

4

Equal Workplace

- 4.1 Talent Attraction and Retention
- 4.2 Protecting Workplace Environment
- 4.3 Social Influence



Recommended Primary Stakeholders for This Section:

☐ Suppliers ☐ Customers ☒ Employees ☐ Investors ☒ Government ☐ Media ☒ General Public

Equal Workplace

TSC believes that sustainable talent development is one of the key factors for organizations to achieve long-term success. It is critical to continually strengthen the organization & ability to respond to change and remain competitive in the marketplace. TSC will celebrate its 45th anniversary in 2024. To keep pace with global ESG and DEI trends, the company is actively attracting outstanding talent through various recruitment channels. In addition, the Company plans to implement a comprehensive talent development system to help colleagues cultivate the skills necessary for their respective positions. Employee welfare and physical and mental health are also critical elements of sustainable operations. Through various welfare policies, we prioritize the health management of our employees and strive to create a healthy and friendly work environment.

4.1.1 Diversity and Inclusion GRI 2-7 2-8 2-19 2-20 401-1 405-1 405-2 TS-SC-330a.1

Manpower Structure

TSC deeply understands that talent is the key foundation for sustainable development. We continuously strive to establish a diverse, equal, and harmonious workplace that respects the uniqueness and differences of all employees. To achieve this goal, we recruit not only local talent, but also international talent while ensuring that all relevant processes strictly comply to legal regulations. In the context of globalization, TSC offers various employment opportunities through online and offline recruitment channels. We have a diverse and inclusive recruitment policy that does not discriminate on the basis of gender, age, race, nationality, religion, political opinion or sexual orientation. Therefore, our employees come from all over the world, including Asia (Taiwan, Singapore, Japan, the Philippines, Malaysia, etc.), and work in the headquarters as well as factories.

Furthermore, to enhance the professionalism and fairness of recruitment and selection in Taiwan, work abilities will also be integrated into talent evaluation. A comprehensive assessment is conducted from perspectives such as development potential and fit, ensuring that the most suitable talents are found while promoting the organization's long-term development. After implementing talent selection, **TSC's overall employee retention rate further increased from 84.8% (2023) to 86.6% (2024)**, indicating its impact on organizational talent stability and development.

In 2024, various regions will respond to the company's long-term development plans and organizational adjustments by establishing a variety of specialized departments and conducting more detailed division of duties within existing departments. This aims to enhance operational efficiency and strengthen long-term competitiveness. The total number of **full-time employees** at all locations in Taiwan and China combined is **1,462**.

Employee Distribution and Percentage of Total Employees (by Nationality and Work Location)



Note: foreign nationals are not working at the site

2024 Employee Distribution

Item Classification			Male		Female		Group Subtotals and Percentages	
			Number of People	Percentage of the Classification	Number of People	Percentage of the Classification	Number of People	Percentage of the Classification
Age	Under 30 years old (inclusive)	Taiwan	60	74.1%	21	25.9%	81	5.5%
		Mainland China	55	61.1%	35	38.9%	90	6.2%
		Subtotal	115	67.3%	56	32.7%	171	11.7%
	31 to 49 years old	Taiwan	267	56.9%	202	43.1%	469	32.1%
		Mainland China	173	24.5%	534	75.5%	707	48.4%
		Subtotal	440	37.4%	736	62.6%	1,176	80.4%
	50 years old and above (inclusive)	Taiwan	41	58.6%	29	41.4%	70	4.8%
		Mainland China	30	66.7%	15	33.3%	45	3.1%
		Subtotal	71	61.7%	44	38.3%	115	7.9%
Employee Category	Permanent Employee	Subtotal	626	42.8%	836	57.2%	1,462	100.0%
Total			626	42.8%	836	57.2%	1,462	100.0%

Distribution of Management and Non-Management Levels in 2024 (by Age and Gender)

Unit: Person

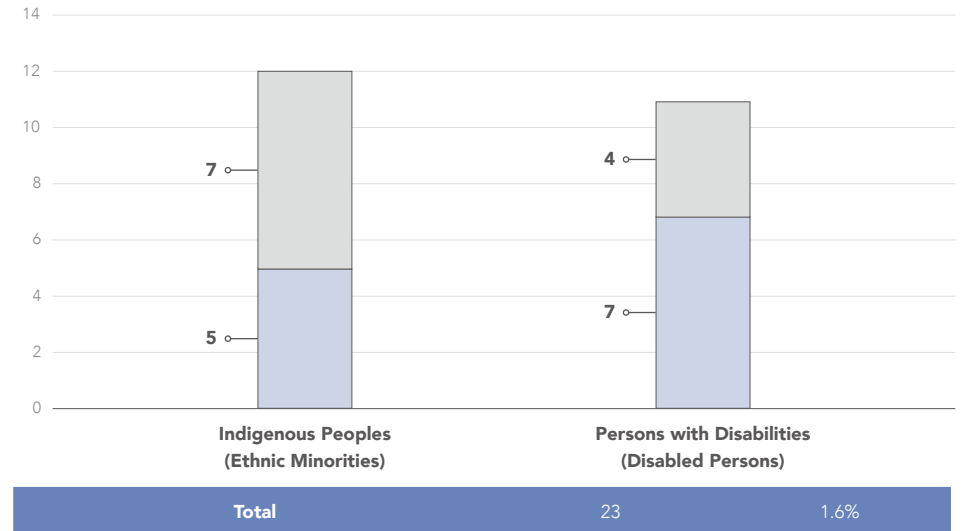
Category			Management Level		Non-Management Level	
			Male	Female	Male	Female
Age	Under 30 years old (inclusive)	Taiwan	2	0	58	21
		Mainland China	0	1	55	34
		Subtotal	2	1	113	55
		Percentage	0.8%	0.4%	9.4%	4.6%
	31 to 49 years old	Taiwan	66	28	201	174
		Mainland China	32	77	141	457
		Subtotal	98	105	342	631
		Percentage	38.6%	41.3%	28.3%	52.2%
	50 years old and above (inclusive)	Taiwan	26	10	15	19
		Mainland China	5	7	25	8
		Subtotal	31	17	40	27
		Percentage	12.2%	6.7%	3.3%	2.2%
Subtotal		131	123	495	713	
Total			254		1,208	

Note:

- Management positions include entry-level, mid-level, and senior-level supervisors, with level ranging from 2 to 6, 7 to 8, and 9 and above.
- Employee category is determined per the GRI guidelines.
- The percentage represents the ratio of the number of employees in this category to the total number of employees.
- The reference date for the calculation of the data is December 31, 2024.
- Due to the expansion of the reporting boundaries to include the factory area in mainland China and office locations in various regions of China from fiscal year 2024, the number of disclosed data has changed slightly compared to the previous year.
- Non-employee on-site workers total 36, primarily consisting of annual security, cleaning personnel, and equipment contractors in Taiwan and China.

Employee Distribution (Based on Diversity Indicators)

Taiwan Mainland China



Note: The percentage represents the ratio of the number of employees in this category to the total number of employees.

Diverse Recruitment Channels and Talent Management

TSC recruits through multiple channels to diversify talent sources, using online platforms such as LinkedIn, alongside offline events including on-site hiring in Taiwan, college fairs in Shandong, and employee referrals. These efforts attract high-quality candidates and strengthen market competitiveness.

TSC will align talent strategies with regional growth and strategic goals, foster an inclusive workplace, optimize training and rotation programs, provide diverse development opportunities, and prioritize internal promotions to support career growth and operational stability.

New Employees

		2022		2023		2024	
		Total	Percentage	Total	Percentage	Total	Percentage
Gender	Male	159	54%	100	68%	84	61%
	Female	133	46%	47	32%	54	39%
Age	Under 30 years old (inclusive)	146	50%	53	36%	58	42%
	31 to 49 years old	133	46%	83	56%	70	51%
	50 years old and above (inclusive)	13	4%	11	7%	10	7%
Region	Taiwan	184	63%	119	81%	74	54%
	Mainland China	108	37%	28	19%	64	46%
Total		292	100%	147	100%	138	100%

Note:

- Percentage is calculated by dividing the number of each category of employees by the total number of new employees in that year.
- In 2024, the new employees in Taiwan included one temporary worker, with all others being full-time and regular staff.

Employee Turnover

		2022		2023		2024	
		Total	Percentage	Total	Percentage	Total	Percentage
Gender	Male	112	46%	113	51%	77	43%
	Female	134	54%	108	49%	104	57%
Age	Under 30 years old (inclusive)	92	37%	66	30%	51	28%
	31 to 49 years old	133	54%	130	59%	102	56%
	50 years old and above (inclusive)	21	9%	25	11%	28	16%
Region	Taiwan	109	44%	97	44%	84	46%
	Mainland China	137	56%	124	56%	97	54%
Total		246	100%	221	100%	181	100%

Note:

- Percentage is calculated by dividing the number of each category of employees by the total number of turnovers in that year.
- In 2024, the departing employees in Taiwan, included one temporary worker, with all others being full-time or regular staff.

Remuneration Policies

TSC establishes employee compensation and benefits in line with the Labor Standards Act, local labor laws, and market trends, following its articles of incorporation and related regulations. A clear performance evaluation system is reviewed annually to reward outstanding talent. In Taiwan, bonuses are based on job performance, responsibilities, and special contributions, in line with the Employee Bonus and Stock Option Scheme.

Executive compensation is reviewed by the Remuneration Committee, which assesses criteria, goals, policies, and structures, and makes recommendations to the Board. Evaluations consider industry norms, individual performance, responsibilities, goal achievement, business goals, financial condition, and future risks. In 2024, the Committee held three meetings to ensure competitiveness and fairness.

Gender Remuneration Ratio

Basic Salary with Remuneration - Female : Male		
Year	Management Level	Non-Management Level
Taiwan		
2023	0.50 : 1	0.77 : 1
2024	0.44 : 1	0.70 : 1
Mainland China		
2023	1.48 : 1	0.72 : 1
2024	1.4 : 1	0.74 : 1

Note:

1. Minor differences in the gender pay ratio may result from individual performance, seniority, and other factors. In Taiwan, salary standards are identical for men and women.
2. Management level refers to department heads, vice-heads, and associate vice-heads.
3. From 2024, reporting boundaries expanded to include factories and offices in mainland China, resulting in slight changes in disclosed data compared to the previous year.

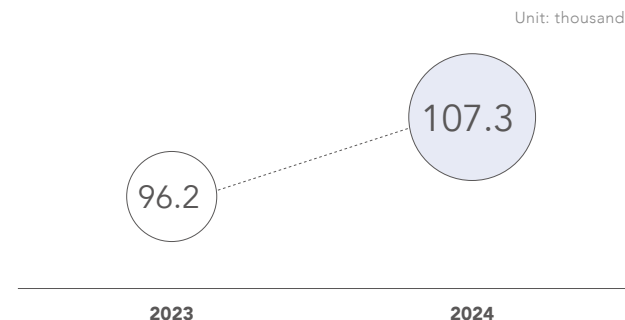
Median Salary of Full-time Employees in Non-supervisory (Taiwan)

	2023	2024
Median	NT\$638 thousand	NT\$628 thousand

Note:

1. Based on annual salary in New Taiwan Dollars (NTD)
2. The median salary of full-time employees in non-supervisory positions in Taiwan decreased by NT\$10 thousand in 2024 compared to 2023, with a loss rate of 1.6%.

