

TSRC ESG

FAQ

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ESG Strategy & Targets

Q1 : Does TSRC have an ESG strategy and targets ?

1. TSRC's ESG strategy and targets are planned by the ESG Steering Committee and approved by the Board of Directors. The strategy includes directions about environmental, social, and governance and formulates short, medium and long-term targets to promote operational growth and strengthen the company's operational resilience.
2. For ESG strategy and targets, please refer to the Company's website [ESG Strategy and Targets](#) .

Q2 : Does TSRC have a Net Zero target ?

1. TSRC has set a short & medium-term target for group based on SBTi guideline and take 2021 as base year of the Group's GHG emissions (Scope 1 and Scope 2). TSRC expects to reduce its GHG emissions by 10% in 2025 and 22.5% in 2030 compared to the base year.
2. TSRC will comply with national policies and continue to evaluate the company's long-term development to reduce GHG and move toward carbon neutral operations.
3. In response to the Scope 3 target, TSRC is conducting analysis by aggregating raw material carbon footprint data and plans to carry out supply chain carbon reduction actions after the target is set.

Q3 : Are the compensation of TSRC's executive leadership linked to ESG Targets & Performance ?

1. The Company's compensation policy for senior managers (including the CEO and the highest-ranking supervisor of a functional unit - vice president or assistant vice president rank) takes into consideration factors such as individual experience and abilities, the scope of a manager's responsibilities, their contribution towards meeting operating targets, salary standards for the industry, and internal fairness when providing compensation plans. Compensation for senior management is designed to take into account the Company's sustainable management and operational performance, and includes both fixed compensation and variable bonuses. Fixed compensation is provided as a monthly salary, while variable bonuses are awarded based on overall organizational performance and individual performance evaluation results for the year. Organizational performance and individual performance indicators include the annual operating performance of the Group, the performance results of each operational function, and the achievement rate of individual performance goals.
2. Senior executives' performance target settings are explained as follows:

Executive Title	Performance Metrics		%	Goals linked to ESG key targets	ESG target % of Personal performance
CEO ^{Note1}	Individual Performance	Financial goals	60%	1. Annual carbon reduction	10%
		Strategic goals	40%	2. Annual wastewater recycling 3. Total recordable injury rate (TRIR) 4. Progress of new business developments	
Supervisor of each functional unit (including the Business Division, Production and Manufacturing, R&D, Human Resources, Legal, Finance, and Corporate Development Departments)	Organizational performance: Scorecards ^{Note2} (Operation、Corporate、SRD、AMD)	Financial goals	70%	1. New product sales volume 2. New product profit contribution	Each area has different weight
		Strategic goals	30%	1. Total recordable injury rate (TRIR) 2. New product development progress	
	Individual Performance	Set at least one sustainability goal as an individual goal based on function	Different proportions apply based on function	1. Annual carbon reduction goal 2. Annual wastewater recycling goal 3. New product sales results 4. New product development progress 5. Product process optimization (performance) 6. Improve corporate governance performance 7. Implement and strengthen ESG strategies, goals, and plans 8. Obtain sustainable product certification (ISCC PLUS) for plants 9. Progress of sustainable product production capacity expansion projects 10. Talent cultivation program progress 11. Progress of new business developments 12. Circular economy applications	Individual performance is evaluated based on goal type. Give a final individual performance score out of 5.

Note 1: The CEO's compensation plan, which includes salary, performance targets, and performance bonuses, follows the Company's business authority guidelines. This plan is reviewed by the Compensation Committee and implemented after approval by the Board of Directors.

Note 2: The organizational performance score for the top supervisor of a functional unit is linked to key ESG goals or action plans. The scorecard is used to track the achievement rate of these goals.

Corporate Policy

Q1 : Does TSRC have an environmental, safety and health policy ?

