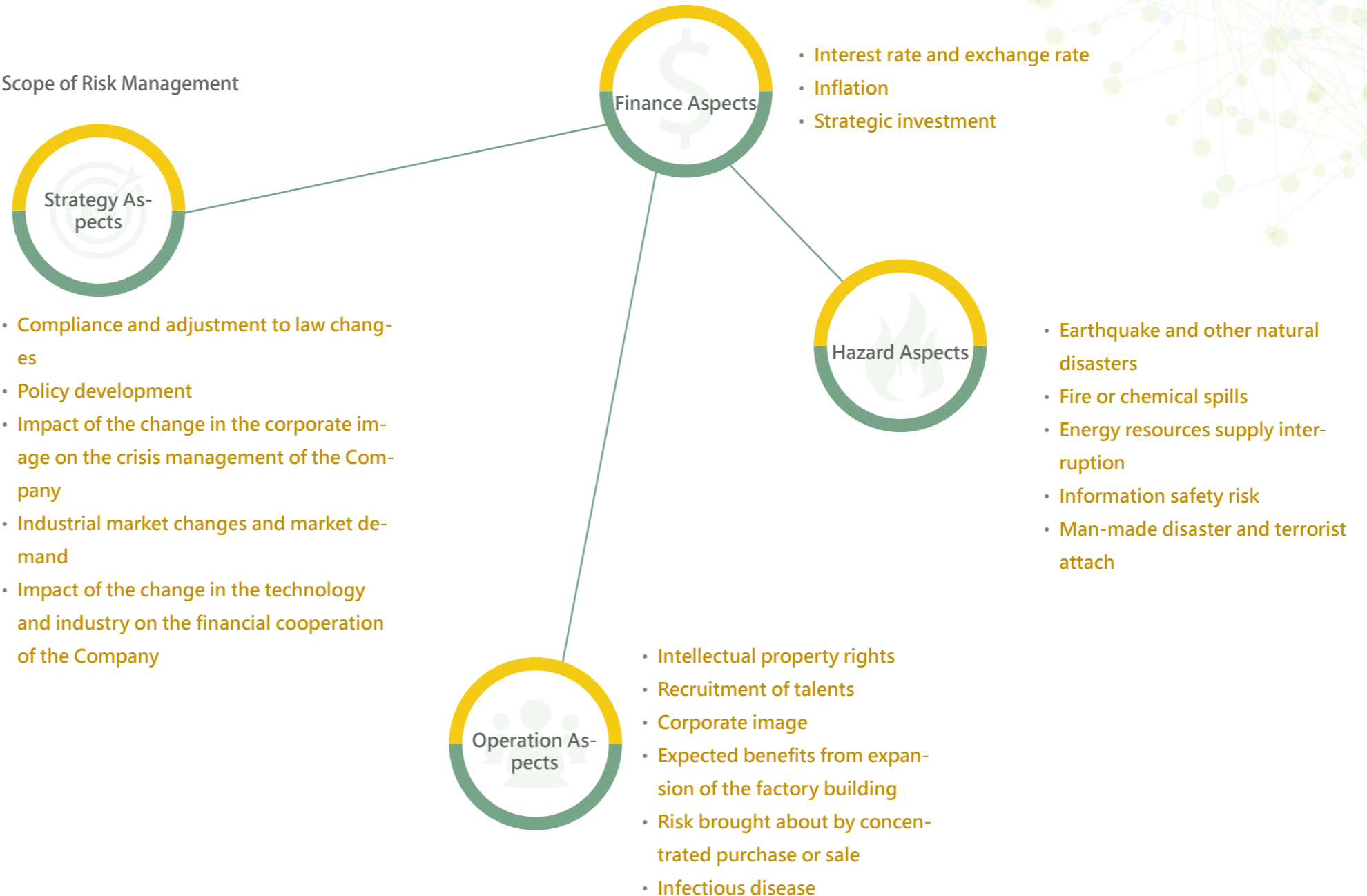
For the risk management, there is an explicit division between the Company and each affiliate in the management objective and authority with respect to the personnel, assets and finance. We establish a firewall mechanism for information safety. The audit unit executes internal audit and control measures to ensure control of the risk and compliance with relevant laws and regulations. In addition, we establish corresponding standard operation procedures, such as the "Crisis Operation Management Regulations" / "Emergency Response Operation Management Regulations" to ensure the crisis management of material emergencies such as fire, chemical leak, information service interruption, supply chain interruption, environmental events or external water and electricity supply interruption.



Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

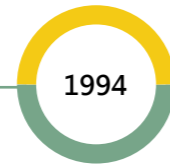
Scope of Risk Management



Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

External advocacie



1994

- The Kaohsiung Factory acquired the ISO 9001 Quality Management System certificate.



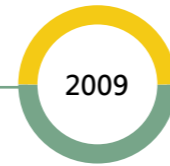
1998 ~
2000

- The Kaohsiung Factory acquired the ISO 14001 Environment Management System certificate in 1998.
- Shen Hua Chemical acquired the ISO 9001 Quality Management System certificate in 2000.



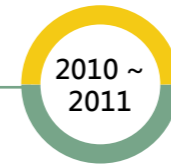
2003 ~
2007

- Shen Hua Chemical acquired the ISO 14001 Environment Management System certificate in 2003.
- Shanghai Industrial acquired the ISO 9001 Quality Management System and ISO 14001 Environment Management System certificates in 2006.
- Gangshan Factory acquired the ISO 9001 Quality Management System and ISO 14001 Environment Management System certificates in 2007.



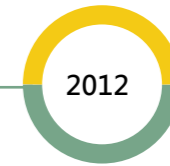
2009

- The Kaohsiung Factory acquired the OHSAS 18001 Occupational Safety and Health Management System certificate.



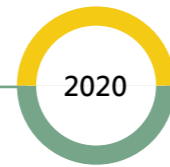
2010 ~
2011

- TSRC-UBE/Nantong Industrial acquired the ISO 9001 Quality Management System and ISO 14001 Environment Management System certificates in 2010.
- The Kaohsiung Factory promoted the QC 080000 HSPM Hazardous Substance Process Management System in 2011.
- The Kaohsiung Factory performed the ISO 14064-1 GHG Inventory in 2011.



2012

- TSRC published the first version of the Corporate Social Responsibility Report.
- The Kaohsiung Factory promoted ISO 14064-2 GHG Reduction/conducted ISO 14067 and 14066 Carbon and Water Footprint Inventory.



2020

- The Kaohsiung Factory was completed.
- The revision of ISO 14064-1:2018 Greenhouse Gases Inventory Standard and ISO 50001:2018 Energy Management System.
- Shanghai Industrial acquired the certificate of ISO 45001:2018 Occupational Safety and Health Management System
- Nantong Factory finished the revision of ISO 45001:2018 .



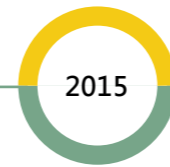
2019

- The Kaohsiung Factory/Nantong subsidiary acquired the certificate of IATF16949: 2018 Automobile QMS Standard
- The ISO 45001 Occupational Safety and Health Management System was revised



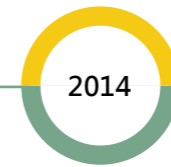
2018

- Each factory completed the ISO 9001 QMS and the revision of ISO 14001 EMS.



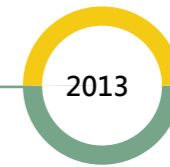
2015

- The ISO 50001 Energy Management System was implemented in Nantong Area.



2014

- The ISO 10012 Measurement Management System was implemented in Nantong Area to enhance the supervision and measurement control.



2013

- The Kaohsiung Factory built the ISO 50001 Energy Management System.
- Established Supplier Code of Conduct pursuant to the CSR Declaration.

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments



Supply Chain Management

- All the raw material and contracting suppliers signed the TSRC' s Partner Code of Conduct (PCC) and Supplier CSR Self-assessment List.
- The response rate of the 2020 HSF high-risk supplier questionnaire survey was 92%. A response rate of 100% is expected in 2021.

TSRC is devoted to creating good partnership. Being a leading company in the synthetic rubber industry, we are committed to the sustainable development of the service value chain in cooperation with the suppliers and dealers. Our supply chain management system is established based on creation of value. Instead of the traditional mode in which the quality, cost, and trading procedure are the core, we select partners carefully and find potential opportunities by identifying and managing the risk they may occur to the supply chain in the governance, environment and society aspects in the hope to build a supply chain structure that can provide sustainable competitive advantages and create a new business model for sustainable development. Meanwhile, TSRC pays attention to the close partnership with the supplier chain. The completion rate of the supplier audit plan in 2020 was 100% and all the suppliers passed the annual audit.

• TSRC CSR Procurement Basic Policy

01

- TSRC is devoted to CSR and encourages our partners to promote open and fair competitive business activities based on fairness and ethics for the long-term profits and sustainable operations of us and our partners.

02

- TSRC believes that the members of the supply chain play a very important role in the execution and development of the CSR and expects that our partners will agree on and spare no efforts to fulfill their social and environmental responsibilities, and take these as a guideline of their business.

03

- We expect that our partners will follow TSRC' s Partner Code of Conduct (PCC), including the categories of environment, occupational safety and health, human rights/ethics and labor policies, and ensure that the products and services provided comply with all national and other applicable laws and regulations.

04

- TSRC will first select the suppliers that are in compliance with the PCC.



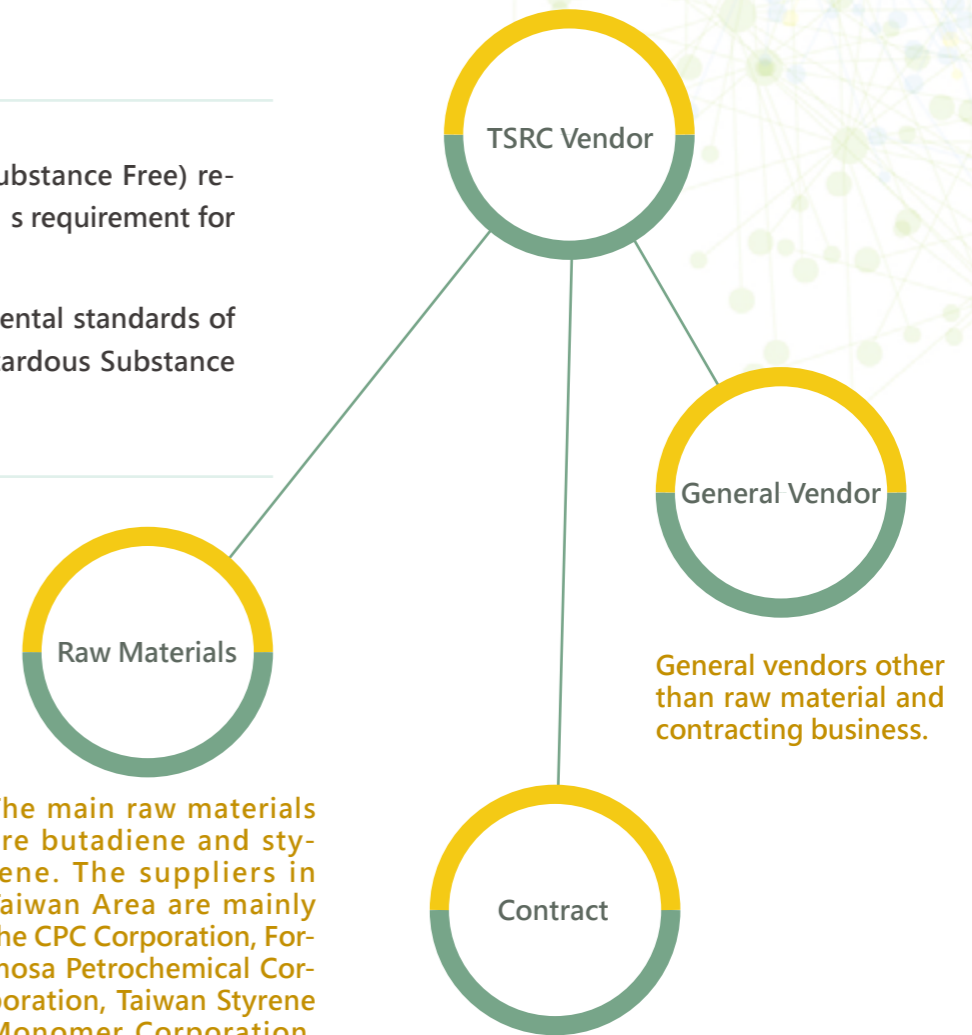
Hazardous Substances Free Policy

- We comply with the HSF (Hazardous Substance Free) related regulations to meet the customer's requirement for eco-friendly products.
- We continuously enhance the environmental standards of the product and manufacture HSF (Hazardous Substance Free) products.

TSRC is devoted to creating good partnership. Being a leading company in the synthetic rubber industry, we are committed to the sustainable development of the service value chain in cooperation with the suppliers and dealers. By implementing the supplier HSE management audit and CSR dissemination system in the development of the occupational safety and health/environment management systems, we identify and manage the risk they may occur to the supply chain in the governance, environment and society aspects in the hope to build a supply chain structure that can provide sustainable competitive advantages.



TSRC received the Green Procurement Excellence Award from Kaohsiung City Government.

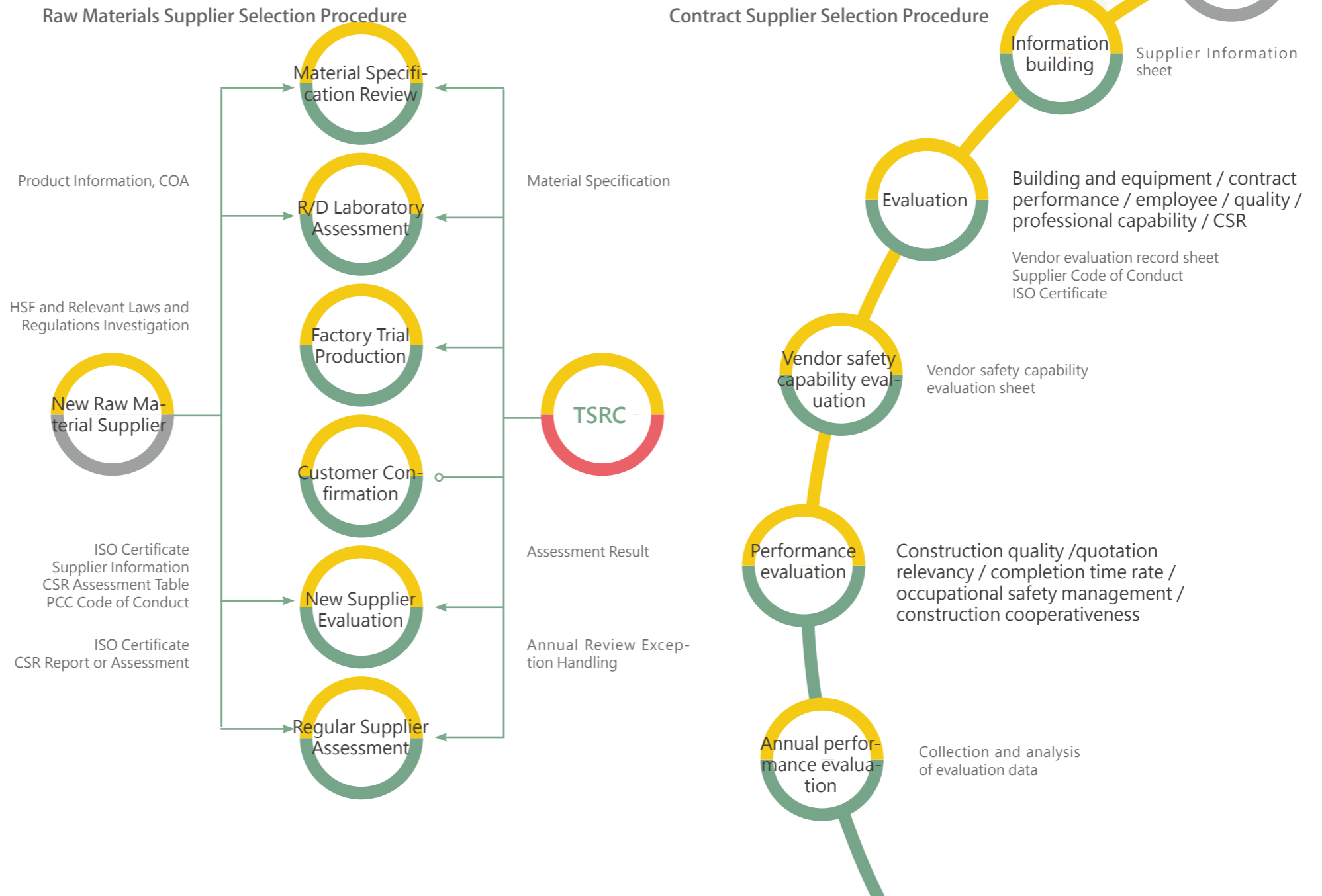


The main raw materials are butadiene and styrene. The suppliers in Taiwan Area are mainly the CPC Corporation, Formosa Petrochemical Corporation, Taiwan Styrene Monomer Corporation, and Grand Pacific Petrochemical Corporation; the suppliers in China Area are mainly Sinopec Sales, Shell Petrochemical Company Limited, Fujian Refining & Petrochemical Company Limited, and SECCO Petrochemical Company Limited.

The main business includes service contracting, equipment repair and construction, civil engineering, and environmental protection; for individual factories long-term service/administrative work (canteen/cleaning/security)/warehousing and logistics (occupying about 20%).

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments



Home Page

Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

In supplier selection, the procurement department implemented “Hazardous Substance Free (HSF)” graded management and control measures and request a Chemical Material Safety Data Sheet from the supplier, even for trial chemicals, to ensure the raw materials in the TSRC products are in compliance with the HSF specifications. All departments shall select the suppliers that have passed relevant system certification; all new suppliers are required to pass the TSRC’s CSR evaluation process in all three aspects of environmental, economy and society (e.g. supplier CSR report or CSR evaluation sheet). We uphold the principle of fairness to select suppliers.

Supplier Cooperation and Win-Win Situation

We evaluate and score the qualified suppliers every year with respect to the product quality (including the demand for Hazardous Substance Free), delivery punctuality, cooperativeness, and industrial safety management. In the communication between the suppliers and TSRC, in additional to the routine communica-

tion between TSRC purchasing personnel and suppliers, both parties can communicate via the established SAP, such as amendment of the supplier data, and purchase order inquiry and confirmation.

In addition, TSRC establishes the “Partner Code of Conduct (PCC)” pursuant to the CSR Declaration, including categories of the environment, occupational safety and health, human rights/ethics and labor policies. We en-

公告編號	公告主旨	截止日期
ANN1503001	柴油車納錄加裝濾煙器	2015-12-31
ANN1502001	轉知仁大工業區複合中心對道路文德安全要求	2015-12-31
ANN1411001	採購量確認作業說明	2015-12-31
ANN1312001	台灣供應商行為準則	2015-12-31

我想成為供應商
 想加入成為供應商，相關業務諮詢，請 email 至 SupplierService@tsrc-global.com 或 www.tsrc-global.com 或 www.tsrc-global.com
 若您對系統操作有任何一問，可於上班日來電諮詢：(07)3513811 #7364

明日橡膠，今天開始
 關愛社會及環境，共創和諧
 節能減廢，綠色製程

© Copyright 2013 TSRC Corporation. All Rights Reserved

Supplier platform of TSRC <http://srm.tsrc-global.com>

Home Page

Report Table of Contents

1 · About TSRC

2 · CSR and Sustainability Issue Management

3 · CSR - Economy

Milestones

Financial Performance

Corporate Governance

Supply Chain Management

Product Responsibility and Customer Relationship

4 · CSR - Environment

5 · CSR - Society

6 · Attachments

courage the suppliers to follow all national and other applicable laws and regulations of their respective countries to become a sustainable leading company. We also encourage them to establish their own code of conduct and extend this action to the supply chain.

We request our partners to observe the local laws and regulations, ban forced / compulsory labor, and ensure legal work hours, wages, and welfare benefits. TSRC has included ISO 9001, RoHS (HSF), QC 080000, ISO 14001, ISO45001, CNS45001, and CSR as important indicators in the selection of the suppliers. We request our suppliers to observe the regulations on the freedom of assembly and association, abolition of child labor, and elimination of forced/ compulsory labor to maintain the basic human rights. No violations were found in 2020 pursuant to the evaluation results in accordance raw materials supplier CSR evaluation sheet.

In addition to the strict prohibition of child labor, we conduct investigation of the suppliers

via the CSR evaluation sheet and request the partners to develop and engage in related overall welfare activities under local laws and regulations. If any supplier is found violating any of the aforementioned regulations, the "TSRC' s Vendor Management Procedure" shall apply. According to the raw material supplier re-assessment plan, we conducted the written review of 6 raw material suppliers. The suppliers gave a reply and description according to the QAS corporate social responsibility assessment items. All the results of the assessment were qualified. In addition, there were 3 new raw material suppliers and 5 new contractors in 2020. They provided their respective CSR self-assessment lists and all the results of the written review based on these lists met TSRC' s CSR requirements.

We also expect that the partners may participate in the relevant management mechanisms of labor, safety and health, environment, and ethics to ensure sustainable development of the company and achieve a win-win situation for both parties.



