TTY BIOPHARM
台灣東洋藥品

2025

Sustainability Report

TTY Biopharm Company Limited

Contents

Letter from the CEO

Looking back on 2025, TTY teams have moved forward amidst changes and challenges, experiencing many tasks and setting milestones together. Facing the industry environment rapidly changed, we have always kept a firm pace, moving towards international expansion in accordance with the "Three Arrows Strategies." In addition to start showing the concrete results this year, the company's revenue also achieved a record high. All of this is dedicated by the team members, and it also shows that the "Three Arrows" has become an important cornerstone for the company's steady development.

Looking to the future, under the leadership of the board of directors and Chairman Chuan Lin, TTY upholds its core values of integrity and honesty, and its people-oriented sustainability philosophy, the company will continue to deepen international cooperation and expand into overseas markets. Through licensing in, in-house product development, and technology transfer, it will strengthen its product portfolio. Simultaneously, it will integrate human resources, optimize production line processes and operational efficiency, ensuring that every investment from the team translates into growth momentum for international expansion. However, facing a rapidly changing industry environment, TTY believes that to maintain passion and continuous learning can create value amidst change. This value not only be reflected in operational results, but also in responding to society's expectations for sustainability in the pharmaceutical industry.

Therefore, TTY upholds the belief of practicing corporate social responsibility and systematically plans its ESG development strategy blueprint. Starting from 3 major implementation aspects—"stable corporate development," "protecting a healthy society," and "promoting green transformation"—it internalizes ethics, medical value, and environmental commitment into the team's code of conduct. It is committed to creating diverse value for stakeholders and providing diverse solutions for medical treatment to meet societal expectations. TTY's growth is not only to pursuing its corporate development, but also a sustainable path forward with society.

Regarding "Sound Corporate Development," TTY optimizes its corporate governance system, deepens its integrity-based business practices and corporate ethics culture, and integrates into the team's daily operations through comprehensive auditing systems, information disclosure mechanisms, cybersecurity and privacy protection management, and systematic education and training. The efforts of the teams by complying with regulatory requirements, TTY has repeatedly been recognized as one of the top 5% in the corporate governance assessment organized by the Taiwan Stock Exchange and has won the Gold Award in the Healthcare category (annual revenue exceeding NT$5 billion) of the TCSA Taiwan Corporate Sustainability Report for 3 consecutive years. These recognitions are not only an evaluation of governance achievements, but also a response to TTY's long-term commitment of business practices and sustainability.

Letter from the CEO

In terms of "Protecting a Healthy Society," TTY continues to establish long-term and mutually beneficial partnerships with non-profit organizations and patient groups. It also disseminates medical knowledge through joint community health education lectures, health education leaflets, and health promotion activities. The content covers important health issues such as the prevention of infectious diseases, cancer awareness and treatment, and hospice care for cancer patients. Internally, we regularly hold health education workshops and promote health management measures, demonstrating the company's attention for the physical and mental health of its employees and workplace safety. In addition to promoting health literacy, TTY rigorously selects pharmaceutical products based on domestic clinical and public health needs, introducing drugs and vaccines included or recommended by the international treatment guidelines. This enhances the resilience of social healthcare and the health protection capabilities of the public, fulfilling its commitment to public-private partnerships and jointly promoting social welfare. Furthermore, the company has been running a Summer Internship Program (SIP) for 18 consecutive years, starting with talent development and building a solid foundation for the development of Taiwan's biotechnology and pharmaceutical industry.

In terms of "Promoting Green Transformation," TTY adheres to the management policy of "prioritizing environmental sustainability in all operations," systematically incorporating climate change response strategies into its corporate governance structure and continuously promoting various environmental sustainability measures. These measures include conducting greenhouse gas inventory and third-party verification, optimizing process efficiency, planning energy monitoring systems, reducing overall energy consumption, and incorporating environmental labeling and sustainability standard assessments into equipment and packaging material procurement. Simultaneously, we strengthen water resource, waste, and air pollution management. We work with like-minded partners to build a green supply chain and contribute to environmental sustainability.

2025 is a year of leaps in operational results, and also a pivotal moment for the team to create value. From the international deployment outlined by the "Three Arrows Strategies" to the concrete implementation of the three major ESG aspects, every step is an input to the passionate dedication and professional excellence of our team members and business partners. We thank everyone who has written TTY’s history together. Looking to the future, we will remember to uphold integrity and honesty and serve people first. We will continue to build resilience with passion and professionalism, working together to create sustainable value that balances altruism and self-interest for the company, society, and the environment.

TTY Biopharm CEO *Sara Hou*

About TTY Sustainability Report

TTY Biopharm Co., Ltd. ("TTY") has issued a sustainability report for 10 consecutive years. Through this report we demonstrate to all stakeholders as part of our sustainable management goals, performance data and related management methods implemented for corporate governance, maintenance of patients' health and safety, responsible products and manufacturing, environmental protection, supply chain management, and employee care and social welfare. We also propose future improvement goals to implement corporate citizenship through concrete actions.

Scope of Reporting

This report covers data from 1/1/2025 to 31/12/2025. The financial statement and data include the headquarters in Taiwan and subsidiaries. The scope of the report based on the operating locations listed in the below chart. The data within the report pertains to 2024 if not otherwise indicated. No change has been made to the information given since the preceding issue.

Scope of Disclosure	TTY Biopharm Company Limited					subsidiaries
	Headquarters	Chungli Factory	Lioudu Factory	Neihu Factory	Pharmaceutical Development Center	
Economic and Financial data	●	●	●	●	●	●
Governance	●	●	●	●	●	
Social (Employee, Public Welfare)	●	●	●	●	●	
Environmental (Energy, Air Pollution)	● (Energy only)	●	●	● (Energy only)	● (Energy only)	
Environmental (GHG Invetory)	●	●	●	●		
Environmental (Water Resources)		●	●	●	●	
Environmental (Waste, Toxic Substances)		●	●	●		
Production / Procument / Suppliers		●	●	Note		

Note: In response to TTY's development strategy, the Neihu Factory will no longer be operating in 2024, so there is no data on production, raw material procurement and suppliers to disclose.

About TTY Sustainability Report

Issuance Frequency

The Company is committed to publishing a sustainability report every year going forward. The last report was published in August 2025 in the Sustainability section of the Company's website for stakeholders to download and review. This report was published in August 2026. The next report will be published in August 2027.

Compilation Guidelines

This report is prepared under the guidance of the Sustainability Reporting Standards (GRI Standards) 2021. The GRI index is listed in the Appendix.

Report Quality Control

To strengthen the comprehensiveness and credibility of this report, we have established a sustainability report compilation procedure, internal audit, and outside validation procedures based on the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies.

Compilation	The report is planned by various groups under TTY Biopharm Sustainable Development Committee, who then compile and proofread by the Finance Department on the disclosure, data, and performance index prepared by responsible units.
Internal Review	Each unit shall confirm the completeness and accuracy of the report, and the highest unit officers make final approvals.
External Guarantee	● Afnor Asia Ltd., an independent assurance institution, is commissioned to ensure after examination against the AA 1000 AS v3 , Type 1 and The Moderate Assurance that the report aligns with GRI and AA 1000 AP (2018). ● The GHG emission data is commissioned a third-party verification agency, Universal Certification Service Co., Ltd. (UCS), to perform ISO 14064-1:2018 GHG verification in accordance with ISO 14066:2011, ISO 14065:2020, and ISO14064-3:2019 standards. Category 1 and Category 2 meet the reasonable level of assurance. Other indirect GHG emission data are verified in accordance with agreed-upon procedures (AUP). ● Financial data is IFRs approved by KPMG Taiwan, in the currency of Taiwan dollars.
Finalization	The report is reviewed by the internal staffs and external verification procedures. It will then be reported to the Sustainable Development Committee and the Board of Directors, and the edition will release after approval.

About TTY Sustainability Report

Operating Sites

Headquarters
TEL: +886-2-26525999
Address: 3rd Floor, No. 3-1, Park Street, Nangang District, Taipei City

Chungli Factory
TEL: +886-3-4522160
Address: No.838, Sec.1, Zhonghua Rd., Chungli Dist., Taoyuan City

Lioudu Factory
TEL: +886-2-24512466
Address: No. 5, Gongjian West Road, Qidu District, Keelung City

Pharmaceutical Development Center
TEL: +886-2-27967383
Address: 3rd Floor, No. 124, Xingshan Road, Neihu District, Taipei City

Neihu Factory
TEL: +886-2-27967383
Address: 5th Floor, No. 118, Xingshan Road, Neihu District, Taipei City

TTY Subsidiary Information

Xudong Haipu Pharmaceutical Industry Limited Company (Cayman) (Xudong Haipu)

Worldco Int. Co., Ltd. (HK) (Worldco Int.)

American Taiwan Biopharma Philippines

TSH Biopharm Co., Ltd. (TSH)

EnhanX Biopharm Inc. (EnhanX)

Chuang Yi Biotech (CYB) Co., Ltd.

Information

Please contact Financial Department with any question or suggestions regarding the content of the report.

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About TTY Sustainability Report

SDGs Annual Report Highlights

Main Aspects	SDGs Index	2025 TTY Highlights
E Environmental	6 Clean Water and Sanitation; 13 Climate Action	• Effluent discharges and emissions within and far lower than legal standards • All waste was delivered to qualified disposal contractors for treatment, and achieved a 100% compliance rate in weekly and monthly audits • The energy emission intensity was 13.3 MJ / Revenue NTD Thousand, that reached the bottom point in the past 5 years • 11 energy-saving measures ■323,603.81 kWh saved ■1,164,973.72 MJ of energy saved ■159.86 tonCO_2e emissions reduced
S Social	1 No Poverty; 3 Good Health and Well-Being; 4 Quality Education; 8 Decent Work and Economic Growth	• Purchased 37,297 packets of probiotics as 2025 shareholder meeting souvenirs • Subsidize 1,115 individuals to receive hospice care at home and respite care. • Provided 1,500 adjuvant influenza shots to local health bureaus to support the people in long-term care and medical institutions to enhance epidemic prevention. • Free cellular influenza and adjuvant influenza shots for 1,111 staff and their first-degree family members in 2025. • 130 staff members received special physical checks, and 3 were evaluated in level 4 management result. • Organized Summer Internship Program for 18 consecutive years with 442 participants over the years. • Organized 11 cancer programs on remote campuses.
G Governance	8 Decent Work and Economic Growth; 16 Peace, Justice and Strong Institutions	• The average salary of female entry-level employees is 1.38 times that of the basic salary, and 1.38 times for male employees. • 138 drug licenses. • 34+ drugs are under NHI coverage. • TTY, relevant material suppliers, and logistic partners are GDP-certified operators. • Currently, 3 valid invention patents and 220 valid trademarks were granted.

About TTY Sustainability Report

TTY Sustainability Report Received the TCSA Gold Award

TTY took the lead in responding to the international sustainability trend and constructed a reporting framework centered on Environmental (E), Society (S), and Governance (G) in 2018. Over the years, we have been committed to aligning with the latest global sustainability standards and increasing the depth and width of the reports, regarding them as a key bridge to build trust with stakeholders and communicate sustainability strategies, demonstrating a high degree of transparency and integrity in information disclosure.

TTY consistently ranked among the top in the Taiwan Corporate Sustainability Award (TCSA) rankings. Following its consecutive achivement of the "Platinum Award" in the Healthcare Category II for 2020 and 2021, TTY has moved into the more competitive "Healthcare Category I" group as its revenue surpassed NT$5 billion. Facing these challenges, TTY has won the "Gold Award" with its solid governance achievements for three consecutive years (2023-2025), demonstrating TTY's steady steps and outstanding resilience on the path to sustainability.

ESG is not just a slogan, but something deeply ingrained in the DNA of TTY’s corporate culture. We aspire to internalize this spirit of sustainability into the code of conduct for every employee and implement it in every aspect of our daily operations, working together to realize our corporate vision of "improving the quality of human life with scientific innovation."

▲ The 2025 TTY sustainability report received by the 18th TCSA Gold Award

TTY Wins 2025 APEA Asia Pacific Outstanding Enterprise Award

TTY has been awarded the "2025 Asia Pacific Outstanding Enterprise Award (APEA)" for its steady operations and concrete sustainability initiatives. Driven by its "Three Arrows of Operation" strategy, TTY balances growth momentum with product resilience. This award aims to bring together the outstanding business leaders and enterprises from across Asia, and promote the sustainability of entrepreneurial growth in Asian economies. TTY is honored to have been shortlisted.

▲ TTY implemented the three arrows operational strategy won the recognition of the 2025 Asia Pacific Outstanding Enterprise Award (APEA).

01 Sustainable Management

- Sustainable Development Strategies & Performance
  - ESG Performance and Goals
- Materiality Analysis Process
  - Stakeholder Engagement
  - Material Topics Identification

ESG Strategic Development of TTY Biopharm

1 Core

HUMAN

Health

Union

Motivation

Awesomeness

Navigation

3 Main Aspects

Green Transformation
Encourage vendors to adopt green manufacturing and actively support and response the environmental protection and climate change issues.

Health of Society
Committed to serve the community with our professional ability by improving the quality of medical care and health.

Robust Corporate Development
Maintain ethical practices and risk management to create a favorable corporate environment for talent cultivation.

7 Material Topics

Climate Action

Green Operations

Innovative R&D

Healthcare

Integrity Operations

Risk Management

Talent Development

ESG Performance and Goals

Environmental

2025 Target	2025 Implementation Results	2025 Achievement
• 2 environmental sustainability promotions every year	• 4/22 The earth. Our Power, Our Planet. • 10/2 Energy conservation, carbon reduction, and sustainable development start with you and me.	V
• Waste management policy - waste resources recycling toreach 7 tons in total.	• 9.20 tons wastes recycled	V
• Incorporate ISO 14064-1 inventory standards and pass certification.	GHG Inventory was assured by independent institution in April and received certificate.	V
• 2% annual electricity conservation rate*	Electricity conservation: Lioudu Factory: 2.11% Chungli Factory: 2.42%	V

Short-term Goal 2026	Mid-term Goal 2027~2028	Long-term Goal 2029~
1.Organize 2 environmental sustainability promotions every year. 2.To continue the management over wastes, sewage and water usage. 3.To continue conduct ISO14064-1 inventory standards and pass certification, and to implement quantitative management. 4.1% annual electricity conservation rate 5.Evaluate the construction of renewable energy facilities such as solar power or energy storage.	1.Evaluate and analyze energy monitoring system plans to identify opportunities for further energy conservation improvements. 2.To explore the technologies that improve operation-related environmental sustainability, evaluate the purchase of green energy and energy-efficient equipment to minimize eco-impact. 3.Planning assessment and implementation of environmental management system	1.Green building plan for the future if applicable 2.Establish a green supplier management system to quantify sustainability indicators. 3.Join climate initiative organization or alliance, declare environmental sustainability, increase ratio of re-newable energy

*Note: The value reported to MOE was gained from [the annual electricity reduction result ÷ (electricity saved + annual electricity consumption)

ESG Performance and Goals

Social

2025 Target	2025 Implementation Results	2025 Achievement
• Promote employee health through lectures or activities, a friendly work environment, and protection against human rights infringement.	1. 5/23 The "Running Academy Workshop" for beginners was held, with a total of 146 participants. 2.9/26 The 2nd seminar on physical and mental health focused on building a friendly workplace, with 107 participants. 3. A workshop on win-win communication skills was held online, with a total of 110 participants. The average satisfaction rating for the 3 lectures was 92.8 points.	V
• Collaboration with NGOs and NPOs continued.	1.10/18 The "2025 Pink Movement - Queen of Love Dance" event was held. 2.11/29 The "19th Top Ten Cancer Fighters Selection" event was held. 3.Collaborated with the Hope Foundation on a publication promoting cancer prevention and treatment health education information. 4.In collaboration with the Infectious Diseases Society on the "375 Influenza Health Education Program" was held, including 3 remote hospital sessions and 1 community health education seminar, with approximately 1,000 people participating.	V
• Continue with the daytime hospice service.	By year 2025, 88 people received hospice services at home.	V
• Activities to cultivate regular exercise for employees.	Due to the SAP system implementation, this event was suspended in 2025.	X

Short-term Goal 2026	Mid-term Goal 2027~2028	Long-term Goal 2029~
1.Promote employee health through lectures and activities, a friendly work environment, and protection against human rights infringement. 2.To provide health checkups and consultations, medical and health education, occupational injury prevention, and environmental safety training. 3.Continue establish and implement effective and diversified communication channels for employees. 4.Implementing Industry-Academia (Education Building) Collaboration - Summer Internship Program. 5.Collaboration with NGOs and NPOs continued. 6.Pay attention to patients and their families, and provide diversified communication and assistance. 7.Continue health education activities to increase public acceptance and popularization.	1.Collaboration with NGOs and NPOs continued. 2.Lectures and activities to raise health and human right awareness. 3.Provide health check and consult to ensure employees' health and safety.	1.Work with medical institutions and other businesses to establish an online medical inquiry application,and to expand service targets. 2.Design high-demand products and services that respond to climate change and the changing environment.

ESG Performance and Goals

Governance

2025 Target	2025 Implementation Results	2025 Achievement
• Online ethics promotion courses and strengthen the implementation of ethics audits, including marketing activities and external conflicts of interest/avoidance.	1.6 online courses were launched on 10/31 and completed on 12/31. 2.An online course of Insider trading prevention was held on 11/7, with a total of 26 employees participating.	V
• Information security awareness, simulation and improvement.	1.Replaced and upgraded the firewall and network protection in June. 2.Promote generative AI-based crime prevention alerts to reduce the risk of data breaches in July. 3.Complete social engineering drills to improve the ability to identify phishing and impersonation tactics in August. 4.Replaced the outdated system in October to ensure security and stability. 5.Off-site and disaster recovery drills and system updates were completed in December, and education and training continued to be promoted.	V
• Improvement of corporate risk management mechanism and framework; enhancement of corporate risk management	1.The operation submitted to the audit committee and board of directors on 2/25, and risk management and improvement will continue and tracked. 2.An audit was conducted an internal control review. 3.Complete 2026 risk identification on 12/26.	V
• Implement and in compliance with the corporate governance laws	1.Stipulate the compensation allocation ratio for employees. 2.The "Corporate Value Enhancement Plan" was drafted and submitted to the board meeting in November. 3.Advanced education course for directors on 10/15. 4.Implementation of Personal Data Protection Policies: The privacy policy was disclosed on the official website in August; conducted the checks on the personal data protection policies of key suppliers on 11/27; the internal "Personal Data Security Management Workflow" and related forms were revised on 12/12.	V
• Obtain the ESG questionnaires from the 5 new key suppliers in 2025.	It was not executed due to the SAP system implementation.	X

Short-term Goal 2026

1.Conduct the corporate governance courses that compliance with laws and regulations, and sustainable development
2.Implement a climate-related financial disclosure (TCFD) risk management mechanism
3.Strengthen the Information security management
4.Introduce and promote the internal control system management of sustainable information

Mid-term Goal 2027~2028

1.Cultivate the corporate sustainable governance culture
2.Continue to promote initial training courses for new directors
3.Improve the Information security control and personal data protection
4.Planning to introduce IFRS Sustainability Disclosure Guidelines

Long-term Goal 2029~

1.Create opportunities for sustainable reformation
2.Strengthen the connection between sustainability performance and senior management salary. The performance of the senior management team is evaluated against ESG work

Materiality Analysis Process

TTY material topics are identified and reported based on Inclusiveness, Materiality, Responsiveness and Impact, the 4 principles of AA1000 Accountability Principle, 2018.

▼ TTY Sustainability Topic Steps

STEP 1

Identification and Communication of Stakeholders

8 categories of stakeholder

- Stakeholder Engagement Standards to identify 8 categories: government, shareholders/investors, customers, employees, suppliers, local communities, non-profit/non-governmental organizations, and the media.
- Getting to know stakeholders' topics of concern through multiple feedback channels

STEP 2

Collecting Sustainability Topics of Concern

17 topics of concern

- 17 sustainability topics that are highly reflecting TTY operation are sorted based on industrial updates collected by the external consultants, domestic policies and international initiatives.
- Topics included: Economic performance, ethical management, marketing ethics, talent attraction and retention, subject safety, occupational safety and health, social participation, drug safety, access to medicine, counterfeit drugs, reasonable pricing, supplier management, response to climate change, information security, sustainable development strategies, water resource management, and waste management.

STEP 3

Material Topics of Concern Survey

8 topics of concern questionnaires received

185 stakeholders' concern questionnaires received

- Board members were invited to complete the "Materiality Assessment Questionnaire on Sustainability Issues" as a basis for the governance team's professional judgment and calibration of the sustainability issues. The questionnaire provides a more detailed and standardized internal quantitative assessment of the severity (scale, scope), likelihood of occurrence, and risk of human rights violations of each issue. A total of 8 questionnaires were collected in 2025.
- TTY's stakeholders fill out the "Sustainability Topic - Levels of Concern" survey, refers to the level of concern of external stakeholders to identify and prioritize the major topics; a total of 185 questionnaire results were collected in 2025.

Materiality Analysis Process

STEP 4

Material Topics Identification, Examination and Establishment

12 sustainability topics

- TTY received 8 sustainability questionnaires from the board members, referred to 185 external stakeholder surveys in 2025. After quantitative analysis of the top 10 topics in each category, addition “Waste Management”, “Water Resources Management” and “Information Security” were added, and removed 3 material topics of “Sustainable Development Strategies”, “Marketing Ethics” and “Occupational Safety and Health”, and finalize 12 material topics of the year 2025.
- TTY’s 12 material topics of 2025 are audited and assured by internal colleagues for their adaptiveness of procedures and standards, and the integrity and inclusiveness of the topics.

STEP 5

Sustainability Report Review and Assurance

10 sustainability reports

- In accordance with the GRI Standards 2021, this report discloses the impact of each topic, as well as the company's corresponding policies, commitments, management actions, indicators and goals. It also calibrates TTY’s sustainable development goals and strategies based on this to enhance the effectiveness of external communication.
- Afnor Asia is commissioned to give external assurance of disclosures in the report in accordance with Type 1 of AA1000AS v3 and the moderate assurance. GHG emission report data is verified by Afnor Asia in accordance with ISO 14064-1:2018. Financials are IFRs-approved by KPMG Taiwan. This is the 10th issue of the report by TTY. The report is reviewed by the internal staffs and external verification procedures. It will then be reported to the Sustainable Development Committee and the Board of Directors, and the edition will release after approval.

Stakeholder Engagement

The 8 stakeholders, government, investors, customers, employees, suppliers, local communities, NPOs and NGOs, and media are outlined based on the nature of our operation and the industry, and the 5 principles of AA1000 Stakeholder Engagement Standard, SES, 2015 over Dependency, Responsibility, Tension, Influence and Diverse Perspectives.

To get a comprehensive idea of stakeholders' concerns and the level of impacts of the topics that deal with existing and potential impacts, we gather information in daily practices, which include partnerships, government-academic exchange, routine investigations, and active communications with stakeholders. We can locate specific demands and expectations from them while underlining their topics of concern and readjusting operations accordingly. We provide responses that answer key concerns, ranging from critical company policies to updates on business and news, and the report on corporate governance, social welfare, and eco-protection for stakeholders' review.

TTY reported communication results with stakeholders in year 2025 (results submitted to the Board of Directors on 8/5/2026)

▼ Topics of concern to TTY stakeholders, communication method, frequency, and specific procedures

Stakeholders	Stakeholder Significance to TTY	Topics of Concern	Engagement Method	Communication Frequency	Communication Performance
Governmental Agencies	Governments direct our development. Each location abides by local regulations, and ensures transparent communication to seek government support and partnership.	Ethical management Information security Water resources management Waste management Drug safety Subject safety	Visits/Phone/Official letters/ Email/Dissemination/Industrial, government, and academic seminar/ Stakeholder Sustainability Topics of Concern Survey	Irregularly	• 2 disseminations organized by TPEx • More than 30 industrial, government, and academic seminars • More than 812 official letters • 1 time occupational safety audit • Forward policies and orders announce • 1 time toxicity response practice • Fire safety inspection and report • GMP factories routine audit • 18 times regulation conferences • Business waste operation audit

Stakeholder Engagement

Stakeholders	Stakeholder Significance to TTY	Topics of Concern	Engagement Method	Communication Frequency	Communication Performance
Shareholders/ Investors	Shareholders/Investors are critical supporters of the Company. Our transparent and comprehensive company governance guidelines reassure investors, which consequently facilitate the Company's sustainable development.	Counterfeit drugs Access to medicine Information security Drug safety Reasonable pricing Subject safety	Annual general meeting/Annual report Quarterly financial report Operational overview announcements Investor conferences Material information announcements/ Press releases/Corporate website/ Phone/Email/Investor relationship mailbox/Stock affairs and investor relationship contact/Reception of domestic and foreign analysts/ Stakeholder Sustainability Topics of Concern Survey	Annually Quarterly Monthly Quarterly or more frequently Irregularly	· 38 material information announcements in Mandarin and English · 12 email replies · 4 investor conferences · 10 phone calls reply to shareholders
Customers	Customers constitute key partners in the Company's development. TTY keeps aligned with business trends, provides superior products and service, and maintains constant communication with customers to create a win-win.	Drug safety Reasonable pricing Subject safety	Exhibitions/Academic activities/ Educational seminars/Academic platforms/Clinical trials/Factory visits, inspections/Visits/Phone/ Email/Letter/Stakeholder Sustainability Topics of Concern Survey	Irregularly	TTY provides more high-quality products and services that meet market needs, TTY interacts with domestic and foreign customers, including via: · Domestic/foreign medical exhibitions: 28 sessions · Education activities/seminars: 176 sessions · Academic platforms: total of 8 academic platforms, and continue the Central Taiwan Hematology Academy and Northern Taiwan Hematology Academy operation · Clinical trial research: oncology, intensive care, healthcare totaling 21 projects · 12 visits to production factories · 18 audits to production factories

Stakeholder Engagement

Stakeholders	Stakeholder Significance to TTY	Topics of Concern	Engagement Method	Communication Frequency	Communication Performance
Employees	Employees are a key asset to our Company. In addition to protecting workers' rights, various wellbeing initiatives, salary packages, and benefits are in place to attract more talent to join the family. We also encourage employee growth with TTY.	Talent attraction and retention Drug safety	Annual performance interviews and assessment Labor management meetings Personnel announcements/Intranet/ Sexual harassment complaint channel/Infringement reports/ Stakeholder complaint mailbox/ Orientation plan and satisfaction survey/Employee welfare committee/Internal education training and e-learning/External education training subsidies/ Stakeholder Sustainability Topics of Concern Survey	Twice annually Quarterly Irregularly	· Regular KPI review with all 492 permanent employees (employees on probation excluded) · Organized 4 labor-management meetings · No employee complaints were received in the year 2025 · 3 people applied for unpaid parental leave in 2025 · 37 in-person and 39 online lectures were held. · There were 140 external educational trainings subsidized by the Company. · Organized 2 environmental sustainability promotions · TTY provides directors, all employees and their first-degree family members with cellular and adjuvant influenza vaccinations for free, benefiting a total of 1,111 people in 2025 · Provide occupational health care services on site · Employees health check · Employee benefits are organized by the Employee Welfare Committee · Provided scholarship/financial aid in 2024. (Once each in the 1st and 2nd semesters) · Distributed holiday vouchers and e-gift coupons (Lunar New Year, Labor Day, Dragon Boat Festival, Mid-autumn Festival) · Employees travel subsidy - Distributed e-gift coupons · Family day, end-year event

Stakeholder Engagement

Stakeholders	Stakeholder Significance to TTY	Topics of Concern	Engagement Method	Communication Frequency	Communication Performance
Suppliers	Suppliers are critical of TTY's development from production to operations. We manage the risk of social responsibility and work with vendors to deliver quality service.	Information security Supplier managemen	Supplier questionnaire survey/ Supervision on the validity of supplier quality assurance/Supplier audit Email/Phone calls/Visits/Stakeholder Sustainability Topics of Concern Survey	Annually Irregularly	· In 2025, Chungli factory completed questionnaire surveys and quality system assessments of both new and existing suppliers for 10 newly added raw materials; Lioudu factory completed questionnaire surveys and quality system assessments of 49 suppliers, including one new supplier. Both plants implemented document validity monitoring to ensure compliance of supply sources. · Ensure the effectiveness of suppliers' GMP and GDP certificates and compliance of raw materials. No GMP violations announced by both domestical and international drug regulatory organizations. · Both Chungli and Lioudu factories completed the supplier performance eveluation. Annual supplier performance is assessed to identify risk levels and to monitor frequency. No supplier was graded C in year 2025, the overall supply chain quality is stable. · The monthly manufacturers meetings at the factory with an average of 5-10 times (discussions include major company issues such as paperless instruction inserts, price negotiations, and discussions on quality and delivery time). · An average of over 100 orders monthly, all of which are communicated via email to confirm delivery dates and other related matters periodically.