1. TSRC has formulated the Group's environmental policy with reference to the United Nations Global Compact and government regulations. In response to climate change and environmental challenges, TSRC takes a proactive approach to carbon reduction, emphasizes environmental responsibility, and devotes itself to the development of products and services that mitigate the impact on the environment. For more detail information, please refer to the company's website – [Environmental Policy](#).
2. To continuously strengthen the environmental safety management and product responsibility, in addition to the environmental policy, we have formulated the "No Hazardous Substance Policy", "Safety and Health Policy", "Energy Policy", and "Quality Policy", and the details of these policies can be found on the Company's website- [Policy](#).
3. For more information on environmental management, environmental safety and health system and status of management , please refer to the company's website – [Environmental](#), [Social](#).

Q2 : Does TSRC have a corporate governance policy ?

1. TSRC has established internal policy related to corporate governance to enhance the effectiveness of corporate governance and operational stability, including the "[Corporate Governance Guidelines](#)" , "[Code of Ethics](#)" , "[Code of Business Conduct](#)" , "[Management Procedure for Insider Trading](#)" , and "[Management Procedure for Antitrust Compliance](#)" .

Q3 : Is there a whistleblower mechanism at TSRC ?

1. TSRC has constituted internal rules and a "[Management Procedure for Whistleblowing](#)" to deal with unlawful, dishonest, or unethical behavior of its personnel, as well as a "[whistleblowing mailbox](#)" on our website for internal and external reporting.

Q4 : Is there a sustainable supplier or procurement policy at TSRC ?

1. Based on the Responsible Business Alliance (RBA) Code of Conduct, TSRC follows relevant international standards to develop the "[TSRC Group Supplier Code of Conduct](#)" and "[TSRC ESG Procurement Policy](#)" . This code regulates suppliers' ethical management, human rights and labor policies, occupational safety and health, and environmental protection. TSRC requires suppliers to comply with the requirements, and the supplier's compliance status influences TSRC's procurement decisions.

Q5 : Does TSRC have Cyber Security Policy or Personal Data Protection Policy ?

1. TSRC has formulated the "[Cyber security Policy and Management](#)" and continues to strengthen the Group's information security prevention mechanism in response to changes in the external environment. IT Dept. has established a dedicated cyber security section and appointed cyber security manager and cyber security personnel to address cybersecurity issues. For the annual implementation and training status, please refer to the [Cyber security implementation status](#).
2. TSRC has established the "[Privacy and Personal Data Protection Policy](#)," which is applicable to all employees of the Company and its subsidiaries, customers, suppliers, subcontractors' personnel, visitors, website users, investors or shareholders, and job applicants. TSRC is committed to collecting, processing, and utilizing personal data only within the necessary scope, while placing great emphasis on customer information security and internal data management. Furthermore, the Company has formulated the "Information Security Policy and Management," and adopts appropriate security measures to safeguard customer privacy during the retention period of personal data. At the same time, new employees are required to complete privacy and personal data protection training courses, and all employees are regularly briefed on relevant laws and regulations.

Q6 : Does TSRC have a product recall mechanism ?

1. TSRC has established internal regulations for products used in food contact materials and medical device raw materials. When a quality issue is identified that may affect food or medical safety, a product recall mechanism is activated to ensure customer health and safety. In 2025, there were zero product recall incidents due to product safety concerns.

Q7 : Does TSRC have a policy and procedure for protecting consumer or customer rights?

1. When customers have questions or concerns regarding products or product liability, they may submit inquiries or complaints through the company's website email or by contacting their designated sales representative. TSRC will respond promptly based on the nature of the issue to address stakeholder concerns. TSRC has established a Code of Integrity to prevent products or services from causing harm to stakeholders. Additionally, the company has implemented an Information Security Policy and Management System to protect customer privacy, ensuring the secure and appropriate use of customer information within the organization. TSRC also collaborates across functional departments to enhance customer satisfaction and provide more convenient services.

GHG Emissions & Energy Efficiency

Q1 : Does TSRC have a greenhouse gas reduction target?