Home Page

Report Table of Contents

1 · About TSRC

2 · CSR and Sustainability Issue Management

3 · CSR - Economy

Milestones

Financial Performance

Corporate Governance

Supply Chain Management

Product Responsibility and Customer Relationship

4 · CSR - Environment

5 · CSR - Society

6 · Attachments



Product Responsibility and Customer Relationship

Management Goals in 2021

- Complied with the REACH Regulations and the SVHC Information Delivery Requirements; the TSRC product SVHC inventory achievement rate: 100%
- Continued to update the supplier HSF supporting information

Performance in 2020

- Polymer product SVHC inventory achievement rate: 100%; SVHC inventory of 209 items were completed.



Hazardous Substances Free Policy

- We comply with the HSF (Hazardous Substance Free) related regulations to meet the customer's requirement for eco-friendly products.
- We continuously enhance the environmental standards of the product and manufacture HSF (Hazardous Substance Free) products.



Quality Policy

We adhere to the principles of “Do It Right the First Time” and “Let Deeds Match Words”, and continuously improve quality to provide products and services that satisfy our customers.

From the development to waste, all products of the TSRC at each phase of their life cycle have passed the health and safety impact assessment and control. When marketing products in this trend, we assess the competitive niches of the products in the perspective of health and safety, and actively demonstrate the advantages of our products when contacting the customer in the product exhibition. In consideration of the global environmental protection and the energy-saving awareness leading the development trend of green synthetic rubber, we begin to develop environmental-friendly rubber material and promoted this concept to customers and communicated the efforts we made with them. We emphasize our operating philosophy of sustainable products on websites, during the visit to the customer or in any open occasions (such as conferences and product launch presentations).

Home Page

Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

Considering that the impact of a product on the environment, human health and safety in the life circle is usually decided at the phase or R&D and trial mass production. We develop all of our products with the global environment, safety management of chemical substances and other related laws and regulations as the standards, and do not commence the mass production without confirming the conformity. The rubber products specification, performance and usage notes provided by TSRC will be listed in the Certificate of Analysis (COA) and Safety Data Sheet (SDS Note), to allow the customers to understand the safety usage method, and the Q/A hotline to make every effort in helping the customers receive the needed information. SDS must be attached with the first shipment to each customer, clearly marked with material information, waste treatment, and conditions of use. Besides being queried on the official website, SDS can also be provided to the customer at any time upon demand.

Note : SDS (Safety Data Sheet): We add supplement and revise our SDS and apply for preparation of the versions with different languages pursuant to the "Regulations for Product Safety Data Sheet Operation Management" .



We take the sustainability into account throughout all processes in the product life cycle. By integrating the internal responsible units to improve customer' s satisfaction, we provide more convenient services for the customer and pay attention to the protection of privacy and transaction safety. We also conduct satisfaction surveys in terms of the quality (including HSF), delivery time and cooperativeness on an irreg-

ular basis. If the customer needs a HSF investigation, it will be checked against the Chemical Substance (Product Safety Assessment) Database established by the TSRC. We will respond to the customer' s needs in accordance with the "Hazard Substance Free Management Operation Procedure" .

We explicitly specify the commercial ethics terms in our "CSR Declaration" and require fair transaction, advertisement and competition; standards for the fair transaction, advertisement and competition shall be established and measures for protection of customer' s information shall be available. All of our products are produced, labeled and sold in accordance with related national product regulations, including GHS regulations, Fair Trade Act, protection of intellectual property rights and Personal Data Protection Act. There were no fines, cautions or any illegal events due to the violation against the product safety and health regulations and voluntary specifications; there were also no violation against the marketing regulations and infringement in terms of product liability in 2020.

Home Page

Report Table of Contents

1 · About TSRC

2 · CSR and Sustainability Issue Management

3 · CSR - Economy

Milestones

Financial Performance

Corporate Governance

Supply Chain Management

Product Responsibility and Customer Relationship

4 · CSR - Environment

5 · CSR - Society

6 · Attachments

In 2020, TSRC did not receive any complaints from the external parties confirmed by the organization in relation to customer privacy.

TSRC establishes the "QC 080000_Hazardous Substance Process Management System" in Kaohsiung Factory, Gangshan Factory, and the factory in the Nantong area for them to follow and continue to use the "Green Supply Chain Information Management Platform" to assess and manage the HS information on supplier's raw materials and the chemical substance database for different products to ensure that all the raw materials are in compliance with international environmental protection directives/specifications such as the regulations on RoHS, the latest EU chemical policy (REACH), and requirements for Substance of Very High Concern (SVHC). In addition to establishing the "Hazardous Substances Free Management Procedure" to ensure providing the customer with HSF products, we continue to manage the supplier's sustainability issues and further achieves the goal of the "Hazardous Substance Free" or "Hazard Substance Reduction" to ensure that the composition of the chemical

substance in the raw material, packaging material, semi-finished product and finished product complies with the laws, regulations, and the requirements of the customer's specifications in the hope to reduce the residue of toxic substances in the product, improve the quality of the product, fulfill the Corporate Social Responsibility, and realize the commitment to the customers. In recent years, while the fairness and reasonableness of the raw material sources become more and more important in the international community, such as the Conflict Minerals Rule established by the US Securities and



Continuous Quality Improvement Activities Results Presentation

Exchange Commission (SEC) and other relevant specifications. Therefore, after making the assessment in cooperation with the customer, we confirm that the raw materials of the supplier and TSRC's products are in compliance with the requirements of the Conflict Minerals Free (CMF).

In 2020, TSRC received the request from the customers for inspection of the substances. All of them were assessed pursuant to the management procedure and a corresponding statement was provided as a reply.

Customer Satisfaction

TSRC believes customer satisfaction affects customer loyalty. In order to understand whether the products and services meet the real needs of the customers and whether there is any area that needs improvement, TSRC performs annual customer satisfaction surveys toward major customers and collects information from email / interview or daily business with customers to perform classification, make statistic and graphic data, and finally 5 grades are acquired for comparative

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
 - Milestones
 - Financial Performance
 - Corporate Governance
 - Supply Chain Management
 - Product Responsibility and Customer Relationship
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments

analysis. We study and plan for improvement measures toward the customer' s dissatisfactions and follow up the implementation of the improvement measures to further enhance the quality of our products and services.

TSRC values our customers. We always uphold the concept of "Customer First" and establish a close working relationship with customers to pursue better product quality continuously. For the comments and requirements submitted by our customers who audit our Company in the field, we have acted accordingly through our teamwork execution to operate with a more precise/stringent quality management system. In 2020, we provided customers with improvement reports for all non-compliance matters addressed during the audit. All improvement measures addressed had been implemented completely. To fully understand the needs of the customer, TSRC conducts a satisfactory survey on a regular basis and executes the review at the regular management review meetings in the hope to meet the expectations of the customer.

Enhancing the Quality Culture of the Company

To improve the customer' s satisfaction with our product quality, we try our best to meet the requirements of the customer. TSRC promotes the continuous improvement activities by establishing 7 Continuous Improvement Teams (CITs) (across all subsidiaries) since 2018. With the methods of QC7 / 8D / KT / DOE experimental design and a series of tests and presumptions, regression analyses, professional education and training of the statistical software, TSRC uses problem analysis/logic and statistic approaches to make improvements with respect to the issues related to the quality and production process capability on an ongoing basis. The CIT with outstanding performance will be rewarded at the end of the year.

By the sustainability questionnaire survey (e.g. Supplier Code of Conduct, HRP (Human Rights Protection Policy) or systematic collection of sustainability information (e.g. CDP, Climate Change Questionnaire, EcoVadis, CSR Assessment) in relation to the stakeholders (e.g. the customer and investor), the factory properly responds to the requirements of the stakeholders.



We also encourage employees to propose Error Cause Removal (ECR) proposals for improvement. In 2020, the departments of TSRC put forward a total of 1,573 proposals and at least 1,186 were adopted and rewarded with a prize above the Proposal Award.



Continuous Quality Improvement Activities Review Meeting

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · **CSR - Environment**
 - Greenhouse Gas Management and Reduction
 - Energy Savings
 - Water Resources
 - Waste and Other Pollutions Discharge Management
 - Compliance with Environmental Protection Laws and Ecological Conservation
 - Environmental Investment
- 5 · CSR - Society
- 6 · Attachments

Corporate Social Responsibility – Environment



Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · **CSR - Environment**
 - Greenhouse Gas Management and Reduction
 - Energy Savings
 - Water Resources
 - Waste and Other Pollutions Discharge Management
 - Compliance with Environmental Protection Laws and Ecological Conservation
 - Environmental Investment
- 5 · CSR - Society
- 6 · Attachments



Energy Policies

Comply with the laws and regulations, implement energy inventory.
Select high efficiency equipment, improve energy-saving performance.
Continue to improve, reduce greenhouse gas emissions.



Environmental Policies

Cherish the Earth' s resources and fulfill environmental responsibility; implement continuous improvement for corporate sustainable operations.



Home Page

Report Table of Contents

1 · About TSRC

2 · CSR and Sustainability Issue Management

3 · CSR - Economy

4 · CSR - Environment

Greenhouse Gas Management and Reduction

Energy Savings

Water Resources

Waste and Other Pollutions Discharge Management

Compliance with Environmental Protection

Laws and Ecological Conservation

Environmental Investment

5 · CSR - Society

6 · Attachments



Greenhouse Gas Management and Reduction

- The ghg emissions per ton of products was less than the emissions in 2019 by 3%.
- Taiwan factories have achieved the “phase ii target and vision” of the national ghg emissions reduction policy earlier; that is, the ghg emissions in the current year was less than the emissions in 2005 (base year) by 10%.



In TSRC Group, the total greenhouse gas (GHG) emission of in 2020 were 615,065 tons of CO₂ equivalent, calculated with the internal CSR indicator management system. Scope 1 was 229,101 tons of CO₂ equivalent and Scope 2 was 385,964 tons of CO₂ equivalent.

The global warming and the hazard of haze enhance the concern of the people about the air quality and GHG emission. We take proper corporate social responsibility with this respect and install air pollution control systems and monitoring equipment in all factories and continue the check of relevant facilities to prevent production of air pollutants. We also establish concrete energy management regulations and set reasonable goals, and take our responsibility for the environment by way of audit, training, and communication.

In addition to establishing the standard procedure for greenhouse gas verification and the implementing the greenhouse gas inventory, our Kaohsiung Factory has completed the greenhouse gas inventory and external verification. The inventory results are registered in the “Environmental Protection Administration, Executive Yuan - National Greenhouse Gas (GHG) Registry” . Among the subsidiaries in China, Shenhua Chemical, Nantong Industrial and TSRC-UBE finished the 2020 GHG inventory according to ISO 14064-1 and the provincial key enterprise GHG emission reporting system of Jiangsu Province. TSRC used the certified method and the TSRC CSR indicator system

Home Page

Report Table of Contents

1 · About TSRC

2 · CSR and Sustainability Issue Management

3 · CSR - Economy

4 · CSR - Environment

Greenhouse Gas Management and Reduction

Energy Savings

Water Resources

Waste and Other Pollutions Discharge Management

Compliance with Environmental Protection

Laws and Ecological Conservation

Environmental Investment

5 · CSR - Society

6 · Attachments

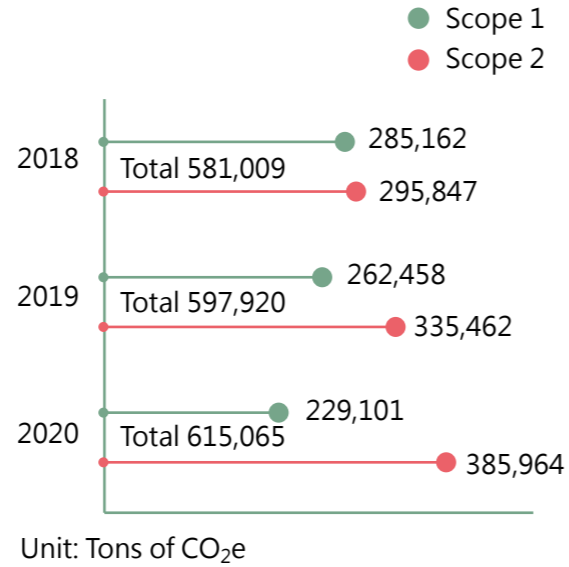
to finish the internal calculation of greenhouse gases. With a systematic environmental management model, we continue to increase the efficiency of the energy use (using clean fuel), reduce the operation cost and decrease the greenhouse gas emission to achieve the goal of continuous improvement of carbon reduction. TSRC and its subsidiaries have been phasing out black coal as planned in recent years. All the affiliates of the Group have ceased using black coal from the beginning of 2021. Kaohsiung Factory continuously used natural gas as a substitute for fuel oil, which has been completely phased out since July 2020.

TSRC' s emission intensity per unit product was 1.16 (tons of CO₂e/ton) in 2020. We promote the clean production process, strengthen the internal autonomy to improve resource efficiency and equipment performance, reduce pollution sources, substitute raw materials, reclaim waste to minimize the environmental burden and track the change of the environment using different management systems.

In Taiwan Area, we comply with the boiler emissions standard in the "Emission Standard of Air Pollution from Combustion Equipment in Kaohsiung City" . Also, we continue to monitor the air pollution emissions to make sure the emissions fit the related requirements of the air quality indicator (AQI). In China Area, we also act in line with "different energy-saving and emission-reduction requirements" and construct the LADR (Leak Detection and Repair) to monitor the emissions to set energy saving and emission reduction as an important goal of optimizing the economic structure, promote the green loop low-carbon development, and accelerate the construction of an ecological civilization. We make capital investment to strengthen the production process improvement and equipment efficiency enhancement, and promote actionable energy saving and carbon reduction measures every year. With the support of effective energy saving approaches, the greenhouse gas emission of Kaohsiung Factory in 2020 was 16.7% lower than the emission in the base year (2005), and the Phase II target

and vision of the national GHG emissions reduction policy had been achieved. We are committed to reducing the greenhouse gas emissions by 2050 to less than 50% of the emission in the base year to show the Company' s determination in the promotion of energy saving and carbon reduction.

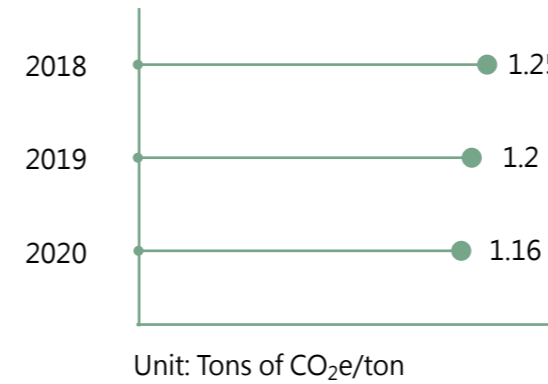
Total GHG emissions of TSRC Group in the Recent Three Years



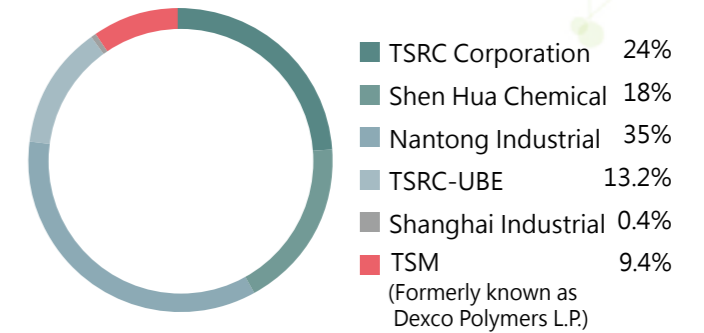
Note:

1. Scope 1: Direct Greenhouse Gas Emission: Greenhouse gas emission from the Company owned or controlled greenhouse gas emission sources.
2. Scope 2: Energy Indirect Greenhouse Gas Emission: Greenhouse gas emission from the Company purchased electricity, heat and steam and other energy.
3. Greenhouse Gas of Scope 3 is all the other indirect Greenhouse Gas Emissions not directly controlled by TSRC, as a fixed qualitatively identified emission source when performing Greenhouse Gas inventory including: employee commutes, business travel, outsourced logistics/repair and outsourced waste disposal, landfill and incineration, and other activities.
4. The GWP greenhouse gases emission potential is based on the coefficient in the Fourth Assessment Report (AR4) of the IPCC.

TSRC Group' s GHG emissions intensity per unit product



2020 GHG emission ratio of the Group' s affiliates



- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
 - Greenhouse Gas Management and Reduction
 - Energy Savings
 - Water Resources
 - Waste and Other Pollutions Discharge Management
 - Compliance with Environmental Protection Laws and Ecological Conservation
 - Environmental Investment
- 5 · CSR - Society
- 6 · Attachments

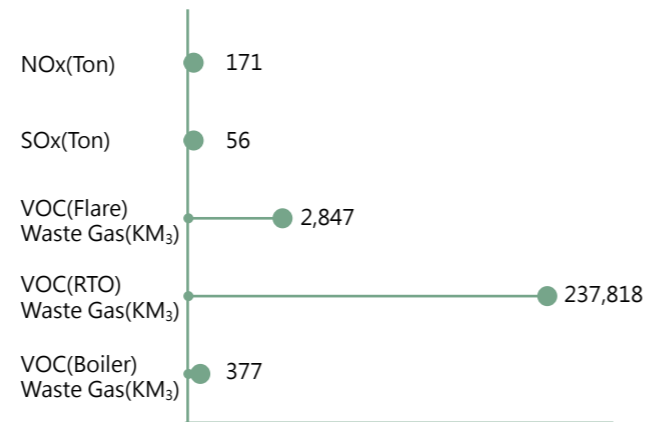
Other Air Pollutants Discharge Management

To avoid the impact on the ambient air quality, TSRC installs air pollution prevention and control equipment and automatic boiler chimney exhaust monitoring system in accordance with the requirements of the laws and regulations. The equipment and system have received the permits for installation and operation and to monitor the VOC leakage in the factory (e.g. Kaohsiung Factory designed an equipment component leak map in 2020 to find out the

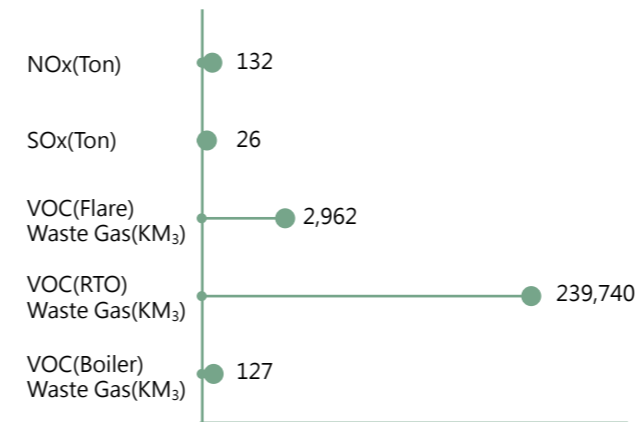
location of high risk. It also conducted regular inspection, took follow-up actions, and carries out annual repair to ensure compliance with air pollution regulations). We continue to monitor, analyze and track the inspection results to ensure that all the emissions in factory comply with the provisions of the laws and regulations. So far, the air pollutants discharged in all major operation bases include VOCs, NOx, and SOx.

We have received legal permit for operation of the pollution prevention and control equipment and automatic boiler chimney exhaust monitoring system in the factory and conducted regular inspection of the emissions from the exhaust flues. We continue to monitor, analyze and track the inspection results to ensure that all the emissions in factory comply with the provisions of the laws and regulations.

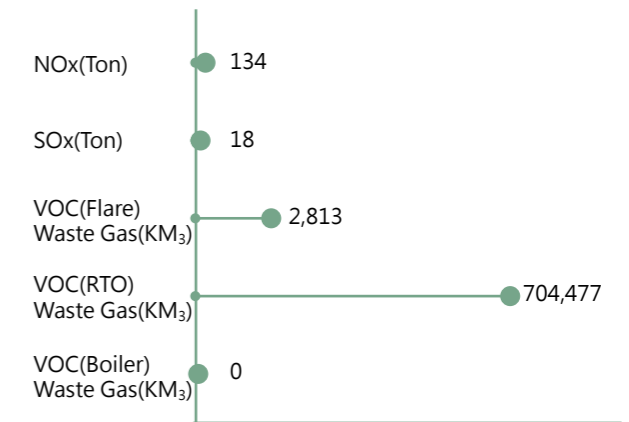
Volume of Air Pollution Emitted by TSRC Group of 2018



Volume of Air Pollution Emitted by TSRC Group of 2019



Volume of Air Pollution Emitted by TSRC Group of 2020



Note:

1. Nantong Industrial ceased using boiler at the end of 2019 and the waste gas originally discharged from this boiler was exhausted through RTO, resulting in higher VOC combustion emissions from RTO in 2020.
2. The SBR emissions are incorporated in the VOC (RTO) waste gas emission statistics from 2020.


- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
 - Greenhouse Gas Management and Reduction
 - Energy Savings
 - Water Resources
 - Waste and Other Pollutions Discharge Management
 - Compliance with Environmental Protection Laws and Ecological Conservation
 - Environmental Investment
- 5 · CSR - Society
- 6 · Attachments


Energy Savings


TSRC uses the energy management system to perform the audit operation, which helps analyze energy use and consumption status, and we can thus establish energy performance indicator based on major energy consumption areas. TSRC strives for enhanced energy utilization efficiency to reduce energy consumption, continue to improve production process, upgrade equipment, and recycle materials to achieve the objective of energy conservation and control every year.