Stakeholder Engagement

Stakeholders	Stakeholder Significance to TTY	Topics of Concern	Engagement Method	Communication Frequency	Communication Performance
Local Communities	Local communities are our partners. Through communication and interaction we can achieve harmony in our relationship. By benefiting the community, we emphasize positive energy in society.	Access to medicine Counterfeit drugs	Email/Visits/Phone/ Meetings/Educational seminars/ Stakeholder Sustainability Topics of Concern Survey	Annually or Irregularly	· Cooperated with The Infectious Diseases Society of Taiwan, the "375 Health Education Project" held 4 events to initiative achieving the WHO target of 75% influenza vaccination rate among the elderly population. · Cooperated with the Department of Public Health, Taipei City Government, Public Health Bureau, Tainan City Government, Department of Public Health, Taoyuan, TTY delivered 1,500 adjuvant flu shots to protect long-term care and medical institutions in epidemic prevention. · Cooperate with the Gulf Picture Book Story House to hold 5 sessions of the Picture Book Co-creation Project with the senior citizens of the long-term care institutions. · "Regional Care for the Cancer-affected" to 11 schools in rural areas for campus promotion. We also held public lectures on tobacco control and cancer prevention. · 18 Health education lectures on osteoporosis and bone health were held in 2025, focusing on the prevention of calcium and vitamin D deficiency, with a total of 696 participants.

Stakeholder Engagement

Stakeholders	Stakeholder Significance to TTY	Topics of Concern	Engagement Method	Communication Frequency	Communication Performance
NPOs/NGOs	NPOs are partners in developing sustainable impact. Knowing their needs, making lasting connections, and driving ecological and societal themes propels benefits back to society.	Information security Waste management Talent attraction and retention	Activity participation/Email/ Visits/Phone/Meetings/ Stakeholder Sustainability Topics of Concern Survey	Irregularly	· Donations were made to the Formosa Cancer Foundation for the award of the Top Ten Cancer Fighters and the Aibo Project - Breast Cancer Patient Care, to inspire cancer patients' families and enhance positive social impact. · Cooperated with the Taiwan Cancer Total-care Information Society (TCI) to hold the "Eastern Taiwan Cancer Forum", including 11 cancer education lectures delivered in schools. A children's painting competition themed "Love and Care" was also organized to promote cancer prevention through art.
Media	A positive link with the media bridges corporations and the public, facilitates proper Company information and brand image, and allows stakeholders to openly access complete Company information.	Economic performance Reasonable pricing Ethical management Access to medicine Drug safety Talent attraction and retention	Media visits/ Phone/ Press conference/ Media press conference/ Brand event/ Interview/ Visits/ Stakeholder Sustainability Topics of Concern Survey	Irregularly	To guide media stakeholders to understand the dynamic development of the Company's overall operations and product layout, communication is as follows: · Public welfare support for The Hematology Society of Taiwan to promote a series of health education and activities · 1 influenza vaccine health education forum · Press release of Department of Public Health, Taipei City Government, and Public Health Bureau, Tainan City Government to response the Vaccine health education · 1 antibiotic health education forum · 2 media interviews · Instructions for irregular visits and telephone contacts

Material Topics Identification

TTY material topics are identified and reported based on Inclusiveness, Materiality, Responsiveness and Impact, the 4 principles of AA1000 Accountability Principle, 2018. Following the requirements of the 2021 GRI General Guidelines, the issues were prioritized, and the impact, management strategies, and practical status of each major theme were disclosed. Based on these results, TTY's sustainability goals and strategies were adjusted to enhance the effectiveness of external communication.

To effectively respond to stakeholder concerns and accurately reflect the economic, environmental, and social impacts, TTY conducted a survey of senior executives. 17 concerns were included in the "Sustainability Issues Materiality Assessment Questionnaire." After considering the level of stakeholder concerns, 12 major sustainability topics were identified.

▼ Top 10 Sustainability Issues of Stakeholder Concern in 2025

No.	Sustainability Issues
1	Occupational Safety and Health
2	Supplier Management
3	Information Security
4	Talent Attraction and Retention
5	Counterfeit Drugs
6	Drug Safety
7	Marketing Ethics
8	Economic Performance
9	Ethical Management
10	Access to Medicine

▼ Top 10 Sustainability Issues of Senior Executives in 2025

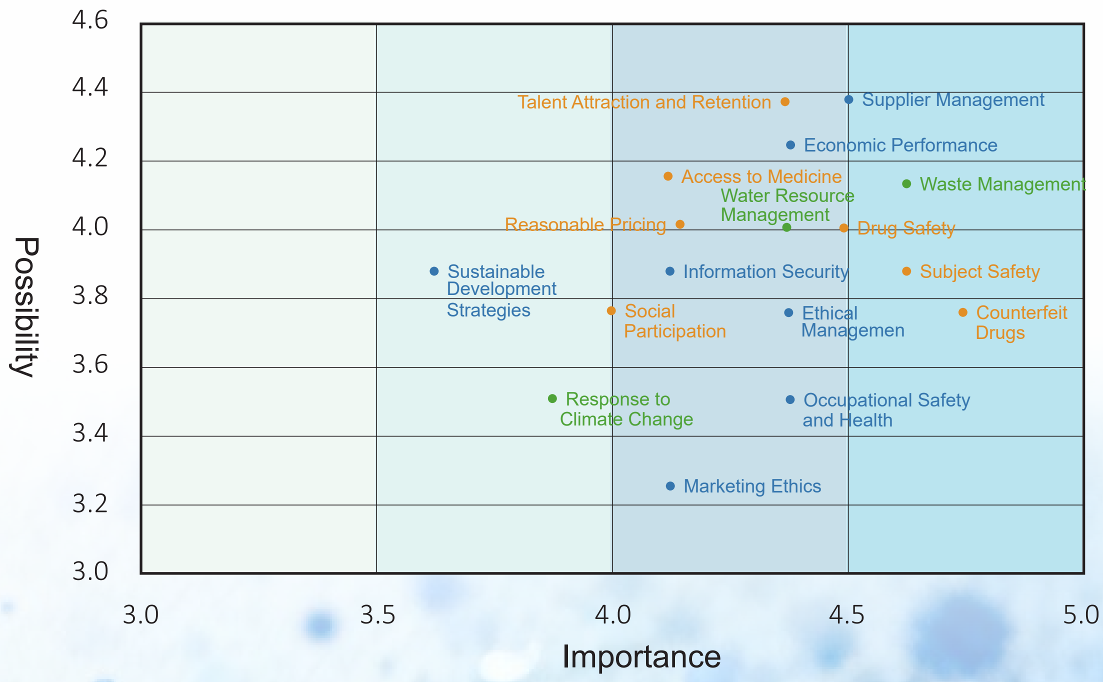
No.	Sustainability Issues
1	Supplier Management
2	Talent Attraction and Retention
3	Waste Management
4	Economic Performance
5	Drug Safety
6	Subject Safety
7	Counterfeit Drugs
8	Water Resource Management
9	Access to Medicinet
10	Reasonable Pricing

▼ Major Topics Ranking for TTY in 2025

No.	Material Topics
1	Supplier Management
2	Talent Attraction and Retention
3	Waste Management
4	Economic Performance
5	Drug Safety
6	Counterfeit Drugs
7	Subject Safety
8	Water Resource Management
9	Access to Medicinet
10	Management
11	Reasonable Pricing
12	Information Security

Material Topics Identification

▼ 2025 Sustainability Issues Materiality Assessment Matrix



Material Topics Identification

▼ TTY 's Material Topics and Scope in Year 2025

Material Topic	Aspect	Significance and Importance to TTY	Value Chain Impact			Chapter
			Upstream API Supplier	Midstream TTY	Downstream Generic drug factories Medical hospitals Original factories	
Supplier management	**Economic / Governance**	TTY evaluates vendors' financial status, organization management, realization of CSR based on Quality Assurance, Stable Production Capacity, Cycle Time Reduction, and Sustainability as a goal. The system is referred to the Supplier Management mechanism. Annual assessments and risk ratings are given to existing suppliers to facilitate graded management. Questionnaires are distributed to suppliers to evaluate their sustainability. The insight of suppliers' overall condition serves as a reference for each factory when determining supplier qualification.	V			Supplier Screening and Management
Talent attraction and retention	**Social**	Our talent is our foremost asset. TTY is a friendly workplace, promotes learning, and is an inclusive, innovative incubator where people envision self-positioning and self-value. A comprehensive education system and tailored training plans for employees of high potential and successors, through attract and retain talent so we are well prepared for a changing market and improving our technologies and innovations.		V		Workplace Happiness Talent Career Development
Waste management	**Environmental**	TTY arranges professional technology personnel as per the Waste Clearance Act, and submit a waste clearance plan in compliance with the law, also handle business and daily waste according to the law. The disposal status handling by the relevant institutions is tracked and verified every month to facilitate real-time monitoring by the competent authority and TTY.	V	V		Waste Management
Economic performance	**Economic / Governance**	TTY is navigating inclusive, sustainable economic growth, and is accelerating the development of generic drugs of specialty dosage forms and new drugs of high barrier and economic value, as well as unmet medical needs, improving the quality of human life with scientific innovation.		V		About TTY Biopharm

Material Topics Identification

Drug safety	**Human rights**	The pharmaceutical business is directly related to the life and health of users. The API dictates the effectiveness and safety of preparations. As such, TTY uses discretion in reviewing and managing API suppliers of US/EU generic drug makers, which are required to have Taiwan DMF registration, cGMP and PIC/S GMP. TTY's key products fully comply with applicable health and safety regulations.	V	V	V	Drug Safety
Counterfeit drugs	**Human rights**	All raw materials are sourced from qualified suppliers, and customers of the drug supply chain can be tracked via shipping records. GPS is installed in transportation of drugs to ensure quality of delivery to the designated destination and user safety. The qualified GDP logistic service shows our commitment to intact packing and content quality, eliminating counterfeits in the supply chain.	V	V	V	Supply Chain Traceability
Subject safety	**Human rights**	Development of drugs in TTY follows the Human Subjects Research Act and the Guidance for Good Clinical Practice. Human research and clinical trials for cancer drugs have been approved by the Ethics Committee and regional health authority. Individual cases are insured to protect test subjects' rights. We also have a standard procedure for clinical trial operations, which is executed by fully trained clinical specialists to ensure drug use safety.		V	V	Subject Safety
Water resource management	**Environmental**	Manufacturing processes rely on clean water resources, TTY invests to improve processing and sewage treatment, while implementing water conservation actions to fulfill its corporate social responsibility.	V	V		Water Resource Management
Access to medicine	**Social**	Health promotions or lectures and partnerships with NPOs/social organizations dedicated to disease awareness of illness prevention. We also worked with external organizations to prepare the communities against viruses and diseases.			V	Social Participation

Material Topics Identification

Ethical management	**Economic / Governance**	The pharmaceutical business works closely with the national economy and people's health, and drives environmental sustainability. In light of this, the Legal & Compliance Division under the SDC takes responsibility for ethical operations and the holistic development of our corporation, as well as the setup of risk assessment procedures of unethical behavior to fortify internal control. The 4th version of "Procedures for Ethical Management and Guidelines for Conduct" of May 2024 continues to prevent dishonesty, bribery, and illegality by directors, managers, and employees.	V	V	V	Ethical Management
Reasonable pricing	**Social**	TTY operations strictly comply with government regulations and controls to provide safe, effective products at the best quality and reasonable price. Our dedicated team is devoted to quality generic drugs, and applies NHI prices that are fairer to the original makers to balance NHI financial impact.			V	Responsibility of Sales
Information security	**Economic / Governance**	TTY identifies various risks through risk identification and implements appropriate measure management to reduce the threat of information security incidents, while maintaining the security of various information assets and networks within the scope of the information security management system, and strengthens its information security awareness.	V	V	V	Information Security Risks

02 About TTY Biopharm

- **TTY Basic Introduction**
  - Operation Result
  - External Engagement
- **TTY Strategy Deployment**
  - The New Drug Launch, Complete Three Arrow Operational Deployment
- **TTY Operational Development Strategies**
  - Short-term Development Plans
  - Mid-term Development Plans
  - Long-term Development Plans

KEY PERFORMANCE

※ 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.

TTY Basic Introduction

▼ Material Topic “Economic Performance” Management Status of TTY in 2025

Material Topic	Economic Performance
Corresponding GRI Index	GRI 201-1 Direct Economic Value Generated and Distributed from the Company
SDGs Principle	
Impact Assessment	● Related Stakeholder Engagement: Government, Shareholders/Investors, Customers and Employees Positive impact: Revenue increase, effective and smooth operation, support by stakeholders, and improve funding opportunities. Negative impact: Changes in the investment market affect the confidence that the stakeholders had in our company.
Policies and Commitment	In view of the aging population, the demand for health awareness and treatment should continue to soar in the future, which is why TTY has become so advanced in the field of target treatment, not to mention its well-recognized and comprehensive customer cooperation relationship and healthcare education programs for patients. In the future, TTY will continue to develop competitive pharmaceuticals in specialty dosage forms to sustain its stable operations and strive to reach the goal of sustainable operations.
Goals and Targets	**Short-term Goals** TTY will deploy a complete sales network throughout Taiwan. Aside from increasing the coverage of sales areas and improving the efficacy of using company resources, it will also strengthen strategic cooperation for drugs with certain market sizes and values and introduce new drugs in late clinical stages from targeted treatment areas through authorization. To combine this with the efforts of the marketing team, we will optimize revenue for the product. **Mid- to Long-term Goals** TTY will continue to specialize in the development and manufacturing of oncology, intensive care, and anti-infection treatments, develop generic drugs and new drugs in specialty dosage forms with high barriers and high economic value, and strengthen relationships with our international partners to complete regulatory submission and launch.
Responsibilities and Resources	The management center will plan development strategies and schedules for high-barrier drugs, strengthen regulatory negotiation and breakthroughs, and speed up the launch of products in target markets by deepening awareness and knowledge of pharmaceutical regulations of various target markets worldwide and integrating R&D project management capabilities.
Annual Action Results	● In the year 2025, the parent-level sales revenue of TTY was NTD 5,408 million, and profit before tax was NTD 1,982 million. ● The consolidated sales revenue in the year 2025 reached NTD 6,453 million. ● The R&D expenses in the year 2025 reached NTD 194 million, amounting to 3.01% of the total annual revenue.

Operation Result

TTY Biopharm Co., Ltd. was founded on July 22, 1960, and it was listed on the OTC in September 2001 (4105:TT). TTY has made Taiwan its primary market for providing services, while the area for export is mainly Southeast Asia, including Thailand, the Philippines, and Vietnam. No products or services are prohibited from any specific markets.

The primary categories of businesses include manufacturing, processing, and trading of various pharmaceuticals and chemicals. Primary products include oncology (cancer) drugs, anti-infective drugs, vaccines, anesthetic drugs, and healthcare drugs for chronic diseases. Sales channels are mostly direct to medical centers and regional hospitals, while regional hospitals, clinics, and pharmacies are marketed by distributors. The majority of beneficiaries are cancer patients, hospitalized patients with infectious diseases, or patients with gastroesophageal reflux, osteoporosis, high uric acid, and bacterial infections, and satisfy the needs of vaccine market. The paid-in-capital was NTD 2.486 billion, with consolidated revenue reaching NTD 6,453 million in the year 2025.

In recent years, TTY has adopted three key strategies that focus on export difficulty generic drugs, license-in international new drugs and self-developed new drug as the three arrows operations. It's expected to be the force to drive revenue for the next 5 years.

▼ Consolidated Financial Statements for TTY and its Subsidiaries for the Recent 5 Years (Currency: NTD)

Item/Year	Unit	2021	2022	2023	2024	2025
Paid-in Capital	Thousand NTD	2,486,500	2,486,500	2,486,500	2,486,500	2,486,500
Operating Revenue	Thousand NTD	4,535,610	5,061,606	5,505,542	5,893,847	6,452,948
Gross Profit	Thousand NTD	2,766,553	3,021,115	3,282,130	3,414,734	3,720,553
Operating Income	Thousand NTD	1,140,652	1,227,957	1,372,433	1,393,856	1,703,959
Income Tax	Thousand NTD	264,811	305,249	300,864	366,333	470,474
Net Income	Thousand NTD	822,569	1,103,090	1,118,601	1,519,354	1,654,704
Profit Attributable to Owners of The Parent	Thousand NTD	831,894	1,094,391	1,128,509	1,449,622	1,559,125
EPS	NTD	3.35	4.40	4.54	5.83	6.27
R&D Expense	Thousand NTD	287,595	353,436	310,438	271,392	194,348
Cash Dividends	NTD/Share	3.0	3.4	3.5	4.2	4.5

Note: 1. The entities in the consolidated financial statements include TTY and all its subsidiaries. For detailed information on subsidiaries, please refer to About TTY Sustainability Report > TTY Subsidiary Information.
Note: 2. 2025 cash dividends will be distributed by the resolution of the Board of Directors meeting on 3/9/2026.

Operation Result

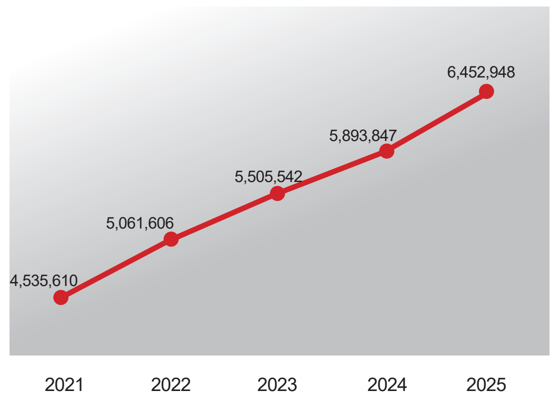
▼ Direct Economic Value Generated and Distributed by the Organization

Item (Unit: Thousand NTD)/Year		2021	2022	2023	2024	2025
Direct Economic Value Generated (A)	Operating Revenue	4,535,610	5,061,606	5,505,542	5,893,847	6,452,948
	Non-operating Revenue	23,940	54,873	97,444	105,121	94,952
Economic Value Distributed (B)	Operational Costs	1,813,704	2,087,126	2,268,772	2,521,600	2,785,672
	Employee Salary and Benefits	1,032,301	1,075,497	1,087,730	1,182,381	1,242,809
	Payments to Providers of Capital	994,600	745,949	845,410	870,275	1,044,330
	Payments to Government	268,315	308,853	304,739	371,286	474,611
	Community Investment	47,099	86,735	116,568	190,631	180,137
Economic Value Retained (A-B)		403,531	812,319	979,767	862,795	820,341

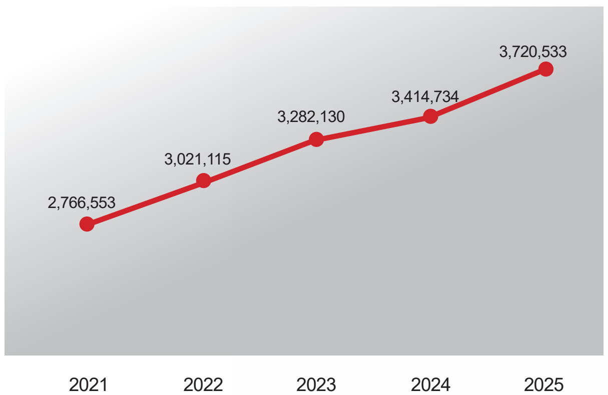
Information revision: The economic value retained for 2021-2023 was calculated incorrectly; the amount paid to investors in 2023 was mistakenly entered as 945,410. The above errors are corrected in this report.

TO ENHANCE R&D TECHNOLOGY, TO IMPROVE THE QUALITY OF HUMAN LIFE.

Consolidated Revenue (Unit: Thousand)



Gross Profit (Unit: Thousand)



Operation Analysis

TTY has long-term collaborations with international pharmaceutical companies, we have built strong development and manufacturing abilities to provide an all-compassing solution for drug delivery systems. The 2 production sites have observed cGMP, and Chungli factory focus on oncology and Lioudu factory dedicated to non-oncology lines. TTY has passed central compliances (US FDA, EU EMA, Japan PMDA, and Taiwan FDA) and partner operators' audits.

TTY 3 main product teams, Oncology Business Unit (TOT), Intensive Care Business Unit (TIT), and Key Account Management Division (KAM) provide consistent revenue for the Company; the Contract Development and Manufacturing service provides "manufacturing-related" solutions, such as dosage R&D, amplified mass production, and even tailored design for equipment and production site and commercial mass produce at a later stage, throughout the entire pharmaceutical value chain to help our partners relax on the budget and use investment to explore products that best address market needs. This is how we maintain trust and collaborations with international pharmaceutical companies. In 2025, the CDMO contributed to 6% of the revenue, with customers located in Taiwan and Japan.

▼ Revenue Proportion of TTY for the Recent 3 Years

Business Unit / Year	2023	2024	2025
Oncology Business Unit (TOT)	48%	47%	44%
Intensive Care Business Unit (TIT)	21%	26%	28%
Key Account Management Division (KAM)	12%	5%	5%
Contract Development Manufacturing Organization (CDMO)	7%	7%	6%
Business Development Division (BDD)	11%	14%	17%
Others	1%	1%	0%

External Engagement

Facing the rapid economic, social, and environmental changes around the world, TTY has, as an excellent biotech pharmaceutical company, focused on the development of specialty dosage forms and new drugs, actively participated in external initiatives and public associations, and maintained a good relationship with the industry, government, and academic circles. In the year 2023, TTY participated in 7 major external initiatives and 13 public associations, held significant positions, and participated in conferences to communicate industry viewpoints and progress ideas through information exchange and sharing. This high degree of participation has helped provide assistance to the sustainable development of the biotechnology and pharmaceutical industry and facilitate collaboration with peers to establish a far-reaching social influence.

External Initiative

1.Sustainable Development Goals, SDGs
2.Sustainability Reporting Guidelines (Global Reporting Initiative, GRI)
3.Sustainability Accounting Standards Board, SASB of Biotechnology and Pharmaceutical Industry Disclosures
4.Task Force on Climate-related Financial Disclosures
5.World Economic Forum, “WEF’s Partnering Against Corruption — Principles for Countering Bribery”
6.The Commonwealth Water Conservation Action Initiative "Do One Thing for Tamsui River" centers on 5 commitments: standard discharges of sewage and waste only supervision to ensure no illegal dumping by waste contractors; green purchase maximization; encouraging public governance of the Tamsui River System; and TTY Ecology Action “Health Farming with TTY”.

Participation in External Associations and Memberships

Item	Name of the Organization	Strategic Significance	Position Held
1	Taiwan Generic Pharmaceutical Association	Seek common consent among industry, government, and academic research, to produce market value for generic drugs.	Director Chairperson of the Public Affairs Policy Committee
2	Taiwan Pharmaceutical Manufacture and Development Association	Work together on pharmaceutical and bio-technology development, improve technology, promote R&D, to maintain national health and national economic growth.	Director, Deputy Chairperson of Intellectual Property and Legal Committee
3	Taiwan Parenteral Drug Association	Improve connections within the industry to seek shared profit. Find methods to improve and promote the pharmaceutical industry for economic development.	Executive Director
4	Monte Jade Science & Technology Association of Taiwan	The Association seeks Chinese startup participation to gain access to topics such as technology, entrepreneurship, and investment to empower the knowledge economy and boost small/medium businesses. They are open to the opportunities of increasing funds from investors through innovative technology, business pattern, or the transformation of marketing/ packaging.	Executive Director

External Engagement

Item	Name of the Organization	Strategic Significance	Position Held
5	Taiwan Society of Regulatory Affairs for Medical Products	Study medical and pharmaceutical policies and regulations; establish a platform to facilitate coordination of health and medical/pharmaceutical product management regulation; share regulations and knowledge to improve accessibility, international connection, and innovation value.	Director
6	Taipei Pharmaceutical Agents and Distributors Association	Bridge agents of Western drugs across Taiwan to facilitate conversation with government, medical and healthcare policies, and the drafting and promotion of medical and pharmaceutical regulations.	supervisor
7	Institute for Biotechnology and Medicine Industry (IBMI)	Work together on pharmaceutical and bio-technology development, improve technology, promote R&D, to maintain national health and national economic growth.	Member
8	Taiwan Bio Industry Organization	Work together on pharmaceutical and bio-technology development, improve technology, promote R&D, to maintain national health and national economic growth.	Member
9	Taiwan Pharmaceutical Manufacturers Association	Improve connections within the industry to seek shared profit. Find methods to improve and promote the pharmaceutical industry for economic development.	Member
10	Taipei Pharmaceutical Business Association	Bridge agents of Western drugs across Taiwan to facilitate conversation with government, medical and healthcare policies, and the drafting and promotion of medical and pharmaceutical regulations.	Member
11	Keelung Federation of Labor	Required by law..	Member
12	The Pharmaceutical Society of Taiwan	To unite pharmaceutical professionals nationwide in conducting pharmaceutical research, advance the pharmaceutical field, and collaborate with international pharmaceutical organizations.	Member
13	Taiwan Society for Pharmacoeconomics and Outcome Research	As a think tank addressing public issues related to pharmacoeconomics and efficacy research, we promote academic exchange, encourage interaction between professionals and institutions and regulatory authorities, and actively advocate for the value and importance of pharmacoeconomics and efficacy research.	Member

TTY Strategy Deployment

The introduction and development of antibiotics and oncology drugs continuesly, and deepend products deployment. The development and exportation for complex generic drugs continues.

