台橡股份有限公司
TSRC CORPORATION

Status of Health, Safety, and Environment Management

Employees are key in demonstrating a company's competitiveness. A Safe Working Environment, Employee Cohesion, and Human Rights Protection and Smooth Labor-Management Relations are the core sustainability topics that TSRC focuses in order to improve employee safety, health, and well-being, as a foundation for stable development.

1. Safety Core Values and Policies

In order to increase workplace health and safety awareness and priority for employees at all levels, TSRC has in April 2021 adopted the five TSRC HSE Core Values: People Centric, Zero Incidents, Commitment, Discipline, and Compliance, promoting the TSRC Safety Culture. We have also further established TSRC health and safety policies based on the TSRC Safety Culture: Through following principles for keeping employees safe, enforcing the TSRC Safety Culture, responsibility, and communication, we pursue a goal of having zero accidents and zero injuries.

2. Occupational Safety and Health Management System

Occupational Health and Safety Management System

TSRC has established an occupational safety and health management system at all factories and is continuously improving according to the Plan, Do, Check, and Act (P-D-C-A). In accordance with Taiwan's Occupational Safety and Health Management Act, TSRC's global corporate headquarters has set up the Occupational Safety and Health Division (TSRC Global HSE) as the dedicated occupational safety and health management unit, which is responsible for implementing the safety culture, conducting compliance audits every three years for all the Group's factories (whether or not ISO 45001 is implemented), developing promoting activities (such as Safety Culture Initiatives), and

supporting employees and contractor to embed the culture in daily operations. TSRC establishes a unified HSE management mechanism with standardized definition and a platform for event reporting, investigation, and correction to prevent recurrence, to achieve the goal of "Disaster-free and harm-free".

we have established the ISO 45001 management system and obtained certification for our occupational health and safety systems at the Kaohsiung Factory, Gangshan Factory, and our 4 subsidiaries in China. Effective identification and risk assessment procedures for occupational health and safety hazards have been established pursuant to the rules and systems at each factory and subsidiary, and to local laws and regulations. Regular assessments of routine and non-routine occupational safety and health risks and opportunities are carried out by trained operators, and the effectiveness of existing control measures is reviewed by dedicated supervisors. During an assessment, a risk matrix is used to identify and describe the severity level of each risk, with each risk being divided into acceptable risks (1-acceptable, 2-low, 3-moderate) and unacceptable risks (4-high, 5-unacceptable). Different management measures are adopted for each risk level, and external verification is regularly carried out following the ISO 45001 system. Although our subsidiaries in United States and Vietnam have not yet adopted the ISO 45001 management system, their occupational safety and health management work is currently being effectively managed pursuant to local occupational safety and health regulations, as well as the Group's policies, procedures, and requirements.

Site	ISO 45001 Certification validity period
Kaohsiung Factory	2024/01/16-2027/01/15
Gangshan Factory	2024/01/16-2027/01/15
Shen Hua Chemical	2023/05/27-2026/05/26
Nantong Industries	2023/12/04-2026/12/03
TSRC-UBE	2023/09/01-2026/08/31
Shanghai Industries	2023/12/10-2026/12/09