Given the fact that electricity is critical for the production, the Kaohsiung Factory is equipped with heat and power station. TSRC is also committed to equipment transformation, site management, office equipment improvement and other aspects to implement energy-conservation measures. By performing the inventory pursuant to the ISO 50001 Energy Management System, we thoroughly check the equipment consuming more energy and create baseline data to establish the energy conservation ob-

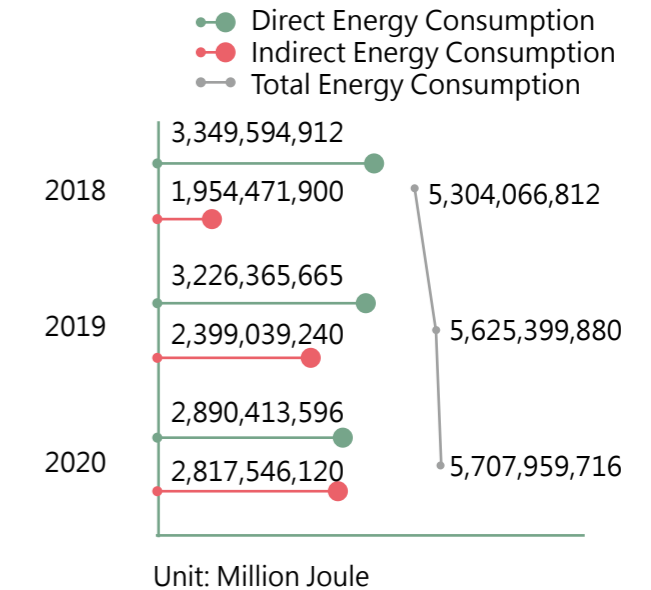
jectives. Only recognizing our own position and future direction in the global wave of carbon reduction after understanding our own GHG total emissions and energy intensity can we effectively save the energy and reduce emissions.

 The energy consumption intensity per ton of products was 4% less than the consumption intensity in 2019.

 The power saving rate in taiwan factory area reached up to 2.25%.

 From 2015 to 2020, the annual power saving rate in taiwan factory area reached up to 1.68 % On average.

TSRC Group's Nonrenewable Energy Consumption



Home Page
Report Table of Contents

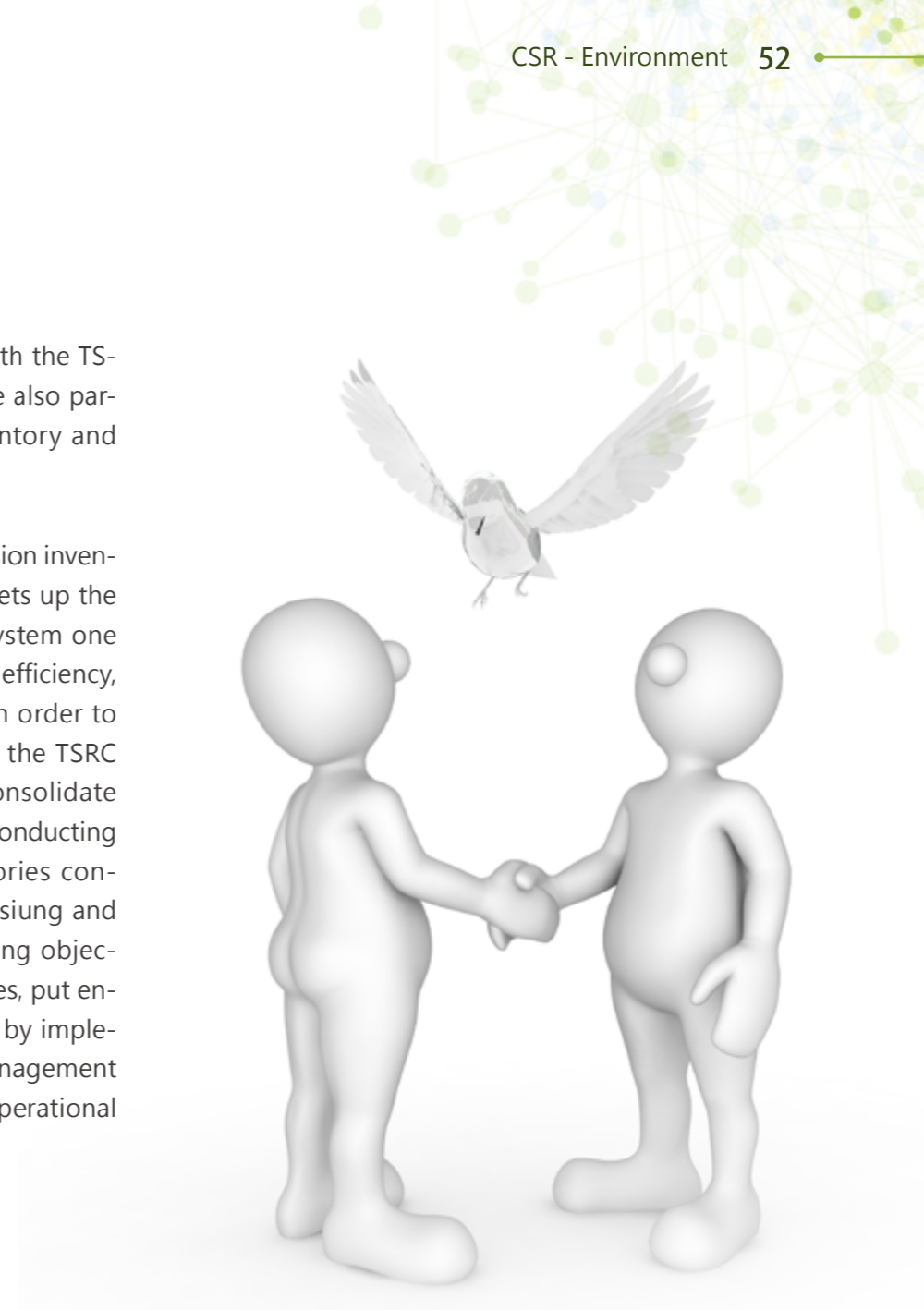
- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
 - Greenhouse Gas Management and Reduction
 - Energy Savings
 - Water Resources
 - Waste and Other Pollutions Discharge Management
 - Compliance with Environmental Protection Laws and Ecological Conservation
 - Environmental Investment
- 5 · CSR - Society
- 6 · Attachments

In terms of product development, we developed a thermoplastic rubber material in order to enhance energy conservation during the use stage. This product is between traditional rubber and plastic. It is recyclable and has the basic properties for reprocessing, and is more effective in reducing environmental pollution and energy consumption. AMD continues to be committed to a foaming ultra-lightweight material. Through the foaming technology, the use of raw materials accounts for only 30 to 50% of the original general plastic or rubber materials. It not only greatly reduces the consumption of raw materials, but also minimizes the burden on the social environment in terms of the finished products.

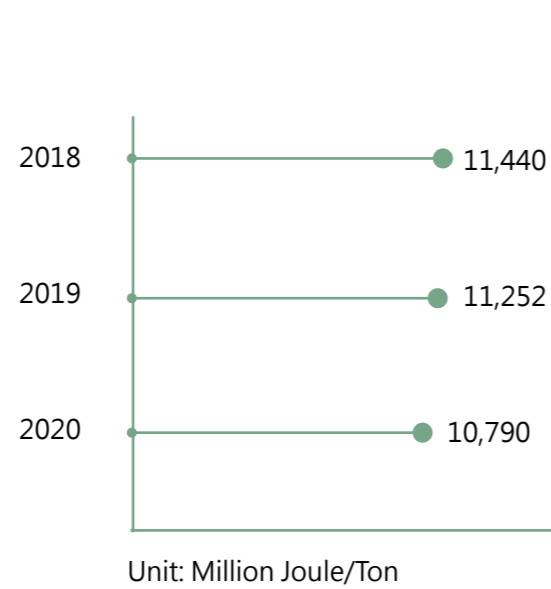
To ensure a sustainable environment on the earth, the “clean energy” has become the goal internationally and green energy is being developed to facilitate the circular economy.

These policies are in compliance with the TSRC’ s idea of clean production. We also participate in the GHG emission inventory and energy saving programs.

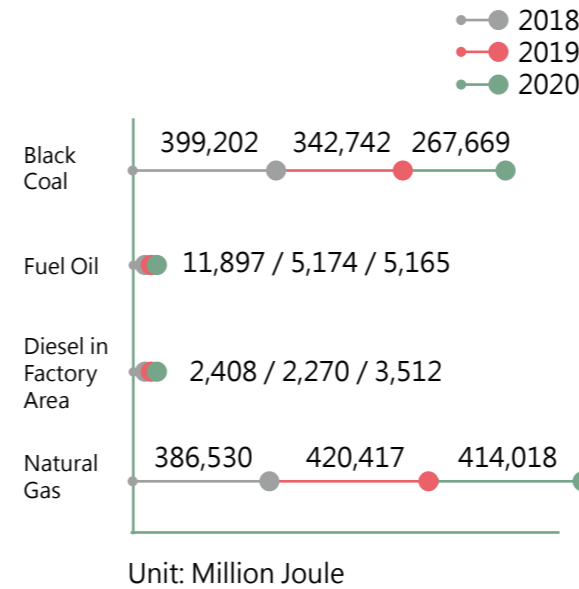
And, in addition to the GHG emission inventory, the department of the TSRC sets up the ISO 50001 Energy Management System one after another to check the process efficiency, system, and relevant regulations in order to ensure the energy efficiency of all the TSRC factories. TSRC will continue to consolidate the energy performance plans by conducting energy review aiming at the factories consuming more energy such as Kaohsiung and Nantong, and develop energy saving objectives on the existing energy baselines, put energy saving measures into practice by implementing the ISO 50001 Energy Management System, and regularly review the operational results.



TSRC Group' s Energy Consumption Intensity per Unit Product

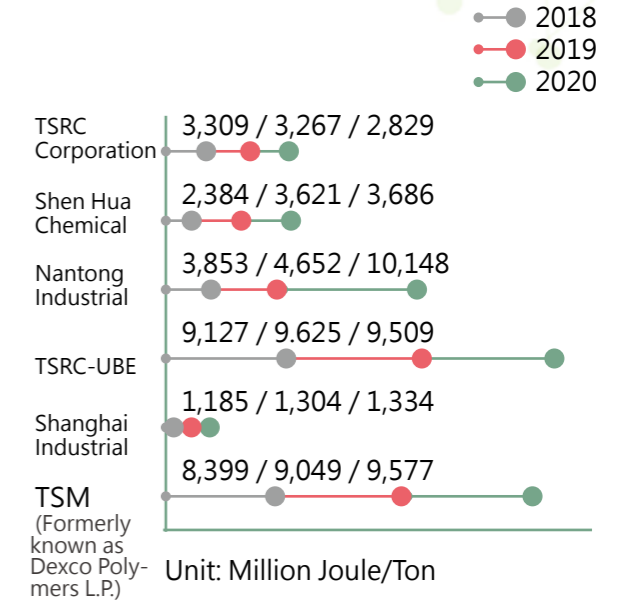


TSRC Group' s Direct energy consumption (based on coal oil and natural gas)



- Note:
1. Each Metric Ton of Black Coal = 5.6 Gcal
 2. Each Kiloliter of Diesel = 8.8 Gcal (1 Kiloliter = 0.8304 Ton)
 3. Each Kiloliter of Fuel Oil = 9.6 Gcal
 4. Each Cubic Meter of Natural Gas = 9.0 Gcal
 5. 1 Gcal = 4,186.8 MJ = 0.0041868TJ
 6. 1 mscf=28.317m3
 7. For the energy consumption in each area, black coal is mainly used in the China Area while natural gas is the main energy in Taiwan Area and the USA Area.

TSRC Group' s Indirect Energy Intensity (based on electricity and steam)



- Note:
1. The consumption of purchased electricity and steam of Nantong Industrial in 2020 was much higher than the previous two years due to discontinuation of the boilers and trial run of the new production line.
 2. 1 Degree = 1 Kilowatt-Hour (KW/H), 1W = 1 J/S, 1000 Degrees = 1000kW*3600S/H = 3,600,000 KJ = 3600 MJ
 3. The heat absorption needed to vaporize a ton of water = 2260000J/kg (vaporization heat of water) x 1000 kg = 2,260,000,000 J = 2,260 MJ

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
 - Greenhouse Gas Management and Reduction
 - Energy Savings
 - Water Resources
 - Waste and Other Pollutions Discharge Management
 - Compliance with Environmental Protection Laws and Ecological Conservation
 - Environmental Investment
- 5 · CSR - Society
- 6 · Attachments

The energy saving measures and items of the factories are as follows:

Taiwan Area

- Fuel oil and purchased steam were replaced with natural gas.
- The ammonia compressor (PC-311C) was replaced along with the installation of corresponding high performance motors.
- The blades of the cooling water tower were replaced with those of high-efficiency.
- Strategic stop of the machine during trial production of new products.

China Area-Nantong Area

- RTO boilers were replaced and new gas-fired boilers were used.
- High-efficiency operation was conducted to ensure fully loaded dual line operation.
- Circulating water pumps were replaced with efficient pumps.
- The latex heating system was improved to make use of residual heat from the ammonia system or waste water.
- The operation of the loop water system was optimized and improved to increase its efficiency and reduce the load of the ammonia condensing.
- The stripping system in the 300 Area was optimized and improved to increase the stripping efficiency.
- The original motors were replaced with efficient energy saving motors.
- The refrigerating system was integrated and absorption refrigerating machines were used for refrigeration to meet the requirements of production. Screw refrigeration compressors were discontinued.
- The large volume of hot water produced by the extruding-desiccation machine was pumped to the stripping station for reuse to reduce the consumption of steam.

China Area-Shanghai Area

- Additional optically controlled screening machines were planned to sieve out contained particles and improve the operation efficiency.
- The resistance heating advices of the extruder was replaced with infrared heaters.
- Equipment that did not reach the national energy consumption level (e.g., oil pump, exhaust fan, and cooling fan) was eliminated.

Water Resource

In 2020, total water consumption of TSRC Group was 4,870,000 tons. Water is the core of sustainable development and important to the climate system. It is a critical linkage between the human society and environment and decisive for adaptation to the climate change. It is expected that there will be about 3 billion people in the world facing water shortage and fresh water will become insufficient substantially in 40 countries and regions in 2025. About 2/3 of the people in the world will live in countries with the problem of water shortage in 2025. Due to a terrain that facilitates the formation of devastated streams, rainwater is hard to be conserved in Taiwan though heavy rainfall is common in this region.

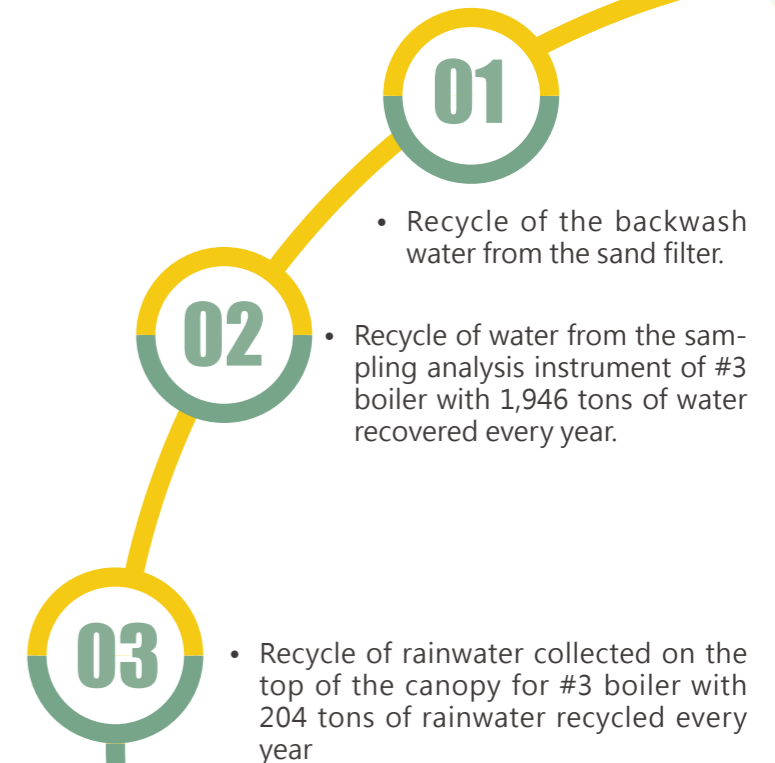
By combining the experiences in production of synthetic rubber and water treatment, we review every water consuming node in the process and use the recycled water first. We also implement a systematic water saving and recycling plan. In the meantime, we use the data from the continuous motoring meters in the field and the data on the design of tanks to monitor the discharge of wastewater from each plant for the purpose to save water. The main

water source of the Kaohsiung Factory is from the Gaoping River, resulting in a water shortage crisis during water shortage periods or storm period, in order to effectively prevent the operational impact caused by water shortages. TSRC actively promotes water conservation measures through increasing production process wastewater recycle rate, production capacity adjustment and other methods, and discusses water conservation and wastewater reduction objectives in the meeting regularly for improvement. Tap water is the only source of water used by the main TSRC business locations.

All TSRC production bases are striving for water recycling, mainly used for cooling systems. The Kaohsiung Factory' s wastewater recycle rate in production process reached 34.9% in 2020. All the affiliates of the Group continued to implement water-conservation measures and focus on production process wastewater recycling and reuse. Shanghai Industrial recycled wastewater by replacing water pipes and pumping vacuum on the production lines. The total volume of TSRC' s recycled water was 890,000 tons and all factories were committed to improving the water treatment system and

reducing the consumption of process water. For example, Kaohsiung Factory assessed the water saving opportunities pursuant to the “Environmental Considerations Assessment Management Regulations” and took the following water saving measures in the recent two years:

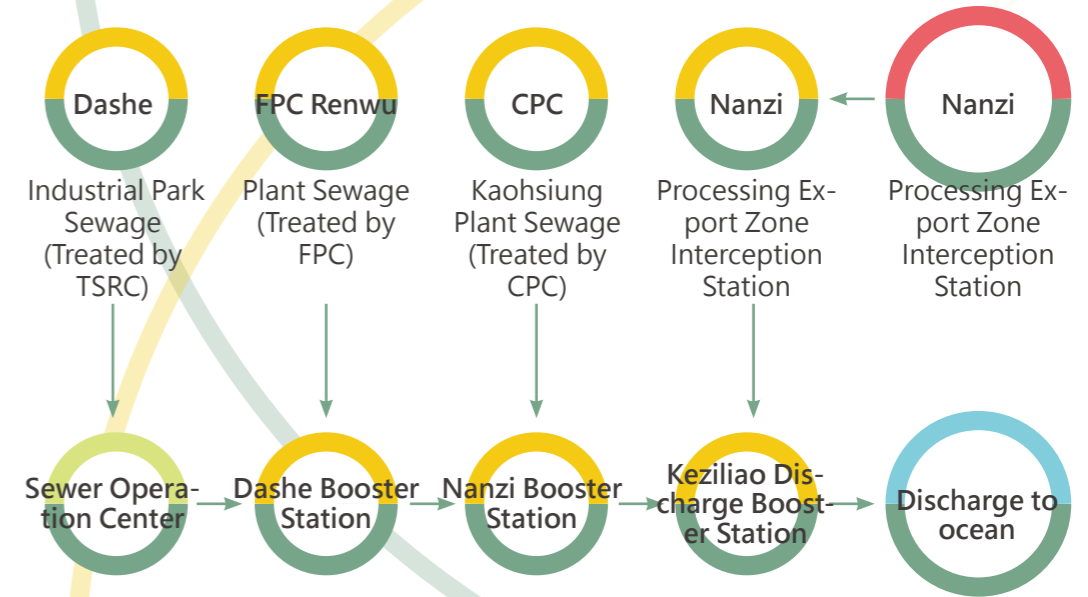
Methods and Measures



TSRC's total water drainage was 2,770,000 tons in 2020. The main components of the wastewater were COD and SS. Wastewater from each factory was drained directly to the dedicated wastewater treatment plant in the industrial park and the quality of the drained water was also monitored by the industrial park. In addition to the flow of the wastewater and the real-time online monitoring of the water quality, we conducted regular wastewater testing to ensure compliance with the water standard of the wastewater treatment plant. The Kaohsiung Factory discharges the wastewater to the Ren Da/Benjow Industry directly. After being treated at the tertiary pumping station of the sewage treatment plant, the wastewater is released to the Taiwan Strait. Nantong Industrial and TSRC-UBE install the wastewater COD gage, ammonia gage, pH meter, and flow meter behind the monitoring well at the main outfall. The result of the measurement is transmitted to the sewage discharge platform of the park in a real-time manner. Shen Hua Chemical cooperates with the sewage treatment plant regularly to take water samples for testing on Monday every week. The sampling person is an operator in the area who coordinates with the personnel of the responsible section. The wastewater discharge volume (instantly), the COD/ammonia (two hours/sampling), and pH value (instant) are transmitted outward via the transmission platform in the COD room.

The recycled water of Nantong Industrial increased thanks to the trial production of the new production line, which also made contribution in the recycle of water. The recycled water of TSRC-UBE was used for refill the circulating water tower. The filth formation and damage occurring in heat exchange in recent years had impact on the safety of the production. To solve this problem, the volume of the recycled water was controlled to a certain extent to ensure the quality of the circulating water.