1. In response to global climate action, TSRC has adopted the vision of moving toward carbon neutrality. Considering the boundaries of the organization's scope of work and production capacity, TSRC has set the carbon reduction target with the base year in 2021, taking into account the SBTi recommendation of using the most recent year of available data as the base year. Because the group begin to consistently adopt the ISO14064-1:2018 for conducting inventories in 2021, TSRC has set the carbon reduction target with the base year in 2021. TSRC aims to reduce greenhouse gas emissions in scope 1 & 2 by 5% in 2023, 10% in 2025, and 22.5% in 2030. We will continue to invest in green process technologies and increase the use of renewable energy, and actively implement measures related to energy conservation and carbon reduction.
2. The Company is currently in the process of evaluating scope3's reduction and will disclose the targets once they are confirmed.

Q2 : Does TSRC Group conduct greenhouse gas emission inventories ?

1. In response to global Net Zero action, we actively manage greenhouse gas emissions at all production sites, invest in the energy-saving technologies and increase the use of renewable energy sources, and do the filing in accordance with the requirements after completing an organizational inventory and verification at each site annually and has obtained [ISO 14064 certification](#).

Q3 : Does TSRC plan to accelerate energy efficiency or renewable energy use ?

1. TSRC has set a vision to achieve carbon neutrality. As a manufacturer of specialty chemicals, TSRC prioritizes the reduction of Scope 1 and Scope 2 GHG emissions. With the year 2021 as the base year, TSRC aims to reduce Scope 1 and 2 greenhouse gas emissions by 5% in 2023, 10% in 2025, and 22.5% in 2030, and to achieve a renewable energy ratio of 5% by 2023, 10% by 2025 and 30% by 2030.
2. TSRC's energy efficiency program includes the promotion of low-carbon manufacturing processes. TSRC is committed to promoting energy saving in manufacturing processes, continuously optimizing process operations and utility systems in all of plants and investing in higher efficiency equipment as the main direction for carbon reduction. Through annual replacement of energy-consuming equipment, installment of energy-saving devices, and new stripper heat recovery technology, TSRC has been able to reduce the use of electricity and

steam. In addition to lowering the use of purchased steam in Scope 2, it has also been able to lower the amount of natural gas used because of the reduction in the amount of steam used in its manufacturing processes. TSRC plans to build its own solar power, purchase green power contracts, renewable energy certificates or other means to gradually increase the proportion of renewable energy in its production sites in Taiwan and China to achieve carbon reduction.

Enhancement of Water Usage

Q1 : Does TSRC have water resource management policies or guidelines?

1. The water resources used by TSRC at each location mainly come from the tap water provided by water companies, TSRC has set up three major focuses for water resource management: efficient water use, circulation and recycling, and clean emissions to reduce the total amount of water withdrawn from outside the plant and to reduce the burden of pressure on local water resources.
2. TSRC continues to increase the recycling rate of process wastewater to reduce the total amount of water withdrawn from outside the plant, and TSRC has set a wastewater recycling target of 25% of the Group's total wastewater recycled by 2023, a recycling rate of 36% by 2025 and a recycling rate of 40% by 2030.
3. TSRC publicly discloses its water resources management data and strategies every year and conducts a stakeholder survey to understand the views and feedback on TSRC's actions.

Q2 : Does TSRC have a wastewater recycling target or management mechanism?

1. After holistically considering the usage efficiency and discharge of water, TSRC has strengthened water recycling measures and increased the circulation of water resources in factories in recent years to lower the impact of water resources on operations and move forward to zero wastewater discharge. TSRC has set a wastewater recycling target of 25% of the Group's total wastewater recycled by 2023, a recycling rate of 36% by 2025 and a recycling rate of 40% by 2030. TSRC is increasing capital expenditures to strengthen the Group's wastewater recycling rate.
2. For wastewater management mechanism, TSRC's main production sites are all located in local industrial parks and are subject to management and supervision by the competent authority of the industrial parks. For wastewater from manufacturing processes and operations, TSRC takes recycling within the plant as the main consideration to reduce wastewater discharge. Wastewater that cannot be recycled and reused is pre-treated by factories until it meets local effluent monitoring standards and priority-controlled substance emission limits, and is then discharged into the industrial park's wastewater treatment system. TSRC's wastewater discharge has not caused any direct ecological impacts to the surrounding areas. In 2025, TSRC did not violate any wastewater regulations or exceed priority-controlled substance emission limits.

