

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	2025/05/22-2028/05/21
Nantong Industries	2023/12/04-2026/12/03
TSRC-UBE	2023/09/01-2026/08/31
Shanghai Industries	2024/11/28-2027/11/27

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.



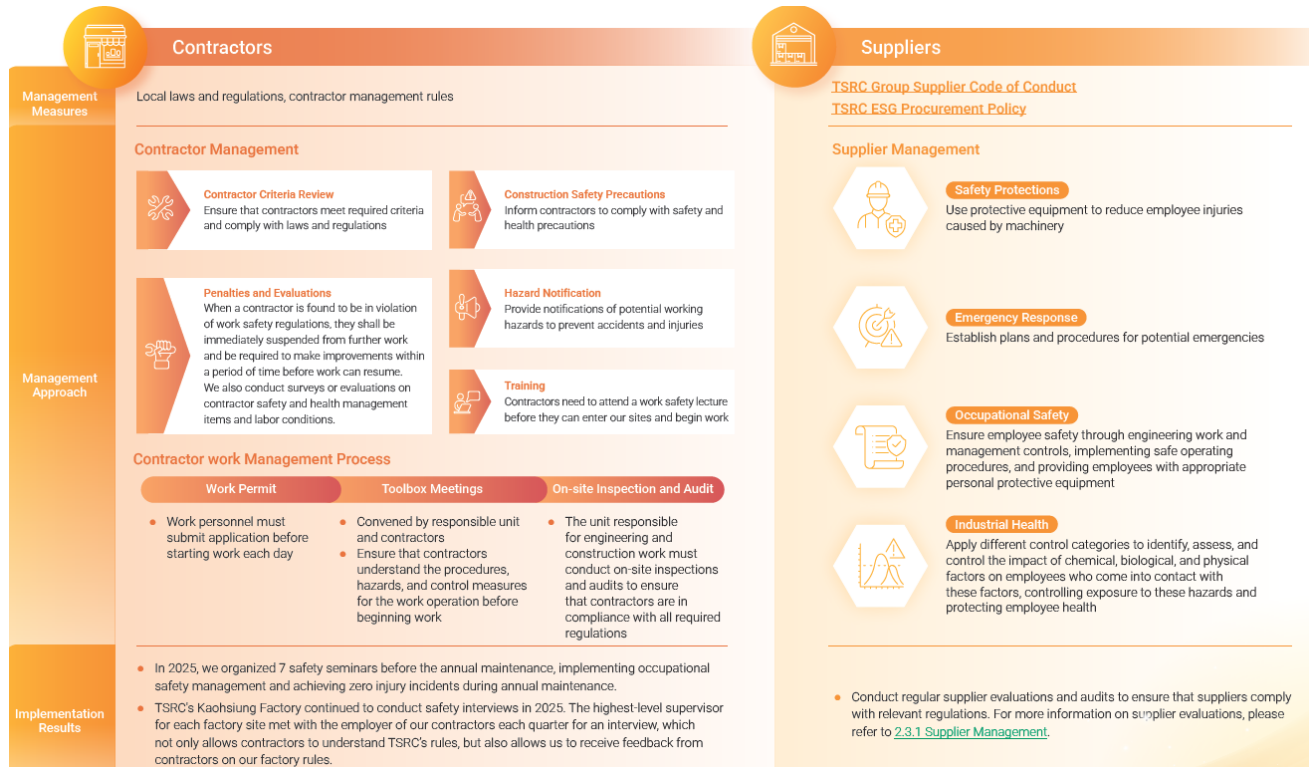
Responsible Care Committee Duties

- Implement the core values of our people-centric safety culture and aim to become a benchmark model for sustainable development.
- Implement and integrate the Company's environmental protection, safety and health policies, and carry out measures for safety, health, and environmental protection.
- Incorporate and meet the requirements of the six management principles^{Note} of the Taiwan Responsible Care Association (TRCA).
- Track and reduce chronic health risks of employees.

Note: The six management principles are process safety, contractor safety, emergency response, waste management and reduction, product management, and distribution management.

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.

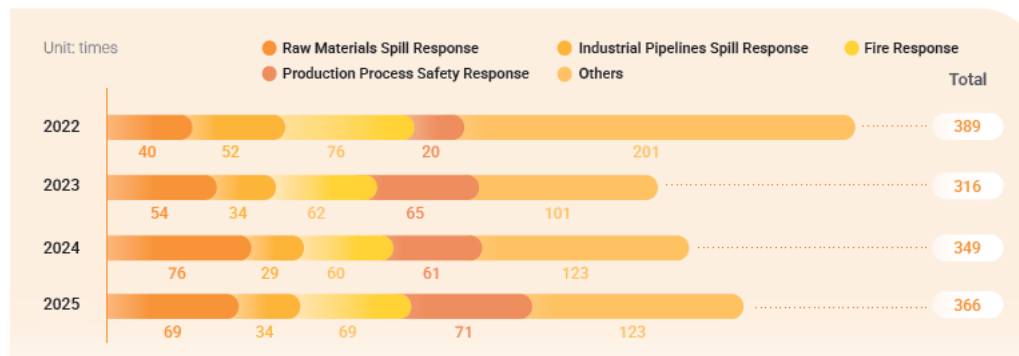


3. Training and Emergency Response Drills

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, and also carries out practical demonstrations during drills, in order to effectively improve safety awareness and our ability to respond to emergencies.