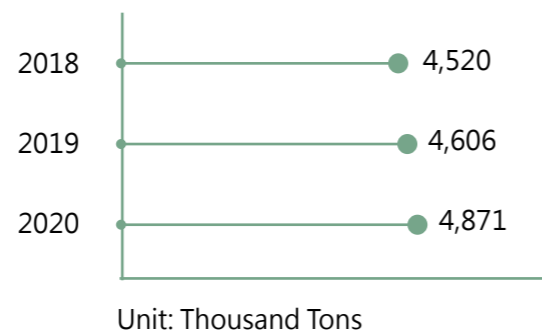
Sewage Pumping Process



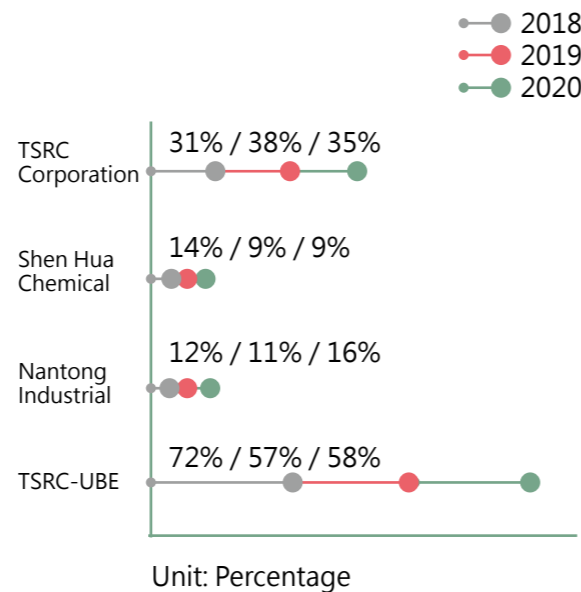
Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
 - Greenhouse Gas Management and Reduction
 - Energy Savings
 - Water Resources
 - Waste and Other Pollutions Discharge Management
 - Compliance with Environmental Protection Laws and Ecological Conservation
 - Environmental Investment
- 5 · CSR - Society
- 6 · Attachments

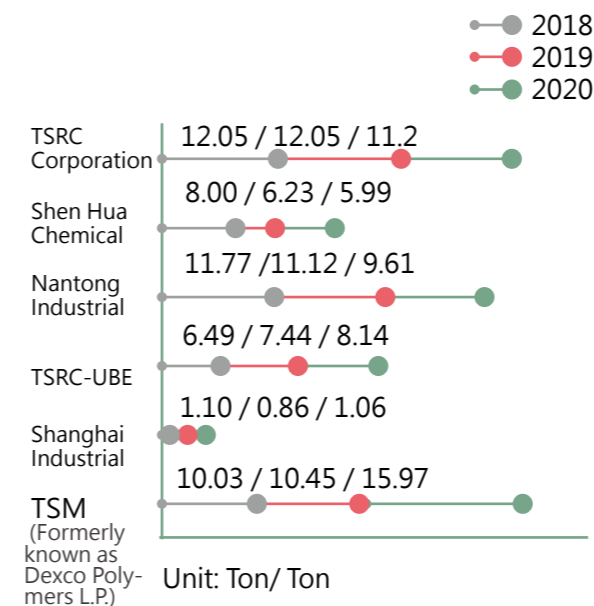
Total Water Consumption of TSRC Group



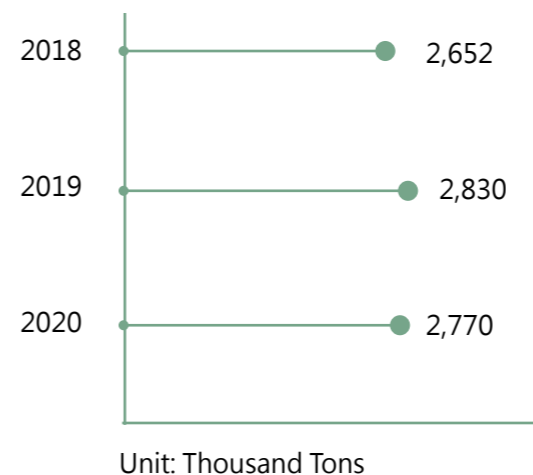
Water Recycle Rate



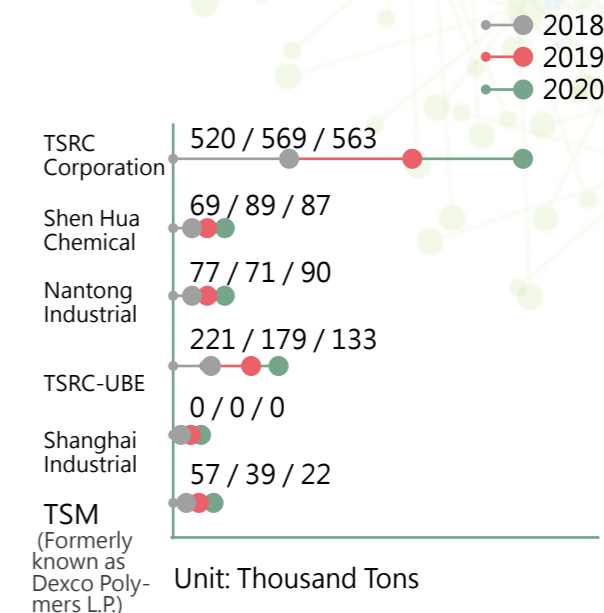
Water Consumption Intensity per Unit Product



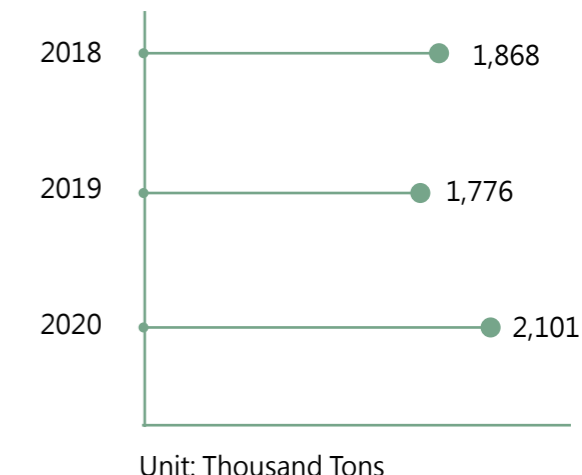
Total Water Drainage of TSRC Group



Recycled Water



Total Water Consumption of TSRC Group



Total water consumption = total water usage - total water drainage

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
 - Greenhouse Gas Management and Reduction
 - Energy Savings
 - Water Resources
 - Waste and Other Pollutions Discharge Management
 - Compliance with Environmental Protection Laws and Ecological Conservation
 - Environmental Investment
- 5 · CSR - Society
- 6 · Attachments

Waste and Other Pollution Discharge Management

To control the business waste effectively, we conducted the removal, disposal or recycling properly in accordance with local environmental laws and regulations and confirmed the implementation status of this removal, disposal or recycling by submitting a report regularly within the required time to avoid punishment. Based on the spirit of pollution control manifested in ISO 14001, we constantly applied the environmental strategies of integration and pollution control to the processes, products and services to reduce the waste and sludge (from wastewater) on an ongoing basis in the hope to increase the ecological benefit and minimize the harmfulness to the human and environment. All the departments carried out the classification, collection, storage, management, removal and disposal of the waste in accordance with the Guidelines for Arrangement, Reporting, and Tracking of Business Waste to control the waste effectively.

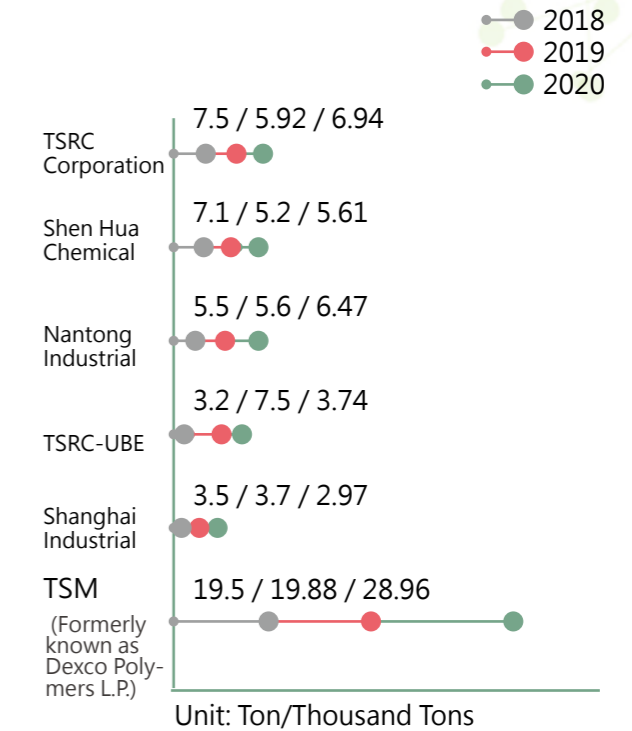
We introduced the Hazard Substances Free management and verification in the research and development phase in order to reduce the

environmental impact of the products, continued to invest in the development of green production process technology, and responded to the market trend of “non-toxic environments”. For example, the Application Research Center developed the environmentally friendly gas as a foaming agent to significantly reduce the damage to the human body and the environment and achieve the effect of recycling the exhaust gas. In addition, TSRC is also committed to the non-toxic non-ferrous materials development. The relevant products are in compliance with the RSL safety certification to ensure that the Company’s products are hazard free to the environment.

2020 Ratio of Waste Types



Waste Volume per Unit Product of the Group’s Affiliates



Note : The statistics of TSRC’s business waste include the waste of Kaohsiung Factory and Gangshal Factory. The recycled waste that was exempt from reporting as announced by the Environmental Protection Administration have been incorporated in our CSR report for statistical purposes since 2020.

- Home Page
- Report Table of Contents
- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
 - Greenhouse Gas Management and Reduction
 - Energy Savings
 - Water Resources
 - Waste and Other Pollutions Discharge Management
 - Compliance with Environmental Protection Laws and Ecological Conservation
 - Environmental Investment
- 5 · CSR - Society
- 6 · Attachments

TSRC disposes waste pursuant to relevant laws and receives the approval for its waste disposal plan. The management unit systematically controls general and hazardous business waste and store, manage, report, follow up, and transport it properly to prevent pollution of the environment; we announce the waste and containers to be recycled and establish a strict classification system for recycling. In addition, various raw materials recycled and reused or applied to other usage can reduce the impact on the environment through improvement of the production process and integration of various technologies.

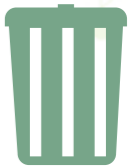
Currently, the waste of TSRC is classified into the following categories: general business waste, hazardous business waste, and recyclable waste. They are disposed in a way complying with the requirements of the "Waste Disposal Act" and the disposal is commissioned to qualified waste treatment companies under our authorization. All of our waste is treated by lawfully contracted waste treatment companies to securely clean up and submit reports to prevent

pollution of the environment. Resource waste includes rubber waste, metal waste, plastic waste, waste pallets and paper/cardboard, etc., after they are classified, collected and recycled by the local qualified recyclers. A classification and recycling system is implemented at each operation base to recycle and reuse the waste, reduce its quantity and protect the environment.

Waste Disposal of Kaohsiung Factory

General Business Waste (including general garbage)

Incineration Treatment	259 Tons
Physical Treatment	44 Tons
Landfill Treatment	88 Tons
Heat Treatment	9 Tons
Reuse	203 Tons
Washing Treatment	31 Tons



Recyclable Resources

Reuse	306 Tons
-------	----------



Hazardous Business Waste

Incineration Treatment	42 Tons
Solidification Treatment	3 Tons



Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
 - Greenhouse Gas Management and Reduction
 - Energy Savings
 - Water Resources
 - Waste and Other Pollutions Discharge Management
 - Compliance with Environmental Protection Laws and Ecological Conservation
 - Environmental Investment
- 5 · CSR - Society
- 6 · Attachments

Compliance with Environmental Protection Laws and Ecological Conservation

TSRC is committed to the environmental protection responsibility and emphasizes the compliance with related laws and regulations. All the global operational bases review the identification and assessment of the environmental laws and regulations in order to comply with local government' s environmental protection regulations with respect to air pollution prevention, water pollution prevention and waste and toxic substances control. We promote energy saving and waste reduction, prevention of air pollution, and reduction and recycling of wastewater pursuant to the ISO 14001 Environment Management System. We performed the comprehensive reviews on a regular basis by developing the environmental management program. If the assessment reveals any potential risk of violation, such as Environmental Protection Administration' s "Control Target of Greenhouse Gas Reduction" , "Energy Conservation and Emission Reduction in China Area" , and "The Management of Existing Industrial Pipelines" , we will immediately propose improvement plans. All TSRC' s production plants have successfully

implemented the environmental protection policies set by the local governments. For example, Shenhua Chemical, located in the Nantong area in China, implemented the corporate environmental credit evaluation system promoted by Jiangsu Provincial Government and have been evaluated as one of the highest ranked green enterprises for 7 consecutive years up to 2021.

Underground Pipeline Maintenance

After the 731 Kaohsiung Gas Explosion, the Kaohsiung Factory gradually completed the in-line inspections of the hydrogen and butadiene pipelines and implemented the excavation verification and pipeline maintenance after the inspections during 2016 to 2018. In 2019, the Factory finished the setup of the real-time leakage detection system (LSD) and, in 2020, continued to implement the maintenance and management of the underground industrial pipelines and regularly submitted the operation and maintenance report and operation and maintenance project according to relevant laws.

Also, by the continuous implementation of the cathodic corrosion system testing, on-site survey and supervision of third-party excavation, pipeline inspection, training for operation and maintenance personnel, pipeline drawing update and emergency response drill and practical exercise, the Factory ensured the safe operation of the pipeline and protect the public safety of the citizens neighboring the underground industrial pipelines and the operation safety of the laborers.



Kaohsiung City Government Underground Pipeline Audit

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
 - Greenhouse Gas Management and Reduction
 - Energy Savings
 - Water Resources
 - Waste and Other Pollutions Discharge Management
 - Compliance with Environmental Protection Laws and Ecological Conservation
 - Environmental Investment
- 5 · CSR - Society
- 6 · Attachments

The operation of the Local Joint Prevention Organization of Pipeline Bundle 6 contains controlling of the join excavation verification of pipelines, education and training inside the Local Joint Prevention Organization, maintenance of the cathodic corrosion system equipment, reflection of improper third party excavation, pipeline evacuation inventory and the pipeline emergency response drill held by the organization. The down-comer improvement works for the pipeline insulation of the underground drain at the intersection of Huazhong S. Rd. and Chaoxin Rd., Daliao Dist., Kaohsiung City, was

completed in 2020. We won the prize of excellent pipeline model for five consecutive years.

TSRC did not have any discharge of oil/fuel/chemical or waste that led to pollution of the soil or groundwater in 2020. During this reporting period, the Environmental Protection Bureau Kaohsiung City Government performed a random inspection on the equipment component of the Kaohsiung Factory and discovered violation against the "Kaohsiung City Government Equipment VOC Control and Emission Standard" , more process material use than the

approved volume in the Stationary Pollution Source Operation Permit, and violation against the "Air Pollution Control Act" . Thus, the Kaohsiung Factory was punished with a fine of NT\$ 550,000. In view of the violation, the relevant review and improvement meetings were promptly held, the equipment component leak map was established, the VOC concentration value of the equipment components in the production area and related to species was monitored, and analysis was conducted to find out the cause of leakage, propose improvement measures, and reduce the VOC diffusion. The factory adopted an infrared VOC detector (FLIR) to improve the component testing speed and enhance the monitoring of the component. The SAP system was used to set up the "Process Raw Material and Product Use Warning Form" as an alert mechanism. With the Form, the accumulated use of the process raw materials and products was delivered to the responsible personnel to take response measure as early as possible to avoid violation in respect of their use. Up to now, the improvement measures



Excavation verification and inspection of pipelines



harmonious Neighborhood

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
 - Greenhouse Gas Management and Reduction
 - Energy Savings
 - Water Resources
 - Waste and Other Pollutions Discharge Management
 - Compliance with Environmental Protection Laws and Ecological Conservation
 - Environmental Investment
- 5 · CSR - Society
- 6 · Attachments

have demonstrated their significant effectiveness.

All factories and offices of TSRC are located in the legal industrial parks and commercial office areas approved by the authorities of each country, and the raw materials for the production are transported by the contractor through the routes approved for the industrial park. The delivered hazardous raw materials must be labeled and an application shall be filed for approval. Up until now, the assessment results have shown no major impact on the environment. Besides, through the industrial park management center, TSRC, as part of the chemical industry, has long been actively investing in the creation of neighborly relationship with local communities and peaceful living environment for the residents. Though Kaohsiung Factory is facing the issue on “downgrading of the industrial zone” , we, in addition to making assessment intensively and taking countermeasures circumspectly, devote ourselves to the improve-

ment of community residents’ living and local culture preservation. We encourage employees to participate in local community relationship and care in order to create a more harmonious life with local communities through social participation.

There was no community complaint in 2020. If the local community has any complaint, it can be communicated through the environmental safety and administrative unit. We also actively participate in social activities to communicate with the local community.

Ecological Conservation

TSRC’ s production factories and offices are neither located in the habitats that need protection or have been restored nor in any of the 6 protected areas or biologically diverse areas or genetically diverse areas specified by the IUCN (International Union for Conservation of Nature). None of the species in the industrial

park is listed in the “Red List” or “National List of Protected Species in Taiwan” . Specific Issue Disclosures. TSRC Corporation planted trees and turf in the Kaohsiung Factory area to actively green and beautify the environment to reduce the impact on local species. All of TSRC’ s factories are located in the industrial parks. Employee commutes have only a limited impact on the local area and the environment of the nearby residents.

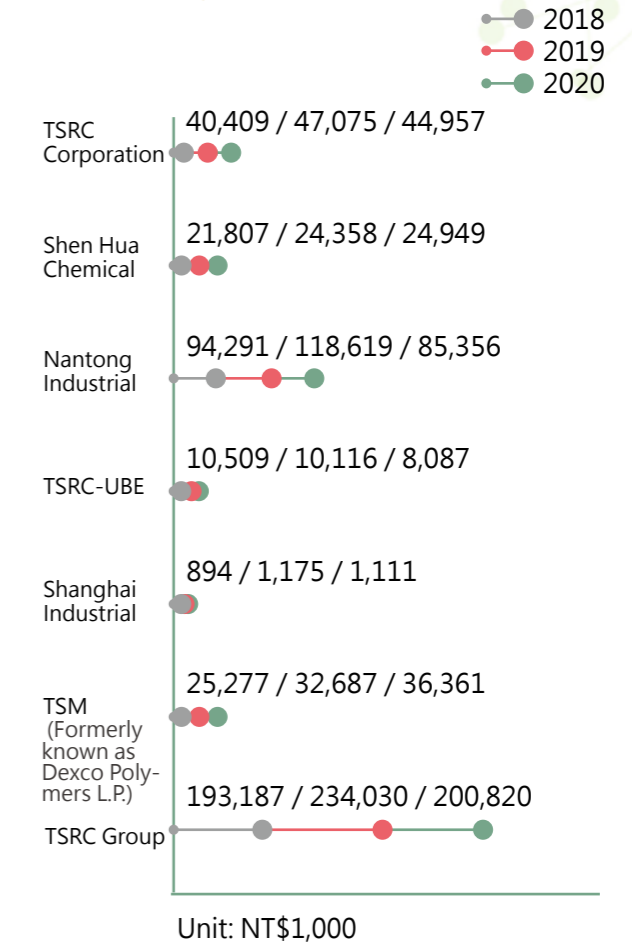
- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
 - Greenhouse Gas Management and Reduction
 - Energy Savings
 - Water Resources
 - Waste and Other Pollutions Discharge Management
 - Compliance with Environmental Protection Laws and Ecological Conservation
 - Environmental Investment
- 5 · CSR - Society
- 6 · Attachments

Environmental Investment

Currently, TSRC's profits and competitiveness are not affected by the environmental pollution. TSRC is actively handling all environmental issues and complies with the laws and regulations to manage improvement work, dedicate our efforts in environmental protection to enhance the Company's image and strengthen our product competitiveness. The Company also advocates using video conference systems or telephone calls and E-mail communication to manage business activities whenever possible to minimize gas-consuming physical travel between colleagues, customers and vendors. We also advocate implementing resource recycling, reducing paper consumption and fulfilling our responsibility for environmental protection. Garbage, resource recycling, and kitchen waste are also subject to recycling and statistics monitoring handled by designated personnel. We introduced the new version ISO 14001 and the concept of environmental risk and prevention to evaluate and figure out material environmental risk and implement necessary environmental protection investment through the environmental management program.

In 2020, TSRC's expenditures in overall Environmental Protection and Investments were NT\$200,820,000 with approximate items including: Environmental Operating Costs, Environmental Management Activities Costs, Environmental Social Activities Costs, Environmental Loss Compensation Costs, Environmental Fees, Taxes and other Expenses, and Environmental Research and Development Costs. TSRC continues to purchase products with energy-conservation certification and energy-conservation products such as inverters, energy-efficient lighting, energy-conservation certified air-conditioners, computer peripherals and consumables, etc. TSRC also actively promotes and sets priority to use recycling and reuse products to lower the impact to environment.