TTY consistent rely on the growth momentum of "License-in International New Drugs", "Export Difficulty Generic Drugs", and "Self-produced Domestic New Drugs" in 2025.

TTY Strategy Deployment

TTY Three Arrows Operational Strategy

TTY continues to work on its core business and arranges deployment steadily, providing diversified medical solutions for patients globally and adding momentum to the company's operations and internationalization.

Export Difficulty Generic Drugs

Self-developed Liposome product, Lipo-AB® continues to export to US steadily.

License-in International New Drugs

- The hematology drug XPOVIO® and the lymphoma drug Minjuvi® are introduced and covered by the National Health Insurance, the company is building a comprehensive product portfolio in the field of hematology and continuing to form strategic alliances with multinational corporations, thus expanding into the biopharmaceutical field.
- TTY achieved the authorized distribution of CSL Seqirus, the global vaccine manufactory's trivalent cellular influenza vaccine FLUCELVAX® and trivalent adjuvanted influenza vaccine FLUAD®, and anticipate introducing the varicella vaccine into public-funded tenders to provide a more comprehensive protection network.

Self-produced Domestic New Drugs

- 2^{nd}-line antibiotic Bobimixyn® (Polymyxin B) is covered by NHI.
- The self-produced generic drugs Pexeda® and Leavdo® are aligned with international treatment guidelines.

New Drug Launch to Complete Three Arrows Operational Deployment

Export Difficulty Generic Drugs

Lipo-AB® in the US reaches 1/3 of the market share, and the goal is to achieve 20% export share.

- Lipo-AB® (liposomal amphotericin B), the generic drug was launched in the US in 2022. Its superior quality and stable supply conducted officially overfulfill 1/3 of the US market share, becoming a market leader. Sales in the US market contribute 10% of TTY's individual revenue. Looking ahead to the next two years, following by complete the inspection and registration submissions for Saudi Arabia and Australia, a new wave of growth is expected, with the goal of pushing the export share to over 20%.
- Continue to cultivate the Vietnamese medical market, steadily expand coverage and usage in the public hospital bidding system, and gradually increase bidding market share and clinical penetration.

TTY Strategy Deployment

Self-produced Domestic New Drugs/ Generic Drugs

The antibiotic Bobimixyn® establishes national supply resilience

- The self-produced second-line antibiotic "Bobimixyn®" launched in 2025, precisely meets urgent clinical needs and has strong growth momentum, becoming a key driver for record-high revenue and profit this year.
- To ensure a secure supply of critical medicines for the nation, 3 antibiotic products are currently under development and are expected to be launched in the next 2 years, continues to strengthen the pharmaceutical resilience for the infectious care.
- Pexeda®, a chemotherapy drug developed by TTY for non-small cell lung cancer, has been recognized for its clinical efficacy when combined with Pembrolizumab, an immunotherapy drug from another manufacturer. This combination aligns with international treatment guidelines and represents a significant step forward in cancer treatment.
- The company's self-produced generic drug "Leavdo®" and its distributed monoclonal antibody targeted drug "Minjuvi®" have been registered with the National Comprehensive Cancer Network (NCCN) as the latest treatment guideline for diffuse large B-cell lymphoma (DLBCL), seamless aligning domestic medication choices with international treatment guidelines.

License-in International New Drugs

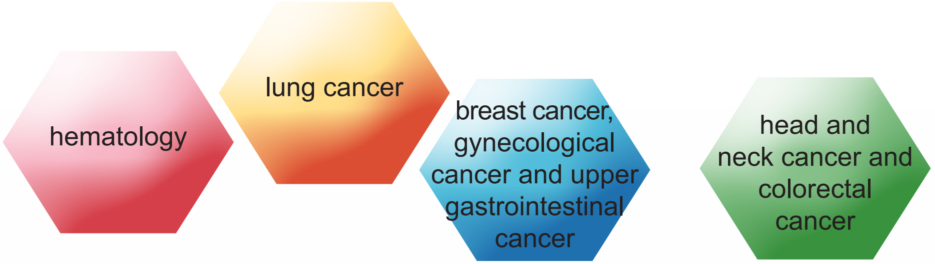
- **Oncology & Intensive Care**
  - Following the colorectal cancer drug Avastin®, TTY expanded strategic alliance with Roche Pharmaceuticals to jointly introduce the small molecule lung cancer targeted product Rozlytrek®, strengthening our precision medicine strategy and enhancing the lung cancer product portfolio, laying the foundation for the future development of lung cancer drugs.
  - Successfully introduced the hematology drug XPOVIO® and the new lymphoma drug Minjuvi® into the National Health Insurance (NHI) program, building a comprehensive treatment line of defense in hematology.
  - In 2026, new targeted product for lung cancer and anti-hormonal drugs for breast cancer will be available for reimbursement under NHI, in line with the "Healthy Taiwan" policy.

- **Vaccine Business**
  - Sales of "adjuvanted influenza vaccines" targeting middle- and elderly populations are booming. It is expected that the indication will be expanded to people aged 50 and above in 2026, by the time the government's public procurement volume is expected to reach 200,000 doses.
  - Introducing the varicella vaccine and expecting to join the public funded tender in early 2026 to provide the citizens with a more comprehensive infectious disease protection network.

TTY Strategy Deployment

Hematology Products

In response to the "Healthy Taiwan" policy by reducing cancer mortality in 1/3 by 2030, TTY has focused on 4 major cancer groups including hematology, lung cancer, breast cancer, gynecological cancer and upper gastrointestinal cancer, and head and neck cancer and colorectal cancer. Hoping to provide patients with complete care options from first-line to later-line, from drug treatment to adjuvant drugs from a drug integration perspective, and to build a resilient supply chain.



In 2025, TTY introduced two new drugs for hematologic oncology, significantly enhancing the depth of its product line.

Minjuvi®, the new targeted drugs for lymphoma

- It received a drug license from the TFDA in January 2025 and officially began receiving reimbursement from NHI on October 1st.
- The novel monoclonal antibody targeted drug Minjuvi®, combined with Leavdo®, a high-quality self-produced small molecule drug manufactured by TTY Chungli factory, has received the latest treatment guidelines for diffuse large B-cell lymphoma (DLBCL) from the National Comprehensive Cancer Network (NCCN).

XPOVIO®, the new oral drugs for multiple myeloma

- Obtained NHI reimbursement officially in March 2025.
- XPOVIO®'s unique mechanism allows it to be used in combination with TTY's existing immune modulators (such as Thalidomide and Lenalidomide).

TTY Operational Development Strategies

R&D Strategy

Short-term

- Ensure that key products are launched on schedule to reach short-term profit goals. Consistent quality manufacturing of products with a long lifecycle.
- Enlarge the foundation of the high-barrier technology platform for specialty product combinations, and improve the commercialized economic scale.
- Carefully select development targets for innovative drugs and partner with international marketing companies; release market authorization when appropriate while retaining market rights in certain target countries to increase the number of direct sales of drug products with a long lifecycle.

Mid-term

- Optimize the development of carefully selected innovative drugs, and partner with international marketing companies at the correct time for co-development whilst inputting R&D expenses and company revenue through the tiered achievement of new contracts, milestone payments, and royalties.
- Continue with the development of brand-name drugs in specialty dosage forms and new drugs of high economic value; enhance international partnerships; launch registrations for products.

Long-term

- Seek the evaluation and investment balance of targeted drug development for the initial, middle, and final phases; optimize product combinations and competence of the targeted disease treatment domain (specialty drug, biological drug, new drug). Sustain the company's short- and long-term growth momentum as well as value chain integration.
- Foster international partnerships and/or self-accelerated development to meet unmet medical needs, high-barrier drugs, the need for brand-name drugs and new drugs with specialty dosages of profitable value, or clinically and medically associated products with a market niche.

Production Strategy

Short-term

- Continue implementing training courses to keep up to date with pharmaceutical regulations, and international and domestic inspections on factories to sustain stability and superior quality in production.
- Carefully plan the manufacturing production lines, production, and sales coordination in the production management process to ensure the balance of production capacity and marketing.
- Independent manufacturing and management of raw materials, functional excipients, and special packaging materials. Establish supplier quality regulations to implement cost control and maintain stable supply sources.

Mid-term

- Upgrade equipment specifications, expand production capacity, and keep consistent and top-quality products in compliance with global and local quality regulations.
- Install a new production line for new drugs with specialty dosage forms for the commercialization and globalization of drugs of specialty dosage forms for production integration.
- Fortify the association between supply chain and procurement to best control the quality and pricing of supplier materials; green procurement and supplier sustainability management mechanism promotion.

Long-term

- Continuously maintain drug manufacturing sites that follow, renew, and comply with international drug regulations.
- Install a new production line for new drugs to accomplish the commercialization and globalization of drugs of specialty dosage forms and new drugs for production integration.
- Marketing Strategy Maximize manufacturing energy and supply chain management through critical strategic actions including M&A, strategic alliances, and joint ventures; complete consolidation of production quality and efficiency.

TTY Operational Development Strategies

Marketing Strategy

Short-term

- Continue research and introduce suitable drugs to meet unmet medical and clinical needs; become the best clinical therapy partner with advanced solutions for clinical doctors.
- Enhance the integration of commercial products and the value chain and be the best CRO/ CMO/ CDMO partner to global specialty drug companies.
- Actively introducing new drug authorization with technology transfer to Taiwan, which not only provide patients with treatment options, but also strengthen the resilience of the localized supply chain, and cultivate and train the company's technology transfer and production capabilities.

Mid-term

- Introduce flu and other vaccines from abroad to contribute to a well-established public health and safety system in Taiwan; an intensive care team is to be assembled to complete clinical treatment options for critical patients and fulfill the void and need for medical solutions in the current system based on the foundation of the governmental healthcare policy.
- Accelerate the setup of sales and distribution overseas with relevant drug licenses; continue to focus on each target market for brand activities that promote differentiation for local optimization, together with the operation and management of the business life cycle; grow product sales overseas to increase revenue from global market coverage.

Long-term

- The ongoing optimization of business activities and business life cycle management for each target market.
- TTY's international business development expansion through company-owned and co-developed competitive specialty drugs, sustainable co-development business practice pattern, and cross-border consolidated marketing strategies for new and specialty drugs.
- Accelerate the expansion of overseas sales and distribution; strengthen proprietary trading markets and targeted management; extend corporate core market borders to enhance the Company's mid-to-long-term revenue and international development diversity.

Operation Strategy

Short-term

- Through income from local and overseas markets to support product development and additional territory expansion.
- Through income from the CMO business and co-development of international specialty drugs to cover factory operation expenses.
- Introduce development results to global markets with overseas authorizations; combine product and R&D income to support new products and businesses, and therefore create a positive business cycle.
- Focus on global biotech investment targets; monitor medical care changes in target countries; create ultimate group profit, seize mid-to-long-term development opportunities.
- Speedy recruitment and cultivation of local talent resources with start-up ability; enhance staff product development capacity to meet scientific, regulatory, and enterprise operation requirements; intensify department internationalization for future growth potential.

Mid-term

- GIRA (Government, Industry, Research, Academy) partnership initiatives to gather voices and support from every direction. International experience sharing to expedite business development sustainability.
- Swift recruitment and cultivation of local talent with start-up abilities; enhance product development capacity to meet scientific, regulatory, and enterprise operations in an equal and balanced manner, as well as cross-field operations and marketing skills.

Long-term

- Commit to the development of new drugs, drugs with specialty dosages, biological drugs, and medical treatment technology to create a more complete product portfolio.
- Continue to strengthen and develop high-barrier dosage drug platforms to extend their application benefit.
- Continue to expand the development and manufacturing territories for cancer, intensive care, anti-infection, and specialty dosage drugs; continue to increase international market share.
- Become one of the world's most innovative biotech pharmaceutical companies and the most sought-after partner to work with for international biotech companies.

03 Supply Chain Management

- **Pharmaceutical Industry Value Chain**
- **The Power of Intellectual Property**
  - Investment in R&D
  - Patent and Brand Deployment
- **Supplier Screening and Management**
  - Eligibility of New Suppliers & ESG Selection & Survey
  - Assessment for Existing Suppliers & Classification Management
- **Drug Safety**
  - PIC/S GMP Certifications
  - Supply Chain Traceability
  - Cold Chain Management
  - Subject Safety
  - Drug Safety Surveillance Management & Adverse Reaction Reports
- **Responsibility of Sales**
  - Marketing Regulations
  - Reasonable Pricing

KEY PERFORMANCE

※ 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.

Pharmaceutical Industry Value Chain

In the pharmaceutical manufacturing supply chain, there are 3 stages: upstream, midstream, and downstream. Upstream and midstream refer to the preparation of raw materials (APIs), while downstream involves the manufacturing of drugs and sales channels. Drugs are categorized into original, bioequivalence generic (BE) drugs (imported or domestic), and non-BE generics. In Taiwan's pharmaceutical industry, most suppliers focus on downstream operations and manufacture and sell non-BE generics. However, TTY is a leading biotechnology pharmaceutical company that offers one-stop services from research to production and sales. They specialize in developing specialty dosage forms and new drugs. No significant changes in the supply chain occurred during the reporting period.

▼ Value Chain of TTY

Supply Chains	Upstream	Midstream	Downstream
Relationship	API Factories API Agencies	TTY Biopharm	Sales Channels Distributors
Activities	• Manufacture and sales of Active Pharmaceutical Ingredients (APIs) required for generic drugs • Provide APIs required for new drug development • Traders of raw materials	Manufacturing medicines with expired patent rights, and converting them into injections or tablets	Distribution and logistics services; the sale and promotion of medical drugs
Entities	API factories: Merck, Biofer, DuPont, DSM, Formosa Laboratories, ScinoPharm, SCI Pharmtech, Oriental Silicas, Ming Tai Chemical Traders of raw materials: Lynnbros, Suanhong Trading, G. Excipients	Generic drug factories: TEVA, Pfizer, Roche, TTY Biopharm, Yungshin Pharm	Direct sales channels: medical centers and regional hospitals Distribution: local hospitals, clinics, and pharmacies

Investment in R&D

TTY is a well-established company in Taiwan that specializes in high-quality manufacturing. It conducts active research and development to produce pharmaceuticals that address the unmet needs of the medical market. TTY has also expanded into overseas markets by producing complex generic drugs. TTY is considered one of the few pharmaceutical R&D and manufacturing companies in Taiwan that provides a one-stop service from front-end R&D to manufacturing to sales. The organization's R&D capability is at the forefront in Taiwan, having spent over NTD$1.4 billion in R&D in the recent 5 years. Approximately 3% of its annual revenue is allocated towards R&D each year. In 2025, R&D expenses amounted to NTD$194,348 thousand, which is 3.01% of total revenue. In the future, TTY will leverage the strengths of these platforms, invest resources, and develop products for various diseases such as those related to the blood-brain barrier, hormones, mental health, and other related diseases. Additionally, it will expand the drug indications to prolong product life cycles while continuing to allocate 6% of its annual revenue to R&D investment.

▼ TTY R&D Expenses in the Recent 5 years

Item/Year	2021	2022	2023	2024	2025
Operating Revenue (Thousand)	4,535,610	5,061,606	5,505,542	5,893,847	6,452,948
R&D Expense (Thousand)	287,595	353,436	310,438	271,392	194,348
Percentage (%)	6.34%	6.98%	5.64%	4.60%	3.01%

Patent and Brand Deployment

To facilitate successful R&D and product launches, TTY has filed corresponding patent and trademark applications. By the end of 2025, the Company had a total of 3 invention patents, 220 registered trademarks, and 9 trademark applications under review.

▼ Regional Distribution Statistics of TTY's Valid Patent and Trademark Applications

	Area	Taiwan	Japan	Korea	China	Southeast Asia	Others	Total
Number of Invention Patents	Certificates claimed	3	0	0	0	0	0	3
	Under application	0	0	0	0	0	0	0
Number of Trandmark Patents	Certificates claimed	127	0	8	25	40	20	220
	Under application	6	0	0	1	0	2	9

Note: Statistics as of 31/12/2025.

Supplier Screening and Management

▼ Material Topic “Supplier Management” Management Status of TTY in 2025

Material Topic	Supplier Management
Corresponding GRI Index	GRI 308-1 New Suppliers That Were Screened Using Environmental Criteria GRI 308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken GRI 414-1 New Suppliers That Were Screened Using Social Criteria GRI 414-2 Negative Social Impacts in the Supply Chain and Actions Taken
SDGs Principle	8 DECENT WORK AND ECONOMIC GROWTH 17 PARTNERSHIPS FOR THE GOALS
Impact Assessment	● Related Stakeholder Engagement: Suppliers, Customers ● Positive impact: With good management over the quality, cost, delivery, service, and supply consistency of suppliers, we can grow our brand image by word of mouth. ● Negative impact: Suppliers' potential risks in the areas of employment, health and safety, environment, and ethics and morality can damage the governance, environment, and society, and affect the sustainable operation of the global supply chain.
Policies and Commitments	Enhance management so that the supply chain conforms to laws and regulations, values quality and self-discipline, and improves overall competence and operation flexibility.
Goals and Targets	In addition to quality and legal compliance review, new suppliers must align in terms of sustainable development. We also emphasize implementation among existing suppliers.
Responsibilities and Resources	The procurement team reviews suppliers and manages vendors' sustainable development strategies according to SOP and survey.
Annual Action Results	● In 2025, all new suppliers were screened and selected according to the selection mechanism. ● The result of the annual assessment concluded that no supplier should be stopped from trading due to significant quality hazards.

Supplier Screening and Management

Eligibility of New Suppliers & ESG Selection and Survey

Active pharmaceutical ingredients (API) are substances extracted from natural plants, synthesized chemically, and then processed by the Company's high-quality technology to create a universally approved and certified safe drug that can be used directly by patients. API, or Active Pharmaceutical Ingredient, is a crucial component of drugs that determines their safety and effectiveness. Therefore, TTY, as a responsible corporation, cautiously inspects and manages EU and US brand-name drug suppliers. We use Drug Master File (DMF), current Good Manufacturing Practice (cGMP), and Pharmaceutical Inspection Co-operation Scheme (PIC/S) GMP as the primary criteria for selecting the appropriate suppliers. We also conduct a thorough examination and assessment of their manufacturing of raw materials, product risks, competency in quality system control, and order execution.

TTY provides a survey to new and existing material suppliers, as described in the Supplier Assessment Guidelines. The survey includes management of API factories and suppliers of each TTY site and ESG questionnaires, regarding proper recycling of solvents, cleaning procedures and validation of production equipment, pest and rodent control, proper air conditioning, and a water system to avoid cross-contamination. It also includes a SOP to minimize environmental impact, and evaluation and continued strengthening of, and compliance with, control concerning environmental risks. All fields must be approved by a professional consultant. Moreover, TTY conducts ad-hoc audits on all suppliers based on a review plan to ensure consistent quality. Inspections are carried out either by questionnaire or on-site inspection.

We evaluate our suppliers based on the four policies - Quality Assurance, Stable Production Capacity, Cycle Time Reduction, and Sustainability. Our advanced Supplier Management Mechanism ensures that we select potential suppliers based on their qualifications, renew existing suppliers, and assess, grade, manage, and offer correction guidance for potential risks. This mechanism ensures that our partnership with vendors is sustainable and transparent. Starting in 2025, all new suppliers were selected based on this selection mechanism.

1. Quality Assurance: Assessment and onsite due diligence to ensure a quality system and supply.
2. Stable Production Capacity: Multiple suppliers are required to maintain a flexible and stabilized supply and quantity.
3. Cycle Time Reduction: Credible suppliers with qualified delivery capabilities are needed to promote cycle time reduction.
4. Sustainability: Establishing long-term partnerships is crucial to building stable developments and creating a sustainable supply chain. TTY requires its suppliers to follow eco-friendly practices and prioritize safety, security, human rights, and corporate social responsibility. Additionally, suppliers must engage in risk management and have a sustainable operational plan.

Evaluation for Existing Suppliers & Classification Management

- General evaluation: Scores are deducted for any abnormality of material delivered by suppliers and referred to for annual evaluation.
- Suppliers' assessments are held annually, and these assessments include Cycle Time (on time, credibility), Quality (stable supply quality), Customer Complaints (whether have significant mistakes, timely improvement of customer quality complaints); Supportiveness (speedy and immediate return and exchange of goods); and Sustainability (environmental protection and human rights assessment).
- The on-site audits and paper review results are categorized to grade and manage our suppliers.
- Suppliers failing to meet TTY's requirements are terminated from the purchase contract and subsequently removed from the supplier list.

▼ Grading and Management for Chungli and Lioudu Suppliers

Grade	Risk	Scores	Measures
Grade A	Low	90~100	1.Supplier to be considered when new items are required to be purchased. 2.“Paper review” based inspection.
Grade B	Medium	70~89	1.Normal purchase contract. 2.Paper review-based inspection. Suppliers should provide an action plan according to the inspection results. When improvements fail to meet TTY's requirements, an on-site inspection will be conducted.
Grade C	High	≦ 69	1.Discontinue purchasing items from the supplier. 2.Deemed disqualified and the contract is terminated.

Paper Review

Other than routine quality surveys, the Company performs a Sustainable Supplier Review as well as giving an assessment score. Each site then selects the suppliers it needs.

Supplier Screening and Management

The Supplier ESG Questionnaire contains the following.

Economy	Quality	Environment	Human Rights
1.Operation Overview 2.Client Management 3.Safety Stock, Delivery Time	1.Management of Source Suppliers 2.Quality Control 3.Drug Master File 4.Relevant GMP Compliance 5. GDP Compliance	1.GHG Emissions 2.Water Resource Management 3.Energy Management 4.Waste Management 5.Overall Environmental Evaluation 6.Environment, Safety, and Health 7.Compliance with Laws and Regulations	1.Occupational Safety and Health 2.Promotion of Worker Health 3.Welfare Policy 4.Feedback Channels 5.All Forms of Discrimination 6.Compliance with Laws and Regulations

Onsite Inspections

TTY conduct on-site audits to strengthen follow-up management and improvement measures for some suppliers that have not been rated A in the past two years. Suppliers should provide the following information as the criteria for on-site audits:

- Company Introduction: product supply, capacity, process description, facility, and equipment introduction.
- Environment, Safety and Health Management: information regarding overall environmental safety, health control and management, waste control, and cross-contamination prevention.
- Certificates and Licenses: acquired government or global certified QC documents (PIC/S GMP or ISO 9001) and certification of the environmental management system (ISO 14001).
- Quality System Management: a document for the procedure of handling CCs (Customer Complaints), defects, abnormality management, change management, and corrective and preventive action.
- Raw Material Information: SDS and COA, production procedure.

In 2025, TTY's Chungli factory demonstrated its continued commitment to supplier management, completing quality audits of 27 suppliers. To strengthen the resilience of the supply chain, the company adopted a multi-audit mode: including on-site inspections of 6 suppliers (1 of which was conducted by an internal team, 1 by a third-party agency, and 4 by adopting professional assessment reports from third-party on-site inspections), and annual assessments of the remaining 21 suppliers through rigorous review of quality documents. Lioudu factory conducted 2 on-site inspections for 2 suppliers.

Supplier Screening and Management

Evaluation Status

TTY is committed to build a steady and sustainable supply chain to ensure the quality and stable supply of raw materials. To further enhance its supply chain competitiveness, the Chungli factory added 10 new raw material items in 2025, categorized into 5 raw materials and 5 materials. In terms of supply sources, this includes new suppliers as well as new items supplied by existing suppliers. The Lioudu factory added 19 new raw material items, including 3 raw material and 16 materials. In 2025, assessments and investigations at both the Chungli and Lioudu factories with no C-level or unqualified suppliers, and the environmental and social (human rights) impacts are not significant.

▼ Evaluation Indicators

Factory	Lioudu Factory	Chungli Factory
Quantities of Items Traded	409	543
key Indicators	• Quality Stability: In compliance of product requirements and standards • Customer Complaints: Evaluate the problem-solving efficiency	• Cycle Time: Ensure supply stability • Quality Stability: In compliance of product requirements and standards • Customer Complaints: Evaluate the problem-solving efficiency • Supportiveness: Willingness of cooperating and adaptability • Sustainability: Focus on environmental friendliness, ecological impact, and labor rights.
Sustainable Supply Chain Management Measures	• Priority Consideration of New Items: TTY will prioritize Class A suppliers in future procurement and further strengthen long-term cooperative relationships. • Assessment of Inspection Exemption: The QC Department will provide inspection exemption assessments for Grade A suppliers to improve work efficiency and incentivize the continued cooperation and development of outstanding suppliers.	

▼ 2025 TTY Supplier List

Factory	Category	API	Excipient	Packing Material	Total
Chungli Factory	Number of items	33	95	415	543
	Number of manufacturers	24	49	42	115
Lioudu Factory	Number of items	63	117	229	409
	Number of manufacturers	50	68	45	163

Supplier Screening and Management

▼ 2025 TTY Items Classified Assessment Results

Factory		Chungli Factory				Lioudu Factory				Total
Category		API	Excipient	Packing Material	Subtotal	API	Excipient	Packing Material	Subtotal	
Grade	Risk									
Grade A	Low	22	61	206	289	49	94	185	328	617
Grade B	Medium	0	0	0	0	0	0	1	1	1
Grade C	High	0	0	0	0	0	0	0	0	0
Total		22	61	206	289	49	94	186	329	618

Drug Safety

▼ Material Topic “Drug Safety” Management Status of TTY in 2025

Material Topic	Drug Safety
Corresponding GRI Index	GRI 416-1 Assessment of the Health and Safety Impacts of Product and Service Categories GRI 416-2 Incidents of Non-compliance Concerning the Health and Safety of Products and Services
SDGs Principle	
Impact Assessment	● Related Stakeholder Engagement: Government, Shareholders/Investors, Customers, Employees, Suppliers and Media ● Positive impact: International compliance, the adoption of GMP, distribution, marketing of good drugs, and monitoring of drug safety contribute to quality, protected logistics, user safety, corporation reputation, and trustworthiness. ● Negative impact: Mismanagement can severely endanger patient rights, leading to product recalls or removal from shelves, delays in product launches, and a loss of trust from regulatory authorities, users, and partners, resulting in a direct hit to revenue and reputation. This can create crises and operational risks within the market.
Policies and Commitments	To facilitate patients' access to high-quality, safe and effective, and affordable medications, TTY rigorously enforces drug safety management protocols. This includes adherence to regulations set forth by the Taiwan Food and Drug Administration (TFDA) regarding safety information for pharmaceutical products, as well as compliance with international standards to uphold drug safety standards.
Goals and Targets	**Continuous Goals** TTY complies with the International PIC/S GMP Pharmaceutical Standards and Good Distribution Practice for product distribution to ensure pharmaceutical manufacturing and sales processes meet standards, so that the company provides safe products for clinical treatment. **Mid- to Long-term Goals** To realize the corporate vision of improving the quality of people's lives with scientific innovation, TTY actively accommodates medical needs through 3 product territories: ● Oncology: Aims to offer cancer patients high-quality anti-cancer drugs, so that TTY can provide patients and physicians with optimal treatment plans.