Median Salary of Full-time Employees in Non-supervisory (Mainland China)



Note:

Starting in 2024, reporting was expanded to include offices across China in addition to manufacturing facilities, resulting in slight variations from the previous year's data.

TALENT, in Taiwan - Talent Sustainability Development Alliance

• Join "TALENT in Taiwan" Enhance Employer Brand Management

Talent is vital to long-term growth. Beyond active recruitment, TSC strengthens its employer brand through a new website launched in 2024, ongoing promotion on platforms such as 104 and LinkedIn, and employee referral programs. TSC also joined the "TALENT, in Taiwan - Talent Sustainability Development Alliance, supporting sustainable talent development initiatives through concrete actions.

• Continue Promoting the "Diversity, Equality, and Inclusion" Spirit

TSC continue to promote and implement sustainable talent indicators, with main facets including practical actions of support:

Diversity and Inclusion

TSC recruits talent across nationalities, backgrounds, genders, and age groups, fostering a diverse workforce that drives innovation and broadens perspectives.

Health and Well-being

We provide health examinations beyond regulatory requirements and promotes wellness through health awareness programs and activities, fostering a safe and positive workplace.

Nurture and Growth

In line with company policies and departmental goals, TSC provides functional and professional training, along with soft skill courses such as occupational safety and corporate social responsibility, to support well-rounded employee development.

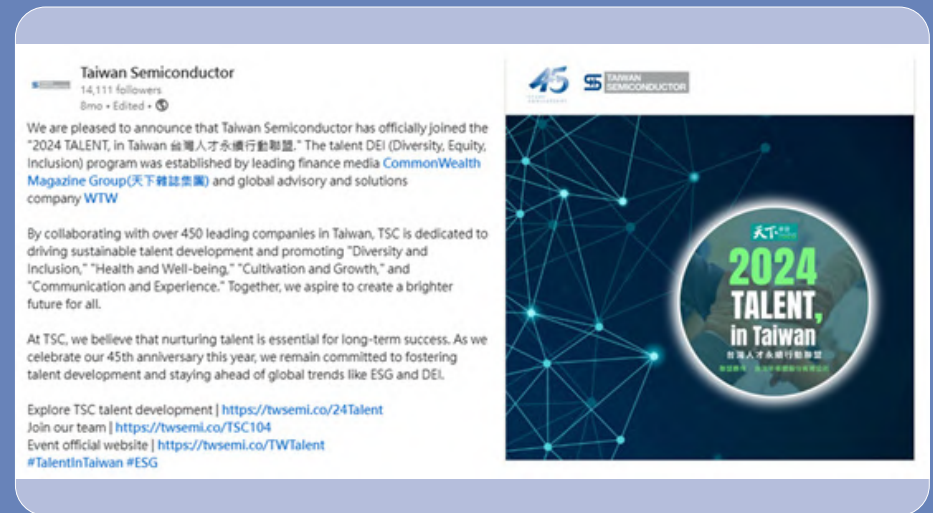
Communication and Experience

Maintain diverse, two-way communication channels, values employee feedback, and implement improvements based on their suggestions.

- **Long-Term Commitment to Sustainable Management**

Sustainable talent development is a long-term commitment. TSC fosters diversity, equality, and inclusiveness to build a culture where all employees can fully contribute and create organizational value.

In 2024, TSC strengthened its employer brand through multiple channels, including 104 Job Bank and LinkedIn. Publishing thematic articles on the Talent Sustainability Development Alliance led to an 18.6% increase in LinkedIn followers within six months, attracting more potential talent.



4.1.2 Human Resource Development GRI 404-1 404-2 404-3

Talent Retention

To attract and retain top talent, TSC continuously enhances its compensation and talent development mechanisms, enabling employees to thrive in a stable, growth-oriented environment. We monitor market salary trends, review pay and benefits annually, and optimize base salary, allowances, and bonuses to maintain competitiveness and support long-term growth.

TSC also advances human resource management through measures that enhance employee experience and strengthen corporate competitiveness, including:

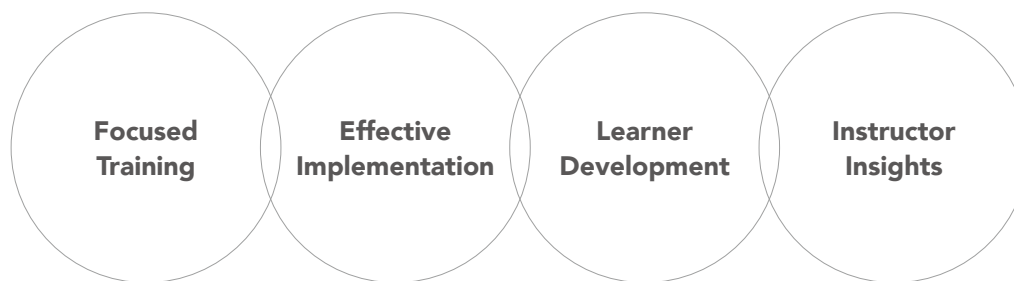
Strengthening Real-Time Communication with Digital Platforms	<p>Implemented a new HRM system to streamline processes from automated notifications to self-service, enabling employees and managers to access information in real time. Benefits improved by 62% and paper-based approvals were reduced. Established a labor-management platform to share meeting information, enhance real-time communication, and strengthen mutual trust.</p>
Enhancing Internal Talent Development to Foster Career Growth	<p>Established clear promotion and career growth mechanisms, with regular performance and potential evaluations to provide advancement opportunities. Offered diverse training, including internal programs, external learning, and succession planning, to enhance professional and management skills for future development.</p>
Strengthening Recruitment and Onboarding Mechanisms to Improve Retention	<p>Revised training programs to help new hires adapt faster to the corporate culture and work environment. Improved interview evaluation forms to enhance talent-role matching, boosting adaptability and stability. These measures reduced the overall attrition rate by 1.8% in 2024.</p>

Overall attrition rate decreased by
1.8%
in 2024 compared to the previous year

These strategies aim to build a stable, growth-oriented workplace that fosters employee and company growth, enhancing overall competitiveness.

Talent Development and Cultivation

TSC's talent cultivation plan is aligned with corporate strategy and operational goals. An annual company-wide survey identifies training needs in technical skills, professional knowledge, and leadership. Based on the results, targeted courses are developed to support organizational growth.



In 2024, TSC adopted streamlined training as the core strategy, emphasizing four pillars: **focused training, effective implementation, learner development, and instructor insights**. Training hours were streamlined from 40,000 in 2023 to 28,000 by optimizing course content and schedules.

To ensure training quality, TSC launched a comprehensive review of mandatory training courses, along with training materials and exams to align with practical needs. A follow-up mechanism was also introduced to track post-training behavioral changes. In addition, TSC initiated the development of an internal trainer training and management system to strengthen the linkage between training quality and practical application.

Around 80% of total training hours targeted **professional skills** and **quality management**, strengthening technical expertise and quality control. **Functional development** in teamwork and leadership was also reinforced to build talent with both technical and managerial capabilities, supporting efficient team operations and long-term growth.

Comprehensive and Diverse Training

TSC offers various training courses to employees of different position level and type based on their functional requirements, with the aim of improving their professional expertise and abilities, enhancing their performance, and supporting their own advancement and career growth. In 2024, the average number of training hours per employee was 50.9 hours.

Competency Training	TSC offers competency training programs covering core and leadership skills. Core programs strengthen accountability, teamwork, and pursuit of excellence, encouraging employees to take ownership, drive team progress, and support long-term growth. Leadership programs train managers in strategic thinking, team management, cross-department coordination, and motivation to align capabilities with corporate goals.
Professional Training	Professional training addresses departmental needs, combines practical application with compliance, and supports professional certification. Each unit designs courses based on job content to help new hires integrate quickly and enable current staff to advance their skills. Certification training is offered for specific roles to ensure required qualifications, meeting both regulatory and business needs.
Quality Training	TSC promotes quality awareness among all employees to achieve a zero-defects goal. The quality assurance department conducts annual training, including internal auditor certification, to enhance skills and raise quality management standards. For key automotive products, strict role-based training ensures compliance with high industry standards and maintains market competitiveness.
General Training	General training includes new employee orientation, occupational safety, legal awareness, information security, corporate social responsibility, and self-development. These programs help employees understand company culture, laws, and safety regulations, while building core competencies, ensuring compliance, and facilitating workplace adaptation.
Critical Talent Training	The Company provides ongoing professional training for key talent to support growth and future development needs.

Average training hours per employee

50.9 hours



Average Training Hours in 2024

		Taiwan	Mainland China
Gender	Male	46.1	57.9
	Female	34	58.8
Position Level	Management Level	46	67.9
	Non-Management Level	40	57.1
Total Number^{Note}		686	864
Total Training Hours		28,283.9	50,587
Average Training Hours		41.1	58.5
Total average training hours (total training hours / total number of people)		50.9	

Note: Total number refers to all individuals who received training from January 1 to December 31, 2024.

Performance Management and Development

To effectively achieve annual business objectives and ensure fair performance evaluation, TSC has established a clear performance appraisal system. All managers and employees are assessed annually, serving as the basis for job rotation, salary adjustments, and bonus distribution. The evaluation focuses on individual mid- to long-term objectives (OBJ), key performance indicators (KPI), and development goals. Through structured goal-setting, managers can align company, departmental, and individual objectives, closely linking talent development with business growth.

Since 2023, TSC has implemented a competency framework and applied it to training and performance management, encouraging employees to continuously improve and demonstrate key competencies. In 2024, managers practiced competency-based evaluations during performance appraisals, while outstanding employees were recognized quarterly and best practices were shared to enhance practical understanding. In mainland China, diversified evaluation mechanisms were adopted based on job level and function.

Looking ahead, TSC will formally integrate competency performance into the appraisal system in 2025, starting with managers at Level 7 and above, making it a key component of performance reviews. Through these measures, TSC aims to strengthen performance management, enhance organizational effectiveness, and support continuous employee growth and development.

2024 Performance and Career Development Evaluation Coverage

	Taiwan		Mainland China	
	Male	Female	Male	Female
Management Level	94	38	63	112
Non-Management Level	275	214	194	472
Total	369	252	257	584
Review Percentage	100%	100%	100%	100%

Crafting Exceptional Leadership, Advancing Future Competitiveness - The Path of TSC Management Training

• 2023: Laying the Foundation for Management Training and Competency Development

In 2023, TSC Taiwan introduced Competency Module, defining "core" and "leadership" capabilities as the basis for management training and development, with the goal of fostering responsibility, excellence, and leadership to strengthen competitiveness.