TSRC Group' s Expenditure of environmental accounting



RMB is estimated with the budget exchange rate of 4.35 while USD is estimated with the budget exchange rate of 29.3 in 2020

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · **CSR - Society**
 - Employee Structure and Employment
 - Employee Welfare
 - Occupational Health and Safety Management
 - Educational Training of Employees and Prevention of Occupational Disease
 - Support for Society
- 6 · Attachments

Corporate Social Responsibility – Society



Employee Structure and Employment

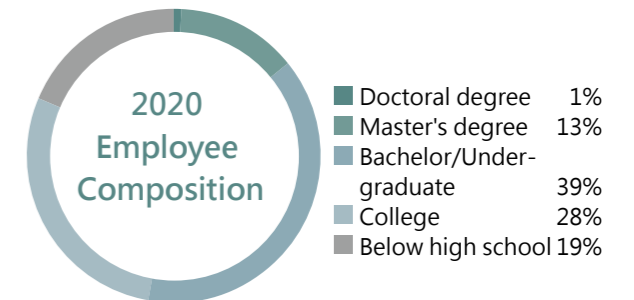
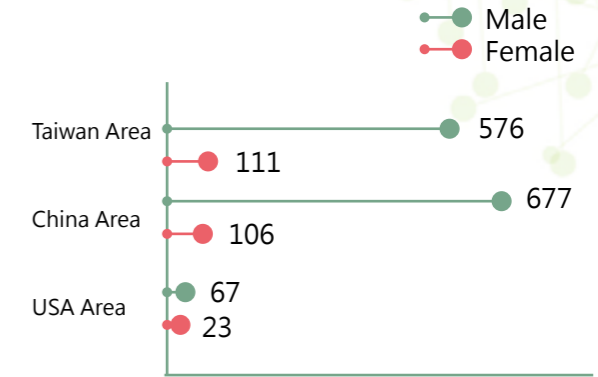
The number of TSRC' s employees in Taiwan Area/China Area and the USA Area was up to a total of 1560 (at the end of 2020); in terms of the work locations, approximately 50% of employees were in China Area; in terms of gender, since TSRC was a manufacturing industry, male employees account for approximately 85%. Hiring at TSRC is based on the competency only and the employees' benefits and compensations will not be affected because of their ethnic origin.

The wages offered by TSRC are in compliance with the provisions specified by the local labor laws and regulations and with equal pay for equal work regardless of gender. All salary adjustments of hiring, evaluation, promotion and transfer, and pay raise are determined by the competency and annual performance evaluation result of the employee, and will not be affected by the factors of their age, gender, area, religion, marital status, and sex orientation. All employee performances shall be evaluated twice a year in accordance with the "Employee Performance Evaluation Regulations" . New employees are hired based on their profession-

al competency and work experience required for their duties, and local residents will be hired with priority among all job applicants of identical qualifications. The KPI of the annual new hire retention rate has completed, and the actual annual new hire retention rate is 88%

In addition, TSRC' s turnover management is controlled according to the maximum limit of volunteer turnover rate established by each Company and employees leave and retirement analysis report to conducted exit interview with the leave of each individual employee to understand the reason for leaving. Focusing on the reason analysis with the correspondent measures (like new employees guidance information, award presentation and employee recognition etc.), we maintain personnel stability.

Total Global Employees 1560 (male 1320; female 240)



All TSRC operating bases are located in the industrial parks or business areas approved by the local competent authorities, and comprehensive assessment of operational and hiring conditions, number of employees and spending in local areas,

etc. are made for this purpose. The operation of the TSRC bases has positive benefits to local communities. The local employment opportunities are created due to operation of the factory and when relevant suppliers deliver goods, the

contractors perform maintenance and other engineering operations during annual repair period, for which the contractors may have higher requirements for manpower.

Ratio of age, gender and area structure of TSRC employees

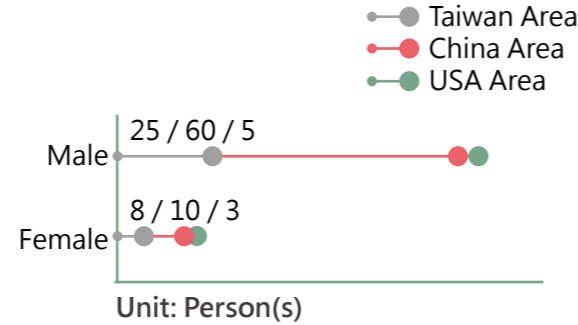
2020 Category	Gender	TSRC Corporation		Shen Hua Chemical		Nantong Industrial		TSRC-UBE		Shanghai Industrial		TSM (原名为 Dexco)	
		Employees	Senior Management (Local Employee)	Employees	Senior Management (Local Employee)	Employees	Senior Management (Local Employee)	Employees	Senior Management (Local Employee)	Employees	Senior Management (Local Employee)	Employees	Senior Management (Local Employee)
Age of 30 and younger	Male	44	0	49	0	80	0	20	0	3	0	6	0
	Female	1	0	5	0	3	0	5	0	1	0	1	0
Age of 30~50	Male	358	5	167	0	183	0	69	1	47	0	32	0
	Female	88	1	26	0	26	0	14	0	18	0	13	0
Age of 50 and older	Male	174	14	35	0	17	1	0	0	7	0	29	2
	Female	22	1	7	0	0	0	1	0	0	0	9	0
Total	Male	576	19	251	0	280	0	89	1	57	0	67	0
	Female	111	2	38	0	29	0	20	0	19	0	23	0
Total Employees		687	21	289	0	309	1	109	1	76	0	90	2
Senior Management Ratio of Local Employees			3%		0		0.3%		0.9%		0		2%

1. Senior Management is a position with a job grade of 19 or higher. There are a total of 25 persons on the Senior Management position.
2. TSRC hires employees with disabilities in accordance with the law and regulations, and pays employment insurance in case of an insufficient number of employees with disabilities is hired.
3. The youngest employee of the Company is 20 years old.

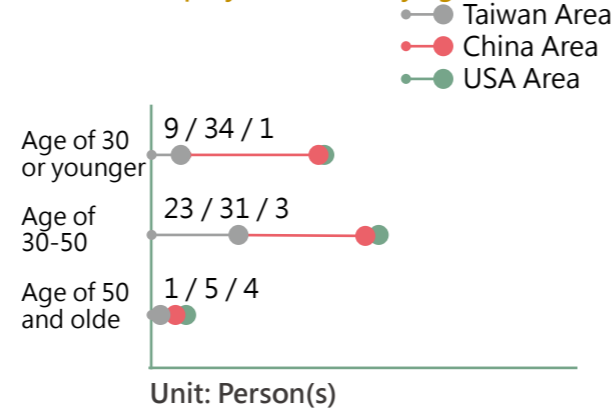
Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
 - Employee Structure and Employment
 - Employee Welfare
 - Occupational Health and Safety Management
 - Educational Training of Employees and Prevention of Occupational Disease
 - Support for Society
- 6 · Attachments

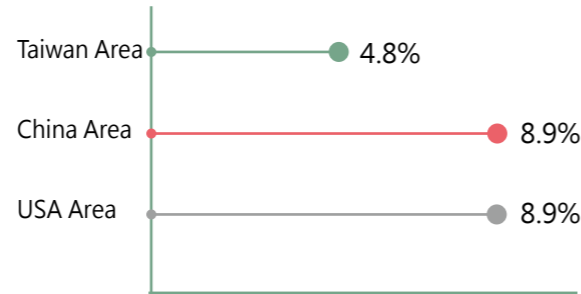
2020 New Employees Count (by gender)



2020 New Employees Count (by age)

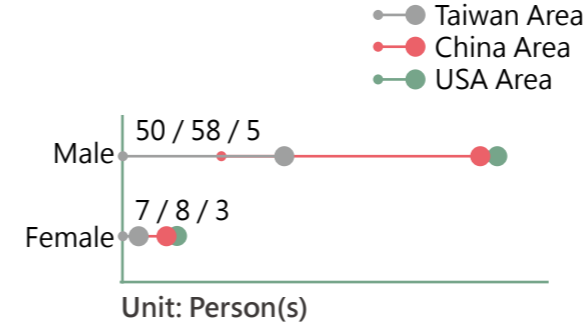


2020 New Employee Ratio

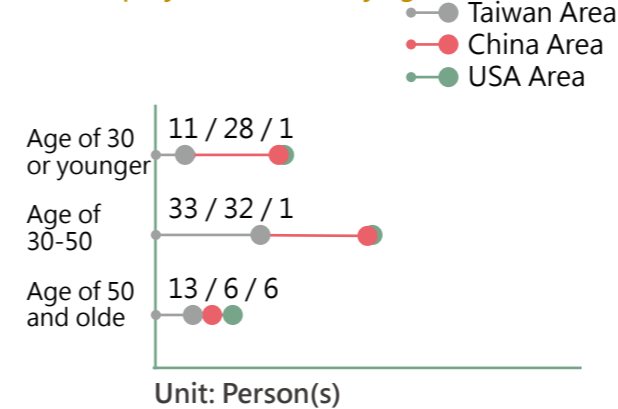


New employment ratio: New employees total count / Total employees

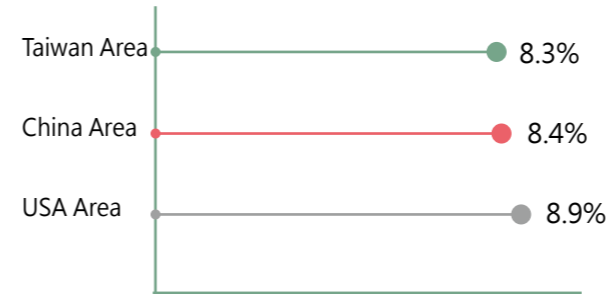
2020 Employee Turnover (by gender)



2020 Employee Turnover (by age)

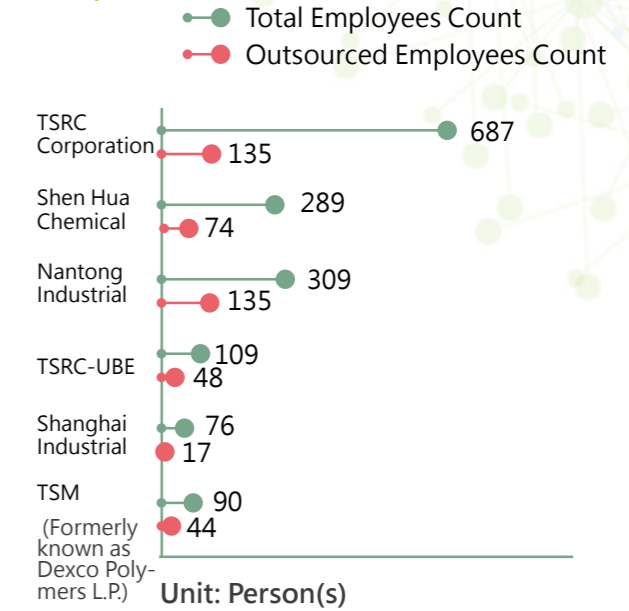


2020 Employees Ratio by turnover

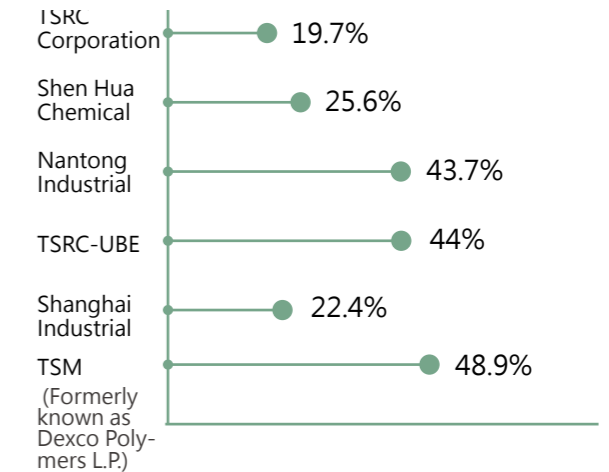


Turnover Rate: Turnover number of employees (including retirement)/(Total employees at the end of the year)

2020 Outsourced Employee Statistics of the Group's Affiliates



Share of Outsourced Employees in Total



The nature of the work implemented by the workers other than the employees mainly includes the long-term routine service/administrative work (canteen/cleaning/security)/warehousing and logistics in the factories

Home Page

Report Table of Contents

1 · About TSRC

2 · CSR and Sustainability Issue Management

3 · CSR - Economy

4 · CSR - Environment

5 · CSR - Society

Employee Structure and Employment

Employee Welfare

Occupational Health and Safety Management

Educational Training of Employees and Prevention of Occupational Disease

Support for Society

6 · Attachments

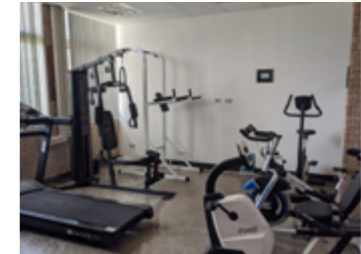
Employee Rights

TSRC guarantees employees with equal work opportunities and a reasonable performance evaluation system, provides a better salary and rewarding system than that required by the Laws and Regulations, and pays attention to local employment responsibilities. We truthfully execute the insurance and pension system for employees according to the law and maintain open and smooth communication channels between employers and employees. They can bring up any unfair cases at any time. In addition to pursuing the safe working environment for the employees' physical health, TSRC pays attention to their mental health and provides different recreational venues to help employees' physical and mental health as well as relieve their stress.

For significant decisions of the Company, the CEO sends an opened letter with the title of "Message to TSRC employees" to give an explanation to all the employees of the Company. In addition to the letter, he/she holds irregular communication meetings with the employees to communicate with them in person.

In addition to the announcement of "TSRC CSR Declaration", TSRC provides Employees

with Appeal Channels through the "Employees Grievance Appeal Management Regulations" and "Sexual Harassment Prevention Measures, Grievance Appeal and Punishment Regulations" to guarantee the human rights of TSRC employees. In the process of grievance appeal investigation, the case is confidential to safeguard the privacy and other rights of the parties and no names or relevant information which can identify the parties are disclosed. The meaning complies with SA8000 Behavior Guidelines to urge our suppliers to reach the same human rights standards as the Company does. Regarding human rights protection and related training, the TSRC Corporate Social Responsibility Declaration and all relevant internal regulations are executed in accordance with the relevant local laws and regulations. For example, protection of the personal freedom and prohibition of discrimination. When there is an update or publication of Human Rights-related laws and regulations (such as gender equality, sexual harassment prevention, and other Human Rights Acts), the Company will take the initiative to publicize those updates to our employees.



Employee Gym



Table Tennis Room



Employee Library

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
 - Employee Structure and Employment
 - Employee Welfare
 - Occupational Health and Safety Management
 - Educational Training of Employees and Prevention of Occupational Disease
 - Support for Society
- 6 · Attachments

We comply with the requirements of internationally recognized labor rights, such as protection legal rights and interests of the employee, prohibition of child labor, and elimination of compulsory labor in any forms. All TSRC subsidiaries are required to comply with local labor-related laws and regulations and implement the regulations of personal freedom protection and without discriminations, and TSRC has never hired child labor. Salary adjustment or hiring, evaluation, promotion and transfer

are determined by the competency and annual performance evaluation result of the employee, and will not be affected by the factors of their age, gender, area, religion, marital status, and sex orientation.

No matter whether assuming office or transfer of the position, we clearly define the duties according to the position of the employee and allow them to resign on his/her own free will. Hence, there has not been any case of forced

or compulsory labor. There were no violations of labor laws and regulations, offenses of the rights of natives or minority groups (including aboriginal employees), or employee discrimination cases in 2020, and no cases of infringement on human rights were filed through the Labor Union, Human Resources Department, Audit and other mechanisms.



Drawing Lots at Spring Party



The End of a Successful Team Work



Group Photo with Visitors

Home Page

Report Table of Contents

1 · About TSRC

2 · CSR and Sustainability Issue Management

3 · CSR - Economy

4 · CSR - Environment

5 · CSR - Society

Employee Structure and Employment

Employee Welfare

Occupational Health and Safety Management

Educational Training of Employees and Prevention of Occupational Disease

Support for Society

6 · Attachments

TSRC supported and respected the spirit and principles of the International Labor Office Tripartite Declaration of Principles, The OECD Guidelines for Multinational Enterprises, UN Universal Declaration of Human Rights and The UN Global Compact, complied with local related regulations of labor and gender equality in employment and established related measures to human rights protection, labor policy and execution.

TSRC Corporation has a Labor Union and we hold labor/management meetings regularly and engage in discussions with employees through official meetings, including communication and coordination of freedom of speech and collective bargaining. All procedures and participation rates comply with the requirements of the laws and regulations. TSRC holds and invites all employees to the CEO Communication Meeting every quarter to communicate the important business directions of the Company.

Separately, with regard to the potential lay-off that might significantly affect employees' rights, TSRC follows the labor laws in terms of

advance notification: (1) 10 days advance notice for employees with service time of more than three months but less than a year, (2) 20 days advance notice for employees with service time between 1 to 3 years, and (3) 30 days advance notice for employees with service time of more than 3 years.

All subsidiaries have open labor/management communication channels. Through these activities, all employees can enjoy the right of collective bargaining with management and their rights are protected.

The management of labor employer relations on the employee' s transfer is also in compliance with the labor laws and regulations in Taiwan / Mainland China / USA, and supervised by the Labor Union of each factory. Moreover, in consideration of the mental and physical health of our employees, when, in response to the needs of working overtime for business promotion, the Person in Charge of the department may assign employees overtime work for no more than the work hours specified in the provisions of applicable laws and regulations.



Happy Employee Dinner Party



Badminton Contest Organized by the Welfare Committee

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
 - Employee Structure and Employment
 - Employee Welfare
 - Occupational Health and Safety Management
 - Educational Training of Employees and Prevention of Occupational Disease
 - Support for Society
- 6 · Attachments

Employee Welfare

Based on the status of operations, market competition, and the result of annual employee performance evaluations, TSRC designs encouraging employee remuneration (Note ¹) and rewarding system (Note ²) under the premises of complying with the local laws and regulations. In accordance with the provisions specified in the "Labor Standards Act", the "Labor Pension Act" and Enforcement Rules and the Pension Fund Accounting Guidelines, a monthly pension is set up by TSRC to the personal accounts of the Taiwan Bank and the staff of the Labor Insurance Bureau and regular meetings are called to review the pension fund utilization status through the "Labor Pension Reserve Supervisory Board", to protect employees' retirement benefits.

For the Mainland China subsidiaries, in accordance with relevant provisions of the Mainland China "Social Security Act", both the Company and employees are contributing to basic retirement insurance, basic medical insurance, work injury insurance, unemployment insurance, and maternity insurance, and the housing provident fund according to the set percentage. After retirement, the employee shall receive

the pension uniformly distributed by the National Labor and Social Security Departments in accordance with the laws and regulations. In addition, for Dexco Polymers in the USA, TSRC also provides insurance and pension funds in accordance with the local Social Security Act, and provides 401(k) (Note ³) Retirement Savings Plan.

In addition, TSRC has arranged insurance better than those specified by the laws and regulations, such as group insurance/spouse group insurance, to protect the work and daily life safety of employees. There are other employee benefits such as meal allowances, New Year's Eve Banquets, annual health examinations, annual group travel, employee long service rewards as well as cash gifts for weddings, childbirth, injury, allowances for disease and funerals, and many benefits are provided. We also provide emergency assistance for employees with difficulties. For the China Area, TSRC has also arranged a cooling subsidy for employees.

To ensure the health and safety of the expatriates during the COVID-19 pandemic in 2020, TSRC provided the updated information on the

pandemic and its prevention as well as care packs (containing masks, ethanol, etc.), and the HR personnel of the head office called the family members of the expatriates and gave them fruits on an irregular basis to show their care. After coming back to Taiwan, the expatriates worked from home during the isolation period and TSRC paid them full compensation during this period. As for the expatriates who could not fly back to Taiwan or the number of flights was reduced due to the pandemic, the balance of the air ticket allowance for 6 flights to Taiwan every year will be offset with a corresponding payment.

Note :

1. For the disclosure regarding the number, the average and median salary of the full-time non-managerial employees in Taiwan Area, please visit the Market Observation Post System for inquiry.
2. Employee rewarding programs are: Patent Application and Reward Regulations, Reward for Model Employees and Long Service Employees, Reward for Outstanding Personnel in Safety and Health and Total Production Management (TPM) Outstanding Team Performance Award.
3. 401(k): Retirement Security Savings Plan of the USA.

Home Page

Report Table of Contents

1 · About TSRC

2 · CSR and Sustainability Issue Management

3 · CSR - Economy

4 · CSR - Environment

5 · CSR - Society

Employee Structure and Employment

Employee Welfare

Occupational Health and Safety Management

Educational Training of Employees and Prevention of Occupational Disease

Support for Society

6 · Attachments

Employees are the most important asset of TSRC. A recreation room is available in every production factories with table tennis, pool table, fitness equipment and other sports and exercise equipment. We provide complete recreation facilities to promote interpersonal interaction among employees and allow employees to expand their interpersonal relationships after work to produce positive impacts.

Right to Collective Bargaining of Employees

At TSRC, we respect the freedom of association and the right to organize labor unions for all employees and set up communication channels in accordance with the local applicable laws and regulations. The labor/management meetings are held regularly in Taiwan Area and the labor rights and interests are communicated and coordinated through formal meetings. 4 meetings were held in 2020 to discuss specific topics on labor practices to reach a consensus. A group agreement was entered into with the enterprise union of the TSRC Kaohsiung Factory. The scope of the agreement extended to the shift employees in the Kaohsiung Factory Area. In accordance with the provisions speci-

fied in the "Labor Standards Act", the "Labor Pension Act" and Enforcement Rules and the Pension Fund Accounting Guidelines, a monthly pension is set up to the personal accounts of the Taiwan Bank and the staff of the Labor Insurance Bureau and regular meetings are called to review the pension fund utilization status through the "Labor Pension Reserve Supervisory Board", to protect employees' retirement benefits. The TSRC Labor Union entered into a group agreement in 2005 with the scope extending to the shift employees in the Kaohsiung Factory Area. The agreement is renewed every three years. In addition, the annual Labor Union Representatives Conference invites the

chairpersons of the labor unions of other local factories to attend the meeting every year to discuss specific topics on labor practices to reach a consensus. In the China Area, TSRC also organizes different kinds of communication meetings for employees to express their opinions or give suggestions for work and daily life to the Human Resources Unit, and relevant departments and the Person in Charge shall answer their questions and propose improvement solutions. The labor/management meetings are held regularly and the labor rights and interests are communicated and coordinated through formal meetings, in recent years, labor and management relations have been harmonious without any major labor disputes, the labor and management will uphold this win-win communication model in the future.