Number of Emergency Response Drills



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.

TSRC Occupational Hazard Factors



Noise

- TSRC Corporation (Gangshan Factory and Kaohsiung Factory)
- Shen Hua Chemical
- Nantong Industries
- TSRC-UBE
- Shanghai Industries
- TSRC Specialty Materials



Dust

- TSRC Corporation (Gangshan Factory and Kaohsiung Factory)
- Nantong Industries
- Shanghai Industries
- TSRC Specialty Materials



Chemicals

- TSRC Corporation (Gangshan Factory and Kaohsiung Factory)
- Shen Hua Chemical
- Nantong Industries
- TSRC-UBE
- TSRC Specialty Materials

Note 1: Only factories and subsidiaries with manufacturing activities within the reporting boundary are included. The following trading-based subsidiaries, Polybus and TSRC (Lux.), the Global Business Headquarters, and the TSRC Specialty Materials office, which are mainly office operations, are not included in this evaluation of occupational hazard factors.

Note 2: Butadiene is included in the chemical items of each factory, but other chemical items vary depending on their use at each factory. TSRC does not use chemicals such as hepatotoxins, nephrotoxins, neurotoxins, and sensitizers.

TSRC actively improves the working environment and makes improvements to employee operational conduct in order to reduce employee and contractor exposure to occupational hazard factors and chemical health hazards.

Use of Personal Protective Equipment

Since all of the Group's operating locations have noise as an occupational hazard factor, the Group has required employees and contractors to use personal protective equipment in accordance with the Personal Protective Equipment Matrix.

Monitoring the Working Environment

For potential hazards to employees from corrosive substances and suspected carcinogens, we conduct monitoring twice a year to identify actual risks, ensuring that the operating environment meets the standards for permissible concentrations of chemicals to minimize the exposure of employees to chemicals.

Updating Chemical Safety Information

The Kaohsiung Factory updates the safety data sheet for chemicals in the plant every three years to ensure that chemical information is up to date.

Reducing Fugitive Emissions During Processes

To address VOC emissions during the production process, we have continued to improve production procedures, install additional gas suction equipment, and conduct regular evaluations to reduce the risks that employees and contractors are exposed to. For the VOC management measures at each factory, please refer to [3.5.1 Air Pollution Prevention and Management](#).

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.

● 2025 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)	TSRC Specialty Materials	TSRC (USA)	Polybus	TSRC(Lux.)	TSRC Group Total
Total Working Hours	Hours	1,250,862	905,712	751,649	270,597	175,520	N/A	189,930	3,759	3,684	22,796	3,574,509
Number of Recordable Occupational Injury Cases	Case(s)	4	0	0	0	1	N/A	0	0	0	0	5
Number of People Involved in Recordable Occupational Injury	Persons	4	0	0	0	1	N/A	0	0	0	0	5
Total Recordable Incidence Rate (TRIR)	-	0.64	0.00	0.00	0.00	1.14	N/A	0.00	0.00	0.00	0.00	0.28
Number of Severe Occupational Injury Cases	Case(s)	1	0	0	0	1	N/A	0	0	0	0	2
Number of People Involved in Severe Occupational Injuries	Persons	1	0	0	0	1	N/A	0	0	0	0	2
Severe Recordable Occupational Injury Rate	-	0.16	0.00	0.00	0.00	1.14	N/A	0.00	0.00	0.00	0.00	0.11

● 2025 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)	TSRC Specialty Materials	TSRC (USA)	Polybus	TSRC(Lux.)	TSRC Group Total
Total Working Hours	Hours	471,667	449,057	257,391	106,573	39,049	N/A	105,976	0	0	292	1,430,005
Number of Recordable Occupational Injury Cases	Case(s)	1	0	0	0	0	N/A	0	0	0	0	1
Number of People Involved in Recordable Occupational Injury	Persons	1	0	0	0	0	N/A	0	0	0	0	1
Total Recordable Incidence Rate (TRIR)	-	0.42	0.00	0.00	0.00	0.00	N/A	0.00	0.00	0.00	0.00	0.14

● TSRC Process Safety Incidents, Process Safety Total Incident Rate, and Process Safety Incident Severity Rate in 2025

	TSRC Corporation (Global Business Headquarters, Gangshan Factory, and Kaohsiung Factory)	Shen Hua Chemical	Nantong Industries	TSRC-UBE	Shanghai Industries	TSRC (Vietnam)	TSRC Specialty Materials	Polybus	TSRC(Lux.)	TSRC Group Total
Process Safety Incidents Count (PSIC)	0	0	0	0	0	N/A	0	0	0	0
Process Safety Total Incident Rate (PSTIR)	0	0	0	0	0	N/A	0	0	0	0
Process Safety Incident Severity Rate (PSISR)	0	0	0	0	0	N/A	0	0	0	0