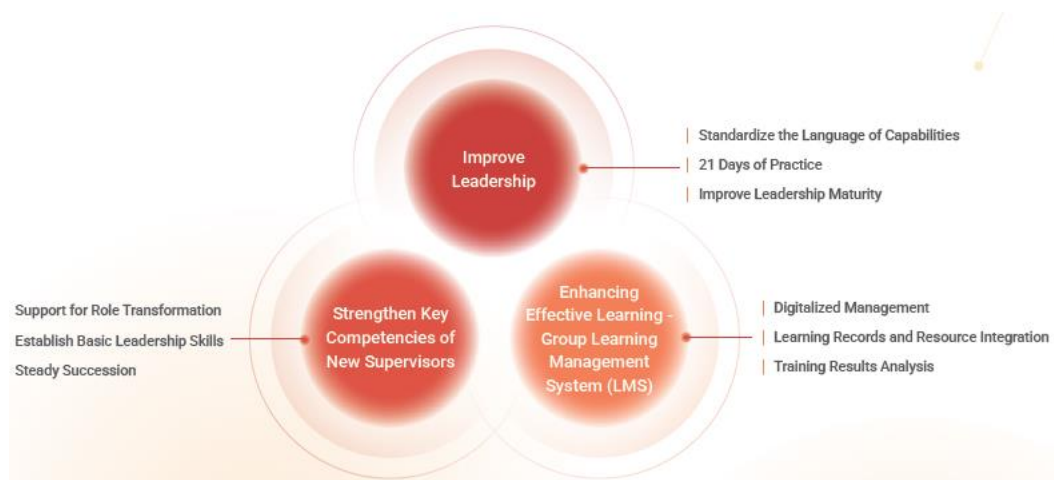


Employee Training & Learning

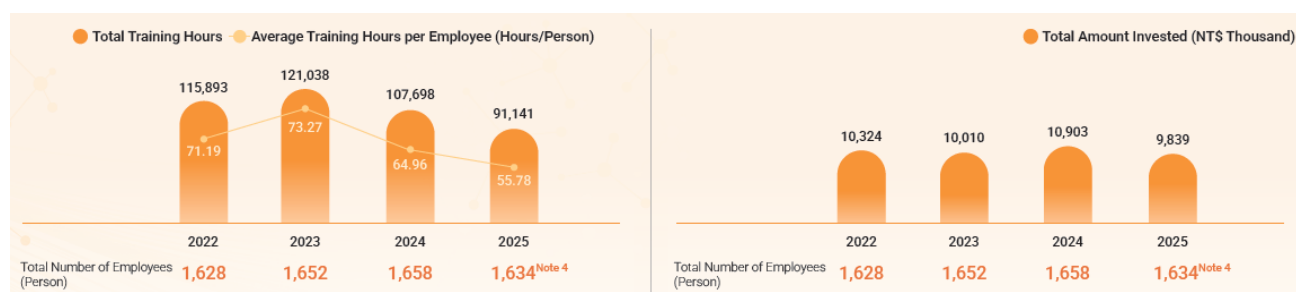
Providing a good environment for the appropriate development of talent is important for TSRC's sustainable development. TSRC continues to establish and implement personal development goals for employees around the world. These goals are focused on three main aspects: personal ability, willingness to 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 Cultivation of Talent Management Approaches



2. Employee Training hours and Investment Resource

In 2025, through lean course design, optimization of training methods, and adjustment of training allocation in response to actual manpower needs, the overall utilization efficiency of training resources was improved, with the ongoing focus on improving training quality and learning effectiveness, so that annual training volume will show reasonable fluctuations. In 2025, the total training hours of all training of the average hours per person was 56 hours; the total training fees reached NT\$ 9,839 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. To further deepen talent sustainable development, TSRC systematically integrates leadership competency development, new supervisor cultivation, and learning management platform. Through clear competency standards, phased learning processes, and systematic management mechanisms, TSRC has created a resilient and continuous learning system to support employees' diverse growth and strengthen the foundation for long-term sustainable operations of the organization.