Signing Ceremony of Group Agreement Once Every Three Years

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
 - Employee Structure and Employment
 - Employee Welfare
 - Occupational Health and Safety Management
 - Educational Training of Employees and Prevention of Occupational Disease
 - Support for Society
- 6 · Attachments

Occupational Health and Safety Management

To fulfill our responsibility of environmental protection, ensure the occupational safety and health of employees, and maintain the rights and benefits of stakeholders, TSRC and its subsidiaries in the China Area introduces the ISO45001 and CNS45001 Occupational Safety and Health Management System. By inheriting the spirit of the Responsible Care Committee established by most companies in the chemical industry, TSRC participated in Taiwan Responsible Care Association (TRCA) and Ren Da Association for Promoting Safety and Health to observe and learn from each other's practices in industrial safety, health and environmental protection to promote the safety and health protection of operators. Fire prevention drill and industrial safety education training are regularly held every year to enhance employee's emergency response and self-safety management capability. We have established an emergency response operation procedure for adjusting to the emergency such as raw materials spill brought about by work activities as well as fire, explosion and earthquake.



Safety and Health Policies

Our Core Value is "Focus on Human", and we strive to pursue the objectives of zero occupational accidents and zero occupational injuries through the following principles:

1. **Technology:** Develop a management strategy and production technology based on the employees' health and safety.
2. **Safety & Health Culture:** Continue to improve safety and health management performance and establish excellent safety and health culture through setting goals and encouraging total participation in organizational safety and health activities.
3. **Responsibility:** It is not only the Corporate Social Responsibility but also my responsibility to comply with the applicable safety and health laws and regulations and other requirements to prevent occupational accidents, occupational injury, and occupational disease.
4. **Communication:** Communicate the need for implementing occupational safety and health tasks to all employees under the authority and management of TSRC through education training and safety and health meetings.

Home Page

Report Table of Contents

1 · About TSRC

2 · CSR and Sustainability Issue Management

3 · CSR - Economy

4 · CSR - Environment

5 · CSR - Society

Employee Structure and Employment

Employee Welfare

Occupational Health and Safety Management

Educational Training of Employees and Prevention of Occupational Disease

Support for Society

6 · Attachments

We establish the control procedure and the "Safety and Health Guidelines" based on the spirit of occupation safety and health management to provide a regulation on the health and safety of all the employees. We explicitly specify the safety standard, educational training, health guidance, first aid and emergency rescue, reporting of accidents, and rights and obligations in relevant procedures and guidelines for employees and contractors. TSRC continues to improve the safety, health, and fire prevention work of "approved operation control, safety observation and inspection tours, chemical management, self-inspection, emergency response, contractor management, work environment tests, and safety health education training" to pursue the goals of zero accidents and injuries.

TSRC spares no effort to provide employees with a safe work environment. In addition to the Responsible Care (RC) Committee (with functions of managing and reviewing the ISO 45001 Occupational Safety and Health Management System) established with the industrial characteristics in the TSRC head office, the subsidiaries in different areas set up a dedicated committee or department responsible for labor safety and

health matters in accordance with the Occupational Safety Laws and Regulations. The person in charge of the business operation or his/her designated representative also holds labor safety and health meetings on a regular basis. The percentage of labor representatives participation also complies with the provisions specified in the local laws and regulations (for example, TSRC Corporation complies with the provisions specified in Taiwan's laws, the percentage of labor representatives is more than one-third (Taiwan occupational safety and health management plan), to fulfill the requirements of communication and execution monitoring between the labor and management.

The TSRC Occupational Safety System is expanded from the raw material to the product in their life cycle, safety of life in the work environment during the operation, prevention and tracking of occupational diseases, consideration of the health risks in local communities to the core of "safety, health, environmental protection, greening" to comply with the industry standards and community/social expectations. In 2018, we transformed the original OHSAS18001 to the new version of ISO 45001

Occupational Safety and Health Management System. Involvement of the employees was emphasized and the management of the safety and health on the side of the contractor was enhanced in this respect. We incorporate the safety and health as part of the decision making process and placed more importance on the leadership and engagement as well as management of changes and performances. In order to protect the health of the employees, contractors, visitors and nearby residents and eliminate residents' suspicion.

All the factories of TSRC implemented the safety and health management system in 2020. In addition to performing Monthly Environmental Safety and Health Laws and Regulations compliance inventory, TSRC assesses the amendments of related regulations and always pays attention to the domestic and international environmental safety and health accidents and disasters to understand the causes and conduct self-review. We learn from other's mistake and push the improvement of similar deficiencies within the factory in parallel. We hire external qualified environmental testing organizations to test our work environments in accordance

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
 - Employee Structure and Employment
 - Employee Welfare
 - Occupational Health and Safety Management
 - Educational Training of Employees and Prevention of Occupational Disease
 - Support for Society
- 6 · Attachments

with the industrial safety testing items and regulations. We also implement the concept of "Prevention Beforehand is better than Handling Afterwards", to focus on the safe environment education for the new employees and work-related employees, such as occupational hazards and first-aid training, training for using the emergency response equipment, health and health care publicity and other trainings.

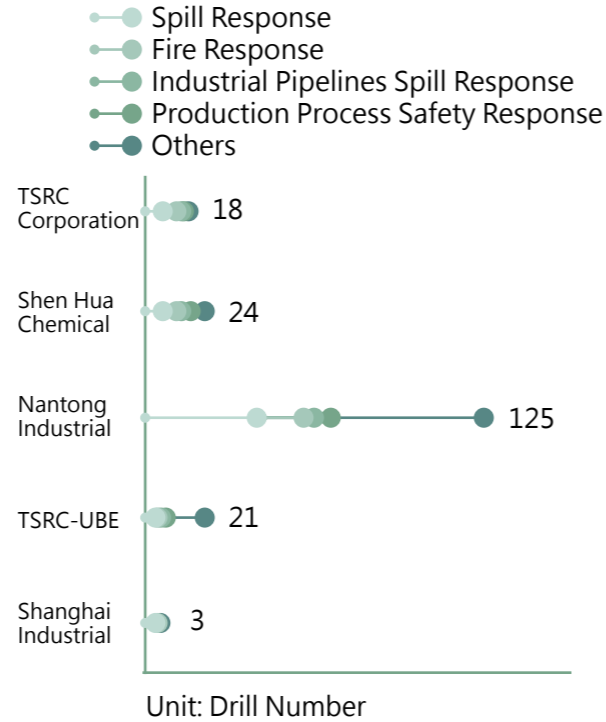
All the factories implemented the required safety and health management system in 2020. In addition to performing Monthly Environmental Safety and Health Laws and Regulations compliance inventory, TSRC adjusts and evaluates the related regulations development and always pays attention to the domestic and international environmental safety and health accidents and disasters to understand the causes and conduct self-review. We learn from other's mistake and push the improvement of similar deficiencies within the factory in parallel.



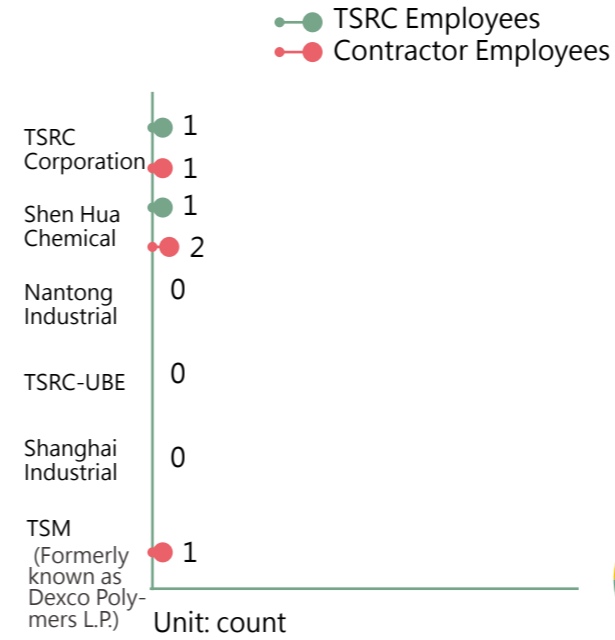
Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
 - Employee Structure and Employment
 - Employee Welfare
 - Occupational Health and Safety Management
 - Educational Training of Employees and Prevention of Occupational Disease
 - Support for Society
- 6 · Attachments

2020 Drill Number

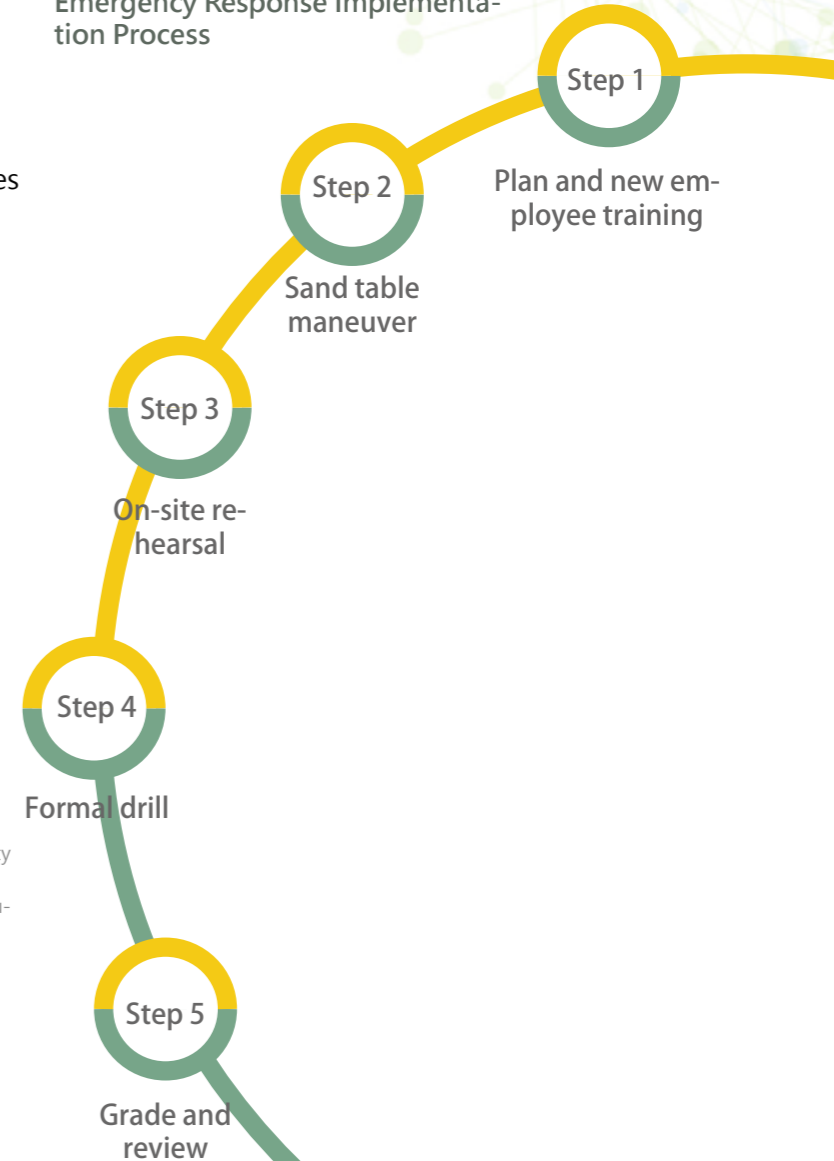


2020 Occupational Hazard Injury Statistics



- Note:
1. Commuting traffic accidents are not included.
 2. TSRC's statistics is in accordance with the Occupational Safety and Health Act.
 3. Mainland China area statistics is based on Injury Insurance Regulations of the State Council of People Republic of China.

Emergency Response Implementation Process



Lost Day Rate and Injury Rate

2020	TSRC Corporation			Shen Hua Chemical			Nantong Industrial			TSRC-UBE			Shanghai Industrial			TSM (Formerly known as Dexco Polymers L.P.)		
	Total	Male	Fe-male	Total	Male	Fe-male	Total	Male	Fe-male	Total	Male	Fe-male	Total	Male	Fe-male	Total	Male	Fe-male
Gender																		
Injury Rate (IR)	0.15	0.15	0	0.71	0.71	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational Disease Rate (ODR)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost Day Rate LDR	5.16	5.16	0	23.75	23.75	0	0	0	0	0	0	0	0	0	0	0	0	0
Absent Rate (AR)	0.48%	0.30%	0.18%	1.0%	0.8%	0.2%	0.7%	0.5%	0.2%	0.8%	0.7%	0.1%	1.2%	0.8%	0.4%	0.9%	0.8%	0.1%
Number of Work-related Fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Note :

1. Injury Rate (IR) = (Total occupational injuries / Total work hours)*200,000; (the coefficient 200,000 is defined as 40 hours per work week and 50 work weeks per 100 employees every year).
2. Occupational Disease Rate (ODR) = (Total number of occupational disease cases/Total work hours)*200,000. The frequency of occupational diseases within the total working time of the workforce during the report period.
3. Lost Day Rate (LDR): (Lost days/total work hours)*200,000. Lost days; the number of "days" of "lost" work hours of the workers who are unable to work due to an occupational accident or occupational disease.
4. Absent Rate (AR): (Injury leave + personal business leave + sick leave hours/total work hours); refers to the percentage of the actual number of absence days in the total number of workdays in the current year (not limited to work-related injuries and diseases but not including approved holidays such as festivals and training).
5. LDR and IR statistics do not include traffic accidents and Contractors.



- Home Page
- Report Table of Contents
- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
 - Employee Structure and Employment
 - Employee Welfare
 - Occupational Health and Safety Management
 - Educational Training of Employees and Prevention of Occupational Disease
 - Support for Society
- 6 · Attachments



Coronavirus Disease 2019 (COVID-19) Preventative Measures

Formation of Pandemic Response Team

TSRC and its subsidiaries established pandemic response teams, which the CEO acts as the convener of the response team for TSRC headquarter whilst each subsidiary and factory forms its own emergency response team.

The response teams, in compliance with the government agency's guideline, take preventative measures such as developing policies, assessing the impact, planning actions, purchasing protective devices and equipment, monitoring the effectiveness of implementation, and conducting training. TSRC and its subsidiaries also keep up to date with the latest pandemic information and review preventative measures to ensure business continuity of the Company.

Purchase Sufficient Pandemic Prevention Supplies

Supplies purchased for pandemic prevention include surgical masks, 75% medical ethanol, ear thermometers, forehead thermometers, goggles, bleach and non-contact trash cans with lids. These supplies are provided to employees who are at high risk in accordance with the resolution of the pandemic prevention meeting.

Enhancement of Pandemic Prevention and Health Promotion

- ✓ Pandemic prevention posters are displayed at the entrances or other visible locations in the factories to promote pandemic preventative measures to the employees, such as conduct health management at home when sick, follow cough etiquette, ensure hand hygiene, and wear surgical masks and wash hands properly. The latest pandemic information is updated and published on the bulletin board and the internal website of the Company.
- ✓ Seminars are held to enhance pandemic prevention.

Launch of the Employee Health Management Care Mechanism

- ✓ Strick control in preventing employees from travelling for business or leisure purposes to regions where the pandemic is prevalent. Employees, visitors, and contractors returning to Taiwan from the regions where the pandemic is prevalent shall report the travel history.
- ✓ Conduct personnel access control, body temperature monitoring, and care for employees showing abnormal symptoms.
- ✓ An emergency response mechanism is established for suspected or confirmed COVID-19 cases among the employees.

Enhancement of Dissemination to Avoid Gatherings

- ✓ Reduce non-essential meetings and conduct video conferences when possible.
- ✓ Separate employees in different meal times to avoid gathering in groups.
- ✓ Factories with cafeterias stop offering self-service and change to provide meal boxes for employees to enjoy at their desks.

Work from Home

- ✓ TSRC global business headquarters, factories in Taiwan, and subsidiaries in China practiced work from home exercise in batches.
- ✓ All employees of the U.S. subsidiary worked from home except those who must work on-site in the factory due to their job nature.

Enhancement of Workplace Cleanliness

- ✓ Ethanol alcohol sanitizer are available in the public area on each floor.
- ✓ The surfaces of all the objects being touched frequently in the public areas are disinfected with ethanol alcohol twice a day (morning/afternoon).
- ✓ Disposable napkins are provided for employees to wipe the surfaces of the objects, such as armrests, computers, elevator buttons, door-knobs, and faucets, after the disinfections.

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
 - Employee Structure and Employment
 - Employee Welfare
 - Occupational Health and Safety Management
 - Educational Training of Employees and Prevention of Occupational Disease**
 - Support for Society
- 6 · Attachments

Educational Training of Employees and Prevention of Occupational Disease

TSRC establishes the “Occupational Safety Hazard Identification and Risk Assessment Management Regulations” in the ISO45001 Occupational Safety and Health Management System to conduct significant OHS risk assessment. Unacceptable risks and acceptable improvement opportunities are incorporated in the goal and action plan to control the risks effectively. We also develop the regulations on reporting safety and health incidents of different grades, including near miss, pursuant to the “Abnormal Incidents Handling Procedure” . (GRI403-2 Hazard Identification, Risk Assessment, and Incident Investigation)

We place much importance on the physical and mental health of the employees. The factories follow the “Occupational Safety Hazard Identification and Risk Assessment Management Regulations” and comprehensively assess the OHS impacts of different social aspects such as physical and mental disorder at the workplace, verbal abuse, sexual discrimination, and sex harassment, hoping to take countermeasures as early as possible to protect the rights of the employees. (GRI403-7 Prevention and Mitigation of Occupational Health and

Safety Impacts Directly Linked by Business Relationships)

TSRC implements all employee health examinations once every year which is better than the provisions specified in the laws and regulations, and under the premises not affecting personal privacy regulations, conducts tracking management with the assistance of medical personnel for the employees with major abnormal physical conditions detected from the health examination (For instance, Kaohsiung Factory has one dedicated nurse and provided medical advice services at the infirmary).

The Kaohsiung Factory is dedicated to implementing tobacco prevention and health promotion activities in the hope to eliminate tobacco and promote health at the workplace and create optimal and healthy work environment. Kaohsiung Factory is assessed as complying with the healthy workplace certification by the Health Promotion Administration of the Ministry of Health and Welfare. The following activities were conducted in 2020 to promote the health of the employees:

Taiwan Area

- ✓ Annual physical examination plans were designed according to age (over/ below 40 years old), gender, and work environment, in the hope to detect health hazards and potential pathogenic factors early.
- ✓ The physician conducted on-site visit every month to directly learn the causes of employees’ muscle soreness and teach employees the correct sitting posture.
- ✓ Employee benefits were provided to new and expectant mothers, including (1) designated parking spaces, (2) pregnancy care packages, and (3) lactation rooms.
- ✓ The “Healthy Eat-Out - Eat More and Lose More Weight” nutrition for weight loss course was provided based on the employees’ annual physical examination and the dietary survey results.
- ✓ A psychiatrist was invited to the factory to give lecture on stress and emotion management, helping employees to learn more about emotions and coping with stress.
- ✓ An “Unlawful Conduct at Workplace Seminar” was held to provide case studies for employees and supervisors to learn about the verbal and behavioral expressions that may constitute bullying or damage.

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
 - Employee Structure and Employment
 - Employee Welfare
 - Occupational Health and Safety Management
 - Educational Training of Employees and Prevention of Occupational Disease
 - Support for Society
- 6 · Attachments

The subsidiaries in the China Area provide physical examination for all employees once a year. For the employees who have an abnormal examination result, the nursing staff will assist them with follow-up management and tell them about the notices in daily life.

The factories in the China Area took the following health promotion measures:

China Area

- √ Enhance health monitoring: Workers exposed to dust and noise take physical examinations regularly every year. If identified pneumoconiosis or hearing loss, employees would be transferred to other positions immediately and undergo medical treatment.
- √ Improve in reducing equipment noise levels in noisy areas.
- √ Conduct occupational health training and seminar every month.
- √ Improve personal hygiene and protection: Workers exposed to dust and noise should wear the appropriate dust mask corresponding to the type of the dust, and wear earmuffs or earplugs to prevent harm.
- √ Conduct audits to external catering services to ensure the food safety of employees.



TSRC' s Gift for Expectant Mothers - Prenatal Care Pack

TSRC has been educating our employees on the correct safety and health concepts regarding the specific occupational diseases, effectively communicate occupational safety and health policies of the Company, managing the professional occupational health training for employees, and developing the employees' good working habits, reducing human error, and arranging health examinations for employees working with special hazards in accordance with the laws and regulations. We establish the "Safety, Health and Environmental Education and Training Regulations" pursuant to ISO45001 and appoint a Class-I manager of occupational safety and health affairs, an occupational safety and health management specialist, and hazardous machine and equipment

operators. They are required to take retraining within a given education and training period. For the employees who are transferred to other positions or whose functions are changed, the head of the new department shall determine if appropriate in-service occupational safety and health training is needed. With respect to the 2020 occupational health training in the China Area, the occupational disease monitoring and management, occupational disease hazards within the company, potential impacts of the occupational disease hazards of the health, protection measures against occupational disease hazards were comprehensively disseminated to improve the self-protection awareness among the employees.