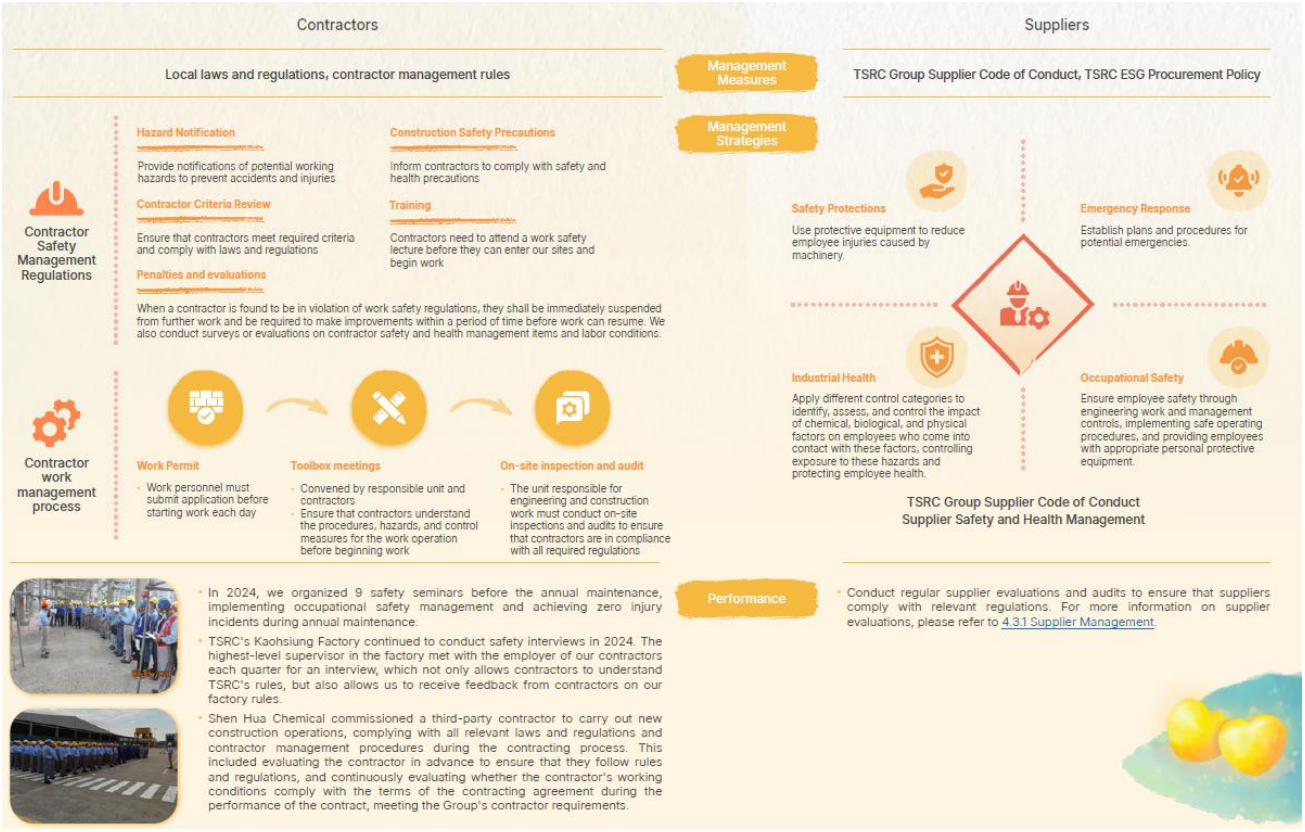
Responsible Care Committee

TSRC has Responsible Care Committee, which is established for the safety and health of all employees and contractors, and is the highest management committee for TSRC's environmental, safety, and health. The Responsible Care Committee is composed of the Product Specification and Distribution Safety Sub-committee, Process Safety and Energy-saving Management Sub-committee,

Regulation and Contractor Safety Management Sub-committee, and Emergency Response Sub-committee. It is responsible for the management and review of the ISO45001 Occupational Safety and Health Management System. The Responsible Care Committee convenes quarterly meetings and is chaired by the vice president of the Operational Division. The Committee members include labor representatives, who participate in discussions on the planning and implementation of occupational safety and health policies.

Contractor and Supplier Operational Safety Management

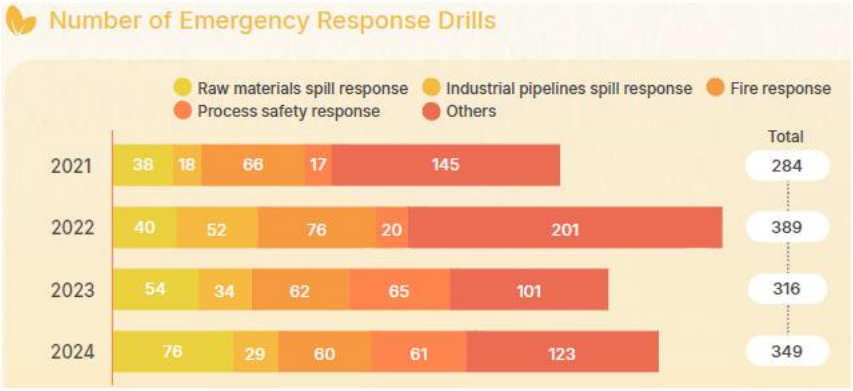
With the people-centric approach, TSRC not only focuses on employee safety but also values operational safety for contractors. Therefore, TSRC has established the "Contractor Management Procedures" to regulate contractors' qualification inspection, training, hazard notification, construction safety precautions, penalties, and assessments for contractors. The engineering contractors must apply for a construction permit before starting work, and a toolbox meeting is held with the functional unit and contractors to ensure that all contractors understand the steps, hazards, and control measures. The engineering contracting unit conducts on-site inspections to ensure that contractors comply with occupational safety and health regulations and safety precautions.