A mid-level manager training program was launched, combining management knowledge and practical skills to enhance team leadership. Forty-one managers and potential talents participated, completing a total of 427 training hours. Senior managers provided mentoring through practical challenges, offering in-depth feedback to help participants understand their leadership styles and strengthen management thinking. This year established the foundation for management training, positioning managers as key drivers of team growth.

41

managers and
potential talents
participated

Cumulative
training hours

427

• 2024: Deepening Management Training and Cultivating Leadership Excellence

In 2024, under the theme Excellence in Leadership, training focused on strengthening the management capabilities of mid- to senior-level managers and high-potential talents. A total of 90 managers participated, with courses tailored to practical challenges identified through surveys.

Coure's four major themes:

01 The Lever Principle of Leadership: Inspiring managers to rethink the various strategies and choices they can make when leading teams, helping them expand their influence and thereby enhance team performance and cohesion.

02 Situational leadership practice: Guide supervisors to adjust their management styles flexibly based on team members' willingness and abilities, thereby unlocking the team's potential and enhancing efficiency.

03 Application of Flow Theory: Assist managers to assess their own and team members' current situations based on individual abilities and challenges. Provide appropriate tasks and guidance according to different scenarios, aiming for a balance between ability and challenge to maximize personal and team effectiveness and achieve the flow state

04 Advocating a Growth Mindset: Encourage managers to communicate with the team using positive thinking, inspiring the team to embrace challenges with an open mindset. Focus on effort and the growth process, thereby nurturing an organizational culture brimming with learning agility and resilience.

Senior management is fully involved and supportive throughout, ensuring that the training content aligns with practical management needs and is consistent with company strategic goals. We work closely with instructors to translate learning outcomes into daily management practices, further enhancing the company's competitiveness.



▲ Team members sharing experiences with collaboration and enthusiasm for learning.



▲ Group photo symbolizing unity and shared growth.

Implementation and Application

Action plans were developed to help managers integrate leadership skills into daily operations. Managers streamlined reports and meetings, optimized workflows, and proposed **40** improvement projects across **14 units**, saving about 76 operational hours.

They also applied "flow theory" and a "growth mindset" to refine leadership styles and guide team potential, while using situational leadership to tailor strategies to team members' needs, enhancing management efficiency.

Case Study: Shifting Team Mindset

After attending an "Excellence in Leadership" training, a supervisor implemented changes in the management of their team of 17 engineers, focusing on fostering a growth mindset. Training inspired him to shift from harsh criticism to positive reinforcement, encouraging innovative thinking through guiding questions and insightful praise.

From "How could you do this?" to, "Wouldn't it be better if you changed it like this?" This transformation has improved the team atmosphere, with two engineers now bravely expressing themselves in meetings and gradually embracing a growth mindset. This case demonstrates the value of leadership training, with a mindset shift driving work efficiency and innovation.

Practice-sharing Session

Three practice-sharing sessions were held to exchange application results, challenges, and management experiences. In the first session, over 30% of participating managers applied Flow Theory and a Growth Mindset in team leadership, while more than 50% implemented Situational Leadership in daily management. These exchanges deepened leadership application and promoted mutual learning, reinforcing the company's commitment to talent development.



▲ Colleagues sharing how they apply leadership principles in daily work to inspire and lead teams toward excellence.

- **2025: Laying the Foundation for the Future, Launching a New Chapter in Leadership**

In 2025, leadership development will be a core training priority, focusing on strengthening management's decision-making, team management, and cross-departmental collaboration to enhance operational efficiency and market competitiveness. Strategic thinking and problem-solving will be emphasized to improve judgment, systemic thinking, and strategic planning, driving stronger growth momentum.

- **Future Vision and Strategy**

To achieve long-term talent development goals, we will incorporate functional performance into performance evaluation metrics. Through continuous training and assessment, we ensure that management continuously improves and grows. At the same time, We will also plan clear growth paths for employees with potential, gradually nurturing them towards managerial positions to inject new vitality into the organization.

Since introducing the competency module in 2023 and deepening leadership excellence in 2024, TSC will continue to build a capable, forward-looking management team to navigate market changes and achieve long-term objectives.

4.1.3 Employee Health and Benefits GRI 401-2 401-3

Through comprehensive benefits, flexible policies, and diverse health initiatives, TSC seeks to retain top talent, enhance satisfaction and efficiency, and foster a healthy, stable workplace.

Employee Well-being

Employee Group Insurance
TSC provides comprehensive group insurance at major operational locations. In Taiwan, coverage includes life, accident, medical, hospitalization, and cancer insurance, with dependents eligible for participation. In China, TSC contributes to social insurance and the housing provident fund, ensuring protection in medical care, retirement, and unemployment while enhancing quality of life. These measures reflect TSC's commitment to employee well-being, fostering loyalty and long-term stability.
Employee Stock Ownership Trust
In Taiwan, TSC grants employees a 30% subsidy on actual deposits per shareholder meeting agreements, encouraging participation in operations and the joint pursuit of excellence.
Childcare Policy
TSC supports work-life balance by offering unpaid parental leave, maternity, prenatal, and paternity leave in line with the Gender Equality in Employment Act. Employees may also adjust working hours. Benefits include childcare subsidies, education incentives, and birth allowances. In Mainland China, childcare, maternity, breastfeeding, and nursing leave are provided per local laws to ensure support during childbirth and childcare.

Maternity Leave

2022-2024 Retention Rate

100%

Parental Leave Status of Employees in Taiwan

	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of Employees Eligible to Apply for Parental Leave in the Year (A)	23	13	36	16	19	35	19	12	31
Actual Number of Employees who Applied for Parental Leave in the Year (B)	1	4	5	2	4	6	0	2	2
Application Rate (B/A)	4%	31%	14%	13%	21%	17%	0%	17%	6%
Number of Employees who have Taken Parental Leave and are Eligible for Reinstatement in the Year (C)	0	2	2	0	3	3	6	5	11
Actual Number of Employees who Applied for Reinstatement in the Year (D)	0	2	2	0	3	3	0	1	1
Reinstatement Rate (D/C)	0%	100%	100%	0%	100%	100%	0%	20%	9%
Number of Employees Reinstated in the Previous Year (E)	2	1	3	3	6	9	1	5	6
Number of Employees Remaining One Year After Reinstatement in the Previous Year (F)	2	1	3	3	6	9	1	5	6
Retention Rate (F/E)	100%	100%	100%	100%	100%	100%	100%	100%	100%

Retirement Plan

TSC provides a pension system in Taiwan to ensure employees' financial security after retirement. In line with the Labor Standards Act and the Labor Retirement Pension Act, the Company operates both the old and new retirement schemes, supervised by a dedicated committee.

Since July 1, 2005, TSC has contributed 6% of employees' monthly salaries to individual retirement accounts, with the option for employees to make additional voluntary contributions. Employees may choose to remain under the old system or switch to the new scheme, with prior service years fully recognized.

In 2024, TSC contributed NT\$21,145 thousand to retirement funds, fully remitted to the Bureau of Labor Insurance. Pensions are calculated based on service years and the average salary of the six months before retirement. To safeguard benefits, annual actuarial reviews are conducted, and reserves are maintained in a dedicated account at the Bank of Taiwan, which held NT\$44,380 thousand at the end of 2024.

All funds are centrally managed by the Bureau of Labor Funds, with investment returns guaranteed to be no less than the two-year fixed deposit rate.

Incentive System and Employee Benefits

Positive Corporate Culture

TSC is committed to cultivating a positive corporate culture and promoting employee well-being. We publicly recognize senior employees and exemplary employees for their outstanding contributions, motivating others to strive and succeed together.

The Employee Welfare Committee offers a range of benefits, including festival bonuses, allowances for weddings, funerals, and other celebrations, childbirth bonuses, and educational scholarships for employees' children—reflecting the Company's care and support.

Welfare Bonus

Affiliated Stores

70

TSC also partnered with over **70 affiliated stores** to offer more discounts, further enhancing employees' quality of life and demonstrating our commitment to their welfare.

2024 Incentive System and Benefit Expenditure in the Taiwan area

	Item	Frequency	Highlights
Festivals	The Three Major Holiday Bonuses (including Mid-Autumn Festival, Dragon Boat Festival, and Labor Day)	Annual	Distribute annual holiday bonuses to express appreciation and motivate employees
	Subsidies for Marriage, Funerals, and Festivals - Cash Gifts for Childbirths	Number of Applicants Approved	The Employee Welfare Committee organizes annual benefits and activities. It provides cash gifts for childbirth, marriage, birthdays, and offers condolence money for illnesses, injuries, or bereavements.
	Other (Birthdays)	Once a year	
Employee-related	Childbirth Subsidy - Parental Subsidy	Number of Applicants Approved	TSC supports employees with children by providing childcare subsidies and education incentives, helping them balance career and family responsibilities while enhancing employee retention. In 2024, TSC provided childcare subsidies to 72 employees and educational incentives to 126 employees , demonstrating our commitment to caring for our employees and fostering a harmonious work-life environment.
	Childbirth Subsidy - Educational		
	Benefits Meetups	According to the Welfare Committee's plan, there will be multiple times each year.	In 2024, in response to the expectations of colleagues across different regions, we will organize events or distribute vouchers as a way to meet their needs and show concern for their quality of life outside work.
	Senior Employees	According to the annual plan, multiple times each year.	At the year-end banquet, TSC presents certificates and gold jewelry to eligible senior employees as a token of appreciation. Exemplary employees are nominated by departments and selected by senior management to receive recognition and bonuses, with their achievements publicly announced to inspire others.
	Exemplary Employee		
	Physical Examinations	The headquarters conducts an annual review, while the plant sites undergo a biennial review.	TSC collaborates with professional medical teams to provide employees with annual health check-ups that exceed regulatory standards. In 2024, a total of 502 employees underwent health checks, with ongoing follow-ups and health management.
	Christmas Gift Distribution	According to the planning and frequency of festival celebration events.	Activity forms and frequency are planned according to holidays. In 2024, senior executives dressed as Santa Claus and distributed gifts to express appreciation, creating joyful moments for employees.
	Year-end Banquet	According to the annual plan, devise the manner of holding year-end parties.	In 2024, TSC holds a year-end party at the factory site, where employees enjoy lunch, performances, games, and prize draws. The event fosters relaxation, communication, and shared celebration.



Warm Christmas Gift-Giving



The Welfare Committee plans diverse activities, such as travel, crabbing, and movie appreciation, to foster interaction and enjoyment.



Promotion of Physical and Mental Health and Work-life Balance

Health Promotion Resources and Activities

TSC collaborates with professional medical teams to conduct regular health checks for employees according to local regulations. In Taiwan, we provide health checks that exceed legal requirements in terms of frequency and surrounding resources, ensuring continuous care for employee health management.