Occupational Health Safety Training

Over the years, in addition to the mandatory work environment site testing, air pollution control equipment, ambient odors and noise around the factories and other special environment items, we continued to monitor, analyze and track the test results, reduce the environmental load and impact on human health. The result of employee health examinations and work environment tests are fed back for further improvement of health management statistics analysis capability and effectively used as the basis of employee health management. In addition, we continuously launch and implement a series of safety and health prevention plans such as ergonomic hazard, workplace unlawful infringement prevention, exceptional workload and maternity health protection. The Kaohsiung Factory hires nurses pursuant to the "Employee Health Management Regulations" and provide on-site medical service at least once a month. The factory meets the requirements of the "Labor Health Protection Regulations" of the Ministry of Labor.

The Occupational Safety and Health Committee meeting is held once every quarter, with participation of each relevant Person in Charge and Labor Representatives through the entire meeting to discuss the Occupational Safety and Health Plan, including educational trainings of the respiratory protection plan, firefighting equipment operation, hazard communication, protective equipment usage/maintenance, prevention of confined space hazards and dust hazard prevention, workplace improvement measures (such as installing the sound-proof wall in the production areas of the Kaohsiung Factory and Shen Hua Factory as well as the vacuum exhaust system and movable dust removal equipment in Shanghai Factory), prevention and management, audits, contractor management, and health promotion. All tracking of special operating personnel special health ex-

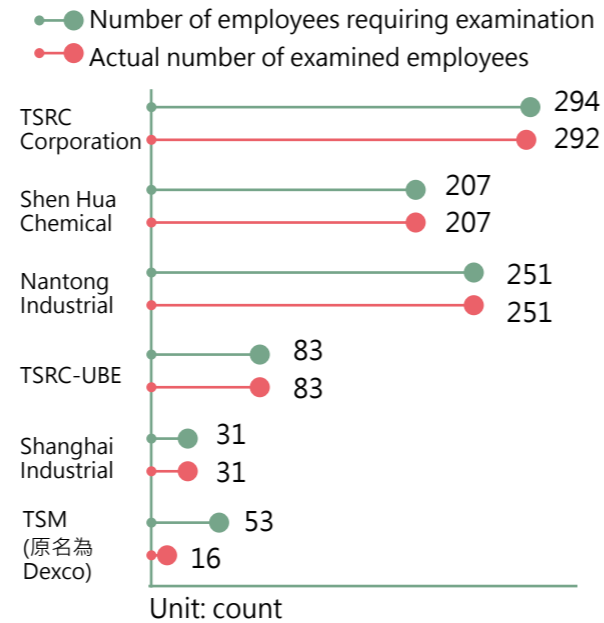
amination results in 2020 for all factories were free from significant abnormal conditions.

With reference to the ISO45001 management system and self-safety management, the job positions of all TSRC factories that need to conduct special physical examination are as follows:

Companies	Occupational Disease Hazard Factors	Description
TSRC	Powder Dust, Noise, Chemical	TSRC arranges for relevant health examinations for employees working with occupational disease hazards every year. The results of health examinations for the special hazardous operation employees throughout the years showed no occupational diseases related to work with such special hazards.
Nantong Industrial	Powder Dust, Noise, Chemical	
TSRC-UBE	Noise, Chemical	
TSM (Formerly known as Dexco Polymers L.P.)	Powder Dust, Noise, Chemical	
Shen Hua Chemical	Noise, Chemical	
Shanghai Industrial	Powder Dust, Noise	

To effectively manage the health of employees working in noisy work environments, other than requiring them to use noise insulation and personal protective gears and maintaining record every month, the employees working in a noisy specialty operation will be timely transferred out of the noisy work environment when they are diagnosed with grade 2 control for two consecutive years. They are tracked with a follow-up of noise specific health examination for two consecutive years to confirm their hearing does not deteriorate.

Physical examination statistics of personnel with special position



Note :

1. 2 employees of TSRC left the office before completing the medical examination.
2. 37 employees of the US subsidiary, DEXCO, worked from home due to the pandemic and did not come to the factory to finish the physical examination.

Professional and General Education for Employees

The “Improve Human Quality” has always been the core of our human resource development at TSRC. We cultivate talents and characters in all aspects. Talent means the professional skills and competencies and character is the ethical quality of a person to cultivate the employee’s ethics and social caring from the human heart, spirit and behavior. In response to continuous organizational internationalization, TSRC actively invests in employee training and multiple learning, expecting that employees can grow together with TSRC in the aggressive global competition. Policies and directions for education training aim to improve work skills of employees and the market competitiveness for coping with future market and environmental changes.

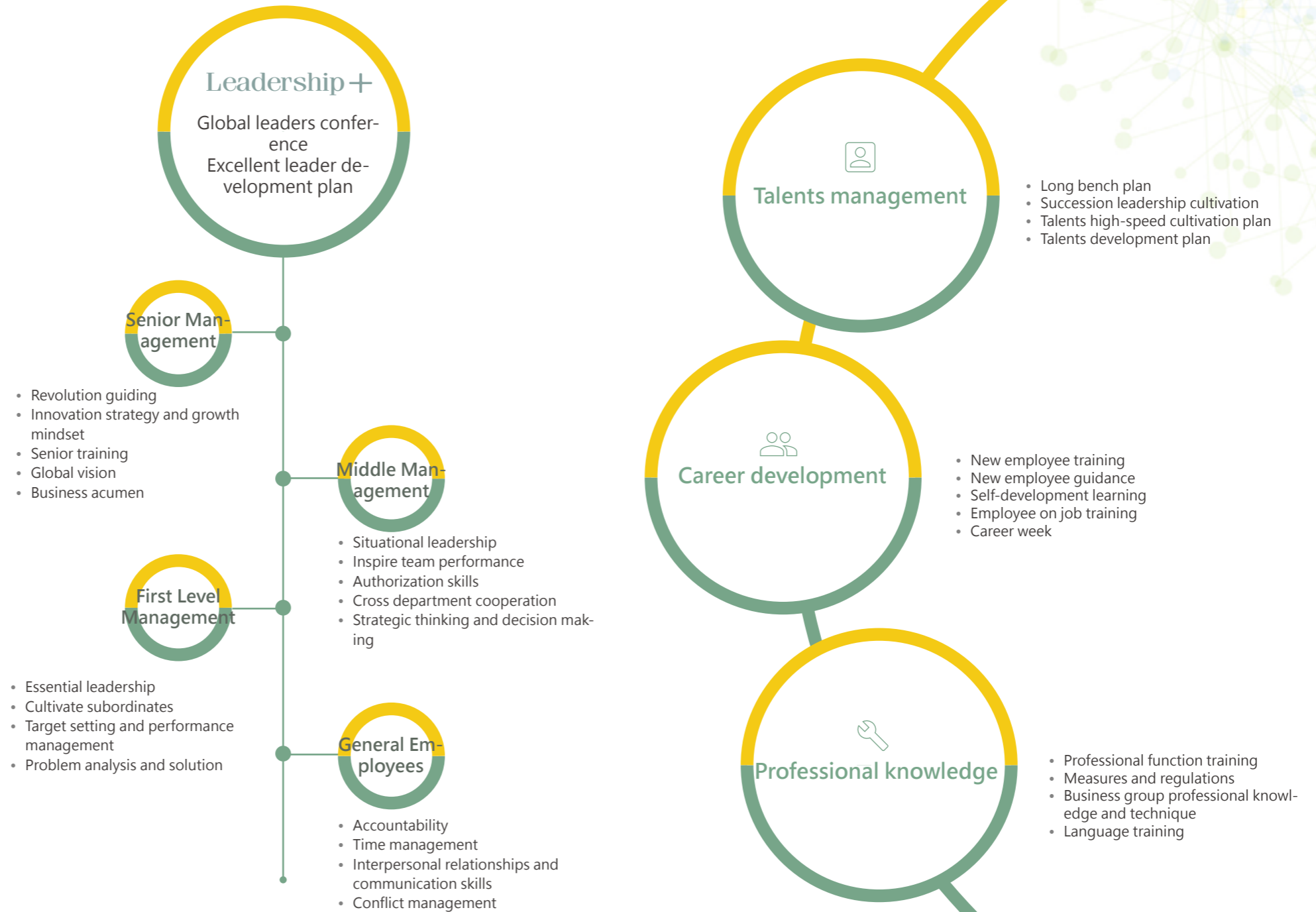
Focusing on different level and work experience, we established correspondent education training. For example, supervisors make use of any available time and provide snacks to do mi-

cro-management learning. Employees voluntarily participate in one management subject at a time and invite for internal experience sharing. We promote management maturity through mutual learning of different management technique together.

Every year TSRC establishes the annual education training plan based on the internal employee training regulations through Company’s annual business direction, department needs, relevant requirements of laws and regulations to organize various training courses for new and on-the-job employees, such as general education, professional skill development, management capabilities, and qualification certification. TSRC also realizes the goal of “Life-long Learning” through internal and external training. An irregular questionnaire survey is conducted for the training requirement (such as questionnaire of educational training requirements). After the consolidated analysis, the analysis results will be used as the important reference basis for the training development planning.

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
 - Employee Structure and Employment
 - Employee Welfare
 - Occupational Health and Safety Management
 - Educational Training of Employees and Prevention of Occupational Disease
 - Support for Society
- 6 · Attachments

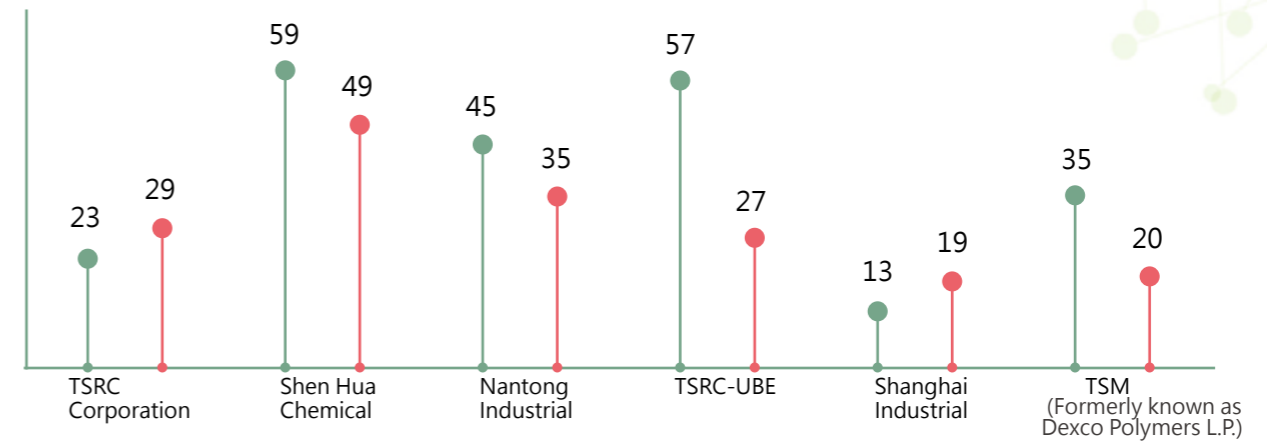


In 2020, TSRC invested a total of NT\$6,243,000 in training with approximately NT\$ 4,000 and 36 hours for each employee on average. The average training hours of the TSRC' s employees in 2020 exceeds the KPI.

2020 Average employee training hours of the Group' s affiliates

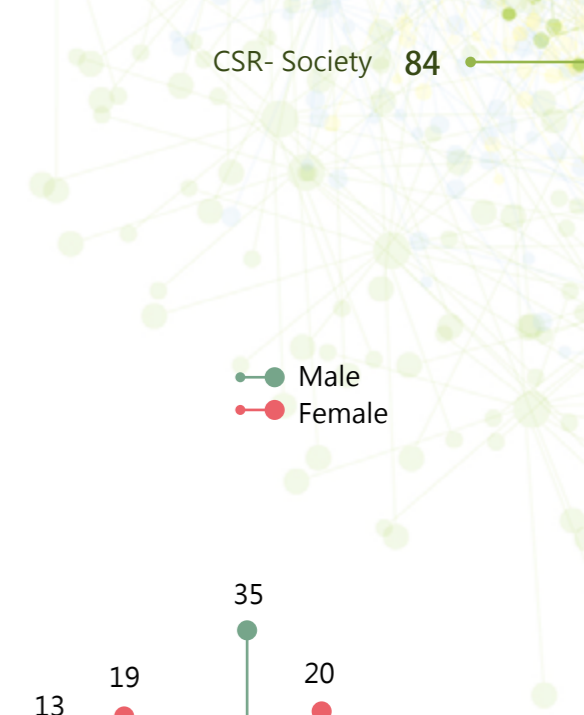
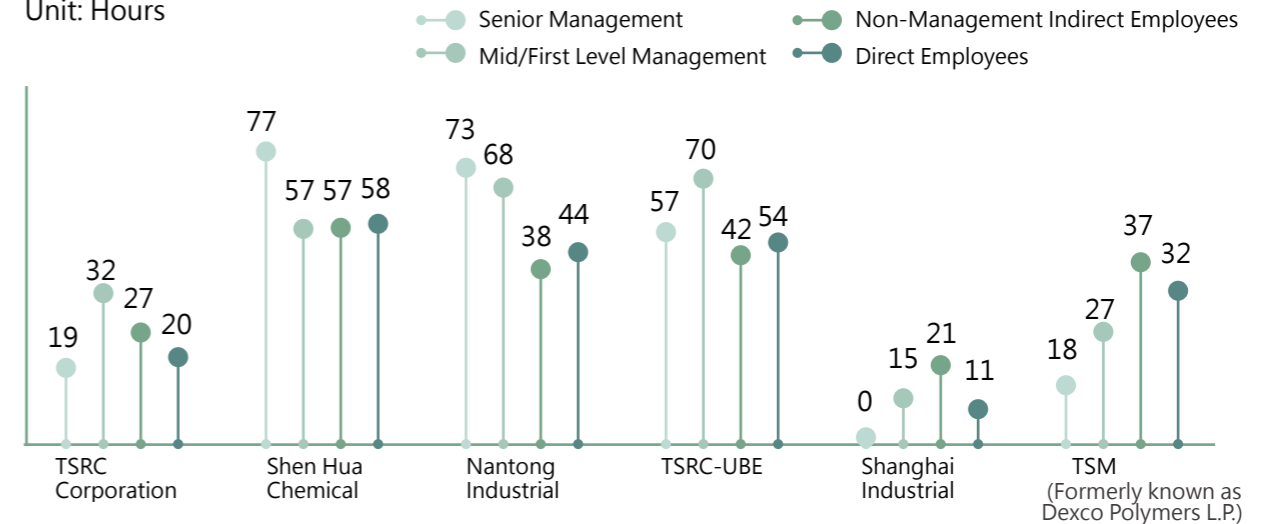
By Gender

Unit: Hours



By Rank

Unit: Hours



- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
 - Employee Structure and Employment
 - Employee Welfare
 - Occupational Health and Safety Management
 - Educational Training of Employees and Prevention of Occupational Disease
 - Support for Society
- 6 · Attachments

Support for Society

TSRC has promote the social support systematically since 2011, and through the Social Caring Committee and in accordance with social caring principles, operation direction and promotion methods, we understand and respond to the community points of view through the daily contacts of relevant departments to symmetrically communicate in depth with stakeholders. We have issued the CSR report every year since 2012 and disclosed the implementation and result of the Company in the sustainability issue to stakeholders on a regular basis. We won the bronze medal of the 2020 TCSA Taiwan Sustainability Award in the Report category. We understand the need to maximize the effect of limited resources. Hence, TSRC gradually promotes social engagement based on our factory location and implement right activities continuously instead of repeated occasional donations, such as the chemistry education in rural areas and contributions to disadvantaged students. 2020 was the tenth year of these activities. As a member of the chemistry industry, TSRC supports chemistry education and local communities, help disadvantaged institutions

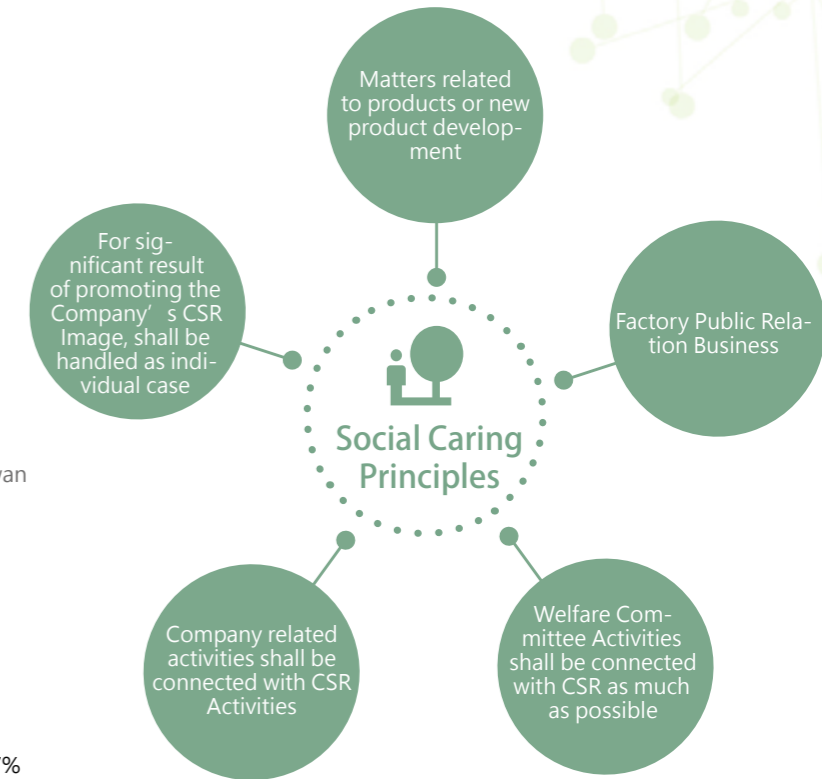
and protect disadvantaged minorities to enhance the invisible power of social stability.



TSRC Won the Bronze Medal of the 2020 TCSA Taiwan Sustainability Award in the Report Category



Social Caring Promotion Principles



Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
 - Employee Structure and Employment
 - Employee Welfare
 - Occupational Health and Safety Management
 - Educational Training of Employees and Prevention of Occupational Disease
 - Support for Society
- 6 · Attachments

TSRC Social Caring Committee Operation Structure

Social Caring Committee - Social Support



Support for Chemistry Education

We invest resources on an ongoing basis to help for the promotion and rooting of the popular chemical science. By accepting that “identification of problems” and “hands-on to solve problems” are the critical capability of a talent, we organize the chemistry learning activities relevant to life to arouse the interest of the students in this subject and enhance the popularity and awareness of the science. We execute the industry-academia integration policy

by supporting the Industry-Academia Cooperation Program of Chemical Engineering through the Dashe Industrial Park Factory Association in the hope to find out and hire potential talents.

The Tamkang University Team has organized the “Chemistry On The Go” , a popular science activity, since 2011 in line with the celebrations of the UN International Year of Chemistry. 2020 was the tenth year of the activity. The team used

2020 Chemistry On The Go Plan - Chemistry On The Go at Yuanfu Junior High School



Enthusiastic volunteer team member



Professional explanation from Enthusiastic volunteer

Home Page

Report Table of Contents

1 · About TSRC

2 · CSR and Sustainability Issue Management

3 · CSR - Economy

4 · CSR - Environment

5 · CSR - Society

Employee Structure and Employment
Employee Welfare
Occupational Health and Safety Management
Educational Training of Employees and Prevention of Occupational Disease
Support for Society

6 · Attachments



Good team work and silent understanding



Volunteers guide students to practice



Explain before the camp activities

a “mobile chemistry truck” , remodeled with a 3-ton truck, and a “running analysis vehicle” to form a “mobile chemistry fleet” and made more than 600 traveling demonstrations at different schools and most of them were at remote locations and nearby the industrial zones. TSRC deeply agrees with the purpose of chemistry education in rural areas. We have made donations, provided teaching materials, and cooperated with the Tamkang Team since 2012. In addition to supporting more than ten events in the Kaohsiung Area every year, we funded all the schools in the school district at the location where the production area is located. The employees of the Company have acted as volunteers to give assistance for a long period of time. TSRC participated in almost 20 Chemistry On The Go events over the past 9 years, and cumulatively more than 170 volunteers provided services for nearly one thousand hours. Though the event at Dashe Junior High School was sus-

pending due to the serious COVID-19 pandemic in 2020, we dispatched employees to participate in the event at Yuanfu Junior High School and assisted local students in improving their learning interest in science.

Local Communities

China Area

Nantong area subsidiary Shenhua Chemical and Nantong Industrial, TSRC-UBE continued to donate through Taiwanese Investment Enterprises Association and Nantong City Old District Foundation for Poverty Alleviation, donations will be used in student aid, help for families in difficulty and disadvantage groups. We donated RMB 6,000 to the Foundation for Poverty Alleviation through Taiwanese Investment Enterprises Association in December 2020. The donation was used by the Foundation to visit the asylum for lepers.

Taiwan Area

A. TSRC Social Caring Committee had set aside special funds to contribute to three elementary schools in Dashe District (Dashe Elementary School / Guanyin Elementary School / Jiacheng Elementary School) where the Kaohsiung Factory is located for nine consecutive years to sponsor meals, tuition, student clubs, and learning. This activity had helped thousands of needed schoolchildren. TSRC also has exchanges of opinions with the communities through this positive activity.



