

Prevention & Measures for COVID-19 Pandemic

To face the COVID-19 pandemic, TSRC has taken three major related measures, controlling the working environment, providing epidemic subsidies and anti-epidemic materials, and encouraging vaccination. Please refer to the table below for detailed measures by category.

Prevention & Measures in 2021

Site	Environmental prevention measures at workplace	Subsidies or supplies provision	Vaccination promotion	Number of people benefited from pandemic prevention measures
TSRC Taiwan Plant & office	<ul style="list-style-type: none"> - Contact with person to ensure employees' health conditions via the network service especially for employees and family members living in the same household being quarantined. - Employees with a body temperature over 37° C are prohibited from entering workplace (only employees who are diagnosed by a doctor as not having COVID-19 may enter the factory after their fever relieved) - Prepare lists related to the workplace for inspection - Strengthen the cleaning and disinfection of the workplace - Establish a mechanism for employees to take rapid test kits 	<ul style="list-style-type: none"> - A total amount of NTD 1.92 million subsidies is provided to expatriates who remained in their position during the pandemic for rewarding their contribution to maintain the Company's continuous production - A spending of approximately NTD 660,000 on thermal imaging cameras, automatic disinfectants, forehead thermometers, ear thermometers, medical masks, 75% alcohol spray, hand sanitizer, rapid test kits, PVC/latex gloves, protective hat screens, protective clothing, and protective face masks 	<p>Provided 8 hours of paid leave, which is better than required by law, to encourage employees to be vaccinated</p>	<p>694 employees and 200 contractors</p>

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	<ul style="list-style-type: none"> - All non-employees, visitors, or contractors are required to use the SMS contact tracing system and verify that they have received 2 doses of vaccine or have a negative rapid test result within a week before entering factories. 			
Shen Hua	<ul style="list-style-type: none"> - The contact person reports employees' health conditions every day via the cloud service - Employees with a body temperature over 37° C are prohibited from entering the work environment - Provide and disseminate information about the pandemic - Strengthen the cleaning and disinfection of the work environment - Provide pandemic prevention childcare leave 	<ul style="list-style-type: none"> - Employees who could not go home during Chinese New Year were given paid family visit leave or transportation subsidies - Provide hand sanitizer and disinfectant, with investment of approximately RMB 80,000 in infrared forehead thermometers and every-day masks for employees 	Promote vaccination-related information	<ul style="list-style-type: none"> - 9 employees took paid family visit leave - 1 employee received transportation subsidies - 300 employees and contractors received care packs - 20 employees received government subsidies
TSRC (Nantong)	<ul style="list-style-type: none"> - Assist employees in applying for government subsidies 	<ul style="list-style-type: none"> - Employees who could not go home during Chinese New Year were given paid family visit leave or transportation subsidies 		<ul style="list-style-type: none"> - 16 employees took paid family visit leave - 1 employee received transportation subsidies in the amount of RMB 800 - 310 employees and

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		<ul style="list-style-type: none"> - Provide hand sanitizer and disinfectant, with investment of approximately RMB 83,000 in infrared forehead thermometers and every-day masks for employees 		<ul style="list-style-type: none"> - 110 contractors received care packs - 25 employees received government subsidies
TSRC (UBE)		<ul style="list-style-type: none"> - Employees who could not go home during Chinese New Year were given paid family visit leave or transportation subsidies - Provide hand sanitizer and disinfectant, with investment of approximately RMB 32,000 in infrared forehead thermometers and every-day masks for employees 		<ul style="list-style-type: none"> - 4 employees took paid family visit leave (3 days of leave per person) - 1 employee received transportation subsidies (RMB 800 for 1 person) - 110 employees and 40 contractors received care packs
TSRC (Shanghai)	<ul style="list-style-type: none"> - Divide employees into groups to adopt work-from-home - Employees are divided into groups for lunch break to 	<ul style="list-style-type: none"> - Spent approximately RMB 9,000 on medical masks, disinfectant, 75% alcohol spray, hand sanitizer, and infrared 	Promote vaccination-related information	<ul style="list-style-type: none"> - 84 employees and contractors received care packs - 12 employees took paid family visit leave - 14 employee received

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	<p>prevent the possibility of cross infection</p> <ul style="list-style-type: none"> - Strengthen the cleaning and disinfection of the work environment 	<p>thermometers</p>		<p>transportation subsidies</p> <ul style="list-style-type: none"> - Front line workers at Xiaokunshan Community Hospital received Chinese New Year gifts worth RMB 3,000
<p>TSRC (Vietnam) Company Limited</p>	<ul style="list-style-type: none"> - Provide every employee with one free-of-charge mask a day - Divide employees into groups to adopt work-from-home; administrative personnel worked from home when the pandemic first began - Manufacturing and technical units were stationed in factories in advance so that factories were able to 	<ul style="list-style-type: none"> - Provide subsidies of VND 3 million per employee - Provide healthcare supplies: Alcohol spray, masks, face shields, protective clothing, gloves, rapid test kits, PCR expenses, pandemic prevention vehicles, oximeters, NRICM 101 medicine, and blood pressure meters - Daily life related (supplies required for being stationed in factories): Mattresses, pillows, blankets, toiletries, and food - A total cost is VND 867,149,713 	<p>Promote vaccination-related information •</p>	<p>All 32 employees in the factory</p>

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	<ul style="list-style-type: none"> - continue production - Provide free rapid test kits for all employees to be tested each week to ensure that the factory is safe - Have medical personnel be trained at a medical institution to obtain government certification to conduct rapid tests 			
<p style="text-align: center;">TSRC Specialty Materials LLC</p>	<ul style="list-style-type: none"> - 2021 was the second year of the COVID-19 outbreak in the United States, and the outbreak was gradually controlled after vaccination began. Employees not working in the 	<ul style="list-style-type: none"> - Provide paid leave per laws to employees diagnosed with COVID-19 or requested to be quarantined. Employees can apply for the Company's group insurance benefits to maintain their income once the 	<ul style="list-style-type: none"> - Promoted vaccination-related information and collect records of employees' vaccination 	<p>50 employees who continued to work in the factory during the pandemic had a total of 1,044 hours of honorary leave</p>

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	<p>production lines (such as engineers, procurement, and logistics personnel) were gradually allowed to enter the factory and improved operational efficiency</p> <ul style="list-style-type: none"> - The Houston office adopts work-from-home measures. Necessary equipment is provided to employees (e.g., monitors and headsets) - Promote pandemic prevention measures in the factory, including maintaining social distancing and 	<p>leave days exceed the statutory number of paid leave days.</p> <ul style="list-style-type: none"> - Provide alcohol spray for disinfection and medical masks 		

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	wearing masks. - Regularly disinfect public areas			