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CENTER LABORATORIES, INC.

2025

Annual Report

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Notice to readers

This English-version annual report is a summary translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.

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One. Letter to Shareholders

Dear Shareholders,

First and foremost, we would like to extend our sincerest appreciation for your continued support and encouragement of the Company over the years. Center Laboratories, Inc. has always aspired to position itself as a "professional biotechnology investment holding company." By integrating capital, industry expertise, operational management, and global resources, we actively participate in and support the growth of high-potential biotechnology and broader healthcare companies, guiding them toward expansion into international markets. Over the years, the Company has not only continued to strengthen its systematic capabilities in investment and incubation, but has also actively engaged with industry, government, academia, research institutions, and capital markets to communicate the long-term value of the biotechnology sector. Through higher-quality capital allocation and post-investment management, we aim to drive industry upgrading and innovation, while generating sustainable long-term returns for our shareholders.

I. 2025 Operating Results

(I) Business Strategy and Implementation Status

The Company is committed to becoming the most professional biotechnology investment holding company in Taiwan. Through deep incubation of its core businesses, as well as strategic investments and mergers and acquisitions, it aims to advance its core businesses onto the international stage. The Company's investment activities are organized into three major segments: (1) large-scale investments with low risk and stable returns; (2) strategic investments featuring high technology, high growth potential, and higher risk; and (3) investments in emerging industries with future growth potential. These three segments are mutually reinforcing and are supported by a sound financial structure and stable cash flows. On this basis, the Company continues to strengthen its core businesses while simultaneously developing a second growth curve. The following outlines representative companies within each segment and their strategic positioning:

1. Large-Scale Investments with Low Risk and Stable Returns:
   (1) Core Businesses: Including Center Laboratories, Glac Biotech, Mycenax, TOT BIOPHARM, KriSan, Lumosa, BaoPharma, BioGend, Medeon, among others. The Company is deeply involved in their operations, with the goal of advancing its core businesses onto the global stage in 2025 while generating strong cash flows.
   (2) Large Pharmaceutical Funds: The Company focuses on investments in large-scale funds with low risk and strong cash flow generation (e.g., GL Capital and Vivo Capital). Stable returns from these investments contribute to cash inflows and help maintain a sound financial structure for the Group.
2. Strategic Investments with High Technology, High Growth, and Higher Risk: These investments focus on biotechnology opportunities that can generate synergies with the Company's core businesses, thereby progressively strengthening their competitiveness in specialized segments.
3. Investments in Emerging Industries: Through a combination of fund investments and direct investments, the Company explores opportunities in emerging sectors, laying the foundation for a second growth curve to support its long-term development.

The Company's consolidated revenue for 2025 amounted to NT$1,516 million, representing a decrease of 6.28% compared with the previous year. In the pharmaceutical

business, revenue declined due to weaker demand, primarily attributable to a decline in patient visits for upper respiratory tract infections in Taiwan in 2025. In response, the Company has actively adjusted its product portfolio to focus on high-margin central nervous system and geriatric medications, while accelerating market expansion. At the same time, cost-reduction and efficiency-enhancement initiatives have been launched at the manufacturing level to improve operational efficiency and strengthen the profit structure. These measures are expected to support improved operating performance in 2026. With respect to the wholly owned subsidiary Glac Biotech, overall revenue declined in 2025 due to delays in cross-border shipments. However, the aforementioned factors gradually eased in the second half of the year, and visibility of international orders continued to improve, providing room for a recovery in revenue momentum. In the investment segment, performance in 2025 was excellent. Benefiting from a recovery in the Hong Kong equity market and the successful listing of BaoPharma in Hong Kong, the valuation of financial assets increased, resulting in the recognition of non-operating income of NT$11,930 million for the year, and net income after tax of NT$9,323 million. The following provides an overview of the operating performance of the core businesses in 2025:

- **Center Laboratories pharmaceutical business**

Center Laboratories pharmaceutical business is a leading brand in liquid pharmaceutical formulations in Taiwan. In 2025, full-year revenue reached NT$941 million, including NT$295 million from central nervous system (CNS) medications and NT$646 million from non-CNS medications, demonstrating steady growth momentum. Looking ahead, the Company will continue to deepen the development of geriatric liquid formulations and, in response to government policies, actively expand into the long-term care market, which has strong growth potential.

As market demand continues to rise, the Company is also accelerating its capacity expansion plans and optimizing capacity allocation to ensure stable supply and further strengthen its competitive advantages.

- **Glac Biotech**

Glac Biotech Co., Ltd. (hereinafter referred to as “Glac Biotech”) is a leading company focused on functional probiotics and postbiotics-related products and technologies. In 2025, it expanded in both domestic and international markets. As global demand for probiotics and postbiotics in health applications continues to grow, the Company has undertaken the following initiatives:

1. Expanded collaboration with domestic and international distribution channels, as well as B2B OEM/ODM partnerships, to enhance market penetration.
2. Actively participated in international biotechnology exhibitions and professional forums, showcasing innovative R&D achievements in products targeting gut health and brain health.
3. Continued to expand its product portfolio into animal and plant health, sports nutrition, and applications for specific population groups, thereby enhancing overall product competitiveness.

- **Mycenax**

Mycenax is the only company in Taiwan 100% dedicated to biologics CDMO services. In 2025, it successfully passed inspections by multiple regulatory authorities, including the European Medicines Agency (EMA) and Japan’s Pharmaceuticals and Medical Devices

Agency (PMDA), and was officially qualified as a supplier for two internationally marketed biologic products, providing a stable foundation for future operational growth. Building on years of deep engagement in the Japanese market, Mycenax, together with three Japanese companies, Alfresa, Kidswell, and Chiome, established a joint venture, Alfenax Biologics, to develop a biologics manufacturing base in Japan and to conduct biologics CMO and pharmaceutical distribution businesses. At the same time, Mycenax continues to implement its "Big D and Medium M" brand positioning and is actively expanding into the development of emerging antibody-drug conjugates (ADCs). Through strategic collaboration with Japanese ADC companies, it aims to establish a competitive, next-generation one-stop ADC service platform.

- **KriSan**

KriSan Biotech continues to focus on high technical barrier CDMO (contract development and manufacturing organization) services. Since 2023, KriSan has actively expanded its customer base in small molecule drugs and antibody-drug conjugates (ADCs), while simultaneously advancing facility optimization initiatives. By 2024, KriSan had successfully completed the full build-out and commenced mass production at its ADC GMP manufacturing facilities (covering both linker-payload and drug substance capabilities). It has delivered more than 50 ADC CDMO projects, supporting both preclinical and clinical-stage products, and has progressively established a comprehensive one-stop ADC CDMO service model.

Leveraging its proprietary linker-payload library, KriSan is able to rapidly provide flexible and high-quality solutions, including next-generation linkers and the development of multi-arm linkers capable of conjugating dual or multiple payloads. This advantage not only expands market reach, but also facilitates the establishment of early-stage partnerships with clients, thereby enhancing conversion into subsequent GMP CDMO services.

In 2025, the company undertook nearly 40 contract development projects. The small molecule business continued to grow steadily, accounting for approximately 90% of total revenue. Batch production for clients' Phase III clinical trials and commercial-scale manufacturing has been successfully completed. Inspections by international regulatory authorities are expected in 2027, marking the transition into commercial-scale manufacturing. The ADC business accounted for approximately 10% of total revenue, primarily derived from early-stage development projects. It is expected to enter process scale-up and IND-stage GMP production in 2026, with the potential to contribute more than 60% of total revenue. In the area of emerging conjugated drugs (XDCs), the company has also begun providing preclinical samples to support clients in drug candidate screening.

In terms of international collaboration, the company continues to deepen its presence in Japan, Europe, and the United States. In April 2025, KriSan signed a memorandum of understanding (MOU) with CMIC Bio, a subsidiary of Japan's CMIC Group, to jointly expand the ADC market in Japan. At the same time, it continues its strategic alliance with Mycenax Biotech to expand into Japan, Europe, and the United States, forming a strategic alliance to build a one-stop ADC CDMO platform in Asia.

- **Lumosa**

Lumosa adheres to its "RESEARCH & DEVELOPMENT" model, focusing on the development of drug candidates with strong scientific rationale and high R&D potential. Through project-based execution, it effectively shortens new drug development timelines and optimizes resource allocation, while actively advancing international strategic alliances, licensing, and co-development to reduce risk and accelerate time to market.

LT3001, a novel drug for acute ischemic stroke, reached a key milestone in 2025. The Phase II clinical trial (LT3001-202), led by Shanghai Pharmaceuticals in China, and the Phase II clinical trial (LT3001-205), led by Lumosa across the United States, Europe, and Taiwan, were both successfully completed. The trial results were presented at the World Stroke Congress (WSC) in Barcelona at year-end. The data showed that, when administered within a 24-hour treatment window, LT3001, whether used in combination with mechanical thrombectomy or as a standalone multi-dose regimen, did not increase the risk of intracranial hemorrhage. In addition, among patients with moderate-to-severe and disabling stroke, LT3001 demonstrated an increased proportion of patients achieving functional independence (mRS 0–2) at 90 days. Safety and efficacy trends were consistent across different ethnic groups, providing support for subsequent global Phase III development. With respect to the subsequent clinical strategy, the team has conducted regulatory consultation meetings with the U.S. Food and Drug Administration (FDA), which provided positive feedback on the Phase III trial design of LT3001. Important consensus was also reached regarding the design and regulatory pathway for global Phase III clinical trials. Key technical aspects of the clinical trials were confirmed during these meetings, which will help shorten the timeline for future regulatory approval. In terms of intellectual property, LT3001 has obtained formulation patents in 17 countries, including the United States, China, and Europe, with patent protection extending to 2040. Method-of-use patents have also been filed, which are expected to extend protection to 2042.

Lumosa continues to strengthen its innovative therapeutic platform. Together with Center Laboratories, it has invested in Cytoengine to introduce CAR-T (chimeric antigen receptor T-cell) technology to enhance its platform. It has also invested in GenEditBio, a company focused on innovative gene editing technologies, and continues to develop LT6001, a stem cell-derived exosome drug for neurological diseases, advancing new therapeutic approaches in neurology.

- **BioGend**

BioGend Therapeutics is a regenerative medicine specialist focused on orthopedics and infectious diseases. In 2025, full-year revenue reached NT$220 million, representing a year-on-year increase of 32%. The progress of its major products is as follows:

1. RevoCart: In the domestic market, the product has been adopted by a large number of medical institutions and physicians, with over a thousand successful surgical cases accumulated. Sales have grown steadily and continue to contribute sustainable cash flows. In overseas markets, medical device approvals have been obtained in Cambodia, Thailand, the Philippines, Malaysia, Singapore, and Hong Kong. Local distributors have been engaged to advance market expansion, and initial shipments to overseas markets have been completed. For international licensing, BioGend is actively pursuing licensing partnerships in major markets including Europe, the United States, and Japan, with the aim of bringing RevoCart to the global market.
2. Osteogenic Inductive Factor (OIF): Results from feasibility studies for open tibial fractures in Taiwan and the United States have been announced, demonstrating the product's efficacy. BioGend plans to proceed with Phase III clinical trials for OIF to accelerate commercialization. Based on Phase II clinical data for nonunion fractures in Japan and open tibial fractures in Taiwan and the United States, BioGend will simultaneously engage with international partners in Europe and the United States to pursue licensing collaborations.

3. Sales of anti-infective products, including Minocycline, have grown steadily and continue to contribute sustainable cash flows, while Fluzole has received approval for a change to its drug license and, following its launch, is contributing to revenue.

- **Medeon**

Medeon Biodesign specializes in the R&D and manufacturing of high-value, advanced medical devices. At its current stage, its operations are focused on two main areas. In addition to its long-established experience in the incubation of innovative medical devices, it has expanded into the contract development and manufacturing (CDMO) business for advanced medical devices. Through a series of strategies, including acquisitions and internal integration, it is building a highly efficient and technologically advanced CDMO platform.

1. CDMO Business: Medeon's subsidiary, Medeologix, focuses on the contract development and manufacturing (CDMO) of advanced medical devices. Its core business includes high-end balloons, catheters, and the assembly of medical device components and finished products. In 2025, leveraging its high-quality manufacturing capabilities and efficient development services, Medeologix achieved strong growth in both its customer base and order intake, while maintaining its rapid revenue growth trajectory. It has also successfully implemented a cross-border operating model of "order intake and pilot production in the United States, and large-scale manufacturing in Taiwan."
2. Innovative Medical Device Development and Incubation: Urocross, a minimally invasive treatment device for benign prostatic hyperplasia, announced preliminary results in May 2025 from its U.S. IDE pivotal clinical trial, demonstrating favorable safety and efficacy. Based on data from this 240-patient pivotal study, a marketing application was submitted to the U.S. Food and Drug Administration (FDA) in November 2025. Duett, a thoracic aortic repair device, initiated an IDE clinical trial in the United States in 2024 and successfully enrolled its first patient. Progress has been in line with expectations, and in 2025, the study received FDA approval to proceed to the second stage of clinical trials. The total planned enrollment is approximately 70 patients, and enrollment is ongoing.

- **BaoPharma**

BaoPharma is dedicated to the development of next-generation biologics with high technical barriers. It aims to become a leader in replacing biochemically extracted products with genetically engineered alternatives, a pioneer in recombinant enzyme- and antibody-based combination products and gene therapy, and a leader in the assisted reproduction segment. On December 10, 2025, BaoPharma was officially listed on the Main Board of The Hong Kong Stock Exchange, marking a new stage in its entry into the international capital markets.

Major product developments in 2025:

1. IgG-degrading enzyme: The first IgG-degrading enzyme globally with low pre-existing antibody levels to enter Phase III clinical trials. It targets a range of diseases driven by pathogenic IgG, including kidney transplant desensitization, anti-GBM disease, and Guillain–Barré syndrome (GBS), with potential for repeat dosing and functional cure.
2. Recombinant human hyaluronidase: The first recombinant human hyaluronidase in China to submit a New Drug Application (NDA). Through broad collaborations with global pharmaceutical companies, it enables large-volume subcutaneous administration of antibody drugs and antibiotics.

3.Long-acting follicle-stimulating hormone: Slonva® was approved for marketing in August 2025, becoming the first approved long-acting follicle-stimulating hormone in China. It is designed to reduce injection frequency while improving safety and patient compliance.

(II) Operating Results and Budget Execution Status

In 2025, the Company's consolidated net operating revenue amounted to NT$1,516,190 thousand, representing a decrease of NT$101,679 thousand, or 6.28%, compared with NT$1,617,869 thousand in 2024. Consolidated net income after tax was NT$9,322,825 thousand, representing an increase of NT$10,426,233 thousand, or 944.91%, compared with a consolidated net loss after tax of NT$1,103,408 thousand in 2024.

For the same period, the Company's parent company only net operating revenue amounted to NT$941,103 thousand, representing a decrease of NT$30,607 thousand, or 3.15%, compared with NT$971,710 thousand in 2024. Parent company only net income after tax was NT$9,322,825 thousand, representing an increase of NT$10,426,508 thousand, or 944.70%, compared with a parent company only net loss after tax of NT$1,103,683 thousand in 2024.

(III) Analysis of Financial Results and Profitability

1. Consolidated Financial Results

Unit: NT$ thousand

Item	2024	2025
Operating revenue	1,617,869	1,516,190
Gross profit	748,953	621,258
Operating expenses	514,893	533,995
Operating income (loss)	234,060	(361,621)
Non-operating income and expenses	(1,404,094)	11,930,258
Net income (loss) before tax	(1,170,034)	11,568,637
Net income (loss) after tax	(1,103,408)	9,322,825
Earnings per share (NT$)	(1.48)	12.33

2. Consolidated Profitability

Unit: %

Item	2024	2025
Return on assets	(3.50)	31.53
Return on equity	(5.83)	41.86
Pre-tax profit as a percentage of paid-in capital	(16.13)	151.97
Profit margin	(68.20)	614.88
Earnings per share (NT$)	(1.48)	12.33

3. Parent Company Only Financial Results

Unit: NT$ thousand

Item	2024	2025
Operating revenue	971,710	941,103
Gross profit	509,307	464,825
Operating expenses	324,474	357,468
Operating income (loss)	184,833	(341,527)
Non-operating income and expenses	(1,343,304)	11,889,796
Net income (loss) before tax	(1,158,471)	11,548,269
Net income (loss) after tax	(1,103,683)	9,322,825
Earnings per share (NT$)	(1.48)	12.33

4. Parent Company Only Profitability

Unit: %

Item	2024	2025
Return on assets	(3.64)	32.12
Return on equity	(5.83)	41.86
Pre-tax profit as a percentage of paid-in capital	(15.97)	151.70
Profit margin	(113.58)	990.62
Earnings per share (NT$)	(1.48)	12.33

(IV)Research and Development

1. Advanced overseas market expansion by obtaining marketing approval in Hong Kong in March 2025 for an anti-allergy and asthma product.
2. Obtained marketing approval in May 2025 for a drug for neuropathic pain and as an adjunctive treatment for epilepsy.
3. Completed phased development of new liquid formulations for an anticoagulant and an anti-diabetic drug.
4. Continued development of a drug for neonatal and pediatric heart failure, obtained approval for contract manufacturing in April 2025, received recognition under the Ministry of Health and Welfare's "2025 Optimized Pediatric Healthcare Plan," and obtained marketing approval in May 2025.
5. Completed new product development evaluation for two drugs for the treatment of pediatric autoimmune diseases, and plans to initiate development of one generic drug in 2026.
6. Completed the development evaluation of a new drug for adjunctive treatment of Parkinson's disease, and plans in 2026 to conduct an evaluation for exemption from bridging clinical trials for a new chemical entity and obtain the relevant approval.
7. Conducted development of a generic drug for the treatment of depression and anxiety.
8. Continued screening and evaluation of new product development opportunities addressing unmet prescription needs in Taiwan.

II. 2026 Operating Plan Overview

(I) Business Strategy and Operating Objectives

- **Center Laboratories pharmaceutical business**

  Continue to uphold two core missions while advancing operations steadily:

  1. Deepen integration across the liquid formulation value chain and reinforce its leadership as Taiwan's largest manufacturer of oral liquid pharmaceuticals
     - Commercial: Optimize the product portfolio to enhance market competitiveness, and strengthen lifecycle management to support sustainable long-term growth.
     - Manufacturing: Optimize production allocation, improve manufacturing efficiency and quality management, and ensure stable supply to meet market demand.
  2. Strengthen market positioning in pediatrics and the central nervous system (CNS) field, and reinforce brand influence
     - Product Development: Continue to identify and develop products addressing unmet prescription needs, and advance the launch of products with strong market potential.
     - Brand Building: Enhance market awareness and reinforce a professional image in pediatrics and CNS, strengthen disease awareness initiatives and product licensing, and position the business as a preferred brand in pediatric and geriatric pharmaceutical markets.

  Center Laboratories will continue to enhance its market competitiveness and drive steady growth through well-defined strategies and efficient execution.

- **Glac Biotech**

  In 2026, Glac Biotech will continue to focus on functional probiotics and postbiotics as core development priorities, responding to growing global demand for high-quality, scientifically validated health products, and further enhancing core technologies and product applications. On the R&D front, strain development, postbiotic processing technologies, product stability, and efficacy validation will be strengthened to enhance product differentiation and value-added and reinforce competitiveness in the microbiome health sector.

  On the operations side, ODM/OEM service scale will be expanded, applications of probiotics and postbiotics will be integrated, and production flexibility and process efficiency will be optimized, while partnerships with strategic customers will be deepened to improve capacity utilization and overall operational efficiency. Meanwhile, with Taiwan as its operational hub, existing market foundations will be solidified, while overseas markets and diversified application areas will be actively expanded to gradually increase the proportion of international revenue.

  In terms of quality and sustainability, alignment with international quality and food safety standards will be maintained, with continued enhancement of quality management and process optimization, alongside efforts in energy conservation, carbon reduction, and sustainable manufacturing, supported by improvements in organizational and management efficiency to drive stable medium- to long-term growth.

- **Mycenax**

  Mycenax will continue to support clients' regulatory approval and product launch timelines by providing stable, high-quality commercial-scale manufacturing services in 2026. Ongoing technology transfer projects for late-stage and commercialized products will also continue to progress, further improving capacity utilization at GMP facilities. In addition, the development of the production site for the Japan joint venture, Alfenax, will continue to advance. At the same time, continued investment in process development and platform technologies will be maintained. Building on its strong foundation in conventional biologics, Mycenax will further enhance its one-stop service capabilities in emerging biologics such as ADC and cell therapy through a combination of in-house development, strategic partnerships, and investments, providing clients with more options for drug development and enriching the biologics CDMO value chain.

- **KriSan**

  KriSan will actively expand its business scale in 2026, with a continued focus on strengthening its ADC CDMO business, targeting annual revenue exceeding NT$100 million and an ADC CDMO revenue contribution of over 60%. In response to global trends in conjugated drug development, beyond its well-established ADC capabilities, KriSan will leverage its strong expertise in small molecules to expand into emerging conjugated modalities, including peptide-drug conjugates (PDCs) and antibody-oligonucleotide conjugates (AOCs), enhancing its service capabilities across a broader range of conjugated drug modalities.

  In terms of business development, greater emphasis will be placed on expanding overseas markets through deeper collaboration with leading global macromolecule CDMO companies, strengthening its global business network and extending its international footprint.

  On the technology front, continued expansion of the linker-payload library will be pursued, alongside advancement of next-generation linker and conjugation technology platforms. Strategic partnerships will also be leveraged to build differentiated advantages and strengthen core competitiveness in the ADC field.

  Looking ahead, KriSan will continue to enhance its technological capabilities and service quality, with the goal of becoming a leading ADC CDMO provider in Asia. As technical capabilities and the customer base continue to strengthen, the strategic objective of "becoming a leading benchmark CDMO company in Asia for small molecules and ADC drugs at the 100 kg scale" will be progressively realized, delivering more competitive solutions to global clients.

- **Lumosa**

  Lumosa's business model will continue to focus on maximizing the value of its new drug development programs, generating revenue through out-licensing and co-development partnerships with domestic and international pharmaceutical companies and distribution partners. Such revenue includes licensing income (e.g., upfront payments and milestone payments), as well as long-term sales-based royalties or product sales revenue.

  Key operating priorities for 2026 include actively pursuing global licensing and co-development opportunities, advancing clinical trials, optimizing the CMC processes for LT3001, completing key non-clinical studies, and strengthening patent strategy. For

the innovative exosome-based technology platform, optimized candidates with market potential will be selected and advanced to the next stage of development. Lumosa will continue to evaluate and in-license new drug development projects with market potential, strengthen partnerships with international pharmaceutical companies, and develop diversified collaboration models. Lumosa will also continue to enhance project management efficiency, keep development programs on schedule, maintain prudent control over development costs, preserve operational efficiency, and actively pursue strategic partnerships to maximize corporate value.

- **BioGend**

  Expected Progress of Major Products in 2026:

  1. RevoCart: Sales in the domestic market will continue to be promoted, while overseas market expansion will be accelerated, including regulatory approval processes as well as discussions on international licensing and distribution partnerships. Through enhanced academic exchange with physicians and strengthened product education and training both domestically and internationally, clinical adoption and brand visibility will be improved, gradually expanding the product's application in global markets.
  2. Osteogenic Inductive Factor (OIF): Phase II clinical trial results in Taiwan and the United States have met expected endpoints, achieving key clinical milestones and providing an important basis for subsequent product development and international licensing strategies. Phase III clinical trial activities will be progressively advanced, alongside evaluation of licensing opportunities in the European and U.S. markets.
  3. Anti-infective Products: In addition to advancing cost optimization and sales growth for existing products, efforts will continue to obtain regulatory approvals and launch new products.

- **Medeon**

  1. Looking ahead to 2026, based on standard review practices, the minimally invasive treatment device for benign prostatic hyperplasia, Urocross, is expected to obtain marketing approval within three to six months after submission. Following approval, preparations for entry into the U.S. market will commence, including early-stage commercialization planning as well as active engagement with potential licensing partners. For the thoracic aortic repair device Duett, patient treatment and follow-up will be accelerated in 2026, with the aim of generating larger-scale clinical data to validate product safety and efficacy. These efforts will support future marketing approval applications and enhance the overall value of the program.
  2. CDMO Business: Looking ahead to 2026, Medeologix will continue to deepen integration of group resources and further optimize production line allocation, with a focus on accelerating the progression of client R&D projects and supporting more advanced products in moving into commercial-scale manufacturing. While maintaining a solid foundation of existing commercial-scale manufacturing orders, further strengthening of core technology development will help unlock additional long-term demand potential, ensure stable revenue streams, and, with thorough preparation in place, position the business to capture the step-change growth expected as multiple projects move into commercial-scale manufacturing.

- **BaoPharma**

  Expected Progress by Product Line in 2026:

  1. Recombinant Human Hyaluronidase (Monotherapy): An NDA was submitted to China's National Medical Products Administration (NMPA) in June 2024, with approval expected in the first quarter of 2026.
  2. Recombinant IgG-Degrading Enzyme: For the indication of kidney transplant desensitization, completion of the Phase III trial is expected in the first half of 2026. For anti-GBM disease, initiation of the Phase III trial is expected in the first half of 2026.
  3. Recombinant Human FSH-CTP: SJ02 (Slonva®) is expected to submit an IND application to the European Medicines Agency (EMA) in the first half of 2026.

(II) Projected Sales Volume and Basis of Estimation

The Company expects sales of its oral liquid products to increase by 2% in fiscal year 2026. The projected sales volume is based on anticipated changes in future market supply and demand, the pace of new product development, and National Health Insurance (NHI) reimbursement policies. To meet future market demand, the Company will continue to strengthen its research and development efforts and expand its manufacturing facilities.

(III) Significant Production and Marketing Policies

1.Continue to strengthen quality management and regulatory compliance.

2.Continue to optimize the production quality system and manufacturing process management to comply with domestic and international pharmaceutical regulations and quality standards, ensuring product quality, stable supply, and market competitiveness.

3.Optimize production planning and supply chain management.

4.Flexibly adjust production allocation based on market demand and sales forecasts, strengthen coordination among raw material suppliers, manufacturing, and sales functions, and enhance inventory management to improve capacity utilization and ensure a stable product supply.

5.Strengthen the Company's core advantages in oral liquid formulations and product lifecycle management.

6.Continue to leverage the Company's strengths in the research, development, and mass production of oral liquid formulations, optimize the existing product portfolio and manufacturing efficiency, and enhance the market competitiveness and operational performance of core products through effective product lifecycle management.

7.Strengthen the Company's product portfolio in the pediatric and central nervous system (CNS) therapeutic areas.

8.Focus on addressing unmet clinical needs in pediatrics, CNS disorders, and patients with swallowing difficulties by continuously evaluating opportunities for in-house development, in-licensing, and collaborative development to expand a product portfolio with strong market potential.

9.Strengthen production and sales coordination and market demand management.

10.Establish regular communication and demand forecasting mechanisms among the R&D, manufacturing, marketing, and sales functions, and adjust production and marketing strategies in a timely manner in response to changes in market conditions, NHI policies, and new product launch plans.

11.Continue to improve production efficiency and manufacturing capabilities.

12. Continue to replace and upgrade production equipment, improve manufacturing processes, and optimize production support systems in line with product demand to enhance product yield, production efficiency, and supply flexibility, thereby supporting future market growth.

III. Future Development Strategy

In response to external challenges such as global macroeconomic volatility, geopolitical risks, supply chain reshaping, and evolving regulatory environments, the Company will anchor its strategy in a five-year development plan. It will continue to enhance capital allocation discipline and post-investment management capabilities, strengthen financial resilience and operational predictability, and, under prudent risk management, steadily advance long-term value creation and international expansion. Looking ahead, the Company's resource allocation and management priorities will be structured around three core pillars: complex manufacturing (cash flow), innovative R&D (capital gains), and large-scale funds (stable returns, market validation, and management benchmarking). This framework aims to balance a solid foundation with growth momentum, while enhancing overall capital efficiency and portfolio resilience.

1. Complex Manufacturing (Cash Flow): Enhancing Earnings Quality and Operational Efficiency, and Strengthening a Sustainable Cash Flow Foundation

The Company will continue to position complex manufacturing with high regulatory requirements and quality standards, together with its core businesses, as the foundation for stable operations. Through deep involvement across strategic planning, operational management, production and sales coordination, R&D and manufacturing, quality systems, and financial governance, it will support portfolio companies in enhancing profitability, optimizing cost structures, improving operational efficiency, and increasing capital efficiency, thereby strengthening the stability and predictability of cash flows.

At the same time, the Company will assist portfolio companies in enhancing international visibility and market connectivity, facilitating cross-border collaboration opportunities, and establishing partnerships with complementary strategic partners. By leveraging partners' resources in markets, regulatory affairs, quality systems, and industry value chains, portfolio companies will be supported in gradually expanding their overseas customer base and deepening collaboration, thereby enhancing international competitiveness and building sustainable sources of cash flow.

2. Innovative R&D (Capital Gains): Focusing on Verifiable Value Pathways and Enhancing the Feasibility and Efficiency of Value Realization through International Collaboration

In the area of innovative R&D, the Company will base its investment and resource allocation on projects with clearly defined clinical value, tangible differentiation, and verifiable international development pathways. Through a structured post-investment management approach, it will support portfolio companies in strengthening key capabilities in R&D and project management, regulatory strategy, quality systems, business development, and capital markets communication, thereby enhancing the feasibility of international collaboration and the efficiency of value realization of R&D assets, while managing risks through a phased, milestone-based approach.

In response to increasing regional R&D capabilities and evolving cross-border collaboration trends, continued efforts will be made to strengthen localized research and evaluation capabilities. To enhance the professionalism and execution efficiency of investment decision-

making and post-investment management in China, the Company plans to establish a dedicated investment management team for the China market. This team will be responsible for strategic investment evaluation, post-investment management, and resource integration in the region, further strengthening localized management depth and improving value realization efficiency.

3. **Large-Scale Funds (Stable Returns, Market Validation, and Management Benchmarking): Enhancing Portfolio Resilience and Incorporating Mature Investment Approaches and Governance Practices**

   The Company regards allocations to large-scale funds as an important tool for enhancing overall portfolio resilience, serving as a source of stable returns, a mechanism for market validation, and a reference for management benchmarking. Through engagement and co-investment with international professional investment institutions, the Company will continue to incorporate mature investment approaches and governance practices as reference benchmarks for refining investment decision-making, risk management, and post-investment management, thereby enhancing overall capital allocation capabilities and portfolio management quality.

IV. Impact of the External Environment and Response Strategies

The global biopharmaceutical industry is simultaneously facing multiple challenges, including policy and regulatory adjustments, intensifying competition, growing pressure to improve R&D efficiency, supply chain restructuring, and capital market volatility. In addition, the structural contraction of the labor force caused by declining birth rates and population aging will also expose the manufacturing sector to rising labor acquisition costs, skills gaps, and risks to operational stability. Given that the pharmaceutical industry is highly regulated and subject to stringent quality requirements, consistency in quality and compliance discipline are core competitive strengths. Quality fluctuations or compliance risks resulting from labor shortages are not acceptable. The Company will adopt the following response strategies based on industry trends and structural risks:

1. **Response to Regulatory and Policy Changes in Key Markets: Strengthening Compliance Capabilities and Diversifying Market Risk**

   The Company will continue to monitor policy and regulatory developments in key markets and support portfolio companies in strengthening compliance capabilities, quality systems, and internal controls to maintain operational stability and flexibility. In response to policy changes that may affect the industry value chain, the Company will adopt a diversified development approach and utilize portfolio management to mitigate risks associated with changes in any single market or regulatory environment.

2. **Response to Supply Chain Reshaping and Localization Needs: Enhancing Compliant Delivery and Supply Resilience while Reducing Operational Disruption Risks**

   The trend of supply chain reshaping is accelerating customer requirements for regulatory compliance, quality consistency, and delivery stability, while also increasing demand for diversified sourcing and localized supply configurations. The Company will support portfolio companies in strengthening quality systems, process stability, and supply chain management capabilities, enhancing compliant delivery and supply resilience, thereby reducing the impact of delivery disruptions, quality incidents, and compliance risks on operations.

3. **Response to Labor Force Contraction: Enhancing Productivity per Employee and Advancing Digitalization, AI, and Smart Manufacturing**

Amid tightening global labor supply, the Company's investment portfolio covers a range of high-barrier, technologically demanding industries with particularly stringent requirements for quality stability, process consistency, and regulatory compliance. The Company will focus resources on supporting portfolio companies in improving productivity per employee and progressively introducing digitalization and artificial intelligence. A phased implementation approach will be adopted, beginning with process mapping, data structuring, and standardization, and advancing to process optimization, automation, and intelligent manufacturing. These efforts aim to reduce human variability, enhance quality consistency and delivery efficiency, and, under strict compliance requirements, ensure effective implementation with risks well controlled.

4. **Response to China's Innovative Drug Trends and Changes in Cross-Border Collaboration: Prudently Capturing Opportunities and Strengthening Risk Management**

   As regional R&D capabilities continue to advance and cross-border collaboration models evolve, uncertainties related to transactions, regulatory compliance, data compliance, and geopolitical factors may increase. Under a prudent evaluation framework for policy, regulatory, and compliance requirements, the Company will continue to identify strategic investment opportunities with global competitiveness. Risks will be managed through phased investment, milestone-based management, and post-investment monitoring mechanisms to mitigate the impact of single-event risks on asset value and operations.

5. **Response to Macroeconomic and Capital Market Volatility: Maintaining Prudent Capital Deployment and Liquidity Management**

   In response to interest rate cycles, capital market volatility, and changes in funding costs, the Company will maintain prudent capital deployment and liquidity management, balancing safety, liquidity, and returns. This approach ensures the Group maintains continuity and flexibility in strategy execution under uncertain conditions, while enabling the Company to effectively capture attractive investment opportunities as they arise.

V. Response Strategies of the Group (Center Laboratories)

The Company believes that, in response to rapid industry changes and structural challenges, only through the continuous establishment of technological and operational barriers, alongside enhancements in governance and capital efficiency, can long-term competitive advantages be sustained. As a professional investment holding platform, the Company will place post-investment management at the core of its methodology, driving the Group to strengthen its overall competitiveness and value creation capabilities across the following dimensions:

1. **Focusing on High-Barrier Areas to Build Defensible Competitive Advantages**

   The Company will continue to focus on innovative R&D areas addressing unmet medical needs, as well as high-barrier manufacturing segments characterized by stringent regulatory and quality requirements. Through this focus, the Company will support portfolio companies in strengthening their R&D, manufacturing, and quality systems, thereby enhancing technological capabilities and compliance standards, and establishing sustainable, defensible competitive positions.

2. **Enhancing Operations through Post-Investment Management to Improve Efficiency and Earnings Quality**

   Through institutionalized management practices and resource integration, the Company will

assist portfolio companies in optimizing operational processes and improving both cost efficiency and capital utilization. At the same time, the Company will progressively introduce digitalization and intelligent tools to enhance productivity per employee, reduce human-induced variability, and strengthen quality consistency, thereby improving earnings quality and stabilizing cash flows.

3. **Promoting Group Synergies and Resource Sharing to Enhance Overall Capital Efficiency**

   Adopting a platform-based approach, the Company will promote cross-company collaboration and resource sharing, connecting key capabilities across R&D, manufacturing, quality, regulatory, business development, and capital markets. This will facilitate strategic partnerships and international linkages, thereby enhancing overall Group synergies and the efficiency of value realization.

4. **Strengthening Risk Management and Capital Allocation Discipline to Maintain Strategic Execution Continuity**

   The Company will continue to enhance investment discipline, post-investment management, and risk control mechanisms. Through diversified capital deployment and phased management, the Company aims to mitigate single-event risks, while maintaining a prudent financial structure and effective liquidity management. This approach ensures strategic execution continuity and flexibility across different economic cycles and regulatory environments, enabling the steady advancement of long-term development and the fulfillment of shareholder expectations.

Conclusion

The Company will continue to build on a prudent financial structure and institutionalized capital allocation framework, following the strategic pillars of high-barrier manufacturing as a source of sustainable cash flows, innovative R&D as a driver of long-term value, and large-scale funds to enhance portfolio resilience. Leveraging its post-investment management expertise and cross-company resource integration mechanisms, the Company will support portfolio companies in improving operational efficiency, quality and compliance, and international visibility, while prudently capturing structural opportunities arising from industry developments, thereby enhancing the Group's overall competitiveness and value realization efficiency.

The Company will also continue to place strong emphasis on shareholder interests. Its shareholder return policy will be determined in a prudent and disciplined manner, taking into comprehensive consideration operating performance, capital expenditure requirements, financial structure, cash flow conditions, and applicable regulatory requirements. At the same time, under the premise of effective risk control, the Company will continue to strengthen risk management and the quality of information disclosure, while enhancing communication and mutual trust with investors. Looking ahead, the Company will uphold its long-term investment holding philosophy, steadily advancing its internationalization strategy and the development of a second growth engine, with the aim of delivering long-term and sustainable value to all shareholders.

Chairman: Wang, Su-Chi

Two. Corporate Governance Report

I. Information on Directors, General Manager, Vice Presidents, Assistant Vice Presidents, and Heads of Departments and Branches

(I) Directors

Director Information (I)

Unit: shares April 14, 2026

Title	Nationality or Place of Registration	Name	Gender and Age	Date of Election (Appointment)	Term of Office	Initial Appointment Date	Shareholdings at Time of Election		Current Shareholdings		Current Shareholdings Held by Spouse and Minor Children		Shareholdings Held in the Name of Others		Education and Professional Experience	Current Positions Held in the Company and Other Companies	Other Executives, Directors, or Supervisors with Spousal or Second-Degree Kinship Relationships			Remarks (Note 5)
							Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relation ship	
Chairman	R.O.C.	Jason Technology Co., Ltd.	--	June 26, 2025	3 years	June 10, 2013 (Note 6)	25,423,365	3.51%	26,712,148	3.47%	0	0	0	0	(Education) N/A (Experience) Corporate Director, BioEngine Technology Development Inc.	Director, Mycenax Biotech Inc.	--	--	--	--
	R.O.C.	Representative: Wang, Su-Chi	Female 51–60				1,295,384	0.18%	1,361,050	0.18%	0	0	0	0	(Education) Department of Business Administration, Chinese Culture University (Experience) Director of Finance and Accounting Department, Center Laboratories, Inc.	Chief Investment and Operations Officer, Center Laboratories, Inc. Legal Representative Chairman, Lumosa Therapeutics Co., Ltd. Legal Representative Director, BioGend Therapeutics Co., Ltd. Legal Representative Director, Ever Fortune. AI Co., Ltd. Legal Representative Director, Anya Biopharm Inc. Legal Representative Director, DuroNax Biotech, Ltd Legal Representative Director, BioEngine Technology Development Inc. Legal Representative Director, Ausnutria Dairy (Taiwan) Nutrition & Health Sciences Corporation Legal Representative Director, Youluck International Inc. Legal Representative Director, Glac Biotech Co., Ltd. Director, Bioflag (Huaian) Co., Ltd. Director, Bioflag (Anhui) Co., Ltd. (Suzhou) Director, Jacobio Pharmaceuticals Co., Ltd. Director, BioEngine Development I Limited (HK) Director, Centerlab Investment Holding Limited (HK) Director, Center Laboratories Limited (HK) Director, Center Biotherapeutics Inc. (BVI) Director, Center Venture Holding I Limited (HK) Director, Cente Venture Holding II Limited (HK) Director, Center Venture Holding III	None	None	None	None

Title	Nationality or Place of Registration	Name	Gender and Age	Date of Election (Appointment)	Term of Office	Initial Appointment Date	Shareholdings at Time of Election		Current Shareholdings		Current Shareholdings Held by Spouse and Minor Children		Shareholdings Held in the Name of Others		Education and Professional Experience	Current Positions Held in the Company and Other Companies	Other Executives, Directors, or Supervisors with Spousal or Second-Degree Kinship Relationships			Remarks (Note 5)
							Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relationship	
																Limited (Samoa) USD Fund Director, Fangyuan Growth SPC-PCJ Healthcare Fund SP Director, PCJ Capital Management Limited Director, Shengxin Investment Consulting Co., Ltd. Chairman, Youde Investment Consulting Co., Ltd. Chairman, YuShin Investment Consulting Inc.				
Director	R.O.C.	Tsai, Chang-Hai	Male 71–80	June 26, 2025	3 years	May 20, 2022	0	0	0	0	0	0	0	0	(Education) MD-PhD, Teikyo University, Japan MD, China Medical University, Taiwan (Experience) National Policy Advisor to the President, Office of the President of the Republic of China (Taiwan) Director, Board of Directors of the National Health Research Institutes Chairman, China Medical University Hospital, Taiwan Vice President, China Medical University, Taiwan Chief Resident Doctor, Chang-Geng Memorial Hospital Chairman, China Children's Welfare Charity Foundation, Taiwan	Chairman, China Medical University Hospital System, Taiwan Founder and Chairman, Asia University, Taiwan Founder and Chairman, Asia University Hospital, Taiwan Chairman, Chang-Hai Tsai Educational Foundation	None	None	None	None
Director	R.O.C.	Chang, Po-Chih	Male 41–50	June 26, 2025	3 years	June 14, 2010	2,091,727	0.29%	1,347,762	0.18%	859,043	0.11%	0	0	(Education) Master, Institute of Biotechnology, Chinese Culture University (Experience) Project Manager, BioEngine Technology Development Inc. Director of Business Development Department, BioGend Therapeutics Co., Ltd.	Director of Public Relations Department, BioGend Therapeutics Co., Ltd.	None	None	None	None
Director	R.O.C.	Lejean Biotech Co., Ltd.	--				66,161,405	9.13%	69,515,316	9.04%	0	0	0	0	(Education) N/A (Experience)	--	--	--	--	--

Title	Nationality or Place of Registration	Name	Gender and Age	Date of Election (Appointment)	Term of Office	Initial Appointment Date	Shareholdings at Time of Election		Current Shareholdings		Current Shareholdings Held by Spouse and Minor Children		Shareholdings Held in the Name of Others		Education and Professional Experience	Current Positions Held in the Company and Other Companies	Other Executives, Directors, or Supervisors with Spousal or Second-Degree Kinship Relationships			Remarks (Note 5)
							Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relation ship	
															Legal Representative Chairman, BioEngine Technology Development Inc.					
	R.O.C.	Representative: Lin, Chia-Ling	Female 41–50	June 26, 2025	3 years	May 11, 2004 (Note 7)	5,142,468	0.71%	5,403,154	0.70%	0	0	0	0	(Education) Bachelor, Department of Economics, MCmaster University (Experience) Manager of Portfolio Management, BioEngine Technology Development Inc.	Manager of Organizational Development and Human Resources Department, Center Laboratories, Inc. Legal Representative Director, Lumosa Therapeutics Co., Ltd. Legal Representative Director, Glac Biotech Co., Ltd. Legal Representative Director, Cytoengine Co., Ltd. Legal Representative Chairman, BioEngine Technology Development Inc. Director, Shanghai Bao Pharmaceutical Co., Ltd. Supervisor, Lejean Biotech Co., Ltd. Supervisor, Jason Technology Co., Ltd. Supervisor, Royal Foods Co., Ltd.	None	None	None	None
Director	R.O.C.	Royal Foods Co., Ltd.	--	June 26, 2025	3 years	June 26, 2025	41,488,084	5.72%	43,591,235	5.67%	0	0	0	0	(Education) N/A (Experience) Corporate director, Mycenax Biotech Inc.	--	--	--	--	--
	R.O.C.	Appointed Representative: Yeh, Sheng-Wen (Note 8)	Female 41–50				11,975	0.002%	12,582	0.002%	0	0	0	0	(Education) Ph.D., Biology and Biochemistry, University of Bath, United Kingdom M.S. , Microbiology, National Taiwan University EMBA, National Taiwan University B.S. , Medical Technology, National Yang-Ming University (Experience) Senior Manager, Preclinical R&D Division, Lumosa Therapeutics Co., Ltd. Researcher, Academia Sinica	CEO / Associate Vice President, Preclinical R&D Division, Lumosa Therapeutics Co., Ltd. Legal Representative Director, Shine-On BioMedical Co., Ltd. Legal Representative Director, Cytoengine Co., Ltd.	None	None	None	None
Director	R.O.C.	Po Chang Investment Co., Ltd.	--	June 26, 2025	3 years	June 24, 2010	80,000	0.01%	84,055	0.01%	0	0	0	0	(Education) N/A (Experience) Corporate Director, BioEngine Technology Development Inc.	Director, Chia Her Industrial Co., Ltd. Supervisor, Daxin Pharmaceutical Technology Co., Ltd. Supervisor, BioGQ Co., Ltd.	--	--	--	--

Title	Nationality or Place of Registration	Name	Gender and Age	Date of Election (Appointment)	Term of Office	Initial Appointment Date	Shareholdings at Time of Election		Current Shareholdings		Current Shareholdings Held by Spouse and Minor Children		Shareholdings Held in the Name of Others		Education and Professional Experience	Current Positions Held in the Company and Other Companies	Other Executives, Directors, or Supervisors with Spousal or Second-Degree Kinship Relationships			Remarks (Note 5)
							Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relationship	
	R.O.C.	Appointed Representative: Chen, Chun-Hong (Note 8)	Male 61–70				0	0	0	0	0	0	0	0	(Education) BA, Business Administration, Union University of Business (Experience) Director, MicroBio Co., Ltd.	Legal Representative Chairman, Taishin Securities Co., Limited Legal Representative Director, Mycenax Biotech Inc. Legal Representative Director, Collins Co., Ltd. Legal Representative Director, Chia Her Industrial Co., Ltd. Legal Representative Director, Hi-Clearance Inc. Legal Representative Supervisor, GrowTrend Biomedical Co., Ltd. Supervisor, Minoshin International Co., Ltd. Legal Representative Director, Taiwan Futures Exchange	None	None	None	None
Independent Director	R.O.C.	Ho, Mei-Yueh	Female 71–80	June 26, 2025	3 years	June 24, 2010	0	0	0	0	0	0	0	0	(Education) BS, Agricultural Chemistry, National Taiwan University (Experience) Minister, Ministry of Economic Affairs (R.O.C.) Council Minister, Council for Economic Planning and Development (R.O.C.)	Independent Director/Member of the Audit Committee/Member of the Remuneration Committee, Acer Incorporated Independent Director/Member of the Audit Committee, ASE Technology Holding Co., Ltd. Director, Kinpo Electronics, Inc. Director, Onward Therapeutics, Inc. National Policy Advisor to the President, Office of the President of the Republic of China (Taiwan)	None	None	None	None
Independent Director	R.O.C.	Ho, Shih-Chun	Male 51–60	June 26, 2025	3 years	June 14, 2010	0	0	0	0	0	0	0	0	(Education) EMBA, National Taiwan University Master, Financial Management, Golden Gate University (Experience) 10th Chairman of the National Taiwan University EMBA Alumni Foundation Distinguished Alumnus of the Year 2020-2021, Fu Jen Catholic University President of the Alumni Association of the Department of Business Administration, Fu Jen Catholic University	Legal Representative Vice Chairman, Trade-Van Information Services Co. Independent Director/Member of the Audit Committee/Member of the Remuneration Committee, Collins Co., Ltd. Director, Luo Lih-Fen Holding Co., Ltd. Director, Ever Supreme Bio Technology Co., Ltd. Director, Allied Biotech Corp. Chairman, Forcera Materials Co., Ltd. Chairman, Richer Biotechnology Co., Ltd. Chairman, Taiwan Land Investment Co., Ltd. Chairman, Tradeunited Technology (Shanghai) Limited	None	None	None	None
Independent Director	R.O.C.	Kuo, Li-Wei	Male 41–50	June 26, 2025	3 years	June 26, 2025	0	0	0	0	0	0	0	0	(Education) Finance Specialist Program, Rotman Commerce, University of Toronto (Experience)	CEO, Aqua Stream Co., Ltd.	None	None	None	None

Title	Nationality or Place of Registration	Name	Gender and Age	Date of Election (Appointment)	Term of Office	Initial Appointment Date	Shareholdings at Time of Election		Current Shareholdings		Current Shareholdings Held by Spouse and Minor Children		Shareholdings Held in the Name of Others		Education and Professional Experience	Current Positions Held in the Company and Other Companies	Other Executives, Directors, or Supervisors with Spousal or Second-Degree Kinship Relationships			Remarks (Note 5)
							Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relationship	
															Assistant Manager, Offshore Institutional Department, Yuanta Futures Assistant Manager, Foreign Institutional Clients Department, Citigroup Global Markets Senior Fund Risk Management Analyst, State Street Custodian Bank (USA) Chartered Financial Analyst (CFA)					

Note 1: For corporate shareholders, the shareholder name and representative shall be listed separately. Where serving as a representative of a corporate shareholder, the name of such shareholder shall be indicated. Table 1 below shall also be completed.

Note 2: Actual age shall be disclosed and may be presented in ranges, such as 41–50 or 51–60.

Note 3: The date of initial appointment as a director or supervisor of the Company shall be disclosed. Where there has been any interruption in service, such interruption shall be separately noted and explained.

Note 4: Where prior experience is relevant to the current position, if the individual has, during the aforementioned period, served at the accounting firm of the attesting CPAs or its affiliates, the title held and responsibilities undertaken shall be specified.

Note 5: Where the Chairman and the General Manager (or an equivalent position, being the highest-ranking managerial officer) are the same person, or are spouses or relatives within the first degree of kinship, the Company shall explain the reasons, rationale, necessity, and corresponding measures (such as increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as employees or managerial officers), along with relevant supporting information.

Note 6: Jason Technology Co., Ltd. was elected as a director at the shareholders' meeting on June 10, 2013, and was not re-elected following the shareholders' meeting on June 20, 2016.

Note 7: Lejean Biotech Co., Ltd. was elected as a director at the shareholders' meeting on May 11, 2004, and was not re-elected following the shareholders' meeting on June 13, 2007.

Note 8: Refers to a representative designated by a juridical person elected as a director.

Table 1: Major Shareholders of Corporate Shareholders

April 14, 2026

Name of Corporate Shareholder	Major Shareholders of Corporate Shareholder
Jason Technology Co., Ltd.	Lin, Hung-Hsuan (35.83%), Lin, Chia-Ling (25.97%), Lin, Wei-Hsuan (25.69%), Ou, Li-Chu (12.25%), Lin, Jung-Chin (0.26%)
Lejean Biotech Co., Ltd.	Jason Technology Co., Ltd. (92.07%), Lin, Jung-Chin (7.857%), Ou, Li-Chu (0.059%), Lin, Hung-Hsuan (0.005%), Lin, Chia-Ling (0.005%), Lin, Wei-Hsuan (0.004%)
Royal Foods Co., Ltd.	Lejean Biotech Co., Ltd. (92.31%), Jason Technology Co., Ltd. (7.67%), Lin, Jung-Chin (0.02%)
Po Chang Investment Co., Ltd.	Ong, Shu-Yu (94.00%), Chou, Shu-Chen (2.00%), Ong, Yu-En (2.00%), Chen, Chun-Hong (2.00%)

Note 1: Where a director or supervisor serves as a representative of a corporate shareholder, the name of such corporate shareholder shall be provided.

Note 2: The names of the major shareholders of the corporate shareholder (top ten by shareholding percentage) and their respective shareholding percentages shall be disclosed. Where such major shareholders are corporate shareholders, Table 2 below shall also be completed.