Distribution of Dragon Boat Festival Gifts



Donation of Meals to Low-Income Families

B. TSRC donated Good Neighbor Feedback to the neighboring residents in the factory area through the Factory Association.

C. The TSRC Employees Welfare Committee purchased various agricultural products to the employees.



Welfare Committee's Local Agricultural Product Supporting Event

D. The donation for social caring was a total of about NT\$1,050,000 in 2020.



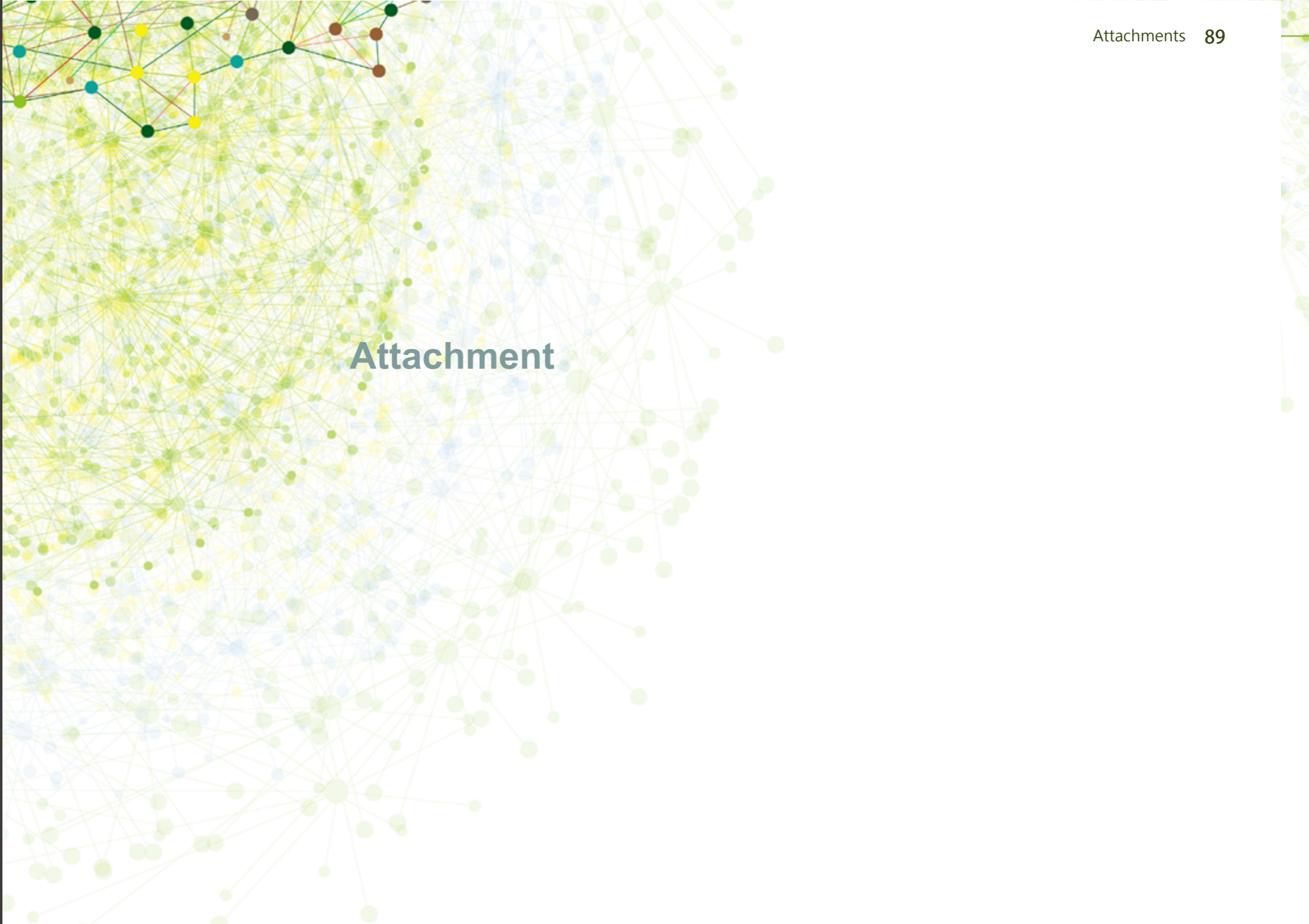
TSRC's Long-Term Support of Local Agriculture Products

Note: Dashe District, Kaohsiung City Good Neighbor Feedback Fund Web Page: http://www.dsrtg.gov.tw/p06_07.aspx?type=5

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · **Attachments**
 - About the Report
 - Independent Third Party Verification Statement
 - GRI Standards Comparison Table
 - Group Information

Attachment



About the Report

Since 2012, TSRC had publicly published Corporate Social Responsibility Report (TSRC CSR Report) for nine consecutive years and compiled it aiming at the economic, environmental and social aspects in accordance with the GRI Standards to expand the communication and engagement with all stakeholders and disclose all key issues of the CSR management policies and the performance information on relevant actions and responses to them.

Scope and Boundaries of the Report

As described in the previous Report, the boundary of the TSRC Group CSR Report this year disclosed the TSRC Corporation in Taiwan (including Taipei Global Business Headquarters, Kaohsiung Headquarters, Kaohsiung Factory and Gangshan Factory), four subsidiaries in China (including Shen Hua Chemical, Nantong

Industrial, TSRC-UBE, and Shanghai Industrial) and the subsidiary, Dexco Polymers, in the USA as the subjects of the performance in the Report.

For announcement of material information on renaming of Dexco Polymers L.P. to TSRC Specialty Materials LLC, please visit the Market Observation Post System of Taiwan Stock Exchange for inquiry. We will disclose its CSR performance of TSRC (Vietnam) Co., Ltd. when relevant information is complete and available.



Note:Global Reporting Initiative (GRI) Report Index Standards

- Home Page
- Report Table of Contents
- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments
 - About the Report
 - Independent Third Party Verification Statement
 - GRI Standards Comparison Table
 - Group Information

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments
 - About the Report
 - Independent Third Party Verification Statement
 - GRI Standards Comparison Table
 - Group Information

Report Period

Year 2020 (Wednesday, January 1, 2020 ~ Thursday, December 31, 2020). And, facts that occurred before or after this Report period, and future policies, goals and plans are partially disclosed in this Report.

Report Guidelines

This Report is compiled in accordance with the Core Option of the Global Reporting Initiative (GRI) Report Standards (GRI Standards) to disclose the strategy, concept, measures and performance in the corporate social responsibility aspect of TSRC.

Figures in the financial statement in this report are expressed in New Taiwan Dollar (NTD). Relevant performance of environmental protection, safety and health are expressed in international indicators. Estimates or assumptions will be noted in each relevant chapter. Compared to the last version of report, this report does not have descriptions from the corrections of the previous report that may mislead readers.

Report Assurance

In order to provide the readers with reliable open information, this Report has received external verification by the independent third party organization TUV NORD and complied with the AA1000AS Standard. The Statement is in the Attachment of this Report.

TUV NORD Verification Certificate



Report Cycle - Scheduled to be published annually.

Current Report: June 2021
Previous Report: June 2020
Next report: scheduled for June 2022

Report Publication

On-line Version <http://www.tsrc.com.tw>

Important Purposes and Production Process of TSRC's Main Products

Please visit TSRC website <http://www.tsrc.com.tw>

GRI Standards Comparison Table

General Disclosures

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments
 - About the Report
 - Independent Third Party Verification Statement
 - [GRI Standards Comparison Table](#)
 - Group Information

GRI Standards	Disclosure	Page and/or URL	Note	External Assurance
GRI 101: Base 2016				
GRI 102: General Disclosure 2016 (in Accordance with Core Option)				
1.Organizational profile	102-1 Name of the organization	Cover Page		76
	102-2 Activities, brands, products, and services	6		76
	102-3 Location of headquarters	Back cover		76
	102-4 Location of operations	Inside back cover		76
	102-5 Ownership and legal form	6		76
	102-6 Markets served	6		76
	102-7 Scale of the organization	6, 23, 65		76
	102-8 Information on employees and other workers	66, 67		76
	102-9 Supply chain	36, 39		76
	102-10 Significant changes to the organization and its supply chain	6, 37		76
	102-11 Precautionary Principle or approach	33		76
	102-12 External initiatives	35		76
	102-13 Membership of associations	26		76

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments
 - About the Report
 - Independent Third Party Verification Statement
 - [GRI Standards Comparison Table](#)
 - Group Information

GRI Standards	Disclosure	Page and/or URL	Note	External Assurance
2. Strategy	102-14 Statement from senior decision-maker	5		76
3. Ethics and integrity	102-16 Values, principles, standards, and norms of behavior	8, 31		76
4. Governance	102-18 Governance structure	31		76
	102-40 List of stakeholder groups	14		76
5. Stakeholder engagement	102-41 Collective bargaining agreements	72		76
	102-42 Identifying and selecting stakeholders	13		76
	102-43 Approach to stakeholder engagement	14		76
	102-44 Key topics and concerns raised	16		76
	102-45 Entities included in the consolidated financial statements	Inside back cover		76
6. Reporting practice	102-46 Defining report content and topic Boundaries	16, 90		76
	102-47 List of material topics	15		76
	102-48 Restatements of information	91		76
	102-49 Changes in reporting	91		76
	102-50 Reporting period	91		76
	102-51 Date of most recent report	91		76

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments
 - About the Report
 - Independent Third Party Verification Statement
 - [GRI Standards Comparison Table](#)
 - Group Information

GRI Standards	Disclosure	Page and/or URL	Note	External Assurance
6. Reporting practice	102-52 Reporting cycle	91		76
	102-53 Contact point for questions regarding the report	封底		76
	102-54 Claims of reporting in accordance with the GRI Standards	91		76
	102-55 GRI content index	92		76
	102-56 External assurance	91		76

Specific Standard Disclosures

GRI Standards	Disclosure Items	Page or URL	Note	External Assurance
GRI 103: Management Policy 2016	103-1 Explanation of the material topic and its Boundary	22	GRI 201 Economic Performance	⊙
	103-2 The management approach and its components			
	103-3 Evaluation of the management approach			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	23		⊙
	201-3 Defined benefit plan obligations and other retirement plans	71		⊙
GRI 103: Management Policy 2016	103-1 Explanation of the material topic and its Boundary	31	GRI 205 Anti-corruption	⊙
	103-2 The management approach and its components			
	103-3 Evaluation of the management approach			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	32		⊙
	205-3 Confirmed incidents of corruption and actions taken	32		⊙
GRI 103: Management Policy 2016	103-1 Explanation of the material topic and its Boundary	51	GRI 302 Energy	⊙
	103-2 The management approach and its components			
	103-3 Evaluation of the management approach			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	51		⊙
	302-3 Energy intensity	51		⊙

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments
 - About the Report
 - Independent Third Party Verification Statement
 - [GRI Standards Comparison Table](#)
 - Group Information

GRI Standards	Disclosure Items	Page or URL	Note	External Assurance
GRI 103: Management Policy 2018	303-1 Interactions with water as a shared resource	55		⊙
	303-2 Management of water discharge-related impacts	56	GRI 303 Water	⊙
	303-3 Water consumption	57		⊙
GRI303 water and effluents 2018	303-4 Water discharge	57		⊙
	303-5 Water consumption	57		⊙
GRI 103: Management Policy 2016	103-1 Explanation of the material topic and its Boundary	47	GRI 305 Emissions	⊙
	103-2 The management approach and its components			
	103-3 Evaluation of the management approach			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	49		⊙
	305-2 Energy indirect (Scope 2) GHG emissions	49		⊙
	305-4 GHG emissions intensity	49		⊙
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	61		⊙

Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments
 - About the Report
 - Independent Third Party Verification Statement
 - [GRI Standards Comparison Table](#)
 - Group Information

GRI Standards	Disclosure Items	Page or URL	Note	External Assurance
GRI 103: Management Policy 2016	103-1 Explanation of the material topic and its Boundary	58	GRI 306 Effluents and Waste	⊙
	103-2 The management approach and its components			
	103-3 Evaluation of the management approach			
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	56		⊙
	306-2 Waste by type and disposal method	58		⊙
	306-3 Significant spills	61		⊙
GRI 103: Management Policy 2016	103-1 Explanation of the material topic and its Boundary	60	GRI307 Environmental Compliance	⊙
	103-2 The management approach and its components			
	103-3 Evaluation of the management approach			
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	61		⊙
GRI 103: Management Policy 2016	103-1 Explanation of the material topic and its Boundary	65	GRI401 Employment	⊙
	103-2 The management approach and its components			
	103-3 Evaluation of the management approach			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	67		⊙
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	71		⊙

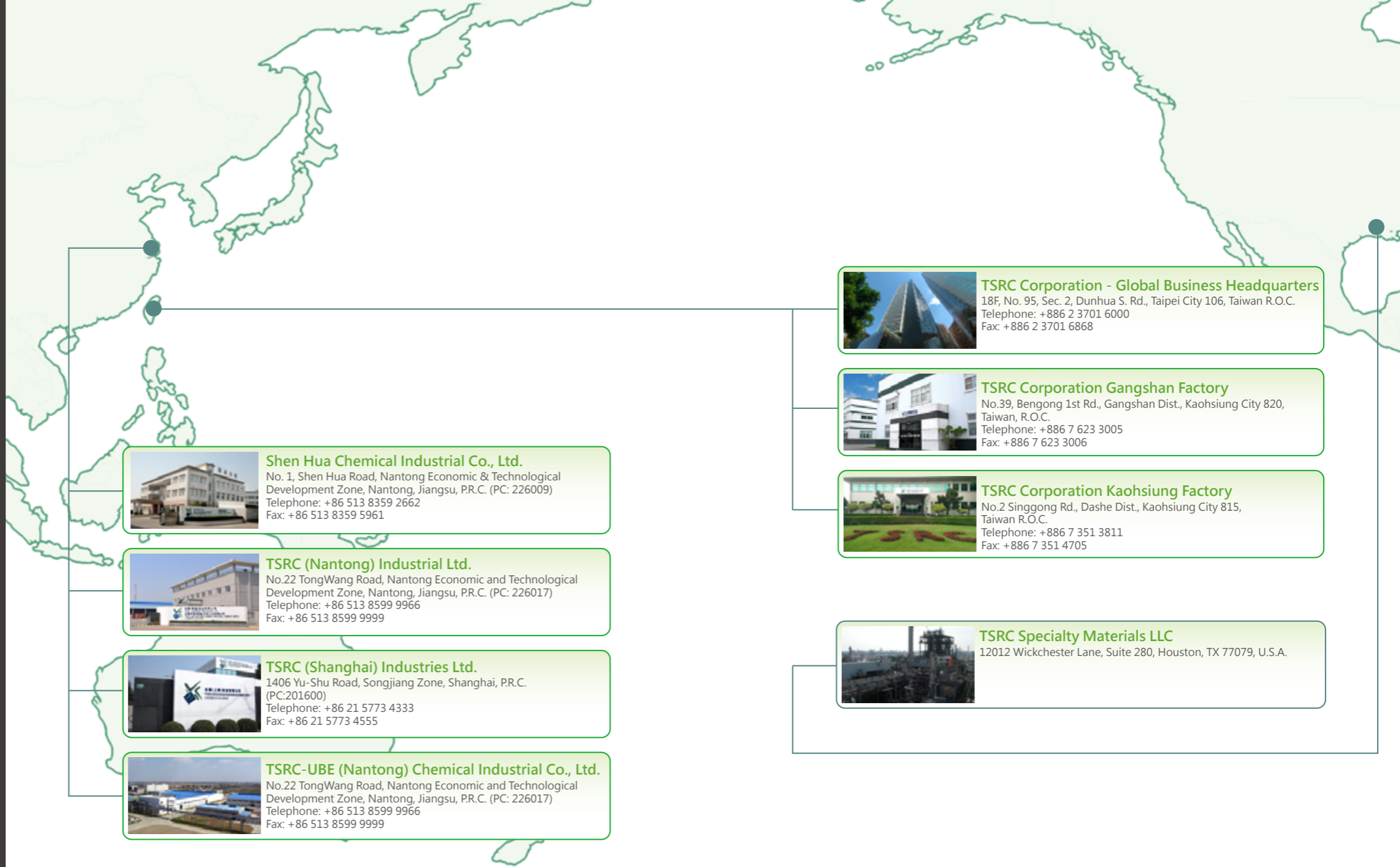
Home Page
Report Table of Contents

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments
 - About the Report
 - Independent Third Party Verification Statement
 - [GRI Standards Comparison Table](#)
 - Group Information

GRI Standards	Disclosure Items	Page or URL	Note	External Assurance
GRI 103: Management Policy 2016	103-1 Explanation of the material topic and its Boundary	73	GRI403 Occupational Health and Safety	⊖
	103-2 The management approach and its components			
	103-3 Evaluation of the management approach			
GRI 402: Labor Employer Relations 2016	402-1 Minimum notice periods regarding operational changes	70		⊖
	403-1 Occupational health and safety management system	73	ISO45001	⊖
GRI 403: Management Policy 2018	403-3 Occupational health services	81		⊖
	403-4 Worker participation, consultation, and communication on occupational health and safety	81		⊖
	403-5 Worker training on occupational health and safety	80		⊖
	403-6 Promotion of worker health	79		⊖

- 1 · About TSRC
- 2 · CSR and Sustainability Issue Management
- 3 · CSR - Economy
- 4 · CSR - Environment
- 5 · CSR - Society
- 6 · Attachments
 - About the Report
 - Independent Third Party Verification Statement
 - [GRI Standards Comparison Table](#)
 - Group Information

GRI Standards	Disclosure Items	Page or URL	Note	External Assurance
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	76		⊙
	403-10 Work-related ill health	77		⊙
GRI 103: Management Policy 2016	103-1 Explanation of the material topic and its Boundary	65	GRI408 Child Labor	⊙
	103-2 The management approach and its components			
	103-3 Evaluation of the management approach			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	40,69		⊙
GRI 103: Management Policy 2016	103-1 Explanation of the material topic and its Boundary	68	GRI409 Forced or Compulsory Labor	⊙
	103-2 The management approach and its components			
	103-3 Evaluation of the management approach			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	42		⊙
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	42		⊙
GRI 103: Management Policy 2016	103-1 Explanation of the material topic and its Boundary	41	GRI418 Customer Privacy	⊙
	103-2 The management approach and its components			
	103-3 Evaluation of the management approach			
GRI 418:Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	41		⊙



Shen Hua Chemical Industrial Co., Ltd.
No. 1, Shen Hua Road, Nantong Economic & Technological Development Zone, Nantong, Jiangsu, P.R.C. (PC: 226009)
Telephone: +86 513 8359 2662
Fax: +86 513 8359 5961



TSRC (Nantong) Industrial Ltd.
No.22 TongWang Road, Nantong Economic and Technological Development Zone, Nantong, Jiangsu, P.R.C. (PC: 226017)
Telephone: +86 513 8599 9966
Fax: +86 513 8599 9999



TSRC (Shanghai) Industries Ltd.
1406 Yu-Shu Road, Songjiang Zone, Shanghai, P.R.C. (PC:201600)
Telephone: +86 21 5773 4333
Fax: +86 21 5773 4555




TSRC-UBE (Nantong) Chemical Industrial Co., Ltd.
No.22 TongWang Road, Nantong Economic and Technological Development Zone, Nantong, Jiangsu, P.R.C. (PC: 226017)
Telephone: +86 513 8599 9966
Fax: +86 513 8599 9999




TSRC Corporation - Global Business Headquarters
18F, No. 95, Sec. 2, Dunhua S. Rd., Taipei City 106, Taiwan R.O.C.
Telephone: +886 2 3701 6000
Fax: +886 2 3701 6868



TSRC Corporation Gangshan Factory
No.39, Bengong 1st Rd., Gangshan Dist., Kaohsiung City 820, Taiwan, R.O.C.
Telephone: +886 7 623 3005
Fax: +886 7 623 3006



TSRC Corporation Kaohsiung Factory
No.2 Singgong Rd., Dashe Dist., Kaohsiung City 815, Taiwan R.O.C.
Telephone: +886 7 351 3811
Fax: +886 7 351 4705



TSRC Specialty Materials LLC
12012 Wickchester Lane, Suite 280, Houston, TX 77079, U.S.A.

首頁

目錄

1 · 關於台橡

2 · 企業社會責任與永續議題管理

3 · 企業社會責任 - 經濟

4 · 企業社會責任 - 環境

5 · 企業社會責任 - 社會

6 · 附錄



TSRC Corporation CSR Promotion Secretary Office

E-mail csr.admin@tsrc-global.com

Web Site: <http://www.tsrc.com.tw>

TSRC Corporation - Global Business Headquarter

18F, No. 95, Sec. 2, Dunhua S. Rd., Taipei City 106, Taiwan R.O.C.

TEL: +886 2 3701 6000

Head Office TSRC Corporation

No.2 Singgong Rd., Dashe Dist., Kaohsiung City 815, Taiwan R.O.C. (Kaohsiung Factory)

TEL: +886 7 351 3811

TEL: +886 2 3701 6000

In order to fulfill environmental responsibility, this Report does not issue a printed version. In order to make it easier to obtain information, mobile devices can scan a QR code for entry into the website.

TSRC Corporate Social Responsibility Report Over the Years



Design description:

Using molecular structure to influence the reactivity, polarity, and color of chemical substances as ideas, using the outlines of the earth and creatures such as black bears, blue magpies, and salmon to build the whole picture, representing the importance of environmental protection and biological survival of the earth. Let the masses understand TSRC' s emphasis on corporate social responsibility and feel our dedication to social responsibility in TSRC' s report.



Contact mail



Company Website