Drug Safety

	• Intensive Care: Moving toward the emergency and severe diseases territory, as well as the approach of disease prevention actively. Meanwhile, we expect through the vaccination to protect the communities from the occurrence and spread of influenzas. • Healthcare: The nutritional supplements cater to the needs of different patients and improve people's health.
Responsibilities and Resources	TTY committed to drug safety monitoring and established a comprehensive "adverse reaction reporting" mechanism and employee training system. A dedicated team is monitoring to ensure that severe adverse reactions are reported to the TFDA within 15 days. If an "unknown safety signal" is detected, a medical monitor conducts a professional assessment and adjusts clinical guidelines or medication protocols immediately according to the risk level, strictly ensure drug safety of patients.
Annual Action Results	• Implement international quality certifications to ensure product compliance: All products are 100% compliant with International PIC/S GMP Pharmaceutical Standards and Good Distribution Practices and pass on-site inspection of TFDA. All products passed health and safety regulatory audits within the year. No product or service has been found to have violated health and safety-related regulations. • Deepen the dual-track management of domestic and international sales to ensure supply chain quality: For licensed-in drugs, strict requirements that the production processes and quality standards in the country of origin adhere to both Taiwan's drug manufacturing regulations and those of the respective locality. Similarly, the self-produced drugs must comply with local drug manufacturing regulations and meet the quality and manufacturing specifications of the export destination country, to ensure in compliance with the high quality standard of the transection of drugs from manufacturing to delivering. • Established a drug safety (PV) mechanism: In accordance with the Regulations for the Management of Drug Safety Surveillance to formulate the Plan for Drug Safety Surveillance to monitor drug risks. All the regular drug safety reports (PBRER/PSUR) are submitted by designated deadlines to ensure the effectiveness of the risk management measures. • Ensure timely and transparent reporting: Strictly enforce the TFDA's Reporting Regulations for Reporting Severe Adverse Drug Reactions, it collects and reports the safety information on drug products to reach the compliance rate of 100%, demonstrating responsibility and transparency regarding drug safety. • Deepen the drug safety education and personal data protection for all employees: All employees at TTY have undergone comprehensive internal training on Adverse Drug Reaction Reporting and have successfully passed the assessment. Meanwhile, all surveillance data is processed in accordance with the Personal Data Protection Act to ensure patient privacy.

Drug Safety

To enforce drug safety management, TTY has allocated substantial resources across the drug research and development, production, storage, and labeling processes, ensuring the safety of our products. In addition to implementing various safety control measures for licensed-in and authorized drugs, as well as brand generic drugs, TTY has pioneered featured products utilizing liposome and microsphere coating, along with long-acting sustained-release injection technology, aimed at minimizing the body's drug burden. Furthermore, all TTY-sold drugs are accompanied by a package insert containing usage instructions as mandated by law, with the package insert also available for reference on our official website.

▼ Safety Control Measures by TTY

Licensed-in and Authorized Drugs

- Before introducing licensed-in and authorized drugs, TTY first evaluates the approval status of drugs in various countries around the world, for instance, if the drugs have been approved by the US Food and Drug Administration (FDA), the European Medicines Agency (EMA), or any of the other top 10 advanced pharmaceutical countries.
- If a drug requires clinical trials in Taiwan before its launch, TTY ensures compliance with the law by conducting these trials. We evaluate both efficacy and side effects based on the test results to substantiate the effectiveness and safety of our products. Dedicated personnel are assigned to monitor drug safety throughout the process.
- After the drug is launched, incidents of adverse drug reactions are evaluated, and a real-time reporting mechanism is established. A reporting mailbox for adverse drug reactions is also set up at:drugsafety@tty.com.tw。

Brand Generic Drugs

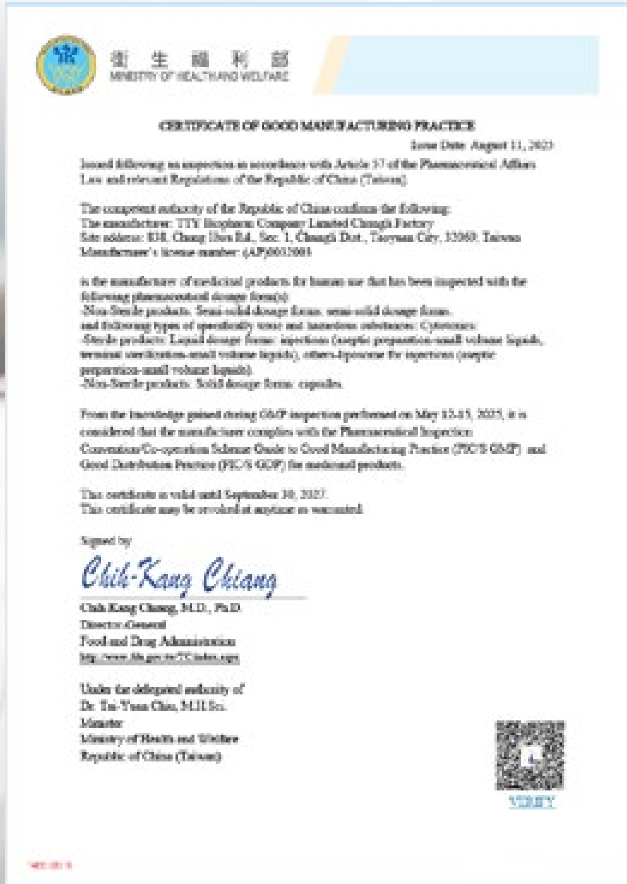
- Brand generic drugs include oncology and anti-severe infection drugs.
- For generic drugs that need to undergo bioequivalence, TTY will conduct bioequivalence tests in accordance with the Bioavailability and Bioequivalence Studies Regulations to apply to the central health authority for marketing authorization of such generic drugs.

Drug Safety

PIC/S GMP Certifications

Products in the pharmaceutical industry are closely related to the health and safety of users so safety and effectiveness must be particularly reviewed. TTY follows the most stringent PIC/S GMP standards recognized around the world, and safeguards are in place for raw material supply, plant facilities, and equipment from the source of drug manufacturing. Production and quality control operations are also ensured via the prevention of cross-contamination, avoidance of confusion, validation, and other methods in the process to guarantee the continuous and stable manufacture of drugs. By the end of 2025, TTY obtained a total of 138 drug licenses, while more than 34 pharmaceutical items are listed in the Taiwan National Health Insurance (NHI) Pharmaceutical Benefits and Reimbursement Schedule.

▼ PIC/S GMP Inspection Certificate of TTY (Valid until 2027/09/30)


衛生福利部
MINISTRY OF HEALTH AND WELFARE

CERTIFICATE OF GOOD MANUFACTURING PRACTICE

Issue Date: August 11, 2025

Issued following an inspection in accordance with Article 57 of the Pharmaceutical Affairs Law and relevant Regulations of the Republic of China (Taiwan).

The competent authority of the Republic of China confirms the following:
The manufacturer: TTY Biopharm Company Limited Chungli Factory
Site address: 838, Chung Hwa Rd., Sec. 1, Chungli Dist., Taoyuan City, 32060, Taiwan
Manufacturer's license number: (AP)[illegible]

is the manufacturer of medicinal products for human use that has been inspected with the following pharmaceutical dosage form(s):
-Non-Sterile products: Semi-solid dosage forms: semi-solid dosage forms.
and following types of specifically toxic and hazardous substances: Cytotoxics
-Sterile products: Liquid dosage forms: injections (aseptic preparation-small volume liquids, terminal sterilization-small volume liquids), others-liposome for injections (aseptic preparation-small volume liquids).
-Non-Sterile products: Solid dosage forms: capsules.

From the knowledge gained during GMP inspection performed on May 13-15, 2025, it is considered that the manufacturer complies with the Pharmaceutical Inspection Convention/Co-operation Scheme Guide to Good Manufacturing Practice (PIC/S GMP) and Good Distribution Practice (PIC/S GDP) for medicinal products.

This certificate is valid until September 30, 2027.
This certificate may be revoked at anytime as warranted.

Signed by
Chih-Kang Chiang
Chih-Kang Chiang, M.D., Ph.D.
Director-General
Food and Drug Administration
http://www.fda.gov.tw/TC/index.aspx

Under the delegated authority of
Dr. Tai-Yuan Chiu, M.H.Sc.
Minister
Ministry of Health and Welfare
Republic of China (Taiwan)

VERIFY

▼ Statistics of Valid Drug Licenses of TTY in 2025

Business Unit	Domestic	Foreign	Sustotal
Oncology Business Unit (TOT)	36	64	100
Intensive Care Business Unit (TIT)	22	3	25
Key Account Management Division (KAM)	7	6	13
Total	65	73	138

Drug Safety

Supply Chain Traceability

▼ Material Topic “Counterfeit Drugs” Management Status of TTY in 2025

Material Topic	Counterfeit Drugs
Corresponding GRI Index	Self-established Topic
SDGs Principle	
Impact Assessment	● Related Stakeholder Engagement: Government, Shareholders/Investors, Customers, Employees, Suppliers, Local Communities, NPOs/NGOs and Media ● Positive impact: Managing a safe, traceable supply chain enables TTY to effectively control product quality, promptly detect and remove doubts, prevent counterfeiting, and minimize potential defects, recalls, and the return of products. ● Negative impact: Failure to effectively manage the information and traceability of drug materials poses significant risks to the product supply chain, drug quality, and user safety. This indirectly jeopardizes our credibility and reputation.
Policies and Commitments	Unwitting access to counterfeit and fake products within the supply chain presents significant challenges. To mitigate this risk, TTY exclusively procure raw materials from registered, reputable companies listed as qualified suppliers. Our transportation procedures are meticulously documented, providing customers with full visibility into the drug supply chain. Operating in compliance with Good Distribution Practice (GDP) and Good Manufacturing Practice (GMP) standards, our methods ensure traceability and uphold the safety and stability of the supply chain.
Goals and Targets	**Continuous Goals** TTY and all suppliers remain GDP-compliant, routine supplier assessment to keep quality and packaging integrity during storage and transportation.
Responsibilities and Resources	Specialists monitor API and drug GDP compliance.

Drug Safety

Annual Action Results	● TTY, along with its API suppliers and logistic services are GDP-certified operators, ensuring quality and packaging integrity during storage and transportation, and deliver to customers within a reasonable timeline. Regular assessments and quality contracts maintain standards and prevent counterfeit product entry into the supply chain. ● We fortify logistics service management by employing GPS during product transportation. Drugs are driven to their designated medical establishment which notifies us if the delivery did not arrive, ensuring drug quality and safety for users.

Drug Safety

Cold Chain Management

As the leading manufacturer of Liposomes in Asia, TTY enforces stringent control over API management, product storage, and cold chain logistics. This commitment ensures drug quality and stability meet international standards, safeguarding customer safety.

API Management

Despite Taiwan's API management not yet being under GDP, the Chungli factory has followed the international management system and is ready to follow potential regulations in Taiwan. API storage and management comply with the GDP of PIC/S GMP. Liposome is a product under cold chain management. Since the arrival at the factory, the API and excipient of Liposome are stored in a temperature-controlled warehouse until entering the manufacturing process.

Product Storage

Once the products are packaged, they are immediately stored in a warehouse at 2°C ~8°C. To ensure 24-hour temperature control, all refrigeration warehouses are equipped with 2 air conditioners and fans, so either can cover a faulty air-conditioner should the occasion arise. All refrigeration warehouse equipment has backup power to prevent equipment malfunction or power disruption.

General maintenance of refrigeration warehouses includes twice-daily inspections and continuous monitoring via data loggers and alarms. If temperatures deviate from the specified range, flashing lights and sound alarms activate, prompting security to notify relevant authorities.

Access to refrigeration warehouses at the Chungli factory is restricted to authorized personnel only, minimizing temperature fluctuations caused by unnecessary entry and exit. Additionally, Temperature Mapping Qualification (TMQ) is conducted during the coldest and hottest seasons to ensure storage temperatures meet requirements.

Cold Chain Product Transportation

2°C~8°C end-to-end temperature control must be maintained during the transportation and delivery of Liposome to hospitals and clients. The warehouse and QC departments have conducted several visits and audits to find a qualified logistics company that can ensure the storage, delivery, and temperature control of LN2, gel packs, and dry ice. TTY has signed agreements with select logistics companies, which have been designated as qualified cold chain logistics suppliers.

Our Liposome products are transported from the refrigerated warehouse at the Chungli factory using specially designed refrigerated delivery boxes made from qualified materials. Each shipment includes clear guidelines on the maximum number of times ice can be used, its effectiveness period, and other standard procedures. Additionally,the package is sealed using TTY-logo void tape with a 3M Monitor Mark, ensuring security and integrity during transit. TTY invests nearly a million NTD annually on WHO-certified 3M Monitor Marks to uphold quality standards. There were no reported cases of abnormal temperatures in 2025.

Cold chain delivery by ground or by air to the Taiwan mainland, Kinmen, and Penghu should not exceed 24 hours from pickup to proof of delivery. 3 statistic tests and route dynamic tests are each performed for different box sizes, and the shortest delivery time should be selected and recorded as a standard for general transportation management. Validations should be run once every summer and winter to eliminate various factors affecting temperature changes during transportation.

Continuous Improvement

To enhance the stability of its cold chain, TTY has streamlined the design of coolers' inner boxes, standardizing the material and volume, and the new inner box outperforms the original, offering more stable temperatures to ensure the product quality, and also to simplify material and storage management. In response to inventory and shipment increased, and optimized the cancer factory production line, TTY has also completed the expansion of cold storage space and replacement or purchase additional cold storage warehouse equipment in 2022~2023.

In the future, TTY will continue to improve and enhance cold chain management in response to product storage and transportation needs. To meet the increasing demand for cold chain products gradually, TTY will seek opportunities to cooperate with pharmaceutical logistics companies in 2026.

Drug Safety

Subject Safety

The management and monitoring of research drugs adhere to the standards outlined in PIC/S GMP (Part I, Attachment 13 of the Good Manufacturing Practice for Pharmaceuticals in Taiwan), ICH E6 (Good Clinical Trial Practice Guidelines for Pharmaceuticals in Taiwan), and the standard operating procedures of the pharmaceutical research institute. All processes are documented in both written and electronic formats to ensure effective management and compliance.

Furthermore, to ensure subject safety, human research and clinical trials of cancer drugs undergo approval by both the ethics committee of the testing institution and the local health authority. They are conducted in strict accordance with the standard operating procedures of the medical academic division and comply with relevant domestic and foreign laws and regulations, including ICH E6 and human research laws. Insurance coverage is provided on a case-by-case basis. Potential risks, compensation for damage, and insurance details are explicitly outlined in the Informed Consent, allowing subjects to make informed decisions about participating in a clinical trial. In 2025, no TTY business group incurred monetary losses due to legal suits related to drug clinical trials in developing countries.

▼ Material Topic “Subject Safety” Management Status of TTY in 2025

Material Topic	Subject Safety
Corresponding GRI Index	Self-established Topic
SDGs Principle	 
Impact Assessment	● Related Stakeholder Engagement: Government, Shareholders/Investors, Customers, Employees, Suppliers, Local Communities, NPOs/NGOs and Media ● Positive impact: Legal compliance and a high standard of clinical trials enable us to gain reliable data on the safety and efficacy of drugs on humans, provide references to the drug registration and patient treatment, and minimize legal risks. ● Negative impact: Legal violations and safety concerns regarding subjects pose substantial risks to their health and can lead to significant costs. This may result in delays in drug development and launches, failure to obtain necessary licenses, and ultimately harm the company's reputation.
Policies and Commitments	We adopt and manage by the strictest standards and all business units follow “Human Research Law” and “Regulations for Good Clinical Trial Practices" as we are committed to the safety and welfare of the clinical trial subjects.
Goals and Targets	Enhance quality control of clinical trials to ensure subject safety, rights, and data credibility.

Drug Safety

Responsibilities and Resources	TTY follows the Good Clinical Trial Practice Guidelines for Pharmaceuticals to establish SOPs for clinical trial practice, and only those who have completed the training and passed the assessment can perform clinical trial related work, and assigns well-trained specialists to execute work to ensure drug safety.
Annual Action Results	● Ensure compliance and safety in clinical drugs management: TTY fully comply with the International PIC/S GMP Pharmaceutical Standards, and GDP to ensure clinical trial drugs 100% in compliance with the law. The obtain, return, and destruction procedures of trial drugs fully adhere to the Clinical Trial Practice Guidelines for Pharmaceuticals without any violation record within the year. ● Deepen professional talent training and assessment: All staff members of the Medical Affairs Division in the oncology unit and the TIT Clinical Research Department have undergone SOP and regulation training and have successfully passed the required tests. Ensure that the clinical trial execution team possesses of professional competence. ● Implement experimental ethics and monitoring procedures: All the protocols must be TFDA-and-IRB-approved to carry out any clinical trial. During the trial, specialists (CRA) regularly monitor the progress in compliance with GCP to ensure the quality and data completion of the trial process. ● Demonstrates high-quality trial execution and zero-defect results: TTY and investigators conduct trials in accordance with the protocols approved by the Ministry of Health and Welfare (TFDA) and Research Ethics Committee (REC). The results of on-site inspections and audits did not locate any significant deficiency or violation. Fully practice corporate social responsibility to protect the subject safety and rights.

Drug Safety

Drug Safety Surveillance Management & Adverse Reaction Reports

The TTY Drug Safety Team reports to TOT, TIT and KAM. The team for the collaborations and coordination conducts according to the "Plan for the Management of Drug Safety Monitoring" to ensure the collection and report of drug safety information comply with the Pharmaceutical Affairs Act, Regulations of Drug Safety Surveillance Management, and Regulations for Reporting Severe Adverse Drug Reactions.

Plan for Drug Safety Surveillance Management	In compliance with the Regulations of Drug Safety Surveillance Management, our Drug Safety Team has finalized the Drug Safety Surveillance Management in 2022, and continuously updated the content annually, entering 4th version in 2025. This comprehensive plan delineates the roles and responsibilities of TTY members, outlines the planning, operation, and management of monitoring activities, identifies sources and methods for collecting, analyzing, and controlling drug safety information, and reports on the implementation outcomes and quality of monitoring efforts. The company underwent one routine FDA audit in 2025, which concluded with the result of there was no major deficiencies.
Education Training of Drug Safety Surveillance	In compliance with legal safety requirements, TTY conducts annual online training lectures for all employees and maintains records of this training. In 2025, all employees (including new hires) with a total of 517 staffs received the required annual online training, achieving a 100% completion rate.
Risk Management of Drug Safety	For the safety and risk of market-available drugs, TTY applies drug risk management procedures following drug risk levels and Regulations of Drug Surveillance Management. We relay to the medical specialists with "Medical Professionals Communication Program" and "Special Risk Preventive Measures" for market-available drugs that require risk management and provide "Drug medication instruction" to users to minimize drug risks and safeguard people with good practice.
Mechanism for Reporting Severe Adverse Drug Reactions	To file a report about a severe adverse reaction after normal application of market-available drugs, make use of the following channels. ● Medical specialists and the public may use the email address (drugsafety@tty.com.tw) on our official website to reach out to the responsible team. ● Medical specialists and the public may look for the Report Hotline on our website to reach out to the responsible personnel. ● Upon receiving reports, TTY reflects them on https://adr.fda.gov.tw/ following "Guidance for Market Available Drug Adverse Reaction Reporting, and Guidance for Market Available Vaccine Adverse Reaction Reporting".

Responsibility of Sales

Marketing Regulations

All TTY products fully comply with the Regulations for Registration of Pharmaceutical Products on the labeling of products on outer packaging. The packagings are labeled with product ingredients and indications. The instructions, dosages, and precautions should be attached with the instructions. In 2025, no violation was made by TTY regarding product information, labeling regulations, and marketing communications for human use and animal use drugs.

TTY Marketing Regulations and Principles for Drug Sales

- Marketing information should be clear, easily understandable, accurate, balanced, and complete so that information receivers are capable of deciding the therapeutic effects of drugs. Content should be based on evidence, such as labeling approval of scientific proof, and not contain any false or exaggerated information.
- spread the knowledge of our products, which must be of a reasonable price and related to medical treatment.
- Free drug samples may be offered to medical personnel with the privilege of prescribing such drugs to facilitate patient care. Drugs offered must be explicitly labeled as samples to eliminate resale or repurpose.
- Product information should be conveyed accurately and transparently, with the primary purpose of hosting and/or sponsoring medical conferences, seminars, marketing activities, and scientific or expert meetings being the dissemination of informed, scientific, or educational information.
- Medical personnel may be invited as consultants for paid meetings or activities, such as speeches, hosting or attending meetings, scientific studies, clinical trials, training programs, advisory board meetings, or market research purposes.
- Any interaction with patient organizations must be based on ethical regulations and respect the independence of the organizations
- If marketing materials constitute drug advertising, the Ministry of Justice's approval shall be sought and the approval number marked on the materials as regulated. TTY staff have been following the Company rules and regulations in completing procedures and publishing advertisements.

Responsibility of Sales

Reasonable Pricing

▼ Material Topic "Reasonable Pricing" Management Status of TTY in 2025

Material Topic	Reasonable Pricing
Corresponding GRI Index	Self-established Topic
SDGs Principle	
Impact Assessment	● Related Stakeholder Engagement: Government, Shareholders/Investors, Customers, Employees, Suppliers and Media ● Positive impact: Proper pricing offers options for clinical treatment, removing the financial stress from patients, ensuring the accessibility, fairness, and continuity of supply, bringing positive reviews and consistent revenue. ● Negative impact: Failure to establish reasonable pricing can result in violations of central policies, erosion of patient trust, negative media coverage, and reviews. This can disrupt collaborations with suppliers, and customer orders, and ultimately impact the financial status of the National Health Insurance (NHI).
Policies and Commitments	To fulfill the goal of quality, safe, and effective drugs at reasonable prices, we ensure full compliance with NHIA regulations. Each drug undergoes NHI coverage by category to ensure the price is covered by the NHI. The price adjustment also follows the National Health Insurance Act.
Goals and Targets	We follow applicable regulations within the drug and medical fields. Our price is based on cost with a reasonable profit. To introduce a new drug or authorized drug, we review the price adopted in the top 10 advanced countries and the medical technology report before authorization. We then run a financial impact simulation to advise the new addition to NHI coverage. The NHI covered price is determined through a conference; to further reduce the NHI financial impact, we also develop quality generic drugs.
Responsibilities and Resources	● We have a team dedicated to bringing in new drugs and NHI drug applications, while the development laboratory works on high-quality generic drugs that match NHI prices to balance out those of the original ones. ● The application for NHI pricing, which includes data gathering for the application, drug basic information, recommended NHI price, and references to prices of same-category drugs, is prepared by the marketing unit responsible for the product. This data encompasses information such as TFDA drug licenses, drug prices from the top 10 advanced countries, and clinical trial control prices. To ensure reasonable pricing, all application documents are authorized by TTY.

Responsibility of Sales

Annual Action Results	● Two new products under procedure for NHI coverage (A Type 2B new drug Xpovio® with a novel mechanism of action; and Minjuvi®, a Type 2A new drug with a novel active ingredient.) ● Operations of 2025 followed authority regulations and passed review. Prices were adjusted according to the NHI Agency's Drug Price Adjustment Detail. ● 2025 drug prices were declared under the Guidelines for NHI Drug Price Adjustment. No notice from the NHI Agency was received indicating non-conformity.

▼ TTY 2025 YOY Changes of Drug Sale Prices(Note)

Business Unit/Portfolio	Number of Drugs	Average Sale Price Changing Rate	Average Net Price Changing Rate
Oncology Business Unit (TOT)	49	-20.4%	-9.0%
Intensive Care Business Unit (TIT)	12	-1.0%	-2.9%
Key Account Management Division (KAM)	4	0%	1.4%
Products With The Largest Annual Growth		10%	61%

Note: Changing ratio: (average price of 2025 portfolios - average price of 2024 portfolio of same period)/average price of 2024 portfolio of same period

04 Governance

Governance Structure

- Diversity and Professionalism of the Board of Directors
- Internal Control and Audits
- Functional Committees

Governance Principles

- Promote Corporate Sustainability Development
- Ethical Management

Risk Management

- Major Risk Items and Countermeasures
- Information Security Risks

KEY PERFORMANCE

※ TTY has been ranked among the top **5%** of TPEx-listed companies in the 12^{th} 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%**.

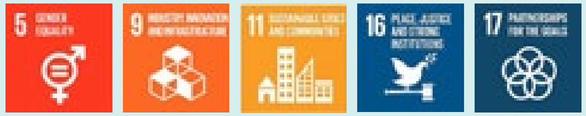
※ The Sustainable Development Committee convened 4 meetings in total, and all members attended in person with an attendance rate of 100**100%**.

※ 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.

Governance Structure

TTY closely monitors long-term investment market trends to determine whether an investment is profitable while considering environmental, social, and corporate governance factors. Additionally, TTY adheres to the OECD Principles of Corporate Governance published by the Organization for Economic Cooperation and Development to ensure the effective implementation of corporate governance.



TTY's directors are committed to creating value for stakeholders and contributing to global sustainable goals. The Company advocates the 17 sustainable development goals (SDGs) of the United Nations in terms of corporate governance.