Note 3: Where a corporate shareholder is not organized as a company, the shareholder names and shareholding percentages to be disclosed above shall refer to the names of its contributors or donors and their respective contribution or donation percentages (reference may be made to announcements published by the Judicial Yuan). Where a donor is deceased, this shall be indicated.

Table 2: Major Shareholders of Corporate Shareholders (Corporate Entities)

April 14, 2026

Name of Corporate Entity	Major Shareholders of Corporate Entity
Jason Technology Co., Ltd.	Lin, Hung-Hsuan (35.83%), Lin, Chia-Ling (25.97%), Lin, Wei-Hsuan (25.69%), Ou, Li-Chu (12.25%), Lin, Jung-Chin (0.26%)
Lejean Biotech Co., Ltd.	Jason Technology Co., Ltd. (92.07%), Lin, Jung-Chin (7.857%), Ou, Li-Chu (0.059%), Lin, Hung-Hsuan (0.005%), Lin, Chia-Ling (0.005%), Lin, Wei-Hsuan (0.004%)

Note 1:Where a major shareholder in Table 1 above is a corporate shareholder, the name of such corporate shareholder shall be provided.

Note 2: The names of the major shareholders of such corporate shareholder (top ten by shareholding percentage) and their respective shareholding percentages shall be disclosed.

Note 3: Where a corporate shareholder is not organized as a company, the shareholder names and shareholding percentages to be disclosed above shall refer to the names of its contributors or donors and their respective contribution or donation percentages (reference may be made to announcements published by the Judicial Yuan). Where a donor is deceased, this shall be indicated.

Director Information (II)

1. Disclosure of Directors' Professional Qualifications and Independence of Independent Directors:

Criteria / Name	Professional Qualifications and Experience (Note 1)	Compliance with Independence Requirements (Note)	Number of Other Public Companies in Which the Individual Serves as an Independent Director	Whether Any Circumstances Set Forth in Article 30 of the Company Act Apply
Wang, Su-Chi Chairman	Chairman Wang, Su-Chi has served as Head of the Company's Finance and Accounting Department for over 20 years and currently concurrently serves as Chief Investment and Operations Officer of the Company, overseeing financial planning, financial risk management, supervision of financial reporting, and subsidiary oversight. She has been deeply involved in the risk assessment of various investment and M&A transactions, as well as pre-investment financial analysis and post-investment financial management. During her more than 20 years of service with the Company, she has worked closely with the management team in formulating strategies and implementing execution plans, successfully guiding the Company's entry into the capital markets and transforming it from a small OTC-listed company with paid-in capital of NT$130 million into a biotechnology investment holding company with paid-in capital exceeding NT$7 billion, while profits have grown from the tens of millions to several billions of New Taiwan dollars. Chairman Wang has contributed significantly to the achievement of the Company's profitability targets, while also establishing stable cash flows and securing low-cost funding for the Company, making important contributions to the development of the Group. In addition, Chairman Wang has served concurrently as the Company's corporate governance officer, during which she was responsible for matters relating to the Board of Directors, the Audit Committee, the Remuneration Committee, and shareholders' meetings. She has also served as a director of multiple investee companies and possesses extensive practical experience and professional expertise in corporate governance. Chairman Wang also served as the Company's acting spokesperson for an extended period, establishing strong relationships and communication channels with investors and facilitating investor understanding of the Group's value. Her comprehensive expertise and achievements have been widely recognized.	N/A	0	None

Criteria / Name	Professional Qualifications and Experience (Note 1)	Compliance with Independence Requirements (Note)	Number of Other Public Companies in Which the Individual Serves as an Independent Director	Whether Any Circumstances Set Forth in Article 30 of the Company Act Apply
Tsai, Chang-Hai Director	Director Tsai, Chang-Hai currently serves as Chairman of China Medical University Hospital System, and as Founder and Chairman of Asia University. Under his leadership, China Medical University Hospital System have developed into a leading university and medical center of international standing. China Medical University Hospital has transformed from a financially challenged hospital into a medical center recognized for both clinical excellence and operational performance, with a scale ranking just behind National Taiwan University Hospital and Chang Gung Memorial Hospital. Director Tsai has received numerous honors, including the Taiwan Medical Model Award, the Highest Individual Honor in the Technology Management Award, and the Outstanding Leader Award for Chinese Business Leaders presented by CommonWealth Magazine Taiwan. During his tenure, Director Tsai, Chang-Hai has led China Medical University into global university rankings, established international-level research centers, and developed specialized medical centers. He has also introduced technologies and expertise from international research teams and formed alliances and collaborations with leading universities and research institutions worldwide, including cooperation between its cancer center and the University of Texas MD Anderson Cancer Center, the world's top-ranked cancer research institution. In addition, Director Tsai, Chang-Hai has actively recruited leading talent both domestically and internationally, bringing distinguished figures into the organization, including Huang, Jong-Tsun, former Minister of Education; Hsu, Chung-Yuh, former President of Taipei Medical University; Lee, Wen-Hwa, Academician of Academia Sinica and Nobel Prize in Physiology or Medicine nominee; and Hung, Ming-Chie, Academician of Academia Sinica and former Vice President for Research at MD Anderson Cancer Center. In recent years, beyond advancing higher education, Director Tsai, Chang-Hai has led the development of advanced medical fields, including cell therapy, AI-driven healthcare, digital health, and the biomedical industry. Through collaboration with internationally renowned enterprises and academic institutions, he has promoted the global expansion of Taiwan's healthcare and biomedical sectors. He has also spearheaded the establishment of Taiwan's first College of Pharmacy, founded the Smart Healthcare & Big Data Cloud Innovation Academy, and advanced the development of the China Medical University Bio Park in Taichung, fostering the formation of a biomedical industry cluster in central Taiwan and making significant contributions to Taiwan's biotechnology and healthcare industry.	N/A	0	None

Criteria / Name	Professional Qualifications and Experience (Note 1)	Compliance with Independence Requirements (Note)	Number of Other Public Companies in Which the Individual Serves as an Independent Director	Whether Any Circumstances Set Forth in Article 30 of the Company Act Apply
Chang, Po-Chih Director	Director Chang, Po-Chih has been engaged in the pharmaceutical sales market since 2000, with over 20 years of experience in pharmaceutical sales, as well as more than 20 years of experience in building relationships with key opinion leaders (KOLs) and in planning and executing end-to-end strategies from new product launch to commercialization. He began his career at Pfizer, TTY Biopharm, and BioGend Therapeutics, with experience spanning both pharmaceuticals and medical devices. His client coverage has included pharmacies, clinics, regional hospitals, and medical centers, and he has led sales teams to achieve strong performance. He possesses well-developed insights into the competitive advantages and challenges encountered in the commercialization of new products.	N/A	0	None
Lin, Chia-Ling Director	Director Lin, Chia-Ling currently serves as Manager of the Company's Organizational Development and Human Resources Department. She previously held positions at BioEngine Technology Development Inc., a subsidiary of the Center Laboratories and at multiple biotech companies. She has over 10 years of experience in business management, specializing in human resources management, organizational development, marketing strategy, brand marketing, and public relations. During her tenure at BioEngine Technology Development Inc., she participated in venture capital operations and is well versed in investment research, investment analysis, and post-investment management. During this period, she also successfully led and planned transformation initiatives for multiple companies, assisting them in achieving concrete business objectives.	N/A	0	None

Criteria / Name	Professional Qualifications and Experience (Note 1)	Compliance with Independence Requirements (Note)	Number of Other Public Companies in Which the Individual Serves as an Independent Director	Whether Any Circumstances Set Forth in Article 30 of the Company Act Apply
Yeh, Sheng-Wen Director	Director Yeh, Sheng-Wen currently serves as Chief Executive Officer of Lumosa Therapeutics Co., Ltd., responsible for overall operations and R&D strategy. He concurrently serves as Director of the Preclinical R&D Division and head of general administration, leading teams in advancing new drug development, translational research, and IND submissions. His responsibilities cover candidate selection, pharmacology, DMPK, nonclinical safety studies, and the planning and execution of early-stage clinical development programs. He has successfully advanced multiple innovative drug candidates and established efficient experimental and management systems. Dr. Yeh previously served as Preclinical Project Manager and Manager of the R&D Department at Sunten Phytotech, where he was responsible for the design and strategic planning of pharmacology, toxicology, and pharmacokinetic studies. He has accumulated over ten years of experience in drug development and management, with expertise spanning scientific evaluation, regulatory strategy, international collaboration, and business development, supported by a strong background in biotechnology, virology, and regenerative medicine. Dr. Yeh has also been a key driving force behind the development of LT3001, advancing the program from compound selection and animal validation through mechanism-of-action studies to clinical design, ultimately progressing it into the clinical stage with the aim of maximizing its value.	N/A	0	None
Chen, Chun-Hong Director	Director Chen, Chun-Hong has experience spanning the securities, banking, biotechnology, and traditional industries. He previously worked at Chia Her Industrial Co., Ltd., and entered the securities industry in 1997, serving as Vice President responsible for investment operations. In 2003, he joined Microbio as General Manager. Since 2007, he has served as Chairman of MasterLink Securities, during which he has successfully supported the listing of multiple well-known biotechnology companies, playing a key role in facilitating the entry of Taiwan's biotechnology sector into the capital markets. He previously also served as Chairman of MasterLink Venture Capital, Director of Shin Kong Commercial Bank, and Director of the Taipei Exchange. Director Chen, Chun-Hong has extensive experience and expertise in capital planning, securities investment, industry research, corporate management, and corporate governance.	N/A	0	None

Criteria / Name	Professional Qualifications and Experience (Note 1)	Compliance with Independence Requirements (Note)	Number of Other Public Companies in Which the Individual Serves as an Independent Director	Whether Any Circumstances Set Forth in Article 30 of the Company Act Apply
Ho, Mei-Yueh Independent Director	Independent Director Ho, Mei-Yueh passed the national civil service examination with top ranking and began her career as a technical civil servant at the entry level. Over the course of a 30-year public service career, she held various positions including Specialist and Section Chief at the Industrial Development Bureau of the Executive Yuan, and was subsequently promoted to Deputy Division Director and Division Director. She later served as Director-General of Division V of the Executive Yuan and as Vice Chairperson of the Council for Economic Planning and Development, accumulating extensive professional experience in finance and economic affairs. From 2004 to 2006, she served as Minister of Economic Affairs of the Republic of China. She subsequently continued her public service as Minister without Portfolio of the Executive Yuan and Chairperson of the Council for Economic Planning and Development. During her tenure, she represented Taiwan in WTO negotiations and led the drafting of a number of major national development initiatives, including the Knowledge-Based Economy Program, the Six-Year National Development Plan, and the overall manufacturing development blueprint for Taiwan. She also participated in the formulation and promotion of key economic development programs, including initiatives to advance the biotechnology industry, establish global logistics and innovation R&D centers, and implement the NT$20 billion Expanded Public Services Program. In addition, she played a leading role in the drafting and coordination of major legislation, including the Act for the Establishment and Management of Free Trade Zones, the Expanded Public Services Employment Program, the Business Mergers and Acquisitions Act, the Financing Company Act, and the Real Estate Securitization Act, bringing these frameworks from concept to implementation. With her distinguished career, Director Ho is widely respected and has been a key contributor to Taiwan’s economic development.	(1)(2)(3)(4)(5)(6)(7)(8)(9)(10)(11)(12)	2	None

Criteria / Name	Professional Qualifications and Experience (Note 1)	Compliance with Independence Requirements (Note)	Number of Other Public Companies in Which the Individual Serves as an Independent Director	Whether Any Circumstances Set Forth in Article 30 of the Company Act Apply
Ho, Shih-Chun Independent Director	Independent Director Ho, Shih-Chun holds a Master's degree in Financial Management from Golden Gate University, San Francisco, and a Master's degree in Business Administration from National Taiwan University. In 1996, he co-founded Trade-Van in partnership with the government. In addition to enhancing automated customs clearance services, he actively expanded into G2B, B2B, and B2C platform services, facilitating the transmission of business needs through digital platforms and transforming the company from a government project contractor into a service provider for enterprises and individuals. In the biotechnology field, he has been involved in stem cell therapy, regenerative medicine, and smart healthcare. By leveraging advancements in artificial intelligence and biotechnology, he is committed to addressing emerging demand in the broader health and wellness sector. Director Ho currently serves as Chairman of Taiwan Land Investment, Chairman of Richer Biotechnology, Director of Trade-Van, Director of Luo Lih-Fen Holding, Director of Ever Supreme Bio Technology, and Director of Allied Biotech, among others. He has over 30 years of professional experience in operational judgment and leadership decision-making, accounting and finance, crisis management, industry knowledge, and international market perspectives, and is able to provide prudent and diverse professional advice to the Board.	(1)(2)(3)(4)(5)(6)(7)(8)(9)(10)(11)(12)	1	None
Kuo, Li-Wei Independent Director	Independent Director Kuo, Li-Wei currently works at Aqua Stream Co., Ltd. in Thailand, focusing on driving business development in new markets, marketing strategy, and channel diversification. He has nearly ten years of professional experience in finance, during which he obtained the CFA designation and represented Citibank in an international financial talent development program organized by financial regulatory authorities, successfully advancing multiple domestic and cross-border projects. His financial expertise, international perspective, and hands-on experience in brand management enable him to contribute to the Company's long-term value creation.	(1)(2)(3)(4)(5)(6)(7)(8)(9)(10)(11)(12)	0	None

Note 1: Professional qualifications and experience: The professional qualifications and experience of each director and supervisor shall be described. Where a member of the Audit Committee possesses accounting or financial expertise, his or her accounting or financial background and work experience shall be specified. It shall also be indicated whether any of the circumstances set forth in Article 30 of the Company Act apply.

Note 2: Independent directors shall disclose their compliance with independence requirements, including but not limited to whether the individual, his or her spouse, or relatives within the second degree of kinship serve as a director, supervisor, or employee of the Company or its affiliates; the number and percentage of shares held by the individual, his or her spouse, or relatives within the second degree of kinship (including holdings in the name of others); whether the individual serves as a director, supervisor, or employee of a company having a specified relationship with the Company (as defined under Article 3, Paragraph 1, Subparagraphs 5 to 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and the amount of remuneration received for providing business, legal, financial, or accounting services to the Company or its affiliates in the past two years.

Note 3: For the method of disclosure, please refer to the best practice examples published on the Corporate Governance Center website of the Taiwan Stock Exchange.

(Note) All directors met the following conditions in the two years prior to election and during their term of office:

(1) Not an employee of the Company or any of its affiliates.

(2) Not a director or supervisor of the Company or its affiliates (except where independent directors are concurrently appointed between the Company and its parent company, subsidiaries, or subsidiaries of the same parent in accordance with applicable laws or regulations of the jurisdiction).

(3) Not an individual shareholder who, together with his or her spouse, minor children, or holdings in the name of others, holds 1% or more of the total issued shares of the Company or is among the top ten shareholders.

(4) Not a spouse, a relative within the second degree of kinship, or a lineal relative within the third degree of kinship of any of the persons described in the preceding three subparagraphs.

(5) Not a director, supervisor, or employee of a corporate shareholder that directly holds 5% or more of the total issued shares of the Company, is among the top five shareholders, or has appointed a representative to serve as a director or supervisor of the Company pursuant to Article 27, Paragraph 1 or 2 of the Company Act (except where independent directors are concurrently appointed between the Company and its parent company, subsidiaries, or subsidiaries of the same parent in accordance with applicable laws or regulations of the jurisdiction).

(6) Not a director, supervisor, or employee of another company in which more than half of the Company's board seats or voting shares are controlled by the same person (except where independent directors are concurrently appointed between the Company and its parent company, subsidiaries, or subsidiaries of the same parent in accordance with applicable laws or regulations of the jurisdiction).

(7) Not a director (or governing member), supervisor, or employee of another company or institution in which the Chairman, General Manager, or an equivalent position of the Company is the same person or a spouse (except where independent directors are concurrently appointed between the Company and its parent company, subsidiaries, or subsidiaries of the same parent in accordance with applicable laws or regulations of the jurisdiction).

(8) Not a director (or governing member), supervisor, managerial officer, or shareholder holding 5% or more of shares of a specific company or institution having financial or business dealings with the Company (except where such company or institution holds 20% or more but not more than 50% of the Company's total issued shares, and where independent directors are concurrently appointed between the Company and its parent company, subsidiaries, or subsidiaries of the same parent in accordance with applicable laws or regulations of the jurisdiction).

(9) Not a professional individual, sole proprietor, partnership, company, or institution, or any owner, partner, director (or governing member), supervisor, managerial officer, or their spouse, that provides auditing services or has received remuneration from the Company or its affiliates for business, legal, financial, or accounting services in the past two years exceeding an aggregate amount of NT$500,000. However, this restriction does not apply to members of the Remuneration Committee, tender offer review committee, or special committee for mergers and acquisitions performing their duties in accordance with the Securities and Exchange Act or the Business Mergers and Acquisitions Act.

(10) Does not have a spousal relationship or a relationship within the second degree of kinship with any other director.

(11) Does not fall under any of the circumstances set forth in Article 30 of the Company Act.

(12) Has not been elected as a director pursuant to Article 27 of the Company Act by a government, corporate shareholder, or their representative.

2. Board Diversity and Independence:

(1) **Board Diversity**: The Company shall disclose its board diversity policy, objectives, and implementation status. The diversity policy includes, but is not limited to, director selection criteria, the professional qualifications and experience required of board members, as well as composition or proportion in terms of gender, age, nationality, and cultural background. The Company shall also describe its specific objectives under the aforementioned policy and the extent to which such objectives have been achieved. Where any gender on the board of a TWSE/TPEx-listed company accounts for less than one-third of the total number of directors, the reasons shall be explained, together with the measures to be adopted to enhance gender diversity.

The Company has stipulated in its Corporate Governance Best Practice Principles and Procedures for Election of Directors that board composition shall take diversity into consideration. In addition, directors concurrently serving as managerial officers shall not exceed one-third of the total board seats. Based on its operational needs, business model, and development strategy, the Company has formulated appropriate diversity guidelines, which include, but are not limited to, the following two aspects: (1) Basic attributes and values: gender, age, nationality, and cultural background. (2) Professional knowledge and skills: professional background (such as legal, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

Following the full re-election of directors at the shareholders' meeting on June 26, 2025, the Company's Board consists of nine directors, including four female directors, representing 4/9 of the total board seats. There are three independent directors, representing 33% of the total board seats. Two-thirds of the independent directors have served no more than three consecutive terms, in line with the Company's diversity objectives of having at least one-third female directors and ensuring that more than half of the independent directors do not serve more than three consecutive terms.

In addition, a majority of the directors have experience serving as directors or independent directors of multiple TWSE/TPEx-listed companies. The Board comprises members with backgrounds in industry and management, as well as expertise in finance and accounting, biotechnology investment, biotechnology R&D, and marketing. This diversity of industry and professional backgrounds enables the Board to provide professional perspectives from multiple angles, contributing to enhanced operational performance and management efficiency.

(2) **Board Independence**: The Company shall disclose the number and proportion of independent directors and explain the independence of the Board, including whether any of the circumstances set forth in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act apply, with specific disclosure of any spousal or second-degree kinship relationships among directors, among supervisors, or between directors and supervisors.

Pursuant to Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act, unless otherwise approved by the competent authority, more than half of the board seats shall not be held by directors having any of the following relationships: 1. Spousal relationship; 2. Kinship within the second degree. Unless otherwise approved by the competent authority, among supervisors, or between supervisors and directors, at least one seat shall not have any of the relationships described above.

The Company has three independent directors, representing 33.33% of the total board seats. The Company has no supervisors, and there are no kinship relationships between independent directors and other directors. None of the nine directors falls under the circumstances set forth in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act. Accordingly, the Board maintains independence.

(I) Information on the General Manager, Vice Presidents, Assistant Vice Presidents, and Heads of Departments and Branches:

Unit: shares April 14, 2026

Title (Note 1)	Nationality	Name	Gender	Date of appointment	Shareholdings		Shareholdings held by spouse and minor children		Shareholdings held in the name of others		Education and professional experience (Note 2)	Current positions held in other companies	Managerial officers with spousal or second-degree kinship relationships			Remarks (Note 3)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Chairman and Chief Investment and Operations Officer	R.O.C.	Wang, Su-Chi	Female	February 6, 2024	1,361,050	0.18%	0	0	—	—	(Education) Department of Business Administration, Chinese Culture University (Experience) Director of Finance and Accounting Department, Center Laboratories, Inc.	Please refer to pages 16–17.	None	None	None	None
General Manager	R.O.C.	Hsu, Jui-Pao	Male	August 3, 1998	5,119,331	0.67%	0	0	—	—	(Education) School of Pharmacy, Kaohsiung Medical University (Experience) Director, Taipei Biotech Association Executive Director, Taiwan Pharmaceutical Manufacturer and Development Association	None	None	None	None	None
Factory Director	R.O.C.	Lin, Chun-Yu	Female	January 1, 2017	49,012	0.0064%	0	0	—	—	(Education) PhD, Taipei Medical University School of Pharmacy (Experience) Deputy Factory Manager, U-Liang Pharmaceutical Co., Ltd. Director of Legal Affairs Department and R&D Department, Synmosa Biopharma Corporation	None	None	None	None	None

Title (Note 1)	Nationality	Name	Gender	Date of appointment	Shareholdings		Shareholdings held by spouse and minor children		Shareholdings held in the name of others		Education and professional experience (Note 2)	Current positions held in other companies	Managerial officers with spousal or second-degree kinship relationships			Remarks (Note 3)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Assistant Vice President, Chairman's Office	R.O.C.	Lin, Hsiu-Yueh	Female	August 3, 1998	3,249,147	0.42%	0	0	—	—	(Education) Department of Foreign Languages & Literature, National Cheng Kung University (Experience) Administrative Director, Dong-Hsing Pharmaceutical Co., Ltd.	Supervisor, Youluck International Inc. Legal Representative Supervisor, Ausnutria Dairy (Taiwan) Nutrition & Health Sciences Corporation	None	None	None	None
Director, R&D Department I	R.O.C.	Tsai, Pei-Chen	Female	July 1, 1983	1,609,236	0.21%	0	0	—	—	(Education) School of Pharmacy, Taipei Medical University (Experience) R&D Division Director, Center Laboratories, Inc.	Director, Wechen Co., Ltd. Director, YunDer Co., Ltd.	None	None	None	None
Assistant Vice President, Legal Affairs Department	R.O.C.	Lien, Min-Li	Female	January 13, 2023	0	0	0	0	—	—	(Education) Master of Laws, Branch Campus of University of Texas at Austin Bachelor of Law, National Taiwan University (Experience) Lawyer in the State of New York Chief Legal Officer, Business Connector Group at Hon Hai Precision Industry	None	None	None	None	None
Manager, Finance and Accounting Department	R.O.C.	Mao, An-Ni	Female	December 8, 2022	17,471	0.0023%	0	0	—	—	(Education) Department of Accounting and Information, Takming University of Science and Technology (Experience) Deputy Manager, Crowe Horwath (TW) CPAs	None	None	None	None	None

Note 1: This shall include information on the General Manager, Vice Presidents, Assistant Vice Presidents, and heads of departments and branches, as well as any individuals whose positions are equivalent to those of General Manager, Vice President, or Assistant Vice President, regardless of title.

Note 2: Where prior experience is relevant to the current position, if the individual has, during the aforementioned period, served at the accounting firm of the attesting CPAs or its affiliates, the title held and responsibilities undertaken shall be specified.

Note 3: Where the Chairman and the General Manager (or an equivalent position, being the highest-ranking managerial officer) are the same person, or are spouses or relatives within the first degree of kinship, the Company shall explain the reasons, rationale, necessity, and corresponding measures (such as increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as employees or managerial officers), along with relevant supporting information.

II. Remuneration Paid to Directors, the General Manager, and Vice Presidents in the Most Recent Year

(I) Where the Company has any of the following circumstances, it shall disclose individually the names and remuneration of its directors or supervisors (where individual disclosure is adopted, the title, name, and amount shall be disclosed, and the remuneration band table need not be completed):

(1) Where losses after tax were recorded in the parent company only or separate financial statements in any of the past three years, the names and remuneration of directors and supervisors shall be disclosed individually; provided that this shall not apply where the most recent parent company only or separate financial statements show net profit after tax sufficient to offset accumulated losses: The Company recorded losses after tax in its parent company only financial statements for 2023 and 2024; however, the 2025 parent company only financial statements show net profit after tax and no accumulated losses. Accordingly, this requirement does not apply.

(2) Where the shareholding percentage of directors falls below the statutory requirement for more than three consecutive months in the most recent year, the remuneration of individual directors shall be disclosed; similarly, where the shareholding percentage of supervisors falls below the statutory requirement for more than three consecutive months, the remuneration of individual supervisors shall be disclosed: None.

(3) Where the average share pledge ratio of directors or supervisors exceeds 50% in any three months during the most recent year, the remuneration of individual directors or supervisors whose share pledge ratio exceeds 50% in those months shall be disclosed: None.

(4) Where the total remuneration received by all directors and supervisors from all companies included in the financial statements exceeds 2% of net profit after tax, and the remuneration received by any individual director or supervisor exceeds NT$15 million, such individual remuneration shall be disclosed (Note: the remuneration of directors and supervisors referred to above is calculated as the sum of “Director Remuneration” and “Supervisor Remuneration” in the appendix, excluding remuneration received concurrently as employees). : None.

(5) Where the Company, as a TWSE/TPEx-listed company, is ranked within the lowest two tiers in the most recent corporate governance evaluation, or has, in the most recent year and up to the date of publication of the annual report, been subject to altered trading methods, suspension of trading, delisting, or other circumstances as determined by the Corporate Governance Evaluation Committee to render it unsuitable for evaluation: None.

(6) Where the Company, as a TWSE/TPEx-listed company, has an average annual salary of full-time non-managerial employees in the most recent year of less than NT$500,000: None.

(7) Where the Company, as a TWSE/TPEx-listed company, records an increase of more than 10% in net profit after tax in the most recent year, but the average annual salary of full-time non-managerial employees does not increase compared with the previous year: None.

(8) Where the Company, as a TWSE/TPEx-listed company, records a decrease of more than 10% in net profit or loss after tax in the most recent year and exceeding NT$5 million, and the average remuneration per director (excluding remuneration received concurrently as employees) increases by more than 10% and exceeds NT$100,000: None.

(II) Where the Company has any of the circumstances set forth in subparagraph (1) or (5) above, it shall disclose individually the remuneration information of the top five highest-paid executives (i.e., managerial officers, such as the General Manager, Vice Presidents, Chief Executive Officer, or Chief Financial Officer): None.

A. Remuneration of Directors and Independent Directors

Unit: NT$ thousand; December 31, 2025

Title	Name	Director Remuneration								Total of A, B, C, and D and Percentage of Net Income After Tax (%) (Note 10)		Remuneration Received Concurrently as Employees								Total of A, B, C, D, E, F, and G and Percentage of Net Income After Tax (%) (Note 10)		Remuneration Received from Investee Companies (Excluding Subsidiaries) or the Parent Company (Note 11)
		Remuneration (A) (Note 2)		Severance or Pension (B)		Directors' Compensation (C) (Note 3)		Business Execution Expenses (D) (Note 4)				Salary, Bonuses, and Special Allowances (E) (Note 5)		Severance or Pension (F)		Employees' Compensation (G) (Note 6)						
																The Company		All Companies Included in the Financial Statements (Note 7)				
		The Company	All Companies Included in the Financial Statements (Note 7)	The Company	All Companies Included in the Financial Statements (Note 7)	The Company	All Companies Included in the Financial Statements (Note 7)	The Company	All Companies Included in the Financial Statements (Note 7)	The Company	All Companies Included in the Financial Statements (Note 7)	The Company	All Companies Included in the Financial Statements (Note 7)	The Company	All Companies Included in the Financial Statements (Note 7)	Cash Amount	Share-based Amount	Cash Amount	Share-based Amount	The Company	All Companies Included in the Financial Statements (%)(Note 7)	
Chairman	Jason Technology Co., Ltd.	0	0	0	0	3,649	3,649	0	0	3,649 0.04%	3,649 0.04%	0	0	0	0	0	0	0	0	3,649 0.04%	3,649 0.04%	0
	Representative: Wang, Su-Chi	0	0	0	0	0	0	50	50	50 0.0005%	50 0.0005%	5,862	5,862	0	0	434	0	434	0	6,346 0.07%	6,346 0.07%	94
Director	Tsai, Chang-Hai	0	0	0	0	1,825	1,825	35	35	1,860 0.02%	1,860 0.02%	0	0	0	0	0	0	0	0	1,860 0.02%	1,860 0.02%	0
Director	Chang, Po-Chih	0	0	0	0	1,825	1,825	50	50	1,875 0.02%	1,875 0.02%	0	0	0	0	0	0	0	0	1,875 0.02%	1,875 0.02%	1,723
Director	Lejean Biotech Co., Ltd.	0	0	0	0	1,825	1,825	0	0	1,825 0.02%	1,825 0.02%	0	0	0	0	0	0	0	0	1,825 0.02%	1,825 0.02%	0
	Representative: Lin, Chia-Ling	0	0	0	0	0	0	45	45	45 0.0005%	45 0.0005%	1,540	1,540	74	74	269	0	269	0	1,928 0.02%	1,928 0.02%	40
Director	Royal Foods Co., Ltd. (Note 1)	0	0	0	0	945	945	0	0	945 0.01%	945 0.01%	0	0	0	0	0	0	0	0	945 0.01%	945 0.01%	0
	Appointed Representative: Yeh, Sheng-Wen	0	0	0	0	0	0	15	15	15 0.0002%	15 0.0002%	0	0	0	0	0	0	0	0	15 0.0002%	15 0.0002%	4,191
Director	Po Chang Investment Co., Ltd.	0	0	0	0	1,825	1,825	0	0	1,825 0.02%	1,825 0.02%	0	0	0	0	0	0	0	0	1,825 0.02%	1,825 0.02%	0
	Appointed Representative: Chen, Chun-Hong	0	0	0	0	0	0	45	45	45 0.0005%	45 0.0005%	0	0	0	0	0	0	0	0	45 0.0005%	45 0.0005%	40
Director	Wechen Co., Ltd. (Note 2)	0	0	0	0	880	880	30	30	910 0.01%	910 0.01%	0	0	0	0	0	0	0	0	910 0.01%	910 0.01%	0

Independent Director	Ho, Mei-Yueh	600	600	0	0	1,825	1,825	100	100	2,525 0.03%	2,525 0.03%	0	0	0	0	0	0	0	0	2,525 0.03%	2,525 0.03%	0
Independent Director	Ho, Shih-Chun	600	600	0	0	1,825	1,825	95	95	2,520 0.03%	2,520 0.03%	0	0	0	0	0	0	0	0	2,520 0.03%	2,520 0.03%	21
Independent Director	Kuo, Li-Wei (Note 1)	300	300	0	0	945	945	25	25	1,270 0.01%	1,270 0.01%	0	0	0	0	0	0	0	0	1,270 0.01%	1,270 0.01%	0

(Note 1) Appointed on June 26, 2025.

(Note 2) Relieved of duties on June 26, 2025.

1. The Company shall describe the policy, system, standards, and structure for remuneration of independent directors, and explain the linkage between the remuneration amount and factors such as responsibilities assumed, risks undertaken, and time commitment:
   The remuneration of independent directors of the Company is determined with reference to industry characteristics, prevailing practices among peer companies, the contributions of independent directors to operations, and the level of risk assumed. Following evaluation by the Remuneration Committee, the proposal is submitted to the Board of Directors for approval. Commencing from the current (9th) term of the Board, independent directors receive fixed monthly remuneration, attendance fees for Board meetings and meetings of the Audit Committee and Remuneration Committee, and are also eligible to participate in the annual distribution of directors' compensation.
2. In addition to the disclosures in the table above, remuneration received by directors in the most recent year for services provided to the Company (such as serving as non-employee consultants to the parent company, companies included in the financial statements, or investee companies): None.

(Table)

Note 1: The names of directors shall be disclosed individually (for corporate shareholders, both the name of the corporate shareholder and its representative shall be disclosed), and general directors and independent directors shall be presented separately, with remuneration amounts disclosed on an aggregated basis. Where a director concurrently serves as General Manager or Vice President, this table and Table (3-1), or Tables (3-2-1) and (3-2-2), shall also be completed.

Note 2: Refers to the remuneration of directors in the most recent year (including salaries, position allowances, severance payments, various bonuses, incentives, etc.).

Note 3: Refers to the amount of directors' compensation approved for distribution by the Board of Directors in the most recent year.

Note 4: Refers to expenses related to the execution of directors' duties in the most recent year (including attendance fees, special allowances, various subsidies, housing, company cars, and other benefits in kind). Where housing, vehicles, or other transportation tools or personal-use expenditures are provided, the nature and cost of the assets, and the actual or fair market rental value, fuel costs, and other related benefits shall be disclosed. Where a driver is provided, the remuneration paid by the Company to the driver shall be disclosed in a note but shall not be included in remuneration.

Note 5: Refers to remuneration received by directors concurrently serving as employees (including as General Manager, Vice Presidents, other managerial officers, or employees), including salaries, position allowances, severance payments, various bonuses, incentives, attendance fees, special allowances, various subsidies, housing, company cars, and other benefits in kind. Where housing, vehicles, or other transportation tools or personal-use expenditures are provided, the nature and cost of the assets, and the actual or fair market rental value, fuel costs, and other related benefits shall be disclosed. Where a driver is provided, the remuneration paid by the Company to the driver shall be disclosed in a note but shall not be included in remuneration. In addition, compensation recognized in accordance with IFRS 2 Share-based Payment, including employee stock options, restricted shares, and participation in cash capital increases for share subscriptions, shall also be included in remuneration.

Note 6: Refers to employee compensation (in cash or shares) received by directors concurrently serving as employees (including as General Manager, Vice Presidents, other managerial officers, or employees). The amount approved by the Board of Directors for distribution in the most recent year shall be disclosed. If such amount cannot be estimated, the proposed amount for the current year shall be calculated based on the proportion of the actual distribution in the previous year, and Appendix 1-3 shall also be completed.

Note 7: The total remuneration paid to the Company's directors by all companies included in the consolidated financial statements (including the Company) shall be disclosed.

Note 8: The total remuneration paid by the Company to each director shall be disclosed by indicating the director's name within the applicable remuneration band.

Note 9: The total remuneration paid to each director by all companies included in the consolidated financial statements (including the Company) shall be disclosed by indicating the director's name within the applicable remuneration band.

Note 10: Net income after tax refers to the net income after tax in the most recent parent company only or separate financial statements.

Note 11: a. This column shall clearly state the amount of remuneration received by the Company's directors from investee companies (excluding subsidiaries) or the parent company (if none, please indicate "None").

b. Where a director receives remuneration from investee companies (excluding subsidiaries) or the parent company, such remuneration shall be included in Column I of the remuneration band table, and the column title shall be revised to "Parent Company and All Investee Companies."

c. Remuneration refers to compensation (including employee, director, and supervisor compensation), and business execution expenses and other related remuneration received by the Company's directors in their capacity as directors, supervisors, or managerial officers of investee companies (excluding subsidiaries) or the parent company.

* The remuneration disclosed in this table differs from the concept of income under the Income Tax Act. Accordingly, this table is intended for disclosure purposes only and not for taxation purposes.

B. Remuneration of the General Manager and Vice Presidents

Unit: NT$ thousand; December 31, 2025

Title	Name	Salary (A) (Note 2)		Severance or Pension (B)		Bonuses and Special Allowances (C) (Note 3)		Employees' Compensation (D) (Note 4)				Total of A, B, C, and D and Percentage of Net Income After Tax (%) (Note 8)		Remuneration Received from Investee Companies (Excluding Subsidiaries) or the Parent Company (Note 9)
		The Company	All Companies Included in the Financial Statements (Note 5)	The Company	All Companies Included in the Financial Statements (Note 5)	The Company	All Companies Included in the Financial Statements (Note 5)	The Company		All Companies Included in the Financial Statements (Note 5)		The Company	All Companies Included in the Financial Statements (Note 5)	
								Cash Amount	Share-based Amount	Cash Amount	Share-based Amount			
General Manager	Hsu, Jui-Pao	2,142	2,142	27	27	1,238	1,238	200	0	200	0	3,607 0.04%	3,607 0.04%	None
Chief Investment and Operations Officer	Wang, Su-Chi	3,103	3,103	0	0	2,759	2,759	434	0	434	0	6,296 0.07%	6,296 0.07%	None

* Regardless of title, any position equivalent to that of General Manager or Vice President (e.g., President, Chief Executive Officer, General Director, etc.) shall also be disclosed.

(Note): 1. Severance or pension refers to the amount contributed monthly at 6% of salary to the Bureau of Labor Insurance in accordance with the Labor Pension Act, and does not represent actual payments made.

2. Chairman Wang, Su-Chi, concurrently serving as Chief Investment and Operations Officer, holds a position equivalent in rank to that of a Vice President.

(Table)

Note 1: The names of the General Manager and Vice Presidents shall be disclosed individually, with remuneration amounts disclosed on an aggregated basis. Where a director concurrently serves General Manager or Vice President, this table and Table (1-1), or Tables (1-2-1) and (1-2-2), shall also be completed.

Note 2: Refers to the salaries, position allowances, and severance payments of the General Manager and Vice Presidents in the most recent year.

Note 3: Refers to various bonuses, incentives, attendance fees, special allowances, various subsidies, housing, company cars, and other benefits in kind and additional remuneration received by the General Manager and Vice Presidents in the most recent year. Where housing, vehicles, or other transportation tools or personal-use expenditures are provided, the nature and cost of the assets, and the actual or fair market rental value, fuel costs, and other related benefits shall be disclosed.

Where a driver is provided, the remuneration paid by the Company to the driver shall be disclosed in a note but shall not be included in remuneration. In addition, compensation recognized in accordance with IFRS 2 Share-based Payment, including employee stock options, restricted shares, and participation in cash capital increases for share subscriptions, shall also be included in remuneration.

Note 4: Refers to employee compensation (in cash or shares) allocated to the General Manager and Vice Presidents as approved by the Board of Directors in the most recent year. If such amount cannot be estimated, the proposed amount for the current year shall be calculated based on the proportion of the actual distribution in the previous year, and Appendix 1-3 shall also be completed.

Note 5: The total remuneration paid to the General Manager and Vice Presidents by all companies included in the consolidated financial statements (including the Company) shall be disclosed.

Note 6: The total remuneration paid by the Company to each of the General Manager and Vice Presidents shall be disclosed by indicating their names within the applicable remuneration band.

Note 7: The total remuneration paid to each of the General Manager and Vice Presidents by all companies included in the consolidated financial statements (including the Company) shall be disclosed by indicating their names within the applicable remuneration band.

Note 8: Net income after tax refers to the net income after tax in the most recent parent company only or separate financial statements.

Note 9: a. This column shall clearly state the amount of remuneration received by the Company's General Manager and Vice Presidents from investee companies (excluding subsidiaries) or the parent company (if none, please indicate "None").

b. Where the General Manager or any Vice President receives remuneration from investee companies (excluding subsidiaries) or the parent company, such remuneration shall be included in Column E of the remuneration band table, and the column title shall be revised to "Parent Company and All Investee Companies."

c. Remuneration refers to compensation (including employee, director, and supervisor compensation), and business execution expenses and other related remuneration received by the General Manager and Vice Presidents in their capacity as directors, supervisors, or managerial officers of investee companies (excluding subsidiaries) or the parent company.

* The remuneration disclosed in this table differs from the concept of income under the Income Tax Act. Accordingly, this table is intended for disclosure purposes only and not for taxation purposes.

C. Names of Managerial Officers Receiving 2025 Employee Compensation and Distribution Details

Unit: NT$ thousand

Title	Name	Share-based Amount	Cash	Total	Total and Percentage of Net Income After Tax (%)
General Manager	Hsu, Jui-Pao	—	2,218	2,218	0.02%
Chief Investment and Operations Officer	Wang, Su-Chi				
Factory Director	Lin, Chun-Yu				
Assistant Vice President, Chairman's Office	Lin, Hsiu-Yueh				
Director, R&D Department I	Tsai, Pei-Chen				
Director and Manager, Organizational Development and Human Resources Department	Lin, Chia-Ling				
Manager, Finance and Accounting Department	Mao, An-Ni				
Corporate Governance Manager	Tarng, Ching-Yu				

Note 1: The name and title of each individual shall be disclosed; however, the distribution of profit may be disclosed on an aggregated basis.

Note 2: Refers to employee compensation (in cash or shares) allocated to managerial officers as approved by the Board of Directors in the most recent year. If such amount cannot be estimated, the proposed amount for the current year shall be calculated based on the proportion of the actual distribution in the previous year. Net income after tax refers to the net income after tax in the most recent year. For entities that have adopted International Financial Reporting Standards, net income after tax refers to the net income after tax in the most recent parent company only or separate financial statements.

Note 3: The scope of managerial officers is defined in accordance with the letter Tai-Cai-Zheng-San No. 0920001301 dated March 27, 2003 issued by the competent authority, and includes the following: (1) General Manager and equivalent positions (2) Vice Presidents and equivalent positions (3) Assistant Vice Presidents and equivalent positions (4) Head of Finance (5) Head of Accounting (6) Other persons responsible for managing company affairs and having signing authority

Note 4: Where any director, the General Manager, or any Vice President receives employee compensation (in cash or shares), this table shall be completed in addition to Appendix 1-2.

(III) The Company shall provide an analysis of the ratio of the total remuneration paid by the Company and all companies included in the consolidated financial statements to the Company's directors, the General Manager, and Vice Presidents in the most recent two years to the net income after tax in the parent company only or separate financial statements, and describe the remuneration policy, standards and structure, the procedures for determining remuneration, and its linkage to operating performance and future risks:

1. Analysis of the Ratio of Total Remuneration Paid to Directors, the General Manager, and Vice Presidents to Net Income After Tax in the Most Recent Two Years

Title	2024				2025			
	Total Remuneration (NT$ thousand)		Percentage of Net Income After Tax (%)		Total Remuneration (NT$ thousand)		Percentage of Net Income After Tax (%)	
	The Company	All Companies Included in the Financial Statements	The Company	All Companies Included in the Financial Statements	The Company	All Companies Included in the Financial Statements	The Company	All Companies Included in the Financial Statements
Directors	2,130	2,130	(0.19)	(0.19)	19,356	19,356	0.21	0.21
General Manager and Vice Presidents (Note)	9,482	9,482	(0.86)	(0.86)	9,903	9,903	0.11	0.11

Note: Chairman Wang, Su-Chi, concurrently serving as Chief Investment and Operations Officer, holds a position equivalent in rank to that of a Vice President.

The Company did not distribute directors' compensation or employee compensation in 2024 due to losses, resulting in a lower overall level of remuneration. In 2025, following the Company's substantial increase in profitability, directors' remuneration and employees' compensation were distributed in accordance with the Company's Articles of Incorporation, resulting in a significant increase in overall compensation.

2. Remuneration Policy, Standards and Structure; Procedures for Determining Remuneration; and Linkage to Operating Performance and Future Risks

Pursuant to Article 25 of the Company's Articles of Incorporation, where the Company records profits in a given year, directors' compensation shall not exceed 2% of such profits. In addition, all directors receive attendance fees for participation in Board meetings, and independent directors receive attendance fees for participation in meetings of functional committees. Independent directors receive fixed monthly remuneration and are also eligible to participate in the annual distribution of directors' compensation.

The Company determines directors' remuneration in accordance with its "Board Performance Evaluation Policy" (evaluation criteria include participation in company operations, enhancement of board decision-making quality, board composition and structure, director nomination and continuing education, and internal control), taking into account the results of annual self-evaluations of directors (assessment criteria include understanding of corporate objectives and missions, awareness of directors' responsibilities, participation in company operations, internal relationship management and communication, professional

competence and continuing education, and internal control). In addition, remuneration is determined with reference to prevailing industry practices, the Company's operating conditions and risk management, as well as the responsibilities assumed and risks undertaken, and individual contributions, with remuneration linked to performance and risk. The Remuneration Committee reviews the results of performance evaluations and the reasonableness of remuneration, and submits its recommendations to the Board of Directors for deliberation and approval, and reports to the shareholders' meeting.

The remuneration of the General Manager and the Chief Investment and Operations Officer primarily consists of salary, bonuses, and employee profit-sharing. The General Manager's bonus is determined in accordance with the "General Manager Bonus Policy", while bonuses for Vice Presidents are determined based on performance evaluation results under the "Performance Development Plan (PDP/OKR) and Performance Bonus Evaluation Policy." Employee profit-sharing is allocated in accordance with Article 25 of the Company's Articles of Incorporation, based on the Company's profitability, within a range of 0.1% to 10%, and is distributed according to individual performance.

The General Manager is evaluated in accordance with the "General Manager Bonus Policy" (assessment criteria include revenue achievement, CNS revenue achievement, attainment of annual strategic objectives (KPIs), and incentive bonuses linked to excess operating profit). The Chief Investment and Operations Officer is evaluated in accordance with the "Performance Development Plan (PDP/OKR) and Performance Bonus Evaluation Policy" (assessment criteria include financial and investment performance, post-investment management and value enhancement, organizational development and team building, and achievement of strategic execution indicators). The Remuneration Committee reviews the results of performance evaluations and the reasonableness of remuneration, and submits its recommendations to the Board of Directors for deliberation and approval, and reports to the shareholders' meeting.

The Company reviews its remuneration system from time to time based on actual operating conditions and applicable laws and regulations. All operating decisions are made after consideration of various risk factors, with the aim of achieving a balance between sustainable operations and risk management.

III. Status of Corporate Governance Implementation

(I) Board Operations

Information on Board Operations

In the most recent year (2025), the Board of Directors convened 10 meetings (A). The attendance of directors is as follows:

Title	Name	Number of Meetings Attended (B)	Number of Meetings Attended by Proxy	Attendance Rate (B/A)	Remarks
Chairman	Jason Technology Co., Ltd. Representative Wang, Su-Chi	10	-	100%	–
Director	Tsai, Chang-Hai	8	-	80%	–
Director	Chang, Po-Chih	10	-	100%	–
Director	Lejean Biotech Co., Ltd. (Note)	8	-	80%	–
Director	Wechen Co., Ltd. (Note)	5	-	83%	Relieved of duties on June 26, 2025
Director	Royal Foods Co., Ltd. (Note)	4	-	100%	Newly appointed on June 26, 2025
Director	Po Chang Investment Co., Ltd. (Note)	9	-	90%	–
Independent Director	Ho, Mei-Yueh	10	-	100%	–
Independent Director	Ho, Shih-Chun	9	-	90%	–
Independent Director	Kuo, Li-Wei	4	-	100%	Newly appointed on June 26, 2025

Note: Wechen Co., Ltd. designated Tsai, Pei-Chen to attend; Royal Foods Co., Ltd. designated Yeh, Sheng-Wen to attend; Po Chang Investment Co., Ltd. designated Chen, Chun-Hong to attend.

(Table)

Note 1: Where a director or supervisor is a corporate shareholder, the name of the corporate shareholder and the name of its representative shall be disclosed.

Note 2: (1) Where a director or supervisor resigns before the end of the year, the date of resignation shall be indicated in the Remarks column. The attendance rate (%) shall be calculated based on the number of Board meetings held during the individual's term of office and the number of meetings actually attended.

(2) Where there is a re-election of directors or supervisors before the end of the year, both the former and newly appointed directors or supervisors shall be disclosed, and the Remarks column shall indicate whether such director or supervisor is former, newly appointed, or re-elected, together with the date of re-election. The attendance rate (%) shall be calculated based on the number of Board meetings held during the individual's term of office and the number of meetings actually attended.

Other Matters Required to be Disclosed:

I. Where any of the following circumstances apply to the operation of the Board of Directors, the date of the Board meeting, session, agenda items, opinions of all independent directors, and the Company's handling of such opinions shall be disclosed:

(I) Matters specified under Article 14-3 of the Securities and Exchange Act:

Board Meeting Date	Matters under Article 14-3 of the Securities and Exchange Act	Opinions or Dissenting/Qualified Opinions of Independent Directors	Board Resolutions	Company's Response
March 11, 2025 (9th Term, 37th Meeting)	Item 4: Capital increase through capitalization of earnings and issuance of new shares	None	Approved as proposed without objection	N/A
	Item 6: Private placement of common shares through cash capital increase	None	Approved as proposed without objection	N/A
	Item 8: The Company's 2024 "Internal Control System Effectiveness Evaluation" and "Internal Control System Statement"	None	Approved as proposed without objection	N/A
	Item 9: Change of the attesting CPAs engaged by the Company for financial statement audits, and evaluation of the independence, qualifications, and remuneration of the newly appointed attesting CPAs	Approved as proposed without objection, with supplementary information on CPA Chi, Chia-Yu provided after the meeting	Approved as proposed without objection, and implemented in accordance with the Audit Committee's recommendation	Implemented in accordance with the resolutions of the Audit Committee and the Board of Directors
	Item 11: Amendments to the "Internal Control System" and "Implementation Rules for Internal Audit"	None	Approved as proposed without objection	N/A
April 9, 2025 (9th Term, 38th Meeting)	Item 1: Proposed third share buyback by the Company for transfer to employees	None	Approved as proposed without objection	N/A
May 12, 2025 (9th Term, 39th Meeting)	Item 2: Amendment to the use of proceeds from the 6th domestic secured convertible bonds and the 7th domestic unsecured convertible bonds	None	Approved as proposed without objection	N/A
	Item 8: Amendments to the "Internal Control System" and "Implementation Rules for Internal Audit"	None	Approved as proposed without objection	N/A
June 6, 2025 (9th Term, 40tst Meeting)	Item 3: Authorization for disposal of marketable securities	None	Approved as proposed without objection	N/A
June 18, 2025 (9th Term, 41tst Meeting)	Item 1: Subscription of convertible bonds issued by UAC Technology (Jiaxing) Co., Ltd.	None	Approved as proposed without objection	N/A
August 12, 2025 (10th Term, 2nd Meeting)	Item 3: Approval of matters relating to capitalization of earnings and issuance of new shares	None	Approved as proposed without objection	N/A
November 11, 2025 (10th Term, 3rd Meeting)	Item 3: Establishment of management systems and amendments to the "Internal Control System" and "Implementation Rules for Internal Audit"	Approved as proposed without objection, with a comparison table of amendments provided after the meeting	Approved as proposed without objection, and implemented in accordance with the Audit Committee's recommendation	Implemented in accordance with the resolutions of the Audit Committee and the Board of Directors
	Item 6: Authorization to acquire shares	None	Approved as proposed without objection	N/A

	Item 12: Subscription of shares issued in the cash capital increase of Medeon Biodesign, Inc.	None	Approved as proposed without objection	N/A
January 14, 2026 (10th Term, 5th Meeting)	Item 1: Proposed irrevocable undertaking by the Company and its subsidiary, BioEngine Technology Development Inc., in connection with a potential general tender offer for shares of TOT BIOPHARM International Company Limited, and the subsequent disposal of shares in accordance with such undertaking	None	Approved as proposed without objection	N/A
March 3, 2026 (10th Term, 7th Meeting)	Item 5: The Company's 2025 "Internal Control System Effectiveness Evaluation" and "Internal Control System Statement"	None	Approved as proposed without objection	N/A
	Item 9: Evaluation of the independence, qualifications, and remuneration of the Company's attesting CPAs	None	Approved as proposed without objection	N/A
	Item 11: Proposed additional investment in subsidiary Glac Biotech Co., Ltd.	None	Approved as proposed without objection	N/A
	Item 12: Proposed issuance of the Company's 8th and 9th domestic unsecured convertible bonds	None	Approved as proposed without objection	N/A
April 14, 2026 (10th Term, 8th Meeting)	Item 2: Capital increase through capitalization of earnings and issuance of new shares	None	Approved as proposed without objection	N/A
	Item 4: Private placement of common shares through cash capital increase	None	Approved as proposed without objection	N/A
	Item 8: Capital Increase through Conversion of Convertible Bonds (Center Laboratories 7th) and Issuance of New Shares	None	Approved as proposed without objection	N/A

(II) In addition to the above matters, other Board resolutions to which independent directors have expressed dissenting or qualified opinions, and for which records or written statements exist: None.