Reinforcement of Environmental Management

Q1 : Does TSRC have an environmental management policy or targets?

1. TSRC takes its social responsibility for environmental protection seriously, and has adopted high standards of environmental management at all of its operating locations, including: air pollution, waste/scraps, soil and groundwater contamination, and other substances that may have an impact on the environment. TSRC continues to promote energy conservation and waste reduction, air pollution prevention, and wastewater reduction and recycling through ISO 14001 Environmental Management Systems. We periodically conduct comprehensive reviews, and use technology to monitor factories and surrounding areas, so as to comply with regulations. TSRC' s environmental management strategy focuses on "process improvement" and "environment monitoring" .

Q2 : Does TSRC have any investment to mitigate environmental impact?

1. TSRC invests in facilities and equipment to improve the efficiency of manufacturing resources utilization and increase energy saving and carbon reduction, air pollution prevention, waste management, and water resource management to mitigate environmental impacts.
2. In 2025, TSRC' s capital expenditures for environmental projects such as energy conservation and carbon reduction, air pollution prevention, waste management, and water resource management amounted to NT\$232,069,083, accounting for 19.1% of the total annual capital expenditures. In 2025, the total expenditures for projects increased by 15.9% compared to 2024. Overall, environmental-related capital expenditures continue to follow existing management direction in 2025, with energy conservation and carbon reduction as the primary focus. Related expenditures in 2025 increased by 84% compared to 2022, and we will continue to promote and gradually deepen our efforts in improving energy efficiency and carbon reduction operations.

Q3 : Does TSRC have an air pollution prevention and management plan?

1. For air pollution prevention and management, TSRC will strengthen the management of volatile organic compounds (VOCs) at each site to reduce VOCs emission by equipment upgrade, regular inspection process improvement measures.

Diversity & Human Right

Q1 : Does TSRC has a human rights policy and guidelines ?

1. TSRC is committed to safeguarding human rights. By referencing international human rights conventions such as the United Nations "Universal Declaration of Human Rights", the "Global Compact", the "United Nations Guiding Principles on Business and Human Rights", and the "International Labour Organization Declaration on Fundamental Principles and Rights at Work", TSRC has formulated the TSRC [Human Rights Policy](#), which is approved by the CEO. The Policy eliminates any infringement and violation of human rights, prohibits all forms of discrimination, forced labor, and child labor. The relevant regulations are incorporated into internal management guidelines, and are implemented in operational management to protect the rights of employees and long-term contractors. In addition, TSRC has established the Sexual Harassment Prevention, Grievance, and Punishment Rules to prevent sexual harassment and establish grievance mechanisms and channels for gender equality. For implementation status, please refer to [TSRC website](#).

Q2 : Does TSRC have diversity plan ?

1. TSRC creates a diverse and equal working environment, emphasizing labor rights and gender equality. We recruited professional and talents without regard to age, gender, region, religion, marital status, sexual orientation, etc. We continue to attract talented people from all over the world to join TSRC through various channels such as industry academia cooperation and corporate internships. We continue to attract talented people from all over the world to join TSRC through industry-academia cooperation, internships, and other channels to create a culture of diversity and integration, capitalize on the differences and uniqueness of our employees, and motivate and support each other's innovations.
2. In adhering to the principle of equal opportunity, TSRC selects professionals through a public process based on professional competence and work experience.

Q3 : Does TSRC have an employee benefit system ?

1. TSRC emphasizes employee benefits in compliance with local laws and regulations and provides employee benefit beyond regulations like insurance, meal subsidies, year-end dinners, health check subsidies, travel subsidies, as well as wedding gifts, maternity gifts, and condolences for injuries and illnesses. Please refer to website [Employee Benefits](#) for detail.