2024 Workplace Health Promotion Results

<div>Occupational Health Services</div> <ul style="list-style-type: none"> Regular on-site services are provided in each district, including health advice, counseling and care, workload and psychological stress management, prevention of work-related muscle soreness, maternity protection advice for pregnant women, advice on We held an annual health seminar with a total of 106 participants. The themes were diverse and rich, including the following: <ul style="list-style-type: none"> Relationship between stress and health Healing Pastel Painting Understanding and Improving Metabolic Syndrome + Sharing Weight Loss Experiences Muscle strength training, stretching, and relaxation. Preventing and Maintaining Health for Back Pain Relief Health Seminar: The Importance of Eye Health Care <div> <div>annual health seminar 106 participants</div> <div>abnormal tracking rate 100%</div> <div>Health Promotion Activities 774 participants</div> </div>	<div>Health Promotion Activities</div> <ul style="list-style-type: none"> "Get Active for Health" in Taiwan: We organized the "Get Moving for Health" initiative in Taiwan to encourage colleagues to participate in sporting events. This year, a total of 59 employees took part, actively engaging in athletics outside of work. The program aims to foster an athletic culture within the company and promote a healthy work-life balance. In Mainland China, we held a sports meet at our Tianjin plant featuring badminton, tug-of-war, table tennis, and more, with over 250 employees participating. While getting some exercise, everyone also strengthened team cohesion. The Shandong plant organized a company-wide health sports meeting, which attracted 465 participants. A total of 27 trophies and 62 medals were awarded across various competitions, with over 100 prizes prepared to motivate staff participation and showcase their vitality and energy in health and fitness activities.
<div>Health Protection Plan</div> <ul style="list-style-type: none"> Health Protection Plan Prevention of diseases caused by overwork: Identify and assess high-risk employees, schedule physician interviews and provide health guidance, and make necessary adjustments to working hours and job content. Prevention of Repetitive Strain Injuries: Conducted a survey using a questionnaire to assess musculoskeletal symptoms among workers, investigating conditions such as fatigue and discomfort in the body. Evaluated the severity of these issues and assessed the potential hazards related to work tasks, adjusting work practices as necessary. Maternal health protection: Measures are implemented to assess, control, and manage the health of female workers from the beginning of pregnancy to less than one year after delivery. These measures are designed to protect the health of both the mother and the fetus. Regular monitoring and management of employees physical and mental health conditions are conducted by on-site medical personnel in various regions. 	<div>Physical Examinations</div> <ul style="list-style-type: none"> Routine health check-ups: Arrange for employees to participate in health checks according to regulations. Health Monitoring Management: On-site service medical personnel in each area professionally assess health monitoring levels. For those requiring necessary health monitoring, all are arranged for interviews during scheduled on-site services by occupational doctors, with an abnormal tracking rate reaching 100%. <p>TSC encourages its employees to participate in sports activities through various means. In addition to enhancing team cooperation and building camaraderie, these efforts also promote the overall health of their colleagues and help them maintain a good physical and mental state.</p>



Various sports events to enhance employee team cohesion while promoting physical fitness.



Through healthy meal plans, promotion of metabolic syndrome awareness, office stretching exercise instruction, workplace communication skills, and stress relief through watercolor painting, we aim to enhance our colleagues' health consciousness and maintain their physical and mental well-being.



Healing Color Painting Course



"Workplace Communication Skills" Seminar



Healthy Meal Set Promotion Course



Lysosomal Storage Disease Awareness Program



Metabolic Syndrome Awareness Course



Stretching Exercise Tutorial

Building a Healthy Workplace through Knowledge and Action

For the 2024 fiscal year, TSC organize multiple health promotion activities, continuing to advocate for health awareness and aiming to create a healthy workplace.

• Health Knowledge Sharing

In Taiwan, diverse health themes are communicated throughout each quarter to enhance employees' awareness of various health issues. Additionally, professional medical and nursing staff are arranged to provide consultations on related health topics, enabling employees to familiarize themselves with health concepts and prioritize self-health management.

Quarterly	Promotion Topic	Health Knowledge Sharing
First Quarter	• Tobacco control, anti-smoking promotion.	<ul style="list-style-type: none"> • Myocardial infarction • Is stress caused by hormones? • Maternal health protection
Second Quarter	<ul style="list-style-type: none"> • Thoroughly wash and cook, don't eat raw; food poisoning won't come knocking at your door. • Understand rotavirus, implement these six preventive measures. 	<ul style="list-style-type: none"> • Metabolic Syndrome • My Healthy Plate • Gastroenteritis virus • Drink plenty of water; do not hold your urine.
Third quarter	<ul style="list-style-type: none"> • Sun Blazing, Summer Heat Damage Prevention Campaign • Understand Body Fat and Healthy Weight Loss! • Common Food Calorie Counts and Exercise Energy Expenditure Calculations 	<ul style="list-style-type: none"> • Reaffirming the prohibition of "Workplace Violence" behaviors. • Drink more water + weight loss & beauty water • Zero tolerance for workplace misconduct.
Fourth Quarter	<ul style="list-style-type: none"> • For love, quit smoking, smoke-free families are happier! • The weather is chilly, watch out for these six common illnesses that may disrupt you. 	<ul style="list-style-type: none"> • Tobacco-free and harmless to health long-term.

TSC China is committed to enhancing the awareness and practical skills of all colleagues regarding health issues, by promoting diverse activities that deepen attention to employee health and safety. Including the following:

1. Invite the county health control center to conduct various infectious disease prevention knowledge seminars at the company, helping employees grasp protective measures and reduce health risks.
2. Invite Traditional Chinese Medicine experts to the company for health promotion talks and therapeutic services, helping employees enhance their physical and mental well-being.



▲ Shandong site invites the Center for Disease Control to give a talk on hepatitis prevention knowledge.

• Self-sufficient - Vegetarian Farming Site

In 2024, colleagues from the Lije and Yilan sites visited a hydroponic "Veggie Alive" farm, where they participated in the full cycle—from planting seedlings and tending the crops, to harvesting and preparing dishes. By experiencing the farm-to-table process hands-on, they deepened their understanding of how vegetables grow, sharpened their ability to make informed, nutritious food choices, and fostered lasting healthy eating habits. A total of **508 people** actively participated in the vegetable gardening experience. In addition to carefully tending to the vegetables, the colleagues also showed their creativity by creating delicious vegetarian dishes. While enjoying these tasty and healthy meals, colleagues also collaborated with Taiwanese locals to achieve the goal of reducing carbon emissions. After 6 months of dedicated efforts, all partners collectively reduced carbon emissions by **43.2 kilograms** (estimated based on the reduction of carbon emissions from vegetarian meals). We hope that through this vegetable gardening experience, colleagues will be inspired to adopt healthier and greener eating habits and to incorporate the principles of health and environmental sustainability into their daily lives.



▲ Experience in planting and harvesting at a vegetable farm to inspire colleagues with more concepts of healthy and low-carbon diets

• Vibrant and Healthy Vitality

■ Healthy Fat Reduction

Continuing the momentum from 2022, TSC promotes weight management as a key initiative to reduce metabolic syndrome risk and enhance employee health. Under the theme "Active Weight Loss," the program combines individual and team-based competition to encourage joint exercise and healthy habits. In 2024, 104 employees across 23 teams participated. To assist employees in effectively managing their health, we organized multiple sessions during the activity period, including "Understanding Metabolic Syndrome," "Weight Loss Experiences Shared by Colleagues," and provided practical information such as "Caloric Content of Common Foods." We encouraged participating colleagues to independently adjust their diet and exercise plans toward achieving muscle gain and fat loss goals. Employees participating over a three-month effort have demonstrated significant results:



Significantly reduce the likelihood of developing metabolic syndrome, with individuals reducing body fat by 10.2%; three outstanding team members even achieved an impressive overall fat reduction of 28.3%, fully demonstrating the remarkable results and health transformation following colleagues' persistence and self-training.



▲ Team up for workouts, enjoy active weight loss.

■ Get Active for Health

In September 2023, TSC introduced the Excellence Sports Bonus Program to encourage employees to develop a habit of exercising and to reward their participation in various external sports events. In the 2024, a total of 59 colleagues actively participated in various sporting events, showcasing their enthusiasm and vitality for sports, and achieved remarkable results, including:

National Men's Tennis
Championship 45 year old Division

2024 Yilan County National
Basketball Championship

Tai Chi Push Hands event at the
2024 National Games

Champion

Silver Medalist

**Secures sixth
place**

Completed a marathon
and walkathon

Riding activity

305 kilometers

254 kilometers

At the same time, in mainland China, a variety of health promotion activities were held, including health sports competitions and fun games (such as arm wrestling, tug-of-war, ball games, etc.). These activities not only helped train the body but also increased team cohesion among employees, ultimately fostering a commitment to sustainable healthy living for all staff members.



▲ Colleagues actively participates in various sports events.

4.1.4 Labor Relations and Human Rights Management

GRI 2-23 2-24 2-30 406-1 407-1 408-1 409-1

Management and Promotion of Human Rights Policy

Establishing Corporate Social Responsibility Management System

To ensure the implementation of labor rights, environmental protection, occupational health and safety, and ethical practices, and to fulfill our corporate social responsibility, the Company adheres to international labor and human rights standards, including the UN Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights. Additionally, we follow local regulations and the Responsible Business Alliance (RBA) Code of Conduct. The RBA Social Responsibility Management Manual, which has been approved by the Chairman, is publicly available. We conduct self-checks, customer audits, and third-party verifications to address any identified human rights issues. Based on the results, TSC continuously strives for improvement to achieve our risk management objectives and implement relevant practices. TSC has been conducting annual reviews and audits by third-party organizations since 2023 to ensure compliance and adherence to best practices.

Establishing a Consensus on Corporate Social Responsibility

To ensure all employees understand the Company's Corporate Social Responsibility policies and commitments, relevant training, and promotion on labor rights, environmental protection, occupational safety and health, and ethical standards are conducted across all factory sites. In 2024, the participation rate reached 100%, reinforcing CSR awareness and strengthening the collective implementation.

Implementation of Corporate Social Responsibility Practices

To implement an effective corporate social responsibility management system, TSC continued to revise internal regulations and procedures to align policy, documentation, and practice. CSR commitments are integrated into strategic planning, operational guidelines, and daily activities. In addition, the development and distribution of forms will facilitate the effective execution of relevant operations. Externally, TSC requires all suppliers to adhere to the Responsible Business Alliance (RBA) and sign the Vendor Code of Conduct. Going forward, TSC will continue to strengthen its commitment to human rights within the organization.

