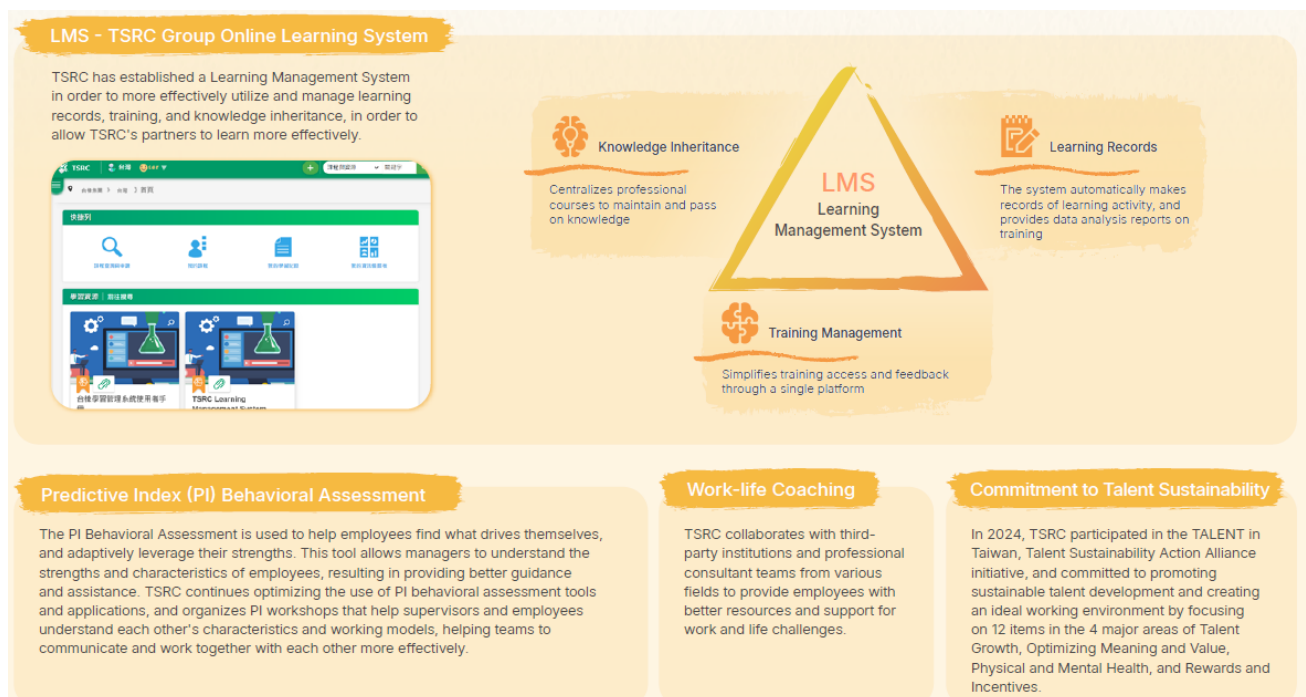


Employee Training & Learning

Providing a good environment for the appropriate development of talent is important for TSRC's sustainable development. TSRC continues to establish and implement personal development goals for employees around the world. These goals are focused on three main aspects: personal ability, willingness to work, and organizational needs. With guidance and support from their supervisors, employees are able to develop the key skills needed, linking personal development goals with the needs of the Company.

1. TSRC Learning Blueprint



2. Employee Training hours and Investment Resource

TSRC established different career ability development training plans for employees of the Group based on their functions, job levels, duties, and targets, including new employee training, management leadership model, new supervisor training, online learning courses etc. In 2024, the total training hours of all training of the average hours per person was 65 hours; the total training fees reached NT\$10,903 thousand in total.



3. Training Project

TSRC is actively building a learning-centric organization and simulating employees' creative thinking to encourage innovation and transition within the organization. Each department conducts professional competency training according to its functional needs (including professional courses in production, research and development, and warehousing and logistics), and promotes external professional courses and technical exchanges. In 2024, TSRC implemented 3 training projects, including Professional Skills Training, the TSRC Managerial Leadership Competency Model, and the New Supervisor Training project, cultivating talents with multiple competencies.

Professional Skills Training

The R&D department organized a Value Selling Workshop with a total of 40 participants, where we helped employees learn to develop innovative solutions by thinking from the customer perspective and explore new applications for the Company's products/services in different fields. Finally, based on new market validation methods, we helped employees learn how the value proposition of products and services can be revised in order to meet real customer needs. Through practical hands-on work, we helped employees develop the ability to think about business and strategic design, bringing greater value to the Company.



New Supervisor Training

A total of 83 participants completed the three online courses for New Supervisor Training. Through designing a learning journey, new supervisors participated in online review and discussion of the course content after completing the online course, strengthening their understanding of course content. All supervisors participating in the training were invited to form partner groups after the course, allowing them to remind each other to apply what they have learned to their work duties. After doing so, supervisors can return to the course to discuss the difficulties and challenges they faced when applying what they learned, in order to improve training effectiveness.



TSRC Managerial Leadership Competency Model

Following the TSRC Managerial Leadership Competency Model launched in 2023, in 2024 online and classroom courses were arranged for a total of 158 senior, mid-level, and entry-level managers, as well as a 21-day practice plan after the course ends. This training continuously cultivated the joint management abilities of our leadership team and ensured that they are fully prepared to meet current and future challenges, as we move towards developing global managerial talent.



Total of 158 participants

TSRC Overseas Sharing and Exchange

To enhance cross-departmental knowledge exchanges and innovation, and after headquarters has already led the way by holding exchange meetings for three years, our overseas subsidiaries have also held dedicated sharing and exchange meetings based on their local needs. A total of 10 meetings were held in the United States and China regions, with meeting topics mostly focused on professional skills, career development, and general knowledge courses, attracting a total of 161 participants.