3. Training and Emergency Response Drills

TSRC defines the types of training necessary for each level and operation according to local laws and regulations, such as hazard awareness, confined space, hot work, and high-altitude work. TSRC sets up annual education and training programs and conducts occupational safety and health training according to these programs to ensure that all employees have the knowledge and ability to recognize hazards of the work environment and prevent disasters.

TSRC sets emergency response procedures for raw material leaks, industrial pipeline leaks, fire accidents, and process safety incidents that may result from operating activities. It has also specified the rights and obligations of employees and contractors in terms of safety standards, education and training, health guidance, first aid and rescue, and incident reporting in the relevant regulations. TSRC conducts annual drills and labor safety education and training.



4. Occupational Injury Prevention

Managing Occupational Hazards Factors and Reducing Chemical Hazards

TSRC has implemented measures for managing the five occupational hazard factors: noise, carbon disulfide, benzene, dust, and butadiene. Employees engaged in the 5 special operations above are divided into 4 level categories. Through special health examinations each year, we regularly assess the potential hazards for employees, and an on-site occupational disease physician also visits factory site once a month. Long-term medical examination data records are analyzed to monitor hazards and potential to cause occupational injury, reducing potential causes of occupational injuries.

5. Occupational Disaster Management

In the event of any injury or illness related to an occupational cause, TSRC all employees are required to report the incident through the TSRC HSE Incident Reporting and Database System, and the information and data will be analyzed by TSRC Global HSE.

2024 Occupational Injuries and Illness of TSRC Employees (by Subsidiary)

		Unit	TSRC Corporation (Global Business Headquarters, Gangshan Factory, and Kaohsiung Factory)	Shen Hua Chemical	Nantong Industries	TSRC-UBE	Shanghai Industries	TSRC (Vietnam) Company Limited	TSRC Specialty Materials LLC	TSRC (USA)	Polybus	TSRC (Lux.)	TSRC Group Total
Total employee working hours		Hours	1,264,670	840,371	753,344	275,200	178,767	53,583	173,415	1,936	3,928	22,588	3,567,802
Occupational Injury Rate (Total recordable incidence rate, TRIR)	Number of recordable occupational injury cases among employees	Cases	1	1	0	0	0	0	0	0	0	0	2
	Number of employees involved in recordable occupational injury	Number of people	1	1	0	0	0	0	0	0	0	0	2
	Total recordable incidence rate (TRIR)		0.16	0.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.11

2024 Occupational Injuries and Illness of TSRC Non-employee Workers (by Subsidiary)

		Unit	TSRC Corporation (Global Business Headquarters, Gangshan Factory, and Kaohsiung Factory)	Shen Hua Chemical	Nantong Industries	TSRC-UBE	Shanghai Industries	TSRC (Vietnam) Company Limited	TSRC Specialty Materials LLC	TSRC (USA)	Polybus	TSRC (Lux.)	TSRC Group Total
Total working hours of non-employee workers		Hours	479,772	267,885	268,814	103,274	28,206	35,441	108,094	N/A	N/A	1,468	1,292,954
Occupational Injury Rate (Total recordable incidence rate, TRIR)	Number of recordable occupational injury cases among non-employee workers	Cases	1	0	1	0	0	0	0	N/A	N/A	0	2
	Number of non-employee workers involved in recordable occupational injury cases	Number of people	1	0	1	0	0	0	0	N/A	N/A	0	2
	Total recordable incidence rate for non-employee workers (TRIR)		0.42	0.00	0.74	0.00	0.00	0.00	0.00	N/A	N/A	0.00	0.31

TSRC Process Safety Incidents, Process Safety Total Incident Rate, and Process Safety Incident Severity Rate in 2024

	TSRC Corporation (Global Business Headquarters, Gangshan Factory, and Kaohsiung Factory)	Shen Hua Chemical	Nantong Industries	TSRC-UBE	Shanghai Industries	TSRC (Vietnam) Company Limited	TSRC Specialty Materials LLC	Polybus	TSRC (Lux.)	TSRC Group Total
Process safety incidents count (PSIC)	0	0	0	0	0	0	0	0	0	0
Process safety total incident rate (PSTIR)	0	0	0	0	0	0	0	0	0	0
Process safety incident severity rate (PSISR)	0	0	0	0	0	0	0	0	0	0