[RBA Vendor Code of Conduct](#) 

Human Rights Management Measures

Goal	Action Plan Taken	2024 Performance
Prohibition of Child Labor	<ul style="list-style-type: none"> The Regulations on the Prevention and Protection of Child and Youth Labor have been implemented to ensure prevention and protection. Conducts careful verification during the recruitment process to avoid the employment of child labor. 	UNICEF data confirms no child labor risk at TSC sites; no child or juvenile labor is employed in 2024.
Preventing Discrimination	<ul style="list-style-type: none"> In accordance with basic principles such as the International Covenant on Civil and Political Rights, the Human Rights Act, etc. Review the operational processes related to human resources to ensure that there is no discrimination or bias in the management of human resources. Ensure equality and non-discrimination across race, gender, religion, nationality, or other identities, while respecting employees' beliefs and customs 	<ul style="list-style-type: none"> Applied various regulations, procedural documents, and operational processes to ensure that all activities are free from discrimination and bias. Fully complied with applicable standards, with no incidents of discrimination reported. Hiring colleagues of diverse nationalities and races and ensuring equal treatment for individuals of all identities, including recognition of specific racial holidays and observances as required by law. We provide information on off-site religious activity venues to foreign colleagues so that they can understand the places where religious activities can be held near each factory. Conduct regular surveys and interviews, and encourages to the use of grievance channels. No incidents of discrimination were no reported in 2024. Internal announcements and labeling have been fully bilingualized, ensuring that foreign colleagues can fully obtain and understand the relevant information.
Freedom of Association	<ul style="list-style-type: none"> Regularly hold labor-management meetings for labor-management consultations Respect the legitimate right of colleagues to freely form or join organizations 	<ul style="list-style-type: none"> Every quarter in Taiwan, we hold a labor-management meeting where colleagues can make suggestions and receive feedback. Establish an online platform for labor-management meetings, allowing colleagues to access and understand the content of these meetings at any time. Regularly conduct training to help employees understand policies and regulations regarding Freedom of Association and Collective Bargaining. Complete factory training by 2024, with 100% of employees completing training. In 2024, it was determined that there were no operational sites or suppliers that violated the rights of Freedom of Association and Collective Bargaining.
Prohibiting Forced Labor	In accordance with the RBA Social Responsibility Management Manual, procedures should be established for employment, overtime, resignation, and other matters to prevent any instances of non-voluntary labor-related incidents	Through various channels for complaints and suggestions, it has been confirmed that there have been no cases of forced labor or handling documents on behalf of others. In 2024, no complaints or reports related to forced labor or document retention were received at any site.

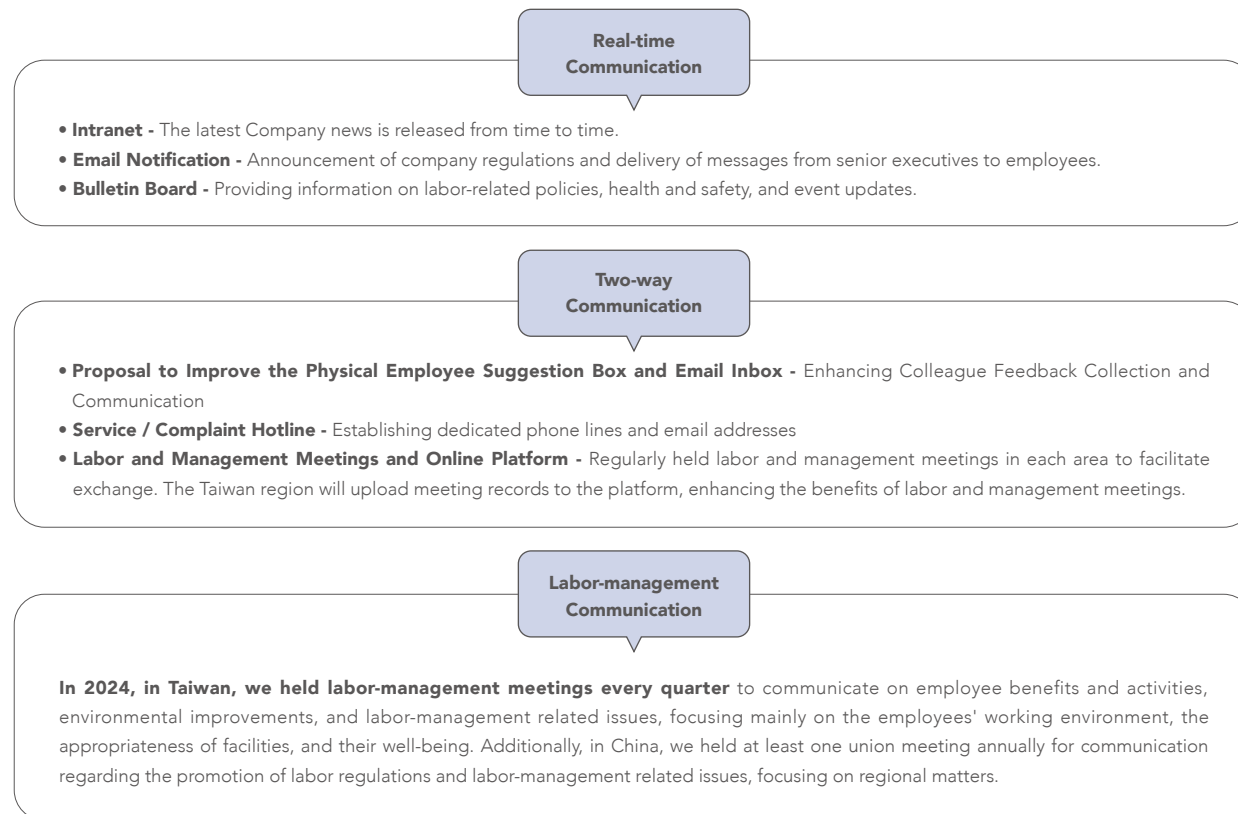
Goal	Action Plan Taken	2024 Performance
Preventing Workplace Violence	<ul style="list-style-type: none"> Implement anti-harassment policies and raise awareness of illegal violations. Provide appropriate training. Establish complaint hotlines, e-mail addresses, and other communication channels in each district. Conduct regular inspections and audits. Establishment of the Regulation Governing Sexual Harassment Prevention Measures, Complaints and Punishments and investigation procedures to ensure privacy. In compliance with the TSC Corporate Governance Best Practice Principles, the internal control system is implemented to ensure the effectiveness of the reporting mechanism and confidentiality procedures. 	<ul style="list-style-type: none"> Train and promote the elimination of workplace violence and unlawful acts to all colleagues, with a goal of 100% training completion by 2024. Through various channels for complaints and suggestions, as well as regular inspections, there have been no incidents of workplace violence or illegal violations In 2024, the Yilan plant received a complaint alleging suspected workplace misconduct. After an investigation by the Yilan Plant's Grievance Handling Committee and discussions with both the complainant and the respondent, it was determined that the incident was merely a verbal dispute over work assignments between colleagues and did not constitute unlawful workplace conduct. Through this case, the Yilan plant conducted training on complaint handling investigation for the members of the grievance committee. By engaging in actual investigations, it effectively enhanced the investigative skills of the committee members and optimized the complaint resolution mechanism, while also strengthening the protection of employee rights.
Ensure that Wages Comply with Legal Requirements	<ul style="list-style-type: none"> Remuneration is in accordance with legal requirements, including base pay and statutory benefits, and is not subject to disciplinary action. Hiring employees according to local laws and signing contracts, ensuring compliance with employment procedures Salaries are calculated and distributed according to work rules, ensuring that employees receive detailed salary information as agreed In compliance with the Mandatory Provident Fund Schemes Ordinance, participate in the Mandatory Provident Fund Scheme. 	<ul style="list-style-type: none"> Through payroll policies and internal controls, regular reviews are conducted to ensure that employees are not paid below the local minimum wage, that there are no delays in the payment of wages. In 2024, a new HRM system will be implemented, establishing computation and verification mechanisms to prevent human error. We implement attendance management by continuously reviewing scheduling, leave, work hours, and overtime through regular system checks to enhance early warning notifications.

Note:

In addition to all TSC operational sites, the influence extends to suppliers as well. All suppliers are required to sign the RBA Vendor Code of Conduct commitment letter, ensuring compliance with relevant guidelines to safeguard the rights of all personnel in the supply chain.

Communication and Grievance Channels

We value employee relations by establishing diverse, two-way, and open channels of communication and encouraging employees to courageously report unlawful conduct or file complaints when their rights are violated. In addition, we encourage employees to proactively suggest beneficial improvements for the company. We also have an employee survey mechanism to understand the living conditions of colleagues and ensure their awareness of the Company & various communication and complaint channels. TSC clearly defines and implements work rules and related complaint procedures, and posts information on the intranet to ensure the smooth operation of communication channels so that colleagues voices can be effectively conveyed and addressed. In 2024, we tracked the implementation status of our colleagues' environmental improvement proposals and provide feedback on the implementation results.



TSC remains committed to promoting dialogue and consensus, and to respecting and valuing employee opinions and feedback. The Company is committed to building a stronger labor-management relationship, ensuring a fair and safe working environment for all, and promoting harmonious labor relations.



Turning Employee Voices into Meaningful Action

TSC believes that open interaction and communication with employees foster sustainable corporate growth. Since 2023, TSC has conducted an annual Employee Engagement Survey in Taiwan to better understand employees' voices. The survey covers four key dimensions—engagement, teamwork, management, and corporate identity—and is conducted under strict confidentiality principles. The results provide insights into employees' overall work experience and serve as a basis for continuously improving the workplace environment.

- **Corporate Social Responsibility Survey**

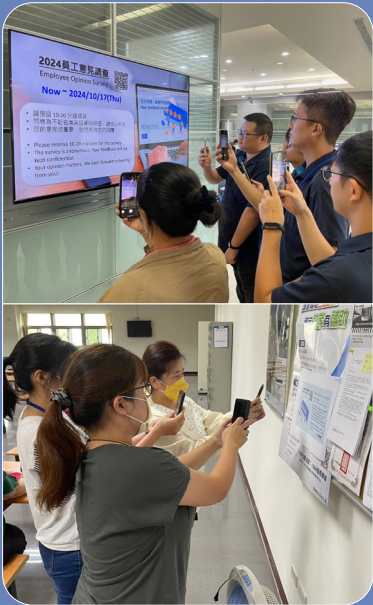
TSC's Yilan and Lije sites conducted an employee survey on corporate social responsibility (CSR) in January 2024 to understand employees' understanding and level of concern regarding CSR-related issues, providing valuable feedback for the Company's sustainable operations. **The response rate from staff was above 80%.** Based on employee feedback, TSC outlined specific action plans and timelines, and updated employees monthly on the progress and results of these actions to ensure that all suggestions were effectively heard and implemented. This demonstrated a high level of respect for employee input.

• Third-Party Survey and Improvement Actions

TSC underwent a third-party survey conducted for its employees on behalf of the client in May 2024, with a response rate reaching 86%. Following the survey, TSC developed a detailed action plan to address employee suggestions and reviewed its implementation monthly. All improvement measures were completed by November, after which another employee feedback survey was conducted to confirm effectiveness, resulting in positive customer feedback.