II. The Company shall disclose the names of directors, the agenda items, the reasons for recusal due to conflicts of interest, and their participation in voting:

(1) At the board meeting on January 10, 2025, for item 3, "Principles for year-end bonus distribution and allocation amounts for managerial officers," Chairman Wang, Su-Chi and Director Tsai, Pei-Chen concurrently serve as managerial officers, and Director Lin, Chia-Ling is an employee of the Company. Accordingly, they recused themselves and did not participate in the discussion or voting.

(2) At the board meeting on January 10, 2025, for item 7, "Ratification of the increase in leased factory space by subsidiary Glac Biotech Co., Ltd. from the Company," Chairman Wang, Su-Chi and Director Lin, Chia-Ling serve as directors of Glac Biotech Co., Ltd. Accordingly, they recused themselves and did not participate in the discussion or voting.

(3) At the board meeting on May 12, 2025, for item 3, "Nomination list of director (including independent director) candidates for 2025," Independent Directors Ho, Mei-Yueh and Ho, Shih-Chun were subject to review as nominees. Accordingly, they recused themselves and did not participate in the discussion or voting.

(4) At the board meeting on May 12, 2025, for item 11, "Proposed distribution of performance bonuses and salary adjustments for individual managerial officers for 2024," Chairman Wang, Su-Chi and Director Tsai, Pei-Chen concurrently serve as managerial officers, and Director Lin, Chia-Ling concurrently serves as an employee of the Company. Accordingly, they recused themselves in accordance with applicable laws and did not participate in the discussion or voting.

(5) At the board meeting on June 6, 2025, for item 3, "Authorization for disposal of marketable securities," Director Lin, Chia-Ling is a first-degree relative of Mr. Lin, Jung-Chin, a director of Medeon. Accordingly, she recused herself in accordance with applicable laws and did not participate in the discussion or voting.

(6) At the board meeting on June 18, 2025, for item 1, "Subscription of convertible bonds issued by UAC Technology (Jiaxing) Co., Ltd.," Director Lin, Chia-Ling is a second-degree relative of Mr. Lin, Wei-Hsuan, a director of UAC Technology. Accordingly, she recused herself in accordance with applicable laws and did not participate in the discussion or voting.

(7) At the board meeting on June 26, 2025, for item 2, "Appointment of members of the 6th remuneration committee," Independent Directors Ho, Mei-Yueh and Kuo, Li-Wei were the parties concerned. Accordingly, they recused themselves and did not participate in the discussion or voting.

(8) At the board meeting on June 26, 2025, for item 3, "Appointment of members of the Company's investment committee," Director Chen, Chun-Hong was the party concerned. Accordingly, he recused himself and did not participate in the discussion or voting.

(9) At the board meeting on August 12, 2025, for item 8, "Ratification of the appointment of corporate director representatives by the Company," Chairman Wang, Su-Chi and Director Chen, Chun-Hong were the parties concerned, and Director Lin, Chia-Ling is a first-degree relative of Mr. Lin, Jung-Chin, the appointed corporate director representative. Accordingly, they recused themselves and did not participate in the discussion or voting.

(10) At the board meeting on August 12, 2025, for item 9, "Removal of non-competition restrictions for managerial officers," Chairman Wang, Su-Chi was the party concerned. Accordingly, she recused herself and did not participate in the discussion or voting.

(11) At the board meeting on November 11, 2025, for item 6, "Authorization to acquire shares," Director Chen, Chun-Hong serves as a director of Mycenax Biotech Inc., and Director Lin, Chia-Ling is a first-degree relative of Mr. Lin, Jung-Chin, a director of Mycenax Biotech Inc. Accordingly, they recused themselves and did not participate in the discussion or voting.

(12) At the board meeting on November 11, 2025, for item 10, "Ratification of the appointment of corporate director representatives of subsidiary Glac Biotech Co., Ltd.," Chairman Wang, Su-Chi and Director Lin, Chia-Ling were the parties concerned. Accordingly, they recused themselves and did not participate in the discussion or voting.

(13) At the board meeting on November 11, 2025, for item 12, "Subscription of shares issued in the cash capital increase of Medeon Biodesign Inc.," Director Lin, Chia-Ling is a first-degree relative of Mr. Lin, Jung-Chin, a director of Medeon. Accordingly, she recused herself in accordance with applicable laws and did not participate in the discussion or voting.

(14) At the board meeting on February 2, 2026, for item 2, "Principles for year-end bonus distribution and allocation amounts for managerial officers," Chairman Wang, Su-Chi and Director Lin, Chia-Ling are employees of the Company. Accordingly, they recused themselves in accordance with applicable laws and did not participate in the discussion or voting.

(15) At the board meeting on March 3, 2026, for item 6, "Removal of non-competition restrictions for directors," Chairman Wang, Su-Chi, Director Yeh, Sheng-Wen, Director Chen, Chun-Hong, Independent Director Ho, Mei-Yueh, and Independent Director Ho, Shih-Chun were the parties concerned. Accordingly, they recused themselves in accordance with applicable laws and did not participate in the discussion or voting.

(16) At the board meeting on March 3, 2026, for item 7, "Removal of non-competition restrictions for managerial officers," Chairman Wang, Su-Chi was the party concerned. Accordingly, she recused herself in accordance with applicable laws and did not participate in the discussion or voting.

(17) At the board meeting on March 3, 2026, for item 10, "Proposed additional investment in BioGend Therapeutics Co., Ltd.," Chairman Wang, Su-Chi serves as a director of BioGend, and Director Lin, Chia-Ling is a first-degree relative of Mr. Lin, Jung-Chin, a director of BioGend. Accordingly, they recused themselves in accordance with applicable laws and did not participate in the discussion or voting.

(18) At the board meeting on March 3, 2026, for item 11, "Proposed additional investment in subsidiary Glac Biotech Co., Ltd.," Chairman Wang, Su-Chi and Director Lin, Chia-Ling serve as directors of Glac Biotech. Accordingly, they recused themselves in accordance with applicable laws and did not participate in the discussion or voting.

(19) At the board meeting on April 14, 2026, for item 6, "Proposed distribution of 2025 individual directors' remuneration," Chairman Wang, Su-Chi is the representative of Jason Technology Co., Ltd.. Accordingly, she recused herself in accordance with applicable laws and did not participate in the discussion or voting.

(20) At the board meeting on April 14, 2026, for item 7, "Proposed distribution of employee compensation for individual managerial officers for 2025," Chairman Wang, Su-Chi is a managerial officer and Director Lin, Chia-Ling is an employee of Center Laboratories. Accordingly, they recused themselves in accordance with applicable laws and did not participate in the discussion or voting.

(21) At the board meeting on April 14, 2026, for item 9, "Appointment of corporate director representatives and corporate supervisor representatives of subsidiary BioEngine Technology Development Inc.," Chairman Wang, Su-Chi and Director Lin, Chia-Ling are the parties concerned. Accordingly, they recused themselves in accordance with applicable laws and did not participate in the discussion or voting.

III. A TWSE/TPEx-listed company shall disclose information on the evaluation cycle and period, scope, method, and evaluation content of board self-evaluation (or peer evaluation).

Implementation of Board Performance Evaluation

Evaluation cycle (Note 1)	Evaluation period (Note 2)	Scope of evaluation (Note 3)	Evaluation method (Note 4)	Evaluation content (Note 5)
Once a year	January 1, 2025 to December 31, 2025	1. Board of Directors 2. Individual board members 3. Functional committees (including the Audit Committee and Remuneration Committee)	•Conducted by the Operations Management Department using a questionnaire-based approach. Each evaluated unit completes a self-assessment by December 31 each year. The board meeting administration unit compiles and records the results and submits them to the Board of Directors by the end of the first quarter of the following year. •The evaluation methods for each evaluated unit are as follows: **1. Board of Directors:** Internal self-assessment **2. Individual board members**: Self-assessment by individual board members **3. Functional committees** (including the Audit Committee and Remuneration Committee): Internal self-assessment	1. **Board** performance self-assessment covers the following five aspects: A. Participation in the Company's operations B. Enhancement of board decision-making quality C. Board composition and structure D. Director nomination and continuing education E. Internal control 2. **Individual board members** performance self-assessment covers the following six aspects: A. Understanding of corporate objectives and missions B. Awareness of directors' responsibilities C. Participation in the Company's operations D. Internal relations management and communication E. Director professional competence and continuing education F. Internal control **3. Audit Committee** performance self-assessment covers the following five aspects: A. Participation in the Company's operations B. Awareness of

				functional committees' responsibilities C. Enhancement of functional committees decision-making quality D. Functional committees composition and member selection E. Internal control **4. <u>Remuneration Committee</u>** performance self-assessment covers the following five aspects: A. Participation in the Company's operations B. Awareness of functional committees' responsibilities C. Enhancement of functional committees decision-making quality D. Functional committees composition and member selection

Note 1: Refers to the evaluation cycle of board performance evaluation, for example, once per year.
Note 2: Refers to the period covered by the evaluation, for example, evaluation of board performance from January 1 to December 31 of a given year.
Note 3: The scope of evaluation includes the performance of the Board of Directors, individual board members, and functional committees.
Note 4: Evaluation methods include internal board self-assessment, individual board member self-assessment, peer evaluation, engagement of external professional institutions or experts, or other appropriate methods.
Note 5: Evaluation content shall, at a minimum, include the following:
(1) Board performance evaluation: participation in company operations, board decision-making quality, board composition and structure, director nomination and continuing education, and internal control.
(2) Individual board members performance evaluation: understanding of corporate objectives and missions, awareness of directors' responsibilities, participation in company operations, internal relationship management and communication, professional competence and continuing education, and internal control.
(3) Functional committees performance evaluation: participation in company operations, awareness of responsibilities, decision-making quality, committee composition and member selection, and internal control.

▪ **<u>Evaluation results</u>**: The Company conducted performance self-evaluations of the Board of Directors, individual board members, and functional committees (including the Audit Committee and Remuneration Committee) for 2025 in accordance with the Board Performance Evaluation Policy. All results were rated as excellent. The results were reported to the Board of Directors on February 2, 2026.

IV. Objectives for strengthening board functions (e.g., establishment of an Audit Committee and enhancement of information transparency) and evaluation of their implementation in the current and most recent year

(1) Enhancement of the Company's board functions: The Company established performance objectives to improve the effectiveness of board operations. Internal performance evaluations of the Board of Directors, individual board members, and functional committees were conducted for 2025, and the results were reported to the Board of Directors on February 2, 2026.

(2) Strengthening corporate governance: The Company reported to the Board of Directors on February 2, 2026 regarding the 2025 intellectual property management plan linked to operational objectives and established the intellectual property management policy. The Company also reported to the Board of Directors on February 2, 2026 on the implementation of information security management, stakeholder communication, and ethical corporate management for 2025.

(3) Enhancing board diversity: Following the full re-election of directors at the shareholders' meeting on June 26, 2025, the Company's Board consists of nine directors, including four female directors, representing 4/9 of the total board seats. There are three independent directors, representing 33% of the total board seats. Two-thirds of the independent directors have served no more than three consecutive terms, in line with the Company's diversity objectives of having at least one-third female directors and ensuring that more than half of the independent directors do not serve more than three consecutive terms.

(4) Continuing education of directors: All directors completed at least six hours of professional training in 2025 to maintain their core competencies and professional capabilities.

Attendance of Independent Directors at Board Meetings

A (Attendance in person), B (Attendance in proxy), C(Leave of absence)

2025	January 10	March 11	April 9	May 12	June 6	June 18
Ho, Mei-Yueh	A	A	A	A	A	A
Ho, Shih-Chun	A	A	A	A	A	A

2025	June 26	August 12	November 11	December 22
Ho, Mei-Yueh	A	A	A	A
Ho, Shih-Chun	C	A	A	A
Kuo, Li-Wei	A	A	A	A

2026	January 14	February 2	March 3	April 14
Ho, Mei-Yueh	A	A	A	A
Ho, Shih-Chun	A	A	A	A
Kuo, Li-Wei	A	A	A	A

(II) Audit Committee Operations

1. Audit Committee Operations

The Company re-elected its directors at the annual shareholders' meeting on June 24, 2019 and appointed three independent directors to establish the Audit Committee in place of supervisors. The Audit Committee assists the Board of Directors in fulfilling its oversight responsibilities with respect to the quality and integrity of the Company's accounting, auditing, financial reporting processes, and financial controls.

The current Audit Committee was appointed on June 26, 2025 and is composed of three independent directors.

(1) Key responsibilities in 2025:
-- Review of financial statements
-- Review of the establishment or amendment of internal control systems
-- Assessment of the effectiveness of internal control systems
-- Review of material asset transactions
-- Review of the raising, issuance, or private placement of equity-type securities
-- Review of the appointment, dismissal, or remuneration of the attesting CPAs

(2) The Audit Committee convened six meetings in 2025 (A). The attendance of independent directors is as follows:

Title	Name	Professional Qualifications and Experience	Number of Meetings Attended in Person(B)	Number of Meetings Attended by Proxy	Attendance Rate (%) (B/A) (Notes 1 and 2)	Remarks
Independent Director (Convener)	Ho, Mei-Yueh	Please refer to pages 26-27, "Director Information (II)"	6	0	100%	—
Independent Director	Ho, Shih-Chun		6	0	100%	—
Independent Director	Kuo, Li-Wei		2	0	100%	Newly appointed on June 26, 2025

Note 1. Where an independent director resigns before the end of the year, the date of resignation shall be indicated in the Remarks column. The attendance rate (%) shall be calculated based on the number of Audit Committee meetings held during the individual's term of office and the number of meetings actually attended.

Note 2. Where there is a re-election of independent directors before the end of the year, both the former and newly appointed independent directors shall be disclosed, and the Remarks column shall indicate whether such independent director is former, newly appointed, or re-elected, together with the date of re-election. The attendance rate (%) shall be calculated based on the number of Audit Committee meetings held during the individual's term of office and the number of meetings actually attended.

■ Other Matters Required to be Disclosed:

I. Where any of the following circumstances apply to the operation of the Audit Committee, the date and session of the Audit Committee meeting, agenda items, any dissenting or qualified opinions or material recommendations of independent directors, the resolutions of the Audit Committee,

and the Company's response to such opinions shall be disclosed:

(I) Matters specified under Article 14-5 of the Securities and Exchange Act: please refer to the table below.

(II) In addition to the above matters, other resolutions not approved by the Audit Committee but approved by more than two-thirds of all directors: None.

■ **Appendix (Current Year Operations)**

Audit Committee	Agenda items and follow-up actions	Matters specified under Article 14-5 of the Securities and Exchange Act:	Resolutions not approved by the Audit Committee but approved by at least two-thirds of all directors
2nd Term 27th Meeting March 11, 2025	1. The Company's 2024 parent company only financial statements and consolidated financial statements	√	None
	2. The Company's 2024 Business Report	√	None
	3. The Company's 2024 loss compensation and earnings distribution	√	None
	4. Capital increase through capitalization of earnings and issuance of new shares	√	None
	5. Distribution of cash from capital surplus	√	None
	6. Private placement of common shares through cash capital increase	√	None
	7. The Company's 2024 "Internal Control System Effectiveness Evaluation" and "Internal Control System Statement"	√	None
	8. Change of the attesting CPAs engaged by the Company for financial statement audits, and evaluation of the independence, qualifications, and remuneration of the newly appointed attesting CPAs	√	None
	9. Amendments to the "Internal Control System" and "Implementation Rules for Internal Audit"	√	None
	• Audit Committee resolution on March 11, 2025: Approved as proposed without objection by all members of the Audit Committee.		
	• Company's response to the Audit Committee's opinion: Approved by all directors present, with more detailed information of CPA Chi, Chia-Yu to be provided after the meeting.		
2nd Term 28th Meeting April 9, 2025	Proposed third share buyback by the Company for transfer to employees	√	None
	•Audit Committee resolution on April 9, 2025: Approved as proposed without objection by all members of the Audit Committee.		
	• Company's response to the Audit Committee's opinion: Approved by all directors present.		
2nd Term 29th meeting May 12, 2025	1. The Company's Q1 2025 consolidated financial statements	√	None
	2. Amendments to the Company's use of proceeds from the 6th domestic secured convertible bonds and the 7th domestic unsecured convertible bonds	√	None
	3. Amendments to the "Internal Control System" and "Implementation Rules for Internal Audit"	√	None
	• Audit Committee resolution on May 12, 2025: Approved as proposed without objection by all members of the Audit Committee.		
	• Company's response to the Audit Committee's opinion: Approved by all directors present.		
2nd Term 30th Meeting June 6, 2025	Authorization for disposal of marketable securities	√	None
	• Audit Committee resolution on June 6, 2025: Approved as proposed without objection by all members of the Audit Committee.		

Audit Committee	Agenda items and follow-up actions	Matters specified under Article 14-5 of the Securities and Exchange Act:	Resolutions not approved by the Audit Committee but approved by at least two-thirds of all directors
	• **Company's response to the Audit Committee's opinion: Approved by all directors present.**		
3rd Term 1st Meeting August 12, 2025	The Company's Q2 2025 consolidated financial statements	√	None
	• **Audit Committee resolution on August 12, 2025: Approved as proposed without objection by all members of the Audit Committee.**		
	• **Company's response to the Audit Committee's opinion: Approved by all directors present.**		
3rd Term 2nd Meeting November 11, 2025	1. The Company's Q3 2025 consolidated financial statements	√	None
	2. The Company's 2026 audit plan	√	None
	3. Establishment of management systems and amendments to the "Internal Control System" and "Implementation Rules for Internal Audit"	√	None
	• **Audit Committee resolution on November 11, 2025: Approved as proposed without objection by all members of the Audit Committee, with a supplementary explanation of the differences between the 2025 and 2026 audit plans and a comparison table of the internal control and internal audit revisions to be provided after the meeting.**		
	• **Company's response to the Audit Committee's opinion: Approved by all directors present, with a supplementary explanation of the differences between the 2025 and 2026 audit plans and a comparison table of the internal control and internal audit revisions to be provided after the meeting.**		
3rd Term 3rd Meeting January 14, 2026	Proposed irrevocable undertaking by the Company and its subsidiary, BioEngine Technology Development Inc., in connection with a potential general tender offer for shares of TOT BIOPHARM International Company Limited, and the subsequent disposal of shares in accordance with such undertaking	√	None
	• **Audit Committee resolution on January 14, 2026: Approved as proposed without objection by all members of the Audit Committee.**		
	• **Company's response to the Audit Committee's opinion: Approved by all directors present.**		
3rd Term 4th Meeting March 3, 2026	1. The Company's 2025 parent company only financial statements and consolidated financial statements	√	None
	2. The Company's 2025 Business Report	√	None
	3. The Company's 2025 "Internal Control System Effectiveness Evaluation" and "Internal Control System Statement"	√	None
	4. Evaluation of the independence, qualifications, and remuneration of the Company's attesting CPAs	√	None
	5. Proposed additional investment in subsidiary Glac Biotech Co., Ltd.	√	None
	6. Proposed issuance of the Company's 8th and 9th domestic unsecured convertible bonds	√	None
	• **Audit Committee resolution on March 3, 2026: Approved as proposed without objection by all members of the Audit Committee.**		
	• **Company's response to the Audit Committee's opinion: Approved by all directors present.**		
3rd Term 5th Meeting April 14, 2026	1. The Company's 2025 earnings distribution	√	None
	2. Capital increase through capitalization of earnings and issuance of new shares	√	None
	3. Private placement of common shares through cash capital increase	√	None
	4. Capital increase through conversion of convertible bonds (Center Laboratories 7th) and issuance of new shares	√	None

Audit Committee	Agenda items and follow-up actions	Matters specified under Article 14-5 of the Securities and Exchange Act:	Resolutions not approved by the Audit Committee but approved by at least two-thirds of all directors
	• **Audit Committee resolution on April 14, 2026: Approved as proposed without objection by all members of the Audit Committee.**		
	• **Company's response to the Audit Committee's opinion: Approved by all directors present.**		

II. The Company shall disclose the names of independent directors, the agenda items, the reasons for recusal due to conflicts of interest, and their participation in voting: None.

III. Communication between independent directors, internal audit officers, and attesting CPAs (including material matters discussed regarding the Company's financial and operational status, the methods of communication, and the results):

A. Communication with internal audit officers (at least once per quarter)

Date	Communication Method	Matters Discussed	Communication Results
March 11, 2025	Audit Committee	1. Internal audit operations report 2. Explanation of the 2024 "Internal Control System Effectiveness Evaluation" and "Internal Control System Statement" 3. Explanation of amendments to the Company's "Internal Control System" and "Implementation Rules for Internal Audit"	No objections from independent directors
May 12, 2025	Audit Committee	1. Internal audit operations report 2. Explanation of amendments to the Company's "Internal Control System" and "Implementation Rules for Internal Audit"	No objections from independent directors
August 12, 2025	Audit Committee	Internal audit operations report	No objections from independent directors
November 11, 2025	Audit Committee	1. Internal audit operations report 2. Explanation of the Company's 2026 audit plan 3. Establishment of management systems and amendments to the "Internal Control System" and "Implementation Rules for Internal Audit"	Approved as proposed without objection; the internal audit team was requested to provide, after the meeting, a supplementary comparison of the differences between the 2025 and 2026 audit plans. Company handling status:After the meeting, the internal audit team provided the committee members with supplementary comparison of the differences between the 2025 and 2026 audit plans.
March 3, 2026	Audit Committee	1. Internal audit operations report 2. Explanation of the 2025 "Internal Control System Effectiveness Evaluation" and "Internal Control System Statement"	No objections from independent directors

B. Communication with attesting CPAs (at least once per quarter)

Date	Communication Method	Matters Discussed	Communication Results
March 11, 2025	Audit Committee	Explanation of audit results for the 2024 consolidated and parent company only financial statements	No objections from independent directors
May 12, 2025	Audit Committee	Explanation of review results for the Q1 2025 consolidated financial statements	No objections from independent directors
August 12, 2025	Audit Committee	Explanation of review results for the Q2 2025 consolidated financial statements	No objections from independent directors
November 11, 2025	Audit Committee	Explanation of review results for the Q3 2025 consolidated financial statements	No objections from independent directors
March 3, 2026	Audit Committee	Explanation of audit results for the 2025 consolidated and parent company only financial statements	No objections from independent directors

(III) Status of corporate governance implementation and deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor:

Evaluation item	Implementation status Note (1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description	
I. Has the Company established and disclosed its Corporate Governance Best Practice Principles in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies"?	√		The Company has established its Corporate Governance Best Practice Principles, which have been approved by the Board of Directors.	No deviation.
II. Shareholding structure and shareholders' rights				No deviation.
(I) Has the Company established internal operating procedures for handling shareholders' suggestions, inquiries, disputes, and litigation matters, and implemented such procedures accordingly?	√		(I) In accordance with the Corporate Governance Best Practice Principles, the Company designates a spokesperson and acting spokesperson to handle shareholders' suggestions, inquiries, disputes, and litigation matters.	
(II) Does the Company maintain a list of major shareholders who exercise actual control over the Company and the ultimate beneficial owners of such shareholders?	√		(II) The Company's stock affairs agent assists the Company in maintaining records of major shareholders who exercise actual control over the Company and the ultimate beneficial owners of such shareholders.	
(III) Has the Company established and implemented risk control mechanisms and firewalls between the Company and its related parties?	√		(III) Transactions between the Company and its related parties are conducted in accordance with the "Rules Governing Financial and Business Matters Between This Corporation and its Related Parties" and the "Supervision and Management of Subsidiaries," which clearly define the management of personnel, assets, and other matters with related parties. Effective risk control is ensured through the implementation of internal control and	

Evaluation item	Implementation status Note (1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description	
			internal audit systems.	
(IV) Has the Company established and implemented risk control mechanisms and firewalls between the Company and its related parties?	√		(IV)In accordance with the Company's "Procedures for Handling Material Inside Information," insiders are prohibited from engaging in insider trading.	
III. Composition and responsibilities of the Board of Directors (I) Has the Board adopted a diversity policy, set specific management objectives, and implemented such policy?	√		(I) The Company has established a board diversity policy in its Corporate Governance Best Practice Principles and the Procedures for Election of Directors. In selecting and nominating board members based on the Company's operations, business model, and development needs, candidates are required to possess the necessary knowledge, skills, and professional qualities for the performance of their duties. Consideration is also given to gender balance, age, education and professional background, expertise, and independence to ensure the professionalism, independence, and diversity of the Board of Directors. Following the full re-election of directors at the shareholders' meeting on June 26, 2025, the Company's Board consists of nine directors, including four female directors, representing 4/9 of the total board seats. There are three independent directors, representing 33% of the total board seats. Two-thirds of the independent directors have served no more than three consecutive terms, in line with the Company's diversity objectives of having at least one-third female directors and ensuring that more than half of the independent	Except for the potential establishment of additional functional committees in the future as needed, there are no material deviations.

Evaluation item	Implementation status Note (1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description	
			directors do not serve more than three consecutive terms. In addition, a majority of the directors have experience serving as directors or independent directors of multiple TWSE/TPEx-listed companies. The Board comprises members with backgrounds in industry and management, as well as expertise in finance and accounting, biotechnology investment, biotechnology R&D, and marketing. This diversity of industry and professional backgrounds enables the Board to provide professional perspectives from multiple angles, contributing to enhanced operational performance and management efficiency. (Please refer to Note 1 for the diversity of individual directors' backgrounds.)	
(II) In addition to establishing a Remuneration Committee and an Audit Committee as required by law, has the Company voluntarily established other functional committees?		√	(II) In addition to the Remuneration Committee and the Audit Committee, the Company has not established any other functional committees.	
(III) Has the Company established rules for board performance evaluation and evaluation methods, conducted annual evaluations on a regular basis, reported the results to the Board of Directors, and used the results as a reference for individual directors' remuneration and re-nomination?	√		(III) The Company has adopted the "Board Performance Evaluation Policy" and conducts annual self-assessments of the Board of Directors, individual directors, and each functional committee. The results of the 2025 performance self-assessment were rated as excellent and were reported to the Board of Directors on February 2, 2026, as a reference for individual directors' remuneration and re-nomination. (For further details, please refer to pages 45–46, "Implementation of Board Performance Evaluation.")	

Evaluation item	Implementation status Note (1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description	
(IV) Does the Company regularly evaluate the independence of the attesting CPAs?	√		(IV)In accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies," the Company conducts regular evaluations (at least once annually), with reference to Audit Quality Indicators (AQIs), of the independence and qualifications of the attesting CPAs across five dimensions, namely professional competence, quality control, independence, supervision, and innovation, as well as thirteen indicators. The evaluation for the current year was submitted to and approved by the Audit Committee and the Board of Directors on March 3, 2026. No issues of non-compliance with independence requirements or lack of fitness were identified with respect to the attesting CPAs. or details of the independence evaluation of the attesting CPAs and the AQI assessment results, please refer to Note 2.	
IV. Whether the Company has appointed appropriate and sufficient corporate governance personnel and designated a corporate governance officer responsible for corporate governance matters (including, but not limited to, providing directors and supervisors with information necessary for the performance of their duties, assisting directors and supervisors in complying with applicable laws and regulations, handling matters related to Board of Directors and shareholders' meetings in accordance with the law, and preparing minutes	√		The Company has designated Manager Tarng, Ching-Yu as the corporate governance officer. In 2025, she completed 12 hours of continuing education in accordance with applicable regulations. The responsibilities of the corporate governance officer include: (1) handling matters related to Board of Directors and shareholders' meetings in accordance with the law; (2) preparing minutes of Board and shareholders' meetings; (3) assisting directors with onboarding and continuing education; (4) providing directors with information necessary for the performance of their duties; (5) assisting directors in complying with applicable laws and regulations; (6) reporting to	No deviation.

Evaluation item	Implementation status Note (1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description	
of Board and shareholders' meetings)?			the Board of Directors on the results of reviews regarding whether independent directors meet the relevant regulatory requirements at the time of nomination and election and during their term of office; (7) handling matters related to changes in directors; and (8) other matters as stipulated in the Articles of Incorporation or relevant agreements.	
V. Whether the Company has established communication channels with stakeholders (including, but not limited to, shareholders, employees, customers, and suppliers), established a stakeholder section on its website, and appropriately responds to major corporate social responsibility issues of concern to stakeholders?	√		The Company respects and safeguards the legitimate rights and interests of stakeholders. A dedicated stakeholder section has been established on the Company's website, where designated personnel respond to major corporate social responsibility issues of concern to stakeholders, and communication channels remain open and effective. Stakeholders may communicate with management or the Board of Directors through various means, including written correspondence and telephone. If stakeholders believe their rights or interests have been adversely affected or have any inquiries, they may contact the spokesperson, Assistant Vice President Lin, Hsiu-Yueh, or the acting spokesperson, Manager Tarng, Ching-Yu (Tel: +886-2-2655-8680 ext. 301, 518; Email: catherine@centerlab.com.tw; kathleen.tarng@centerlab.com.tw). The Company regularly reports stakeholder concerns, communication channels, and response mechanisms to the Board of Directors on an annual basis. Stakeholder communication for 2025 was reported to the Board of Directors on February 2, 2026.	No deviation.
VI. Has the Company engaged a professional stock affairs agent to handle shareholders' meeting affairs	√		The Company has engaged a professional stock affairs agent, Capital Securities Corporation, Stock Affairs Agency Department, to handle	No deviation.

Evaluation item	Implementation status Note (1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description	
			matters related to shareholders' meetings.	
VII. Information disclosure				Except for the annual financial reports not being filed ahead of February, there are no other material deviations.
(I) Has the Company established a website to disclose financial, business, and corporate governance information?	√		(I) The Company has established a website (http://www.centerlab.com.tw) with dedicated sections for "Corporate Governance," "Sustainability," "Investor Relations," "Investments," and "Pharmaceutical Business," where financial, business, and corporate governance information is disclosed.	
(II) Does the Company adopt other methods of information disclosure (such as establishing an English website, designating personnel responsible for collecting and disclosing corporate information, implementing a spokesperson system, and posting investor conference materials on the Company's website)?	√		(II) The Company has established an English website to disclose relevant information and has designated personnel responsible for collecting and disclosing corporate information. The spokesperson and acting spokesperson system is duly implemented. Presentation materials for investor conferences are available for download on the Company's website under the "Investor Relations" section in "Shareholder Services." The presentation files and video links are also uploaded to the Market Observation Post System (MOPS) in accordance with regulations for investors' reference.	
(III) Does the Company announce and file its annual financial reports within two months after the end of the fiscal year, and announce and file its first, second, and third quarter financial reports and monthly operating results ahead of the prescribed deadlines?		√	(III) The Company's quarterly financial reports and monthly operating results are generally filed ahead of the statutory deadlines. However, due to the large number of investee companies, the Company has not been able to announce and file its annual financial reports ahead of February.	
VIII. Has the Company disclosed other material information that would facilitate a better understanding of its	√		1. Employee rights and welfare: The Company has established various employee welfare measures, as well as training, education, and retirement	No deviation.

Evaluation item	Implementation status Note (1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description	
corporate governance practices (including, but not limited to, employee rights, employee welfare, investor relations, supplier relations, stakeholders' rights, continuing education of directors and supervisors, implementation of risk management policies and risk measurement standards, implementation of customer policies, and directors' and supervisors' liability insurance)?			systems, to safeguard employees' rights and provide proper care. Communication channels between employees and management are open and effective, and labor-management relations are sound. 2. Investor relations: The Company has designated a spokesperson, an acting spokesperson, and an investor relations function, and has publicly disclosed their contact information. Investors may communicate their views at any time and are able to obtain timely and comprehensive information regarding the Company's operating performance and long-term strategic direction. 3. Supplier relations: The Company maintains fair and cooperative relationships with its suppliers and ensures the stability of raw material quality through a rigorous selection process. The Company also encourages its suppliers to support corporate social responsibility initiatives and jointly fulfill such responsibilities to promote the sustainable development of the supply chain. 4. Stakeholders' rights: The Company discloses important financial, business, and corporate governance information on its website. A dedicated stakeholder section and contact channels have been established to facilitate direct communication and safeguard stakeholders' rights. 5. Continuing education of directors: Details of directors' continuing education in 2025 are provided in Note 3. 6. Implementation of customer policies: The Company is committed to providing customers with stable and high-quality products and	

Evaluation item	Implementation status Note (1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description	
			meeting delivery schedule requirements to enhance customer confidence and satisfaction. With respect to customer privacy and personal data, the Company manages and utilizes such information in accordance with relevant internal policies to prevent any unauthorized disclosure or loss of data. 7. Implementation of risk management policies and risk assessment standards: Each department incorporates relevant risk factors into its management processes based on the nature of its operations and risk diversification principles. Risk indicators are established, transaction procedures and authorization limits are defined, and measurable or practical standards are set. Regular risk assessments are conducted, and risk early warning mechanisms are established as a basis for risk response. 8. Directors' liability insurance: The Company has procured directors' liability insurance from Chubb Insurance Taiwan with a total coverage amount of US$8 million.	

IX. Please describe the improvements made based on the most recent corporate governance evaluation results published by the Corporate Governance Center of the Taiwan Stock Exchange Corporation, and, for items not yet improved, specify priority areas for enhancement and the measures to be taken. (Companies not included in the evaluation are not required to complete this section)

The results of the 2025 corporate governance evaluation have been announced, and the Company ranked within the top 21%–35%. In 2026, the Company will strengthen measures to encourage directors to attend shareholders' meetings and establish policies on water conservation, waste management, environmental management, and greenhouse gas reduction, in order to continuously enhance corporate governance and promote sustainable development.

Note (1): Regardless of whether "Yes" or "No" is selected for implementation status, a description shall be provided in the summary description column.

Note (2): The term "corporate governance self-assessment report" refers to a report prepared by the Company based on the corporate governance self-assessment items, in which the Company evaluates and explains its current implementation and operational status for each item.

Note 1: Board Diversity

Core diversity attributes Name of Director	Gender	Nationality	Age	Concurrent employee status	Business management	Operational judgment	Leadership and decision-making	Industry knowledge	Finance and accounting	Biotech investment	Biotech R&D	Marketing
Legal Representative of Jason Technology Co., Ltd.: Wang, Su-Chi	Female	ROC	51–60	√	√	√	√	√	√	√		
Tsai, Chang-Hai	Male	ROC	71–80		√	√	√	√		√	√	√
Chang, Po-Chih	Male	ROC	41–50		√		√	√				√
Legal Representative of Lejean Biotech Co., Ltd.: Lin, Chia-Ling	Female	ROC	41–50	√	√		√	√	√	√		
Legal Representative of Royal Foods Co., Ltd.: Yeh, Sheng-Wen	Female	ROC	41–50		√	√	√	√			√	
Legal Representative of Po Chang Investment Co., Ltd.: Chen, Chun-Hong	Male	ROC	61–70		√	√	√	√	√	√		
Ho, Mei-Yueh	Female	ROC	71–80		√	√	√	√	√	√		
Ho, Shih-Chun	Male	ROC	51–60		√	√	√	√	√	√		√
Kuo, Li-Wei	Male	ROC	41–50		√	√	√		√			√

■ Tenure of independent directors:

Name	Less than 3 years	3 to 9 years	More than 9 years
Ho, Mei-Yueh		√	
Ho, Shih-Chun			√
Kuo, Li-Wei	√		

Note 2:

■ Independence evaluation of attesting CPAs Cheng, Chung-Hao and Chi, Chia-Yu

Factors Affecting Independence	Evaluation Items	Whether Such Circumstance Exists
I. Self-Interest	1. Whether there is any direct or material indirect financial interest with the Company or its related parties.	☐ Yes ■ No
	2. Whether there are any financing or guarantee arrangements with the Company or its related parties or their directors or supervisors.	☐ Yes ■ No
	3. Whether consideration is given to the potential loss of the client.	☐ Yes ■ No
	4. Whether there are close business relationships with the Company or its related parties.	☐ Yes ■ No
	5. Whether there are potential employment relationships with the Company or its related parties.	☐ Yes ■ No
	6. Whether there are contingent fees related to audit engagements.	☐ Yes ■ No
II. Self-Assessment	1. Whether any member of the audit engagement team currently serves or has served within the past two years as a director, supervisor, managerial officer, or in a position with significant influence over the audit engagement at the Company or its related parties.	☐ Yes ■ No
	2. Whether non-audit services provided to the Company or its related parties would directly affect material items of the audit engagement.	☐ Yes ■ No
III. Advocacy	1. Whether the CPA promotes or acts as an intermediary for the issuance of shares or other securities by the Company or its related parties.	☐ Yes ■ No
	2. Whether the CPA acts as an advocate for the Company or its related parties, or represents the Company or its related parties in resolving disputes with third parties.	☐ Yes ■ No
IV. Familiarity	1. Whether there are family relationships with directors, supervisors, managerial officers, or personnel in positions with significant influence over the audit engagement at the Company or its related parties.	☐ Yes ■ No
	2. Whether any former partner of the accounting firm who left within the past year serves as a director, supervisor, managerial officer, or in a position with significant influence over the audit engagement at the Company or its related parties.	☐ Yes ■ No
	3. Whether any significant gifts or benefits have been received from the Company or its related parties or their directors, supervisors, or managerial officers.	☐ Yes ■ No
V. Intimidation	1. Whether the Company or its related parties have pressured the CPA to accept inappropriate accounting policies or improper financial statement disclosures.	☐ Yes ■ No
	2. Whether the Company or its related parties have exerted pressure on the CPA to reduce audit work inappropriately in order to lower audit fees.	☐ Yes ■ No

■ Audit Quality Indicators (AQIs) evaluation:

Dimension	AQI	Assessment Criteria	Whether Appropriate
Professional Competence	Audit Experience	Whether the CPA and audit personnel have sufficient audit experience to perform the audit.	■ Yes ☐ No
	Training Hours	Whether the CPA and audit personnel receive sufficient education and training to acquire professional knowledge and skills.	■ Yes ☐ No
	Turnover Rate	Whether the firm maintains sufficient experienced personnel resources.	■ Yes ☐ No
	Professional Support	Whether the firm has sufficient non-audit specialists, including IT audit and valuation professionals, to support the audit team.	■ Yes ☐ No
Quality Control	CPA Workload	Whether the number of audit engagements undertaken and audit hours devoted by the CPA are not excessive.	■ Yes ☐ No
	Audit Effort Allocation	Whether the allocation of audit effort across different audit stages is appropriate.	■ Yes ☐ No
	Engagement Quality Control Review (EQCR) Status	Whether the EQCR partner devotes sufficient time to reviewing the audit engagement.	■ Yes ☐ No
	Quality Control Support Capability	Whether the firm has sufficient quality control resources, including risk management and audit consultation personnel, to support the audit team.	■ Yes ☐ No
Independence	Proportion of non-audit services	Whether the proportion of non-audit services provided by the firm to individual clients has not impaired its independence.	■ Yes ☐ No
	Client Familiarity	Whether the cumulative years of audit services provided to individual clients do not impair independence.	■ Yes ☐ No
Supervision	Deficiencies Identified and Sanctions from External Inspections	Whether the firm's quality control system and audit engagements comply with relevant laws and standards.	■ Yes ☐ No
	Regulatory Improvement Notices	Whether the firm's quality control system and audit engagements comply with relevant laws and standards.	■ Yes ☐ No
Innovation Capability	Innovative Plans or Initiatives	Whether the firm is committed to enhancing audit quality, including adopting or planning initiatives and investments to improve audit quality.	■ Yes ☐ No

Note 3: Directors' Participation in Continuing Education

Title	Name	Training Date	Organizer	Course Title	Training Hours
Chairman	Wang, Su-Chi	June 30, 2025	Taipei Exchange	Investor rlationship management seminar	6 hours
		November 7, 2025	Taiwan Investor Relations Institute	Legal responsibilities and corresponding risks for directors and supervisors	
Director	Tsai, Chang-Hai	October 17, 2025	Taiwan Investor Relations Institute	Leadership asset management in the new era of corporate governance	6 hours
		December 5, 2025	Taiwan Investor Relations Institute	Cybersecurity challenges and governance strategies for 2026 in the era of AI	
Director	Chang, Po-Chih	November 18, 2025	Taiwan Corporate Governance Association	Building sustainability performance indicators and compensation frameworks	6 hours
		December 5, 2025	Taiwan Corporate Governance Association	Legal liability analysis of false sustainability disclosures (greenwashing)	
Corporate Director Representative	Lin, Chia-Ling	September 12, 2025	Securities and Futures Institute	Enterprise risk management and crisis response	6 hours
		September 25, 2025	Securities and Futures Institute	Global economic outlook under Trump 2.0 and Taiwan industry dynamics	
Corporate Director Representative	Yeh, Sheng-Wen	July 22, 2025	Taipei Exchange	TPEx emerging companies insider shareholding compliance seminar (Session 1, Taipei)	12 hours
		December 3, 2025	Taiwan Corporate Governance Association	Global trend analysis-risks and opportunities	
		December 5, 2025	Taiwan Investor Relations Institute	Cybersecurity challenges and governance strategies for 2026 in the era of AI	
		December 18, 2025	Taiwan Corporate Governance Association	Corporate governance and insider trading	
Corporate Director Representative	Chen, Chun-Hong	May 27, 2025	Taiwan Academy of Banking and Finance	Corporate sustainability management	15 hours
		August 22, 2025	Chinese National Association of Industry and Commerce, Taiwan	2025 Taishin–Shin Kong Net Zero Summit Forum	
		September 2, 2025	Taiwan Securities Association	Exploring business development opportunities for securities firms from the rise of family offices	
		September 2, 2025	Taiwan Securities Association	Shaping the future of the securities industry and gender equality	
		October 20, 2025	Taipei Foundation of Finance	Fair customer treatment principles in the financial services industry	
Independent Director	Ho, Mei-Yueh	April 14, 2025	Taiwan Corporate Governance Association	Interpreting U.S. trade and economic strategy under the Trump administration	12 hours
		May 14, 2025	Securities and Futures Institute	U.S.–China economic outlook and Taiwan industry prospects under Trump 2.0	
		August 14, 2025	Taiwan Corporate Governance Association	Sustainability performance and executive compensation	
		October 15, 2025	Taiwan Corporate Governance Association	Strengthening regulatory compliance to ensure sustainable operations	

Independent Director	Ho, Shih-Chun	August 21, 2025	Taiwan Corporate Governance Association	Corporate equity investment planning and joint venture agreement practices	6 hours
		August 21, 2025	Taiwan Corporate Governance Association	Trump 2.0: corporate response strategies for global tax reform and supply chain restructuring	
Independent Director	Kuo, Li-Wei	September 16, 2025	Taiwan Corporate Governance Association	Corporate governance officer and board members	12 hours
		October 17, 2025	Taiwan Corporate Governance Association	Corporate governance officer and sustainability governance	
		October 28, 2025	Taiwan Corporate Governance Association	Board of Directors and corporate governance practices	
		November 7, 2025	Taiwan Corporate Governance Association	Corporate governance officer and development of board evaluation practices	

(IV) Where the Company has established a remuneration committee or a nomination committee, the composition and operation thereof shall be disclosed:

A. Remuneration Committee

1. Information on members of the Remuneration Committee

The Company established the Remuneration Committee upon approval by the Board of Directors on December 27, 2011, and adopted the "Remuneration Committee Charter" to evaluate the compensation policies and systems for directors and managerial officers, and to formulate and periodically review the policies, systems, standards, and structure for performance evaluation and compensation of directors and managerial officers. Professional qualifications and experience of members:

December 31, 2025

Criteria / Position (Note 1)	Name	Professional qualifications and experience (Note 2)	Independence status (Note 3)	Number of other public companies in which the member concurrently serves as a Remuneration Committee member
Independent Director (Convener)	Ho, Mei-Yueh	Please refer to pages 26-27, "Director Information (II)"	Please refer to pages 26-27, "Director Information (II)"	1
Independent Director	Ho, Shih-Chun			1
Independent Director	Kuo, Li-Wei (Note)			0
Other	Yen, Kuo-Lung (Note)	Mr. Yen, Kuo-Lung holds a master's degree from the Graduate Institute of Public Finance at National Chengchi University and is a certified public accountant, having passed the national professional examination. He currently serves as a practicing CPA at Answer CPAs Firm, with extensive expertise and practical experience in financial analysis and operations, corporate governance, and risk management. He has previously served as an independent director of several TWSE/TPEx-listed companies, including Sentelic Corporation, Nichidenbo Corporation and Win Win Precision Technology Co., Ltd., and currently serves as an independent director of Mycenax Biotech Inc., Sun Fon Construction Co., Ltd. and Win Win Precision Technology Co., Ltd.	He meets the independence requirements set forth in Article 6 of the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange."	2

(Note) Mr. Kuo, Li-Wei was appointed as a member on June 26, 2025; Mr. Yen, Kuo-Lung was relieved of duty on June 26, 2025.

Note 1: Please specify in the table the relevant years of professional experience, professional qualifications and experience, and independence status of each member of the Remuneration Committee. If a member is an independent director, a cross-reference may be provided to “Appendix 1: Information on Directors and Supervisors (I)” on page OO. The “Position” field shall indicate whether the member is an independent director or otherwise (if serving as convener, please indicate accordingly).

Note 2: Professional qualifications and experience: Provide a description of the professional qualifications and experience of each Remuneration Committee member.

Note 3: Independence status: Describe whether each Remuneration Committee member meets the independence requirements, including but not limited to whether the individual, his or her spouse, or relatives within the second degree of kinship serve as a director, supervisor, or employee of the Company or its affiliates; the number and percentage of shares held by the individual, his or her spouse, or relatives within the second degree of kinship (including holdings in the name of others); whether the individual serves as a director, supervisor, or employee of a company having a specified relationship with the Company (as defined under Subparagraphs 5 to 8, Paragraph 1, Article 6 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); and the amount of remuneration received for providing business, legal, financial, or accounting services to the Company or its affiliates in the past two years.

Note 4: For the method of disclosure, please refer to the best practice examples published on the Corporate Governance Center website of the Taiwan Stock Exchange.

2. Operation of the Remuneration Committee:

(1) The Remuneration Committee of the Company consists of three members.

(2) The current term of office of the committee members is from June 26, 2025 to June 25, 2028. During the most recent fiscal year (2025), the Remuneration Committee convened three meetings (A). Attendance of the members is as follows:

Title	Name	Number of Meetings Attended in Person(B)	Number of Meetings Attended by Proxy	Attendance Rate (%) (B/A)	Remarks
Independent Director (Convener)	Ho, Mei-Yueh	3	--	100%	--
Independent Director	Ho, Shih-Chun	3	--	100%	--
Committee Member	Yen, Kuo-Lung	3	--	100%	Appointed on August 13, 2024 Relieved of duties on June 26, 2025
Independent Director	Kuo, Li-Wei	--	--	--	Newly appointed on June 26, 2025

Other Matters Required to be Disclosed:

I. If the Board of Directors does not adopt or adopts with amendments the recommendations of the Remuneration Committee, the Company shall disclose the date and session of the Board meeting, the content of the proposal, the resolution of the Board, and the Company's response to the Remuneration Committee's recommendations (if the compensation approved by the Board is more favorable than that proposed by the Remuneration Committee, the differences and reasons shall be explained): None.

II. For any matters resolved by the Remuneration Committee, if any member has expressed dissenting or qualified opinions that are recorded or stated in writing, the Company shall disclose the date and session of the Remuneration Committee meeting, the content of the proposal, the opinions of all members, and the Company's response to such opinions: None.

Notes: (1) If any member of the Remuneration Committee resigns or is relieved of duty prior to the end of the fiscal year, the resignation or relief date shall be stated in the remarks column. The attendance rate (%) shall be calculated based on the number of meetings held and the number of meetings actually attended during the member's term of office.

(2) If the Remuneration Committee is reconstituted prior to the end of the year, both former and current members shall be listed, and the remarks column shall indicate whether each member is a former, newly appointed, or reappointed member, along with the date of reappointment. The attendance rate (%) shall be calculated based on the number of meetings held and the number of meetings actually attended during the member's term of office. The attendance rate (%) shall be calculated based on the number of Remuneration Committee meetings held during the individual's term of office and the number of meetings actually attended.

3. Duties and responsibilities of the Remuneration Committee:

In accordance with the Company's "Remuneration Committee Charter," the Committee shall perform the following duties with the care of a prudent manager and in good faith (i.e., key annual work items), and shall submit its recommendations to the Board of Directors for discussion:

(1)Review the Company's policies, systems, standards, and structure for the annual and long-term performance goals and compensation of directors and managerial officers.

(2)Evaluate the achievement of performance goals of directors and managerial officers, and determine the content and amount of their individual compensation.

4. Matters discussed and resolutions of the Remuneration Committee in the most recent year, and the Company's response to members' opinions

Meeting Date	Matters Discussed	Resolutions	Company's response to the Remuneration Committee's opinion
January 10, 2025 (5th Term, 11th Meeting)	1.Principles for year-end bonus distribution and allocation amounts for managerial officers 2.Proposed appropriation ratios for 2024 employee compensation and directors' remuneration	Upon inquiry by the chair, all attending members had no objection, and the proposal was approved as proposed.	Reported to the Board of Directors on January 10, 2025 and approved as proposed without objection by all directors present.
	3.Proposed bonus policy for the General Manager	Upon inquiry by the chair, all attending members had no objection. The proposal was deferred in accordance with the chair's suggestion. The General Manager was requested to formulate more challenging strategic objectives and supplement relevant information for submission to the next Remuneration Committee and Board of Directors meetings for further review.	Reported to the Board of Directors on January 10, 2025 and approved without objection by all directors present. In accordance with the Remuneration Committee's recommendation, the proposal was deferred. The General Manager was requested to formulate more challenging strategic objectives and supplement relevant information before resubmission.
March 11, 2025 (5th Term, 12th Meeting)	1.Proposed bonus policy for the General Manager	Upon inquiry by the chair, all attending members had no objection, and the proposal was approved as proposed.	Reported to the Board of Directors on March 11, 2025 and approved as proposed without objection by all directors present.
May 12, 2025 (5th Term,	1.Proposed distribution of performance bonuses and salary	Upon inquiry by the chair, all attending members had	Reported to the Board of Directors on May 12,

Meeting Date	Matters Discussed	Resolutions	Company's response to the Remuneration Committee's opinion
13th Meeting)	adjustments for individual managerial officers for 2024	no objection, and the proposal was approved as proposed.	2025 and approved as proposed without objection by all directors present.
February 2, 2026 (6th Term, 1st Meeting)	1.Principles for year-end bonus distribution and allocation amounts for managerial officers 2.Proposed bonus policy for the General Manager	Upon inquiry by the chair, all attending members had no objection, and the proposal was approved as proposed.	Reported to the Board of Directors on February 2, 2026 and approved as proposed without objection by all directors present.
March 3, 2026 (6th Term, 2nd Meeting)	1.Proposed distribution of 2025 employee compensation and directors' remuneration	Upon inquiry by the chair, all attending members had no objection. In accordance with the suggestion of Chairperson Ho, Mei-Yueh, the employee compensation allocation ratio was increased to 0.15%, and the proposal was revised accordingly and submitted to the Board of Directors for resolution.	The revised proposal was reported to the Board of Directors on March 3, 2026 and approved as proposed without objection by all directors present. The company will implement the resolution accordingly.
April 14, 2026 (6th Term, 3rd Meeting)	1.Proposed distribution of 2025 individual directors' remuneration	Upon inquiry by the chair, all attending members had no objection, and the proposal was approved as proposed.	Reported to the Board of Directors on April 14, 2026 and approved as proposed without objection by all directors present.
	2.Proposed distribution of employee compensation for individual managerial officers for 2025	Upon inquiry by the chair, all attending members had no objection, and the proposal was approved as proposed.	Reported to the Board of Directors on April 14, 2026 and approved as proposed without objection by all directors present.