New Supervisor Training

The New Supervisor Training assists new supervisors to establish basic leadership skills such as effective communication, performance management, and talent selection and hiring decision-making. Combine online learning with offline review and problem discussion sessions to strengthen learning comprehension and practical applications. Provide flexible and sustainable management training to help new supervisors successfully adapt to management responsibilities and improve team operations and organizational efficiency.

2025 Implementation Results

- ✓ Twelve newly appointed supervisors in Taiwan completed training on three major topics (communication, performance, and recruitment interviews), and put what they learned into practice through online learning, exchanges and discussions, and work practices. They shared their experiences with each other through feedback, accumulating more comprehensive management experience with an average satisfaction score of 4.54 (out of 5).
- ✓ A total of 30 new supervisors in Taiwan and China completed recruitment and interview techniques. The program integrated TSRC's existing interview assessment tool, the Predictive Index Behavioral Assessment (PI), to support supervisors in establishing a fair and consistent talent selection process, with an average satisfaction score of 4.6 (out of 5).



Improve Management Leadership

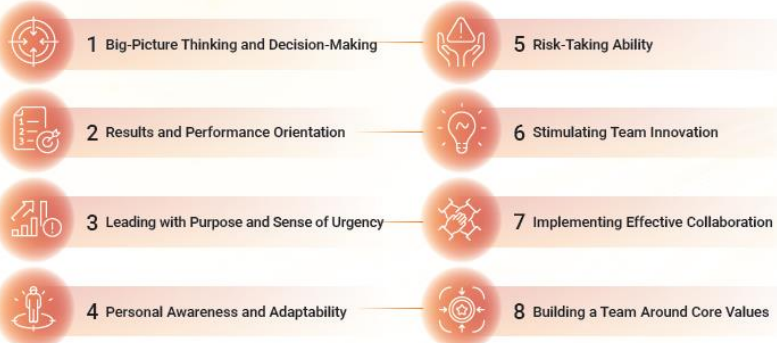
To enhance the leadership of the Group's mid-level and senior managers, the TSRC Managerial Leadership Competency Model established consistent competency language and code of conduct for managers across different regions and levels to strengthen the quality of decision-making, execution, and alignment of values. Through a globally standardized e-Learning program (English teaching and bilingual subtitles), we fostered a shared understanding, combining scenario-based workshops and a tiered learning design to align TSRC's culture and practices. This is complemented by a 21-day post-course practice plan to transform learning into daily management behavior. Through systematic cultivation of the eight core competencies of the leadership team, we continued to strengthen the development of management talents, help managers fully prepare for current and future challenges, and move towards the development of global managers.

2025 Implementation Results

- ✓ We planned online and classroom courses for senior, mid-level, and entry-level supervisors. A total of 116 supervisors participated, with an average completion rate of 91% and a training satisfaction score of 4.4 (out of 5).
- ✓ Three sessions of the "Global Knowledge Competition on Achieving Best Performance" were held to deepen managers' understanding and application of leadership in performance management. A total of 46 people speaking various languages participated, and attracted online visits and interactions from 153 employees, with a total of 199 participants in the event series.



TSRC's 8 Managerial Leadership Competencies



Cross-Functional and Project-Based Talent Cultivation

2025 Implementation Results

- ✓ Management Communication and Leadership Enhancement: Through subordinate guidance satisfaction questionnaires, in-person leadership training courses, and online check-in exercises, we help supervisors establish an effective communication and counseling behavioral model. A total of 28 subsidiary managers completed the training, with an average satisfaction score of 4.79 (out of 5).
- ✓ Cultivation of Professionalism and Thinking Skills: A total of 37 employees in the R&D department completed critical thinking courses, and a total of 30 managers in the AMD department held team vision communication workshops, all of which received high satisfaction ratings, and improved the professional skills and logical thinking of each unit.

Work-Life Coaching

In addition to professional and skills development, TSRC also values the physical and mental health of employees and work-life balance. We promote the Employee Assistance Program (EAP) through collaboration with professional third-party organizations, providing psychological, family, and workplace-related counseling and support resources to help employees face diverse challenges in work and life.

2025 Implementation Results

- ✓ The Employee Assistance Program (EAP) was launched in China and covered 99% of employees.