Scope	Improvement Plans
① Grievance Mechanism	Starting in the second half of 2024, We increased the frequency of inspections for the complaint boxes from once a month to twice monthly. This change aims to ensure that when employees have complaints or feedback, they can be addressed more promptly.
② Compensation and Benefits	The survey results outperformed those of the same industry in 2023, so no immediate improvement plan is necessary; however, TSC will continue to monitor its employees' compensation and benefits issues.
③ Safety and Health	Continuously implement operations related to environmental, health, and safety matters.
④ Mental Health	We have conducted training on communication skills for managers in the second half of 2024, implementing more effective communication to enhance concern for colleagues.
⑤ Living Facilities	More colleagues suggested improving indoor temperatures, recommending the installation of two air conditioning units in the front segment of the production line by the second half of 2024 to enhance comfort.
⑥ Workforce Dynamics	1. Strengthen the announcement and promotion of employee referral bonuses, encouraging colleagues to recommend talent. 2. Implement improvement action plans to enhance employee satisfaction.

TSC continues to ensure good employee relations and promote sustainable development through diverse communication channels and various staff opinion surveys. We are committed to creating a diverse, equitable, and inclusive workplace environment where the voices of every team member can be heard and transformed into a driving force for corporate progress.



▲ Employees providing feedback .

4.2 Protecting Workplace Environment

GRI 3-3 403-1 403-2 403-3 403-4 403-5 403-6 403-7 403-8 403-9 403-10 TC-SC-320a.1 TC-SC-320a.2

Material Topics Occupational Safety and Health

Policy and Commitment

- Zero occupational diseases
- Zero occupational accidents
- Train employees to be aware of risks and implement work safety in their daily routines.
- Utilizing management systems to track employee health status and prevent occupational diseases in advance.
- Enhance employee communication and engagement, establish a healthy workplace.

Management Approach and Evaluation Mechanism

- Regularly update hazard identification and risk assessment forms, and review four major programs
- Analyze audit findings and implement corrective actions to strengthen safety management
- Obtain ISO 45001 certification to ensure compliance with international standards
- Conduct regular occupational disease prevention checks to reduce health risks

2024 Results

- **All production sites completed the annual ISO 45001 external audit, ensuring the occupational safety and health management system remains in compliance with international standards**
- **Completed special occupational disease prevention health checks with zero cases identified**
- **All Taiwan sites received the "Healthy Workplace Certification" from the Ministry of Health and Welfare**

Future goals

Short term (3 years)

- Conduct regular safety inspections to enforce accountability and build a strong safety culture
- Provide training to ensure employees understand and follow safety rules

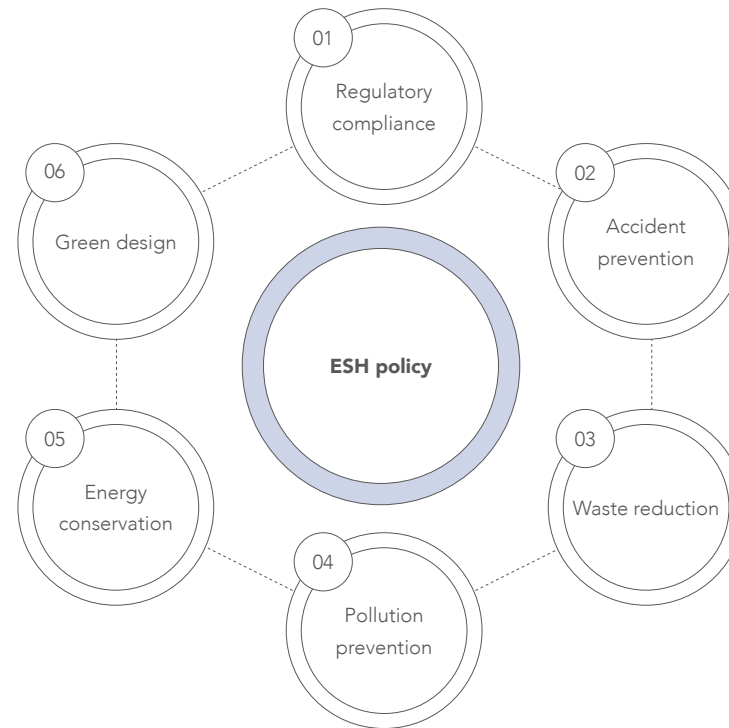
Medium term (5 years)

- **Full Participation:** Employees are encouraged to actively propose improvements and fully understand, support, and implement the company's safety policies.

Long-term (over 5 years)

- **Promoting a "Mutual Care" safety culture:** Encourage employees to look out for and support one another, while promoting the Employee Assistance Program (EAP) to support physical and mental well-being.

4.2.1 Workplace Safety and Health



TSC has established its Environmental, Safety, and Health (ESH) policy based on six dimensions: regulatory compliance, accident prevention, waste reduction, pollution prevention, energy conservation, and green design. TSC has developed a series of occupational health and safety procedures and is committed to full compliance to safeguard workers' safety and health. In 2024, there was one case of regulatory violation at a Taiwan site, resulting in a fine of NT\$100,000. Corrective measures have since been implemented to ensure compliance and workplace safety.

Occupational Safety Management System

TSC's facilities operate under the ISO 45001 Occupational Health and Safety Management System, ensuring 100% coverage verified by third-party audits and annual reviews. Using a Plan-Do-Check-Act framework, environmental health and safety personnel oversee compliance, with all employees, contractors, suppliers, and visitors required to follow safety regulations.

Regular risk assessments address hazards such as organic solvents, acid-base chemicals, high-pressure gas, and crane operations. Each site monitors legislative updates, implements control mechanisms, and conducts pre-operation checks, on-site inspections, and spot checks to correct unsafe behaviors and enhance safety facilities.

Employees have the right to stop work in dangerous situations without penalty. TSC reduces occupational accident and disease risks through internal and external audits, safety meetings, machine inspections, and accident investigations, ensuring continuous safety performance improvement.



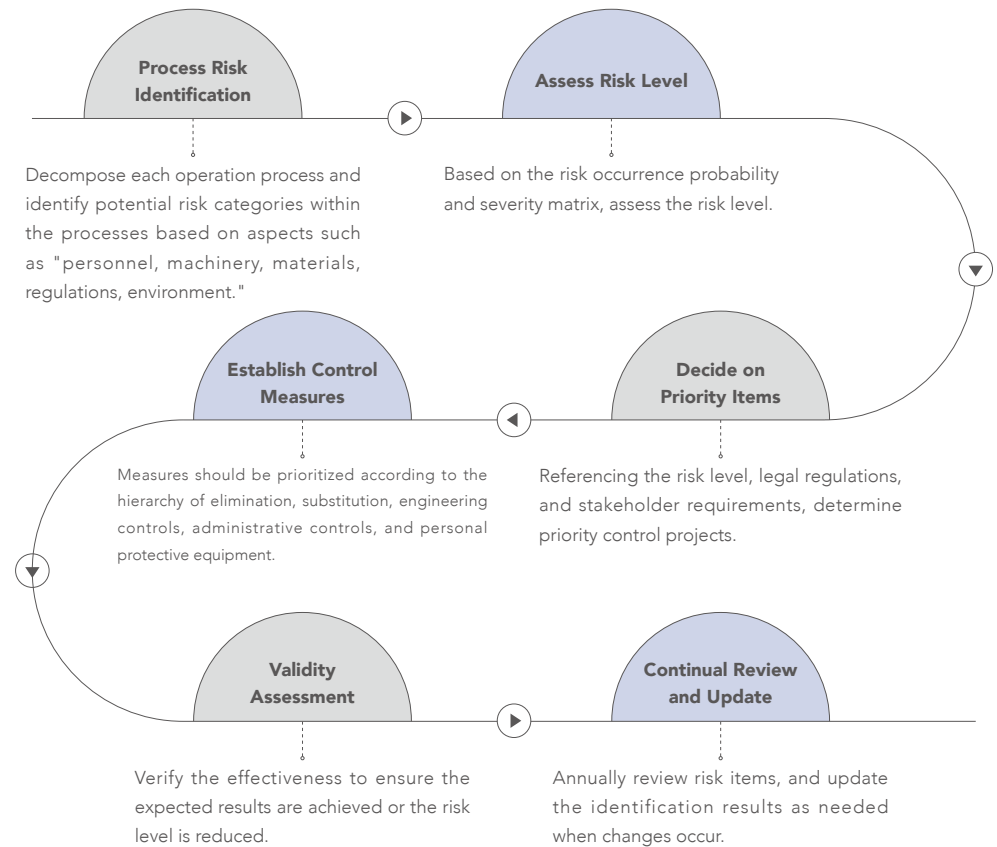
Risk Identification, Assessment, and Management Policy

Summary of Risk Category Assessments

Improvement Measures



Risk Identification and Management Policy



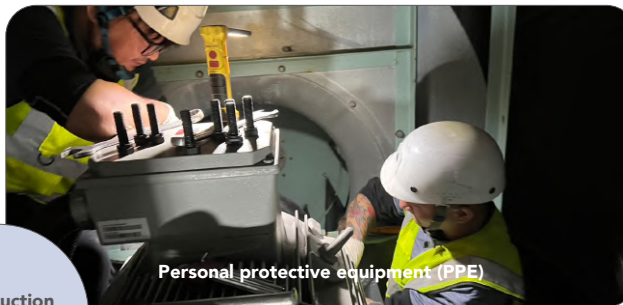
Taiwan

Through ISO-based risk assessment and management procedures, all potential workplace safety and health hazards—such as contractor, procurement, change, and inspection management—are assessed and identified. Tasks with higher likelihood and severity are prioritized, and corrective measures are implemented to reduce the probability of accidents.

Contractor Management	TSC enforces a contractor management policy covering hazard notifications, equipment checks, qualification verification, on-site supervision, and safety patrols, with stricter controls for high-risk operations.
Procurement Management	TSC conducts risk and quality assessments during the procurement stage for new chemicals, raw materials, protective equipment, or construction projects. Safety confirmation is then implemented prior to adoption.
Change Management	TSC has implemented change management procedures covering personnel, equipment, materials, methods, and environments. Engineering design or machine modifications may create safety risks; therefore, TSC conducts risk assessments, provides training, updates information, and confirms safety before changes are implemented.
Inspection Management	TSC conducts regular inspections to identify abnormalities and potential hazards, enabling effective risk reduction and control.



Pre-task Hazard Notification and Safety Promotion



Personal protective equipment (PPE)



Orifice Safety Guarding



Protective measures

Mainland China

Through the use of standardized documents, various management procedures and the involvement of all employees, we continuously improve risk assessment and management to ensure that the implementation of all processes complies with local regulations and international standards. In addition, we continually improve our procedural documents to adapt to the ever-changing business environment and regulatory requirements.

We actively work with our employees and provide training to increase their safety awareness and promote a culture of continuous improvement.