B. Nomination Committee: The Company has not established a Nomination Committee.

(V) Implementation of sustainable development and deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, if any, and the reasons therefor

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)	
I. Whether the Company has established a governance framework for promoting sustainable development, set up a dedicated or ad hoc unit for sustainable development, authorized senior management by the Board of Directors to oversee such matters, and the status of Board supervision (Listed companies are required to disclose implementation status; this is not a comply-or-explain item.)	√		**1. Please describe the governance framework for promoting sustainable development.** The Board of Directors has appointed the General Manager to serve as Chairperson of the Sustainability Committee, responsible for the planning and execution of sustainability-related policies, systems, management guidelines, and implementation plans. **2. Please describe the implementation status by each organizational unit, including but not limited to:** **(1) The name of the dedicated or ad hoc unit responsible for promoting sustainable development, the date of establishment, and the authorization by the Board of Directors** **(2) The composition, operation, and activities of the promoting unit during the year (e.g. work plans and responsibilities)** **(3) The frequency with which the promoting unit reports to the Board of Directors (at least once per year), or the date(s) on which it reported to the Board during the year** The Company established the Sustainability Committee on March 2, 2022. The Board of Directors appointed the General Manager to serve as Chairperson of the Sustainability Committee, responsible for the planning and execution of sustainability-related policies, systems, management guidelines, and implementation plans, and reporting to the Board of Directors on a regular annual basis. The Sustainability Committee has established five task forces: corporate governance, partner engagement, environmental sustainability, workplace well-being, and social contribution. Members are drawn from relevant business units, with each unit head serving as the leader of the	No deviation.

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)	
			respective task force, jointly promoting the Company's sustainable development. The Sustainability Committee conducts discussions and analyses of stakeholders and material topics, and reviews issues across the environmental, social, and governance dimensions. It also tracks and reviews various implementation indicators and continuously enhances and refines its initiatives to achieve sustainable development objectives. The Chairperson of the Sustainability Committee reported the Company's 2025 sustainable development implementation status to the Board of Directors on February 2, 2026. **3. Please describe the Board's supervision of sustainable development, including but not limited to management guidelines, strategy and target setting, and review measures.** The Board of Directors raised no objections to the report presented by the Chairperson of the Sustainability Committee on February 2, 2026.	
II. Has the Company conducted risk assessments of environmental, social, and governance issues related to its operations based on the principle of materiality, and established corresponding risk management policies or strategies? (Note 2) (Listed companies are required to disclose implementation status; this is not a comply-or-explain item.)	√		**1. Please describe the boundary of the risk assessment (i.e., the scope of subsidiaries covered). In addition, the risk assessment boundary for this item should be consistent with the boundaries adopted for each of the environmental and social topics set out below in this table. If there are any differences, the applicable boundary should be separately disclosed under the relevant topic.** The risk assessment boundary for 2025 primarily covers the Company, including the Taipei office and the Hsinchu plant. **2. Please describe the criteria, process, results of the risk assessment of material ESG issues, and the related risk management policies or strategies.** The Company's Sustainability Committee conducts analysis in accordance with the materiality principle applied in the sustainability report, communicates with internal and external stakeholders, and evaluates material ESG issues based on a review and integration of assessment data from various	No deviation.

<table>
<tr><th rowspan="2">Implementation item</th><th colspan="3">Implementation status (Note 1)</th><th rowspan="2">Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description (Note 2)</th></tr>
<tr><td></td><td></td><td></td><td>departments. Based on such evaluation, the Company establishes risk management policies for effective identification, measurement and evaluation, monitoring, and control, and adopts specific action plans to mitigate the impact of related risks.
• Risk management policies for material issues are as follows:
<table><tr><th>Material issue</th><th>Risk assessment item</th><th>Policy description</th></tr><tr><td>Environmental</td><td>Environmental impact and management</td><td>The Company has established various environmental protection and monitoring management systems, complies with regulations prescribed by the competent authorities, and strengthens employee awareness of energy conservation and carbon reduction, efficient use of electricity and water, and waste classification and reduction, with the aim of reducing pollutant emissions and minimizing environmental impact.</td></tr><tr><td>Social</td><td>Occupational safety</td><td>The Company conducts regular annual fire drills and occupational safety training to enhance employees' emergency response capabilities and self-safety management. In addition, health examinations are arranged for specific personnel, including enhanced special examinations, to monitor whether exposure to chemicals has an impact on employee health.</td></tr></table></td><td></td></tr>
</table>

Implementation item	Implementation status (Note 1)					Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)			
				Product safety	The Company ensures that its products, from research and development and regulatory approval to manufacturing and sales, comply with all applicable laws and regulations. Strict quality control measures are implemented to ensure the safety and efficacy of pharmaceutical products and to safeguard public health.	
				Corporate governance	Regulatory compliance	Through the establishment of governance structures and the implementation of internal control mechanisms, the Company ensures that all operations comply with applicable laws and regulations.	
					Enhancement of board functions	The Company arranges annual training programs for directors, maintains directors' liability insurance coverage, and enhances board diversity.	
					Stakeholder communication	The Company has established various communication channels to actively engage with stakeholders. The spokesperson and acting spokesperson are responsible for handling and responding to stakeholder inquiries.	
III. Environmental issues (I) Has the Company established an appropriate	√		**1. Please describe how an effective environmental management system is implemented and the applicable regulations.**			No deviation.

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)	
environmental management system in accordance with its industry characteristics?			The Company implements various environmental management systems in accordance with the environmental regulations established by the Ministry of Environment. To ensure compliance with international environmental management standards and continuously optimize environmental protection measures, the Company adopts the PDCA cycle to improve environmental performance. The key environmental management initiatives implemented in 2025 are as follows: 1.Air Pollution Prevention: The Company holds a "Stationary Pollution Source Operating Permit." Exhaust gases generated during pharmaceutical manufacturing are treated through air pollution control equipment before being discharged. Air pollution control fees are regularly reported and paid. 2.Water Pollution Prevention: The Company holds a "Water Pollution Prevention Permit." Wastewater is regularly sampled and tested to comply with discharge standards, and sewage treatment fees are paid monthly. 3.Waste Management: Waste segregation is strictly implemented. General and industrial waste is managed in accordance with the "Industrial Waste Disposal Plan" and is collected and treated by qualified waste contractors. 4.Toxic Chemical Management: The Company participates in regional toxic and concerned chemical substance mutual aid organizations under the Ministry of Environment. In the event of incidents involving toxic or concerned chemical substances, industry-wide mutual assistance is carried out for protection, emergency response, and cleanup. 5.Chemical Management: In compliance with PIC/S GMP requirements, raw materials and chemical substances are properly labeled and controlled according to regulations in storage areas. Safety Data Sheets are available for employee reference	

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)	
			to ensure operational safety. In 2025, the Company's environmental management system performed effectively, with no penalties recorded throughout the year. Water intensity decreased by 29.17% compared with the previous year, and waste intensity decreased by 22.80%. **2. Please describe any international environmental management certification standards obtained by the Company (which should remain valid as of the date of publication of the annual report) and the scope covered:** None.	
(II) Is the Company committed to improving energy efficiency and using renewable materials with a low environmental impact?	√		**Please describe the Company's policies on improving energy efficiency and the use of renewable materials, including but not limited to baseline data, implementation measures, targets, and achievement status.** The Company continues to promote various energy-saving measures, including encouraging energy and water conservation, implementing waste classification and recycling, and reducing household waste and other waste. The Company also collaborates with long-term raw material suppliers to implement container recycling and reuse. Since 2025, the Company's factory renovation and expansion plans have progressively implemented various energy management measures. The Shi-Jian Plant has already introduced energy-saving boilers, and plans to gradually implement inverter-driven oil-free air compressors and optimize the air-conditioning system in the QC laboratory in 2026. It is expected that the Shi-Jian Plant will reduce electricity consumption by 2% in 2026.	No deviation.

<table>
<tr><th rowspan="2">Implementation item</th><th colspan="3">Implementation status (Note 1)</th><th rowspan="2">Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description (Note 2)</th></tr>
<tr><td>(III) Has the Company assessed the potential risks and opportunities of climate change on its current and future operations, and adopted related response measures?</td><td>√</td><td></td><td>Please describe how the Company assesses the potential risks and opportunities of climate change on its current and future operations, the assessment results, and the related response measures adopted.
The Company designates the Sustainability Committee as the highest body for climate change management. The General Manager serves as Chairperson of the Sustainability Committee, responsible for annually reviewing the Company’s climate change strategies and targets, managing actions related to climate change risks and opportunities, reviewing implementation status, discussing future plans, and reporting to the Board of Directors.
(1) Assessment of climate change risks and response strategies
<table><tr><th>Major climate change risks</th><th>Potential operational and financial impacts</th><th>Future response strategy directions</th></tr></table></td><td>No deviation.</td></tr>
</table>

Implementation item	Implementation status (Note 1)						Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)				
			Extreme weather events	Extreme weather events, such as heavy rainfall and flooding, may result in damage to facilities at operational sites, injuries to personnel, shortages of raw materials, or disruptions to transportation and supply chains.	• Increase in operating expenses • Decrease in revenue • Increase in employee safety risks	1.Plan business interruption recovery management programs. 2.Establish climate disaster prevention and management measures to enhance personnel awareness of climate disasters and environmental, health and safety concepts, and implement preventive measures in advance. 3.Identify key raw material suppliers and ensure that alternative suppliers are available for raw material sources to reduce risks.	

<table>
<tr><th rowspan="2">Implementation item</th><th colspan="3">Implementation status (Note 1)</th><th rowspan="2">Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description (Note 2)</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>Market information uncertainty</td><td>Consumers may reduce their willingness to purchase environmentally unfriendly products and may even require retailers and manufacturers to take proactive actions on environmental issues, thereby increasing development costs and production costs.</td><td>• Increase in production costs
• Increase in research and development costs
• Decrease in corporate reputation</td><td>Continuously monitor market feedback on sustainability issues, and evaluate possibilities for carbon reduction and plastic reduction in products, packaging design, and marketing, and progressively move products toward sustainability.</td></tr>
</table>
(2) Assessment of climate change opportunities and response strategies
<table>
<tr><th colspan="2">Major climate change opportunities</th><th>Challenges and opportunities</th><th>Future response strategy directions</th></tr>
<tr><td>Increase in market demand</td><td>Global warming leading to extreme weather, as well as pollution emissions, may directly or indirectly result in an increase in patients with respiratory diseases, thereby increasing demand for related pharmaceutical products.</td><td>• Increase in market share
• Increase in sales revenue
• Increase in operating costs</td><td>Actively develop diversified products to meet the needs of various indications, and optimize production lines through intelligent improvements to enhance production efficiency.</td></tr>
</table>
</td><td></td></tr>
<tr><td>(IV) Has the Company compiled statistics on greenhouse gas</td><td>√</td><td></td><td>1. Please describe the statistical data for the most recent two years, the intensity (e.g., calculated per unit of product, service, or revenue), and the</td><td>No deviation.</td></tr>
</table>

<table>
<tr><th rowspan="2">Implementation item</th><th colspan="3">Implementation status (Note 1)</th><th rowspan="2">Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description (Note 2)</th></tr>
<tr><td>emissions, water consumption, and total waste generation for the past two years, and established policies for greenhouse gas reduction, water conservation, or other waste management?</td><td></td><td></td><td>scope of data coverage (e.g., all plants and subsidiaries) for the following items:
(1) Greenhouse gases: Including carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), nitrogen trifluoride (NF_3), and other greenhouse gases as designated by the central competent authority. Emissions are classified into direct emissions (Scope 1, i.e., emissions from sources owned or controlled by the Company), energy indirect emissions (Scope 2, i.e., indirect emissions from the consumption of purchased electricity, heat, or steam), and other indirect emissions (Scope 3, i.e., emissions resulting from the Company's activities that are not energy indirect emissions and originate from sources owned or controlled by other entities):
• Greenhouse gas emissions
<table><tr><td>Year</td><td></td><td>2024</td><td>2025</td></tr><tr><td rowspan="4">Emissions (tCO_2e)</td><td>Scope 1</td><td>224.5247</td><td>242.4502</td></tr><tr><td>Scope 2</td><td>2,654.4180</td><td>2,669.9576</td></tr><tr><td>Scope 3</td><td>207.1884</td><td>663.0219</td></tr><tr><td>Total</td><td>3,086.1311</td><td>3,575.4297</td></tr><tr><td colspan="2">Total intensity (tCO_2e / revenue in NT$ million)</td><td>3.1760</td><td>3.7992</td></tr></table>*Data scope in 2024：Covering the Taipei headquarters, Hsinchu Shi-Jian Plant, and Hsinchu warehouse. Scope 3 covers only the Taipei headquarters.
*Data scope in 2025：Scope 1 to 3 cover the Taipei headquarters, Hsinchu Shi-Jian Plant, and Hsinchu warehouse.</td><td></td></tr>
</table>

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)	

(2) Water consumption:

• Annual water consumption: (Hsinchu plant only)

Unit: million liters	2024	2025
Water withdrawal	39.649	27.164
Water discharge	31.718	21.731
Water consumption	7.931	5.433

(3) Waste: Total weight of hazardous and non-hazardous waste shall be disclosed separately. For non-manufacturing companies, separate disclosure is not required; only the total weight of waste may be disclosed, along with a description of the statistical method based on industry characteristics.

• Waste: (Hsinchu plant only)

Category	Waste item	Total annual waste weight (metric tons)	
		2024	2025
Hazardous industrial waste	Waste liquid and waste containers (B0199, B0399)	5.47	4.58
	Waste liquid and waste containers (B0299)	0.071	0.0044
General industrial waste	Household waste	17.22	18
	General waste generated from business activities	15.43	20.97
General industrial waste – recycling	Cartons	116.10	71.84
Total weight		154.291	115.3944

2. Please describe the policies for greenhouse gas

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)	
			reduction, water conservation, or other waste management, including but not limited to baseline data, reduction targets, implementation measures, and achievement status: (1)GHG emissions reduction Replacement of the chilled water system is estimated to reduce energy consumption and carbon emissions by 45,504 kg CO_2e per year. (2)Water conservation measures A. Replacement and upgrading of aging pipelines on an as-needed basis. B. Regular replacement of filters in drinking water dispensers and testing of water quality to ensure safe water use. C. Regular maintenance and servicing of equipment, including tank cleaning and disinfection, to improve the efficiency of water-use equipment. D. Dissemination of information on water conservation, electricity saving, and resource conservation through bulletin boards or email announcements on an ad hoc basis. E. Provision of education and training for new and existing employees on proper water use. F. Under the premise of ensuring operational stability and product quality, we continuously reduce water intensity each year through equipment management and operational process optimization. (3)Waste management measures A. Promotion of electronic documentation and workflows to reduce paper usage. B. Use of environmentally friendly tableware in employee cafeterias and encouragement of employees to bring their own water bottles. C. Ongoing promotion of proper waste classification and recycling, and provision of necessary training for new employees to ensure implementation.	

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)	
			D. Regular inspection of storage areas to ensure environmental safety and hygiene. E. Ad hoc inspections to check for incomplete waste classification or improper disposal. F. Storage of waste solvents in designated independent areas under lock and managed by assigned personnel, with fire-linked alarm systems and explosion-proof facilities in place to ensure storage and usage safety. G. Handling of hazardous chemicals and waste liquids: disposal shall comply with environmental protection requirements; waste shall be classified and treated accordingly. Glass, corrosive, flammable, or toxic substances shall be handled to reduce hazards as much as possible. Disposal at will is strictly prohibited, and incompatible substances shall not be stored together. H. Waste shall be managed without direct contact with the ground, and drip trays shall be used to prevent leakage onto the floor. I. Under the premise of ensuring operational stability and product quality, we continuously reduce waste intensity each year. (4)Progress and achievement of reduction targets **A.Greenhouse gas** The Company has included its subsidiaries within the reporting boundary for the current year and will update the baseline year for greenhouse gas reduction to 2025. With respect to target setting, the Company adopts net zero emissions by 2050 as its long-term objective. Considering potential future factors such as the establishment of new plants, the Company will use emissions intensity as the basis for disclosure and management, and has set a target of a 1% annual reduction in Scope 1 and Scope 2 emissions intensity, with a goal of achieving a 5% reduction in Scope 1 and Scope 2 emission intensity by 2030, in order to enhance	

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)	
			flexibility and ensure the continuity and reasonableness of the indicator. The specific action plans are as follows: progressively reduce boiler usage, improve energy efficiency, and introduce relevant energy-saving measures to support future emission reduction performance. For baseline year emissions data, please refer to Table 1-1-1: Greenhouse Gas Inventory Information. **B.Water resource management** The water intensity in 2025 was 0.0289, representing a 29.17% decrease compared with the previous year (2024). **C.Waste management** The waste intensity in 2025 was 0.1226, representing a 22.80% decrease compared with the previous year (2024). **3. Please describe the assurance status of the above information (which should remain valid as of the date of publication of the annual report) and the scope covered:** The Company, in line with the "Sustainable Development Roadmap for TWSE/TPEx Listed Companies," plans to complete greenhouse gas verification by 2027.	
IV. Social issues (I) Has the Company established relevant management policies and procedures in accordance with applicable laws and regulations and international human rights conventions?	√		**Please describe the policies for the protection of human rights and the specific management measures (e.g., human rights due diligence, human rights risk mitigation measures, and related training), as well as the applicable laws and international human rights conventions relied upon.** The Company assigns the Organizational Development and Human Resources Department as responsible for formulating and implementing human rights protection policies with reference to international human rights conventions. 1.Human rights policy: To fulfill its corporate social responsibility, the Company is committed to safeguarding the	No deviation.

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)	
			fundamental human rights of all employees, customers, suppliers, and stakeholders. In accordance with international human rights conventions, including the "Universal Declaration of Human Rights," the "United Nations Global Compact," the "United Nations Guiding Principles on Business and Human Rights," and the "ILO Declaration on Fundamental Principles and Rights at Work," the Company prohibits any acts that infringe upon or violate human rights, and ensures that all employees are treated fairly, equally, and with dignity. This policy applies to all managerial officers and employees, affiliates, suppliers, contractors, customers, and other stakeholders, and is intended to prevent any form of human rights infringement. 2.Human rights protection measures: (1) Compliance with labor laws and regulations The Company complies with labor-related laws and regulations and provides fair and reasonable compensation and working conditions. (2) Establishment of a friendly workplace environment The Company implements workplace equality and does not tolerate discrimination on the basis of race, skin color, religion, nationality, gender, sexual orientation, age, or disability. All forms of forced labor, employment discrimination, and harassment are strictly prohibited. The Company is committed to fostering a workplace environment that is dignified, safe, equal, diverse, and inclusive. (3) Reasonable working hours The Company prohibits the employment of child labor, establishes clear regulations governing working hours and overtime, and monitors employee attendance. (4) Establishment of a healthy and safe workplace The Company complies with safety and health regulations, regularly reviews employee health and safety protection measures, and maintains a healthy, safe, and clean working environment. (5) Harmonious labor-management communication The Company maintains smooth and diverse labor-management communication channels, convenes regular labor-management meetings to exchange views and build consensus, and	

<table>
<tr><th rowspan="2">Implementation item</th><th colspan="3">Implementation status (Note 1)</th><th rowspan="2">Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description (Note 2)</th></tr>
<tr><td></td><td></td><td></td><td>respects employees' freedom of assembly and association.
(6) Provision of grievance mechanisms
The Company has established accessible grievance channels. Employees who encounter issues within the Company may file complaints through internal grievance channels with supervisors at various levels. In addition, to ensure gender equality in the workplace and to provide a working and service environment free from sexual harassment, the Company has established a dedicated grievance mailbox for the prevention of sexual harassment. All investigations are handled in a confidential manner to prevent disclosure of the complainant's name or any information that may identify the complainant.
3.Human rights due diligence process
The Company's due diligence is mainly based on the EU "Corporate Sustainability Due Diligence Directive" and the "OECD Due Diligence Guidance for Responsible Business Conduct" to establish human rights due diligence procedures. These procedures identify and assess human rights risks, design risk management and mitigation measures, and include improvement and follow-up actions to effectively reduce the impact of human rights risks.
Scope of due diligence: The Company's own operations and suppliers.
The implementation steps of human rights due diligence are as follows:
<table><tr><th>Step</th><th>Description</th></tr><tr><td>1. Integration</td><td>Integrate responsible business conduct into policies and management systems.</td></tr><tr><td>2. Identification and assessment</td><td>Identify adverse impacts in operations and the supply chain.</td></tr><tr><td>3. Cessation and prevention</td><td>Cease, prevent, or mitigate adverse impacts.</td></tr><tr><td>4. Tracking</td><td>Track implementation status.</td></tr><tr><td>5. Communication</td><td>Communicate how impacts are eliminated.</td></tr></table>
4.Human rights topics:
With reference to international human rights standards and the key human rights topics identified by benchmark companies both domestically and internationally, the Company identified the following human rights topics in 2025:</td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Implementation item</th><th colspan="3">Implementation status (Note 1)</th><th rowspan="2">Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description (Note 2)</th></tr>
<tr><td></td><td></td><td></td><td>A. Employees
(1) Working hours (2) Occupational safety, hygiene and health (3) Discrimination and sexual harassment (4) Labor-management disputes
B. Suppliers
(1) Working hours (2) Occupational safety, hygiene and health (3) Information security (4) Privacy rights
5.Human rights risk assessment and mitigation measures
<table>
<tr><th>Subject</th><th>Risk description</th><th>Risk mitigation measures</th></tr>
<tr><td rowspan="4">Employees</td><td>Working hours</td><td>1. Strictly comply with the relevant provisions of the Labor Standards Act.
2. Continuously communicate the Company’s regulations on normal working hours and overtime.
3. Assist employees and supervisors in managing working hours and overtime hours.
4. Remind employees of their leave entitlements.</td></tr>
<tr><td>Occupational safety, hygiene and health</td><td>1. Conduct regular fire safety inspections and fire drills.
2. Provide regular occupational safety and health training for employees.
3. Perform regular cleaning and disinfection of workplace premises.
4. Post warning signs for hazardous equipment and areas.
5. Conduct regular employee health examinations and provide health consultation.</td></tr>
<tr><td>Discrimination and sexual harassment</td><td>1. Provide equal employment opportunities and rights.
2. Clearly stipulate the prohibition of discrimination and sexual harassment in work rules and relevant regulations.
3. Promote prevention of sexual harassment and workplace bullying.
4. Communicate relevant grievance channels and safeguard the rights of complainants.</td></tr>
<tr><td>Labor-management disputes</td><td>1. Strictly comply with the relevant provisions of the Labor Standards Act.
2. Convene regular labor-management meetings to communicate the views of both parties.</td></tr>
</table></td><td></td></tr>
</table>

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)	
			Suppliers Working hours: Require suppliers to provide written statements confirming that their scheduling, overtime, and leave arrangements comply with applicable laws and regulations. Occupational safety, hygiene: Include "environmental hygiene" and "employee health and hygiene" indicators in supplier evaluations to review compliance. Information security: Require suppliers to complete the "ESG Supplier Self-Assessment Questionnaire" and conduct regular follow-up on suppliers' practices regarding information security. Privacy rights: Require suppliers to complete the "ESG Supplier Self-Assessment Questionnaire" and conduct regular follow-up on suppliers' practices regarding privacy. 6.Related training In 2025, a total of 62 new employees received training on human rights protection. The pre-employment training for new employees included communication on compliance with relevant regulations, covering prohibition of forced labor, prohibition of child labor, anti-discrimination, anti-harassment, working hours management, and the protection of humane treatment.	
(II) Has the Company established and implemented reasonable employee welfare measures (including compensation, leave, and other benefits), and appropriately reflected operating performance or results in employee compensation?	√		**1. The employee welfare measures described shall include, but are not limited to: employee compensation, workplace diversity and equality (including but not limited to the proportion of female employees and senior management), leave, various allowances, gifts, and subsidies.** (1)Employee welfare measures: The Company has established an Employee Welfare Committee. Each year, the Company allocates employee welfare funds to plan and provide various benefits for employees, including travel subsidies, birthday gifts, marriage allowances, childbirth allowances, and funeral subsidies. In addition, the Company provides employees with free health examination programs. (For details of	No deviation.

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
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			employee welfare measures, please refer to pages 173-174.) (2)Workplace diversity and equality: The Company is committed to providing employees with a dignified and safe working environment, implementing diversity in employment and fairness in compensation and promotion opportunities, and ensuring that employees are not subject to discrimination, harassment, or unequal treatment on the basis of race, gender, sexual orientation, religious beliefs, age, political affiliation, place of origin, disability, or any other status protected under applicable laws and regulations. The Company ensures equal pay for equal work and equal opportunities for promotion, and maintains a balanced representation of male and female employees in managerial positions, thereby promoting sustainable and inclusive economic growth. As of 2025, the average proportion of female employees to total employees was 49.77%, and the average proportion of female managerial officers (at supervisor level and above) to total management was 60%, indicating that the Company continues to maintain a relatively balanced performance in terms of gender structure and management diversity. The Company places importance on comprehensive physical and mental well-being for all employee groups: A. Achieve a 100% target for the employment of persons with disabilities and tailor suitable job positions and workplace facilities. B. Promote a gender-friendly workplace and empower employees of all genders to work with confidence. In addition, to ensure gender equality in the workplace and to provide a working and service environment free from sexual harassment, the Company has established the	

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			Regulations Governing the Prevention of Sexual Harassment in the Workplace, Complaint Handling, and Disciplinary Measures and has set up a dedicated grievance mailbox for such matters. In 2025, the Company had no complaints of sexual harassment. **2. Please describe the policies on how operating performance or results are reflected in employee compensation and the implementation thereof.** A.Ratio of employee compensation and the proportion allocated to grassroots employees as stipulated in the Company's Articles of Incorporation: At the 2025 annual shareholders' meeting, the Company approved an amendment to Article 25 of the Articles of Incorporation to incorporate the allocation ratio for grassroots employee compensation. The relevant provision is as follows: "Where the Company has profits for the year, it shall allocate 0.1% to 10% as employee compensation, and directors' remuneration shall not exceed 2%. However, where the Company has accumulated losses, an amount shall first be reserved to offset such losses, and the remaining amount shall then be allocated in accordance with the aforementioned ratios. Of the employee compensation referred to in the preceding paragraph, no less than 10% shall be allocated to non-managerial employees." The Company recorded profits in 2025. On March 3, 2026, the Board of Directors resolved to allocate 0.15% as employee compensation, totaling NT$17,365,818 (of which 60%, amounting to NT$10,419,491, will be allocated to non-managerial employees), and such compensation is expected to be distributed in May 2026.	

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			B. The Company has also established various bonus and incentive compensation systems to reward employees: • Performance bonus (PDP/OKR) and salary adjustments: The Company has established the "Performance Development Plan (PDP/OKR) and Performance Bonus Evaluation Policy," under which evaluation indicators include corporate-level indicators, departmental objectives, management objectives, competency targets, and individual performance goals. Bonuses are allocated to employees based on annual performance evaluation results, and salary adjustments are made for employees who meet the evaluation criteria. The 2025 employee performance evaluation was completed in February 2026. Performance bonuses (PDP/OKR) and salary adjustments will be implemented in May 2026 based on the evaluation results. • Year-end bonus: The Company provides a fixed year-end bonus of 1.5 months' salary for internal staff and 1 month's salary for field staff. The year-end bonus for 2025 was distributed in February 2026. • Sales bonus: The Company has established a sales incentive program for its sales department. Based on the achievement of individual or departmental sales targets, bonuses are calculated periodically in accordance with agreed schedules and are paid to employees on the 10th day of the following month. • Employee stock options: To incentivize employees and enhance employee engagement, the Company issued 3,000,000 employee stock options on November 21, 2024. Employees granted such options may exercise them within the agreed period.	

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
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(III) Has the Company provided employees with a safe and healthy working environment, and implemented regular safety and health education for employees?	√		**1. Please describe the measures for providing a safe and healthy working environment for employees, the policies on employee education, and the implementation thereof.** (1)Disaster prevention drills and building equipment safety inspections: The Company's Hsinchu plant conducts fire drills and toxic chemical substance emergency response drills every six months. The Nangang office conducts quarterly fire equipment inspections and annual disaster prevention drills in coordination with the building management committee. Each year, external contractors are engaged to perform comprehensive inspections and maintenance of fire safety equipment, including appearance and functional checks. Every two years, external contractors are engaged to conduct building public safety inspections. Each month, professional contractors are engaged to perform maintenance and servicing of elevator equipment, with records maintained, and safety inspections are applied for with the competent inspection authority in accordance with regulations. In addition, employees receive regular occupational safety and health training. Office environments are regularly cleaned and disinfected by cleaning personnel to provide employees with a safe and hygienic working environment. (2)Chemical management: The Company's Quality Control Department has registered priority-controlled chemicals online and updates such registrations annually. There is one controlled chemical used in the plant, namely "o-tolidine." This chemical may only be procured and used after application and approval, with the required permit documentation obtained. Personnel responsible for managing such permitted chemicals must receive training and pass examinations to obtain certification as a "Specified Chemical Substances Operations Supervisor." The plant must also be equipped with shower and	No deviation.

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	Yes	No	Summary description (Note 2)	
			ventilation facilities. Monthly inspections of equipment maintenance records and environmental monitoring reports are required in order to maintain such permits. (3)Environmental monitoring: All plants of the Company conduct environmental monitoring in accordance with the "Regulations of Labor Working Environment Monitoring." Organic solvents and specific chemical substances used in the Quality Control laboratory at the Hsinchu plant are subject to environmental monitoring. After sampling and testing of the work environment, reports are issued by monitoring institutions, indicating that chemical residue levels in the plant laboratory environment are well below the applicable standards. As the operating locations at the Hsinchu plant involving the use of organic solvents and specific chemical substances are limited to the Quality Control laboratory, and such operations are temporary in nature with short duration and frequency, and as exposure concentrations of chemical factors have been below one-half of the permissible exposure limits for two consecutive years, the Company is not subject to the requirement of conducting monitoring at least once every six months. (4)Health examinations for specific personnel: All plants of the Company arrange health examinations in accordance with the "Occupational Safety and Health Act." Additional special examination items are included in the annual health examinations for Quality Control personnel to ensure that exposure to chemicals does not adversely affect their health. There are five categories of operations involving special health hazards within the plant: Item 13 (benzidine and its salts), Item 16 (benzene), Item 19 (arsenic), Item 24 (chromic acid and its salts), and Item 30 (formaldehyde). These are incorporated into the annual employee health examinations. (5)Working environment and employee safety protection measures:	

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	Yes	No	Summary description (Note 2)	
			Please refer to pages 175-180. **2. Please describe the status of relevant certifications obtained by the Company (which should remain valid as of the date of publication of the annual report) and the scope covered:** None. **3. Please describe the number of occupational accidents, number of affected employees, and the ratio to the total number of employees for the current year, as well as the related improvement measures:** In 2025, the Company recorded a total of one occupational accident, involving one affected employee, who was an employed worker. There were no occupational accidents resulting in major injury or permanent disability. Based on an average of approximately 214 employees at the end of each month from January to December 2025, the ratio of employees involved in occupational accidents to the total number of employees was approximately 0.46%. The aforementioned occupational accident was a fall during operations and resulted in temporary disability. The total number of lost workdays due to disability for the year was 28 days. In addition, there was one commuting traffic accident. Following the occurrence of the accidents, the Company conducted cause analysis and follow-up improvements. For the fall accident, the Company has enhanced the installation of anti-slip mats and warning signage on stairways and in slip-prone areas within the plant, and optimized workplace lighting to reduce the risk of employee falls. The Company has also strengthened safety education and training to enhance employees' awareness of potential environmental hazards and their ability for self-protection. For the commuting accident, the Company continues to promote the concept of "defensive driving" through internal communications, reminding employees to pay attention to traffic conditions during commuting hours and to comply with traffic regulations to ensure personal commuting safety. **4. Please describe the number of fire incidents, the**	

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)	
			number of fatalities and injuries, the ratio of such fatalities and injuries to the total number of employees for the current year, and the related improvement measures in response to fire incidents: In 2025, the Company had no fire incidents. The Company conducts fire drills and toxic chemical substance emergency response drills at the plant every six months. Each year, external contractors are engaged to perform comprehensive inspections and maintenance of fire safety equipment, including appearance and functional checks. Every two years, external contractors are engaged to conduct building public safety inspections. Each month, professional contractors are engaged to perform maintenance and servicing of elevator equipment, with records maintained, and safety inspections are applied for with the competent inspection authority in accordance with regulations. In addition, employees receive regular occupational safety and health training. Office environments are regularly cleaned and disinfected by cleaning personnel to provide employees with a safe and hygienic working environment.	
(IV) Has the Company established effective training programs for employees' career development capabilities?	√		**Please describe the scope of the training programs (e.g., new employee training, professional development, management training), the coverage (e.g., managerial officers at all levels and employees), and the implementation status.** 1.The Company has established comprehensive competency-based training programs for managerial officers at all levels and employees, including: (1)New employee training: In 2025, a total of 9 sessions were conducted, with 62 participants and a total of 416 training hours. Training content includes: <Company introduction, organizational structure, and environment>, <Introduction to compensation, benefits, and work rules>, <Introduction to personnel management systems>, <Introduction to occupational safety and health knowledge>, <Guidelines for preparing probation evaluation and appointment approval forms for new employees>, <Introduction to GMP concepts in	No deviation.

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)	
			pharmaceutical manufacturing>, and <Company introduction and product overview>. (2)Plant GMP training: In 2025, 6 GMP-related training sessions were conducted, with 115 participants per session. Training content includes: <Filling machine training>, <Contamination control and prevention>, <Environmental monitoring>, <Packaging printing concepts>, <Changing procedures for Grade D areas>, <GMP/GDP pharmaceutical transportation vehicle management>. (3)External professional development and management training: In 2025, the Company provided subsidies for managerial training to 25 individuals, with total expenses of NT$115,264; subsidies for professional development were provided to 45 employees, with total training expenses of NT$198,260; additionally, 35 employees participated in free public courses, with total training hours of 242.33 hours. In 2025, a total of 105 participant attendances were recorded for external training, with total training hours of 853.83 hours and total expenditure of NT$313,524. 2.In 2025, the total number of internal and external training hours for employees was approximately 1,959.83 hours. In addition, the Company has established an internal online learning platform, “Center Laboratories University,” offering approximately 51 courses for employees’ self-directed learning. 3.The Company conducts regular annual performance interviews, during which supervisors and employees jointly discuss and set individual annual development plans. Through periodic review and feedback, employees’ career development capabilities are enhanced.	
(V) With respect to issues such as customer health and safety, customer privacy, marketing, and	√		**Please describe the laws and international standards complied with for each item, and explain the names, contents, and complaint procedures of policies for protecting consumer or customer rights:** The Company’s Board of Directors approved the	No deviation.

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)	
labeling of products and services, does the Company comply with relevant laws and regulations and international standards, and has it established policies and complaint procedures to protect consumer or customer rights?			"Consumer Rights Protection Policy" on November 11, 2025. The main contents are as follows: ▪ Customer health and safety 1. The Company shall strictly comply with the Pharmaceutical Good Manufacturing Practice (PIC/S GMP) and relevant regulations, and shall, through its quality management system, strictly control product quality and stability to ensure the provision of safe and effective pharmaceuticals and safeguard customer health. 2. The Company shall conduct regular annual promotional activities on safe medication use for children and the elderly, providing correct medication knowledge and updated information to safeguard the health and safety of end customers. 3. The Company shall comply with GRI 416: Customer Health and Safety, and disclose the following information in its sustainability report: (1)Disclosure 416-1: Assessment of the health and safety impacts of product and service categories. (2)Disclosure 416-2: Incidents of non-compliance with regulations concerning the health and safety impacts of products and services. ▪ Product marketing and labeling requirements 1. The Company prohibits any misleading, exaggerated, or unapproved claims regarding pharmaceutical efficacy in its marketing activities. Marketing activities shall respect medical professional ethics and avoid inducing consumers to engage in unnecessary medication use. 2. All product labels, package inserts, and outer packaging information shall be designed in accordance with the Pharmaceutical Affairs Act and the requirements of the competent authorities, clearly indicating usage, dosage, warnings, side effects, and contraindications. 3. Product labeling shall comply with the requirements set out in the Ministry of Environment's regulations on "Items or Containers Subject to Mandatory Recycling Labeling, Including the Scope of Responsible Entities, Label Design, Size, Placement, and Other Compliance Requirements." Recycling labels shall be affixed to finished product containers to	

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)	
			enable identification by end consumers and to fulfill manufacturers' responsibilities. 4. The Company shall comply with GRI 417: Marketing and Labeling, and disclose the following information in its sustainability report: (1) Disclosure 417-1: Requirements for product and service information and labeling. (2) Disclosure 417-2: Incidents of non-compliance concerning product and service information and labeling. (3) Disclosure 417-3: Incidents of non-compliance concerning marketing communications. ▪ Consumer complaint channels and procedures 1. The Company has established a consumer service hotline ((02) 2655-8680), through which the Customer Service Department handles complaints. For general inquiries, responses shall be provided promptly upon receipt. For matters involving product quality or safety, handling shall follow the Company's complaint handling procedures, with relevant units conducting detailed investigations and responses, and formulating corrective actions. 2. The Company shall protect consumer privacy in accordance with the Personal Data Protection Act, and shall collect, process, and use consumers' personal data in a lawful, transparent, and fair manner, with appropriate security measures in place.	
(VI) Has the Company established supplier management policies requiring suppliers to comply with relevant standards on environmental protection, occupational safety and health, and labor and human rights issues, and what is the implementation status?	√		**1. Please describe the supplier management policies and relevant compliance requirements, and whether such policies impose proactive and specific requirements on suppliers regarding environmental protection, occupational safety and health, and labor and human rights (e.g., requirement to obtain relevant certifications):** Center Laboratories regards its suppliers as key partners in the sustainable value chain and continues to promote supply chain social responsibility management. Considering the diversity of supplier management and evaluation aspects, we reference the Responsible Business Alliance (RBA) Code of Conduct framework to establish standards across labor, health and safety, environment, and business ethics. In addition to requiring new suppliers to sign	No deviation.

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	Yes	No	Summary description (Note 2)	
			a Supplier Social Responsibility Commitment, we promote the Code of Conduct as a guideline for engagement with suppliers and partners. Center Laboratories requires all suppliers to comply with applicable laws and regulations in their operating locations and to demonstrate responsible management practices in areas such as human rights protection, labor conditions, occupational health and safety, environmental protection, and business ethics. In the “Labor and Human Rights” aspect, suppliers must prohibit any form of forced labor, child labor, or discrimination, and provide a safe, healthy, and human rights–respecting working environment. In the “Health and Safety” aspect, suppliers are required to implement necessary measures covering occupational safety, emergency preparedness, industrial hygiene, machine safeguarding, as well as public health, accommodation and dining, and health and safety information. In the “Environmental Management” aspect, suppliers must comply with environmental regulations, properly manage waste, chemicals, and emissions, and continuously reduce negative environmental impacts. In the “Business Ethics and Integrity” aspect, suppliers must not engage in bribery, corruption, improper benefit transfer, or any unfair trade practices, and must avoid conflicts of interest with Center Laboratories. In addition, Center Laboratories requires suppliers to submit information security audit reports to ensure their capability in risk identification. Suppliers are also required to establish privacy protection policies in compliance with the Personal Data Protection Act and adopt appropriate measures to safeguard customer and employee data. The Company further incorporates information security and privacy protection into its supply chain risk management framework, regularly assessing potential risks related to security vulnerabilities, data breaches, and privacy compliance. For high-risk suppliers, dedicated audits on information security and privacy protection are conducted to ensure compliance with the Company’s standards.	

Implementation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary description (Note 2)	
			2. Please describe the implementation status of supplier management policies and relevant compliance requirements (e.g., supplier self-assessment, guidance or training, performance evaluation, etc.): Since 2023, existing suppliers have been evaluated annually through an ESG self-assessment questionnaire. For raw material suppliers, the assessment covers those accounting for the top 80% of annual transaction value, while all logistics suppliers are included. Beginning in 2024, the Company further introduced a scoring and risk-grading mechanism, classifying suppliers with a score below 10 as high-risk suppliers and continuously monitoring their improvement progress. As of 2025, the improvement rate of high-risk suppliers—after receiving guidance—reached 100%, and no partnerships were terminated due to ESG-related issues. To ensure that overall supply chain operations adhere to principles of ethical business conduct, regulatory compliance, and sustainable development, Center Laboratories conducts document reviews, questionnaire assessments, on-site audits, or other appropriate methods as mechanisms for selecting new suppliers and managing existing ones. If a supplier is found to have materially violated the standards or relevant regulations, Center Laboratories will require corrective actions within a specified period. If effective improvement is not achieved, or if the violation is severe, the Company may adjust the business relationship or even terminate the partnership to maintain stability, compliance, and sustainable value throughout the supply chain.	
V. Has the Company prepared sustainability reports or other reports disclosing non-financial information with reference to internationally recognized reporting standards or guidelines? Have the aforementioned reports obtained assurance or verification opinions from third-party assurance providers?		√	**1. Please describe the international reporting standards or guidelines referenced and the reports prepared for the disclosure of non-financial information:** The Company's 2025 Sustainability Report was prepared with reference to the GRI Standards issued by the Global Reporting Initiative (GRI) in 2016. The overall structure of the report was prepared in accordance with the Core option of the GRI Standards. The report also references the "Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies," as well as domestic and international sustainability	The Company has not yet obtained assurance or verification opinions from an independent third-party assurance provider.

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	Yes	No	Summary description (Note 2)	
			frameworks, including the Sustainable Development Goals (SDGs) and the Task Force on Climate-related Financial Disclosures (TCFD) framework. **2. Where assurance or verification has been obtained, please describe the name of the assurance provider, the scope of assurance or verification, and the standards applied:** In 2025, the Company has not yet conducted any third-party assurance or verification of its sustainability report. Considering the current operational structure, management priorities, and resource allocation of Center Laboratories, the Company is focusing on strengthening its internal sustainability governance framework, data collection and management processes, as well as enhancing the completeness and transparency of relevant disclosures. Going forward, Center Laboratories will carefully evaluate the feasibility of introducing external third-party assurance or verification mechanisms based on its stage of business development, key stakeholder concerns, and the implementation timeline of relevant government policies and regulations, with the aim of gradually improving the quality of its sustainability reporting and overall credibility.	

VI. Where the Company has established its own Sustainable Development Best Practice Principles in accordance with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, please describe any differences between its operations and the established principles:
The Company has formulated its Sustainable Development Best Practice Principles in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies," and there are no material discrepancies between actual implementation and the established guidelines.

VII. Other important information that facilitates understanding of the Company's implementation of sustainable development:

1. <u>Social contributions</u>:

The Company makes donations from time to time to support schools, medical associations, public welfare organizations, and biotechnology and healthcare institutions, actively giving back to society and demonstrating care and compassion. Recipients include Chang Bing Show Chwan Memorial Hospital, the Taiwan Society of Psychiatry, the Taiwan Neurological Society, the Taiwan Bio Industry Organization, the Asia-Pacific Psycho-Oncology Exchange Foundation, Taipei Medical University, the Cheng Ching Foundation, the Taiwan Movement Disorder Society, the Association of Taiwan Psychiatric Clinics, and the Taiwan Dementia Society, among others. In 2025, total donations amounted to more than NT$2.33 million.

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The Company also continues to engage with local communities and fulfill its corporate social responsibility by making regular donations to elementary schools near Hukou Township, Hsinchu County, where its plant is located, to support the development of local basic education. In 2025, the Company donated NT$100,000 to the education savings account of Zhongxing Elementary School in Hukou Township, Hsinchu County, to support economically disadvantaged students or those facing sudden family or financial difficulties, enabling them to receive timely assistance and continue their education. A total of 35 student instances were supported by this account in 2025.

2. <u>Youth talent development:</u>

The Company places great importance on talent development in Taiwan. It collaborates with China Medical University on industry-academia master's programs, conducts lectures and shares industry experience on campus, and actively promotes industry-academia collaboration. The Company also integrates corporate resources to launch the "Center Laboratories Development Camp" summer internship program, which represents an active initiative in recent years to cultivate young talent. In 2025, a total of 25 students from across Taiwan participated in the "Center Laboratories Talent Development Camp" summer internship program, with the aim of creating more opportunities and directions for Taiwan's biotechnology industry and talent development, and fulfilling the Company's corporate social responsibility.

3. **<u>Industry-academia collaboration:</u>**

To support local education, enhance students' practical work experience, and assist local students in transitioning into industry, the Company's Taipei headquarters and Hsinchu plant actively collaborate with nearby colleges and universities. The Company provides internship opportunities and arranges practical training for local students, strengthening the technical and practical capabilities of young talent to meet the needs of industry development and youth employment. Industry-academia collaboration in 2025 is as follows:

Year	School	Department	Contract period	Number of contracted participants	Number of interns
2025	Taipei Medical University	School of Food Safety	July 1, 2025 – August 31, 2025	1	1
	Taipei Medical University	School of Pharmacy	July 1, 2025 – August 31, 2025	1	1
	Taipei Medical University	Graduate Institute of Health and Biotechnology Law	July 1, 2025 – August 31, 2025	1	1
	National Taiwan Normal University	Department of Life Science	September 1, 2025 – December 31, 2025	1	1
	National Tsing Hua University	Institute of Law for Science and Technology	July 1, 2025 – August 31, 2025	1	1

Note 1: If “Yes” is selected for implementation status, please provide a detailed description of the key policies, strategies, measures adopted, and the implementation status. If “No” is selected, please explain the differences and reasons in the column titled “Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor,” and describe the Company’s future plans to adopt relevant policies, strategies, and measures. However, with respect to Items 1 and 2, TWSE/TPEx listed companies shall describe the governance and supervisory framework for sustainable development, including but not limited to management policies, the formulation of strategies and objectives, and review measures. In addition, please describe the Company’s risk management policies or strategies for environmental, social, and governance issues related to its operations, as well as the assessment thereof.

Note 2: The principle of materiality refers to environmental, social, and governance issues that have a significant impact on the Company’s investors and other stakeholders.

Note 3: For the method of disclosure, please refer to the best practice examples published on the Corporate Governance Center website of the Taiwan Stock Exchange.

Climate-related information for TWSE/TPEx listed companies

1. Implementation status of climate-related information

Item	Implementation status
1. Please describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	1.**Board of Directors** The Board of Directors serves as the highest oversight body for the management of climate-related risks and opportunities. The Board is responsible for reviewing the potential impacts of climate change on the Company's operations, supply chain, and long-term development, and for providing guidance on overall response directions and management principles, to ensure that the Company's strategies progressively respond to domestic and international climate policy trends, industry regulatory requirements, and stakeholder expectations. With respect to issues such as potential supply chain disruptions, increases in operating expenses, regulatory compliance pressures, and corporate reputation risks arising from climate change, the Board monitors the results of climate risk assessments and the implementation status of response measures through regular reports and project briefings submitted by management, and, based on such information, strengthens the Company's responsiveness and governance resilience in a rapidly changing external environment. The Board also requires management to appropriately incorporate climate-related risks and opportunities into major operational decisions and investment evaluations, to ensure that climate considerations are integrated into the Company's overall decision-making framework. **Management and relevant responsible units** At the execution level, the Company has established a sustainability working group composed of management and relevant responsible units, which is responsible for promoting climate-related management activities and serves as a cross-functional coordination and implementation platform. In accordance with the directives of the Board, this working group is responsible for coordinating greenhouse gas inventories, identifying climate-related risks and opportunities, tracking regulatory and policy trends, and planning and implementing relevant management strategies and action plans, and regularly reporting implementation status to the Board. Through this operating mechanism, in which the Board provides oversight, management is responsible for execution, and cross-departmental collaboration is implemented, the Company is progressively establishing a top-down climate governance framework, enhancing its overall understanding of and responsiveness to climate change issues, and laying the foundation for long-term stable operations.
2. Please describe how the identified climate-related risks and opportunities affect the Company's business, strategy, and financials (short-, medium-, and long-term).	2.Since 2025, the Company has incorporated the identification of climate-related risks and opportunities into its annual risk management process. In alignment with the IFRS S2 and TCFD frameworks, the Company systematically assesses the potential financial impacts of climate-related risks and opportunities and their respective time horizons. Through the identification and analysis of 16 climate-related risks, the Company is able to formulate forward-looking short-, medium-, and long-term response strategies, which not only effectively reduce potential financial impacts but also enhance the Company's market competitiveness. For further details, please refer to Attachment 1.
3. Please describe the financial impact of extreme climate events and transition actions.	3.**Financial impacts of extreme climate events** Physical risks, such as extreme variations in climate patterns and increases in average temperatures, currently have an occasional impact on the Company's overall operations, primarily reflected in adjustments to logistics schedules, raw material arrivals, and distribution arrangements. The Company ensures stable

		pharmaceutical supply through existing contingency mechanisms and temporary dispatch measures. With respect to rising average temperatures, there has been no significant impact on the structure of pharmaceutical demand or production conditions, and existing manufacturing processes and storage and transportation conditions continue to meet quality and regulatory requirements. **Financial impacts of transition actions** At present, the Company has not directly incurred carbon fee or carbon tax costs. Climate-related expenditures are mainly concentrated in greenhouse gas inventory activities and internal management resource allocation, with limited impact on the overall cost structure. Pharmaceutical research and development, manufacturing, labeling, and market authorization processes continue to be conducted in accordance with existing pharmaceutical regulations and the requirements of competent authorities. Environmental disclosure and management requirements have not yet fully affected product design or service models. The Company continues to monitor and understand domestic and international climate policies, carbon management regulations, and industry guidelines, with limited impact on its operating model in the short term. Although certain raw material and packaging material prices have fluctuated, the Company mitigates immediate impacts through diversified procurement and inventory management. In addition, attention from investors, competent authorities, and social organizations regarding the Company's ESG performance has gradually increased. The Company responds primarily through its existing governance and disclosure mechanisms, and the financial impact remains manageable at present.
4.	Please describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	4.In response to the potential medium- and long-term impacts of climate change on the operations and supply chain of the pharmaceutical industry, the Company follows the IFRS S2 and Task Force on Climate-related Financial Disclosures (TCFD) frameworks, and, with reference to domestic and international climate policies, regulatory developments, and the characteristics of the biotechnology and pharmaceutical industry, is progressively establishing a systematic and forward-looking climate risk management mechanism to comprehensively assess the potential impacts of climate factors on the Company's operating model, manufacturing and supply chain stability, and financial performance. Since 2025, the Company's sustainability working group has been responsible for coordinating the identification and assessment of climate-related risks and opportunities. This process integrates operational experience from departments including research and development, manufacturing, quality, supply chain, regulatory affairs, and management, and incorporates external climate research data and industry benchmark information. **The Company's climate change risk and opportunity assessment process:** (1) Collect information on the potential impacts of climate change on the Company's operations, manufacturing, and supply chain through structured questionnaires and internal interviews. (2) Assess the impact of climate-related factors on production operations, supply chain stability, and financial performance. (3) Systematically identify key climate-related risks and potential transition opportunities as the basis for subsequent management and decision-making.