Governance Structure

Diversity and Professionalism of the Board of Directors

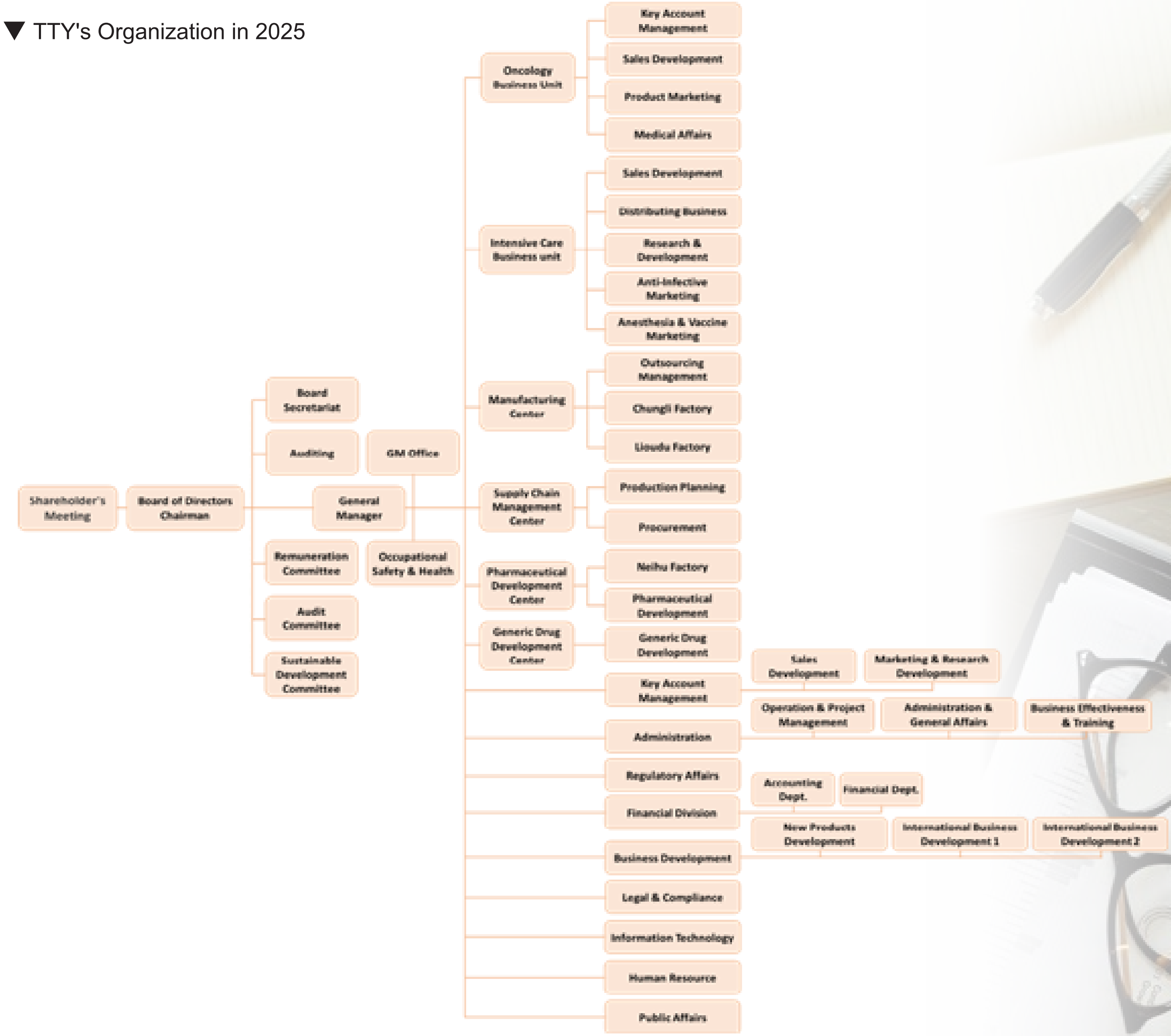
At TTY, we strongly believe in the concept of integrity and value the interests of our shareholders. Our commitment to transparency and effectiveness is reflected in the composition of our Board of Directors, which forms a solid foundation for sustainable business practices. We are proud to have a diverse group of directors with different backgrounds and professional competencies that cater to TTY's business and development needs. They are all aligned with the Company's core value of integrity and possess expertise and skills covering a range of areas, including biotechnology, financing, banking, business, law, finance, and accounting. These competencies are essential for a functional board to maximize profits and supervise fraud prevention, ensuring the Company operates sustainably.

The board of directors comprises 9 members, ranging in age from 31 to 80, with 2 female members (22.22%) and 3 independent directors (33.33%). The current term started on 30/5/2024 and will end on 29/5/2027. The board members, hailing from Taiwan and the USA, represent both genders and bring a range of ages and expertise to the table. They are competent in business strategy and decision-making, with a focus on the economy, environment, and society. The board also acts in a supervisory capacity for the operating team and risk management. In 2025, TTY convened 4 board meetings, all directors attended in person with an attendance rate of 100%.

The board oversees the Audit, Remuneration, and Sustainable Development Committees, each with a dedicated function to optimize the board's performance. The functional committees assist the board in supervising and managing the Company's vital activities, deciding on the overall remuneration policy and compensation for directors and managers, and facilitating plans and strategies for corporate sustainability. The CEO oversees the Occupational Safety and Health Team, business groups, centers, and other departments, each with its detailed role outlined in TTY's annual report.

Governance Structure

▼ TTY's Organization in 2025



Governance Structure

▼ TTY's Board Members in Year 2025

Title	Title	Gender	Nationality	Age Group	Times to Attendance
Chairman	Lin Chuan	Male	R.O.C.	71～80	4
Vice Chairman	Chang Wen-Hwa	Female	R.O.C.	61～70	4
Directors	Carl Hsiao	Male	USA	31～40	4
	Yang Tze-Kaing	Male	R.O.C.	71～80	4
	Hsu Shih-Chang	Male	R.O.C.	61～70	4
	Liao Ying-Ying	Female	R.O.C.	61～70	4
Independent Directors	Hsueh Ming-Ling	Male	R.O.C.	71～80	4
	Cheng An-Li	Male	R.O.C.	71～80	4
	Chang Ming-Dao	Male	R.O.C.	71～80	4

Board Meeting Resolution

The board meeting was held once a quarter, total 4 times in 2025, all directors attended in person with an attendance rate of 100%. The performance of the Company and key ESG strategies and events were reviewed during these meetings, and the authorities for each matter were appointed and verified. The follow-up, supervision of progress, and updates were reviewed in consequent meetings. In 2025, the board discussed over 67 matters spanning 10 perspective matters, including the revision of articles, business management, finance and accounting, related party transactions, remuneration, and other key events

▼ TTY's Board Proposals in 2025

Board Meeting total of 40 proposals								
Business Management	Business Transaction	Appointment and Dismissal	Remuneration	Related Party Transaction	Reinvestment Management	Finance and Accounting	Internal Control	Revision of Articles
6	2	2	7	6	1	7	2	7

Governance Structure

Nomination and Selection of Board Members

On March 8, 2024, Lin Chuan, Chang Wen-Hwa, Carl Hsiao, Yang Tze-Kaing, Hsu Shih-Chang, and Liao Ying-Ying were nominated as board members by the board. Additionally, Cheng An-Li, Hsueh Ming-Ling, and Chang Ming-Dao were nominated as independent directors. The nomination process ensured that the nominees for independent directors met the criteria of professionalism, independence, and concurrent serving restrictions as outlined in the Regulations Governing the Appointment of Independent Directors and Compliance Matters for Public Companies. Subsequently, under these regulations and the Company Act, these nominees were shortlisted for positions as directors and independent directors for 2024. Finally, on May 30, 2024, all 9 nominees, including 3 independent directors, were elected as directors during a regular shareholders' meeting. None of the board members hold senior management position within the company.

On January 15, 2018, the board decided to appoint Lin Chuan as chairman. He was subsequently re-elected for 2nd term, and 3rd time during a board election at a shareholders' meeting held on May 30, 2024. Mr. Lin's extensive background in economics, taxation, and financial matters, coupled with his prior experience as the CEO of a research organization, college instructor, and public official, as well as his tenure as chairman, director, and independent director of numerous listed companies (including VIS, Chartis Taiwan Insurance, Pegatron, Casetek Holdings, and Inotera Memories, among others), uniquely qualified him for the position.

Since 2011, Mr. Lin has held the position of chairman and remains dedicated to advancing biotechnology in Taiwan. His commitment is evidenced by his election as a director of PharmaEngine, a pioneer in novel drug development, in 2015. With extensive expertise in pharmaceutical drug development, innovation, manufacturing, and marketing, Mr. Lin brings a global perspective and profound understanding of corporate governance to the table. His invaluable insights are expected to contribute significantly to TTY's market strategy, manufacturing objectives, industry consolidation, mergers, and lean management practices. Under his leadership, TTY is actively pursuing international opportunities and aspires to set a standard for pharmaceutical companies, establishing itself as an industry leader in Taiwan. Mr. Lin's decision-making process, business management, strategy proficiency, and crisis-handling capabilities are welcomed as TTY enters this new chapter. Throughout his tenure as chairman, Mr. Lin has provided comprehensive guidance and advice on business management and investment decisions, aiding TTY in enhancing its corporate governance. His re-election demonstrates the continued confidence in his leadership. Please refer to the annual report for various metrics that illustrate the Board of Directors and its functional committees' commitment to core values.

Interest Avoidance

TTY's adoption of the Board of Directors Rules of Procedure for Board Meetings follows the Regulations Governing the Procedure for Board of Directors Meetings of Public Companies and emphasizes the avoidance of conflicts of interest among directors. To address potential conflicts of interest, particularly if a director holds a position in counterparty, TTY implements measures to prevent and mitigate such conflicts. Directors are reminded in meeting notices to disclose any significant stake they may have in matters being discussed, especially if there is a potential conflict between a proposal and their personal interests or the interests of the corporation they represent. If a conflict of interest is likely to compromise the Company's interests, the director in question abstains from participating in discussions, voting, or representing another director's voting rights. Through the comprehensive system of avoidance of conflicts of interest, the board members required self-discipline and prudence to fulfill their ethical obligations as managers, and to execute business faithfully. In 2025, TTY reported 8 instances of practices aimed at avoiding conflicts of interest during board meetings, and the board members involved in relevant affairs were practically avoiding the conflicts of interest. All practices for avoiding conflicts of interest concerning proposals discussed during board meetings are fully disclosed in the annual report.

Governance Structure

Board Performance Evaluation

TTY conducts annual performance self-evaluations of the Board of Directors, functional committees, and individual directors. Additionally, every 3 years, TTY engages an external professional, independent institutes, or experts and scholars to conduct evaluations. The Remuneration Committee in compliance with the article 28 of "Articles of Incorporation", and utilizes the results of these evaluations, both internal and external, to recommend remuneration payment standards and precise amounts, and these recommendations are based on the overall operating performance of the Company, serving as the evaluation basis. The remuneration policy of the directors and management (payments to directors, CEO and deputy general manager in recent years) has been disclosed on the annual report in 2025.

Since 2016, TTY has implemented self- and peer evaluations among directors and the board, with annual evaluations submitted for review by the board in the following Q1. In 2025, the average score for the performance self-evaluation of the Board of Directors was 4.85, while directors achieved an average score of 4.89; the performance self-evaluation of Audit Committee and Remuneration Committee were both scoring of 4.99, and Sustainable Development Committee received full score of 5 points. These evaluation results were promptly submitted to the Remuneration Committee and the Board of Directors on March 9, 2026. Both the Board of Directors and the functional committees have demonstrated favorable performance.

In addition to self-assessment of the board and functional committees, external professional and independent institutes, experts, and scholars are engaged to assess the Company's governance according to the Regulations for the Assessment of the Performance of the Board and Functional Committees every 3 years. For the period from August 1, 2023, to July 31, 2024, TTY commissioned the Taiwan Corporate Governance Association to conduct an evaluation. The board assessment was divided into the 5 areas based on the composition of the Board, guidance and supervision, authorization and risk management, communication and collaboration and self-discipline and improvement, and was conducted through a written review and on-site evaluation. For detailed summaries and suggestions provided by the Taiwan Corporate Governance Association, as well as the corresponding actions taken by the company, please refer to TTY's official website.

Enhancing Directors' Knowledge

To capitalize on opportunities arising from global risk trends and to enhance their understanding of economic, environmental, and social issues, the TTY board members aggressively participate in various advanced training courses to create maximum operational value for all stakeholders. In 2025, the average number of advanced training hours of board members was 10 hours.

▼ Advanced Training Courses Attended by Directors in 2025

Title	Name	Study Date	Course	Hour(s)	Total Hour(s)
Chairman	Lin Chuan	08/12	Board of Directors' Governance Responsibilities in Sustainable Risk and Crisis Management	2.0	14
		09/17	Contractual Risk Management Under the Impact of Trump's Reciprocal Tariffs in 2025	3.0	
		09/24	Challenges and Mindsets under the New Global Tax Order	3.0	
		10/15	Sustainable Disclosure and Investment Value from an Investor's Perspective: Explaining the ESG Disclosure Framework and Risk Monitoring, Connecting Trust in Capital Markets	3.0	
		11/12	Latest Developments in Insider Trading Practice	3.0	

Governance Structure

Title	Name	Study Date	Course	Hour(s)	Total Hour(s)
Vice Chairman	Chang Wen-Hwa	09/17	Contractual Risk Management Under the Impact of Trump's Reciprocal Tariffs in 2025	3.0	6
		10/15	Sustainable Disclosure and Investment Value from an Investor's Perspective: Explaining the ESG Disclosure Framework and Risk Monitoring, Connecting Trust in Capital Markets	3.0	
Directors	Carl Hsiao	04/15	Case Analysis of a Dispute over Company Management	3.0	15
		05/08	Board of Directors (Sustainable Development Committee) Annual Sustainable Governance Strategy Management	3.0	
		06/10	Operational Practices of the Sustainable Development Committee (Sustainability Director, Working Group)	3.0	
		09/17	Contractual Risk Management Under the Impact of Trump's Reciprocal Tariffs in 2025	3.0	
		10/17	Corporate Governance Executive Professional Course] Corporate Governance Executive and Sustainable Governance	3.0	
Directors	Yang Tze-Kaing	07/23	Trump 2.0: Corporate Risk Response Strategies for Global Tax Reform and Supply Chain Restructuring	3.0	6
		09/24	Challenges and Mindsets under the New Global Tax Order	3.0	
Directors	Hsu Shih-Chang	07/23	Trump 2.0: Corporate Risk Response Strategies for Global Tax Reform and Supply Chain Restructuring	3.0	12
		09/24	Challenges and Mindsets under the New Global Tax Order	3.0	
		11/11	US Trade Policy and the Implications of Stablecoins	3.0	
		11/12	Latest Developments in Insider Trading Practice	3.0	
Directors	Liao Ying-Ying	09/17	Contractual Risk Management Under the Impact of Trump's Reciprocal Tariffs in 2025	3.0	6
		10/15	Sustainable Disclosure and Investment Value from an Investor's Perspective: Explaining the ESG Disclosure Framework and Risk Monitoring, Connecting Trust in Capital Markets	3.0	

Governance Structure

Title	Name	Study Date	Course	Hour(s)	Total Hour(s)
Independent Directors	Hsueh Ming-Ling	02/21	Stainless Steel Business Strategy Planning and Sustainable Development	2.0	16
		04/30	Impact of Trump 2.0 tariffs and related tax policies	3.0	
		05/09	Digital Manufacturing Development Strategy	3.0	
		05/16	Digital Transformation Value Creation - Driving Change with Data and Opening Up Development Opportunities for the Industrialization of AI	2.0	
		07/10	International Trends in Sustainable Governance and Green Risk Response Strategies (including sustainability information)	3.0	
		09/17	Contractual Risk Management Under the Impact of Trump's Reciprocal Tariffs in 2025	3.0	
Independent Directors	Cheng An-Li	05/08	Board of Directors (Sustainable Development Committee) Annual Sustainable Governance Strategy Management	3.0	6
		09/17	Contractual Risk Management Under the Impact of Trump's Reciprocal Tariffs in 2025	3.0	
Independent Directors	Chang Ming-Dao	03/21	Sustainable Disclosure Promotion Meeting for Listed Companies	3.0	9
		09/17	Contractual Risk Management Under the Impact of Trump's Reciprocal Tariffs in 2025	3.0	
		10/15	Sustainable Disclosure and Investment Value from an Investor's Perspective: Explaining the ESG Disclosure Framework and Risk Monitoring, Connecting Trust in Capital Markets	3.0	

Governance Structure

Internal Control and Audits

Internal Audit Organization and Operation

To strengthen the company's management of sustainability information and improve the quality of disclosure, TTY revised its "Management of Sustainability Information" in November 2024, incorporating sustainability information management into the scope of its internal control system and establishing "Sustainability Report Preparation and Verification Procedures" to describe the mechanisms for recording, storing, processing and compiling sustainability information, thereby improving the reliability of sustainability information.

TTY manages internal audit affairs according to the Guidelines for the Establishment of Internal Control Systems of Public Companies, as long as in compliance to the domestic regulations of environmental, intellectual property, and drug advertising management. Furthermore, based on the evaluation requirements of foreign assessment institutes evaluate for corporate ESG implementation, we develop our own audit items and plans based on different operating cycle categories. The audit office, under the Board of Directors, is responsible for internal audits. The audit office has a chief auditor, and a team of auditors tailored to the company's scale, business dynamics, management needs, and relevant laws and regulations. Internal auditors work autonomously to prepare the annual audit plan, identify monthly, quarterly and annual audit targets, and assess the internal control system. Upon the Board of Directors approval, audit reports, including any discrepancies found, are submitted. Audited business units are required to propose improvement measures, which are detailed in the audit report. Discrepancies and abnormalities are monitored, and the internal audit regularly report to the Audit Committee, which also attended the Board of Directors to report.

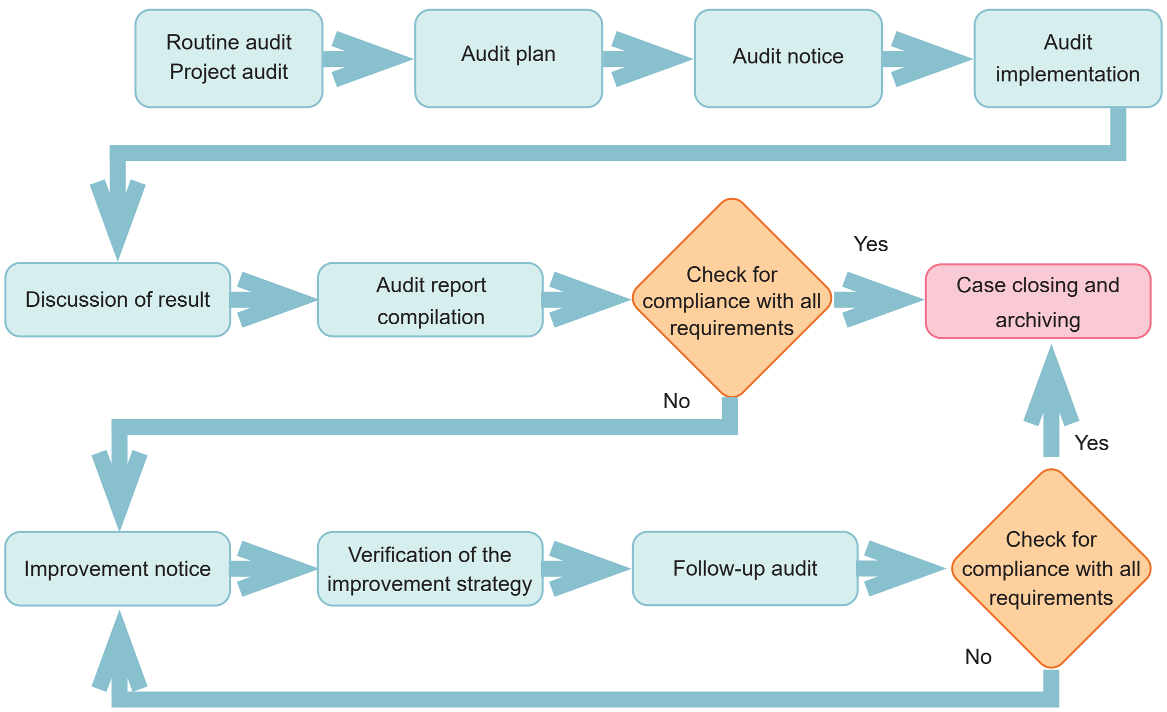
The Company has stipulated that the employment, assessment, and remuneration of internal auditors be based on employment, the performance development plan and performance bonus assessment, and salary management regulations in accordance with the Internal Audit System. Except for the employment of the chief internal auditor, which is approved by the Audit Committee before submission to the Board of Directors for approval, its performance bonus assessment has been reviewed by the independent directors before submitting to Chairman for approval. All remaining items shall be reported by the chief auditor to the Chairman for approval. Internal auditors shall be qualified and competent for the role and engage in advanced training hours as required sustainably to conduct annual declaration.

▼ TTY's Internal Audit Reporting Status

Submission Deadline	Report Content	Counterparty
End of January annually	Basic information of internal auditors	Website appointed by the competent securities authority
End of February annually	The implementation status of the audit plan in the previous year	
End of May annually	Discrepancies in the internal control system and improvement for abnormal affairs from the previous year	
End of December annually	Audit plan for the coming year	

Governance Structure

TTY's Internal Audit Flowchart ▶



Types of Audits and Handling Status

The main audit aspects at TTY encompass "Operation," "Environment," and "Legal and Compliance," each consisting of various audit items. Audits are conducted according to scheduled frequencies, including routine yearly, quarterly, and monthly audits mandated by laws and regulations. Additionally, irregular audit items are addressed annually, even if not specified in relevant laws and regulations. Annual audit plan has been conducted in accordance with the BOD approval. In the audit findings for 2025, no abnormalities were identified. The Audit Office tracks the improvement plans for the recommended improvement items until the improvement is completed and closed.

Governance Structure

▼ TTY Operation

Cycle Type	Frequency	Audit Items	Auditee
Cycle of Sales and Receipts	Half a year	• Order processing, shipment, invoice issuance • Customs declaration and financing, sales returns and discount, collection operations, and variance analysis	The BUs, Financial unit
Cycle of Purchasing and Payment	Half a year	• Purchase requisition and Purchasing • Acceptance work, supplier management	SCM Center, Financial unit
Cycle of Production	Half a year	• Manufacturing, production control • Quality assurance, effectiveness assurance	Manufacturing Center, SCM Center
Cycle of Payroll	Yearly	• Business trip, employee benefits, payroll processing, promotion and transfer, resignation, retirement	Human Resource unit
Cycle of Financing	Yearly	• Reimbursement of general expenses, non-operating income and expenditure operations, short-term, medium- to long-term lending, tax and fee operations	Financial unit
Cycle of Property, Plant, and Equipment	Yearly	• Disposal of property, plant, and purchase or disposal equipment	Financial unit
Cycle of Investment	Yearly	• Acquisition or disposal of assets	Financial unit
Cycle of R&D	Half a year	• Product assessment and development technology research • R&D achievement management	R&D unit, Regulatory Affairs unit, Legal & Compliance unit
Computer Processing	Half a year	• Cybersecurity inspection • Control of system development and program modification, program and data access management, system recovery planning system and testing procedures.	Information Technology unit

Governance Structure

Cycle Type	Frequency	Audit Items	Auditee
Other Management Systems	Yearly	• Regulatory compliance • Audit Committee meeting operation management • Remuneration Committee meeting operation management • Sustainable corporate management • Management of related party transactions • Management of financial statement preparation process	All Functional units, Board Secretariat Division, Human Resource unit, Financial unit
	Half a year	• Standardized procedures for board meetings • Supervision and management of subsidiaries • Management of preventing insider trading	Board Secretariat Division, Financial unit
	Irregularly	• Management of Seal Usage • Management of personal data protection	Administration Division, Human Resource unit, Legal & Compliance unit

▼ TTY Environment: Audit of 4 Major Categories

Category	Regulation(s) Followed	Handling Status
Occupational Security	Regulation Governing Occupational Safety and Health	A grade-A occupational safety and health business officer has been appointed.
Fire Protection	Enforcement Rules of Fire Services Act	Regularly overhaul fire safety equipment and complete the application of relevant overhaul items; implement fire extinguishing, notification, and shelter-seeking training.
Air Pollution	Air Pollution Control Act	Regularly monitor fixed emission sources and ensure the compliance of emissions with relevant standards.
Sewage	Water Pollution Control Act	Regularly monitor the water quality of effluents generated from the manufacturing site and ensure that the effluents comply with discharge standards without the risk of pollution.

Governance Structure

In addition to explicitly incorporating relevant specifications into contracts or documents in accordance with regulations and management rules, the Company regularly conducts initiatives to promote regulatory compliance and provides corresponding education and training lectures to enhance employees' awareness. These efforts include education and training for new employees, programs related to the concept and protection of the Taiwan Intellectual Property Management System (TIPS), practices for submitting pharmaceutical advertisements for review and audit, and education training courses on corporation ethical management. In 2025, the Company did not receive any correspondence from relevant competent authorities or other entities, nor did it receive reports from internal units regarding new violations of regulations pertaining to intellectual property rights such as the Patent Act and Trademark Act, as well as the Personal Data Protection Act, Criminal Code, and Securities and Exchange Act.

▼ Internal Audit and Internal Control Systems of TTY Legal and Compliance

Category	Handling status
Intellectual Property Protection	● Perform internal control according to relevant corporate regulations including Regulation Governing Intellectual Property Management System and Documents and Regulation Governing Trade Secrets. ● Implement classified confidentiality and management of confidential documents. ● Specify the ownership of intellectual property rights and restrictions on their use in contracts related to intellectual property. ● Explicitly specify the ownership and confidentiality standards in the recruitment and termination documents regarding patents/trademarks produced by employees during their tenure.
Pharmaceutical Advertisements and Marketing	● Conduct internal control according to the Management of Pharmaceutical Advertisements and Standard Operating Procedure. ● For the pharmaceutical advertisements determined per the process, a relevant checklist shall be filled out, and an approval letter of the advertisement shall be obtained from the competent authority in advance.
Personal Data Protection	● Clauses regarding personal data have been included in contracts that involve personal data, e.g., annual health examination and testing contracts, etc. signed with employees of the Company, to ensure that the manufacturers do not use personal data without authorization.
Ethical Management	● Make notifications for the prevention of insider trading. ● Establish a clause in contracts prohibiting unethical behavior.

Governance Structure

Functional Committees

To assist the board with supervision, TTY has established Remuneration, Audit, and Sustainable Development Committees.

	Establishment Purpose	Members	Responsibilities	Annual Performance
Remuneration Committee	To streamline the remuneration system for board members and managers and ensure the equity of performance and individual compensation relative to economic, environmental, and social factors, TTY has established the Remuneration Committee under the Board of Directors.	3 independent directors 1 external expert	1. The Remuneration Committee diligently reviews the remuneration system to ensure internal fairness within the Company. It takes into account industry payment standards, overall company performance, and the personal achievements of directors and managers in corporate governance and operational excellence. Additionally, the committee regularly provides recommendations to refine the remuneration structure. 2. To Assist the Board of Directors in evaluating overall remuneration and welfare policies. This ensures that TTY's remuneration practices align with relevant laws and regulations while upholding principles of fairness. 3. In the future, it aims to integrate board member remuneration with sustainable performance metrics, encompassing environmental stewardship, employee well-being, and social responsibility. This approach will embed the ethos of sustainable operations throughout TTY's leadership, starting from the directors themselves.	It convened total 3 meetings, and the attendance rate of all members of the Remuneration Committee in 2025 was 100%
Audit Committee	To strengthen supervision and reinforce management mechanisms, the board has established an Audit Committee in accordance with the Securities Exchange Act.	3 independent directors	Duties including financial statements, internal audits, internal control system, acquisition or disposal of assets, financial derivative transactions, fund lending to other parties, endorsements and guarantees, issuing securities, compliance with relevant laws, potential conflicts of interest among managers and directors, fraud investigations, risk management, employment, termination, and compensation of the CPA, and employment and termination of financing, accounting, and internal chief auditor staff.	It convened total 4 meetings, and the attendance rate of all members of the Audit Committee in 2025 was 100%.