Occupational Injuries and Occupational Safety Incidents

TSC has established comprehensive emergency response procedures for occupational injuries and safety incidents. In the event of an incident, response measures are activated immediately in line with internal regulations and local laws, including:

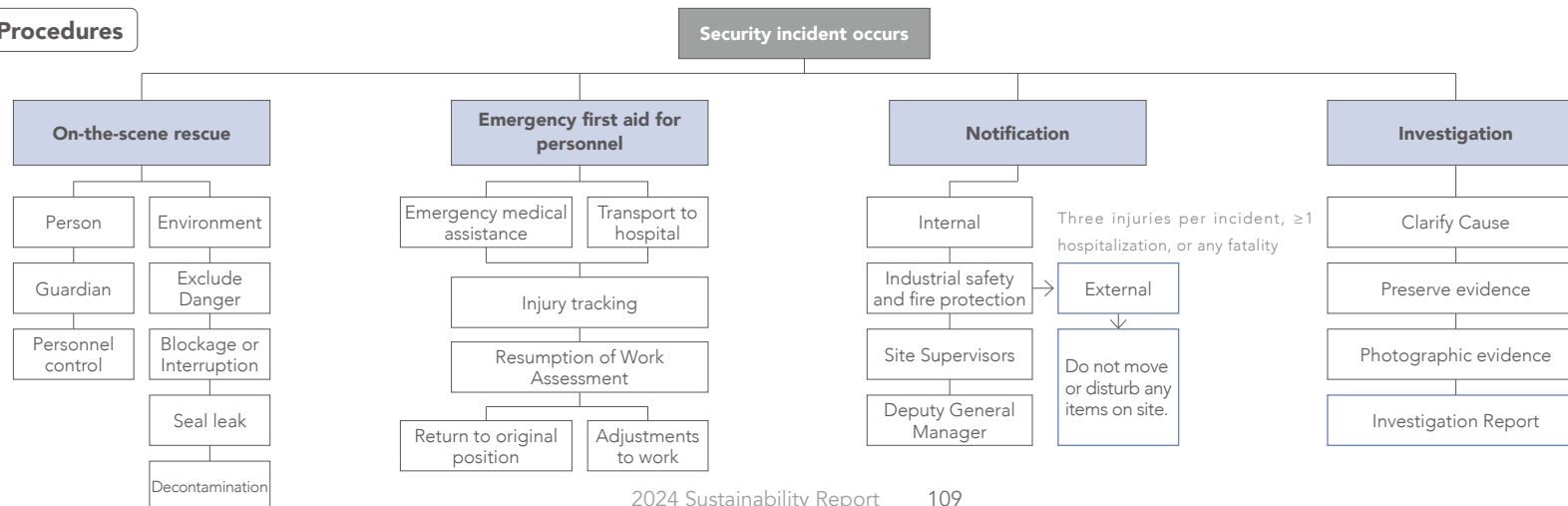
- ① **Establish a reporting mechanism: Notify the safety and health department and supervisors internally, report to authorities externally, and contact fire and medical services.**
- ② **Initiate investigation: Identify root causes and propose improvements in hazard elimination/substitution, process optimization, training, PPE, equipment management, and on-site supervision.**
- ③ **Ensure follow-up: Continuously track and improve to reduce recurrence risk and protect employee safety.**

In compliance with regulatory requirements, China sites have established comprehensive emergency response plans for production safety incidents, which are reviewed and updated regularly. Measures include:

- ① **Conduct comprehensive risk assessments for production processes and develop contingency plans for potential emergencies such as fires, leaks, and explosions.**
- ② **Define clear roles and responsibilities, establish effective reporting systems, and ensure rapid activation of emergency mechanisms.**
- ③ **Develop detailed response procedures—including evacuation, first aid, and fire suppression—and provide training and regular drills for different incident types.**
- ④ **Regularly inspect and replenish emergency supplies and equipment, and train employees on proper use to strengthen response capabilities.**
- ⑤ **Maintain coordination with local fire departments to enhance support and ensure effective emergency response.**

2024 Occupational Safety Incident		
Incident	Description	Improvement Measures
Yilan Site: 1 Work-Related Accident	The main cause was that personnel were using a pneumatic gun for operations without wearing appropriate personal protective equipment, resulting in facial injuries from being hit by flying debris.	Through accident investigation and improvement, additional safety goggles were allocated at various air gun operation sites, signs emphasizing the use of protective gear were increased, with clear indications of when to wear them. Additionally, education and training were strengthened along with the promotion of safety standards, and the frequency of inspections by occupational safety personnel and on-site supervisors was increased. As a result, no further incidents have occurred subsequently.
Shandong Site: 1 Work-Related Accident	The primary cause was that, upon noticing an equipment warning, the employee pressed the pause button but did not immediately stop the related operation, resulting in a right-hand crush injury.	Following the incident, the company conducted an investigation, reviewed procedures, improved equipment, refined operating standards and safety guidelines, and strengthened employee training to prevent recurrence.

Emergency Response Procedures

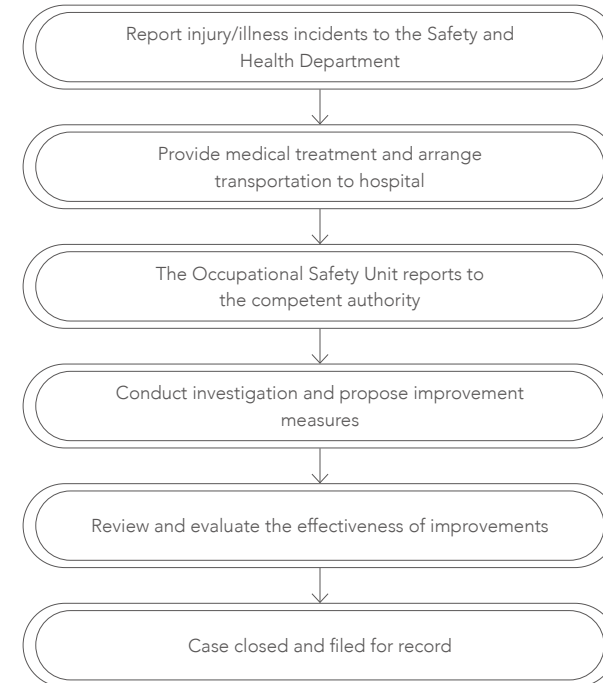


2024 Various Work-related Injuries Statistical Indicators

Category	Headquarters	Lije	Yilan	Tianjin	Shandong	Total
Number of Hours Worked	224,000	656,000	360,000	548,184	1,030,104	2,818,288
Recordable Work-related Injuries	0	0	1	0	1	2
Recordable Work-related Injury Rate	0	0	2.77	0	0.97	0.70
High-consequence Work-related Injuries (Excl. Fatalities)	0	0	0	0	0	0
High-consequence Work-related Rate (Excl. Fatalities)	0	0	0	0	0	0
Work Days Lost	0	0	4	0	12	16
Fatalities / Fatality Rate	0/0	0/0	0/0	0/0	0/0	0/0
Disabling Injury Frequency Rate (FR)	0	0	2.77	0	0.97	0.70
Disabling Injury Severity Rate (SR)	0	0	11	0	11	5

Note:

1. Total working hours calculation method: number of workdays in a year * average daily working hours * (number of employees on duty on December 31)
2. The calculation scope includes five key locations: headquarters, Lije Site, Yilan Site, Tianjin Site, and Shandong Site.
3. Number of work-related injuries, excluding traffic accidents caused by commuting to and from work.
4. Rate of recordable work-related injuries = (Number of recordable work-related injuries ÷ Number of hours worked) × 1,000,000.
5. Definition of High-consequence Work-related Injury: Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six month.
6. High-consequence work-related injuries Injury Rate (Excl. Fatalities) = (Number of high-consequence work-related injuries (Excl. fatalities) ÷ Number of hours worked) × 1,000,000
7. There were 36 non-employee on-site workers, primarily consisting of annual security staff, cleaning staff, and equipment contractors in Taiwan and Mainland China, with no work-related injuries or work-related illnesses.
8. Disabling Injury Frequency Rate (FR) = Recordable Work-related Injuries / Number of Hours Worked x 1,000,000.
9. Disabling Injury Severity Rate (SR) = Work Days Lost / Number of Hours Worked x 1,000,000.

Procedure for Handling Safety and Health Accidents


The Occupational Safety and Health Committee meets quarterly to report and review work-related injuries and accidents, analyzing causes, processes and improvement actions to emphasize the value of employees and supervisors.

Strengthen Safety Awareness Through Training, Communication, and Advocacy

The Taiwan plant is committed to preventing occupational accidents and has established a certification management mechanism to ensure the validity of safety and health certifications for relevant colleagues. Regular reviews are conducted to ensure compliance with certification requirements and to arrange for personnel to obtain certifications and undergo retraining as necessary. A comprehensive annual occupational safety and health training program is established, including regular occupational safety and health training for new and existing employees, which includes on-the-job training, fire evacuation drills and safety lectures, earthquake drills, respiratory protection training, safety protection training, AED+CPR basic first aid training, health education lectures, and emergency response measures to create a safe work environment through various courses.

The mainland facilities include comprehensive annual training for occupational safety and health: topics covered include fire prevention education, safety color and sign recognition training, occupational health and safety training, and traffic safety training. It also includes emergency drills for special equipment, confined spaces, chemical leaks, electric shock, food poisoning, forklift overturn, heat stroke, burns and other potential incidents. This training is designed to continually improve employee safety awareness and behavior.

The table below shows the detailed statistics of the training courses, promotional activities, and fire safety training sessions organized by TSC in 2024.

Item	Session	Number of Participants	Hours of Usage
General Safety and Health Education Training for New and Current Employees	72	1,501	7,324
Fire Safety Training and Drill	25	1,644	3,488
Training for Various Occupational Safety Personnel	41	38	496
Safety and Health Promotion Campaign	269	1,689	23,295
Total	407	4,872	34,603

Note: The data includes a total of 5 locations, which are Headquarters, Lije site, Yilan site, Shandong site, and Tianjin site.



Occupational Disease Prevention Measures

TSC prioritizes occupational disease management and has maintained zero occupational disease cases for three consecutive years. In Taiwan, special hazardous operations are identified in compliance with regulations, supported by workplace environment monitoring, special health examinations, and health management by on-site medical staff. All procedures are established under the ISO 45001 Occupational Health and Safety Management System.

In China, sites conduct regular occupational disease risk assessments, risk factor testing, and annual employee health examinations.

Taiwan facilities convene quarterly Occupational Safety and Health Committee meetings to review health management, prevention, and promotion measures. Specialized procedures are implemented for issues that may cause physical or mental illness. Occupational health personnel are stationed on-site to provide care, monitor environmental risk factors, and arrange health consultations and visits. In 2024, the special health examination rate at Taiwan facilities reached 100%. TSC remains committed to safeguarding employees' physical and mental well-being.

Note: TSC has had no occupational disease records for three consecutive years, including non-employee on-site control personnel.