5.	If scenario analysis is used to assess resilience to climate change risks, please describe the scenarios, parameters, assumptions, analytical factors, and major financial impacts applied.	5.In accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and with reference to the Shared Socioeconomic Pathways (SSP) proposed in the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC), the Company has selected SSP2-4.5 (moderate mitigation scenario) and SSP5-8.5 (high-emissions scenario) as the primary bases for analysis.

Assessment of the Company's transition risk scenarios is as follows:

SSP scenario	Assumptions of transition risk scenarios	Estimated potential financial impacts
SSP2-4.5	Global climate policies progress at a moderate pace, with stable economic growth alongside low-carbon transition, resulting in an approximate temperature increase of 2.7°C.	Under this scenario, transition pressures on the pharmaceutical industry primarily arise from enhanced regulatory compliance requirements and adjustments to cost structures within the supply chain. As governments and markets gradually increase requirements for greenhouse gas inventories, energy use, and environmental disclosures, the Company will need to continue investing human and operational resources to strengthen carbon inventory systems, energy management, and sustainability disclosure processes. Related management and system development costs are expected to increase moderately. From a supply chain perspective, certain suppliers of active pharmaceutical ingredients, packaging materials, and logistics services may reflect energy price adjustments or the introduction of emission reduction measures in procurement costs, thereby exerting a certain level of pressure on manufacturing costs. However, the overall impact remains within a predictable and manageable range. As the Company is not a high carbon-emitting manufacturer, its direct operational emissions are relatively limited and are not expected to have a significant impact on the financial structure in the short term. Overall, under this scenario, financial impacts are primarily reflected in increased sustainability management investment, gradual increases in supply chain costs, and higher regulatory compliance costs. Through advance planning and process optimization, the impact on overall profitability can be mitigated.
SSP5-8.5	Global cooperation weakens, fossil fuel use continues to grow, and there is a lack of clear emission	Under the high-emissions scenario, climate policy development and energy market fluctuations are highly uncertain, and the impact on the operational stability and cost structure of the pharmaceutical industry will be more pronounced. If governments accelerate the implementation of carbon fees, energy management requirements, or environmental

	reduction actions, resulting in an approximate temperature increase of 3.6°C.	disclosure regulations in the short term, and the Company is insufficiently prepared, it may need to invest significant resources within a short period to strengthen carbon inventory systems, supply chain data collection, information system development, and internal management processes, thereby increasing operating costs and management burdens. In addition, the increased frequency and intensity of extreme climate events may raise the risk of raw material supply disruptions, logistics delays, and production schedule adjustments, thereby affecting inventory management and operational efficiency. From a carbon cost perspective, if Taiwan formally implements a carbon fee system, for example, at NT$1,200 to NT$1,800 per ton, the estimated carbon fee impact on the Company's direct emissions would be approximately NT$18,081,600 to NT$27,122,400. However, carbon costs and energy costs may also be indirectly reflected in the costs of active pharmaceutical ingredients, packaging materials, and outsourced manufacturing, thereby increasing the overall manufacturing cost structure. At the same time, if export markets or the jurisdictions of business partners introduce carbon border adjustment mechanisms or product carbon-related requirements, compliance and management costs for certain products in international markets may increase. Overall, under the SSP5-8.5 scenario, financial impacts will primarily be reflected in increased pressure on operational and supply chain resilience, higher regulatory and management costs, and increased medium- to long-term operational uncertainty. Strengthening risk management and early deployment of adaptation measures will be necessary to mitigate potential impacts.

Assessment of the Company's physical risk scenarios is as follows:

SSP scenario	Assumptions of physical risk scenarios	Estimated potential financial impacts
SSP2-4.5	Global climate policies progress at a moderate pace, with stable economic growth alongside low-carbon	Under this scenario, the frequency of extreme climate events, such as short-duration heavy rainfall, heatwaves, or typhoons, shows an increasing trend, but overall risks remain within a predictable and manageable range. For the Company, in the short term, continued investment may be required to strengthen disaster prevention and climate resilience of manufacturing facilities, storage facilities, and

	transition, resulting in an approximate temperature increase of 2.7°C.	key equipment. This includes upgrades to air conditioning and temperature control systems, review of backup power and drainage facilities, and enhancement of information system stability, to ensure that production and storage and transportation operations comply with GMP and quality management requirements. In addition, high temperatures and climate instability may impose higher management requirements on the storage and transportation conditions of active pharmaceutical ingredients, intermediates, and finished products, prompting the Company to strengthen cold chain and logistics monitoring mechanisms. Related operating and management costs are expected to increase slightly. Overall, under this scenario, financial impacts are primarily reflected in phased expenditures for infrastructure optimization and preventive risk management investments, with indirect and relatively moderate effects on revenue and cash flow.
SSP5-8.5	Global cooperation weakens, fossil fuel use continues to grow, and there is a lack of clear emission reduction actions, resulting in an approximate temperature increase of 3.6°C.	Under the high-emissions scenario, climate-related physical risks increase significantly. Extreme rainfall, prolonged high temperatures, stronger typhoons, and localized flooding risks will have more direct impacts on the operational stability of the pharmaceutical industry. The Company's production sites, storage facilities, or logistics nodes located in certain areas may face risks of operational disruption, equipment damage, or the need for additional resources for repair and upgrades, thereby increasing capital expenditure pressures. At the same time, extreme climate events may disrupt raw material supply, outsourced manufacturing, and logistics schedules, affecting production planning and inventory turnover efficiency, and creating challenges for operating costs and cash flow management. As the level of physical risk increases, related insurance costs and risk transfer expenses may also rise, exerting long-term pressure on the fixed cost structure. If adaptation measures are not strengthened in a timely manner, physical risks may adversely affect the Company's operational resilience, cash flow stability, and asset utilization efficiency.

6. If a transition plan has been established to address climate-related risks, please describe the	6. In response to climate-related risks, the Company has established a transition plan, using 2025, when the consolidated company greenhouse gas inventory was completed, as the base year. As the Company's plant is undergoing renovation and expansion from 2024 to 2028, the Company has set a carbon reduction target

	content of such plan, as well as the metrics and targets used to identify and manage physical risks and transition risks.	of reducing Scope 1 and Scope 2 emission intensity by 1% annually. The main content and action measures are as follows: (1)Energy management and efficiency improvement: Continuously optimize electricity management mechanisms for production facilities, office premises, and related facilities to improve energy use efficiency. (2)Equipment upgrades and energy-saving improvements: Gradually replace high energy-consuming equipment and introduce energy-efficient production equipment and auxiliary systems. (3)Process optimization: Improve process and equipment operating efficiency to reduce the energy consumption intensity per unit of production activity. (4)Supply chain and outsourced operations assessment: Gradually identify emission hotspots in the supply chain, logistics, and outsourced operations as the basis for subsequent Scope 3 emissions management and reduction planning. Risk identification and management metrics and targets: Metric: Emission intensity per unit of product or per NT$1 million of revenue. Target: Based on 2025 as the base year, achieve an annual 1% reduction in Scope 1 and Scope 2 emission intensity.
7.	If internal carbon pricing is used as a planning tool, please describe the basis for price determination.	7.At present, there are no plans for internal carbon pricing.
8.	If climate-related targets have been set, please describe the activities covered, greenhouse gas emission scopes, planning timeline, and annual progress toward achievement. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve such targets, please describe the sources and quantities of emission reductions offset or the number of RECs used.	8.As the Company completed the consolidated company greenhouse gas inventory in 2025, 2025 is adopted as the base year. However, as the Company's plant is undergoing renovation and expansion from 2024 to 2028, the Company has established a carbon reduction target of reducing Scope 1 and Scope 2 emission intensity by 1% annually. The Company continues to strengthen energy management and efficiency in its operations. Key carbon reduction strategies and actions include: (1) Continuously optimizing electricity management mechanisms for production facilities, office premises, and related facilities. (2) Gradually replacing high energy-consuming equipment and introducing energy-efficient production equipment and auxiliary systems. (3) Improving process and equipment operating efficiency to reduce the energy consumption intensity per unit of production activity. (4) Gradually identifying emission hotspots in the supply chain, logistics, and outsourced operations as the basis for subsequent Scope 3 emissions management and reduction planning. The Company has not yet planned to use carbon offsets or Renewable Energy Certificates (RECs) to achieve relevant targets.
9.	Greenhouse gas inventory and assurance status, as well as reduction targets, strategies, and specific action plans (to be disclosed separately in 1-1 and 1-2).	9.The Company has a paid-in capital of NT$5 billion to NT$10 billion and promotes greenhouse gas inventory and information disclosure in accordance with the timeline set out in the "Sustainable Development Roadmap for TWSE/TPEx Listed Companies." In its 2026 annual report, the Company will continue to disclose 2025 parent company only greenhouse gas inventory information as well as consolidated company greenhouse gas inventory information. For greenhouse gas reduction targets, strategies, and specific action plans, please refer to the disclosures in Sections 1-1 and 1-2 of this report.

1-1 The Company's greenhouse gas inventory and assurance status for the most recent two years

1-1-1 **Greenhouse gas inventory information**

Please describe the greenhouse gas emissions (metric tons CO2e), emission intensity (metric tons CO2e per NT$1 million of revenue), and data coverage for the most recent two years.

Please also specify the required data coverage in accordance with the "Sustainable Development Roadmap for TWSE/TPEx Listed Companies" (for reference on the relevant implementation timeline, please refer to the following website):
https://isds.tpex.org.tw (https://isds.tpex.org.tw):
1. The parent company only is required to conduct greenhouse gas inventories starting from 2024.
2. Subsidiaries included in the consolidated financial statements shall conduct inventories starting from 2025.
The Company conducts greenhouse gas inventories and emission calculations in accordance with the Greenhouse Gas Protocol (GHG Protocol) and adopts the financial control approach to define organizational boundaries.
Parent company greenhouse gas inventory information:

Year	Scope 1	Scope 2	Scope 3	Total	Emission intensity
2024	224.5247	2,654.4180	207.1884	3,086.1311	3.1760
2025	242.4502	2,669.9576	663.0219	3,575.4297	3.7992

Year		2024	2025
Emissions (metric tons CO_2e)	Scope 1	224.5247	242.4502
	Scope 2	2,654.4180	2,669.9576
	Scope 3	207.1884	663.0219
	Total emissions (Scope 1 + Scope 2 + Scope 3)	**3,086.1311**	**3,575.4297**
Intensity (metric tons CO_2e / NT$1 million)	Scope 1	0.2311	0.2576
	Scope 2	2.7317	2.8371
	Scope 3	0.2132	0.7045
	Total intensity (Scope 1 + Scope 2 + Scope 3)	**3.1760**	**3.7992**
Total revenue (NT$ million)		971.710	941.103

Consolidated company greenhouse gas inventory information:

Year	Scope 1	Scope 2	Scope 3	Total	Emission intensity
2025	7,913.3619	6881.3875	1775.8850	16,570.6344	10.9291

Year		2025
Emissions (metric tons CO_2e)	Scope 1	7,913.3619
	Scope 2	6,881.3875
	Scope 3	1,775.8850
	Total emissions (Scope 1 + Scope 2 + Scope 3)	**16,570.6344**
Intensity	Scope 1	5.2192

	(metric tons CO_2e / NT$1 million)	Scope 2	4.5386	
		Scope 3	1.1713	
		Total intensity (Scope 1 + Scope 2 + Scope 3)	**10.9291**	
	Total revenue (NT$ million)		1,516.190	

Note 1: Direct emissions (Scope 1), meaning emissions directly from sources owned or controlled by the Company; energy indirect emissions (Scope 2), meaning indirect greenhouse gas emissions resulting from purchased electricity, heat, or steam; and other indirect emissions (Scope 3), meaning emissions generated by the Company's activities that are not energy indirect emissions and arise from sources owned or controlled by other entities.

Note 2: The data coverage for direct emissions and energy indirect emissions shall be disclosed in accordance with the timeline prescribed under Article 10, Paragraph 2 of the applicable regulations. Disclosure of other indirect emissions is voluntary.

Note 3: Greenhouse gas inventory standards: the Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 issued by the International Organization for Standardization (ISO).

Note 4: Emission intensity may be calculated based on per unit of product or service, or revenue. At a minimum, data calculated based on revenue (NT$ million) shall be disclosed.

1-1-2 Greenhouse gas assurance information

Please describe the assurance status for the most recent two years as of the date of publication of the annual report, including the scope of assurance, assurance provider, assurance standards, and assurance opinion.
Please also specify the required scope of assurance in accordance with the "Sustainable Development Roadmap for TWSE/TPEx Listed Companies" (for reference on the relevant implementation timeline, please refer to the following website): (https://isds.tpex.org.tw): 1. The parent company only is required to obtain assurance starting from 2027. 2. Subsidiaries included in the consolidated financial statements are required to obtain assurance starting from 2028. The Company has not yet obtained third-party assurance for its greenhouse gas inventory and will proceed in accordance with the statutory timeline.

Note 1: Assurance shall be conducted in accordance with the timeline prescribed under Article 10, Paragraph 2 of the applicable regulations. If the Company has not obtained complete greenhouse gas assurance information by the date of publication of the annual report, it shall state: "Complete assurance information will be disclosed in the sustainability report." If the Company does not prepare a sustainability report, it shall state: "Complete assurance information will be disclosed on the Market Observation Post System (MOPS)," and shall disclose complete assurance information in the following year's annual report.

Note 2: The assurance provider shall meet the relevant requirements for sustainability report assurance providers as stipulated by the Taiwan Stock Exchange Corporation and the Taipei Exchange.

Note 3: For disclosure content, please refer to the best practice examples on the Corporate Governance Center website of the Taiwan Stock Exchange.

1-2 Greenhouse gas reduction targets, strategies, and specific action plans

Please describe the base year for greenhouse gas reduction and the corresponding data, reduction targets, strategies, specific action plans, and the status of achievement of such targets.
• Greenhouse gas reduction base year and reduction targets To formulate greenhouse gas reduction strategies, the Company conducts emissions inventory and calculations in accordance with the Greenhouse Gas Protocol (GHG Protocol) using the financial control approach. As the Company completed the consolidated company greenhouse gas inventory in 2025, 2025 is adopted as the base year. However, as the Company's plant is undergoing renovation and expansion from 2024 to 2028, the Company has established a carbon reduction target of reducing Scope 1 and Scope 2 emission intensity by 1% annually and achieving a 5% reduction in emission intensity for Scopes 1 and 2 by 2030. **• Progress and achievement of greenhouse gas reduction targets** The Company has set its first greenhouse gas reduction target, using 2025 as the base year. Through continuous strengthening of operational energy management and efficiency, the Company aims to reduce Scope 1 and Scope 2 greenhouse gas emissions by 5% by 2030 compared with the base year. **• Greenhouse gas reduction strategies, and specific action plans** To achieve the above targets, the Company continues to strengthen energy management and efficiency in its operations. Key focus areas include: 1. Continuously optimizing electricity management mechanisms for production facilities, office premises, and related facilities. 2. Gradually replacing high energy-consuming equipment and introducing energy-efficient production equipment and auxiliary systems. 3. Improving process and equipment operating efficiency to reduce the energy consumption intensity per unit of production activity. 4. Gradually identifying emission hotspots in the supply chain, logistics, and outsourced operations as the basis for subsequent Scope 3 emissions management and reduction planning.

Note 1: Implementation shall be carried out in accordance with the timeline prescribed under Article 10, Paragraph 2 of the applicable regulations.

Note 2: The base year shall be the year in which the greenhouse gas inventory is completed based on the consolidated financial statements boundary. For example, in accordance with the timeline prescribed under Article 10, Paragraph 2 of the applicable regulations, companies with paid-in capital exceeding NT$10 billion are required to complete the greenhouse gas inventory for the 2024 consolidated financial statements in 2025; therefore, the base year would be 2024. If a company has completed the consolidated greenhouse gas inventory earlier, such earlier year may be adopted as the base year. The base year data may be calculated based on a single year or as an average of multiple years.

Note 3: For disclosure content, please refer to the best practice examples on the Corporate Governance Center website of the Taiwan Stock Exchange.

Attachment 1:

The Company regularly reviews and dynamically adjusts its medium- to long-term business strategies, and has incorporated "net zero emissions by 2050" and "low-carbon transition" into its overall development vision as key directions in response to the national 2050 net zero policy and climate change. Center Laboratories believes that climate change not only affects the natural environment but may also exert medium- to long-term impacts on the pharmaceutical industry's R&D progress, process stability, supply chain configuration, regulatory compliance, and operating cost structure. Accordingly, based on its existing risk management framework, the Company conducts systematic identification and assessment of climate-related physical risks, transition risks, and potential opportunities, and analyzes their impacts on its business model and across all segments of the value chain, including upstream suppliers, its own operations, and downstream customers and healthcare systems. These impacts are categorized into current impacts and anticipated future impacts, serving as an important basis for formulating response strategies and allocating resources.

Risk/ Opportunity category		Description of risk/opportunity	Impact on business model		Impact on value chain	
			Current	Anticipated	Current	Anticipated
Physical risks	Acute	Extreme changes in climate patterns	Occasional impacts on logistics delivery and operational scheduling, requiring temporary dispatch and contingency arrangements.	Increased frequency and intensity of extreme climate events may raise the risk of operational disruptions, requiring strengthened contingency and dispatch mechanisms.	Logistics and certain supply nodes may be affected during specific periods.	The supply chain will need to enhance resilience, including warehouse diversification and flexible adjustment of logistics routes.
	Chronic	Increase in average temperature	Limited impact on core manufacturing processes; however, enhanced equipment and environmental controls are required.	May increase requirements for process and storage environment management in the long term, leading to higher operational management costs.	Certain suppliers are required to strengthen storage and transportation conditions.	Increased requirements for raw material and process management, resulting in more frequent supply chain adjustments.
Transition risks	Policy and regulation	Increased pricing of greenhouse gas emissions	No impact at present.	May increase costs related to energy, logistics, and packaging, affecting the cost structure of operations.	Suppliers have begun to pay attention to carbon management issues.	Suppliers' carbon management capabilities will become a key consideration in selection and collaboration.
	Policy and regulation	Product and service requirements and regulatory oversight	Existing regulations already require pharmaceutical manufacturing and labeling to comply with relevant safety and quality standards.	Additional environmental information or sustainability requirements may be introduced, increasing compliance and management complexity.	Suppliers are required to provide raw material and process information in accordance with existing requirements.	Higher compliance thresholds for suppliers, affecting supplier selection and management.
	Market	Uncertainty in market information	Sustainability-related regulations and policy directions are still evolving, increasing	More flexible R&D and investment planning will be required to respond to	Suppliers have varying levels of understanding of future sustainability	Enhanced supply chain communication and information alignment will be

Risk/ Opportunity category		Description of risk/opportunity	Impact on business model		Impact on value chain	
			Current	Anticipated	Current	Anticipated
			the difficulty of strategic decision-making.	rapid policy changes.	requirements.	required to reduce the risk of misjudgment.
	Market	Increase in raw material prices	Prices of certain key raw materials have fluctuated due to climate and market factors.	Rising raw material costs may affect product margins and pricing strategies.	Suppliers face increased cost pressures, which may be passed on to procurement prices.	This will drive supply chain diversification and risk dispersion strategies.
	Reputation	Increased negative attention and feedback from stakeholders	Investors, competent authorities, and social organizations are increasingly focused on ESG and climate-related issues.	The quality of sustainability governance and disclosures will affect investment evaluations, regulatory relationships, and trust in partnerships.	Suppliers mainly comply with existing regulatory requirements.	The supply chain will need to respond to stakeholder expectations regarding environmental and governance performance, enhancing overall transparency.
Opportunities	Policy and regulation	Regulatory and market orientation	The Company continuously monitors pharmaceutical regulations, environmental policies, and healthcare market requirements related to safety and sustainability, and conducts operations with compliance as the baseline.	As environmental and climate-related regulations become more stringent, early deployment of low-carbon and compliant processes will help reduce future compliance costs and enhance market competitiveness.	The supply chain is currently based on compliance with GMP, GDP, and regulatory requirements.	Priority will be given to suppliers with sustainability management capabilities and regulatory responsiveness, enhancing overall value chain stability.
	Technology	Research and development and manufacturing processes	R&D and production processes continue to be optimized in accordance with quality and regulatory requirements, with increasing attention to energy use and process efficiency.	The introduction of energy-saving processes and optimization of formulations and production efficiency will help reduce resource consumption and enhance competitiveness in R&D and manufacturing.	Suppliers provide raw materials and process support in accordance with existing specifications.	The supply chain may create long-term collaboration and efficiency improvement opportunities through joint development of lower environmental impact materials, process improvements, and technological upgrades.

Assessment of financial impacts of climate risks

The Company has completed a systematic identification of climate-related risks and opportunities and is progressively incorporating the results into operational decision-making, including adjustments to its business model, resource allocation planning, and supply chain management. As the impacts of climate change become increasingly significant, different types of physical and transition risks, as well as related opportunities, will have varying degrees and forms of impact on the Company's operating activities, financial position, and cash flows over the short, medium, and long term. Based on prudent management principles, the Company will continue to assess the potential impacts of such risks and opportunities on operational stability and financial performance, taking into account their nature, scope of impact, and timing, and will dynamically adjust response strategies and resource allocation accordingly. The relevant impacts are summarized below as a reference basis for subsequent strategic planning and management decision-making.

Risk/Opportunity category		Description of risk/opportunity	Time horizon of potential impact			Financial impact during the reporting period
			Short term	Medium term	Long term	
Physical risks	Acute	Extreme changes in climate patterns		◎	◎	This risk is expected to have an impact in the medium and long term. There is no material financial impact during the reporting period.
	Chronic	Increase in average temperature		◎	◎	This risk is expected to have an impact in the medium and long term. There is no material financial impact during the reporting period.
Transition risks	Policy and regulation	Increased pricing of greenhouse gas emissions		◎	◎	This risk is expected to have an impact in the medium and long term. There is no material financial impact during the reporting period.
	Policy and regulation	Product and service requirements and regulatory oversight		◎	◎	This risk is expected to have an impact in the medium and long term. There is no material financial impact during the reporting period.
	Market	Uncertainty in market information	◎	◎		This risk is expected to have an impact in the short and medium term. There is no financial impact during the reporting period.
	Market	Increase in raw material prices		◎	◎	This risk is expected to have an impact in the medium and long term. There is no material financial impact during the reporting period.
	Reputation	Increased negative attention and feedback from stakeholders		◎	◎	This risk is expected to have an impact in the medium and long term. There is no material financial impact during the reporting period.
Opportunities	Policy and regulation	Regulatory and market orientation		◎	◎	This opportunity is expected to have an impact in the medium and long term. There is no material financial impact during the reporting period.
	Technology	Research and development and manufacturing processes		◎	◎	This opportunity is expected to have an impact in the medium and long term. There is no material financial impact during the reporting period.

Attachment 2:

The Company's total absolute greenhouse gas emissions for Scope 1, Scope 2, and Scope 3 during the 2025 reporting period (expressed in metric tons of carbon dioxide equivalent, tCO2e) are presented as follows:

Parent company total absolute greenhouse gas emissions

Unit: metric tons of carbon dioxide equivalent (tCO2e)

Emission category	Emission item	Subtotal	Total emissions by scope
Scope 1	Stationary emissions	113.7094	242.4502
	Mobile source emissions	39.9503	
	Fugitive emissions	88.7905	
Scope 2	Purchased electricity	2,669.9576	2,669.9576
Scope 3	Activities related to fuel and energy	663.0219	663.0219

Subsidiaries total absolute greenhouse gas emissions

Unit: metric tons of carbon dioxide equivalent (tCO2e)

Emission category	Emission item	Subtotal	Total emissions by scope
Scope 1	Stationary emissions	347.4269	7,670.9117
	Mobile source emissions	18.8755	
	Fugitive emissions	7,304.6093	
Scope 2	Purchased electricity	4,211.4299	4,211.4299
Scope 3	Activities related to fuel and energy	1,112.8631	1,112.8631

Consolidated company total absolute greenhouse gas emissions

Unit: metric tons of carbon dioxide equivalent (tCO2e)

Emission category	Emission item	Subtotal	Total emissions by scope
Scope 1	Stationary emissions	461.1363	7,913.3619
	Mobile source emissions	58.8258	
	Fugitive emissions	7,393.3998	
Scope 2	Purchased electricity	6,881.3875	6,881.3875
Scope 3	Activities related to fuel and energy	1,775.8850	1,775.8850

Consolidated company climate-related strategic targets and corresponding metrics and targets

Strategic target	Metric				Base year (2025)	Target				
	Metric name	Unit	Metric type	Current value		Target objective	Target Scope	Target type	Target period	Milestones / interim targets
Net zero emissions by 2050	Total Scope 1 GHG emissions	metric tons of carbon dioxide equivalent (tCO2e)	Quantitative	7,913.3619	7,913.3619	GHG emissions reduction	Parent company only	Absolute target	By 2050	Annual reduction of Scope 1 and Scope 2 emission intensity by 1%
	Total Scope 2 GHG emissions	metric tons of carbon dioxide equivalent (tCO2e)	Quantitative	6,881.3875	6,881.3875	GHG emissions reduction	Parent company only	Absolute target	By 2050	
	Total Scope 3 GHG emissions	metric tons of carbon dioxide equivalent (tCO2e)	Quantitative	1,775.8850	1,775.8850	GHG emissions reduction	Parent company only	Absolute target	By 2050	
	Total Scope 1 and Scope 2 GHG emissions	metric tons of carbon dioxide equivalent (tCO2e)	Quantitative	14,794.7494	14,794.7494	GHG emissions reduction	Parent company only	Absolute target	By 2050	

(VI) Implementation of ethical corporate management and differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, and reasons therefor

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Summary description	
I. Establishment of ethical corporate management policies and programs				
(I) Has the Company established an ethical corporate management policy approved by the board of directors, and clearly specified in its regulations and external documents the ethical corporate management policy and practices, as well as the commitment of the board of directors and senior management to actively implement such policies?	√		(I) To establish a corporate culture of ethical management and actively prevent unethical conduct, the Company's board of directors has adopted the Ethical Corporate Management Best Practice Principles and the Procedures for Ethical Management and Guidelines for Conduct, clearly defining the principles, procedures, and practices of ethical corporate management. These apply to the Company, its subsidiaries, and group entities, and are disclosed on the Company's website to communicate its policy and philosophy externally. The Company's board of directors and senior management actively implement these policies to create maximum benefits for shareholders and employees.	No deviation.
(II) Has the Company established a risk assessment mechanism for unethical conduct, regularly analyzing and assessing business activities within its scope of operations that are at higher risk of unethical conduct, and formulated prevention programs accordingly, covering at least the preventive measures for the acts specified in Article 7, Paragraph 2 of the "Ethical Corporate Management	√		(II) The Company has established the "Procedures for Ethical Management and Guidelines for Conduct," which cover at least the preventive measures for the acts specified in Article 7, Paragraph 2 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies," and have been approved by the board of directors. These explicitly prohibit bribery and acceptance of bribes, offering or accepting improper benefits, offering or promising facilitation payments, making illegal political contributions, engaging in unfair competition, making improper charitable donations or sponsorships, disclosing trade secrets, and harming stakeholders' rights and interests. Preventive	

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Summary description	
Best Practice Principles for TWSE/TPEx Listed Companies"?			measures and training and awareness programs are implemented to ensure the enforcement of the ethical corporate management policy.	
(III) Has the Company stipulated, within its prevention programs for unethical conduct, operational procedures, codes of conduct, disciplinary measures for violations, and a complaint mechanism, and implemented such programs, with periodic review and revision?	√		(III) The Company has clearly stipulated procedures for handling violations of ethical conduct in the "Procedures for Ethical Management and Guidelines for Conduct" and the "Ethical Corporate Management Best Practice Principles." In addition, based on the Guidelines for Conduct, the Company has established the "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct," which set out whistleblowing and complaint channels, complaint handling procedures, protection mechanisms, and reward and disciplinary measures. Upon receiving a report or complaint, the responsible unit shall submit supporting evidence and related information to the appropriate level for handling, and the identity of the whistleblower and the content of the report shall be kept confidential. Where necessary, a special investigation task force may be established to conduct verification. Members of such task force shall have no conflict of interest with the case and shall maintain independence.	
II. Implementation of ethical corporate management				
(I) Does the Company evaluate the integrity records of its counterparties and stipulate integrity clauses in contracts entered into with such counterparties?	√		(I) The Company requires new supplier partners to sign a "Social Responsibility Commitment Letter," jointly promoting the protection of labor rights, the establishment of a friendly, healthy, and safe workplace, the implementation of environmental protection, and adherence to ethical corporate management standards. In addition, the Company conducts annual ESG questionnaires for suppliers (including ethical corporate management). If any	No deviation.

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Summary description	
			improper or unethical conduct is identified, the Company will terminate its business relationship with the relevant party. In 2025, the Company conducted sustainability and integrity assessments of its suppliers, covering a total of 20 raw material suppliers and 3 logistics providers. The questionnaire-based evaluation encompassed six key themes and served as an important basis for the Company to identify risks, communicate expectations, and drive improvements.	
(II) Has the Company established a dedicated unit under the board of directors to promote ethical corporate management, and does it report regularly (at least once a year) to the board of directors on its ethical corporate management policies, prevention programs for unethical conduct, and the status of supervision and implementation?	√		(II) The Company's Operations Management Department is responsible for promoting ethical corporate management policies, formulating preventive measures, and supervising their implementation to ensure compliance with the Ethical Corporate Management Best Practice Principles. The Department reports annually to the board of directors on the implementation results of ethical corporate management for the preceding year, assisting the board in assessing whether the Company's preventive measures are effectively implemented. The implementation status for 2025 was reported to the board on February 2, 2026. The Company has effectively implemented its integrity management policy. The implementation status in 2025 is as follows: A. Education and Training Training programs on relevant regulations, auditing, risk management, and fraud prevention are incorporated into new employee orientation and other training courses to strengthen legal compliance awareness and prevent unethical conduct. B. Legal Compliance Promotion	

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Summary description	
			The Company has compiled key policies, including the Ethical Corporate Management Best Practice Principles, and regularly promotes the concept of ethical corporate management through internal meetings, encourages participation in external professional training programs, and publishes related materials on the Company's internal website. C. Periodic Review and Assessment Material corruption risks identified through risk assessments of all operational activities are effectively controlled and managed through annual self-inspections and compliance self-assessments conducted by each department. In addition, the internal audit unit performs independent audits to ensure the effective operation of the overall control mechanism and to jointly manage and prevent unethical conduct. D. Establishment of a Whistleblowing System and Protection of Whistleblowers The Company has established the "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct," which set out reporting channels, handling procedures, and whistleblower protection mechanisms. These measures aim to actively prevent unethical conduct and ensure strict confidentiality of whistleblower identities and reported information. E. Prevention of Insider Trading The Company's "Procedures for Handling Material Inside Information"	

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Summary description	
			clearly define confidentiality protocols for material non-public information to prevent directors, managerial officers, and other insiders from unintentionally or intentionally violating insider trading regulations, thereby safeguarding the interests of investors and the Company. These procedures are also disclosed on the Company's official website.	
(III) Has the Company established policies for preventing conflicts of interest, provided appropriate channels for reporting, and ensured their implementation?	√		(III) The Company has established policies to prevent conflicts of interest in the "Ethical Corporate Management Best Practice Principles," the "Procedures for Ethical Management and Guidelines for Conduct," the "Rules of Procedure for Board Meetings," the "Code of Ethical Conduct for Directors and Managerial Officers," and the "Procedures for Handling Reports of Illegal and Unethical Conduct." All departments are required to implement these policies, and clear channels are provided for reporting opinions or concerns. The Company's directors and members of functional committees who have an interest in matters under discussion at meetings are required to disclose such interests and recuse themselves in accordance with applicable regulations, and shall not participate in discussions or voting.	
(IV) Has the Company established effective accounting and internal control systems for the implementation of ethical corporate management, and does the internal audit unit formulate relevant audit plans based on the assessment of risks of unethical conduct, and examine compliance with	√		(IV) The Company has established control mechanisms within its accounting system and internal control system for operational activities and procedures with a higher risk of potential unethical conduct. Internal audit personnel also, based on risk assessments, designate high-risk operations as priority items in the annual audit plan to strengthen preventive measures. The implementation status of the audit plan is reported to the Board of Directors on a quarterly basis. In addition, through the annual internal control	

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Summary description	
the prevention programs for unethical conduct accordingly, or engage certified public accountants to conduct such audits?			self-assessment process, all departments and subsidiaries of the Company are required to conduct self-evaluations of their internal control systems to ensure the effectiveness of both the design and implementation of such systems.	
(V) Does the Company regularly conduct internal and external training on ethical corporate management?	√		(V) The Company regularly promotes the concept of ethical corporate management through internal meetings, encourages participation in external professional training programs, and publishes related materials on the Company's internal website. In 2025, internal training on ethical corporate management covered topics including the "Code of Ethical Conduct for Employees" and the "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct," with a total of 62 participants". Directors and corporate governance officers also attended training courses on ethical corporate management, including topics such as "Legal responsibilities and corresponding risks for directors and supervisors," "Legal liability analysis of false sustainability disclosures (greenwashing)," "Enterprise risk management and crisis response," "Insider shareholding compliance seminar," "Corporate governance and insider trading," "Corporate sustainability management," "Strengthening regulatory compliance to ensure sustainable operations," and "Corporate governance and securities regulations," totaling 24 hours. In addition, all nine directors have signed the "Declaration of Ethical Corporate Management" and the "Anti-Corruption Policy Commitment."	
III. Operation of the Company's whistleblowing system				
(I) Has the Company	√		(I) The Company has established the Procedures	No deviation.

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Summary description	
established specific whistleblowing and reward systems, provided convenient reporting channels, and assigned appropriate dedicated personnel to handle reported cases?			for Handling Reports of Illegal, Unethical, or Dishonest Conduct, which set out reporting channels, handling procedures, and reward and disciplinary mechanisms for illegal and unethical conduct by internal and external personnel. The procedures also provide a complaint mechanism for the parties subject to reports and designate dedicated personnel responsible for handling such cases.	
(II) Has the Company established standard operating procedures for the investigation of reported cases, follow-up actions after the completion of investigations, and relevant confidentiality mechanisms?	√		(II) The Company's Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct specify standard operating procedures for investigating reported cases, follow-up actions to be taken upon completion of investigations, and relevant confidentiality mechanisms.	
(III) Has the Company adopted measures to protect whistleblowers from improper treatment as a result of reporting?	√		(III) The Company maintains confidentiality regarding the identity of whistleblowers and the content of reports and undertakes that whistleblowers will not be subject to improper treatment as a result of reporting. In 2025, the Company did not receive any such reports.	
IV. Enhancement of information disclosure Does the Company disclose the content of its Ethical Corporate Management Best Practice Principles and the effectiveness of their implementation on its website and the Market Observation Post System (MOPS)?	√		The relevant content of the Ethical Corporate Management Best Practice Principles and the effectiveness of their implementation have been uploaded to the Company's website and the Market Observation Post System (MOPS) to enhance stakeholders' understanding of the Company.	No deviation.
V. Where the Company has established its own Ethical Corporate Management Best Practice Principles in accordance with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies please describe the operational status and any differences from the prescribed principles: No material differences.				

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Summary description	
VI. Other important information to facilitate understanding of the Company's implementation of ethical corporate management: (e.g., revisions to the Ethical Corporate Management Best Practice Principles) To ensure sound corporate development, the Company has established the "Ethical Corporate Management Best Practice Principles," which have been approved by the board of directors. In addition, to provide specific regulation of the whistleblowing system, the Company has established the "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct," under which investigation procedures and responsible units for handling reported cases have been put in place to enhance the effectiveness of ethical corporate management. The Company will continue to monitor developments in domestic and international regulations related to ethical corporate management and encourages directors, managerial officers, and employees to participate in training programs and to provide timely suggestions for improvement, thereby enhancing the effectiveness of the Company's implementation of ethical corporate management.				

Note 1: Regardless of whether "Yes" or "No" is selected for implementation status, a description shall be provided in the summary description column.

(VII) Other important information that may facilitate a better understanding of the Company's corporate governance practices:

1. Intellectual property management plan linked to business objectives and its implementation status:

The Company adopts a multi-layered strategy for intellectual property (IP) management to protect its innovative achievements and maintain its competitive advantage. The Company's primary IP management measures include patent applications, trademark registration, copyright protection, and trade secret management. The Company reports its IP management plan and implementation status to the board of directors at least once annually. The most recent report was presented to the board on February 2, 2026.

■ Patent management:

The Company actively applies for and maintains patents covering new drug development, manufacturing processes, and technological innovations. This not only protects the Company's technological achievements but also prevents infringement by competitors.

(1)Patent strategy: The Company adopts an active patent strategy, implementing a comprehensive patent portfolio strategy for its core technologies and products. This includes filing patents in major markets to ensure adequate protection of its technologies.

(2)Patent application and maintenance: During the new drug development process, the Company files patent applications at different stages to ensure that each innovative element is protected. After patents are granted, the Company regularly pays maintenance fees and monitors patent usage to prevent infringement.

(3)Patent portfolio management: The Company regularly reviews the value of its patent portfolio, evaluates which patents should be maintained or abandoned, and adjusts its patent strategy in response to market and technological developments.

(4)Patent commercialization: In addition to protecting its technology, the Company also actively seeks

opportunities to commercialize its patents. This includes realizing the commercial value of patents through licensing, collaborative development, or patent sales.

(5)Talent development and regulatory compliance: Through IP education and talent training, the Company ensures that R&D personnel understand patent laws and application procedures. In addition, patent searches and analyses are conducted prior to R&D activities to reduce infringement risks, and the feasibility of the patent portfolio strategy is continuously evaluated during the R&D process to ensure compliance with relevant laws and regulations.

■ **Trademark registration:**

(1)Brand protection: The Company places strong emphasis on its brand image and protects its products through trademark registration. This helps prevent counterfeit products in the market and enhances consumer trust and brand recognition.

(2)International registration: To protect its brand in the international market, the Company has registered trademarks in other countries and regions. This includes filing patents in major markets to ensure that its brand is adequately protected within those jurisdictions.

(3)Trademark monitoring: The Company regularly monitors trademark usage in the market to promptly identify and address potential infringement. This includes reviewing newly filed trademark applications to ensure that no marks identical or similar to the Company's brand are registered.

(4)Legal action: When infringement is identified, the Company takes legal action to protect its trademark rights. This may include cease-and-desist letters, initiating litigation, or negotiating settlements.

■ **Copyright protection:**

The Company protects its creative works, including R&D reports, technical documents, and marketing materials, to prevent unauthorized use and reproduction.

(1)R&D reports and technical documents: The Company applies copyright protection to its R&D reports, technical documents, and marketing materials. These documents contain substantial technical details and innovative content.

Protecting the copyrights of these materials helps prevent unauthorized use and reproduction.

(2)Internal management system: The Company has established a strict internal management system to ensure that all creative works are recognized as protected copyright materials at the time of creation. This includes proper labeling and archiving of documents, so that strong evidence can be provided in the event of infringement.

(3)Legal action: When copyright infringement is identified, the Company will take legal action to protect its rights. This may include cease-and-desist letters, initiating litigation, or negotiating settlements.

(4)Collaboration and licensing: When collaborating with other companies or institutions, the Company clearly stipulates the ownership of copyrights and the scope of usage rights, ensuring that the rights and obligations of all parties are clearly defined and avoiding potential disputes in the future.

■ **Trade secret management:**

The Company adopts strict confidentiality measures for key technologies and business information, preventing the leakage of confidential information through the execution of confidentiality agreements and internal management systems.

(1)Confidentiality agreements: The Company requires all employees to sign confidentiality agreements, which clearly stipulate relevant confidentiality provisions, and also enters into strict non-disclosure agreements (NDAs/CDAs) with partners and suppliers to ensure that all confidential information involved is legally protected. These agreements typically cover key information such as technical data,

research and development plans, and business strategies.

(2)Internal control measures: The Company has established comprehensive internal control measures, including restricting access to confidential information so that only authorized personnel may access relevant materials, archiving internal documents in a document management system with classified management, and establishing independent controlled areas and access control mechanisms to regulate access to confidential documents. In addition, the Company also uses secure storage systems to protect digital documents.

(3)Employee training: The Company ensures through education and training that all employees understand the importance of confidentiality and how to properly handle confidential information. These training programs help remind all employees to safeguard trade secrets related to their duties, enhance employees' awareness of confidentiality, and reduce the risk of internal information leakage.

(4)Legal action: When trade secret leakage or infringement is identified, the Company will promptly take legal action, including initiating litigation or negotiating settlements with the infringing party, in order to protect the Company's rights and interests.

■ **Implementation status of intellectual property management in 2025**

(1)As of 2025, the Company has independently developed and obtained a total of 6 domestic and international invention patents, and has 1 additional invention patent currently under application. As of the present, the Company has obtained approval for a total of 45 registered trademarks domestically and internationally.

(2)In 2025, the Company conducted intellectual property rights training, with a total of 12 participants, to strengthen awareness and understanding of intellectual property protection.

In summary, the Company's intellectual property management plan has been effectively implemented and is able to ensure the protection of innovative R&D achievements and safeguard the Company's rights and interests.

2. For newly appointed directors, managerial officers and other insiders, the Company provides, upon assumption of office, the latest version of the "Regulations Governing Shareholdings of Insiders of TPEx Listed and Emerging Companies and Related Compliance Matters" compiled by the Taipei Exchange, to facilitate compliance by insiders.

(VIII) The execution status of the internal control system shall disclose the following items:

1. Internal Control Statement
   - Inquiry website: https://mops.twse.com.tw/mops/#/web/t06sg20
   - Navigation path: Market Observation Post System > Individual Company > Corporate Governance > Corporate Regulations / Internal Control > Internal Control Statement Announcement

2. If a CPA has been engaged to conduct a special review of the internal control system, the CPA's review report shall be disclosed: None.

(IX) Major resolutions of the shareholders' meeting and the board of directors in the most recent year and up to the date of publication of the annual report:

A. Board of Directors

Center Laboratories, Inc.

Major resolutions of the shareholders' meeting and the board of directors in the most recent year and up to the date of publication of the annual report:

Meeting Date	Major Resolutions
January 10, 2025	1. Approved the selection of the post-listing trading venue for the Company's equity investment in Shanghai Bao Pharmaceutical Co., Ltd. 2. Approved the budget for the expansion of the raw material warehouse of the Company's pharmaceutical business division. 3. Approved the principles for year-end bonus distribution and allocation amounts for managerial officers. 4. Approved the proposed appropriation ratios for 2024 employee compensation and directors' remuneration. 5. Approved the establishment of the Intellectual Property Management Policy. 6. Approved the ratification of the increase in leased factory space by subsidiary Glac Biotech Co., Ltd. from the Company. 7. Approved the ratification of the Company's disposal of marketable securities.
March 11, 2025	1. Approved the bonus policy for the General Manager. 2. Approved the Company's 2024 parent company only financial statements and consolidated financial statements. 3. Approved the Company's 2024 Business Report. 4. Approved the Company's 2024 loss compensation and earnings distribution proposal. 5. Approved the capital increase through capitalization of earnings and issuance of new shares. 6. Approved the distribution of cash from capital surplus. 7. Approved the discontinuation of the Company's private placement plan approved at the 2024 annual shareholders' meeting. 8. Approved the private placement of common shares through cash capital increase. 9. Approved the Company's 2024 "Internal Control System Effectiveness Evaluation" and "Internal Control System Statement". 10. Approved the change of the attesting CPAs engaged by the Company for financial statement audits, and evaluation of the independence, qualifications, and remuneration of the newly appointed attesting CPAs. 11. Approved the definition of the scope of non-managerial employees. 12. Approved the amendments to the "Internal Control System" and "Implementation Rules for Internal Audit". 13. Approved the amendments to the "Articles of Incorporation". 14. Approved the proposed re-election of directors. 15. Approved the removal of non-compete restrictions for newly appointed directors. 16. Approved the matters related to convening the 2025 annual shareholders' meeting. 17. Approved the Company's 2025 operating plan. 18. Approved the proposed renewal of credit facilities with Mega International Commercial Bank. 19. Approved the proposed renewal of credit facilities with Bank SinoPac. 20. Approved the ratification of the Company's disposal of marketable securities.
April 9, 2025	1. Approved the proposed third share buyback by the Company for transfer to employees.
May 12, 2025	1. Approved the Company's Q1 2025 consolidated financial statements. 2. Approved the amendments to the Company's use of proceeds from the 6th domestic secured convertible bonds and the 7th domestic unsecured convertible bonds. 3. Approved the nomination list of director (including independent director) candidates for 2025. 4. Approved the removal of non-compete restrictions for newly appointed directors. 5. Approved the amendments to the "Articles of Incorporation". 6. Approved the amendments to the agenda of the 2025 annual shareholders' meeting.

Meeting Date	Major Resolutions
	7. Approved the ratification of the amendments to the Company's "Rules for the Third Share Repurchase Plan for Employee Transfer." 8. Approved the amendments to the "Internal Control System" and "Implementation Rules for Internal Audit". 9. Approved the indirect investment through the Company's wholly owned subsidiary Centerlab Investment Holding Limited (HK) in the liquidation and dissolution of Shuimu Development Limited healthcare parallel fund. 10. Approved the proposed application for credit facilities with Taipei Fubon Commercial Bank. 11. Approved the proposed distribution of performance bonuses and salary adjustments for individual managerial officers for 2024. 12. Approved the ratification of the Company's disposal of marketable securities.
June 6, 2025	1. Approved the ratification of the Company's disposal of marketable securities. 2. Approved the authorization for disposal of marketable securities.
June 18, 2025	1. Approved the subscription of convertible bonds issued by UAC Technology (Jiaxing) Co., Ltd.
June 26, 2025	1. Approved the election of the Chairman. 2. Approved the appointment of members of the 6th Remuneration Committee. 3. Approved the appointment of members of the Company's investment committee.
August 12, 2025	1. Approved the Company's Q2 2025 consolidated financial statements. 2. Approved the setting of the redemption at maturity, delisting, and payment date of redemption proceeds for the Company's 4th and 5th secured domestic convertible bonds. 3. Approved matters relating to capitalization of earnings and issuance of new shares. 4. Approved matters related to cash distribution from capital surplus. 5. Approved the renewal of credit facilities with Chang Hwa Commercial Bank. 6. Approved the Company's sustainability report. 7. Approved the amendments to the Company's Procedures for Share Repurchase. 8. Approved the ratification of the appointment of corporate director representatives by the Company. 9. Approved the removal of non-compete restrictions for managerial officers. 10. Approved the ratification of the Company's disposal of marketable securities.
November 11, 2025	1. Approved the Company's Q3 2025 consolidated financial statements. 2. Approved the Company's 2026 audit plan. 3. Approved the establishment of management systems and amendments to the "Internal Control System" and "Implementation Rules for Internal Audit". 4. Approved the amendments to the Company's "Sustainable Development Best Practice Principles". 5. Approved the amendments to the issuance and conversion rules for the Company's 6th domestic secured convertible bonds and 7th domestic unsecured convertible bonds. 6. Approved the authorization to acquire shares. 7. Approved the Company's proposed renewal of credit facilities with Bank SinoPac. 8. Approved the Company's proposed renewal of credit facilities with Mega International Commercial Bank. 9. Approved the ratification of the waiver of subscription rights in the cash capital increase of iXensor Co., Ltd. 10. Approved the ratification of the appointment of corporate director representatives of subsidiary Glac Biotech Co., Ltd. 11. Approved the ratification of the Company's disposal of marketable securities. 12. Approved the subscription of shares issued in the cash capital increase of Medeon Biodesign, Inc.
December 22, 2025	1. Approved the Company's proposed investment in Zhejiang Cenway New Synthetic Materials Co., Ltd. 2. Approved the selection of the post-listing trading venue and the classification of financial assets for the Company's equity investment in Shanghai Bao Pharmaceutical Co., Ltd. 3. Approved the ratification of the Company's disposal of marketable securities.
January 14, 2026	Approved the proposed irrevocable undertaking by the Company and its subsidiary, BioEngine Technology Development Inc., in connection with a potential general tender offer for shares of TOT BIOPHARM International Company Limited, and the subsequent disposal of shares in accordance with such undertaking.
February	1. Approved the Company's 2026 operating plan.

Meeting Date	Major Resolutions
2, 2026	2. Approved the principles for year-end bonus distribution and allocation amounts for managerial officers. 3. Approved the proposed bonus policy for the General Manager. 4. Approved the matters relating to bondholders exercising put options on the Company's 7th domestic unsecured convertible bonds. 5. Approved the amendments to the Company's "Regulations Governing Financial and Business Operations Between Related Parties." 6. Approved the ratification of the Company's disposal of marketable securities.
March 3, 2026	1. Approved the proposed distribution of 2025 employee compensation and directors' remuneration. 2. Approved the Company's 2025 parent company only financial statements and consolidated financial statements. 3. Approved the Company's 2025 Business Report. 4. Approved the amendments to the "Articles of Incorporation". 5. Approved the Company's 2025 "Internal Control System Effectiveness Evaluation" and "Internal Control System Statement". 6. Approved the removal of non-compete restrictions for directors. 7. Approved the removal of non-compete restrictions for managerial officers. 8. Approved the matters related to convening the 2026 annual shareholders' meeting. 9. Approved the evaluation of the independence, qualifications, and remuneration of the Company's attesting CPAs. 10. Approved the proposed additional investment in BioGend Therapeutics Co., Ltd. 11. Approved the proposed additional investment in subsidiary Glac Biotech Co., Ltd. 12. Approved the proposed issuance of the Company's 8th and 9th domestic unsecured convertible bonds. 13. Approved the proposal defining of the scope of non-managerial employees in 2026. 14. Approved the proposed application for credit facilities with Taipei Fubon Commercial Bank.
April 14, 2026	1. Approved the Company's 2025 earnings distribution. 2. Approved the capital increase through capitalization of earnings and issuance of new shares. 3. Approved the discontinuation of the Company's private placement plan approved at the 2025 annual shareholders' meeting. 4. Approved the private placement of common shares through cash capital increase. 5. Approved the amendments to the agenda of the 2026 annual shareholders' meeting. 6. Approved the proposed distribution of 2025 individual directors' remuneration. 7. Approved the proposed distribution of employee compensation for individual managerial officers for 2025. 8. Approved the capital increase through conversion of convertible bonds (Center Laboratories 7th) and issuance of new shares. 9. Approved the appointment of corporate director representatives and corporate supervisor representatives of subsidiary BioEngine Technology Development Inc.

