



TSM FRAMEWORK ON EQUITABLE, DIVERSE, AND INCLUSIVE WORKPLACES

Equity, diversity, and inclusion are strategic priorities and shared values for the mining sector, contributing to safe and respectful workplaces that are free from physical and psychological harm. We recognize that high-performing, qualified people are our greatest asset and that an equitable, diverse, and inclusive workforce facilitates effective problem-solving, creativity and innovation. There is no place for inequity, harassment, discrimination, violence, or hatred, in any form, within the mining sector. We are therefore committed to taking company-specific actions in support of the following objectives:

1. Continue to advance equity, diversity, and inclusion in all aspects of workplace culture, policies, procedures, and practices.
2. Seek to identify, acknowledge, and mitigate conscious and unconscious bias, as well as individual and systemic prejudice and discrimination in all its forms.
3. Reinforce efforts to increase representation of individuals who are underrepresented in the mining industry, including, among others, Indigenous peoples, people with disabilities, women, individuals of diverse racial, ethnocultural, linguistic, religious, national backgrounds and/or citizenship status, neurodivergent individuals, and individuals of diverse sexual orientations or gender identities. Efforts to increase representation of these individuals apply across the mining sector workforce, leadership, supply chain, and boards of directors.
4. Provide leadership and share effective and proven tools, resources, practices, and lessons learned.
5. Enhance reporting on objectives, actions, and performance.

Together, we aim for a mining industry that reflects the diversity of the countries and communities where we operate and demonstrates a culture of belonging and inclusion—where everyone is welcome, safe, respected, valued, and empowered to excel.