Occupational Health Services

TSC remains committed to preventing occupational hazards and fostering a healthy, friendly workplace through comprehensive health management measures.

In Taiwan, regular health consultations and care meetings were held in 2024, alongside initiatives such as Health in Motion, incentive awards, and a Weight Loss Competition with 23 employee-formed teams promoting healthy lifestyles.

In mainland China, 100% participation in occupational health check-ups was achieved, complemented by **252** occupational disease prevention and awareness training sessions attended by **783** employees, strengthening health awareness and workplace safety.

Health Management Measures

Annual

1. Conduct physical examinations and special health hazard check-ups.
2. Distribute health questionnaires to proactively assess employees' physical and mental well-being.
3. Implement measures to prevent overwork, excessive stress, ergonomic risks, and workplace misconduct.
4. Provide health protection for pregnant employees, persons with disabilities, and middle-aged or elderly employees.
5. Establish and regularly update personal health records for employees.
6. Organize regular health promotion activities.
7. Conduct comprehensive workplace environment monitoring and chemical classification management every six months.

Quarterly

1. Contracted occupational health physicians provide visits, interviews, follow-ups, and care. For employees with hypertension, medication adherence is monitored until blood pressure is controlled, reducing the risk of stress-related illnesses.
2. Conduct regular lectures on health-related topics.

Effective Occupational Safety and Health Communication Channels

TSC holds quarterly Occupational Safety and Health Committee meetings to discuss various issues, including policies, management plans, education and training, environmental monitoring, health management, suggestions for improvement, inspections and audits, hazard prevention, occupational accident investigation, and contract management. The purpose of these meetings is to continuously improve and optimize these areas. To promote effective communication and gather input from colleagues regarding safety and health, representatives of department managers, labor representatives, safety and health personnel and committee members participate in the process. Together, they review various safety and health issues to ensure a safe working environment for employees. In addition, TSC provides feedback channels such as employee suggestion forms, communication logs, complaint channels, health questionnaires, and employee suggestion boxes to facilitate smooth communication with employees. Based on stakeholder feedback, adjustments and improvements are implemented promptly.

In mainland China, various communication channels are used at the factory level to facilitate communication and exchange of occupational safety and health content. These channels include email, WeChat work groups, trade unions, supervisor meetings, and morning safety production meetings. They enable employees and relevant departments to effectively discuss various occupational safety and health issues and to jointly focus on and promote occupational safety and health management indicators.

Cross-factory Collaboration Achieves Healthy Workplace Certification

In Taiwan, the promotion of a healthy workplace continues with various initiatives that encompass health education and communication, environmental monitoring management, employee participation in health-promoting activities, and regular health check-ups along with occupational health consultation and care. Through close collaboration and safety exchanges across factories, the headquarters, Yilan plant, and Lije plant have jointly achieved the Ministry of Health and Welfare's "Healthy Workplace Promotion Certification" in 2024, showcasing exemplary results. This honor belongs not only to each plant but also to every colleague who actively participates. In the future, we will continue to deepen cross-regional collaboration and optimize workplace health measures. Together with all our colleagues, we will create a safer and healthier work environment.



Further Upgrading Subcontractor Operational Safety

To ensure the safety of contractors and in-house work partners, we collected common types of operations and their deficiencies from our contractor operation inspection records. Based on this information, we created a "Contractor Operation Hazard Risk Monitoring Manual", which covers 19 examples of commonly unsafe behaviors and environmental patterns associated with subcontractors' operations such as scaffolding, handheld grinding machines, forklift operations, and hot work. By integrating actual case studies and safety guidelines, we aim to comprehensively enhance the awareness of operational hazards and improve the safety quality of contractor operations.

When a supervisor discovers unsafe practices in contracted work, they can immediately stop the activity and provide specific improvement suggestions to ensure operational safety.



▲ When the contractor stepped on a pipe during work, the supervisor immediately stopped it and asked for improvements. Work can only continue after ensuring that safety measures have been implemented.

• User Manual Highlights

We believe that by implementing and promoting these measures, we will inject new energy into the factory's safety culture, enhance the safety of contractor work processes, and create a safe working environment!

Example Analysis

By using instances occurring within the factory and on-site photographs, colleagues can have a deeper impression of unsafe conditions, thereby enhancing their awareness of potential risks in their surroundings.

Visual Reinforcement

The manual includes clear visual aids, marked unsafe behaviors with concise explanations to quickly grasp key points. This enhances safety awareness and the ability to identify risks through visualization.

Risk Prevention

Provide specific improvement suggestions, including applicable tools, responsibilities of factory supervisors, and tasks that contractors should perform. Assist contractors and supervisory personnel in taking the correct safety measures.

Training Support

The manual can be used as training material for subcontractors and foremen, enhancing safety awareness and compliance capabilities. This makes the manual an important tool in daily safety management.

Compliance Assurance

The manual content references relevant regulations and standards, ensuring that operations comply with occupational safety and health norms. This reduces regulatory risks, enhances corporate safety management levels, and increases contractors' awareness of job safety.

Supervisory Value Enhancement

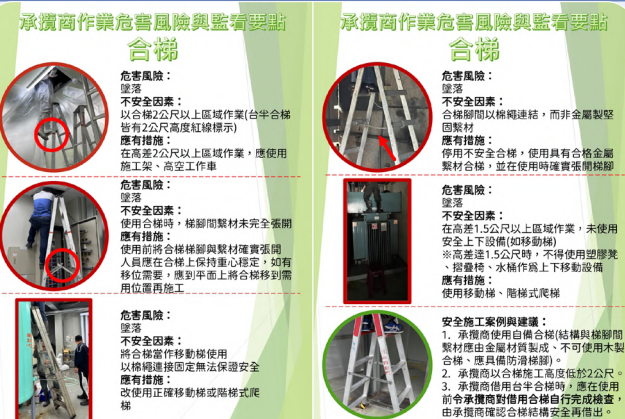
Strengthening the on-site supervision capabilities and quality of supervisors, stimulating employees' ability to recognize hazards by analogy, ensuring that occupational safety concepts are implemented in every moment of work and life.

Immediate correction

Through irregular inspections by the workshop supervisor and occupational safety personnel, any abnormalities can be promptly identified and corrected according to the manual standards. This ensures operational safety and reduces the incidence of accidents.

Dynamic Update

The manual is continuously optimized and expanded based on actual observations and accumulated experience from managing factory contract operations. When new types of work are identified, potential risks are discovered, or common patterns of non-compliance emerge, they will be timely incorporated into the manual's content. This ensures that it remains up-to-date and provides more comprehensive guidance for risk identification and safety measures, thereby enhancing the continuous improvement of safety management in contractor operations.



◀ The manual combines diagrams and text to effectively convey hazard information (e.g., ladder scaffolding use). Upon a contractor's arrival, the safety officer or foreman provides hazard notifications based on the operation type and manual, and the contractor signs an occupational health and safety commitment form. This ensures foremen are aware of potential risks and requirements, enabling timely intervention during contracted operations. Safety officers also conduct random inspections during construction and require immediate corrective actions for any deficiencies, thereby reducing hazard risks.

Social Influence

We firmly believe in the principle of "giving back to society what is taken from it." While pursuing profitability, we are equally committed to contributing resources to those in need. Our social welfare goals focus on humanitarian care, including charity sales and blood donation activities, as well as financial donations to maintain strong ties with local communities. Additionally, in 2024, in response to the regulatory authority's encouragement for listed and over-the-counter companies to support cultural development, we are actively supporting cultural and artistic groups to promote cultural sustainability. The company endeavors to harness the collective power of the public to generate sustainable value and foster a prosperous society.

4.3.1 Humanistic Care

TSC marked its 45th anniversary in 2024. Over the years, we have remained committed to social responsibility through active participation in charitable giving. From relief efforts following Typhoon Morakot in 2009 and the Kaohsiung gas explosions in 2014 to COVID-19 pandemic donations in 2022, our cumulative contributions have exceeded **NT\$15 million**. In addition to disaster relief, our Shandong and Tianjin sites have together donated **NT\$1.98 million** to COVID-19-related initiatives since 2020. Furthermore, contributions from these sites to employment protection funds for persons with disabilities have surpassed **NT\$4.3 million** to date.

TSC cumulative contributions exceeded

1,500 million

We have actively engaged in a range of philanthropic endeavors, such as organizing charity events in collaboration with Siangyu Care and Education Institute in Taoyuan City and participating in blood donation activities organized by the Taiwan Blood Services Foundation. We have also taken part in the provision of meal services for underprivileged children and families in need, which is organized by the World Peace Association, on multiple occasions (which comprises the "Spread Love Every Day" event, the "Save Hungry Children" breakfast donation, the "Bags of Love for Hungry Children" winter vacation meal service, and nutritional meal service for children from impoverished families in the northern Taiwan). These initiatives exemplify our commitment to addressing the nutritional needs of children through tangible actions. TSC continues to practice social participation and encourages its employees to use their abilities for public welfare, thereby creating a positive impact.

Actively support charitable organizations by donating your receipts

Our operating locations in Taiwan has begun compiling the invoices donated at our sites and purchased social welfare gift vouchers for our employees since 2022. Our Yilan and Lije sites donated at least 150 invoices to social welfare organizations in 2024. On the other hand, we have also been closely following charity donations at our operating locations abroad. Additionally, we collaborate with organizations such as the Creation Foundation and Dawn Shelter Workshop. Through initiatives like ordering charity gift boxes, we support and encourage our employees to participate in charitable activities to express their kindness.



Spreading Love Through Action: TSC's 2024 Blood Donation Campaign

In 2024, TSC continues to encourage employees to respond to social welfare initiatives. The Shandong Site, Yilan Site, and Lije Site each arranged for local blood donation campaign, allowing employees to donate blood during breaks, contributing a portion of love to society. Donating blood not only saves lives but also helps enhance one's own physical health, allowing love to flow and life to continue. In total, 108 participants joined the activities across three factories, donating at least **100 bags of "love and warm blood."**



▲ December 2024 – Yilan site Blood Donation Activity



▲ April 2024 – Shandong site Blood Donation Activity



▲ January 2025- Lije site Blood Donation Activity



Supporting Taiwan's "Tendrum Art Percussion Group" through Concrete Actions

To support the development of domestic culture and arts industries, for the 2024 year-end party, we are specially inviting the only group in Taiwan to be nominated for a Grammy Award, Independent Music Awards from the United States, and Golden Melody Award the "Tendrum Art Percussion Group" to perform as the opening act. This allows all attendees to experience together the powerful percussion performance, deeply experiencing the cultural charm of Taiwan's original drum music.

Through its corporate activities as a platform, TSC not only conveys recognition and respect for Taiwan's arts and culture but also substantively supports the continued creation and development of outstanding domestic performing arts teams. In doing so, it actively supports Taiwanese performing arts, demonstrating its commitment to cultural sustainability as part of its corporate values.