B. Shareholders' Meeting

Type	Meeting Date	Summary of Key Proposals	Resolutions	Implementation Status
Annual General Meeting	June 26, 2025	Proposed the 2024 Business Report and financial statements	Approved as proposed upon voting.	Became effective upon resolution of the annual general meeting; the financial statements were disclosed on the Market Observation Post System in accordance with statutory requirements.
		Proposed the 2024 loss compensation and earnings distribution	Approved as proposed upon voting.	Became effective upon resolution of the annual general meeting. Stock dividends were distributed to shareholders on November 10, 2025. (Due to share buybacks, the number of outstanding shares changed; the stock dividend ratio was adjusted from 50 shares per 1,000 shares to 50.69287188 shares.)
		Proposed the ratification of amendments to the Company's use of proceeds from the 6th domestic secured convertible bonds and the 7th domestic unsecured convertible bonds	Approved as proposed upon voting.	The implementation status has been ratified by the shareholders' meeting.
		Proposed the capital increase through capitalization of earnings and issuance of new shares	Approved as proposed upon voting.	After approval by the annual general meeting, capitalization of earnings amounting to NT$362,488,420 became effective upon filing with the Financial Supervisory Commission on July 30, 2025, and the change in registration was approved by the Ministry of Economic Affairs on October 27, 2025 (Ref. No. Jing-Shang-Zi No. 11430166930). Stock dividends were distributed to shareholders on November 10, 2025. (Due to share buybacks, the number of outstanding shares changed; therefore, the stock dividend ratio was adjusted from 50 shares per 1,000 shares to 50.69287188 shares.)
		Proposed distribution of cash from capital surplus	Approved as proposed upon voting. Due to share buybacks, the number of outstanding	After approval by the annual general meeting, cash distribution from capital

Type	Meeting Date	Summary of Key Proposals	Resolutions	Implementation Status
			shares changed; the distribution ratio was adjusted.	surplus amounted to NT$543,732,624. Cash dividends were distributed on November 10, 2025. (Due to share buybacks, the number of outstanding shares changed; therefore, the cash dividend per share was adjusted from NT$0.75 to NT$0.76039306.)
		Proposed amendments to the "Articles of Incorporation"	Approved as proposed upon voting.	Became effective upon resolution of the annual general meeting and was approved and registered with the Ministry of Economic Affairs on Septembe 11, 2025 (Ref. No. 11430111570).
		Proposed private placement of common shares through cash capital increase	Approved as proposed upon voting.	As the implementation period was nearing expiration and no specific investors had been identified, the Board of Directors resolved on April 14, 2026 not to proceed with the private placement within the remaining period.
		Proposed re-election of directors	Directors were elected by shareholder voting as follows: * Directors (1) Jason Technology Co., Ltd. Representative Wang, Su-Chi (2) Tsai, Chang-Hai (3) Lejean Biotech Co., Ltd. Representative Lin, Chia-Ling (4) Royal Foods Co., Ltd. (5) Po Chang Investment Co., Ltd. (6) Chang, Po-Chih * Independent Directors (1) Ho, Mei-Yueh (2) Ho, Shih-Chun (3) Kuo, Li-Wei	Newly elected directors wer approved and registered with the Ministry of Economic Affairs on September 11, 2025 (Ref. No. Jing-Shang-Zi No. 11430111570).
		Proposed removal of non-compete restrictions for newly appointed directors	Approved as proposed upon voting.	Directors have engaged in competing business activities as approved by the shareholders' meeting.

(X) In the most recent fiscal year and up to the date of publication of the annual report, any dissenting opinions expressed by directors regarding material resolutions approved by the Board of Directors, where such opinions were recorded or provided in written statements:
None.

IV. Professional Fees of the Attesting CPAs

(I) Professional fees of the attesting CPAs for 2025

Unit: NT$ thousand

Name of accounting firm	Name of CPAs	Audit period	Audit fees	Non-audit fees	Total	Remarks
Ful-Fill & Co., CPAs	Cheng, Chung-Hao Chi, Chia-Yu	January 1, 2025 - December 31, 2025	2,454	656	3,110	-

Note: If there is any change of CPAs or accounting firm during the current year, the respective audit periods shall be separately disclosed, and the reasons for such change shall be explained in the remarks column. Audit and non-audit fees paid shall also be disclosed accordingly. Non-audit fees shall be accompanied by a description of the services provided.

■ Please specify in detail the nature of services for which non-audit fees were incurred: (e.g., tax attestation, assurance services, or other financial advisory services)

Non-audit fees were incurred for services including tax attestation and company registration.

(II) Where a change in accounting firm results in a decrease of audit fees compared to the preceding year, the amount, percentage, and reasons for the decrease shall be disclosed: None.

(III) Where audit fees decrease by 10% or more compared to the preceding year, the amount, percentage, and reasons for the decrease shall be disclosed:

None.

V. Information on Change of CPAs

If the Company has changed its CPAs during the most recent two fiscal years and any subsequent period, the following information shall be disclosed:

(I) Regarding the former CPAs:

<table>
<tr><td>Date of change</td><td colspan="4">March 11, 2025, as approved by the Board of Directors (due to internal business adjustments within the accounting firm)</td></tr>
<tr><td>Reasons for change and description:</td><td colspan="4">The Company originally engaged Ful-Fill & Co., CPAs Dai, Wei-Liang and Cheng, Chung-Hao to audit the financial statements. Due to internal business adjustments within the accounting firm, starting from the first quarter of 2025, the financial statements have been audited by Cheng Chung-Hao and Chi, Chia-Yu.</td></tr>
<tr><td rowspan="3">Indicate whether the termination or non-acceptance of engagement was initiated by the Company or the CPAs</td><td colspan="2">Party / Circumstance</td><td>CPAs</td><td>Company</td></tr>
<tr><td colspan="2">Voluntary termination of engagement</td><td>N/A</td><td>N/A</td></tr>
<tr><td colspan="2">Refusal to accept (continue) engagement</td><td>N/A</td><td>N/A</td></tr>
<tr><td>Audit report opinions other than unqualified opinions issued within the most recent two years and the reasons therefor:</td><td colspan="4">Qualified review opinion: certain non-material subsidiaries or investments accounted for using the equity method were not audited or reviewed by the CPAs; reliance was placed on audit reports issued by other CPAs to delineate responsibilities.</td></tr>
<tr><td rowspan="6">Whether there were any disagreements with the issuer:</td><td rowspan="4">Yes</td><td></td><td colspan="2">Accounting principles or practices</td></tr>
<tr><td></td><td colspan="2">Financial report disclosures</td></tr>
<tr><td></td><td colspan="2">Audit scope or procedures</td></tr>
<tr><td></td><td colspan="2">Other matters</td></tr>
<tr><td>None</td><td colspan="3">√</td></tr>
<tr><td colspan="4">Description</td></tr>
<tr><td>Other disclosure items (If any required under Article 10, Paragraph 6, Subparagraph 1, Items 4 to 7):</td><td colspan="4">N/A</td></tr>
</table>

(II) Regarding the successor CPAs:

Name of accounting firm	N/A
Name of CPAs	N/A
Date of engagement	N/A
Consultation on accounting treatment or accounting principles for specific transactions prior to engagement and the resulting conclusions	N/A
Written opinions of the successor CPAs on matters of disagreement with the former CPAs	N/A

(III) Reply from the former CPAs regarding the matters required to be disclosed under Article 10, Paragraph 5, Subparagraph 1 and 2, Item 3:

N/A

VI. If the Company's Chairman, General Manager, or Managerial Officers Responsible for Finance or Accounting Have, Within the Past Year, Served at the Accounting Firm of the Attesting Cpas or Its Affiliates, Their Names, Titles, and the Period of Such Service Shall Be Disclosed: None.

VII. Changes in Shareholdings and Share Pledges by Directors, Managerial Officers, and Shareholders Holding More Than 10% of the Company's Shares During the Most Recent Fiscal Year and up to the Date of Publication of This Annual Report

(I) Changes in shareholdings and share pledges by directors, managerial officers, and major shareholders:

1. Changes in shareholdings
   - Inquiry website: https://mops.twse.com.tw/mops/#/web/query6_1
   - Navigation path: Market Observation Post System > Individual Company > Shareholding Changes / Securities Issuance > Share Transfer Information Inquiry > Post-event reporting of changes in shareholdings by insiders

2. Changes in share pledges
   - Inquiry website: https://mopsov.twse.com.tw/mops/web/STAMAK03_1
   - Navigation path: Market Observation Post System > Individual Company > Shareholding Changes / Securities Issuance > Insider Share Pledges and Releases > Announcements of insider share pledges and releases

(II) Where the counterparty to a share transfer or share pledge is a related party, the name of such counterparty, its relationship with the Company, its directors, managerial officers, and shareholders holding more than 10% of the Company's shares, and the number of shares acquired or pledged shall be disclosed:

1. Counterparties to share transfers that are related parties:

Name (Note1)	Reason for Transfer (Note 2)	Date of Transaction	Transferee	Relationship between Transferee and Directors, Supervisors, Managers and Major Shareholders	Shares	Transaction Price (NT$)
Chang, Po-Chih	Bestow on	March 6, 2026	Xiao, Pei-Yi	Spouse	800,000	48.95
		March 6, 2026	Chang, Chen-Yi	Children	50,000	48.95

Note1：It is for reporting the names of the Company's directors, supervisors, managers, and shareholders holding more than 10% of the shares.

Note2：It is for reporting acquisitions or disposals.

2. Counterparties to share pledges that are related parties: None.

VIII. Information on the Top Ten Shareholders and Their Relationships as Related Parties, Spouses, or Relatives Within the Second Degree of Kinship

Relationship information among the top ten shareholders by shareholding percentage

April 14, 2026; Unit: shares

Name (Note 1)	Shareholdings held by the shareholder		Shareholdings held by spouse and minor children		Shareholdings held in the name of others (aggregated)		For any of the top ten shareholders who are related parties or are spouses or relatives within the second degree of consanguinity, their names and relationships (Note 3)		Remarks
	Number of shares	Shareholding percentage (%)	Number of shares	Shareholding percentage (%)	Number of shares	Shareholding percentage (%)	Name (or shareholder name)	Relationship	
Lejean Biotech Co., Ltd. Representative: Ou, Li-Chu	69,515,316	9.04	—	—	—	—	Royal Foods Co., Ltd.	The representative of Lejean Biotech Co., Ltd., Ou, Li-Chu, is the spouse of Lin, Jung-Chin, the representative of Royal Foods Co., Ltd.	—
							Jason Technology Co., Ltd.	The representative of Lejean Biotech Co., Ltd., Ou, Li-Chu, is the representative of Jason Technology Co., Ltd.	—
Royal Foods Co., Ltd. Representative: Lin, Jung-Chin	43,591,235	5.67	—	—	—	—	Lejean Biotech Co., Ltd.	The representative of Royal Foods Co., Ltd., Lin, Jung-Chin, is the spouse of Ou, Li-Chu, the representative of Lejean Biotech Co., Ltd.	—
							Jason Technology Co., Ltd.	The representative of Royal Foods Co., Ltd., Lin, Jung-Chin, is the spouse of Ou, Li-Chu, the representative of Jason Technology Co., Ltd.	—
Jason Technology Co., Ltd. Representative: Ou, Li-Chu	26,712,148	3.47	—	—	—	—	Lejean Biotech Co., Ltd.	The representative of Jason Technology Co., Ltd., Ou, Li-Chu, is the representative of Lejean Biotech Co., Ltd.	—
							Royal Foods Co., Ltd.	The representative of Jason Technology Co., Ltd., Ou, Li-Chu, is the spouse of Lin, Jung-Chin, the representative of Royal Foods Co., Ltd.	—
Yuanta Commercial Bank in custody for De Fu Ore Investment Fund	20,651,368	2.69	—	—	—	—	—	—	—
Farglory Life Insurance Co., Ltd. Representative: Meng, Chia-Jen	11,270,181	1.47	—	—	—	—	—	—	—
Treasury shares account of Center Laboratories, Inc.	9,909,000	1.29	—	—	—	—	—	—	—
Youde Investment Consulting Co., Ltd. Representative Wang, Su-Chi	8,355,435	1.09	—	—	—	—	—	—	—
Mumozi Inc. Representative: Lin, Chun-Yao	7,618,000	0.99	—	—	—	—	—	—	—

Yung Lien Co., Ltd. Representative: Chang, Yu-Fen	6,863,307	0.89	—	—	—	—	—	—	—
Lin, Jung-Chin	5,888,466	0.77	—	—	—	—	—	—	—

Note 1： The top ten shareholders shall be fully listed. Where a shareholder is a corporate shareholder, both the name of the corporate shareholder and the name of its representative shall be separately disclosed.

Note 2： The calculation of shareholding percentage is based on shares held in the shareholder's own name, as well as those held in the names of the shareholder's spouse, minor children, or others.

Note 3： For the shareholders listed above, including both corporate and natural persons, their relationships with one another shall be disclosed in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers.

IX. Combined Shareholdings in the Same Investee Company Held by the Company, Its Directors and Managerial Officers, and Entities Directly or Indirectly Controlled by the Company, With the Aggregate Shareholding Ratio Calculated Accordingly

December 31, 2025; Unit: shares

Investee companies (Note)	Investment by the Company		Investment by directors, managerial officers, and entities directly or indirectly controlled		Total investment	
	Number of shares	Shareholding percentage (%)	Number of shares	Shareholding percentage (%)	Number of shares	Shareholding percentage (%)
Fangyuan Growth SPC PCJ Healthcare Fund SP	—	33.33	—	—	—	33.33
PCJ Capital Management Limited	—	25.00	—	—	—	25.00
Center Biotherapeutics Inc.	2,229.283	100	—	—	2,229.283	100
BioEngine Technology Development Inc.	78,437,500	100	—	—	78,437,500	100
Mycenax Biotech Inc.	41,974,314	20.25	780,000	0.38	42,754,314	20.63
TOT BIOPHARM International Company Limited	213,311,700	27.60	7,646,300	0.99	220,958,000	28.59
Centerlab Investment Holding Limited (HK)	17,277,934	100.00	—	—	17,277,934	100.00
Center Laboratories Limited (HK)	39,871,908	100.00	—	—	39,871,908	100.00
Lumosa Therapeutics Co., Ltd.	57,900,874	34.37	1,442,218	0.86	59,343,092	35.23
Medeon Biodesign, Inc.	23,963,028	24.72	—	—	23,963,028	24.72
BioGend Therapeutics Co., Ltd.	37,580,008	30.22	—	—	37,580,008	30.22
A2 + Healthcare Venture Fund L.P.	—	49.50	—	—	—	49.50
Anya Biopharm Inc.	8,270,369	16.84	2,151,000	4.38	10,421,369	21.22
Center Venture Holding I Limited	1	100.00	—	—	1	100.00
Center Venture Holding II Limited	13,929,351	100.00	—	—	13,929,351	100.00
Center Venture Holding III Limited	1	100.00	—	—	1	100.00
Cytoengine Co., Ltd.	5,000,000	40.00	—	—	5,000,000	40.00
KriSan Biotech Co., Ltd.	10,075,000	17.53	—	—	10,075,000	17.53
Glac Biotech Co., Ltd.	72,171,000	100.00	—	—	72,171,000	100.00

Note: Refers to the Company's long-term investments accounted for using the equity method.

Three. Capital Raising

I. Capital and Shares

(I) Sources of share capital: Types of shares issued during the most recent fiscal year and up to the date of publication of this annual report

April 14, 2026 (Unit: NT$ thousand / shares)

Year/ Month	Issue price (NT$)	Authorized share capital		Paid-in share capital		Remarks		
		Number of shares	Amount	Number of shares	Amount	Sources of share capital	Capital contributions made with assets other than cash	Others
October 2025	10	1,000,000,000	10,000,000	761,225,674	7,612,256	New shares issued through capitalization of earnings	None	Note (1)
April 2026	10	1,000,000,000	10,000,000	768,111,125	7,681,111	Conversion of convertible bonds	None	Note (2)

(Table)

Note 1: Data for the current year up to the date of publication of this annual report shall be disclosed.
Note 2: For capital increases, the effective (approval) date and the reference number of the approval document shall be indicated.
Note 3: Where shares are issued at a price below par value, this shall be prominently indicated.
Note 4: Where monetary claims or technology are contributed as capital, this shall be specified, together with the type and amount of such contributions.
Note 5: Where privately placed, this shall be prominently indicated.

Note (1): October 27, 2025, Ref. No. Jing-Shang-Zi No. 11430166930
Note (2): April 24, 2026, Ref. No. Jing-Shang-Zi No. 11530057140

April 14, 2026 (Unit: shares)

Type of shares	Authorized share capital				Remarks
	Outstanding shares		Unissued shares	Total	
	Publicly listed	Privately placed common shares			
Registered common shares	768,775,245 (Of these, 768,111,125 shares have completed the change registration, while 664,120 shares converted from CB have not yet completed the change registration.)	44,292,033	186,932,722	1,000,000,000	—

Note: Please indicate whether the shares are listed on the TWSE or TPEx (if subject to restrictions on listing or trading on the TWSE or TPEx, this shall be specified).

(II) List of major shareholders: Shareholders holding 5% or more of the Company's shares shall be listed. If fewer than ten such shareholders are identified, the list shall be extended to include the top ten shareholders by shareholding percentage, with their names, number of shares held, and shareholding percentages disclosed.

April 14, 2026

Shares / Name of major shareholder	Number of shares held (shares)	Shareholding percentage (%)
Lejean Biotech Co., Ltd.	69,515,316	9.04
Royal Foods Co., Ltd.	43,591,235	5.67
Jason Technology Co., Ltd.	26,712,148	3.47
Yuanta Commercial Bank in custody for De Fu Ore Investment Fund	20,651,368	2.69
Farglory Life Insurance Co., Ltd.	11,270,181	1.47
Treasury shares account of Center Laboratories, Inc.	9,909,000	1.29
Youde Investment Consulting Co., Ltd.	8,355,435	1.09
Mumozi Inc.	7,618,000	0.99
Yung Lien Co., Ltd.	6,863,307	0.89
Lin, Jung-Chin	5,888,466	0.77

(III) Dividend policy and implementation

1. Dividend policy as set forth in the Articles of Incorporation

(1) Percentage of distributable earnings to be distributed as dividends:
As a general principle, no less than 50% of distributable earnings for the current year shall be distributed as dividends.

(2) Ratio of cash dividends and stock dividends:
Cash dividends shall account for no less than 10% of the total dividends distributed for the current year. If the total dividend distributed for the year is less than NT$3 per share, it may be distributed entirely in the form of stock dividends.

(3) Compensation for employees and remuneration for directors and supervisors:
Where the Company has profits for the year, 0.1% to 10% shall be appropriated as compensation for employees, and remuneration for directors and supervisors shall not exceed 2%. However, where the Company has accumulated losses, an amount shall first be reserved to offset such losses, and the remaining amount shall then be allocated in accordance with the aforementioned ratios.
Of the employee compensation referred to in the preceding paragraph, no less than 10% shall be allocated to non-managerial employees.

2. Proposed distribution of dividends at this shareholders' meeting:
Pursuant to a resolution of the Board of Directors on April 14, 2026, the Company proposes to appropriate cash dividends from distributable earnings for 2025 in the amount of NT$1,326,853,719 (equivalent to NT$1.75 per share), calculated to the nearest New Taiwan dollar (with fractional amounts less than one dollar rounded down), with the aggregate of such fractional amounts to be recognized as other income of the Company. The Company further proposes to appropriate stock dividends in the amount of NT$379,101,070 (equivalent to NT$0.5 per share), representing a distribution of 50 shares for every 1,000 shares held. The proposal remains subject to approval at the 2026 annual shareholders' meeting.

3. Where a material change in dividend policy is expected, an explanation shall be provided: None.

(IV) Impact of the proposed stock dividends at this shareholders' meeting on the Company's operating performance and earnings per share:

As the Company has not prepared financial forecasts for 2026, this is not applicable.

(V) Compensation for employees and remuneration for directors

1. Percentage or range of compensation for employees and remuneration for directors as set forth in the Articles of Incorporation:
Article 25 of the Articles of Incorporation: Where the Company has profits for the year, it shall allocate 0.1% to 10% as employee compensation, and directors' remuneration shall not exceed 2%. However, where the Company has accumulated losses, an amount shall first be reserved to offset such losses, and the remaining amount shall then be allocated in accordance with the aforementioned ratios.
Of the employee compensation referred to in the preceding paragraph, no less than 10% shall be allocated to non-managerial employees.

Of the employee compensation referred to above, recipients of compensation in the form of shares or cash may include employees of controlled or subordinate companies who meet certain conditions, with such conditions to be determined by the Board of Directors.

2. Basis for estimating the amount of employee compensation and directors' remuneration for the current period, the basis for calculating the number of shares for employee compensation distributed in shares, and the accounting treatment where actual amounts differ from estimated amounts:

   The employee compensation and directors' remuneration for the current period are estimated in accordance with the Articles of Incorporation and with reference to the distribution ratios in prior years. Where there is any difference between the actual amounts distributed and the estimated amounts, such difference shall be treated as a change in accounting estimate and recognized in profit or loss for 2026.

3. Distribution of compensation as approved by the Board of Directors:

   (1) Where the amounts of employee compensation and directors' remuneration distributed in cash or shares differ from the estimated amounts recognized as expenses for the year, the differences, reasons, and accounting treatment shall be disclosed:

   A. Employee compensation (cash): NT$17,365,818 (of which NT$10,419,491 was allocated to non-managerial employees)

   B. Employee compensation (shares): NT$0

   C. Directors' remuneration: NT$17,365,818

   D. Differences between distributed and estimated amounts, reasons, and accounting treatment: The difference amounted to NT$5,788,606, arising from a discrepancy between the estimated employee compensation recorded in the accounts and the amount resolved by the Board of Directors. Such difference will be treated as a change in accounting estimate and recognized in profit or loss for 2026.

   (2) Amount of employee compensation distributed in shares and its proportion to the sum of net income after tax in the parent company only financial statements and total employee compensation for the current period:

   A. Employee compensation distributed in shares: NT$0

   B. Ratio of employee compensation distributed in shares to the sum of net income after tax in the parent company only financial statements and total employee compensation: Not applicable.

4. Actual distribution of employee compensation and directors' remuneration for the previous year (including number of shares, amounts, and share price), and where there is any difference from the amounts recognized, the differences, reasons, and accounting treatment shall be disclosed.

   (1) Distribution of employee compensation and directors' remuneration for 2024 as approved by the Board of Directors in 2025:

   A. Employee compensation (cash): NT$0

   B. Directors' remuneration: NT$0

   (2) Differences between the estimated amounts of employee compensation and directors' remuneration for 2024 and the amounts approved by the Board of Directors: No difference.

(VI) Share repurchases by the Company during the most recent fiscal year and up to the date of publication of this annual report:

1. Completed share repurchase programs:

April 14, 2026

Repurchase tranche	**Third**
Purpose of repurchase	Transfer of shares to employees
Planned repurchase period	April 10, 2025 to June 9, 2025
Planned repurchase quantity	20,000,000 shares
Planned repurchase price range	NT$30 to NT$50
Actual repurchase period	April 11, 2025 to June 9, 2025
Type and number of shares repurchased	9,909,000 common shares
Total amount of shares repurchased	NT$383,079,929
Percentage of shares repurchased to planned repurchase quantity (%)	49.55%
Average repurchase price per share	NT$38.66
Number of shares canceled or transferred	None
Cumulative number of shares held by the Company	9,909,000 shares
Cumulative shareholding as a percentage of total issued shares (%)	1.29%

Note: The number of columns may be adjusted depending on the number of repurchase tranches.

2. Ongoing share repurchase programs: None.

II. Status of Corporate Bond Issuances

(I) Information on convertible bonds

April 30, 2026

Type of corporate bonds (Note 2)		**Domestic 6th secured convertible bonds**	**Domestic 7th unsecured convertible bonds**
Issue date		April 26, 2023	April 27, 2023
Par value		NT$100,000	NT$100,000
Place of issuance and trading (Note 3)		R.O.C.	R.O.C.
Issue price		Issued at 110.08% of par value	Issued at 100% of par value
Total amount		NT$700,000,000	NT$2,500,000,000
Interest rate		0%	0%
Term		5 years; maturity date: April 26, 2028	5 years; maturity date: April 27, 2028
Guarantor		Bank SinoPac Co., Ltd. Zhongxiao Branch	None
Trustee		Shin Kong Commercial Bank Co., Ltd., Trust Department	Bank SinoPac Co., Ltd., Trust Department
Underwriter		Masterlink Securities Corporation	Masterlink Securities Corporation
Legal counsel		Yeh, Ji-Sheng	Yeh, Ji-Sheng
Attesting CPAs		N/A	N/A
Repayment method		Redeemed in cash at par value upon maturity	Redeemed in cash at par value upon maturity
Outstanding principal		NT$636,200,000	NT$1,594,500,000
Redemption or early repayment terms		Refer to the issuance and conversion terms of the Company's domestic 6th secured convertible bonds	Refer to the issuance and conversion terms of the Company's domestic 7th unsecured convertible bonds
Restrictive covenants (Note 4)		None	None
Name of credit rating agency, rating date, and credit rating result		None	None
Other rights attached	Amount of common shares converted (exchanged or subscribed) as of the date of publication of this annual report:	NT$63,800,000	Converted NT$862,600,000 Put option NT$42,900,000
	Issuance and conversion (exchange or subscription) terms	Refer to the issuance and conversion terms of the Company's domestic 6th secured convertible bonds	Refer to the issuance and conversion terms of the Company's domestic 7th unsecured convertible bonds
Issuance and conversion (exchange or subscription) terms, potential dilution of equity, and impact on existing shareholders' equity		The maximum potential dilution effect of the domestic convertible bonds issued in this offering on existing shareholders is 9.93%. While such issuance may result in a certain degree of dilution to the shareholdings of existing shareholders, the dilution effect is lower than that arising from a cash capital increase. From the perspective of shareholders' equity, although the issuance of convertible bonds will slightly increase the Company's liabilities prior to conversion, upon conversion into common shares, liabilities will be reduced and shareholders' equity will also increase rapidly, thereby enhancing net asset value per share.	
Name of custodian institution for the underlying exchange assets		N/A	N/A

Note 1: Information on corporate bond issuances includes both public offerings and private placements under processing. Corporate bonds under processing refer to public offerings that have become effective (approved) by the competent authority and private placements that have been approved by the Board of Directors.

Note 2: The number of columns may be adjusted depending on the number of issuances.

Note 3: Applicable to overseas corporate bonds.

Note 4: Such as restrictions on the distribution of cash dividends, external investments, or requirements to maintain a certain asset ratio.

Note 5: Where privately placed, this shall be prominently indicated.

Note 6: For convertible bonds, exchangeable bonds, shelf-registered corporate bonds, or corporate bonds with warrants, relevant information shall be disclosed separately in accordance with their nature, including information on convertible bonds, exchangeable bonds, shelf registrations, and corporate bonds with warrants, in the format set out in the table.

Type of corporate bonds (Note 2)		**Domestic 8th unsecured convertible bonds**	**Domestic 9th unsecured convertible bonds**
Issue date		May 4, 2026	May 14, 2026
Par value		NT$100,000	NT$100,000
Place of issuance and trading (Note 3)		R.O.C.	R.O.C.
Issue price		Issued at 100% of par value	Issued at 100% of par value
Total amount		NT$1,500,000,000	NT$500,000,000
Interest rate		0%	0%
Term		5 years; maturity date: May 4, 2031	5 years; maturity date: May 14, 2031
Guarantor		None	None
Trustee		Bank SinoPac Co., Ltd., Trust Department	Bank SinoPac Co., Ltd., Trust Department
Underwriter		Taishin Securities Corporation	Taishin Securities Corporation
Legal counsel		Chiu,Ya-Wen	Chiu,Ya-Wen
Attesting CPAs:		N/A	N/A
Repayment method		Redeemed in cash at par value upon maturity	Redeemed in cash at par value upon maturity
Outstanding principal		NT$1,500,000,000	NT$500,000,000
Redemption or early repayment terms		Refer to the issuance and conversion terms of the Company's domestic 8th unsecured convertible bonds	Refer to the issuance and conversion terms of the Company's domestic 9th unsecured convertible bonds
Restrictive covenants (Note 4)		None	None
Name of credit rating agency, rating date, and credit rating result		None	None
Other rights attached	Amount of common shares converted (exchanged or subscribed) as of the date of publication of this annual report:	NT$0	NT$0
	Issuance and conversion (exchange or subscription) terms	Refer to the issuance and conversion terms of the Company's domestic 8th unsecured convertible bonds	Refer to the issuance and conversion terms of the Company's domestic 9th unsecured convertible bonds
Issuance and conversion (exchange or subscription) terms, potential dilution of equity, and impact on existing shareholders' equity		The maximum potential dilution effect of the domestic convertible bonds issued in this offering on existing shareholders is 5.90%. While such issuance may result in a certain degree of dilution to the shareholdings of existing shareholders, the dilution effect is lower than that arising from a cash capital increase. From the perspective of shareholders' equity, although the issuance of convertible bonds will slightly increase the Company's liabilities prior to conversion, upon conversion into common shares, liabilities will be reduced and shareholders' equity will also increase rapidly, thereby enhancing net asset value per share.	
Name of custodian institution for the underlying exchange assets		N/A	N/A

Note 1: Information on corporate bond issuances includes both public offerings and private placements under processing. Corporate bonds under processing refer to public offerings that have become effective (approved) by the competent authority and private placements that have been approved by the Board of Directors.

Note 2: The number of columns may be adjusted depending on the number of issuances.
Note 3: Applicable to overseas corporate bonds.
Note 4: Such as restrictions on the distribution of cash dividends, external investments, or requirements to maintain a certain asset ratio.
Note 5: Where privately placed, this shall be prominently indicated.
Note 6: For convertible bonds, exchangeable bonds, shelf-registered corporate bonds, or corporate bonds with warrants, relevant information shall be disclosed separately in accordance with their nature, including information on convertible bonds, exchangeable bonds, shelf registrations, and corporate bonds with warrants, in the format set out in the table.

Type of corporate bonds		**Domestic 6th secured convertible bonds**			**Domestic 7th unsecured convertible bonds**		
Item \ Year		2024	2025	For the period ended April 30, 2026	2024	2025	For the period ended April 30, 2026
Market price of convertible bonds	High	139.90	123.00	134.00	136.75	110.20	129.50
	Low	112.30	104.10	113.00	105.35	97.00	101.25
	Average	125.55	111.68	122.62	118.74	102.02	110.44
Conversion price		48.0 (effective from April 26, 2023) 42.9 (effective from September 16, 2023) 42.4 (effective from May 31, 2024) 41.3 (effective from August 10, 2024) 38.6 (effective from October 12, 2025)			49.0 (effective from April 27, 2023) 43.7 (effective from September 16, 2023) 43.2 (effective from May 31, 2024) 42.1 (effective from August 10, 2024) 39.3 (effective from October 12, 2025)		
Issue date and conversion price at issuance		April 26, 2023 48			April 27, 2023 49		
Method of fulfilling the conversion obligation		Issuance of new shares			Issuance of new shares		

(II) Information on straight corporate bonds: None.

(III) Information on straight corporate bonds: None.

(IV) Information on shelf-registered corporate bonds: None.

(V) Information on corporate bonds with warrants: None.

III. Status of Preferred Shares: None.

IV. Status of Overseas Depositary Receipts: None.

V. Status of Employee Stock Options

(I) For employee stock options that have not yet expired, the status as of the date of publication of this annual report and their impact on shareholders' equity shall be disclosed:

Status of Employee Stock Options

April 14, 2026

Type of employee stock options (Note 2)	First issuance of employee stock options for 2024 (Note 5)
Effective registration date and total number of units:	Effective registration date: November 13, 2024 Total number of units: 3,000 units (Each unit entitles the holder to subscribe for 1,000 shares, totaling 3,000,000 common shares)
Issuance (processing) date (Note 4)	November 21, 2024
Number of units issued	3,000
Number of units available for issuance	0
Percentage of shares issuable upon exercise to total issued shares (%)	0.4138%
Term of stock options	4 years
Method of performance (Note 3)	Issuance of new shares
Vesting schedule and percentage (%)	Upon completion of 2 years: 50% Upon completion of 3 years: 100%
Number of shares obtained through exercise	0
Amount of subscription upon exercise	0
Number of unexercised shares	3,000,000 shares
Subscription price per share for unexercised options	47.10
Percentage of unexercised shares to total issued shares (%)	0.39%
Impact on shareholders' equity	The stock options issued in this offering may only be exercised after two years from the date of issuance in accordance with the schedule set forth in the issuance and subscription plan. As the options will be exercised progressively during the option term, the resulting dilution effect is limited and will not have a material impact on shareholders' equity.

Note 1: Information on employee stock options includes both public offerings and private placements under processing. Employee stock options under processing refer to public offerings that have become effective by the competent authority and private placements that have been approved by the shareholders' meeting.

Note 2: The number of columns may be adjusted depending on the number of issuances.

Note 3: It shall be specified whether settlement is by delivery of issued shares or issuance of new shares.

Note 4: Where issuance (processing) dates differ, they shall be disclosed separately.

Note 5: Where privately placed, this shall be prominently indicated.

(II) Names of managerial officers who have obtained employee stock options and the top ten employees by number of shares exercisable under such options, and their grant and subscription status, cumulatively through the date of publication of this annual report:

Names of managerial officers who had obtained employee stock option certificates and the top ten employees by number of shares exercisable under such certificates, and their grant and subscription status

Unit: thousand shares / NT$ thousand; April 14, 2026

	Title (Note 1)	Name	Number of shares under stock options granted	Percentage of shares under stock options granted to total issued shares (%) (Note 4)	Exercised (Note 2)				Unexercised (Note 2)			
					Number of shares exercised	Exercise price (Note 5)	Total amount paid upon exercise	Percentage of shares exercised to total issued shares (Note 4)	Number of shares exercised	Exercise price (Note 6)	Total amount paid upon exercise	Percentage of shares exercised to total issued shares (Note 4)
Managerial Officers	Chief Investment and Operations Officer	Wang, Su-Chi	652	0.0848%	0	0	0	0	652	47.10	30,709	0.0848%
	General Manager	Hsu, Jui-Pao										
	Director	Tsai, Pei-Chen										
	Manager	Lin, Chia-Ling										
	Factory Director	Lin, Chun-Yu										
	Assistant Vice President	Lin, Hsiu-Yueh										
	Assistant Vice President	Lien, Min-Li										
	Manager	Mao, An-Ni										
	Manager	Tarng, Ching-Yu										
Employees (Note 3)	Senior Manager	Yang, Chia-Chi	595	0.0774%	0	0	0	0	595	47.10	28,025	0.0774%
	Senior Manager	Tang, I-He										
	Manager	Hsieh, Li-Yu										
	Manager	Chen, Ying-Chin										
	Manager	Hsu, Tsung-Fu										
	Manager	Tsai, Hui-Ling										
	Assistant Manager	Chen, Chien-Fen										
	Manager	Lin, Wei-Hsuan										
	Assistant Manager	Cheng, Tsung-Yu										
	Manager	Tseng, Chih-Ming										

Note 1: Includes managerial officers and employees. For those who have resigned or are deceased, such status shall be indicated. The name and title of each individual shall be disclosed; however, the grant and exercise status may be disclosed on an aggregated basis.
Note 2: The number of columns may be adjusted depending on the number of repurchase tranches.
Note 3: The top ten employees by number of shares exercisable under stock options refer to employees other than managerial officers.
Note 4: Total issued shares refer to the number of shares as recorded in the registration records filed with the Ministry of Economic Affairs.
Note 5: For exercised employee stock options, the exercise price at the time of exercise shall be disclosed.
Note 6: For unexercised employee stock options, the exercise price after adjustment in accordance with the issuance rules shall be disclosed.

VI. Status of New Restricted Employee Shares

(I) For any new restricted employee shares that have not yet fully vested, the status as of the date of publication of this annual report and the impact on shareholders' equity shall be disclosed: None.

(II) Names of managerial officers who have obtained new restricted employee shares and the top ten employees by number of shares obtained, and their status of acquisition, cumulatively through the date of publication of this annual report: None.

VII. Status of Issuance of New Shares in Connection With Mergers or Acquisitions or Acquisition of Shares of Another Company

(I) For any issuance of new shares in connection with mergers or acquisitions or acquisition of shares of another company completed in the most recent fiscal year and cumulatively through the date of publication of this annual report, the following shall be disclosed:

1. For companies whose shares are listed on a stock exchange (hereinafter, "listed companies") or whose shares have been approved for trading at the business places of securities firms pursuant to Article 3 or Article 3-1 of the Taipei Exchange Rules Governing the Review of Securities for Trading on the TPEx (hereinafter, "TPEx-listed companies"), the evaluation opinion issued by the lead underwriter for the issuance of new shares in connection with mergers or acquisitions or acquisition of shares of another company for the most recent quarter shall be disclosed: None.

2. Except for the companies listed in the preceding paragraph, the implementation status for the most recent quarter shall be disclosed. If the progress or benefits of the plan did not reach the expected targets, the impact on shareholders' equity and the improvement plan must be specifically stated: None.

(II) For any issuance of new shares in connection with mergers or acquisitions or acquisition of shares of another company that has been approved by resolution of the Board of Directors in the most recent fiscal year and cumulatively through the date of publication of this annual report, the status of implementation and basic information of the acquired or transferred company shall be disclosed. For any ongoing issuance of new shares in connection with mergers or acquisitions or acquisition of shares of another company, the status of implementation and the impact on shareholders' equity shall be disclosed: None.

VIII. Status of Implementation of the Capital Utilization Plan

The Company's capital utilization plan for the sixth domestic secured convertible bonds and the seventh domestic unsecured convertible bonds was approved and became effective upon the approval letters of the Financial Supervisory Commission dated March 2, 2023 (Ref. No. Jin-Guan-Zheng-Fa-Zi No. 1110367683 and No. 11103676831), with a total amount raised of NT$3,270,583 thousand. Subsequently, a plan amendment was approved by the Board of Directors on May 12, 2025. For details of the capital utilization plan and its implementation status, please refer to the Market Observation Post System.

The Company's capital utilization plan for the eighth domestic unsecured convertible bonds and the ninth domestic unsecured convertible bonds was approved and became effective upon the approval letters of the Financial Supervisory Commission dated March 30, 2026 (Ref. No. Jin-Guan-Zheng-Fa-Zi No. 1150336227 and No. 11503362271), with a total amount raised of NT$2,001,189 thousand. For details of the capital utilization plan and its implementation status, please refer to the Market Observation Post System.

- Inquiry website: https://mopsov.twse.com.tw/mops/web/bfhtm_q2
- Navigation path: Market Observation Post System > Individual Company > Shareholding Changes / Securities Issuance > Fund Raising > Status of Capital Utilization Plans

Four. Operations Overview

I. Business Scope

(I) Scope of Business:

1. Principal business activities:

- Center Laboratories:
  C802041 Manufacture of Drugs and Medicines
  F108021 Wholesale of Western Pharmaceutical
  F208021 Retail Sale of Western Pharmaceutical
  F108011 Wholesale of Traditional Chinese Medicine
  F208011 Retail Sale of Traditional Chinese Medicine
  C199990 Manufacture of Other Food Products Not Elsewhere Classified
  C110010 Beverage Manufacturing
  F203010 Retail Sale of Food, Grocery and Beverage
  F102040 Wholesale of Nonalcoholic Beverages
  F102170 Wholesale of Foods and Groceries
  F108031 Wholesale of Medical Devices
  F208031 Retail Sale of Medical Apparatus
  H201010 Investment
  ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval
- Glac Biotech:
  C199990 Manufacture of Other Food Products Not Elsewhere Classified
  F102170 Wholesale of Foods and Groceries
  F203010 Retail Sale of Food, Grocery and Beverage
  F401010 International Trade
  I199990 Other Consulting Service
  IG01010 Biotechnology Services
  ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval
  F108040 Wholesale of Cosmetics
  F208040 Retail Sale of Cosmetics
  C802100 Cosmetics Manufacturing
  C201010 Feed Manufacturing
  F103010 Wholesale of Animal Feeds
  F202010 Retail Sale of Feeds
- BioEngine Technology Development:
  I102010 Investment Consulting
  I103060 Management Consulting
  I199990 Other Consulting Service
  F601010 Intellectual Property Rights
  IC01010 Medicine Inspection
  IG01010 Biotechnology Services
  ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval

2. Revenue breakdown by major products (consolidated):

Unit: NT$ thousand

Major Products	2024		2025	
	Amount	%	Amount	%
Western pharmaceuticals	971,710	60.06	941,103	62.07
Probiotics	646,159	39.94	566,566	37.37
Others	-	-	8,521	0.56
Total	1,617,869	100.00	1,516,190	100.00

3. Current products (services) of the Company:

■ Center Laboratories

The Company's current products are primarily oral liquid formulations, including syrups, suspensions, and solutions. In terms of therapeutic categories, the Company focuses primarily on upper respiratory tract treatments, such as antitussives, expectorants, anti-asthmatics, and medications for relief of runny nose symptoms. In addition, antipyretic analgesics and gastrointestinal medications also have substantial market demand. In the central nervous system (CNS) category, multiple oral liquid formulations and tablets for the treatment of epilepsy, depression, schizophrenia, dementia, and Parkinson's disease have been launched to the market.

The Company is a specialized manufacturer of "oral liquid formulations." It currently holds 98 pharmaceutical licenses, including 89 for oral liquid formulations and 9 for tablets, capsules, and granules for suspension. In addition to manufacturing and selling its own products, the Company also offers contract manufacturing and sales services for other manufacturers.

■ Glac Biotech

Glac Biotech specializes in the research and development and commercialization of probiotics and their derivative applications. The company is committed to providing high value-added ingredient products and integrated services to meet the increasingly specialized and diversified demands of the functional food market. Its product portfolio comprises more than ten strains of single-strain probiotic powders with specific physiological functions, offering high formulation flexibility to support diverse product designs and innovative product development. In addition, the Company's core technologies focus on the development of functional probiotic blends, which have undergone multiple rigorous human clinical trials and demonstrated substantiated efficacy across nine metabolic functions and six areas of immune and mucosal health. The Company has further expanded into the postbiotics field, successfully developing functional ingredients represented by Totipro, which are rich in a variety of biologically active fermentation-derived molecules and effectively enhance the functional value of end products. In addition to ingredients and technologies, the Company provides one-stop integrated services, including proprietary formulation design, ODM process management, marketing strategy planning, and regulatory compliance consulting. These services assist clients in accelerating the end-to-end process from R&D concept to market launch, achieving a high level of integration between scientific validation and industrial application.

4. Planned development of new products and services:

■ Center Laboratories

A. Strengthen the oral liquid formulation technology platform and continue the development of new dosage forms, new drugs, and generic drugs.

B. Develop pharmaceutical products and derivative oral liquid formulation products specifically for pediatric patients, patients with CNS conditions, and patients with swallowing difficulties.

C. Apply for patents and pursue global deployment of CNS products and related technologies.

D. Accelerate new product development and expand product offerings through collaboration

with domestic and international academic research institutions and pharmaceutical companies, including through development or licensing arrangements.

E. Undertake manufacturing and marketing for international pharmaceutical companies.

F. Undertake commissioned or co-development of pharmaceutical products with domestic and international pharmaceutical companies.

■ Glac Biotech

A. Clinical validation of functional postbiotics

Continue to advance two clinical trials of the postbiotic "Totipro" to strengthen scientific evidence supporting its benefits for gastrointestinal health and to expand its application potential in food and health products.

B. Development of novel postbiotic ingredients

Actively develop novel postbiotics designed for the elderly and children, while simultaneously conducting functional validation, patent deployment, trademark registration, and global marketing strategies to accelerate market expansion.

C. Optimization of core probiotic products

Continue to enhance the quality stability and manufacturing efficiency of existing probiotic ingredients, achieving cost optimization through technological advancement and improving market competitiveness.

D. International certification and expansion of collaborations

Accelerate obtaining international safety and efficacy certifications for core ingredients and actively expand strategic partnerships with leading global companies to enhance international market presence.

(II) Industry Overview

1. Current status and development of the biotechnology industry:

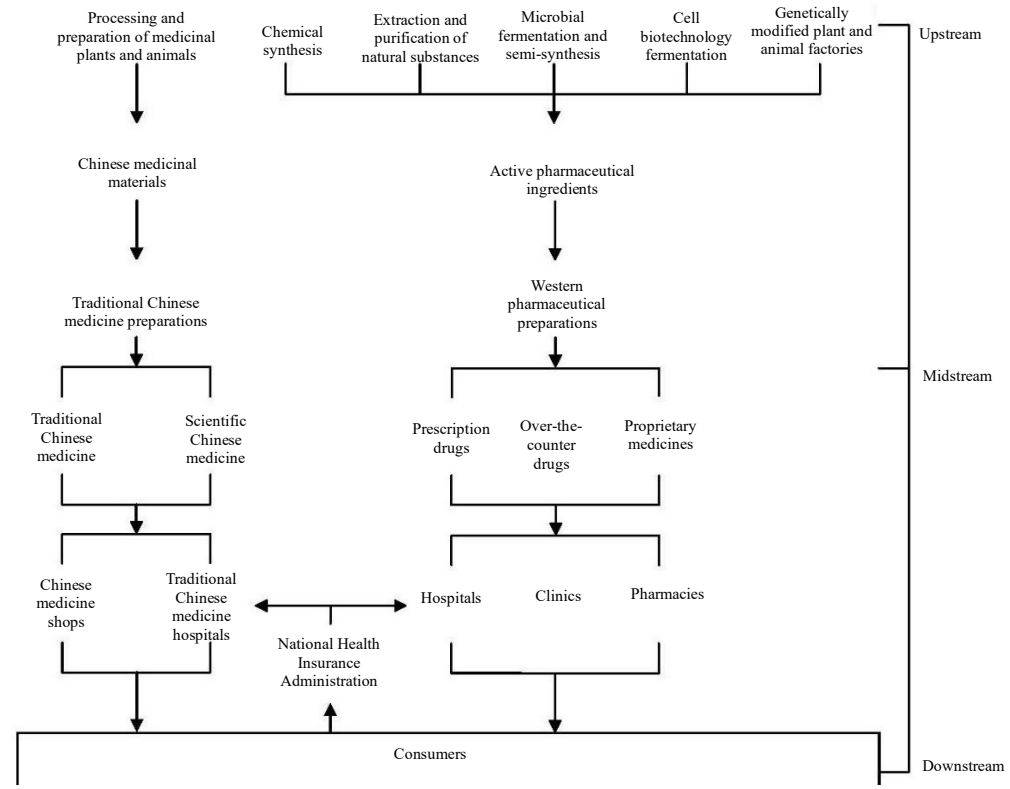
The pharmaceutical manufacturing industry is characterized by high technology, high value-added, low pollution, low energy consumption, as well as long development cycles and long product life cycles. Its products are primarily used for the treatment of human diseases and are closely related to public health and well-being. Accordingly, particular emphasis is placed on safety and efficacy, and the industry is regarded as an essential livelihood industry. At the same time, its level of development is often viewed as an indicator of a country's advancement. Countries with higher national income, such as the United States, Europe, and Japan, are representative examples of well-developed pharmaceutical manufacturing industries.

With the continued growth of Taiwan's economy, the output value of the pharmaceutical manufacturing industry has also increased year by year. Historically, however, the domestic pharmaceutical manufacturing industry has faced challenges such as a large number of manufacturers, a relatively small market, difficulties in export expansion, and insufficient capability in new drug development. These factors have intensified market competition and, in turn, affected profitability. In response to changes in the operating environment, how to achieve transformation and adaptation has become a shared concern of both the government and the industry.

In recent years, with increased government support and encouragement, along with growing interest from institutional investors, and the integration of domestic R&D capabilities, a number of emerging biotechnology companies have been established. In particular, many successful overseas entrepreneurs have returned to Taiwan to establish new drug development companies. As a result, the domestic biotechnology and pharmaceutical industry has experienced gradual and robust growth, with increasing opportunities to enter the international stage and drive the next wave of industry development.

2. Upstream, midstream, and downstream linkages of the biotechnology industry:
   The pharmaceutical manufacturing industry is directly related to public health and is therefore the most important and distinctive segment within the chemical manufacturing industry. The structure of the pharmaceutical manufacturing industry can be broadly divided into upstream, midstream, and downstream segments, as follows:

Structure of the pharmaceutical manufacturing industry



Source: Compiled by the Development Center for Biotechnology; adapted from the Yearbook of Pharmaceutical Industry

3. Development trends in biotechnology products:

   (1)Product trends

   With the aging of Taiwan's population and the advent of a super-aged society, demand for cardiovascular drugs, central nervous system drugs, and medications for the elderly is expected to grow significantly. In addition, with increasing urban population density and the worsening impact of environmental pollution, anti-infective drugs, anti-asthmatic and anti-allergic drugs, and anticancer drugs will also become key areas of future demand.

   (2)Drug pricing trends

   In recent years, governments worldwide have implemented direct and indirect measures to control drug prices in order to curb rising healthcare expenditures. As a result, the pharmaceutical industry is facing downward pressure on drug prices, making pricing a critical factor in market competition. Since the implementation of the National Health Insurance system in Taiwan, the government has placed significant emphasis on overall drug pricing benchmarks and procurement systems. The long-term trend is expected to continue moving toward lower drug prices. However, to encourage domestic R&D, there remains the potential for higher reimbursement pricing for new drugs.

   (3)Internationalization trends

   A key issue facing Taiwan's pharmaceutical industry is the large number of manufacturers concentrated in the domestic market, leading to cut-throat competition. Expanding into international markets is therefore an important direction for addressing current challenges and supporting future growth. Initial steps toward international expansion may include promoting mutual recognition systems and international cooperation. Promising target markets include Mainland China, Eastern Europe, and rapidly growing Asian markets. In recent years, domestic pharmaceutical companies have also actively pursued international cooperation and investment, including mergers and acquisitions, technology transfers, overseas

manufacturing, and joint ventures, with the aim of entering international markets and overcoming domestic market constraints.

(4)Industry consolidation trends

Mergers and acquisitions, strategic alliances, and value chain integration are common approaches to industry consolidation. Many biotechnology companies engage in M&A or strategic partnerships with companies that have complementary technologies or product portfolios in order to expand business scope and strengthen R&D capabilities. From basic research and development to manufacturing and marketing, such integration helps improve production efficiency, shorten time-to-market, facilitate rapid entry into new fields and markets, and reduce risks and costs. To meet global market demand, biotechnology companies may even seek to expand their international operations.

(5)Diversification trends

In response to the impact of trade liberalization and rapidly changing domestic and international market conditions, Taiwan's pharmaceutical companies have been actively pursuing transformation and diversification into consumer and biotechnology-related product markets, such as health supplements, cosmetics, contact lens care products, and biochips. Although these fields are closely related to the pharmaceutical industry and relatively accessible, diversification often results primarily in increased revenue, but is even less able to enhance a company's competitive advantage.

(6)Pharmaceutical distribution trends

With the rapid development of chain pharmacies in Taiwan, domestic pharmaceutical distribution channels are gradually moving toward joint pharmaceutical distribution, and pharmaceutical distribution logistics centers have accordingly been established. In addition to integrating downstream distribution channels, such pharmaceutical distribution logistics centers also plan to integrate upstream pharmaceutical manufacturers and become specialized joint pharmaceutical distribution centers. Through independent warehouse management systems, they can improve the loading and delivery efficiency of pharmaceuticals and avoid the original inefficiencies under which pharmaceutical manufacturers frequently had to visit pharmacies despite low delivery volumes and low order amounts. In addition, because pharmaceutical manufacturers do not need to invest in establishing their own distribution centers, they can benefit from economies of scale, thereby reducing transportation costs and improving distribution efficiency.

