

PERFORMANCE IMPROVEMENT ACTION PLAN FOR THE TSM INITIATIVE INDICATORS

TSM Climate Change Protocol

Indicator 2. Managing climate change in facilities

The A level has been reached for each criteria. However, there's an improvement opportunity for the criteria for the Operational Planification of climatic adaptation measures. This topic will be added to annual Direction Review by the Maintenance & Energy Manager.

Indicator 3. Plant performance targets and reporting

The A level has been reached for each criteria. However, there's an improvement opportunity for the integration of a more detailed climatic change section in the public report. This action is shared Environmental Manager and Maintenance & Energy Manager.

TSM Health & Safety Protocol

Indicator 2. Drawing up and implementing a plan

The action plan to achieve rating A includes completing the existing risk register by December 31, 2026, and setting up a mechanism to keep it up to date. These actions are the responsibility of the Health and Safety Prevention Manager.

Indicator 3. Training, behavior and culture

The action plan to achieve rating A includes the implement a mechanism of review for the training program by the end of 2026.

TSM Tailings management protocol

Indicator 3. Tailings management system and emergency preparedness

The implementation of a formal tailings management system has been initiated in 2025 and is under completion. The actions need to be completed, all under responsibility of Concentrator Manager, are:

- Establish the means to investigate and address staff concerns regarding the management of mine tailings, by the end of mid-2026
- Establish a system of annual independent review conducted by independent reviewers by Q1 2026
- Develop flood maps that meet the criteria required by the VDMD, for each of the infrastructures representing a risk of flooding.

Indicator 4. Operation, maintenance and supervision manual (OES)

The OES manual has been reviewed to comply with MAC guide in 2025 and the level A is reached. However, there's an improvement opportunity about the distribution of the manual and validate it's comprehension by the staff.

TSM Biodiversity Conservation Management Protocol

1. Commitment, accountability and communications

The action plan to achieve the A rating is to increase the coverage rate of existing workers from 50% to 75% for General Environmental Training, which includes an awareness-raising component concerning the company's commitment. This will be achieved by the end of 2026. This action is the responsibility of the Environmental Manager.

TSM Crisis Management and Communications Planning Protocol - Corporate

1. Crisis management and communications preparedness

The corporate risk analysis and crisis management plan will be updated during 2026. This action is under the responsibility of the Director Administration - Corporate.

2. Review

Mechanisms exist to alert employees in the event of a crisis; this will be formalized in the company's crisis management plan in 2026. This action is the responsibility of the Director of Corporate Administration.

3. Training

The crisis management plan will include a training plan for designated team members, as well as a minimum annual trial run. This will be achieved by 2026. This action is the responsibility of the Director Administration - Corporate.

TSM Crisis Management and Communications Planning Protocol

1. Crisis management and communications preparedness

The company has carried out a risk analysis as required by environmental requirements. However, there has been no formal exhaustive identification of risks and threats, nor any corresponding intervention protocols. The action to resolve this gap will be to bring together an internal multidisciplinary committee at CRI to carry out a risk analysis. These risks will then be added to the Emergency Response Plan (ERP). This action is scheduled for 2026 and is the responsibility of the Site Health, Safety and Human Resources Manager.

2. Review

The emergency measures plan is reviewed at least annually, and tests of crisis management team notifications are carried out. However, a list of media contacts is not kept up to date, and there is no system for validating that notification has been received. These elements will be addressed in 2026; these actions are the responsibility of the Site Health, Safety and Human Resources Manager.