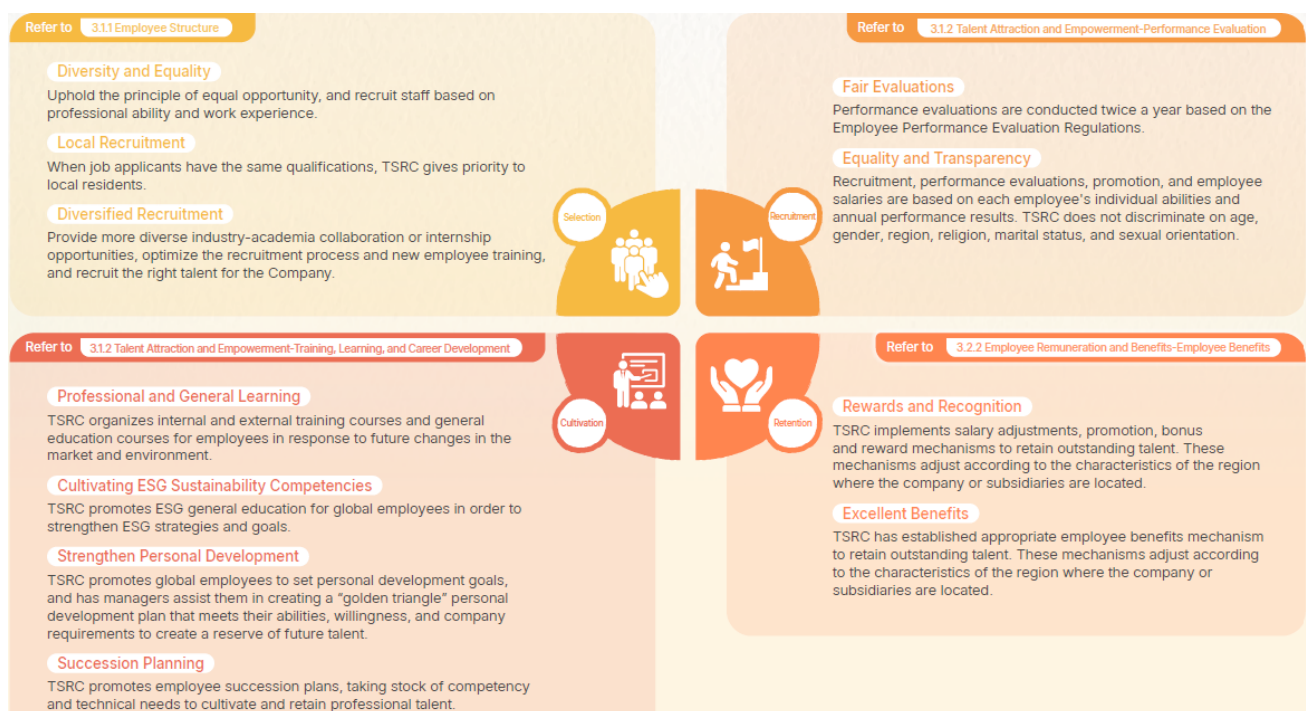


Implementation of Diversity, Inclusion, and Recruit at TSRC

TSRC upholds the principle of equal opportunity and follows the Organization for Economic Cooperation and Development (OECD) guidelines for multinational enterprises. We hire personnel on the basis of professional competence and experience, and do not discriminate against gender, religion, or race, and implement gender equality. we devote efforts to hire and train local employees, and select professionals through an open process.

1. Strengthen TSRC's Sustainability Capability Management



2. Employee Structure & Employee Remuneration

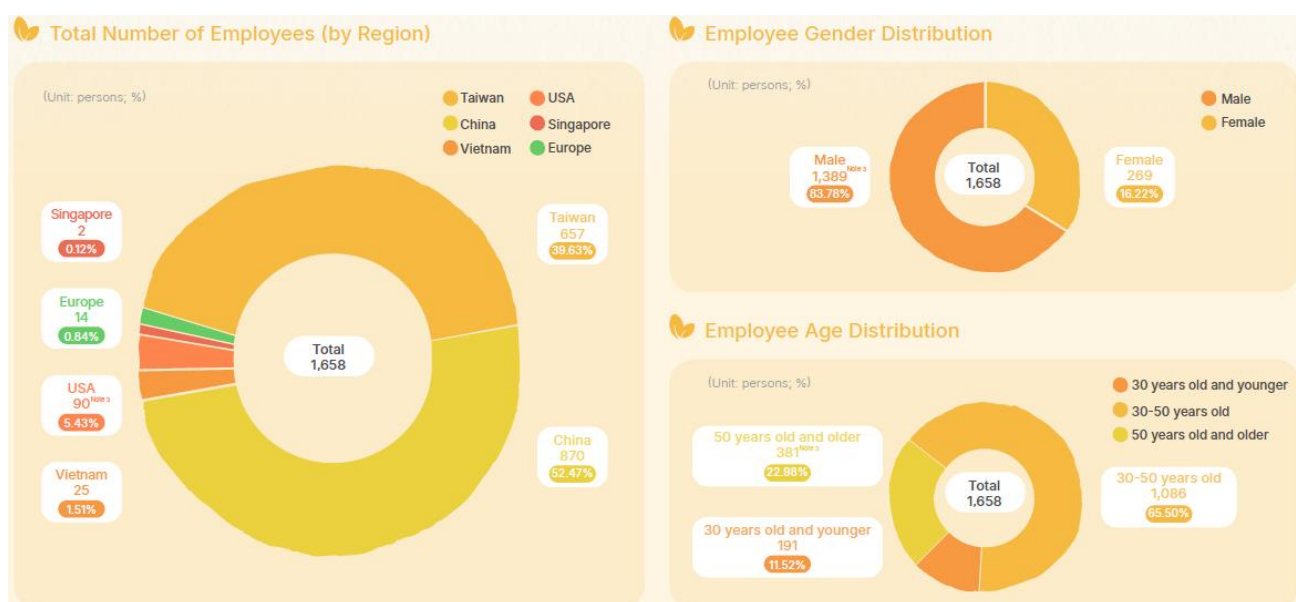
As of the end of 2024, TSRC had 1,658 permanent employees. TSRC is committed to promoting a Diversity, Equity, Inclusion (DEI) friendly workplace. TSRC is piloting a DEI disability appointment program. As a result, TSRC employs one visually impaired masseur as a temporary employee at Kaohsiung Factory.