(7)Research and development trends

Developments in human gene decoding, artificial intelligence, big data, and the Internet of Things have created more possibilities for disease treatment and new drug development, accelerating drug screening and the pace of new drug development. The future will be a critical period for the global development of new drugs related to human genes, and relevant domestic research institutions and industry participants should accelerate their efforts to secure an early advantage through international cooperation and strategic alliances. In order to shorten development time, global pharmaceutical R&D is gradually adopting a segmented outsourced R&D model under which certain stages of research and development are carried out by specialized companies.

4. Competitive landscape of the biotechnology industry

At present, most domestic pharmaceutical manufacturers are small-scale companies with a wide variety of products, limited scale, and intense competition. The Company's own operations focus primarily on oral liquid formulations. It offers a comprehensive range of liquid formulation products, possesses strong R&D capabilities, and demonstrates rapid product development with consistent quality. In addition, through automated, standardized, and regulated production processes, the Company is able to maintain relatively lower production costs and achieve product differentiation, thereby enhancing gross margins and competitiveness. In addition, Center Laboratories, Inc. positions itself as "the most professional biotechnology incubation platform in the Asia-Pacific region." Its investee companies span a broad industry value chain. Each possesses distinct technologies or product advantages, and through the sharing of resources and experience, the Group enhances synergies and strengthens overall competitiveness.

(III) Technology and R&D overview in the most recent year and up to the date of publication of the annual report:

1. Research and development expenses (consolidated)

Unit: NT$ thousand

2024		2025	
Amount	Percentage of revenue	Amount	Percentage of revenue
71,959	4.45%	84,782	5.59%

2. Successfully developed technologies or products:

Product name	License number	Date of approval
Regalin Oral Solution 20 mg/ml “CENTER”	MOHW-PM-061951	April 17, 2025
Cen-Capto Oral Solution 1 mg/ml “CENTER”	MOHW-PM-061949	May 15, 2025

(IV) The Group’s short-term and long-term business development plans:

Center Laboratories has investee companies spanning a comprehensive biotechnology industry value chain, focusing on four key areas: new drug development, biologics CDMO, innovative medical devices and CDMO, and the broader healthcare sector. Through four key approaches, namely pre-investment evaluation, post-investment management, strategic focus, and exit mechanism design, the Company selects and manages investment targets and maximizes investment returns. Following more than a decade of development, the Company has become “the most professional biotechnology incubation platform in the Asia-Pacific region.” In response to development trends in the biotechnology and broader healthcare industries, as well as significant changes in the domestic and international operating environment, the Company continues to adjust its operational structure and enhance overall competitiveness through the implementation of short-term and long-term plans. The key points of the short-term and long-term plans are summarized as follows:

1. Short-term development plan

(1)Investment strategy

With respect to short-term investment strategy, the Group will focus on three major aspects in order to achieve diversified and sustainable investment objectives. First, the Group will focus on large-scale investments with low risk and stable returns, primarily aimed at enhancing its core businesses. First, it will focus on large-scale investments featuring low risk and stable returns, primarily with a view to enhancing its core businesses. This includes plans to increase or adjust its shareholding in core businesses, with emphasis on management focus, in order to achieve long-term contributions to stable cash flow. At the same time, it will prudently hold shares in listed companies in China in order to maintain a stable investment platform. In addition, concentrated investment in large-scale pharmaceutical funds is also regarded as part of ensuring capital liquidity.

Second, in response to the challenges of high technology, high growth, and high risk, Center will adopt strategic biotechnology investments with high technological barriers as its response. This involves allocating more resources to investments within core businesses that generate synergies, in order to capture high growth potential.

Finally, through a “quiet investment” approach, Center will actively engage in diverse industries and categories, participate early in emerging industries, and at the same time

catalyze these projects into engines of future organic growth. This integrated strategy enables the Group to adjust its investment portfolio flexibly, respond rapidly to market changes, and explore proactive investment opportunities across diversified fields. This series of strategies will help the Center Group achieve its diversified investment objectives in the short term, while pursuing secure and sustainable capital appreciation.

(2) R&D strategy

A. Center Laboratories pharmaceutical business:

For the pediatric population, in addition to meeting the medication needs of common childhood diseases, the Company continues to focus on strengthening care for severe, difficult, and rare pediatric diseases and is fully committed to optimizing pediatric healthcare. In addition, the Company continues to develop products in the psychiatric and neurological fields, including schizophrenia, Parkinson's disease, dementia, and depression, while also expanding into new disease areas such as anticoagulants and antidiabetic drugs. It is also accelerating the development of innovative drugs with administrative patent protection, including those involving new indications, new dosage forms, or new combinations.

B. Glac Biotech:

Leveraging its existing probiotic fermentation technology, the company is developing new postbiotic ingredients and has launched the Totipro® lactic acid bacteria fermentate ingredient to comprehensively enhance the efficacy of its existing PRONULIFE series and customized probiotic formulations. It also continues to conduct in-depth research into the combined use of postbiotics and probiotics, strengthening investment in substantiating enhancements in cellular and physiological functions, while continuously optimizing the purity and yield of postbiotic production. In addition, for probiotic ingredients, the company will continue to strengthen the development of high viable count manufacturing processes and bacterial powders with high room-temperature stability.

C. Mycenax:

Mycenax will continue to optimize its technology platforms for monoclonal antibodies, bispecific and multispecific antibodies, antibody-drug conjugates (ADC), cell therapy, and plasmid DNA production, in order to provide solutions that better meet the needs of global biologics customers.

D. KriSan:

KriSan will actively advance the development of ADC technologies and has established a comprehensive linker-payload library to rapidly provide novel drug molecules that meet customer needs, satisfy market demand for precision therapeutics, and accelerate customers' drug development progress. At the same time, KriSan will continue to optimize its bio-conjugation technology and, through in-house R&D as well as the introduction of and collaboration with strategic partners, establish an innovative conjugation technology platform. Leveraging the advantages of its linker-payload library, KriSan will provide higher value-added CDMO services, enhance the competitiveness of customers' products, and support customers in achieving leading positions in the global biopharmaceutical market. In addition, KriSan will continue to explore novel conjugate drugs such as AOC (antibody oligonucleotide conjugate), PDC (peptide-drug conjugate), and APC (antibody-peptide conjugate), and further deepen and expand the application of linker and conjugation technologies in novel conjugate drugs in order to develop new markets.

E. Lumosa:

Lumosa will accelerate the clinical development program for the new drug LT3001 by assisting its partner, Shanghai Pharmaceuticals Holding Co., Ltd., in completing regulatory consultations with China's Center for Drug Evaluation (CDE) regarding the design of the next phase of clinical trials, thereby laying the groundwork for the subsequent initiation of Phase III trials in China, with the goal of achieving market launch in China by 2030.

Through Cytoengine, the company will continue to develop an innovative inducible exosome technology platform, expand its R&D capabilities in neuroscience, and continue exploring various potential new drug platforms, including CAR-T, in order to enrich its pipeline layout.

F. BioGend:

Based on the clinical trial results of osteogenic growth factor (OIF) in Taiwan and the United States, the company will advance Phase III clinical trial activities in order to accelerate product commercialization and evaluate opportunities to expand licensing into the European and U.S. markets.

G. BaoPharma:

BaoPharma focuses on the clinical advancement and internationalization of its core pipeline. For the IgG-degrading enzyme, the company plans to complete the Phase III trial for the kidney transplant desensitization indication in the first half of 2026, while simultaneously initiating the GBM Phase III trial. Following the approval for marketing in China of recombinant long-acting human follicle-stimulating hormone, the Company plans to submit a clinical trial application to the European Medicines Agency (EMA) in the first half of 2026 and formally enter the international market.

(3) Production strategy

A. Center Laboratories pharmaceutical business:

Continue to cooperate with the government's pharmaceutical industry internationalization policy by completing PIC/S GMP inspections and subsequent maintenance activities. Focus on the production of oral liquid formulations, and through standardized, regulated, and automated production processes, improve product quality and reduce production costs.

B. Glac Biotech:

The production strategy will focus on multi-site coordination and capacity expansion by integrating manufacturing resources across facilities in Hsinchu, Chiayi, and Tainan to enhance overall manufacturing flexibility and supply stability. With the growth of ODM business, ODM output in the short term has increased significantly compared with 2024, with production capacity expanding to approximately four times the previous level. The company has also established production lines for multiple dosage forms, including tablets and capsules, further strengthening process integration capabilities. Together with quality management and production scheduling optimization, this supports rapid scale-up demand and enhances operational growth momentum.

C. Mycenax:

Mycenax has passed inspections by regulatory authorities in multiple countries and has become a supplier for two internationally marketed biologic products, providing stable and high-quality commercial-scale manufacturing services.

D. KriSan:

KriSan will actively advance the construction of its Hsinchu facility and the validation of

facilities and equipment, with completion of the drug product (DP) production line at the Hsinchu plant expected in 2026, enabling fully integrated one-stop CDMO services for ADC products. Through equipment validation and aseptic process simulation, the company will ensure that production processes comply with international standards and provide technical assurance for future large-scale manufacturing.

E. Lumosa:

Continue to implement cost of goods sold (COGS) improvement programs to enhance the market competitiveness of its products.

F. BioGend:

Self-built manufacturing facilities and related equipment have completed inspections by the competent authorities and are in stable operation. The company will continue to optimize production management and quality systems to ensure stable product supply. As product sales volume continues to increase, unit manufacturing costs have gradually declined through economies of scale, further improving gross margins.

G. BaoPharma:

To further expand large-scale commercial manufacturing capacity, the company is constructing an additional facility in Shanghai with a site area of approximately 37,000 square meters. Construction is expected to be completed and operations commenced before June 2026. The total bioreactor volume is expected to reach approximately 26,100 liters, and annual production capacity is expected to increase to approximately 22.5 million doses, fully supporting end-to-end manufacturing of internally developed products.

(4) Marketing strategy

A. Center Laboratories pharmaceutical business:

Pediatric oral liquids: In alignment with the government's initiative on "Pediatric Drug Safety," the Company continues to promote original package dispensing, leveraging its corporate influence to change the practice of powdering and repackaging by customers and to expand the overall market size. In addition, the Company continues to strengthen its product portfolio for various pediatric indications in order to further expand market size.

CNS: The Company continues to maintain close engagement with specialists and key opinion leaders in psychiatry and neurology and to deepen relationships of mutual trust, while providing differentiated CNS product applications to enhance brand awareness and recognition in the CNS field. It also continues to organize various CNS marketing and sales activities and, through resource sharing, mutual benefits, and knowledge and experience sharing, accelerates business expansion.

B. Glac Biotech:

Glac Biotech is committed to deeply integrating marketing with product development by aligning its product and marketing functions to establish a comprehensive service chain from raw material R&D and data analysis to business proposals and customer marketing. Through efficient cross-functional collaboration, the company not only enhances the quality and conversion rate of key account proposals, but also provides one-stop consulting services by transforming R&D data into market-driven marketing solutions, significantly improving development efficiency and strengthening brand loyalty.

In terms of scientific validation and international expansion, Glac Biotech actively advances clinical validation studies of key strains and pursues FDA GRAS and NDI submissions to strengthen product credibility through scientific substantiation, laying a solid foundation for entry into the North American market and further gaining the trust of

international customers. At the same time, the Company continues to optimize its Totipro postbiotic product line, focusing on four functional areas: brain anti-aging, kidney health, liver protection and uric acid reduction, and enhancement of exercise performance and anti-fatigue, thereby building differentiated market competitiveness. These efforts not only consolidate Glac Biotech's leading position in the probiotic industry, but also demonstrate to investors and potential customers its growth potential and innovation capabilities in the global health market.

C. Mycenax:

The company will continue to deepen its presence in international markets such as Japan, Korea, and Europe, while actively participating in international exhibitions to enhance global brand recognition and expand its customer base, with the aim of becoming a global CDMO specializing in biologics development and GMP manufacturing.

D. KriSan:

In response to the high complexity of the ADC field, KriSan will expand its early-stage R&D services by providing technical support for ADC molecule design and candidate selection at the initial stages of customer projects, thereby helping accelerate development progress. Through this strategy, KriSan will not only establish long-term and stable partnerships with customers, but also facilitate recurring collaboration opportunities and realize long-tail business effects. At the same time, the company will enhance its brand image through marketing and promotion, strengthen its presence in the Asian CDMO market, and attract more potential customers. In addition KriSan will continue to expand its customer base, deepen relationships with overseas partners, and increase order volumes, ensuring stable cash flow in the short term and laying a solid foundation for future growth. To further expand into European, U.S., and Asia-Pacific markets, the company will deepen its international market deployment, establish additional strategic partnerships, and build a comprehensive ADC supply chain to provide one-stop solutions and enhance global competitiveness. KriSan will also actively participate in international technical conferences and biotechnology exhibitions, such as BIO International, CPhI, and World ADC, to strengthen brand exposure, increase visibility in the global CDMO industry, and establish market leadership.

E. Lumosa:

The company will actively advance international licensing negotiations for LT3001 to accelerate global commercialization. Through the achievement of phased milestones, the company will continuously review its business model to ensure the attainment of commercial objectives. It will establish robust international licensing capabilities and adopt flexible licensing strategies to secure optimal licensing, distribution, or co-development opportunities.

Priority will be given to the development of new drugs with the following characteristics: addressing unmet medical needs, having near-term licensing potential, and possessing high pharmacoeconomic value or return on investment.

F. BioGend:

The company will continue to strengthen the market promotion of RevoCart in both domestic healthcare institutions (B2B) and the patient segment (B2C) to enhance domestic sales performance. At the same time, through participation in international exhibitions, external dissemination of clinical and experimental data, and professional exchange activities, the company will enhance the professional visibility of its technologies and R&D achievements, deepen engagement with potential international partners, and

progressively advance its overseas market expansion to lay a foundation for future operations.

G. BaoPharma:

For its core product, long-acting follicle-stimulating hormone (SJ02), the company entered into an exclusive distribution agreement with Anke Biotechnology in 2025, leveraging its established sales channels to accelerate market penetration in China.

2. Long-term development plan

(1) Investment strategy

Center Laboratories remains committed to actively fulfilling corporate social responsibility and strongly advocates an entrepreneurial spirit. Its corporate vision is "investing in the industries of tomorrow to transform the world today." With respect to its long-term investment strategy, the Company has divided its approach into three major investment segments. First, in new drug investments, led by Lumosa, the Company will continue to address unmet clinical needs in neuroscience, supported by globally leading cutting-edge technologies. Second, the Company focuses on advanced and technically demanding manufacturing in the biotechnology field, with the aim of integrating into the global biopharmaceutical supply chain. In this area, the Company will continue to invest in advanced manufacturing CDMO services, including ADCs, high-end medical devices, and the broader healthcare sector, all of which involve high technological and knowledge barriers. Finally, the Company will focus on the development of emerging sectors, primarily centered on the hydrogen energy ecosystem in the Greater China region, in order to actively respond to global environmental sustainability issues. This series of investment strategies reflects the Company's comprehensive planning for future development and underscores its commitment to contributing to global society and the environment.

(2) R&D strategy

A. Center Laboratories pharmaceutical business:

Leveraging its proprietary SOSF (Stabilized Oral Suspension Formulation) technology platform, the Company is committed to the development of new liquid dosage forms in order to establish a leading position in R&D capabilities. It will strengthen project management for 505(b)(2) drugs, accelerate R&D output efficiency, and enhance product registration and market launch in Taiwan to expand business opportunities. At the same time, it aims to become an originator manufacturer of liquid formulations dedicated to safeguarding the health of pediatric and elderly populations.

B. Glac Biotech:

Building on more than 15 years of strain R&D experience and mass production capabilities, the Company focuses on strengthening the economies of scale and human clinical evidence for key flagship strains and Totipro. With the rigor applied in pharmaceutical development, it will continue to accumulate human clinical data and publish in international journals to enhance the visibility of both the company and its strains. It will also progressively develop vegan and low-allergen ingredients, including probiotic powders and Totipro®, to better align with international trends. Through this, the company provides health supplement customers (B2B) with reliable and cost-effective one-stop solutions supported by validated efficacy and quality, with the aim of jointly promoting universal health.

C. Mycenax:

The company will continue to focus on drug development and actively advance biologics

with high technological barriers. Through strategic collaborations with industry partners, it will accelerate the enhancement of its technological capabilities and implement its operating strategy of "strong development (D) capabilities with appropriate manufacturing (M) scale (Big D and Medium M)."

D. KriSan:

The company will deepen technological innovation and continue to advance the development of its linker-payload platform. It will also actively explore multi-arm linker and dual-payload technologies to provide greater flexibility for new drug development clients in response to the increasingly diverse design requirements of ADC drugs, thereby supporting the development of ADC therapies with improved efficacy and enhanced safety. In addition, KriSan will continue to optimize its bio-conjugation technology platform, enhancing its applicability and technical coverage, and further expand into additional innovative conjugate drug areas to provide more efficient CDMO solutions.

E. Lumosa:

- Increase investment in R&D: Including financial, human, and equipment resources.
- Strengthen talent recruitment: Attracting high-quality R&D professionals.
- Establish R&D platforms: Integrating R&D resources and improving development efficiency.
- Enhance international collaboration: Cooperating with globally recognized pharmaceutical companies or research institutions to share R&D resources and jointly develop new drugs.

F. BioGend:

Through strategic partnerships, mergers and acquisitions, and in-house R&D, the company will continue to develop technologies related to bioactive bone graft materials, focusing on core application areas such as spine, trauma, and articular cartilage repair. It will progressively build a diversified and extensible technology platform to enhance its portfolio of innovative bone graft products. At the same time, the company will establish systematic R&D management and decision-making mechanisms to strengthen project evaluation quality, resource allocation efficiency, and execution effectiveness, in order to meet the needs of different stages of R&D and product development.

G. BaoPharma:

Leveraging its proprietary hinge technology platform, the company will actively advance the development of additional new drug candidates to further enrich its pipeline. It will adopt AI-driven drug discovery technologies to design and develop innovative therapies.

(3) Production strategy

A. Center Laboratories pharmaceutical business:

By leveraging the scale of the Company's product portfolio, its equipment, and its specialized experience in oral liquid formulations, the Company establishes market entry barriers and achieves long-term production advantages.

B. Glac Biotech:

The company will continue to invest in automated ODM production lines and automated monitoring systems, strengthen continuous automated processing equipment, and enhance probiotic powder production capacity and product stability.

C. Mycenax:

Leveraging its deep professional expertise and long-term accumulated experience, Mycenax provides process design and manufacturing solutions for various complex and

sophisticated biologics, delivering stable output, reliable quality, and reasonable costs, and serving as a supplier for multiple globally marketed biologics.

D. KriSan:

KriSan will adjust its capacity planning flexibly in accordance with the development of its conjugated drug business. Based on existing production lines, it will expand capacity in a timely manner and, through vertical and horizontal integration, strengthen its commercial manufacturing capabilities for conjugated drug substances (DS) and drug products (DP). Ultimately, the company will establish comprehensive coverage across the conjugated drug value chain to ensure stable supply and meet the growing market demand for such products.

E. Lumosa:

- Continue to implement cost of goods sold (COGS) improvement programs to enhance the market competitiveness of its products.
- Meet GMP manufacturing requirements from preclinical development through to product launch.

F. BioGend:

The company will continue to improve capacity utilization and evaluate the expansion of medical device contract manufacturing services in order to develop diversified revenue streams. At the same time, it will continue to strengthen quality management and regulatory compliance capabilities to ensure that R&D, clinical, and manufacturing activities comply with GMP, QMS, and relevant regulatory requirements, thereby reducing R&D and regulatory risks. In addition, in line with the company's operational scale and product line development, it will continue to enhance the maturity of its quality management system to respond to changes in domestic and international medical device regulations and market requirements, and to ensure that product quality meets applicable standards.

G. BaoPharma:

The company is constructing a second cGMP-compliant production facility in Shanghai to support the research, pilot production, and commercial-scale manufacturing of its recombinant protein therapeutics.

(4) Marketing strategy

A. Center Laboratories pharmaceutical business:

Continue to deepen its presence in pediatric and CNS therapeutic areas and, in response to population aging, expand into long-term care disease markets, thereby establishing a strong brand image.

B. Glac Biotech:

Glac Biotech's long-term vision is to become a global leading brand in functional probiotics. Upholding its core values of technological innovation, sustainable development, and integrity, the company enhances market competitiveness and expands cross-industry collaboration through multi-dimensional strategies. The company focuses on providing CDMO (contract development and manufacturing organization) services, covering product design and professional manufacturing, and assisting customers in achieving one-stop solutions from concept to commercialization. Through the development of diversified functional probiotic products, combined with the advantages of postbiotic technology, the company is committed to delivering health solutions with strong efficacy and market potential to meet the growing needs of global consumers. At

the same time, the Company actively promotes international strategic alliances and channel expansion, deepens partnerships based on integrity, expands brand influence and operational scale, accelerates global deployment, and builds an internationally recognized probiotic brand bearing the "MIT" label. Looking ahead, the company will continue to leverage postbiotic technology as its core competitive strength, lead industry trends, create long-term value for investors and customers, and further strengthen its leading position in the global health market.

C. Mycenax:

The company will enhance its technological and business capabilities through strategic collaboration with leading global companies, while expanding its international visibility.

D. KriSan:

In addition to actively securing early-stage R&D projects, KriSan will leverage its strong process development capabilities to assist customers in accelerating project advancement, establish long-term and stable partnerships, and generate sustained business growth momentum. It will also actively expand into late-stage development and commercialized drug orders, which not only provide stable cash flow but also demonstrate the high quality of its CDMO services through inspections by international regulatory authorities. Furthermore, KriSan will continue to expand its global CDMO service network, strengthen upstream and downstream strategic collaborations, and build comprehensive conjugated drug solutions to expand its customer base and enhance global competitiveness, with the aim of becoming a leading global CDMO for conjugated drugs.

E. Lumosa:

The company will pursue strategic alliances through licensing, co-development, and joint ventures to reduce new drug development risks and accelerate product commercialization.

F. BioGend:

The company will focus on R&D and clinical applications, integrate marketing and healthcare partner resources, gradually establish a professional brand in orthopedics and cartilage repair, and provide integrated medical products and services. For overseas markets, it will adopt strategies such as strategic partnerships, co-investment, and licensing to accelerate international expansion. At the same time, through the development of local distributors with comprehensive channels, strengthening academic exchange with physicians, and enhancing product education and training, it will improve market penetration and brand visibility, and progressively realize the internationalization of its proprietary brand.

G. BaoPharma:

For its core product, the company adopts an integrated "China–U.S./Europe" development strategy, under which: (i) priority is given to accelerating development and commercialization in China to establish a first-mover advantage; (ii) domestic sales and partnership revenue are used to support ongoing R&D and operations; and (iii) indications are subsequently expanded to enter overseas markets, including the United States and Europe.

II. Market Overview and Production/Sales Status

(I) Market analysis

1. Geographic distribution of sales (services) of major products and market share

Geographic distribution of sales of major products (consolidated)

Unit: NT$ thousand

Geographic distribution of sales of major products	2024		2025	
	Amount	%	Amount	%
Taiwan	1,175,801	72.68	1,170,392	77.19
China	406,556	25.13	322,426	21.27
Others	35,512	2.19	23,372	1.54
Total	1,617,869	100.00	1,516,190	100.00

In addition, the Company's parent company only net operating revenue for 2025 amounted to NT$941,103 thousand, representing approximately 0.36% of the total sales value of Taiwan's National Health Insurance pharmaceutical market, estimated at approximately NT$260.3 billion in 2025.

2. Future market supply and demand conditions and growth potential

(1)Supply conditions

A. Current supply conditions of the biopharmaceutical manufacturing industry

The COVID-19 pandemic has brought significant changes to the global economy. In addition to the heightened attention on the development of COVID-19 diagnostic reagents, nucleic acid vaccines, and therapeutic drugs, investment in the biotechnology and healthcare sector has continued to grow despite the deterioration of global economic conditions, demonstrating the essential nature of demand for the biotechnology and healthcare industry.

In particular, during the pandemic, widespread production shutdowns and lockdown measures in various regions significantly affected the import of raw materials and products required by the global pharmaceutical industry. This led to shortages in the supply of active pharmaceutical ingredients (APIs) and increases in API prices, resulting in higher production costs for drugs and formulations and impacting the biotechnology industry supply chain. To mitigate the risk of supply chain disruptions caused by excessive concentration, governments around the world have promoted de-globalization in the biotechnology industry, with a shift toward regionalization or localization.

B. Future supply conditions of biopharmaceuticals

- Technological innovation: The biopharmaceutical sector continues to experience ongoing technological innovation, such as gene therapy and cell therapy. Future supply conditions will be driven by these technological advancements, as well as the corresponding R&D and manufacturing capabilities.
- Global pandemics and public health challenges: Biopharmaceuticals play a critical role in addressing infectious diseases, chronic diseases, and rare diseases. Global pandemics and other public health challenges may increase demand for specific types of drugs,

thereby affecting supply conditions.

- Market demand: Population aging and the increasing prevalence of chronic diseases are likely to drive higher demand for biopharmaceuticals.
- Regulatory environment: The regulatory requirements for the R&D, manufacturing, and commercialization of biopharmaceuticals are expected to become increasingly stringent. Such regulatory oversight and changes will also affect drug development and supply processes.
- Global supply chain: The global pharmaceutical supply chain is critical to supply conditions. Changes in manufacturing collaboration and logistics processes may affect upstream and downstream supply.
- Accessibility and affordability: The accessibility and affordability of biopharmaceuticals are important considerations. The pricing and production volumes of biopharmaceuticals in the future will, to a certain extent, affect patient access to such products.

(2)Demand conditions

The pharmaceutical manufacturing industry is closely related to public health. Demand for pharmaceuticals is not affected by cyclical or seasonal fluctuations. Whether in underdeveloped and economically disadvantaged regions or in highly developed and affluent regions, demand for pharmaceuticals continues to grow.

With respect to future demand trends, as national income continues to increase, societies age, environmental pollution intensifies, and work-related stress burdens rise, the number of patients is expected to increase rapidly, particularly with a sharp growth in patients with chronic diseases. In Taiwan, as national income continues to rise and the population structure gradually shifts toward an aging society, demand for pharmaceuticals is expected to show an increasing trend in the future.

3. Competitive advantages and favorable and unfavorable factors for future development, and corresponding strategies

(1)Competitive advantages

In the future, under the combined effects of population aging, population growth, and the National Health Insurance system, the pharmaceutical market is expected to continue growing at an annual rate of approximately 3% to 5%. In addition, with the implementation of PIC/S and increasingly stringent government regulations, consolidation within the domestic pharmaceutical industry is expected to accelerate, leading to stronger large-scale manufacturers and prompting pharmaceutical companies to move toward specialized areas. The Company positions itself as “the most professional biotechnology investment holding platform in the Asia-Pacific region,” distinguishing itself from traditional competitive models. Its investee companies span a broad biotechnology industry value chain. Each investee company possesses its own unique technologies or product advantages, and through mechanisms for sharing professional knowledge and experience, the Group continues to expand synergies and enhance its overall competitive advantages. Meanwhile, the Company’s self-operated business is advancing toward becoming a specialized manufacturer of oral liquid formulations, strengthening both its manufacturing standards and R&D capabilities. The Company’s future competitive advantages are summarized as follows:

A. Flexible marketing strategies

In addition to maintaining strong relationships with medical centers, regional hospitals, local hospitals, and primary healthcare institutions, the Company's marketing strategy focuses on oral liquid formulations and CNS products. In addition to its own professional marketing team targeting major hospitals and clinics, the Company also leverages a nationwide distribution network to jointly strengthen its channel presence.

B. Concentration in product dosage forms

There are more than 4,000 types of pharmaceuticals worldwide, of which over 1,000 are commonly used, and the usage volume of most drugs is relatively small. As a result, except for a limited number of high-volume products, most drugs cannot achieve sufficient economies of scale. In addition, due to the large number of domestic pharmaceutical manufacturers and their relatively small scale, each manufacturer typically produces a wide variety of products in small quantities, with each product contributing only a limited proportion of revenue, making it difficult to effectively reduce production costs. The Company concentrates its product dosage forms primarily on oral liquid formulations. Through standardized and automated production lines and a focused product mix, the Company is able to reduce production costs through economies of scale, forming another distinct competitive advantage.

C. Product differentiation advantages

Most GMP-certified pharmaceutical manufacturers in Taiwan are small- to medium-sized enterprises. Each manufacturer produces a wide range of pharmaceutical products, most of which are generic drugs with similar characteristics and high substitutability, resulting in price-based competition within the industry.

The Company's core products, including respiratory system formulations and nervous system formulations, not only cover a comprehensive product range but also occupy distinct market segments. In addition, due to the specific characteristics of oral liquid formulations, including larger volume, heavier weight, and higher storage costs, the Company's products have formed clear market segmentation, thereby avoiding direct price competition with peers.

D. Continuous development of core competitive pharmaceutical products

R&D capability has long been a core competitive factor in the pharmaceutical manufacturing industry. Since its establishment, the Company has obtained a considerable number of drug licenses and continues to achieve its targets for obtaining new drug approvals each year. In addition, the Company actively engages in long-term R&D and technical collaboration with internationally and domestically recognized CROs and major medical centers and research institutions to continuously develop competitive pharmaceutical products.

(2)Favorable factors

A. Government incentives for emerging industries

The biotechnology industry is a key sector promoted and supported by the government, with various R&D incentive programs in place to alleviate the burden on pharmaceutical companies' R&D investments. The Company plans to enter into research agreements with domestic research institutions in the future, under which such institutions will subsidize a portion of research funding. The Company will continue to propose multiple R&D projects to seek such support and reduce its financial burden.

B. National Health Insurance policy support

Since the implementation of the National Health Insurance system, seeking medical treatment has become a basic necessity, which has significantly stimulated domestic demand for pharmaceuticals. As national income continues to increase and awareness of quality of life improves, health maintenance and wellness awareness have gradually risen. Accordingly, the domestic pharmaceutical market is expected to continue to grow in the future.

C. Establishment of pharmaceutical pricing benchmark policies

The pharmaceutical pricing policies successively introduced by the government have had a positive incentive effect on competition based on product quality. As the Company has consistently focused on manufacturing high-quality products to meet market demand, such policies are expected to provide tangible benefits to the Company.

D. Aging population structure and rising living standards

As the population structure continues to age and living standards improve, demand for pharmaceuticals is expected to continue increasing, thereby expanding the overall market size.

(3)Unfavorable factors

A. Competitive advantage of branded pharmaceuticals from foreign originators

Although domestic GMP pharmaceutical manufacturers are capable of producing products with efficacy comparable to those of foreign manufacturers, consumer preferences place them at a competitive disadvantage, which is unfavorable to the development of domestic pharmaceutical companies.

Countermeasures:

The Company has moved beyond traditional pharmaceutical competition models. Its self-operated oral liquid formulation business not only has the largest market share and a comprehensive product portfolio, serving as a stable source of profit, but also extends into the CNS field, which is expected to drive the next wave of growth momentum.

B. Rising operating costs

Due to inflation and increases in raw material prices, the Company's operating costs have risen steadily. In addition, compliance with progressively stricter regulatory requirements under government policies has increased investment in both software and hardware.

Countermeasures:

To address rising costs, the Company actively strengthens process controls to improve production efficiency. It replaces inefficient equipment to increase output and reduce unit costs. For production lines with low utilization rates, the Company undertakes inter-plant integration, outsources production to third parties, or accepts contract manufacturing from other companies to improve capacity utilization and reduce production costs.

The implementation of the PIC/S system by the Ministry of Health and Welfare is based on scientific data to substantiate pharmaceutical quality, ensuring consistency in quality standards. However, under PIC/S requirements, pharmaceutical manufacturers must invest substantial capital in upgrading hardware and software, and the scope of implementation is also affected by production volumes. In the short term, Taiwan's pharmaceutical industry is characterized by a small-volume, high-variety operating model, and the implementation of PIC/S may increase manufacturing costs. In the long

term, however, international pharmaceutical companies, with world-class quality standards and global marketing advantages, will pose significant challenges to the traditional operating model of domestic manufacturers. Nevertheless, for the Company, which is driven by continuous improvement in quality, the implementation of PIC/S enhances pharmaceutical quality and enables quality to serve as a foundation of competitiveness. On this basis, the Company will adjust its future operating model and further strengthen its relative competitive position.

C. Large number of small domestic manufacturers leading to price competition

There are currently many GMP pharmaceutical manufacturers in Taiwan, most of which are small- to medium-sized. Their products are diverse and highly overlapping, which tends to lead to intense price competition.

Countermeasures:

Most domestic pharmaceutical manufacturers operate on a small scale, hold numerous drug licenses, and produce a wide variety of products with overlapping dosage forms, resulting in a lack of economies of scale. Their capabilities in new drug development are relatively limited, and they primarily manufacture generic drugs. As a result, they are less favored by hospitals and medical centers and rely mainly on pharmacies and clinics as sales channels, leading to severe price-cutting competition and a tendency toward cut-throat competition.

As the implementation of the National Health Insurance system has not led to a dispersion of medical resources, which remain concentrated in large hospitals, the Company will continue to focus on hospital markets that account for significant pharmaceutical demand and influence prescribing trends as its primary sales channel. In addition, the Company adopts strategies such as product segmentation to raise competitive barriers, pricing strategies, and the strengthening of marketing, quality, and R&D capabilities to respond to industry competition.

(II) Key uses and manufacturing processes of major products

1. Key uses of products

- Center Laboratories

A. Respiratory system drugs: antitussives, expectorants, bronchodilators

B. Central nervous system drugs: medications for dementia, epilepsy, schizophrenia, and depression

C. Nervous system drugs: anti-inflammatory analgesics

D. Allergy and immunology: anti-allergic agents

E. Gastrointestinal drugs: antiemetics, antidiarrheal agents

- Glac Biotech

The principal products include microencapsulated functional probiotic powders, fermentation agents, and related application products such as fermented concentrates. Product application areas include pharmaceuticals, health supplements, food products, and animal feed additives for agricultural and livestock use.

2. Manufacturing processes

- Center Laboratories

A. Oral liquid formulations:

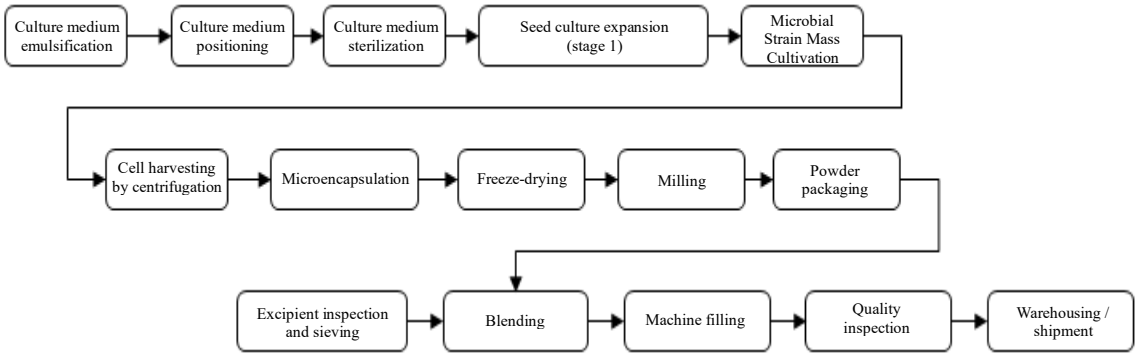
Raw materials → dissolution → filtration → filling → bottle sealing → inspection → labeling → packaging

B. Tablets:

Raw materials → sieving → blending → granulation → drying → sizing → tableting → inspection → sorting → filling → packaging

■ Glac Biotech

Microencapsulated functional probiotic powders and fermentation agents



(III) Supply conditions of major raw materials

The Group sources its raw materials from domestic and international manufacturers. To ensure a stable supply of raw materials, the Group has consistently maintained close cooperative relationships with domestic suppliers. At the same time, it actively develops partnerships with international raw material suppliers to ensure that product supply and R&D activities are not constrained by raw material sourcing.

(IV) Names of customers that accounted for 10% or more of total purchases (sales) in any of the most recent two years, together with the transaction amounts and percentages, and an explanation of the reasons for any increases or decreases.

1. Major purchase customers in the most recent two years (consolidated):

Information on major suppliers in the most recent two years

Unit: NT$ thousand

Year	2024				2025			
Item	Name	Amount	Percentage of total annual net purchases (%)	Relation ship with the issuer	Name	Amount	Percentage of total annual net purchases (%)	Relation ship with the issuer
1	Ming Jing Co., Ltd.	97,951	19.97	None	Ming Jing Co., Ltd.	111,709	23.22	None
2	Others	392,519	80.03	—	Others	369,410	76.78	—
	Net purchases	490,470	100	—	Net purchases	481,119	100	—

Note 1: The names of suppliers that accounted for 10% or more of total purchases in each of the most recent two years, together with their purchase amounts and percentages, shall be disclosed. However, where supplier names may not be disclosed due to contractual confidentiality provisions, or where the counterparty is an individual who is not a related party, such information may be disclosed using codes instead.

Note 2: As of the date of publication of the annual report, if a TWSE-listed or TPEx-listed company has the most recent financial information that has been audited or reviewed by attesting CPAs, such information shall also be disclosed.

●Reasons for increase and decrease: In 2025, due to price increases by Center Laboratories's plastic bottle supplier, the Company's procurement amount from Ming Jing increased.

2. Major sales customers in the most recent two years (consolidated):

Information on major sales customers in the most recent two years (consolidated)

Unit: NT$ thousand

Year	2024				2025			
Item	Name	Amount	Percentage of total annual net sales (%)	Relation ship with the issuer	Name	Amount	Percentage of total annual net sales (%)	Relation ship with the issuer
1	Company A (Note)	337,857	20.88	None	Company A (Note)	253,098	16.69	None
2	Others	1,280,012	79.12	—	Others	1,263,092	83.31	—
	Net sales	1,617,869	100	—	Net sales	1,516,190	100.00	—

Note: Due to business confidentiality, "Company A" is used as a substitute.

Note 1: The names of customers that accounted for 10% or more of total saless in each of the most recent two years, together with their sales amounts and percentages, shall be disclosed. However, where customer names may not be disclosed due to contractual confidentiality provisions, or where the counterparty is an individual who is not a related party, such information may be disclosed using codes instead.

Note 2: As of the date of publication of the annual report, if a TWSE-listed or TPEx-listed company has the most recent financial information that has been audited or reviewed by attesting CPAs, such information shall also be disclosed.

●Reasons for the increase and decrease: In 2024, the Company's subsidiary, Glac Biotech, recorded a significant increase in sales of probiotic products to customer Company A due to the success of its marketing strategy. In 2025, revenue from Company A decreased due to reduced end-market demand and foreign exchange fluctuations.

III. Employee Information

▪ Center Laboratories

Year		2024	2025	For the period ended March 31, 2026
Number of employees (persons)	Management personnel	38	50	50
	Sales personnel	38	38	39
	Other employees	122	131	135
	Total	198	219	224
Average age (years)		41.51	42.10	42.12
Average years of service (years)		9.95	8.78	8.70
Educational attainment distribution (%)	Doctoral degree	1.51	1.37	1.79
	Master's degree	16.67	16.89	16.07
	College and university	60.61	60.73	60.71
	Senior high school	19.19	19.18	19.64
	Below senior high school	2.02	1.83	1.79

▪ Glac Biotech

Year		2024	2025	For the period ended March 31, 2026
Number of employees (persons)	Management personnel	42	43	43
	Sales personnel	13	13	11
	Other employees	189	182	184
	Total	244	238	238
Average age (years)		37.46	37.94	38.22
Average years of service (years)		3.41	4.18	4.3
Educational attainment distribution (%)	Doctoral degree	1.64	1.68	1.68
	Master's degree	18.03	19.33	19.74
	College and university	65.57	65.96	65.14
	Senior high school	14.76	13.03	13.44
	Below senior high school	0	0	0

IV. Environmental Protection Expenditures Information

In the most recent year and up to the date of publication of the annual report, any losses incurred due to environmental pollution (including compensation and violations of environmental protection laws identified through environmental inspections, for which the date of the penalty, reference number of the penalty, provisions of laws or regulations violated, details of the violation, and content of the penalty are to be specified) shall be disclosed, together with the estimated amounts of any current and future potential losses and the corresponding countermeasures; if such amounts cannot be reasonably estimated, the reasons why they cannot be reasonably estimated shall be explained: None.

V. Labor-Management Relations

(I) The Company's employee welfare measures, training and development, retirement system and their implementation, as well as agreements between labor and management and measures for safeguarding employee rights, are described as follows:

1. Employee welfare:

■Center Laboratories

To care for its employees, the Company provides a sound working environment and has established an Employee Welfare Committee to offer various welfare benefits and activities, including birthday bonuses, marriage allowances, childbirth allowances, holiday bonuses for the three major festivals and Labor Day, funeral subsidies, domestic and overseas travel subsidies, group dining activities, year-end party or spring banquet events with prize draws, and regular free health checkups.

Details of welfare subsidies are as follows:

(1) Marriage allowance: NT$2,000 per employee.

(2) Childbirth allowance: NT$2,000 per birth for the employee or spouse.

(3) Funeral subsidy:

A. NT$3,000 for spouse and immediate family members.

B. NT$1,500 for relatives other than immediate family members.

(4) Labor Day, Dragon Boat Festival, and Mid-Autumn Festival bonuses: NT$1,500.

(5) Birthday bonus: NT$600 per employee.

(Note) Employees with at least six months of service are eligible for the full subsidy; those with at least three months but less than six months of service are eligible for 50% of the subsidy.

(6) Other benefits:

A. Travel subsidy: NT$10,000 for overseas travel; NT$4,500 for domestic travel.

(Note) Employees with at least one year of service are eligible for the full subsidy; those with at least three months but less than one year of service are eligible for a pro-rated subsidy.

B. Christmas departmental gathering: NT$500 per employee.

(Note) Employees with at least one year of service are eligible for the full subsidy; those with at least three months but less than one year of service are eligible for 50% of the subsidy.

C. Other company events and year-end party or spring banquet:

The Employee Welfare Committee organizes various activities from time to time based on budget and operational needs and is responsible for planning the annual year-end party or spring banquet, including prize draws and group dining arrangements.

■Glac Biotech:

Welfare benefits provided by the Employee Welfare Committee are as follows:

(1) Birthday voucher: NT$500.

(2) Dragon Boat Festival voucher: NT$500.

(3) Mid-Autumn Festival voucher: NT$500.

(4) Lunar New Year bonus: NT$1,000 in cash or vouchers.

(5) Marriage allowance: NT$3,000.

(6) Childbirth allowance: NT$3,000 (an additional NT$1,000 for twins).

(7) Funeral subsidy: NT$3,100 (limited to the employee, spouse, children, and immediate family members).

(8) Year-end party gift: NT$1,000 voucher.

(9) Mid-Autumn gathering / employee travel: subsidies provided to participants in accordance with the annual plan.

(10) Hospitalization allowance: NT$500.

2. Distribution of employee compensation

■Center Laboratories

If the Company records a profit for the year, 0.1% to 10% shall be allocated as employee compensation (of which no less than 10% shall be distributed to non-managerial employees). Such allocation shall be resolved by the Board of Directors and reported to the shareholders' meeting. On March 3, 2026, the Board of Directors resolved to allocate 0.15% of the 2025 profits, totaling NT$17,365,818, as employee compensation, of which 60% (NT$10,419,491) is distributed to frontline employees.

■Glac Biotech

If the Company records a profit for the year, 3% to 6% shall be allocated as employee compensation. Such allocation shall be resolved by the Board of Directors and reported to the shareholders' meeting. Glac Biotech did not distribute employee compensation in 2025.

3. Employee insurance:

In addition to enrolling all employees in Labor Insurance and National Health Insurance in accordance with applicable laws, the Group also provides insurance fully funded by the Company, including accident insurance, hospitalization medical insurance, cancer medical insurance, and occupational injury insurance.

4. Employee education and training:

The Group places great importance on employee education and training. For internal training, in addition to new employee orientation, the Company has established internal instructors who periodically offer courses across diverse fields. A digital learning platform is also available to facilitate online learning. In addition, each department organizes professional on-the-job training as needed. For external training, the Company encourages employees to participate in external training programs and provides subsidies to enhance their professional capabilities and competitiveness. In 2025, the total number of internal and external training hours for employees was approximately 1,959.83 hours. In addition, the Company has established an internal online learning platform, "Center Laboratories University," offering approximately 51 courses. Furthermore, in accordance with the Labor Standards Act and the Occupational Safety and Health Act, the Company arranges relevant training programs on personal safety, environmental hygiene, and fire safety drills as appropriate.

5. Retirement system:

In accordance with the "Labor Pension Act," the Group has, since July 1, 2005, contributed 6% of each employee's monthly salary to the employee's individual pension account maintained with the Bureau of Labor Insurance. For employees who have elected to remain under the old pension scheme pursuant to the Labor Standards Act, pension benefits are calculated based on years of service and the average salary over the six months prior to the approved retirement date. In addition, the Company contributes 2% of total monthly salaries to an employee pension reserve fund, which is deposited in a dedicated account with the Bank of Taiwan under the name of the Supervisory Committee of Labor Retirement Reserve.

Under the "Labor Standards Act," employees may voluntarily apply for retirement upon meeting any of the following conditions:

(1) Having completed at least 15 years of service and reaching the age of 55.

(2) Having completed at least 25 years of service.

(3) Having completed at least 10 years of service and reaching the age of 60.

The Company may not require an employee to retire unless one of the following conditions applies:

(1) The employee has reached the age of 65.

(2) The employee is mentally incapacitated or physically disabled to the extent that they are unable to perform their duties.

Retirement benefits payable to employees shall be paid within 30 days from the date of retirement.

6. Labor-management agreements and protection of employee rights:

The Group places great importance on labor-management relations and is committed to creating a mutually beneficial and harmonious working environment. It has established effective communication channels through which employees may communicate with management in any form regarding issues, suggestions, or their rights and interests. Labor-management relations remain stable and harmonious, with no major labor disputes reported.

The Group has formulated work rules in accordance with applicable laws and regulations to govern various labor conditions and safeguard employee rights. In addition, the Company has established an Employee Welfare Committee to implement various employee welfare measures. Through labor-management meetings and internal meetings, the Company facilitates communication and coordination to improve administrative measures and protect employee rights and interests.

7. Family-friendly workplace environment and measures:

Center Laboratories complies with the "Act of Gender Equality in Employment." Employees in Taiwan who have completed at least six months of service and have childcare needs for children under the age of three may apply for unpaid parental leave. In addition to providing employees with the right to take unpaid parental leave, the Company has established a comprehensive leave and attendance management system that allows employees to flexibly utilize leave for childcare and caregiving purposes. In cases such as military service or serious illness requiring extended leave, employees may also apply for unpaid leave and subsequently apply for reinstatement upon expiration of the leave period, thereby balancing family care and personal needs. With respect to parental leave, in 2025, 1 female employee applied for parental leave without pay. The Company will continue to provide relevant support and assistance.

8. Employee-friendly leave system:

Under the leave policy, in addition to the standard two days off per week, employees are granted seven days of annual special leave in their first year of employment (pro-rated for those with less than one year of service). In addition, employees who require an extended period of leave due to childcare, major illness, or significant personal circumstances may apply for unpaid leave in order to balance personal and family care needs. Starting from April 2026, the minimum unit for special leave has been adjusted from 1 hour to 0.5 hour, exceeding the requirements of the Labor Standards Act, in order to enhance employees' flexibility and convenience in using leave.

9. Working environment and employee safety protection measures:

■Center Laboratories

A. The Company has established the "General Occupational Safety and Health Regulations for Workplace Operations," the main contents of which are as follows:

(1) Safety and health management:

Consider how to perform work safely before commencing work.

Follow instructions when performing tasks.

Consult supervisors if there are any uncertainties.

Comply with warning messages and hazard notices.

Horseplay or pranks in the workplace are prohibited.

(2) Attire:

Wear appropriate clothing suitable for the work environment.

Wear earplugs or earmuffs in noisy workplaces as required.

Operators shall wear appropriate head coverings to prevent hair contamination or entanglement in moving machinery.

When handling hazardous substances or materials, appropriate protective equipment shall be worn.

(3) Operations:

Inspect machinery and equipment before production operations.

Do not use freight elevators for personnel transport.

Do not throw tools to others during operations.

Do not approach moving machinery unless required for work purposes.

Use appropriate work platforms.

After maintenance of machinery and equipment, all removed safety guards must be restored before operation.

When unloading on slopes, apply wheel chocks to prevent sliding.

(4) Movement within the workplace:

Exercise caution when walking on wet surfaces; running is strictly prohibited in the workplace.

Do not step over moving equipment such as conveyor chains for convenience.

Do not place any items in passageways to ensure they remain unobstructed.

(5) Housekeeping:

Maintaining workplace cleanliness helps prevent incidents.

Raw materials must be stored in designated areas according to markings and properly categorized.

Do not place objects around electrical control panels.

Tools and components must be properly stored after use.

Materials should be retrieved from the top first.

Clean machinery and equipment before production; when cleaning tanks, a “Cleaning in Progress” sign must be displayed, and work may only be performed in front of the electrical control panel under proper conditions.

(6) Others:

Do not stay under suspended loads.

Do not work in improper or unsafe postures.

Do not use damaged power cords.

Do not use hands to support suspended objects.

B. Implementation of workplace environment and employee safety protection measures

(1) The Company has designated occupational safety and health management personnel (at the supervisory level) responsible for employee safety and health matters and registered with the Occupational Safety and Health Administration, Ministry of Labor.

(2) The Company has established a Biosafety Committee responsible for the management and control of infectious biological materials and strains, preventing microbial infection, microbial release, and operational risks.

(3) Fire drills are conducted twice annually and reported to the fire authority.

(4) Fire safety inspections are conducted annually and reported to the fire authority.

(5)“Safety and health education and training” is provided to all factory employees once annually.

(6)Office premises are cleaned daily by cleaning personnel and disinfected once annually.

(7)Hazardous equipment must be verified and labeled with power lockout before tank entry and cleaning.

(8)Free health checkups are provided to employees once annually.

C. Identification of fire risks under adverse scenarios and key feasible mitigation measures:

(1) Identification of fire risks under adverse scenarios

In accordance with the Company’s enterprise risk management framework, fire risk assessments have been conducted across all operating locations, and adverse scenarios that may affect business continuity have been identified. The key scenarios include:

- Fire incidents occurring during non-working hours or at night, when no on-site personnel are available for immediate response, leading to the risk of fire escalation.
- Electrical fires arising from aging equipment, abnormal loads, or improper use of electrical systems.
- Fire hazards associated with processes or operations involving high-temperature equipment, hot work, or flammable materials if not properly managed.
- High concentrations of combustible materials in storage or operational areas, increasing the risk of fire spread and loss escalation.
- Failure of fire detection, alarm, or automatic fire suppression systems to activate in a timely or effective manner, reducing early-stage fire control capability.
- Inadequate smoke exhaust or evacuation conditions in underground or enclosed spaces, affecting personnel evacuation safety.
- Extreme scenarios (such as power outages or compound disasters) resulting in limited functionality of fire protection systems.