Governance Structure

	Establishment Purpose	Members	Responsibilities	Annual Performance
Sustainable Development Committee	Following the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, TTY established a Sustainable Development Committee following the Principles of Corporate Social Responsibility Practice on October 7, 2019 (renamed as the Principles of Sustainable Development Practice on December 24, 2021). The Sustainable Development Committee is subordinated to the Board of Directors to promote and implement the company's sustainable development strategy goals.	4 groups are set up according to the organizational regulations include corporate governance group, sustainable environment group, social welfare group, and sustainable information disclosure group. The committee is supported by 1 executive secretary. The chief corporate governance officer who manages committee meetings and tasks delegated by the Executive Committee.	Its duties include setting policies, goals, strategies, and execution plans relating to sustainable development from an environmental, social, and governance perspective, as well as conducting an annual review and revision of the implementation system and results for submission to the Board of Directors.	It convened total 4 meetings, and the attendance rate of all members of the Sustainable Development Committee in 2025 was 100%.

Governance Principles

TTY has integrated policies pertaining to the relevant regulations and best practice principles of TWSE/TPEx listed companies into its rules and regulations, including Principles of Corporate Governance, Principles of Procedures for Ethical Management, and Principles of Practice for Sustainable Development. These documents have been approved by the Board of Directors and subsequently implemented. For the comprehensive contents of these documents, please visit the official website.

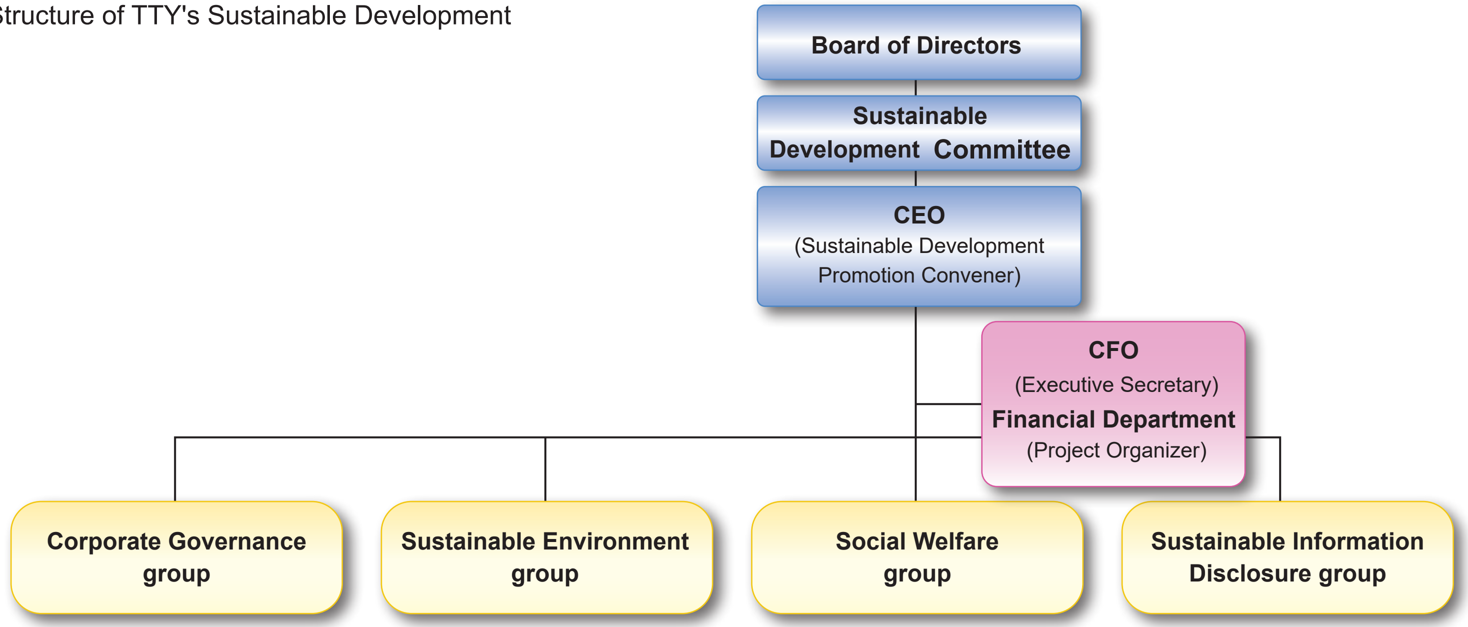
Promote Corporate Sustainability Development

The board of TTY has established groups according to organizational regulations, that is responsible for the proposal and implementation of sustainable development policies, systems, relevant guidelines, and promotion plans. It submits such plans to the Sustainable Development Committee for approval, then subsequently reports to the Board of Directors. The CEO serves as the convener of the Sustainable development related promotion affairs, while the financial department is tasked with promoting relevant policies.

The Sustainable Development Committee is divided into corporate governance, social welfare, sustainable environment, and sustainable information disclosure groups based on ESG. In addition, a stakeholder section has been established in the "Sustainability" area on the Company's website and serves as a smooth and effective communication channel. The center also has internal meetings to confirm the requirements and expectations of stakeholders of the Company. Meanwhile, all groups propose methods to improve ESG operations and advance future goals to promote the concept of business operations and social responsibility.

The group of SDC makes the implementation plan for the upcoming year by the end of the current year and submits the plan to the Sustainable Development Committee and Board of Directors. The work plan for 2026 was submitted to the Sustainable Development Committee for implementation upon approval on November 6, 2025.

▼ Organization Structure of TTY's Sustainable Development



Governance Principles

Ethical Management

▼ Material Topic "Ethical Management" Management Status of TTY in 2025

Material Topic	Ethical Management
Corresponding GRI Index	GRI 205-1 Operations Assessed for Risks Related to Corruption GRI 205-2 Communication and Training on Anti-corruption Policies and Procedures GRI 205-3 Confirmed Incidents of Corruption and Actions Taken
SDGs Principle	
Impact Assessment	● Related Stakeholder Engagement: Government, Shareholders/Investors, Customers, Employees, Suppliers, Local Communities, NPO/NGOs and Media ● Positive impact: The enterprise adheres to the business concept of ethics, integrity, transparency, and accountability to benefit sustainable management. Ethical management not only establishes high-standard moral requirements for colleagues in the corporate, but also helps to win the trust of stakeholders, create business profit, and improve corporate value. ● Negative impact: If incidents like dishonesty and corruption occur and affect the Company's business activities or infringe upon stakeholders' interests and consequently undermine stakeholders' trust and support for the corporate, the subsequent corporate operation will be further impacted, which does not benefit corporate sustainability.
Policies and Commitments	Engage in business activities on the principle of fairness, honesty, good faith, and transparency, and effectively implement an ethical management policy, aggressively preventing dishonest behavior, and allowing the Company to be responsible to stakeholders.
Goals and Targets	**Short-term Goals:** Organize corporate ethics-related online and in-person courses. **Mid- to Long-term Goals:** Commit to creating a business culture of ethical management.

Governance Principles

Responsibilities and Resources	The Legal & Compliance Division under the Sustainable Development Committee is responsible to develop an ethical management system.
Annual Action Results	● The Sustainable Development Committee convened 4 meetings in 2025. The Legal & Compliance Division reported the ethical management status and proposed to the Sustainable Development Committee a 2026 work plan; organized 1 corporate ethical management promotions and 1 insider trading prevention programs. ● Regulations: establish Principles of Procedures for Ethical Management, Procedures for Ethical Management and Guidelines for Conduct, Internal Material Information Management, and Procedures for the Prevention of Insider Trading for a holistic anti-corruption system. ● Education and training: The external lecturer to conduct sustainable operation training course for the directors on October 15, 2025; besides, the Company held an online prevention of insider trading lecture on November 7, 2025 and 26 colleagues participated through online live streaming with total training time amounted to 8 hours; furthermore, 1 corporate ethical management convened online lecture and personal data protection law was held, and all employees completed online learning. ● Reporting mailbox: dedicated personnel report non-advertising or spam mail to the Sustainable Development Committee immediately after receipt, which shall then report a summary of mail received quarterly. ● TTY did not experience any corruption-related issues in 2025.

Governance Principles

Principles of Procedures for Ethical Management

To prevent dishonest behavior, TTY has designated the Sustainable Development Committee as the responsible unit with the CEO as the convener. This center comprises a Report and Process Team, as well as an Administration Team. All senior management staff are required to declare compliance with ethical management practices, with both the CEO and Vice President signing an ethical conduct statement. Legal & Compliance Division as the administrative Management Team establishes ethical management as a business culture, drafts the Principles of Procedures for Ethical Management, the Procedures for Ethical Management and Guidelines for Conduct, and Operating Procedures for Handling Internal Material Information and Insider Trading Prevention as the key regulations of ethical management and systems to process case reports and ensure employees do not engage in improper interests or corruptive practices.

Ethical Management Education and Training

To ensure comprehensive awareness of ethical management regulations, TTY actively disseminates relevant policies to all new employees. This includes providing each newly recruited employee with an ethical policy program and prohibited unethical behaviors promotion circulating announcements regarding the Procedures for Ethical Management and Guidelines for Conduct via the intranet and email to all employees.

In terms of communicating anti-corruption policies and procedures to members of the governance unit, TTY conducted a online course of prevention of insider trading on November 7, 2025, the operating results of these efforts are reported regularly to the Sustainable Development Committee and the Board of Directors each year. Meanwhile, the operation status of annual ethical management education and training as well as whistleblowing of unethical behaviors in 2024 was reported to the Sustainable Development Committee and the Board of Directors on February 25, 2025.

To advance employee development, TTY organizes ad hoc training courses on a variety of subjects, and all 517 employees across 5 business locations completed the 2025 online course. The 2025 online courses included Drug Safety Supervision, Introduction to Good Drug Practice (GDP) Management, Information Security, and Concept and Protection of intellectual Property, Corporate Ethical Management, all of which were compulsory, and all employees completed the online courses.

In 2025, TTY conducted an online course on the Personal Data Protection Act, which is mandatory for all employees to complete, and all employees of our company have completed the course. In addition, the external lecturer was invited to conduct a course on sustainable operation for the directors.

▼ TTY Anti-corruption Training Status of Year 2025

Employee Category	Total Employees	Actual Participants	Percentage
Administration	90	90	100%
Marketing & Sales	129	129	100%
R&D	46	46	100%
Factory	252	252	100%
Total	517	517	100%

Governance Principles

Regulatory Compliance

To ensure the compliance of its operating activities with the laws and regulations of the local government, TTY pays close attention to the formulation and latest corrections of regulations that may impact the Company. It provides suggestions on regulatory compliance to each department or all employees for reference, to ensure that the practical operations of each unit conform to the specifications required.

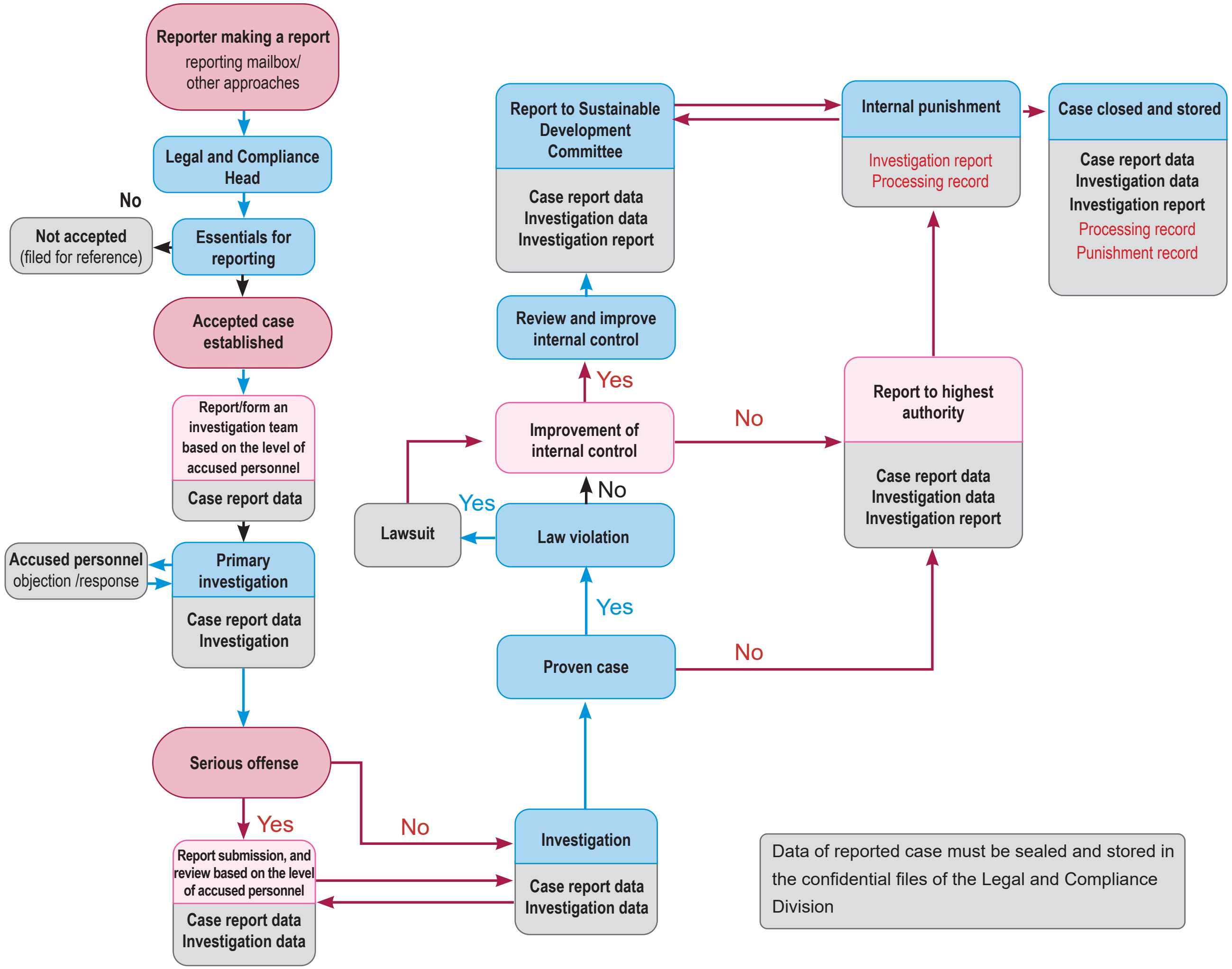
Each unit reviews regulatory compliance annually. We also disclose major penalty cases (Note) or major incidents that seriously affect the corporate operation in the sustainability report, to follow company principles of transparency, and the requirements of GRI standards for balanced reporting. In 2025, the Company didn't receive any penalties for any violations of the laws and regulations, and no corruption-related situations occurred in the Company.

Note: A material penalty refers to a fine per single violation of over NTD$ 1 million.

Complaints and Suggestions Channel

Corporate sustainable operations are based on honesty and responsible business actions. Because of this, we adopt various approaches for reporting cases and suggestions and encourage stakeholders to report, complain, or make suggestions regarding any unethical behavior or dishonest operations that impact the environment, economy, society, and human rights. There is a mailbox for reporting such behavior on TTY's website and the employee intranet: ethical@tty.com.tw, and anyone can report illegal activity through the channel.

▼ Procedure for Processing Case Report/ Complaint



All employees engaged to any violations will be punished, and the persons culpable suspended or their employment terminated. The reporter's identity and report content remain confidential to protect personal safety. A report may be made anonymously, and anyone who reveals the reporter’s identity or report content will be severely punished. The audit office examines the mailbox each year to ensure no reports have been hidden. No major violations or illegalities led to penalties in year 2025, TTY will continue to promote and monitor any violations to the ethical management within the company.

Risk Management

To conduct risk management of uncertain factors potentially threatening the corporate management of the Company, and to progress towards the goal of achieving corporate sustainable development with stable business operations, the Company passed the *Risk Management Policy and Procedure* through the Board of Directors on December 28, 2020. It specifies that various risks shall be defined in the Company's "Risk Management Policy", according to the overall operating guidelines and strategies, and a management mechanism intended to identify, assess, and process risks, and implement effective supervision and review, to avoid or decrease the impact of risk incidents on the corporate operation and ensure corporate sustainable development.

▼ Risk Management Organization

Board of Directors
Highest decision-making and responsible unit of the Company for risk management

Audit Committee
To ensure the effective implementation of an internal control system and supervise the risk management of the Company

Audit Office
To audit the operation status of risk management and provide suggestions on improvement of risk monitoring

CEO (Convenor)
To supervise the execution and coordinated operation of overall risk management

Finance Division (Staff)
To assist the CEO in coordinating and planning risk management operation of each unit, to ensure the control of risks involved within an affordable scope

The First-level Unit under the CEO
To take charge of each risk management task in the organization

▼ TTY's Risk Management Policy and Procedure

I Risk identification

1. Each risk management unit shall determine risk items according to the organizational business.

II Risk assessment

1. Conduct internal risk analysis, assess risk levels and hazards, establish risk mapping, and screen significant risks
2. Present the occurrence frequency of risks and operational impact with a "Risk Matrix".

III Risk treatment

1. Each risk management unit draws up and executes risk countermeasures, and assesses residual risks.
2. Conduct simulated training on major crisis/response incidents.

IV Risk supervision and review

1. Continuously monitor the change in the risk environment and the generation of new risks, review the handling of identified risks as well as risk control, and inspect the effectiveness and correctness of risk countermeasures to practically implement internal control operations.
2. The Risk Management unit shall summarize the implementation effect of risk countermeasures and regularly report to the Audit Committee, and the Board of Directors.

V Risk information transmission, communication and consultation

The staff unit is responsible for internal and external communication and negotiation to ensure (I) to (IV) procedures is conducted, and the information related to the risk management is collected, compiled, recorded, reported and disclosed to facilitate the continuous operation of risk management.

TTY's Risk Management Policy and Procedure v.4 (amended on August 8, 2024).

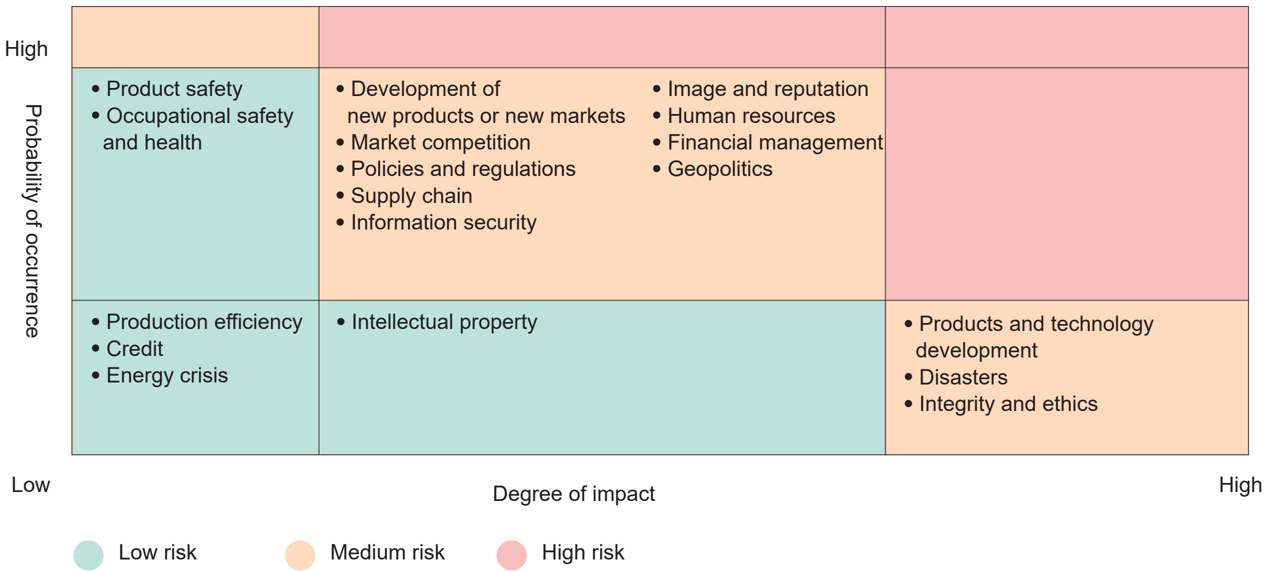
Risk Management

Identification and Management of Significant Risks

TTY conducts risk assessment per the materiality principle, and regularly reviews the risk changes and identifies and assesses significant risks of the next year at the end of each year. The risk management units should identify the risk items in four categories, strategy, operations, finance, and others, for 2026 at the end of 2025, and produce a risk matrix based on the risk determination criteria established. During the assessment, risks, opportunities, and impacts introduced because of climate change to each aspect have been considered, and a specific chapter has been established to present relevant reported contents. See the chapter of "Responses to Climate Change" for details.

In accordance with the assessment conducted by the risk management units, the original high risk items changed to medium risk due to the solid execution on the risk treatment. The responsible units should draw up and execute relevant plans to address these risks, and management should practically supervise and guide the implementation of such plans; as for medium risks, the scope of responsibility should be established for supervision and management; low risks might be tolerated per the current business operation.

▼ Risk Matrix Diagram



▼ Risk Level Changes from 2024 to 2025

Change	High->Medium	Medium->Low
Risk	• Market competition • Image and reputation	• Product safety • Occupational safety and health

Risk Management

Information Security Risks

▼ Material Topic “Information Security” Management Status of TTY in 2025

Material Topic	Information Security
Corresponding GRI Index	SASB-Information Security
SDGs Principle	
Impact Assessment	● Related Stakeholder Engagement: Government, Shareholders/Investors, Suppliers and Employees ● Positive impact: Assure core technologies and confidential information to ensure operational resilience, and consolidate market position and stakeholder trust. ● Negative impact: Cybersecurity attacks could lead to operational disruptions and huge financial losses; data breaches could trigger legal proceedings and severely damage a company's reputation.
Policies and Commitments	Strengthen cybersecurity management and operational procedures, and enhance information security protection and management measures.
Goals and Targets	**Short-term Goals** Continue to conduct online courses related to information security. **Mid-term Goals** Strengthen cybersecurity awareness and conduct cybersecurity scenario simulations and system improvements **Long-term Goals** Enhance the cybersecurity awareness of all employees, improve the cybersecurity protection system, and build a cybersecurity moat for TTY.
Resposibilities and Resources	The Information Technology Department is primarily responsible for formulating and planning information security-related matters, and the Audit Office is responsible for auditing the implementation of internal and external information security to effectively and regularly track results.

Risk Management

Annual Action Results	● In 2025, information security courses were conducted for a total of 517 employees with a pass rate of 100%. ● Perform vulnerability scans on critical hosts and remediate them according to their severity to reduce intrusion possibility. Develop an application system risk assessment form and establish a regular backup and restore drill mechanism for key systems rated Medium or higher; verify the achievement rate of recovery objectives (RTO/RPO) through actual simulation drills to ensure the system has the ability to recover and maintain stability in the event of anomalies. ● No incidents of violating customer privacy occurred in 2025, nor any complaints due to lost customer data neither.

Information Security Risk Management Framework

To ensure comprehensive information security management across all assets, TTY employs one information officer along with other skilled personnel. Their duties include establishing internal security policies, planning and executing security protocols, and periodically reporting on information governance to the Board of Directors. Oversight of information security falls under the purview of the audit office. Should any discrepancies arise, the audit office prompts audited units to propose improvement plans and actions, monitoring implementation periodically to mitigate the risk of internal breaches.

Information Security Risks Assessment and Management

TTY identifies various risks and implements appropriate control measures through due diligence, risk assessment, and steps to reduce potential threats to information security. The Risk Assessment and Handling Procedures were established to keep information assets and network security within the scope of the information security management system. TTY executes system risk evaluations at least once every year to detect potential issues early, implement corresponding actions, and submit an annual information security report to the Board of Directors.

Internal Information Security Audit

To reinforce secret data management, TTY implements internal information security audits periodically:

- A daily information security control audit
- The audit office executes an annual audit covering information security items based on the Regulations Governing the Establishment of Internal Control Systems by Public Companies.

Risk Management

Information Security Protection Measures

Enterprises worldwide face ongoing threats from hackers who employ various intrusion techniques, notably leveraging AI technology for intelligent attacks. In response, organizations must implement targeted preventive measures and tools. TTY has adapted its information security protection strategies to address this evolving threat landscape. We will conduct overall planning in the following key directions, and the implementation thereof is described as follows:

External connection access	To eliminate potential attacks on login information when accessing servers on a VPN, and to increase connection safety, multi-factor authentication is activated.
Professional information security checks	In addition to system updates to cover system loophole attacks, we run scans on critical servers to spot and fix weak points, minimizing potential attacks. Additionally, the Company seeks assistance from external information security companies to test its risk exposure, and measure its cybersecurity protection rating against industry peers for effective improvement.
Protection drills	TTY runs drills to become familiar with local and remote backup processes every year. The auto-backup and restoration system ensures the system resumes smooth operations post-threat.
Information security awareness	The Company executes social engineering drills to improve employees' ability to adopt the correct methods to dispose of letters received from unknown sources. The overall email opening rate was 42%, and the opening rate of links and attachments was 5.10% respectively; online information security training courses and after-class tests are provided for colleagues failing to meet the required standards. In the future, we plan to strengthen publicity and training to address the issue of low open rates, aiming to gradually reduce the risk of colleagues making initial contact with suspicious emails. The company conducts cybersecurity education and training regularly every year, and a total of 517 employees participated in 2025. Trainees must achieve a test score of 80 or above and spend at least 21 minutes reading the information to pass the lecture. The pass rate for the information security course in 2025 was 100%. Through quantitative assessment, we ensure that our colleagues can identify cybersecurity threats by enhance the abilities.

In addition to the above-mentioned management to ensure information security, TTY also refers to the management of the international cybersecurity standard ISO 27001, incorporating risk assessment and drills into the annual routine maintenance process to minimize the risk of operational interruption and continuously improve quality.

Risk Management

IP Management

To protect the Company's IP from infringing others, and further expand the Company's intangible assets, TTY has implemented the TIPS (Taiwan Intellectual Property Management System) to improve the IP management system and confidentiality and minimize risks. We also target continuous improvement, risk control, and response-ability by conducting annual internal audits incident drills. To prevent patent infringement, we work to ensure no such incidents in target markets impact our key products. For development management, we run prior patent searches before developing products and novel technology to ensure minimal infringement and maximum efficiency.