In 2024, a total of 160 employees joined TSRC, accounting for 9.65% of total permanent full-time employees, and the rate of new hires has remained stable in the past three years. The age distribution of new hires across the group was mainly below 30 years old, followed by those between 30-50 years of age.

TSRC had 149 employees resign in 2024, and had a turnover rate of 8.99%. The age distribution of departing employees is mainly between 30 and 50 years old, followed by those above 50. Since 2021,

TSRC has continued to optimize the recruitment process and enhance new employee training, as well as reinforce the ability of managerial leaders and managers to reduce the turnover rate. The turnover rate has been maintained within a controlled range from 2021 to 2024, demonstrating the effectiveness of the measures.

Due to the nature of work in the chemical industry, permanent male TSRC employees made up 83.78% of the total number of employees. Male employees accounted for 73.58% of managerial-level employees, while female managers made up 26.42%. In addition, there were 356 employees who were not directly employed by TSRC, such as dispatched workers and contract workers.



Number of TSRC Employees in 2024 (by Subsidiary, Gender, Region, and Type of Employee Contract)
(Unit: Number of Employees)

| Region | | Taiwan | China | | | | Vietnam | USA | | Singapore | Europe | TSRC Group Total |
|---------------------|--------|--|-------------------|--------------------|----------|---------------------|--------------------------------|------------------------------|------------|-----------|-------------|------------------|
| | | 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.) | |
| Permanent Employees | Male | 542 | 313 | 289 | 96 | 57 | 15 | 67 | 1 | 2 | 7 | 1,389 |
| | Female | 115 | 39 | 34 | 20 | 22 | 10 | 22 | 0 | 0 | 7 | 269 |
| Total (by company) | | 657 | 352 | 323 | 116 | 79 | 25 | 89 | 1 | 2 | 14 | 1,658 |
| Total (by region) | | 657 | 870 | | | | 25 | 90 | | 2 | 14 | 1,658 |

Number of Non-Employee Workers in 2024 (by Subsidiary, Gender, and Region)
(Unit: Number of People)

| Region | | Taiwan | China | | | | Vietnam | USA | | Singapore | Europe | TSRC Group Total |
|----------------------|--------------------|--|-------------------|--------------------|----------|---------------------|--------------------------------|------------------------------|------------|-----------|-------------|------------------|
| | | 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.) | |
| Non-employee workers | Male | 58 | 67 | 90 | 31 | 12 | 6 | 47 | 0 | 0 | 1 | 312 |
| | Female | 6 | 8 | 12 | 4 | 3 | 5 | 6 | 0 | 0 | 0 | 44 |
| | Total (by company) | 64 | 75 | 102 | 35 | 15 | 11 | 53 | 0 | 0 | 1 | 356 |

Ratio of Basic Salary and Remuneration of Women versus Men

| Year | TSRC Corporation (Includes Global Headquarter, Gangshan Factory, and Kaohsiung Factory) | | Shen Hua Chemical | | Nantong Industries | | TSRC-UBE | | Shanghai Industries | | TSRC (Vietnam) Company Limited | | TSRC Specialty Materials LLC | | TSRC (LUX) | |
|-----------------------|---|--------------------|-------------------|------|--------------------|------|----------|------|---------------------|--------------------|-----------------------------------|--------------------|---------------------------------|------|--------------------|--------------------|
| | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 |
| Supervisors | 72% | 74% | 101% | 92% | 56% | 57% | 50% | 66% | 80% | 80% | No employees | No employees | 86% | 83% | None are female | None are female |
| Indirect Employees | 97% | 96% | 69% | 71% | 69% | 72% | 64% | 63% | 75% | 88% | 178% | 147% | 74% | 75% | 62% | 56% |
| Direct Employees | None are female | None are female | 82% | 87% | 58% | 66% | 64% | 65% | None are female | None are female | None are female | None are female | 86% | 69% | No employees | No employees |