(2) Key feasible mitigation measures:

Based on the results of risk assessments, the Company has established the following preventive and response measures:

- Installation of comprehensive automatic fire alarm systems, integrated with remote monitoring and notification mechanisms to enhance early fire detection capabilities.
- Deployment of automatic sprinkler systems, indoor fire hydrants, and various firefighting equipment, with regular inspection and maintenance to ensure proper operation.
- Implementation of periodic inspection and preventive maintenance programs for electrical equipment to reduce the risk of electrical fires.
- Establishment of application and approval procedures for hot work operations, along with necessary isolation, protection, and supervision measures.
- Planning and maintenance of unobstructed evacuation routes, supported by emergency lighting and evacuation signage.
- Regular fire safety training and drills, including adverse scenario simulations, to strengthen employees’ emergency response capabilities.
- Enhanced management and zoned storage of combustible materials to reduce the risk of fire spread.

- Establishment of emergency response and reporting procedures, with coordination mechanisms maintained with relevant external parties.

(3) Continuous improvement and management mechanism

The Company conducts periodic reviews of the effectiveness of its fire safety management measures through responsible units and continuously improves and strengthens fire safety practices in accordance with operational needs and regulatory requirements. These efforts aim to reduce the risk of operational disruption while ensuring personnel safety and safeguarding company assets. In 2025, the Company conducted 2 fire drills and 1 fire safety inspection.

D. Measures and implementation status for workplace misconduct, bullying, sexual harassment, and other psychosocial hazards:

To uphold gender equality in employment and provide a workplace and service environment free from sexual harassment, the Company has established the "Regulations Governing the Prevention of Sexual Harassment in the Workplace, Complaint Handling, and Disciplinary Measures." A dedicated reporting mailbox for sexual harassment complaints has been set up, and relevant training programs are implemented. In 2025, a total of 9 employees participated in such training.

■Glac Biotech

A. Glac Biotech has established "Workplace Employee Safety and Health Work Rules and General Safety and Health Regulations," the main contents of which are as follows:

- Supervisors and other responsible personnel in each department who are engaged in management, direction, and supervision shall be responsible for implementing the following occupational safety and health matters:
  (1) Prevention of occupational accidents.
  (2) Implementation of occupational safety and health management plans.
  (3) Regular inspections, key inspections, routine checks, and related supervision.
  (4) Conducting regular or ad hoc workplace inspections.
  (5) Providing improvements to work methods.
  (6) Establishing safe operating procedures.
  (7) Instructing and supervising subordinates to follow safe operating procedures.
  (8) Other safety and health management matters assigned by the employer.
- Responsibilities of on-site personnel:
  (1) Conduct thorough inspections of the work environment and equipment prior to operations; if any abnormalities are identified, handle them within the scope of responsibility and/or report to a supervisor immediately.
  (2) Strictly comply with safe operating procedures and relevant provisions of these rules during operations.
  (3) Properly use personal protective equipment in accordance with regulations.
  (4) Participate in necessary occupational safety and health education and training.
  (5) Undergo pre-employment physical examinations and periodic health checkups, and comply with health management requirements.
  (6) Personnel without the required qualifications shall not operate hazardous machinery or equipment.
- Work safety and hygiene standards:

For all safety and health protection devices installed in workplaces, machinery, and equipment in accordance with regulations, employees shall comply with the following:

(1) Such devices shall not be dismantled or rendered ineffective without authorization.
(2) If temporary removal or deactivation is required for operational purposes, the original condition must be restored immediately upon completion of work.
(3) If any such devices are found to be removed or ineffective, corrective actions shall be taken within the scope of responsibility and reported to a supervisor.

- To prevent fall-related hazards, employees working at heights shall comply with the following:

(1) For operations at heights of 2 meters or more, scaffolding or equivalent measures shall be used to establish a working platform.
(2) For workplaces at heights of 1.5 meters or more, safe access equipment shall be provided.

- To prevent electrical hazards, all personnel shall comply with the following:

(1) Installation and maintenance of electrical equipment shall only be performed by qualified electrical personnel.
(2) When adjusting or repairing electrical equipment, the power supply shall be disconnected and a warning sign shall be placed at the switch.
(3) Areas such as generator rooms, transformer rooms, or power receiving rooms are restricted to qualified electrical personnel only.
(4) Electrical switches shall not be operated with wet hands or wet tools.

- Medical personnel are assigned to the facility to provide the following services:

(1) Planning and implementation of employee health education, health promotion, and hygiene guidance.
(2) Prevention and treatment of work-related injuries and illnesses, health consultation, first aid, and emergency response.
(3) Assisting the employer in assigning employees to suitable positions.
(4) Analysis, evaluation, management, and maintenance of employee physical and health examination records, as well as health management.
(5) Preparation of occupational health reports and maintenance of injury and illness records.
(6) Assisting the employer and occupational safety personnel in implementing disease prevention and workplace environment improvements.

B. Implementation of workplace environment and employee safety protection measures

(1) The company has designated occupational safety and health management personnel (at the supervisory level) responsible for employee safety and health matters and registered with the Occupational Safety and Health Administration, Ministry of Labor.
(2) The company has established a Biosafety Committee responsible for the management and control of infectious biological materials and strains, preventing microbial infection, microbial release, and operational risks.
(3) Fire drills are conducted twice annually and reported to the fire authority.
(4) Fire safety inspections and reporting are conducted annually and submitted to the fire authority.
(5) “Safety and health education and training” is provided to all factory employees once annually.
(6) The facility provides on-site occupational health nursing services six times per month (2 hours per session) and occupational physician services six times per year (2 hours

per session), in accordance with regulations.

(7) Hazardous machinery and equipment may only be operated by certified personnel, and all operators receive periodic retraining in accordance with regulatory requirements.

10. Employee code of conduct and ethics:

■ Center Laboratories

The Company has established a Code of Ethical Conduct for Employees, the main contents of which are as follows:

(1) Emphasize teamwork, avoid departmentalism, and uphold integrity, proactiveness, and accountability.

(2) No form of discrimination or exclusion shall occur on the basis of gender, race, religion, political affiliation, sexual orientation, job level, nationality, or age.

(3) Maintain a healthy and safe working environment; sexual harassment, violence, threats, or intimidation are strictly prohibited.

(4) Avoid using Company assets, information, or one's position to obtain improper benefits for oneself or third parties, or to compete with the Company.

(5) Treat all business counterparties fairly. Employees shall not request, promise, offer, or accept any form of gifts, entertainment, rebates, bribes, or other improper benefits.

(6) Any information obtained in the course of duties that may materially affect the trading price of the Company's securities shall be kept strictly confidential prior to public disclosure, and insider trading is strictly prohibited.

(7) Respect personal privacy; spreading rumors or making defamatory statements is prohibited. Confidential information obtained through work shall be properly safeguarded and shall not be disclosed or used for purposes unrelated to work, including after termination of employment.

(8) Ensure that all documentation and records are accurate, complete, and properly maintained.

(9) Prevent resources such as data, information systems, and network equipment from theft, interference, damage, or unauthorized access.

(10) Employees shall not influence others to make political donations, support specific political parties or candidates, or participate in political activities. Political activities shall be avoided during working hours and within the workplace.

(11) Respect intellectual property rights and comply with relevant laws; unauthorized use or reproduction of copyrighted materials, including books, publications, and software, is prohibited.

(12) Strengthen internal ethical awareness and encourage employees to report violations of laws, regulations, or this Code by name to supervisors; the Company shall ensure strict confidentiality of the identity of the reporting individual.

■ Glac Biotech

Glac Biotech has established Employee Service Principles, the main contents of which are as follows:

(1) Employees shall faithfully perform their duties, comply with all company rules and regulations, and follow reasonable instructions from supervisors at all levels; negligence or perfunctory performance is prohibited Supervisors at all levels shall provide appropriate guidance to employees.

(2) Employees shall perform their duties diligently, safeguard company property,

minimize losses, improve quality, and enhance productivity.

(3) Employees shall not leave their workstations during working hours without approval.

(4) Employees shall not engage in outside employment during working hours without the company's written consent.

(5) Employees shall not use their position to seek personal gain for themselves or others.

(6) Without prior written consent from the Company, employees shall not engage in businesses identical or similar to those of the Company for themselves or third parties, nor serve as unlimited liability shareholders, managing partners, directors, managers, or named or undisclosed partners in such businesses.

(7) Employees shall not, through acts related to their duties or in violation of their duties, accept hospitality, gifts, rebates, or other unlawful benefits.

(8) Employees shall not bring into the workplace weapons, ammunition, or hazardous materials that may cause infection, irritation, explosion, combustion, corrosion, suffocation, toxicity, fumes, vapors, or radiation, nor any prohibited items or personal electronic devices unrelated to work (including laptops, cameras, camera-enabled mobile phones, USB drives, or portable storage devices).

(9) Employees shall not remove company property from the premises without approval; where necessary, a release permit must be obtained from the relevant administrative unit.

(10) Employees shall comply with the Occupational Safety and Health Act and company regulations to maintain workplace safety, hygiene, and cleanliness, and to prevent theft, fire, or other hazards.

(11) Employees who are absent without approved leave, or who fail to apply for an extension upon expiration of leave, shall be deemed absent without leave. Proxy clock-in or falsification of attendance records shall also be treated as absence without leave.

(12) During shift handover, employees shall clearly communicate operating conditions, work content, and the location of important tools and equipment. Any damage or loss caused by unclear handover resulting in operational errors shall be jointly borne by both parties.

(II) In the most recent fiscal year and up to the date of publication of the annual report, any losses incurred due to labor disputes (including violations of the Labor Standards Act identified through labor inspections, for which the date of the penalty, reference number of the penalty, provisions of laws or regulations violated, details of the violation, and content of the penalty are to be specified) shall be disclosed, together with the estimated amounts of any current and future potential losses and the corresponding countermeasures; if such amounts cannot be reasonably estimated, the reasons why they cannot be reasonably estimated shall be explained:

- Center Laboratories:
  According to the Hsinchu County Government, Department of Labor, letter Ref. No. 1143936933 dated December 17, 2025, due to internal operational issues in July 2025, the Company failed to pay full wages to Employee A, in violation of Article 22, Paragraph 2 of the Labor Standards Act, and was fined NT$50,000. The Company has reviewed and adjusted its payroll system settings to prevent recurrence of similar incidents.

- Glac Biotech: None.

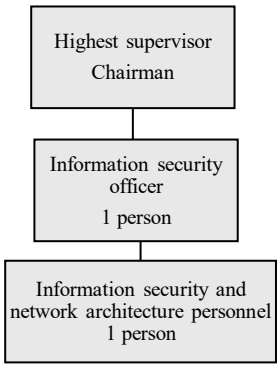
VI. Information Security Management

(I) Describe the information security risk management framework, information security policies, specific management programs, and resources invested in information security management.

1. Information security risk management framework:

The Company's IT Department is responsible for formulating, implementing, managing the risks of, and reviewing compliance with information security and protection policies. To further strengthen information security protection and management, the Company appointed an information security officer and an information security specialist in 2023, responsible for planning the information security system, monitoring and implementing information security management operations, and responding to information security incidents. The Company also holds regular meetings to review information security policies and reports to the Board of Directors at least once a year on information security strategy and management results. The most recent report was submitted on February 2, 2026.

The Company’s information security organizational structure is as follows:



2. Information security policies:

To effectively implement information security management across all facilities, the Company’s information security unit convenes quarterly meetings and applies the Plan-Do-Check-Act (PDCA) management cycle to review the applicability of information security policies and protective measures.

- “Plan phase”: Focuses on information security risk management and the establishment of a comprehensive Information Security Management System (ISMS). Through system, technical, and procedural controls, information security risks are mitigated, and high-standard confidential information protection services aligned with the Company’s needs are established.
- “Do phase”: Establishes multi-layered information security protection and continuously adopts advanced security technologies. Information security control mechanisms are integrated into daily IT operations, including hardware and software maintenance, enabling systematic monitoring and safeguarding the confidentiality, integrity, and availability of the Company’s critical assets.
- “Check phase”: Actively monitors the effectiveness of information security management and conducts measurement and quantitative analysis of information security indicators based on audit results.
- “Act phase”: Focuses on review and continuous improvement, implementing supervision and audits to ensure the ongoing effectiveness of information security controls. When

employees violate relevant regulations or procedures, disciplinary actions will be taken based on the severity of the violation (including performance evaluations or necessary legal actions). In addition, based on performance indicators and maturity assessments, the Company regularly reviews and implements improvement measures, including information security controls, training, and awareness programs, to ensure that confidential information is not disclosed.

3. Specific management programs:

A.Network security

(1) Adoption of advanced technologies for system scanning and updates of systems and software.

(2) Strengthening firewall protection and network controls to prevent cross-device and cross-network virus propagation.

B.Device security

(1) All computer equipment is registered and controlled to prevent unauthorized or malware-infected devices from entering the Company.

(2) Endpoint protection measures are implemented to enhance malware detection.

C.Application security

(1) Establishment of application security self-assessment checklists, evaluation standards, and improvement targets within development processes.

(2) Continuous enhancement of application security control mechanisms and integration into development workflows and platforms.

D.Data security

(1) Classification of documents to control folder access permissions.

(2) Daily backups of critical data in accordance with the 3-2-1 backup principle (at least three copies, stored on two different media types, with at least one offsite backup) to ensure comprehensive data protection.

(3) Regular communication of updated information security policies and precautions.

E.Information security training

The Company conducts information security awareness and prevention training for employees, carries out social engineering simulation exercises including phishing email drills, and provides information on security incidents and corresponding preventive and response measures.

F.Identification of information security risks and implementation of corresponding management and monitoring measures

To strengthen information security risk management, the Company has established a systematic external cybersecurity risk identification mechanism in accordance with international cybersecurity standards and domestic regulatory requirements. Specific management measures are formulated for different types of risks, including externally exposed critical assets and unpatched vulnerabilities. These measures are regularly reviewed

and updated, and risk identification results are periodically reported to the Information Security Committee.

In terms of critical asset exposure management, the Company conducts regular comprehensive inventories of externally exposed critical assets (such as key servers and cloud databases). For assets with potential unauthorized access risks, access control enhancements are implemented, including the addition of firewall rules and IP whitelist configurations, to ensure timely protection and response measures.

In account security management, the Company has established a periodic access rights review mechanism, enforces the principle of least privilege, and promotes the adoption of multi-factor authentication (MFA) for critical systems to reduce the risk of unauthorized account access.

In vulnerability management, the Company uses automated tools to regularly scan external assets and prioritizes vulnerabilities based on CVSS (Common Vulnerability Scoring System) scores. High-risk vulnerabilities (CVSS ≥ 7.0) are addressed with priority. A vulnerability tracking list has also been established to continuously monitor items that cannot yet be remediated due to system compatibility or other constraints until remediation is completed.

4. Resources invested in information security management:

(1)Regular information security meetings: From a risk-based perspective, the Company convenes information security meetings on a quarterly basis to address areas including information security risk management, threat intelligence management (including joining the TWCERT information security alliance in 2023), information security controls, outsourcing and dependency management, and information security incident management and response. Through these meetings, the Company identifies overall operational risks and adopts appropriate countermeasures to maintain the robustness of network and information security. In 2025, a total of 12 information security meetings were convened.

(2)Education and training: In 2025, employees completed a total of 120 hours of information security training. A total of 120 phishing simulation email exercises were conducted, and information security training was also provided to 60 new employees.

(3)Information security announcements: In 2025, a total of 8 information security-related announcements were issued to communicate key information security requirements and precautions.

(4)Software and hardware equipment: The Company continues to strengthen its software and hardware infrastructure to ensure information security. A total of NT$3,000 thousand was invested in deploying information security firewalls and multi-factor authentication, thereby enhancing network protection mechanisms, system operations, and the security of confidential information management.

Statistics / Year	2023	2024	2025
Information security expenses as a percentage of revenue	0.26%	0.28%	0.28%

5.Asset monitoring coverage:

The Company regularly conducts external vulnerability scans to continuously identify externally exposed digital assets and maintains an asset inventory as the basis for management. For critical information assets included in the inventory, periodic scans and risk assessments are conducted according to a defined schedule.

For high-risk vulnerabilities identified through scanning, the Company actively prioritizes remediation efforts. The remediation rate for high-risk vulnerabilities (CVSS ≥ 7.0) exceeds 90%. Items that cannot be immediately remediated are placed on a tracking list, and their remediation progress is regularly monitored to ensure continuous risk reduction.

The Company continues to strengthen account access control by implementing multi-factor authentication (MFA) for critical systems and conducting regular reviews of privileged account permissions, thereby systematically reducing the risk of unauthorized access.

The results of the above monitoring measures are regularly reported in Information Security Committee meetings and continuously disclosed in the Company's annual report, thereby enhancing stakeholders' trust in the Company's information security management.

6.Implementation results of information security measures:

In 2025, the Company did not experience any material information security incidents, including hacker attacks or intrusions into information systems, the official website, or internal document files, nor any leakage or loss of personal data or internal document files. The implementation of information security measures has therefore been effective.

(II) In the most recent fiscal year and up to the date of publication of the annual report, any losses incurred due to material information security incidents, their potential impacts, and corresponding countermeasures shall be disclosed; if such amounts cannot be reasonably estimated, the reasons why they cannot be reasonably estimated shall be explained: No losses have been incurred as a result of information security incidents.

VII. Material Contracts

As of the date of publication of the annual report, the following material contracts that remain in effect or expired within the most recent year, including supply and sales agreements, technical cooperation agreements, engineering contracts, long-term loan agreements, and other contracts that may affect shareholders' interests, are summarized below:

Company	Nature of contract	Counterparty	Contract term	Key terms	Restrictive covenants
Center Laboratories	Bank Loan Agreement	Syndicated lending group arranged by Taiwan Cooperative Bank, Ltd. (lead bank), Taiwan Business Bank, Ltd. (co-lead bank), Chang Hwa Commercial Bank, Ltd., Bank Sinopac Co., Ltd., Agricultural Bank of Taiwan, and Taipei Fubon Commercial Bank Co., Ltd.	March 28, 2024 – March 28, 2027	Syndicated loan	Collateral pledged
	Bank Loan Agreement	Chang Hwa Commercial Bank, Ltd.	May 31, 2025 – May 31, 2026	Secured loan	Collateral pledged
				Unsecured loan	--
	Bank Loan Agreement	Bank Sinopac Co., Ltd.	September 24, 2025 – September 30, 2026	Unsecured loan	--
				Secured loan	Collateral pledged
			September 24, 2025 – September 30, 2026	Secured loan	Collateral pledged
	Bank Loan Agreement	Taipei Fubon Commercial Bank Co., Ltd.	December 14, 2025 – December15, 2026	Unsecured loan	--
	Bank Loan Agreement	Mega International Commercial Bank Co., Ltd.	December 9, 2025 – December 8, 2026	Unsecured loan	--
	Guarantee Agreement	The Shanghai Commercial & Savings Bank, Ltd.	September 3, 2020 – September 7, 2025	Center Laboratories' Fourth Convertible Bonds	--
	Guarantee Agreement	Taiwan Cooperative Bank, Ltd.	March 22, 2023 – March 8, 2025	Center Laboratories' Fifth Convertible Bonds	--
	Guarantee Agreement	Bank Sinopac Co., Ltd.	December 23, 2022 – April 26, 2028	Center Laboratories' Sixth Convertible Bonds	--
Glac Biotech	Long-term Loan	Chang Hwa Commercial Bank, Ltd.	January 10, 2023 – January 9, 2031	Chattel mortgage loan	--
	Lease	Center Laboratories, Inc.	July 1, 2023 – June 30, 2033	Lease of Hsinchu plant facility	--

Five. Review and Analysis of Financial Position and Financial Performance, and Assessment of Risk Factors

I. Financial Position (Consolidated)

Unit: NT$ thousand

Item \ Year	2024	2025	Difference	
			Amount	%
Current assets	3,781,507	1,590,062	(2,191,445)	(57.95)
Investments accounted for using the equity method	5,761,850	5,656,711	(105,139)	(1.82)
Property, plant and equipment	1,415,920	1,839,560	423,640	29.92
Other assets	19,559,401	30,465,907	10,906,506	55.76
Non-current assets	21,755,668	33,038,060	11,282,392	51.86
Total assets	25,537,175	34,628,122	9,090,947	35.60
Current liabilities	4,616,762	3,509,608	(1,107,154)	(23.98)
Short-term loans	1,262,000	1,050,000	(212,000)	(16.80)
Financial liabilities at fair value through profit or loss	-	12,794	12,794	-
Other current liabilities	3,354,762	2,446,814	(907,948)	(27.06)
Non-current liabilities	2,865,930	4,631,819	1,765,889	61.62
Total liabilities	7,482,692	8,141,427	658,735	8.80
Equity attributable to shareholders of the parent	18,054,477	26,486,689	8,432,212	46.70
Share capital	7,249,768	7,612,257	362,489	5.00
Capital surplus	5,535,957	5,036,294	(499,663)	(9.03)
Retained earnings	5,459,539	14,337,106	8,877,567	162.61
Other equity	18,864	93,763	74,899	397.05
Treasury shares	(209,651)	(592,731)	(383,080)	182.72
Non-controlling interests	6	6	-	-
Total equity	18,054,483	26,486,695	8,432,212	46.70

Note: Explain the principal reasons for and impacts of any material changes in assets, liabilities, and shareholders' equity over the most recent two years (where the change between periods exceeds 20% and the amount of change exceeds NT$10 million). Where the impact is material, future response plans shall also be described.

I. Reasons for the changes and their impacts:

1. Current assets: The decrease was primarily attributable to the maturity and repayment of the 4th secured convertible bonds and the 5th unsecured convertible bonds in 2025.
2. Property, plant and equipment: This was primarily attributable to the expiration of the lease for the Hsinchu Guangfu Plant, after which the property was converted for owner-occupied use, resulting in the reclassification of investment properties to property, plant and equipment.
3. Other assets, non-current assets and total assets: The increase was primarily attributable to the listing of BaoPharma on the Hong Kong Stock Exchange on December 10, 2025. Following the listing, the share price increased, resulting in a significant rise in valuation gains.
4. Current liabilities, financial liabilities at fair value through profit or loss, other current liabilities, and non-current liabilities: The changes were primarily attributable to the maturity and repayment of corporate bonds, the classification of outstanding corporate bonds based on the operating cycle, and the addition of long-term borrowings to meet operational needs.

5. Equity attributable to shareholders of the parent, retained earnings, and total equity: The increase was primarily attributable to the recognition of valuation gains on financial assets following the listing of BaoPharma, which drove growth in current-period profits and resulted in accumulated losses turning into retained earnings.
6. Other equity: The increase was primarily attributable to a higher share of other comprehensive income recognized from associates and joint ventures accounted for using the equity method.
7. Treasury shares: The increase was primarily attributable to the Company's repurchase of its own shares, as approved by the Board of Directors on April 9, 2025, for transfer to employees as part of employee incentive programs.

II. Future response plans for material impacts: The above changes have not had any material adverse impact on the Company. Overall operations remain stable without any significant abnormalities; therefore, no specific response plan is deemed necessary.

II. Financial Performance (Consolidated)

(I) Principal reasons for and impacts of material changes in operating revenue, operating profit (loss), and profit before tax over the most recent two years

Unit: NT$ thousand

Item \ Year	2024	2025	Difference	
			Amount	%
Operating revenue	1,617,869	1,516,190	(101,679)	(6.28)
Operating costs	868,916	894,932	26,016	2.99
Gross profit	748,953	621,258	(127,695)	(17.05)
Operating expenses	514,893	533,995	19,102	3.71
Other income and (expenses), net	-	(448,884)	(448,884)	-
Operating income (loss)	234,060	(361,621)	(595,681)	(254.50)
Non-operating income and expenses	(1,404,094)	11,930,258	13,334,352	(949.68)
Net income before tax	(1,170,034)	11,568,637	12,738,671	(1,088.74)
Net income from continuing operations	(1,103,408)	9,322,825	10,426,233	(944.91)
Net income (loss)	(1,103,408)	9,322,825	10,426,233	(944.91)
Other comprehensive income (net of tax)	(2,239)	77,506	79,745	(3,561.63)
Total comprehensive income	(1,105,647)	9,400,331	10,505,978	(950.21)
Net income attributable to shareholders of the parent	(1,103,683)	9,322,825	10,426,508	(944.70)
Net income attributable to non-controlling interests	275	-	(275)	(100.00)
Total comprehensive income attributable to shareholders of the parent	(1,105,922)	9,400,331	10,506,253	(950.00)
Total comprehensive income attributable to non-controlling interests	275	-	(275)	(100.00)
Earnings per share (NT$)	(1.48)	12.33	14	(933.11)

Note: Explain the principal reasons for and impacts of material changes (where the change between periods exceeds 20% and the amount of change exceeds NT$10 million).

1. Other income and (expenses), net: This was primarily attributable to the recognition of a provision for management performance bonus liabilities based on the investment portfolio held under entrusted management agreements.
2. Operating income (loss): The change was primarily attributable to Glac Biotech being affected by adjustments in customer shipment schedules and fluctuations in ODM orders, as well as the lack of economies of scale from the new plant, resulting in reduced gross profit. In addition, Center Laboratories recognized a provision for management performance bonuses.
3. Non-operating income and expenses: The change was primarily attributable to a decrease in losses recognized from investees accounted for using the equity method compared with the prior period. In addition, BaoPharma was listed on the Hong Kong Stock Exchange on December 10, 2025. Following the listing, the share price increased, and valuation gains measured at fair value were recognized, resulting in an increase in gains on financial assets at fair value through profit or loss.
4. Net income before tax, net income, total comprehensive income, net income attributable to shareholders of the parent, and total comprehensive income attributable to shareholders of the parent: The increase was primarily attributable to reduced losses from investees accounted for using the equity method, as well as the recognition of fair value gains following the listing of BaoPharma, which increased non-operating income and drove overall profit growth.
5. Other comprehensive income: The change was primarily attributable to other comprehensive income recognized from associates and joint ventures accounted for using the equity method turning from negative to positive. However, translation differences in the financial statements of certain foreign operations resulted in exchange losses due to exchange rate fluctuations; overall, the amount still shifted from a net loss to a net gain.

(II) Projected sales volume for 2026, the basis for such projections, the potential impact on the Company's future financial and business performance, and the corresponding response plans:

The Company expects sales volume of oral liquid formulations to increase by 2% in 2026. This projection is based on anticipated changes in future market supply and demand, the pace of new product development, and national health insurance policies. The Company will strengthen its investment in research and development and expand its production facilities to meet future market demand.

III. Cash Flows (Consolidated)

(I) Analysis of changes in cash flows for 2025:

Unit: NT$ thousand

Item \ Year	2024	2025	Change amount	Change percentage
Net cash inflow (outflow) from operating activities	394,735	27,164	(367,571)	(93.12)
Net cash inflow (outflow) from investing activities	(736,535)	1,652,892	2,389,427	(324.41)
Net cash inflow (outflow) from financing activities	79,091	(2,884,806)	(2,963,897)	(3,747.45)

Analysis and explanation of the increase and decrease in ratios:

1. Operating activities: This was primarily attributable to a decrease in operating income and a reduction in interest received in 2025.
2. Investing activities: The change was primarily attributable to higher cash outflows in 2024 for investments in funds and long-term investments. In 2025, adjustments to overall asset allocation led to an increase in cash inflows from other financial assets.
3. Financing activities: The change was primarily attributable to the maturity and repayment of the 4th secured convertible bonds and the 5th unsecured convertible bonds in 2025.

(II) Liquidity analysis for 2025:

Item \ Year	2024	2025	Change percentage (%)
Cash flow ratio	8.55%	0.77%	(90.99%)
Cash flow adequacy ratio	(24.73%)	(19.19%)	(22.40%)
Cash reinvestment ratio	(3.04%)	(1.64%)	(46.05%)

Analysis and explanation of the increase and decrease in ratios:

1. Cash flow ratio: The change was primarily attributable to the recognition of valuation gains on financial assets in 2025, which were adjusted as non-cash items and deducted in operating cash flow. In addition, due to adjustments in customer rebate terms and post-sale discount ratios, the increase in contract liabilities was reduced. This, together with an increase in accounts receivable and a decrease in accounts payable, resulted in a decline in the contribution of working capital to cash flows.
2. Cash flow adequacy ratio: The change was primarily attributable to an increase in capital expenditures in 2025.
3. Cash reinvestment ratio: The change was primarily attributable to an increase in long-term investments in 2025.

(III) Improvement plan for insufficient liquidity and analysis of cash liquidity for the coming year: The Company does not have any liquidity shortfalls. Should any funding gap arise, it plans to obtain bank borrowings to meet its funding needs.

IV. Impact of major capital expenditures in the most recent year on financial and operational performance: None.

V. Investment Policy in the Most Recent Year, Key Reasons for Investment Gains or Losses, Improvement Plans, and Investment Plans for the Coming Year:

The Company's investment policy primarily focuses on the healthcare and biotechnology industries. The operating performance of its major investees is summarized as follows:

1. **Glac Biotech**: In 2025, Glac Biotech concentrated its resources on core customers in Taiwan and international markets. Through optimization of its customer structure and improvement of market expansion efficiency, it expanded its key customer base and achieved economies of scale to drive revenue growth, successfully turning operations from loss to profit for the year. The operating strategies for major markets are as follows:
   (1)Taiwan market:
   Focus on differentiated product positioning by integrating functional probiotics and postbiotics technologies, developing proprietary licensed and exclusive formulations, targeting large brand customers, deepening its role as a core ODM partner, and enhancing product competitiveness and customer stickiness through high value-added postbiotic applications.
   (2)International Market:
   Utilize proprietary strains, postbiotics (Totipro), and customized postbiotic solutions as key entry points to integrate into international strategic partners and major customer supply chains. Adjust postbiotic application formats based on market-specific needs while simultaneously establishing strategic contract manufacturing partners in emerging markets to expand global market coverage and service depth.
   (3)China market:
   Adopt a proactive proposal-driven business model, integrating probiotics and postbiotics applications to continuously expand product offerings for existing cross-border customers, while leveraging differentiated postbiotic solutions to enter collaborations with new cross-border brands, thereby strengthening market penetration and product portfolio completeness.

   Looking ahead to the coming year, Glac Biotech will continue its existing market and product strategies from 2025, using postbiotics technology as a key differentiating advantage, deepening relationships with core customers, upgrading the value of CDMO services, and striving to become a trusted professional partner in probiotics and postbiotics, thereby further enhancing brand value and overall market competitiveness.
2. **Mycenax**: Mycenax is the only company in Taiwan 100% dedicated to biologics CDMO services, providing high-quality one-stop services for biologics (from DNA to DP). It continues to develop various technology platforms to enable faster and more cost-effective development processes for customers, while fully leveraging the complementary production advantages of its two GMP facilities to provide comprehensive manufacturing solutions. Mycenax maintains a stable presence in Asian markets such as Japan, Taiwan, and Korea, while actively expanding into international markets, with the goal of becoming a leading

biologics CDMO company in Asia.

3. **KriSan**: Losses were primarily attributable to depreciation and amortization costs arising from the newly constructed ADC facility, as well as R&D expenses. Despite significant challenges in the global economic environment, KriSan maintained stable annual revenue by focusing on the ADC CDMO segment, with ADC-related revenue accounting for a significantly increased share of 22%. However, as most ADC projects remain in early development stages and large-scale orders require time to materialize, substantial revenue contributions are expected in 2025–2026. The company recognizes these operational challenges and has strengthened cost control measures to ensure resources are focused on investments aligned with its development strategy, with the aim of maximizing cost efficiency and enhancing core competitiveness. At the same time, KriSan is actively expanding strategic alliances, leveraging partners' global networks to broaden its customer base and increase order volume, thereby improving revenue performance and accelerating profitability growth.
4. **Lumosa**: Lumosa adheres to a commercially driven innovative drug development strategy, focusing on unmet medical needs and leveraging its professional drug development team to conduct innovative drug development and global licensing. Its product pipeline is well-structured, covering short-, medium-, and long-term development strategies. In the short term, LT3001 has achieved key milestones, successfully completing two Phase II clinical trials. The Company has also completed regulatory consultation meetings with the U.S. FDA, reaching important consensus on the design and regulatory pathway for global Phase III clinical trials. Future efforts will focus on international licensing negotiations for LT3001 and planning for Phase III clinical trials. The medium- to long-term strategy focuses on building an innovative therapeutic platform. Through its subsidiary, Cytoengine, the company continues to develop LT6001, an innovative inducible exosome, as well as cell and gene therapy-related technologies targeting neural injury repair. In the coming year, Lumosa will continue to invest in clinical trials and development of LT3001, accelerate the development of exosome technology platforms and cell and gene therapies, actively evaluate and introduce new drug candidates with strong potential, and strengthen the expertise of its R&D team. In addition, the company will accelerate clinical trial progress to realize product value at an earlier stage, actively pursue international licensing opportunities, optimize cost structures, enhance operational efficiency, and establish diversified collaboration models to mitigate R&D risks.
5. **BioGend**: Founded in 2016 and listed on the Taipei Exchange on January 28, 2021, BioGend is primarily engaged in the R&D of advanced composite orthopedic regenerative medical devices and related product development. The company remains in a loss position, primarily due to continued investment in product development, clinical trials, and regulatory-related activities, resulting in relatively high levels of expenses. To improve operating performance, BioGend will continue to adjust resource allocation in line with R&D progress, gradually advance product commercialization plans and market expansion, and strengthen sales promotion and licensing cooperation to enhance revenue performance. The investment strategy for the coming year will focus on supporting ongoing R&D and operational development needs, while prudently evaluating the necessity of new investments to balance growth momentum and risk management.
6. **Medeon**: In 2025, Medeon announced preliminary clinical results in May from its IDE

pivotal trial in the U.S. for Urocross, a minimally invasive device for benign prostatic hyperplasia, demonstrating favorable safety and efficacy outcomes. Based on data from this 240-patient pivotal trial, the company formally submitted a marketing application to the U.S. FDA in November 2025. Following standard review timelines, approval is expected within three to six months after submission in 2026, at which point U.S. market commercialization will commence. In addition to pre-launch sales preparations, the company will also actively engage in discussions with potential licensing partners. Its thoracic aortic repair device, Duett, received U.S. FDA approval in 2025 to proceed to Phase II clinical trials, with an expected enrollment of approximately 70 patients. Patient treatment and follow-up are expected to accelerate in 2026. As projects advance to the next stage, the expense structure will shift from a primary focus on clinical expenditures to a more strategically optimized allocation of resources, with the objective of enhancing overall project value. In 2025, its high-end medical device CDMO subsidiary, Medeologix, leveraging its high-quality manufacturing capabilities and efficient contract development services, achieved strong growth in both its customer base and order intake, while continuing its rapid revenue growth trajectory. It also successfully implemented a cross-border operating model of "order intake and pilot production in the United States, and large-scale manufacturing in Taiwan." Looking ahead to 2026, Medeologix will continue to deepen integration of group resources and further optimize production line allocation, with a focus on accelerating the progression of client R&D projects and supporting more advanced products in moving into commercial-scale production and further expand revenue scale.

7. **BaoPharma**: BaoPharma is a pioneer in synthetic biology R&D in China and in the manufacturing of complex recombinant biologics to meet significant clinical demand. Leveraging its proprietary chassis cell engineering platform, it has established a leading position across four core therapeutic areas. Several of its products have entered near-commercialization stages. Its core product, recombinant hyaluronidase (KJ103), is approaching NDA submission. Its long-acting follicle-stimulating hormone (SJ02) entered into an exclusive distribution agreement with Anke Biotechnology in 2025 and is expected to begin contributing revenue gradually in 2026.

VI. Analysis and Assessment of the Following Risk Factors for the Most Recent Year and Up to the Date of Publication of the Annual Report:

(I) Impact of changes in interest rates, exchange rates, and inflation on the Company's profit or loss, and future response measures:

1. Interest rates: In 2025, consolidated interest expense on borrowings amounted to NT$49,532 thousand, representing approximately 3.27% of consolidated operating revenue.

   The Group's response measures to borrowing interest rates are as follows: Actively cooperate with various banks, closely monitor changes in market interest rates; and strive to obtain the most favorable interest rates.

2. Exchange rates: In 2025, consolidated foreign exchange losses amounted to NT$58,153 thousand, representing approximately 3.84% of consolidated operating revenue. The Group's response measures to exchange rate fluctuations are as follows:
   (1)Obtain timely information on foreign exchange market movements from partner banks to keep abreast of exchange rate changes.

(2)Purchase or sell foreign currencies at appropriate times, as needed, to mitigate the impact of exchange rate fluctuations.

3. Inflation: As the Group maintains long-term relationships with most of its raw material suppliers and retains control over pricing, inflation currently has no material impact on the Company's profit or loss. The corresponding response measure is to continuously monitor raw material prices and reduce procurement costs.

(II) Policies on high-risk and high-leverage investments, lending of funds to others, endorsements and guarantees, and trading of derivative financial instruments; principal reasons for profit or loss and future response measures:

1. The Group does not engage in high-risk or high-leverage investments. All investments are carried out in accordance with the Company's internal policies following prudent evaluation. With respect to lending of funds to others and endorsements and guarantees, such activities are limited to investee companies and are conducted in accordance with the Company's relevant policies governing lending of funds and endorsements and guarantees; accordingly, their impact on the Company is limited. In addition, the Group does not engage in non-hedging derivative transactions.

2. With respect to trading in derivative financial instruments, the Group's response measures shall comply with the following risk control mechanisms:

(1)Credit risk management:

Given that market conditions are subject to fluctuations due to various factors, which may give rise to operational risks in derivative financial instruments, market risk management is conducted in accordance with the following principles:

A. Counterparties: Limited to reputable domestic and international financial institutions.

B. Instruments: Limited to products provided by reputable domestic and international financial institutions.

(2)Market risk management:

Trading is primarily conducted in the publicly quoted foreign exchange markets provided by banks, and futures markets are not considered.

(3)Liquidity risk management:

To ensure market liquidity, financial products with higher liquidity (i.e., those that can be readily offset in the market at any time) are selected. Financial institutions entrusted with transactions must possess sufficient information and the capability to execute transactions in any market at any time.

(4)Cash flow risk management:

To ensure the stability of the Company's working capital, funds used for derivative transactions are limited to internal funds. The transaction amount shall be determined with reference to projected cash inflows and outflows for the next three months.

(5)Operational risk management:

The Company shall strictly comply with authorized limits and operating procedures, and incorporate such activities into internal audit controls to avoid operational risks. Personnel engaged in derivative transactions shall not concurrently serve in confirmation or settlement functions. Personnel responsible for risk measurement, monitoring, and control shall belong to different departments from the aforementioned personnel and shall report to the Board of Directors or to senior management personnel who are not responsible for trading

or position decisions.

(6)Product risk management:

Internal trading personnel must possess complete and accurate professional knowledge of financial instruments, and banks shall be required to fully disclose associated risks to prevent misuse of such instruments.

(7)Legal risk management:

All agreements entered into with financial institutions must be reviewed by specialists in foreign exchange and legal affairs or by legal advisors before execution, in order to avoid legal risks.

(III) Future R&D pans and expected R&D expenditures:

A. Center Laboratories's major R&D directions for 2026, categorized by dosage form and regulatory classification, are as follows:

1. Complete the development of the first generic drug for the treatment of depression and anxiety disorders and proceed with regulatory submission for marketing approval.
2. Conduct the development of an expectorant for upper respiratory tract conditions, with regulatory submission for marketing approval expected in Q1 2027.
3. Complete the feasibility evaluation for the development of a new dosage form (oral liquid) of anticoagulant drugs in a new therapeutic area.
4. Conduct the development of a new product for the treatment of pediatric autoimmune diseases.
5. Complete the bridging study evaluation for a new chemical entity used as an adjunctive treatment for Parkinson's disease and obtain approval for exemption from bridging clinical trials.

B. Center Laboratories' expected R&D expenditures: R&D expenses in 2026 are expected to account for approximately 4% of operating revenue.

(IV) Impact of significant changes in domestic and international policies and regulations on the Company's financial and business operations, and corresponding response measures:

The development of biotechnology is one of the fastest-growing and most widely applied fields in human technology. It not only promotes advancements in healthcare technology and improves human health, but also represents a highly promising industry full of opportunities from an industrial perspective due to its vast potential. Accordingly, the government has included the biotechnology and pharmaceutical industry in the "Five Plus Two Industry Innovation Plan" as a key driver of Taiwan's next generation of industrial growth.

To promote the development of the domestic biomedical industry, the government proposed the "Biomedical Industry Innovation Promotion Program" on November 10, 2016, with a focus on "linking the future, linking the international, and linking the local," outlining a new blueprint for innovation in biotechnology and pharmaceutical development. At the same time, amendments to Article 3 of the Act for the Development of Biotech and Pharmaceutical Industry were passed to enhance industry value and competitiveness and to position Taiwan as a major biomedical R&D hub in the Asia-Pacific region.

In addition, policy incentives such as China's "Healthy China 2030" initiative and Hong

Kong's relaxation of listing requirements for biotechnology companies have created numerous opportunities for Taiwan's biotechnology industry. Center Laboratories will continue to assist its investees in accelerating the commercialization of products and services and pursuing listings in markets such as China, the United States, Taiwan, and Hong Kong.

(V) Impact of technological changes (including information security risks) and industry developments on the Company's financial and business operations, and corresponding response measures:

The biotechnology industry is characterized by high entry barriers, long product development cycles, high technical requirements, and high added value. As such, significant changes are unlikely to occur within a short period. The Company has already established a solid position in the industry through its products and professional R&D capabilities; therefore, the impact of technological and industry changes on the Company is limited. The Group will continue to focus on research and development while closely monitoring changes in industry trends and technologies to meet market demand. In addition, information security risks have a relatively limited impact on the biotechnology industry. The Group continues to strengthen its information security protection measures to ensure the stable and secure operation of its information systems.

(VI) Impact of changes in corporate image on crisis management and corresponding response measures:

In 2008, Center Laboratories' oral liquid products held a market share of as high as 70% in Taiwan. In order to overcome growth limitations, Center Laboratories first entered the investment sector by establishing Center Ventures and Yusheng Biotech, focusing on investments and incubation in the biotechnology industry. In 2018, as its investment business expanded, Center Laboratories repositioned itself as a "professional biotechnology investment holding company" to integrate resources and create synergies. Its objective is to build unicorn companies with a market value of NT$30 billion through assisting investees in repositioning, mergers and acquisitions, and divestitures. During its transformation process, Center Laboratories not only adjusted its overall visual identity, but also continuously communicated its transformation results to investors through website updates, media exposure, and investor conferences. In today's era of thriving social media, maintaining good communication with the public is of great importance. In recent years, Center Laboratories has also established official Facebook, LinkedIn, and YouTube accounts, proactively providing updates and strengthening its connection with the public. In terms of organizational structure, in addition to having dedicated personnel responsible for public relations, investor relations, and government relations, Center Laboratories also plans to recruit dedicated sustainability personnel to further strengthen management of carbon management and sustainability-related matters, enhance its response to climate change risks, and maintain its corporate image.

(VII) Expected benefits, potential risks, and corresponding response measures of mergers and acquisitions:

The Company did not engage in any mergers or acquisitions during fiscal year 2025 or through the date of publication of this Annual Report.

(VIII) Expected benefits, potential risks, and corresponding response measures of plant expansion:

To support business development, the Company's pharmaceutical division plans to expand its raw material warehouse at the Hsinchu Guangfu new plant to accommodate increased production capacity. The total budget for the expansion is approximately NT$126 million (tax included), to be implemented over two years. Upon completion, the expansion is expected to support future capacity growth, stabilize supply, increase revenue, maintain economies of scale, enhance per capita productivity, and strengthen competitive advantages over industry peers.

(IX) Risks arising from concentration of procurement or sales and corresponding response measures:

The Group's suppliers are primarily long-term partners with stable supply conditions, and the procured products are not concentrated in monopolistic or oligopolistic markets; therefore, procurement risk is relatively low. In addition, the Group's customer base is diversified, and there is no risk of sales concentration.

(X) Impact, risks, and corresponding response measures arising from significant transfers or changes in shareholdings by directors, supervisors, or major shareholders holding more than 10% of shares: None.

(XI) Impact, risks, and corresponding response measures arising from changes in management control: None.

(XII) Litigation or non-litigation matters:

1. Material litigation, non-litigation, or administrative dispute cases that have been finally adjudicated or are currently pending, and whose outcomes may have a material impact on shareholders' equity or securities prices:

Litigating party	Date of commencement of litigation	Amount in dispute	Case description	Status as of the date of publication of the annual report
The Company	The Company filed the lawsuit on July 1, 2016.	NT$20 million (interest in confirming the existence of a commissioned development agreement)	In 2010, the Company invested NT$20 million to commission TTY Biopharm to develop a generic drug, Risperidone PLGA. Both parties entered into a commissioned development agreement, under which the product rights were agreed to belong to the Company, and TTY Biopharm was allowed to share commercialization rights in the U.S. market. Following execution of the agreement, the Company made payments in accordance with the R&D progress conducted by TTY Biopharm. In May 2016, TTY Biopharm	The Taiwan Taipei District Court rendered a judgment in favor of the Company at the court of first instance on March 1, 2018, confirming the existence of the contractual relationship under the commissioned development agreement. The Company holds the relevant rights to the Risperidone PLGA product and is entitled to require TTY Biopharm to continue performance under the agreement. TTY Biopharm filed an appeal on March 22, 2018. The Taiwan High Court rendered a judgment in favor of the Company on appeal on March 11, 2020. TTY Biopharm subsequently filed a final appeal to the Supreme Court on April 10, 2020.

			publicly claimed that Risperidone PLGA was its own product and repeatedly denied the validity of the commissioned development agreement. To protect the Company's interests and those of its investors, the Company filed a lawsuit on July 1, 2016, requesting the court to confirm the validity of the commissioned development agreement.	The Supreme Court remanded the case to the Taiwan High Court on May 24, 2021. On November 15, 2022, the Taiwan High Court ruled that the contractual relationship did not exist. The Company filed an appeal on December 16, 2022, and the Supreme Court again remanded the case to the Taiwan High Court on May 18, 2023. On December 24, 2024, the Taiwan High Court rendered a judgment in favor of the Company. However, TTY Biopharm filed another appeal on January 23, 2025, and the case is currently pending before the Supreme Court.

This case concerns only the confirmation of an existing legal relationship. The Company's operations are not affected, and it is not expected to have a material impact on shareholders' equity or securities prices.

2. Material litigation, non-litigation, or administrative dispute cases involving directors, the general manager, de facto responsible persons, major shareholders holding more than 10% of shares, or subsidiaries, that have been finally adjudicated or are currently pending and may have a material impact on shareholders' equity or securities prices: None.

(XIII) Other significant risks and corresponding response measures:

1. Information security risk assessment and analysis; where such risks are assessed as material operational risks, corresponding response measures shall be disclosed:
   To ensure the stability and security of business operations, the Group will continue to adjust system architecture, strengthen infrastructure, upgrade application systems, and formulate and conduct drills for emergency response plans. The Group has also successively completed the upgrade and implementation of its email server systems. In addition, in response to the impact of COVID-19, influenza, and other viruses, and to maintain stable business operations while reducing the risk of infection from commuting or business interactions, all employees may, as needed, work remotely via VPN-encrypted connections without disruption.
   Based on the above assessment, the Group's information security risks remain within a controllable range and are not expected to result in material operational risks.

(XIV) Organizational structure for risk management:

1. General Manager's Office: Responsible for the assessment and execution of risks related to sales decision-making.
2. Auditing Office: Responsible for the inspection, assessment, and follow-up of improvements relating to internal control risks.
3. Finance and Accounting Department: Responsible for the assessment and control of financial risks, including liquidity risk and credit risk, as well as the evaluation and implementation of corresponding financial risk management strategies.
4. R&D Department: Responsible for the assessment of product-related risks and implementation of corresponding response strategies.
5. Legal Affairs Department: Responsible for the assessment and management of the Company's legal risks and corporate crisis risks, and for implementing corresponding response strategies.
6. Product and Marketing Management Department: Responsible for the assessment of market risks and implementation of corresponding response strategies, and for managing accounts receivable to reduce risks in the order-taking process.
7. Factory: Responsible for the assessment of risks arising during production processes and product lifecycle risks, and for implementing corresponding response strategies.
8. Investment Management Department: Responsible for assessing investment risks and implementing corresponding response strategies.

VII. Other Material Matters: None.

Six. Special Disclosures

I. Information on Affiliated Enterprises:

(I) Consolidated business reports of affiliated enterprises:

- Inquiry website: https://mopsov.twse.com.tw/mops/web/t57sb01_q10
- Navigation path: Market Observation Post System > Individual Company > Electronic Documents Download > Affiliated Enterprises Three Documents Section

(II) Consolidated financial statements of affiliated enterprises: Same as the consolidated financial statements of the Company and its subsidiaries.

- Inquiry website: https://mops.twse.com.tw/mops/#/web/t57sb01_q1
- Navigation path: Market Observation Post System > Individual Company > Electronic Documents Download > Financial Reports

(III) Affiliation reports: N/A.

II. Status of Private Placements of Securities in the Most Recent Year and up to the Date of Publication of This Annual Report:

The Company obtained approval at the shareholders' general meeting on June 26, 2025 to conduct a private placement of common shares for cash capital increase, with a total amount not exceeding 30,000,000 shares, to be carried out in two tranches within one year from the date of the shareholders' resolution. As the implementation period was nearing expiration and no specific investors had been identified, the Board of Directors resolved on April 14, 2026 not to proceed with the private placement within the remaining period.

On April 14, 2026, the Board of Directors also resolved to conduct another private placement of common shares for cash capital increase for the purposes of strengthening working capital, repaying borrowings, and investing in the biotechnology industry. Taking into consideration timeliness, convenience, and issuance costs, the Company plans to conduct the private placement within a total amount not exceeding 30,000,000 shares, to be carried out in two tranches within one year from the date of the shareholders' resolution. The relevant matters will be handled in accordance with applicable laws after approval at the upcoming shareholders' general meeting.

- Inquiry website: https://mops.twse.com.tw/mops/#/web/t116sb01
- Navigation path: Market Observation Post System > Thematic Sections > Investment Section > Private Placement Section > Private Placement Section

III. Other Necessary Supplementary Disclosures: None.

Seven. Material Events

Matters occurring in the most recent year and up to the date of publication of the annual report that have a material impact on shareholders' equity or securities prices as specified under Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act:

- Material impact on the Company's financial or business operations arising from litigation, non-litigation matters, administrative dispositions, administrative appeals, provisional remedies, or compulsory enforcement:

  The litigation between the Company and TTY Biopharm Company Limited is described on pages 198–199. It does not have a material impact on the Company's financial position or business operations.

- Changes involving the Chairman, General Manager, or more than one-third of the directors:

  Due to the re-election of directors at the shareholders' general meeting on June 26, 2025, Ms. Lin, Chia-Ling, appointed as a representative of Lejean Biotech Co., Ltd., was elected as a director; Wechen Co., Ltd. was dismissed as a director; Royal Foods Co., Ltd. was elected as a new director; and Mr. Kuo, Li-Wei was elected as a new independent director. As a result, changes occurred in more than one-third of the directors. Such changes do not affect the Company′s management control.

Center Laboratories, Inc.

Chairman: Wang, Su-Chi