- 2016: TTY included TIPS 2007 and passed the basic certification in 2016.
- 2018: TTY earned an independent TIPS audit Grade A certification.
- 2020:
  - TTY received another certification to extend the validity of our Grade A TIPS 2016.
  - TTY implemented a trade secret management system and established written procedures to effectively maintain the confidentiality, integrity, and availability of trade secrets.
- 2022:
  - In August, an industrial DMS (document management system) was put in place to minimize the manual effort required to manage trade secrets, reducing human error and disclosure risks and improving the safety and security of trade secrets.
  - The 2022 independent TIPS audit reviewed our trade secret management approach and approved our procedure.
- 2024: Maintain the TIPS internal audit system to ensure effective management of intellectual property.
- 2025: Through long-term promotion of the intellectual property management system, the relevant operations have been internalized into daily operating procedures. The company conducts internal audits of intellectual property in accordance with established internal control systems, and discloses the information publicly in the company's annual report and official website to maintain information transparency and demonstrate the company's emphasis on intellectual property management.

05 Environmental

Environmental Symbiosis
- Management Guidelines
- Environmental Goals

Responses to Climate Change
- The Four Pillars of the TCFD Framework
- Climate Scenario Analysis
- Climate-Related Risks, Opportunities, and Financial Impacts

Energy Management
- Energy Consumption Statistics
- Energy Efficiency Policies
- CGHG Emission Statistics

Air Pollutant Control

Water Resources Management
- Reinforced Water Consumption Strategies
- Energy Consumption Statistics

Waste Management

Toxic Substance Management

KEY PERFORMANCE

※ 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 tonCO_2e** 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.

Environmental Symbiosis

Management Guidelines

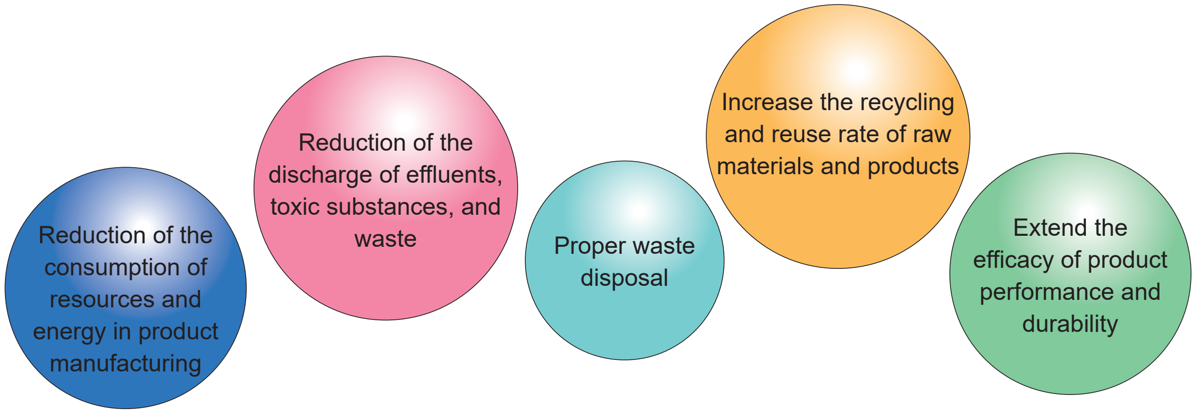
As a pharmaceutical company enhancing the quality of human lives, TTY is aware that people's health greatly relies on a good environment, including clean air, water, and proper handling of waste. Therefore, TTY holds environmental sustainability as the first priority in all operations as the guideline for environmental protection management. All suppliers are requested to follow TTY's supplier management policies and continuously optimize processes to save energy and reduce the impact of operations on climate change.

Greenhouse gases are the main driver of global warming and climate change. TTY introduced the ISO 14064-1 GHG inventory inspection and verification in 2022. We will continue to inspect the corporation’s greenhouse gas emissions in accordance with the ISO 14064-1 inventory standard every year, which will form the basis of our management guidelines and regulations for all energy-saving and carbon reduction measures to improve energy efficiency across all operation locations.

Environmental Goals

In compliance with the relevant environmental law and international guidelines, TTY takes the initiative when it comes to environmental conservation and considers all possibilities to minimize the ecological impact of its manufacturing processes.
All activities, business operations, and internal management of all TTY locations and sites are conducted with sustainable environmental goals in mind. TTY is evaluating whether to establish a dedicated environmental management department and assign dedicated personnel to formulate, promote, and maintain relevant environmental management systems and specific action plans, such as proper water consumption, recycling, and related measures, to enhance water usage efficiency. Meanwhile, the impact of climate change of operational activities, policies, and strategies are being monitored and promoted to decrease carbon footprint and GHG emissions. Periodical environmental education for all employees focuses on being a sustainable consumer and aims to achieve the 5 goals of building a good corporation that is friendly to the environment.

▼ 5 Major Environmental Goals of TTY



Responses to Climate Change

TTY has identified the risks and opportunities associated with climate change in response to increasing awareness of global warming, extreme climate change, environmental protection, safety and health, and conservation. Based on the results, the company has planned specific response strategies to address climate-related financial disclosures. The report includes recommendations for the Task Force Climate-related Financial Disclosures (TCFD) and supporting information on climate-related risks.

The material impacts that TTY may face in the future include those related to energy, environment, safety, health issues, and external constraints such as policies and regulations. Issues such as low-carbon energy, low-carbon electricity, and carbon footprint will become important and require urgent attention in company operations. To address these material impacts, TTY plans to make organizational adjustments and formulate response strategies. The company has also strengthened strategic cooperation with domestic and foreign peers, green energy industries, suppliers, and academic research circles to reduce operational risks and create more favorable operating conditions.

In addition to cooperating with national policies and greenhouse gas reduction promotion plans, TTY will take relevant action and establish a team to strengthen the planning and promotion of energy conservation and carbon reduction work. The company will also evaluate the switch to or replacement of low-carbon, high-efficiency equipment to reduce environmental pollution caused by business operations.

The Four Pillars of the TCFD Framework

▼ Pillars of the TCFD Framework

Governance	Strategy	Risk Management	Metrics and Targets
The Board of Directors serves as the highest supervisory unit in charge of approving the risk management policy, supervising and managing TTY's decision-making processes, and evaluating and monitoring climate change related matters. The risks of climate change was managed by the operation business units, which then reported progress of the climate change response plan to the Audit Committee and the Board of Directors in accordance with the "Climate Governance" material principles annually. In addition, it manages climate change related educational training to enhance awareness at governance level.	TTY is committed to fulfilling low carbon goals and green processes, and promoting the green supply chain. It is expected to lead the environmental transformation in the biotechnological pharmaceutical industry and achieve GHG gas reduction goals.	To identify risks and opportunities related to climate change were conducted by the operation business units, and establishes management plans for major risks/ opportunities to trace progress and results, and achieve environmental goals.	• **Short-term Goals** ◦ 2% of power conserved as a result of the implementation of an energy-saving plan. The plan was made in 2024 and is focused on improving energy-consuming equipment. ◦ Introduced ISO 14064-1 GHG inventory standards and completed certification in 2025. ◦ Continue to carry out risk management and response measures for potential risks due to climate change, and implement risk identification and assessment operations in 2025. • **Mid-term Goals** ◦ Gradually increase carbon emission reduction targets. • **Long-term Goals** ◦ Greenhouse gas emission intensity to be reduced to 1.85 by 2030 compared to base year 2022.

Responses to Climate Change

Climate-related Risks, Opportunities, and Financial Impacts

▼ 2025 Identification and Response Measures of Climate-related Financial Risks

	Risk Category	Risk Impact	Countermeasures and Potential Financial Impact
Transformation Risk	Policy and Laws	The Greenhouse Gas Reduction and Management Act is becoming stricter. If GHG emission control is launched in the future, carbon prices will increase the operational costs of the Company. Energy transformation increases the power generation costs and will also generate additional operating expenses.	To improve energy efficiency, TTY will continuously implement its energy-saving and carbon-reduction plan and install energy-saving facilities. TTY will also continually improve and reinforce processes to reduce the environmental impact via source controls and terminal prevention equipment. Taiwan energy policy promotes energy transition, increasing the proportion of renewable energy and gradually replacing coal with natural gas, overall power generation costs face structural upward pressure. If electricity prices gradually reflect power generation costs, fuel price fluctuations, and related policy adjustments in the future, the cost of purchased electricity may increase, thereby impacting the company's operating expenses. Under the scenario analysis assumptions, if electricity prices increase by a cumulative 10%–30% in the medium to long term, based on the average annual external power purchase of approximately 14.85 million kWh in the past two years, annual electricity expenses may increase by approximately NTD$4 million to NTD$12 million. The actual impact will depend on the pace of policy adjustments and the company's energy-saving performance.
	Technological Risks	The economic system is gradually turning to supporting low-carbon, high-efficiency technology improvement and innovation, which may affect the competitiveness of the Company and likely increase procurement, production, and distribution costs to meet the demand and depth required by customers.	Evaluate the comprehensive impact of climate change related policies to make short- to mid-term operational plans with the objective to reduce carbon emission during the production process and promote green transformation. 1.The energy-saving measures implemented in 2025 include re-placing poor performance air compressor, optimizing the process to reduce operation time, replacing traditional lighting to LED, in-stalling a cooling tower water quality monitor system. The total expenditure of the above 11 measures was around NTD$11.289 million in 2025. 2.Continue to implement various energy-saving measures in 2026, including implementing air conditioning cooling, upgrading water tower heating materials, continuously replacing lighting to LED, con-verting streetlights to solar-powered fixtures, and adjusting the flow rate of air conditioning chilled water pumps. The estimated expendi-ture of above 12 measures is around NTD$2.146 million in 2026.
	Market Risks	To correspond with climate change risk and carbon emission control requirements, new business models have gradually been created and enterprises are required to create carbon assets management capabilities to adapt to this trend. The inventory costs of TTY increased to avoid the risk of supply chain disruption due to the unstable supply of raw materials.	To enhance the ability to assume climate change risk, TTY has created new revenue opportunities and market expansion through the establishment of environmental protection related mechanisms and carbon emission control measures. Meanwhile, inventory costs will increase along with the increase of safe inventory levels. With inventory of about NTD$1.253 billion in 2025, NTD$12.53 million in inventory costs are expected; an additional 1%.

Responses to Climate Change

	Risk Category	Risk Impact	Countermeasures and Potential Financial Impact
Transformation Risk	Reputation Risks	Climate change may affect the image that customers and social groups have in terms of how committed the Company is to the low-carbon transformation. If the Company produces high carbon emissions or high levels of pollution, it may not win tenders, but instead lose orders, experience a decrease in revenue, or even suffer reputational damage.	To develop more environmentally friendly products and services, TTY is not only continuously improving sewage and waste recycling rates, but managing environmental sustainability activities to build a green enterprise culture from the inside out, and evaluating its investment in green energy and low carbon logistics development to reduce the carbon footprint of Company products, and enhance industrial competitiveness in line with market demand.
Physical Risk	Acute Risk	Climate change may cause a typhoon, flood, draught, or other extreme climate event, resulting in damage to assets, supply chain disruption, and other events with an acute financial impact.	Reinforce water resources management and ensure the safety of plant equipment to maintain uninterrupted operations. In response to draughts in Taiwan, TTY has a list of water suppliers but costs have increased. With 133,938 degrees of water consumption in 2025, the cost of water outsourcing calculated at the Lioudu Factory is NTD$160,000/day (25t water tanks for 8 rounds) to cover water shortages. The cost of water outsourcing calculated at the Chungli Factory is NTD$80,000/day (25t water tanks for 4 rounds) to cover water shortages. Please refer to Chapter 5 Water Resources Management for more information. Revenue will also be affected if materials and finished products cannot be delivered on time due to typhoons and floods. To mitigate the risk, warehouse leases in different locations will be evaluated and rent will be increased by about NTD$20 million.
	Chronic Risk	Rising temperatures around the world and the gradual shortage of water, electricity, and fuel resources may disrupt factory operations, resulting in rising operational costs or penalties due to delivery delays.	Evaluate the use of regional energy and resources consumption and arrange off-peak production as needed. Prepare a BCP to actively find new suppliers and create a list of emergency power generators and water suppliers to ensure stable materials and energy resources supplies, and enhance the ability of TTY to respond and adapt to disasters accordingly.

Responses to Climate Change

▼ TTY 2025 Climate Change-related Opportunities and Countermeasures

Type of Opportunity	Opportunity Explanation	Countermeasures and Potential Financial Impact
Resource Efficiency	Increase energy efficiency to reduce mid- to long-term operational costs and achieve carbon reduction goals.	The use and upgrade of equipment with lower energy consumption, water, and power reduction goals, aimed at better efficiency, continued in 2025 at an expense of NTD$11.289 million. Such measures are expected to save NTD$1.07 million per year. The renewal of outdated machines in 2026 is allocated a budget of NTD$2.146 million, contributing to a cost reduction of NTD$635,000 per year.
Resilience	Improve the ability to adapt to climate change by managing climate change-related risks and seizing opportunities.	The operation business units to identify climate change-related risks and opportunities and to plan management strategies. The Finance Division establishes "Climate Governance" material principles to trace progress and effects, and to reinforce the risk response ability of the Company.

▼ Matrix of Climate-related Risk and Opportunities

Impact Level	Very Unlikely (Low)	Likely (Medium)	Very Likely (High)
High			②③⑥②
Medium		④⑤	①①
Low			

Probability of Occurrence

▼ List of Climate-related Risks and Opportunities

Climate Risks	Climate Opportunities
① Renewable energy and carbon reduction regulations and requirements ② Cost of the low-carbon transformation ③ Rise of operating cost ④ Typhoon ⑤ Extreme climate ⑥ Cost to build corporate resilience	① Better energy efficiency ② Better resource efficiency

Responses to Climate Change

▼ TTY's Climate-related Risks' Financial Impact

Climate Risks	Probability of Occurrence	Impact Level	Risks Explanation	Response Strategies and Financial Impact	Department in Charge
① Renewable energy and carbon reduction regulations and requirements	High	Medium	In compliance with the law requirement to implement the GHG emission verification resulting in increase the operating costs.	TTY conducted the GHG emission inventory and verified by 3rd party institution with payment of NTD 380 thousands. Currently, TTY is not subject to mandatory regulations regarding electricity conservation or renewable energy ratios, and there is no risk of penalties or delays due to violations	Lioudu Factory Engineering, and Chungli Factory Engineering
② Cost of low-carbon transformation	High	High	The additional measures related to the government's net-zero policies led to an increase in additional costs	A total investment of NTD$30,928,160 had been made in energy-saving plans for the Lioudu and Chungli factories over the past 5 years. The cost of installing a solar energy system at the Chungli factory is estimated to be NTD$8.9 million (146KW capacity, NTD$60,700 cost per 1KW, totaling NTD$8,862,200). For the Lioudu factory solar energy system, the cost is NTD$19.05 million (313.92KW capacity, NTD$60,700 cost per 1KW, totaling NTD$19,054,944).	Lioudu Factory Engineering, and Chungli Factory Engineering
③ Rise of operating cost	High	High	Natural gas instead of heavy oil	Natural gas replaced heavy oil and change of fuel boilers at the Lioudu and Chungli factories. In Chungli, the cost to change the boiler was NTD$5,225,187 (saving up to 78,840 KW yearly, or NTD$236,520 on the power bill), while in Lioudu, the cost to change the boiler was NTD$6,980,000. (saving up to 65,185 KW yearly, or NTD$195,555 on the power bill).	Lioudu Factory Engineering, and Chungli Factory Engineering
④⑤ Extreme weather such as typhoon, heavy snow and floods	Medium	Medium	Loss of labor due to the inability to work, loss of daily revenue, and loss of machines and equipment	Daily costs incurred from loss of material and labor due to typhoon-caused power and water outage, as well as a one-day production suspension: 1. Material loss: NTD$5 million for the Chungli factory and NTD$7.83 million for the Lioudu factory This includes loss of injection and oral medicine, as well as OEM materials. 2. Labor loss: NTD$1.245 million in daily labor costs (monthly salary of 517 employees of NTD$37,360,868 ÷ 30 days = NTD$1,245,362/day. 3. Cost of water outage: Production during water outage requires NTD$30,000 for water storage equipment; NTD$80,000 per day for the Chungli factory and NTD$160,000 per day for the Lioudu factory in purchased water costs.	Human Resource Division, Production Planning Division
			Extreme weather caused delays in the delivery of imported raw materials	The product, UFUR API factory experienced a 5-day delay due to a typhoon affecting its shipping schedule in August 2025.	Procurement Division

Responses to Climate Change

▼ TTY's Climate-related Risks' Financial Impact

Climate Risks	Probability of Occurrence	Impact Level	Risks Explanation	Response Strategies and Financial Impact	Department in Charge
⑥ Cost to build corporate resilience	High	High	Additional insurance expenses to maintain business continuity	Due to the increasing costs of business interruption insurance and other climate hazard insurance, the total insurance expenses for all 3 factories amount to NTD$1.735 million. It represents an increase of NTD$275,000 compared to the previous year with 18.9% increase rate. In 2026, the insurance coverage for Chungli, Lioudu, and Neihu factories is NTD$2,074,410,842, NTD$413,551,346, and NTD$56,921,421 respectively, with insurance fees for each being NTD$1,522,618, NTD$205,949, and NTD$7,343.	Administration Division
			Generators and UPS are installed to ensure business continuity	1. Annual maintenance fees for the generators at the Chungli factory and the Lioudu factory are NTD$51,000 and NTD$110,000 respectively. 2. Diesel fuel expenses for the generators at the Chungli factory and Lioudu factory are NTD$58,500 and NTD$13,500 respectively (calculated with NTD$30/L).	Lioudu Factory Engineering, and Chungli Factory Engineering

▼ TTY's Climate-related Opportunities' Financial Impact

Climate-related Opportunities	Probability of Occurrence	Impact Level	Opportunity Explanation	Response Strategies and Financial Impact	Department in Charge
① Better energy efficiency	High	Medium	Energy efficiency plans	Over the past 5 years, the plans have invested NTD$30,928,160 at the Lioudu and Chungli factories, resulting in a conservation of 1,429,597 KW and savings of NTD$4,816,915 on power bills.	Lioudu Factory Engineering, and Chungli Factory Engineering
② Better resource efficiency	High	High	Water usage reduction	At the Chungli factory, RO sewage is treated daily, and a cooling tower is utilized. With the RO recycling 2t/hr, and water being charged at NTD$12 per cubic meter, we save NTD$210,240 annually by recycling 48t of sewage capacity daily. At the Lioudu factory, RO sewage is treated as equipment cooling water and used in a water seal vacuum pump. With a recycling rate of 0.75t/hr and each cubic meter of water charged at NTD$12, we save up to NTD$78,840 annually by recycling 18t of sewage daily.	Lioudu Factory Engineering, and Chungli Factory Engineering
			Paper, waste recycle and reuse	Income from recycling generates NTD$517 per month, or NTD$6,204 per year.	Lioudu Factory Engineering, and Chungli Factory Engineering
			Use of ERP	The ERP system has implemented barcode and mobile device operations. Production and inventory management-related requisition and transfer processes are verified by the system, gradually reducing paper operations and continuously optimizing resource utilization efficiency.	Information Technology Division

Energy Management

TTY is the leading company in the domestic biotechnology industry. To fulfill its commitments to “Sustainable Development” and “Responsible use of resources,” we formulated proactive energy saving and carbon reduction plan in year 2023, and establish short-, medium- and long-term energy-saving goals annually in October for the next year, and established the goal of electricity conservation rate in 2% reduce compared to the previous year, alone with implementation on the equipment improvement measures according to the plan. The completion rate achieved 100%. In the future, TTY will continue to evaluate the purchase or addition of green energy and energy-saving facilities, establish a green supplier management system, and participate in Climate Initiative organizations or alliances. It is hoped that TTY can implement energy management through practical actions such as energy conservation, carbon reduction, and search for alternative energy sources. in line with the company’s environmental protection management policy.

Energy Consumption Statistics

In year 2025, we calculated a total of 9,483,634 kWh of outsourced and 641,144 m^3 of natural gas consumption at the Lioudu factory; and 5,160,200 kWh and 173,128 m^3 at the Chungli factory, along with 991,993 kWh conducted at the PDC and 548,051 kWh at the headquarters, which combined 85,530,306 MJ of consumption and a 2.39% increasing rate of energy use compared with last year due to the reason of production batches increased. The energy intensity dropped from 14.2 to 13.3 with a decreasing rate of 6.34.

Energy Management

▼ TTY Energy Consumption for the Recent 5 Years (Unit: MJ)

Site	Energy Type	2021	2022	2023	2024	2025
Lioudu Factory	Natural Gas	10,920,001	13,090,459	15,311,685	19,530,737	21,470,630
	Purchased Electricity	29,877,120	32,302,800	36,964,800	34,786,080	34,141,082
Chungli Factory	Natural Gas	5,548,225	5,980,756	6,003,695	4,853,550	5,797,710
	Purchased Electricity	20,145,600	19,590,480	19,859,400	18,683,280	18,576,720
Pharmaceutical Development Center	Natural Gas	-	-	-	-	-
	Purchased Electricity	4,387,964	4,195,638	3,856,475	3,612,244	3,571,178
Heaquarters	Natural Gas	-	-	-	-	-
	Purchased Electricity	1,810,958	2,187,702	1,180,894	2,066,591	1,972,986
Natural Gas		16,468,226	19,071,215	21,315,380	24,384,287	27,268,340
Purchased Electricity		56,221,642	58,276,620	61,861,569	59,148,195	58,261,966
Total		72,689,868	77,347,835	83,176,949	83,532,482	85,530,306

Note:
1. Energy produced by natural gas boilers: 1 m^3 = 8000 kcal = 33,488,000 Joule
2. Purchased electricity is calculated as 1 kWh =3,600,000 Joule
3. To disclose a comprehensive energy consumption data of TTY, this year expanded the scope to include two additional operational sites- the "Pharmaceutical Development Center" and the "Headquarters", and updated the energy data for the 2021–2024 period accordingly.

▼ TTY Energy Emission Intensity for the Recent 5 Years

Year	2021	2022	2023	2024	2025
Energy Consumption (Unit: MJ)	72,689,868	77,347,835	83,176,949	83,532,482	85,530,306
Revenue (Unit: NTD Thousand)	4,535,610	5,061,606	5,505,542	5,893,847	6,452,948
Energy Emission Intensity (Unit: MJ / Revenue NTD Thousand)	16.0	15.3	15.1	14.2	13.3

Note:
1. The scope of energy consumption statistics includes the Lioudu and Chungli factories, Neihu R&D center and Headquarters.
2. Revenue represents the consolidated sales revenue of the Group.
3. To disclose a comprehensive energy consumption data of TTY, this year expanded the scope to include two additional operational sites- the "Pharmaceutical Development Center" and the "Headquarters", and updated the energy data for the 2021–2024 period accordingly.

Energy Management

Electricity Reduction Results

In year 2025, 2 major manufacturing sites, the Lioudu and Chungli factories, saved 323,603.81 kWh of electricity and 159.86 tonCO_2e via 11 electricity saving measures. We will continue to implement power saving in the future to demonstrate energy saving results and promote carbon reduction effects.

▼ 2025 TTY Electricity Saving Actions and Results at the Lioudu & Chungli Factories

Manufacturing sites	Lioudu Factory	Chungli Factory
Electricity-saving planning	★ A total of 7 electricity-saving measures were executed in the Lioudu Factory. ★ Estimated effect of electricity-saving measures in 2025: • Annual electricity saving of 195,507.68 kWh • Reduction of energy consumption by 703,827.66 MJ • Reduction of greenhouse gas emissions by 96.58 tonCO_2e	★ A total of 4 electricity-saving measures were executed in the Chungli Factory. ★ Estimated effect of electricity-saving measures in 2025: • Annual electricity saving of 128,096.13 kWh • Reduction of energy consumption by 461,146.06 MJ • Reduction of greenhouse gas emissions by 63.28 tonCO_2e
Electricity-saving measures	1. 50HP two-stage variable frequency air compressor to replace 30HP air compressor • Electricity saving: 19,052.90 kWh/year 2. Optimization of injection process to minimize drying time • Electricity saving: 12,042.80 kWh/year 3. Replacement of LED energy-saving lamps in the dust-free room on 1st & 2nd floor • Electricity saving: 34,380.13 kWh/year 4. Replacement of LED energy-saving lamps in the dust-free room on 3rd floor • Electricity saving: 5,610 kWh/year 5. Replacement of LED energy-saving lamps in the dust-free room on 1st floor of building B • Electricity saving: 6,094.76 kWh/year 6. Replacement of the 1400RT cooling tower of Building B • Electricity saving: 29,020.40 kWh/year 7. The injection process has been optimized to reduce the drying time of the freeze-drying system (from 5.6 days to 3.8 days). • Electricity saving: 89,306.70 kWh/year	1 .Fixed frequency air compressor replaced to variable frequency air compressor • Electricity saving: 81,705.25 kWh/year 2. Replacement of variable frequency air compressor head • lectricity saving: 43,467,19 kWh/year 3. Replacement of T8 lamps to LED energy-saving lamps in Factory B • Electricity saving: 1,159.25 kWh/year 4. Water quality control of the 100T cooling tower in Factory B • Electricity saving: 1,764.43 kWh/year

Note:
1. Calculation: purchased electricity 1 kWh =3,600,000 Joule
2. The discharge coefficient 2025 was not yet published. Therefore, the 2024 discharge coefficient published by the Bureau of Energy in 2025 of 0.474 kgCO_2e /kWh was adopted in this report.
3. Annual electricity-saving rate = (Electricity consumption with the effect of electricity-saving measures)/(Electricity consumption with the effect of electricity-saving measures + Annual electricity consumption)

Energy Management

GHG Emission Statistics

The greenhouse gas emissions have been develop a more comprehensive and complete inspection plan with scope of Head quarters, Lioudu Factory, Chungli Factory and Neihu PDC initially since 2022 as per the ISO 14064-1:2018 Greenhouse Gas Verification Standard. The Company obtained the certificate issued by a third-party institution in the next year after the inventory was completed.

In 2025, total emissions reached 12,441.2566 tonCO_2e, and the emission intensity of greenhouse gases per NT$ 1 million of operating revenue was 1.93, presenting a decrease compared to 2024. The Company expects to continually improve its performance in energy conservation and carbon reduction in the future.