Q4 : Does TSRC conduct employee satisfaction surveys ?

1. TSRC Group values employee feedback and conducts systematic surveys to gain insights into employee perspectives, serving as a key reference for enhancing workforce management and related initiatives. The Human Resources team administers a global Employee Engagement Survey every two years. In 2026, achieving a participation rate of 93.4% and an agreement rate of 80.5%.
2. The survey provides a comprehensive understanding of employees' current work conditions and helps identify potential challenges and issues. Based on areas with relatively lower scores, the Human Resources team will collaborate with functional departments to implement targeted continuous improvement plans and develop employee engagement initiatives. These initiatives will include progress tracking and effectiveness evaluation mechanisms, aiming to strengthen team cohesion and foster a more engaged and productive organizational culture.

Climate-related Risks and Opportunities

Q1 : Does TSRC have an assessment for climate related risk and opportunities ?

1. In response to the impact of climate risk, TSRC follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to identify and assess risks, manage and take countermeasures in the four dimensions of governance, strategy, risk management, index and targets, and disclose TSRC's climate-related risks and opportunities to the public.
2. For more information on TSRC's climate risks and opportunities, please refer to TSRC's [TCFD Report](#).

Management System & Certification

Q1 : Does TSRC have an environmental, safety and health management system?

1. In response to the international trend of carbon reduction and the pressure of scarcity of energy resources, TSRC cherishes the earth resources. To move toward carbon neutral operations, TSRC has set carbon reduction targets, increased the use of renewable energy, increased the proportion of recycled water, and recycled raw materials, and has developed products and services that can assist customers in reducing the use of energy resources. TSRC has enabled it to downstream partners and jointly drive the industry toward a low carbon era.
2. At the same time, TSRC is committed to environmental protection and manages its operations based on international standards. We minimize the impact on the environment by carefully handling air pollution, waste, soil and groundwater contamination during the manufacturing process.
3. TSRC manages its operations in accordance with the international standard ISO14001 environmental management system, and we have obtained the ISO14001 certificate, which can be found as linked [ISO 14001:2015](#).
4. TSRC manages its operations in accordance with the ISO45001 Occupational Safety and Health Management System and has obtained the ISO45001 certificate, which can be found as linked [ISO 45001](#).

Q2 : Does TSRC have an energy system ?

1. In response to the international trend of carbon reduction and the pressure of scarcity of energy resources, TSRC cherishes the earth resources to move toward carbon neutral operations, TSRC has set carbon reduction targets, increased the use of renewable energy, and worked together to promote the industry toward a low-carbon era.
2. TSRC is managed in comply with ISO 50001 energy management system. Kaohsiung Factory, Nantong Industries and TSRC-UBE have obtained ISO 50001 certification, which can be found as linked [ISO 50001](#).

Q3 : Has TSRC's greenhouse gas emission been verified by an external institution ?

1. TSRC Group (including its subsidiaries) conducts greenhouse gas inventory every year and has obtained ISO14064 greenhouse gas inventory certificate, which can found as linked [ISO 14064](#).

Q4 : Does TSRC have a management system for managing products ?

1. TSRC is committed to the spirit of "Do it right at the first time" and "Practice what you preach" to continuously improve the quality of our products and services to provide customers with satisfactory products and services. Please refer to related certificates are linked to the [ISO 9001](#) and [IATF 16949](#).
2. TSRC meets the environmental requirements of customers' products and continuously improves the environmental standard of products in comply with HSF (Hazardous Substance Free) related laws and regulations and produces HSF (Hazardous Substance Free) products with certificates of [QC 080000](#).

Q5 : Does TSRC have carbon footprint of Product (CFP) ?

1. TSRC has completed 32 product carbon footprint (CFP) based on product lifecycle and nature and has obtained ISO 14067 certificates. For data and certificates, please contact our sales window or email to ESG Sustainability Team (Email:esg.admin@tsrc-global.com) .