



2025

TTY Biopharm Company Limited

Sustainability Report

About TTY Biopharm

- Consolidated revenue was **NTD 6,453** million in the 2025 (7.28% CAGR for 2015-2025).
- Three arrows operational strategy complete product lines for intensive cases, vaccines, and oncology continuously.
- The difficulty generic drug, Lipo-AB®, achieved a market share of over 1/3 in the US
- The self-developed second-line antibiotic, Bobimixyn®, which drives revenue and profit, and the company's strong growth momentum; the self-developed generic drugs, Pexeda® and Leavedo®, align with international treatment guidelines and benefiting patients.
- Authorized introduction of international new drugs targets the high-barrier fields of cancer targeted therapy and preventative medicine vaccines.
- TTY provided **1.02** million NHI-covered vaccines in 2025.

Supply Chain Management

- Currently holding **138** valid drug licenses.
- More than **34** pharmaceutical items were listed in the NHI Pharmaceutical Benefits and Reimbursement.
- By the end of 2025, **3** valid invention patents were awarded.
- By the end of 2025, **220** valid trademarks were granted.
- The trial drug is in full conformity with International PIC/S GMP Pharmaceutical standards and Good Distribution Practices for products.

Governance

- TTY has been ranked among the top **5%** of TPEX-listed companies in the 12th TWSE Corporate Governance Assessment.
- The board comprises **2** female directors and **3** independent directors, which shows a diversified and independent governance culture.
- 4 board meetings were convened in 2025, and all directors attended in person with an attendance rate of **100%**.
- The Remuneration Committee convened 3 meetings in total, and all members attended in person, with an attendance rate of **100%**.
- The Audit Committee convened 4 meetings in total, and all members attended in person with an attendance rate of **100%**.
- The Sustainable Development Committee convened 4 meetings in total, and all members attended in person with an attendance rate of **100%**.
- The average advanced training of board members reached 10 hours in 2025.
- In 2025, the Company did not receive any penalties for illegal incidents or violating any of the relevant laws and regulations.

- The energy emission intensity of the Lioudu and Chungli factories were 13.3 MJ / Revenue NTD Thousand, that reached the bottom point in the past 5 years.
- The Lioudu and Chungli factories saved **323,603.81** kWh of electricity and **159.86 tonCO₂e** via 11 electricity-saving measures
- The chemical oxygen demand (COD) emissions and the quantity of suspended solids (SS) discharged in the water of the Lioudu and Chungli factories were lower than sewer connection standards.
- The concentrations of air pollutants emitted by the Lioudu and Chungli factories meet the standards and are better than the legal requirements.
- The Chungli and Lioudu factories achieved **100%** in weekly and monthly waste clearance contractor follow-up audits.

- **87** new employees joined in 2025, providing **517** work opportunities
- 52.31% of managerial positions are filled by females, demonstrating our commitment to gender equality in the workplace.
- In 2025, the average salary of entry-level positions was more than **1.38** times higher than the local minimum salary.
- In 2025, the average training time of each employee was **9.68** hours.
- Free flu vaccines were offered to 1,111 employees and their relatives in 2025.
- The Summer Internship Program (SIP) has been held for **18** consecutive years, and we promoted to the international school recently with 2,268 enrolled as of 2025 (2,135 domestically and 133 overseas) with the total number of beneficiaries reaching 442 students.

Statement of Independent Assurance Opinion

Sustainability
Report

About TTY
Biopharm

Supply Chain
Management

Governance

Environmental

Social

Statement of
Independent
Assurance
Opinion

Sustainability Report

ISO 14064-1