▼ TTY Autonomous GHG Inventory in the Year 2022-2025 (unit: tonCO_2e)

Types of GHG Emissions/Year	2022	2023	2024	2025
Scope 1	1,535.3169	1,700.2181	1,910.2571	2,059.2639
Scope 2	8,232.4903	8,488.8048	8,116.4468	7,671.1591
Scope 1+ Scope 2	9,767.8072	10,189.0229	10,026.7039	9,730.4230
Scope 3 (Categories 3, 4, 5)	3,041.9354	2,549.5243	2,512.6352	2,710.8336
Total	12,809.7426	12,738.5472	12,539.339	12,441.2566
Consolidated Sales Revenue of the Group (Unit: Revenue NTD Million)	5,061.606	5,505.542	5,893.847	6,452.948
GHG Emission Intensity (Unit: tonCO_2e/ Revenue NTD Million)	2.53	2.31	2.13	1.93

Note:

1. The organizational scope has been established following an operational control approach, and the base year is set at 2022. The scope included the headquarters, Lioudu Factory,Chungli Factory, and Neihu PDC. The scope of inventory included Scope 1, Scope 2, and Scope 3 (categories 3, 4, 5). Greenhouse gas emission data was verified by a third-party institution. Passing verification and obtaining an assurance statement is planned for the second quarter of the coming year.
2. The main emission source in Scope 1 was natural gas boilers. Types of greenhouse gases generated from the combustion of natural gas included CO_2, CH_4, and N_2O, all of which were included in the calculation.
3. The main emission source of Scope 2 was purchased electricity. Since the carbon emission coefficient of electricity was not yet announced, the carbon emission coefficient of the previous year was adopted. Therefore, the carbon emission coefficient of electricity was 0.509 kgCO_2e/kWh in 2022, the same as that in 2021. In 2023, the carbon emission coefficient of electricity was 0.495 kgCO_2e /kWh, the same as that in 2022. In 2024, the carbon emission coefficient of electricity was 0.494 kgCO_2e /kWh, the same as that in 2023. In 2025, the carbon emission coefficient of electricity was 0.474 kgCO_2e /kWh, the same as that in 2024.

Air Pollutant Control

TTY has made every effort to reduce air pollution. The two main manufacturing sites adopted source classification to minimize air pollutants during manufacturing processes. Treatment technology at multiple sections has helped elevate the processing performance of the terminal preventive facility. Annual air pollutant discharge inspections and implementation have resulted in maintenance and training being put in place to ensure that pollutants fall within or are superior to the criteria of the "Standards for Air Pollutant Emission from Stationary Pollution Sources". In 2025, the two manufacturing sites of Lioudu and Chungli factories discharged particle pollutants totaling 28.874 kg of PM, 194.578 kg of SO_2, and 1,490.76 kg of NO_X.
Due to process adjustments, the total emissions of major gases increased significantly in 2025, as boilers operated for 365 days a year, 24 hours a day, instead of 250 days a year, 8 hours a day.

▼ 2023~2025 TTY's Material Gas Emission

Year	Site	PM	SO_2	NO_X
2023	Total Emission From the Lioudu Factory (unit: kg)	3.520	6.09	250.08
	Total Emissions From the Chungli Factory (unit: kg)	2.222	4.15	60.00
	Total	5.742	10.24	310.08
2024	Total Emission From the Lioudu Factory (unit: kg)	91.905	7.969	350.28
	Total Emissions From the Chungli Factory (unit: kg)	166.3	4.68	90
	Total	258.205	12.649	440.280
2025	Total Emission From the Lioudu Factory (unit: kg)	18.503	189.108	1,050.48
	Total Emissions From the Chungli Factory (unit: kg)	10.371	5.47	150
	Total	28.874	194.578	1,490.76

Note:
The data from the verification report designated by the factories is utilized to calculate emissions (emissions per hour x operation hours of boilers per day x working days per year).

Air Pollutant Control

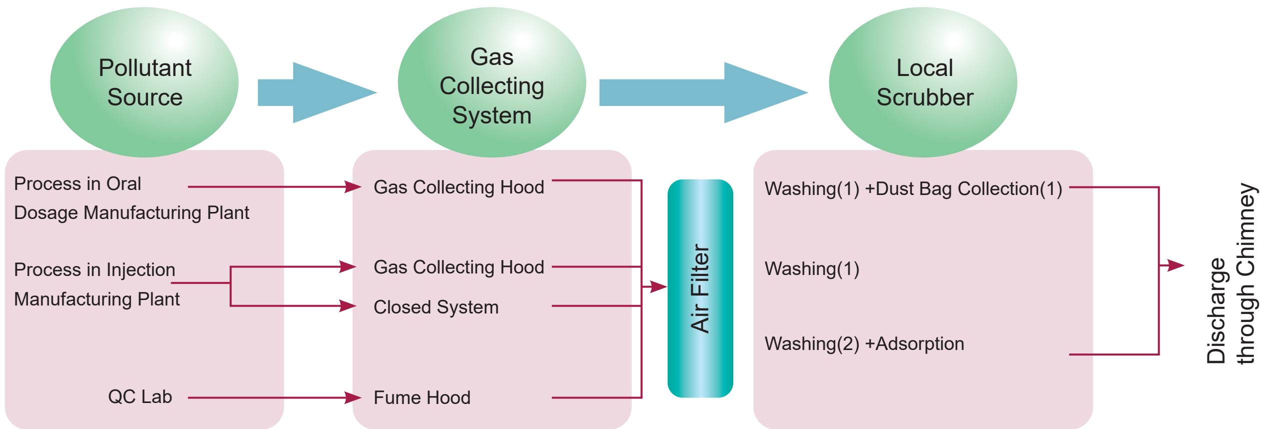
▼ 2025 TTY Stationary Pollution Source Measurements

		PM	SO_2	NO_X
Standards for Air Pollutant Emission from Stationary Pollution Sources		30 mg/Nm^3	50 ppm	100 ppm
Lioudu Factory	Gas boiler (P001)	1 mg/Nm^3	1 ppm	54 ppm
	Gas boiler (P002)	2 mg/Nm^3	1 ppm	63 ppm
	Gas boiler (P003)	4 mg/Nm^3	1 ppm	66 ppm
Chungli Factory	Gas boiler (P001)	<1 mg/Nm^3	<1 ppm	22 ppm
	Gas boiler (P002)	<1 mg/Nm^3	1 ppm	56 ppm

Note:
No Persistent Organic Pollutant (POP), Volatile Organic Pollutant (VOP), or Hazardous Air Pollutant (HAP) are discharged from the Lioudu and Chungli factories.

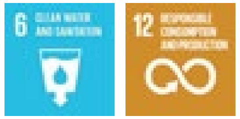
Best Available Technology (BAT) controls air pollution at the source. TTY divides its prevention strategy into two phases: "effective reduction of emission from sources" and "strengthened management of terminal prevention facilities". In the first phase of source classification, manufacturing process air pollutants are classified according to their properties. Newly installed high-efficiency local scrubber will treat specific toxic gases, dust, organic solvents, flammable gases, and odors through process such as washing, carbon absorbers or bag-type dust collectors equipment to treat the remaining emissions before they are released into the air. With complete multiphase processing through effective classification and treatment process, TTY has significantly increased the treatment efficiency of air pollution emissions.

▼ Air Pollutant Control Process



Water Resources Management

▼ Material Topic “Water Resources Management” Management Status of TTY in 2024

Material Topic	Water Resources Management
Corresponding GRI Index	GRI 303-2 Management of Water Discharged-related Impacts GRI 303-3 Water Withdrawal GRI 303-4 Water Discharge
SDGs Principle	
Impact Assessment	● Related Stakeholder Engagement: Government, Shareholders/Investors and Suppliers ● Positive impact: Proper use and discharge of water resources not only maintain the ecological health of the surrounding watersheds but also protect the stability of local geology and hydrology. ● Negative impact: The water consumption and the sewage discharge of the manufacturing process may impose an environmental burden on regional water supply scheduling and the water itself.
Policies and Commitments	TTY is committed to ensuring that the quality of its effluent is better than the regulatory standards by optimizing processes and setting up sewage pretreatment facilities. It will also continue to improve its water use strategies to reduce its dependence on water resources and mitigate the impact of its operations on natural water bodies.
Goals and Targets	**Long-term Goals** ● Implement water resource recycling and reuse, improve procedures, and reduce water resource demand.
Responsibilities and Resources	Develop a systematic water resource management plan, including creating a circulation system and improving cooling procedures.
Annual Action Results	● In Lioudu factory, the actual COD (47.14 mg/L) in sewage discharged in 2025 was 13 times below the local sewer connection standards (600 mg/L). ● In Lioudu factory, the actual SS content (2.93 mg/L) in sewage discharged in 2025 was 205 times below the local sewer connection standards (600 mg/L). ● In Chungli factory, the actual COD (142.59 mg/L) in sewage discharged in 2025 was 3 times below the local sewer connection standards (480 mg/L). ● In Chungli factory, the actual SS content (13.14 mg/L) in sewage discharged in 2025 was 24 times below the local sewer connection standards (320 mg/L).

Water Resources Management

Reinforced Water Consumption Strategies

As per the “Aqueduct Water Risk Atlas” of the World Resources Institute, water resource risks in Taiwan are all at a low to medium level (1-2), indicating it is not a water resource pressure area. All water sources for the major operation sites at the Lioudu and Chungli factories, as well as the Neihu Pharmaceutical Development Center of TTY, are 100% obtained from local water plants without the use of underground water, thereby ensuring the preservation of the water source. The quality of water discharged is free of high-density chemicals, and low-concentration effluent is discharged to a sewage treatment plant in a local industrial zone for final processing after preliminary treatment in the factories. Water is not discharged into natural water bodies unless it complies with national effluent standards.

In 2025, the water intake of TTY’s Lioudu and Chungli factories, as well as the Neihu Pharmaceutical Development Center and Headquarters, was approximately 137.616 million liters, and the sewage discharge was about 110.092 million liters. No sewage was discharged by TTY as a result of unscheduled leakage or overflow. Furthermore, all sewage discharged complies with the Water Pollution Prevention Act, local governance laws, and the incoming water quality standards of the sewage treatment plants in the industrial zone. The COD and SS in sewage discharged by the Lioudu and Chungli factories are significantly lower than local sewer connection standards, without impacting nature and biological diversity.

In terms of water resource management, TTY improves overall water efficiency through process optimization, recycling and reusing a portion of the concentrated water generated in the pure water process. For example, the Lioudu factory uses 25% RO concentrated water for equipment water and returns 10% of the continuous deionization (EDI) water to the front-end system for recycling; the Chungli factory recycles RO concentrated water from the pure water system for use in cooling towers and domestic water applications. This effectively reduces overall water demand without affecting product quality.

In the future, TTY will continue to improve process water management, enhance recycling efficiency, and strengthen the promotion of water conservation concepts among employees and management to improve the efficiency of water resource use.

Water-sealed vacuum pump

▲

25% concentrated water

Raw water tank > 50 μm filter > Softener unit buckets > Plate heat exchanger > 1 μm filter > Activated carbon > Plate heat exchanger > RO filter > EDI

▲ --10% recycled water -- ▼

Water Resources Management

Water Consumption Statistics

▼ TTY Water Discharge and Water Quality Monitoring Results From the Recent 5 Years

Site	Water Quality	Unit	Local Sewer Connection Standards	2021	2022	2023	2024	2025
Lioudu Factory	Water Intake	Million Liter		91.323	79.936	101.391	101.659	105.754
	Water Discharge	Million Liter		73.058	63.949	81.113	81.327	84.603
	Water Consumption	Million Liter		18.265	15.987	20.278	20.332	21.151
	COD	mg/L	600	72.94 (8 times lower)	26.28 (23 times lower)	40.24 (15 times lower)	65.81 (9 times lower)	47.14 (13 times lower)
	SS	mg/L	600	3.15 (190 times lower)	6.10 (98 times lower)	7.58 (79 times lower)	9.11 (66 times lower)	2.93 (205 times lower)
Chungli Factory	Water Intake	Million Liter		20.086	19.626	19.830	16.242	26.465
	Water Discharge	Million Liter		16.069	15.701	15.864	12.994	21.172
	Water Consumption	Million Liter		4.017	3.925	3.966	3.248	5.293
	COD	mg/L	480	13.5 (36 times lower)	24.24 (20 times lower)	56.47 (9 times lower)	69.7 (7 times lower)	142.59 (3 times lower)
	SS	mg/L	320	3.55 (90 times lower)	7.40 (43 times lower)	12.38 (26 times lower)	17.00 (19 times lower)	13.14 (24 times lower)
PDC	Water Intake	Million Liter		2.248	2.291	1.909	1.960	1.719
	Water Discharge	Million Liter		1.798	1.833	1.527	1.568	1.375
	Water Consumption	Million Liter		0.450	0.458	0.382	0.392	0.344
Headquarters	Water Intake	Million Liter		3.909	3.890	3.756	3.496	3.678
	Water Discharge	Million Liter		3.127	3.112	3.005	2.797	2.942
	Water Consumption	Million Liter		0.782	0.778	0.751	0.699	0.736
Total Water Intake		Million Liter		117.566	105.743	126.886	123.357	137.616
Total Water Discharge		Million Liter		94.052	84.595	101.509	98.686	110.092
Total Water Consumption		Million Liter		23.514	21.148	25.377	24.671	27.524
Revenue		NTD Thousand		4,535,610	5,061,606	5,505,542	5,893,847	6,452,948
Sewage Discharge Intensity		Million Liter / Revenue NTD Thousand		0.0000207	0.0000167	0.0000184	0.0000167	0.0000171

Note: 1. Actual water consumption data became available starting in March 2025. For periods where data was missing, monthly consumption figures were estimated by applying the actual water rates from the corresponding months of the March 2025 to February 2026 period to the water costs recorded in the same months of prior years; these estimated monthly figures were then converted into total annual water consumption.
2. To disclose the comprehensive water consumption data of TTY, this year expanded the scope to include two additional operational sites—the "Pharmaceutical Development Center" and the "Headquarters", and updates the data for the 2021–2024 period accordingly.

Waste Management

▼ Material Topic "Waste Management" Management Status of TTY in 2025

Material Topic	Waste Management
Corresponding GRI Index	GRI 306-1 Waste Generation and Significant waste-related Impacts GRI 306-2 Management of Significant Waste-related Impacts GRI 306-3 Waste Generated GRI 306-4 Waste Diverted from Disposal GRI 306-5 Waste Directed to Disposal
SDGs Principle	
Impact Assessment	● Related Stakeholder Engagement: Government, Shareholders/Investors and Suppliers ● Positive impact: Promoting resource recycling and strict flow control prevents potential environmental pollution from illegal dumping. ● Negative impact: From generation and transportation to final disposal, waste will increase carbon emissions and cause certain changes to the environment.
Policies and Commitments	TTY is committed to implementing the concepts of source reduction and circular economy, reducing waste generation by improving process efficiency; and strictly implementing waste classification management, carrying out 100% tracking and regular audits of the waste collection manufacturers to ensure compliance and reduce the negative risks of waste hazards and environmental pollution.
Goals and Targets	**Short-term Goals** The company follows supplier handling conditions in weekly and monthly audits to ensure the company has not violating the Waste Clearance Act or other relevant laws or causes any major pollution incident, nor negative impact to the local environment.

Waste Management

Goals and Targets	**Mid-term Goals** ● Actively cultivate relevant environmental safety and health personnel, hold environmental sustainability promotion activities, and internalize environmental protection awareness. ● Evaluate the use of environmentally friendly packaging materials and increase the proportion of equipment and products with environmental labels to reduce waste generation. ● Promote the recycling and reuse of waste resources and implement a management and recycling mechanism for toxic chemicals. **Long-term Goals** ● Paper-free office. ● Establish a green supplier management system and integrate with supplier to planning the environmental actions.
Responsibilities and Resources	TTY employed waste professional personnels, and submitted a waste clearance plan in compliance with the law. All vehicles delivering TTY's business waste must be equipped with GPS, and the company follows supplier handling conditions every month.
Annual Action Results	● The total waste generated by TTY was about 54.37 tons, among which hazardous waste was 18.77 tons, among which non-hazardous waste accounted for 35.60 tons. All such waste was delivered to qualified disposal contractors for off-site treatment. ● The Chungli and Lioudu factories achieved 100% in weekly and monthly waste clearance contractor follow-up audits. ● No violation of the Waste Clearance Act or other relevant laws.

To fully understand the waste flow of factories and reinforce supplier audits, TTY also checks orders every week and tracks disposal vehicle GPS abnormalities. Additionally, the company follows supplier handling conditions every month and conducts on-site audits every year to confirm the output and flow after processing. Moreover, TTY implements irregular vehicle audits to confirm that waste disposal and handling contractors conduct business according to the laws. In 2025, the total waste generated by TTY in the Lioudu, Chungli, and Neihu factories was about 54.37 tons, among which hazardous waste was 18.77 tons, among which non-hazardous waste accounted for 35.60 tons. All such waste was delivered to qualified disposal contractors for off-site treatment. The Chungli and Lioudu factories achieved a 100% compliance rate in weekly and monthly audits, without violating the Waste Clearance Act or other relevant laws or causing any impact to the local environment.

TTY also actively responded to the resource recycling policy and waste recycle with total amount of 9.20 tones included 5.85 tones from Chungli factory and 3.35 tones from Lioudu factory respectively in 2025. The Lioudu factory implemented flammable emissions can be recycled through resource recovery in 2022. After the flammable components of the waste are completely burned across the emission treatment plant, the steam heat generated is restored in the "steam boiler,", and then the "steam turbine" converts the heat energy into electrical energy to achieve waste reduction and resource recovery. Therefore, the overall recoverable energy of TTY is greatly increased, effectively realizing recycling and reuse.

Waste Management

To fulfill the sustainable government goals of environment friendliness, TTY not only arranges professional technology personnel as per Article 28-2 of the Waste Clearance Act but also aggressively trains dedicated personnel. In 2025, TTY employed a total of 5 dedicated waste professional personnel (2 in the Lioudu factory, 2 in the Chungli factory, and 1 in the Neihu factory). They submitted a waste clearance plan in compliance with the law, which was approved by the designated agency of the municipality, county (city) competent authority, or central competent authority. TTY also enters contracts with qualified clearance and processing institutions to handle business and daily waste according to the law. In addition, the Management of Waste Clearance and Tracing Regulations is based on Article 14-2 of the "Regulations for Public and Private Waste Clearance" and Disposal Organizations. All clearance machines and devices of waste contractors need to be declared and approved. Meanwhile, all vehicles delivering TTY's business waste must be equipped with GPS, and the vehicle trace return rate must reach 90% to facilitate real-time monitoring by the competent authority and TTY.

▼ 2025 Disposal Contractors Audit Results

Site	Weekly Audit Rate	Monthly Audit Rate	No. of Physical Audit	No. of Unscheduled Follow-ups
Chungli Factory	100%	100%	1	1
Lioudu Factory	100%	100%	6	6
Neihu Factory	100%	100%	1	0

▼ TTY Wastes Categories by Groups in the Recent 5 Years (unit: tones)

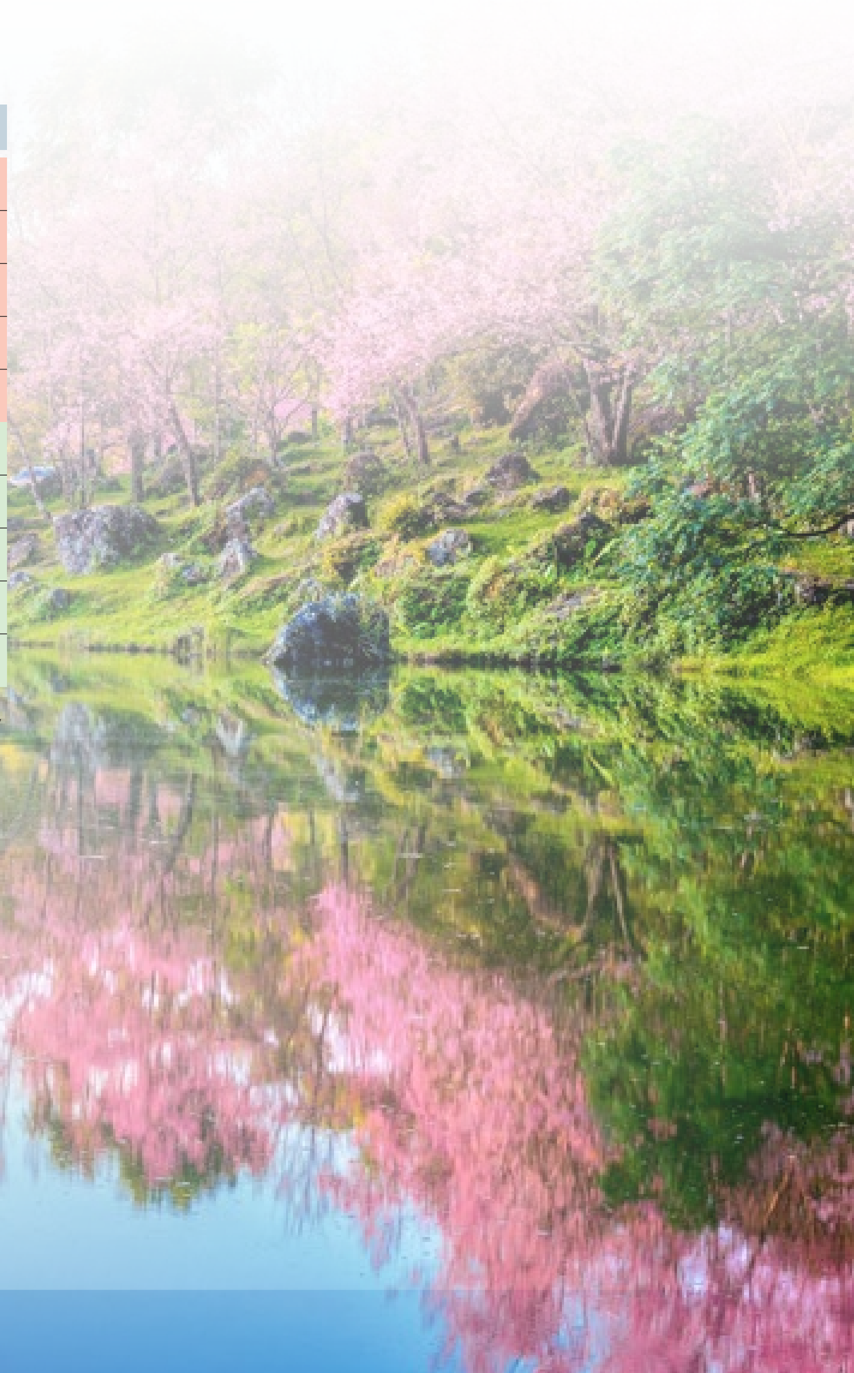
Category/Year	2021	2022	2023	2024	2025
Hazardous industrial waste	25.59	28.55	28.43	20.97	18.77
Non-hazardous industrial waste	19.43	21.18	14.84	58.63	35.60
Total wastes	45.02	49.73	43.27	79.60	54.37

Waste Management

▼ Waste Directly Disposed of by TTY through Disposition Operations in the Recent 5 Years (unit: tons)

	Disposal Operations/Year	2021	2022	2023	2024	2025
Hazardous Waste	Incineration (including energy recycling)	-	14.82	19.83	12.74	12.88
	Incineration (excluding energy recycling)	22.23	13.73	8.59	6.65	5.89
	Landfill	-	-	-	1.584	-
	Other Disposal Operations (physical treatment)	3.36	-	-	-	-
	Total	25.59	28.55	28.43	20.97	18.77
Non-Hazardous Waste	Incineration (including energy recycling)	-	-	-	12.00	-
	Incineration (excluding energy recycling)	4.27	5.53	2.20	20.86	7.88
	Landfill	-	-	-	0.45	-
	Other Disposal Operations (physical treatment)	15.16	15.65	12.64	25.32	27.72
	Total	19.43	21.18	14.84	58.63	35.60

Note: The statistical scope of data was the declared volume of waste generated from Lioudu Factory, Chungli Factory, and Neihu Factory of TTY. The data was expressed with 2 decimal places after rounding off.



Toxic Substance Management

As per the "Toxic and Concerned Chemical Substances Control Act," TTY goes beyond the regulations by educating relevant managerial personnel and assisting them in acquiring certifications such as toxicity professional management personnel. Although toxicity and concerned chemical substance operation volumes in all factories are lower than statutory standards. These professional management personnels in charge of toxicity control for chemicals as per the toxicity management flow of the Company.

▼ TTY Toxicity Management Flow

The requesting department must complete and submit the required form for new chemical substances through the workflow system.

The substance's toxicity must be verified by management personnel.

Toxicity professional management personnel with certificates
(6 in Lioudu and 1 in Chungli)
(Neihu factory has established individuals in charge of this duty)

Yes ↓
The verifier must inform the department manager to seek approval of such a substance before making a purchase.

No ↓
As per the Government Chemicals Regulation, the department must update its hazardous materials inventory list and a copy must be forwarded to the Department of Environment, Safety, and Health before any purchase.

Approved Operation ↓
Records are to be made daily, by batch, as per actual operations. These records should be transferred to management personnel monthly for online reporting.

▼ Toxic and Concerned Chemical Substances Used by TTY

Toxicity Classification/ Location	Chungli Factory	Lioudu Factory	Neihu Factory
Category 1~ 3	12	20	14
Category 4	12	16	26
Concerned Chemical Substance	5	6	1

Note: Categories standards are based on the "Toxic and Concerned Chemical Substances Control Act"

Before using toxic chemical substances, TTY applies for the required documentation and prepares an SDS and Basic Disaster Prevention Data Sheet. The containers for such substances are labeled with cautionary and warning signs. Additionally, TTY has joined the National Disasters Prevention and Protection Commission, an organization that responds to disasters with agreed-upon protocols for incidents occurring during the use or storage of toxic chemical substances. Any incidents should be reported within 30 minutes, and contingency teams must reach the location within 2 hours.
To enhance the response procedure and coordinate with the Ministry of Environment, a system for training management and obtaining qualified licenses for emergency responders of toxic and chemical substances should be established. Relevant personnel in each factory should conduct trial calculations based on risk levels and complete personnel registration as per the "Regulations on the Management of Emergency Responders of the Toxic and Concerned Chemical Substance". In 2025, 4 professional emergency responders were registered, including 1 from Neihu Factory at the general level, 1 from Chungli Factory at the general level, 1 from Lioudu Factory at the operational level, and 1 from Lioudu Factory at the technical level respectively.

06 Social

Workplace Happiness
- Diversity in the Workplace
- Employment Protection Rights
- Employee Benefits
- Remuneration Structure

Talent Career Development
- Talent Cultivation

Occupational Safety and Health
- Occupational Safety and Health Management
- Health Promotion

Social Participation
- Promote the Access of Medicine for the Unmet needs of the Community
- Promoting Medical Education

KEY PERFORMANCE

※ **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.

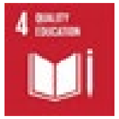
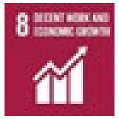
※ The Summer Internship Program (SIP) has been held for **18** consecutive years, and we promoted to the international school recently with 2,268 enrolled as of 2025 (2,135 domestically and 133 overseas) with the total number of beneficiaries reaching 442 students.

Workplace Happiness

We believe that our employees are one of our most valuable assets. That's why we are committed to providing a friendly work environment that allows everyone to reach their full potential. Our efforts have been recognized by HR Asia, who named us one of the "2020 & 2022 Best Companies to Work for in Asia" in the Taiwan area. We scored excellently in areas such as company culture, organizational leadership, employee recognition and satisfaction, and organizational atmosphere. We are proud to have been recognized for our outstanding performance across many categories, including our encouragement of constant self-enhancement and learning, and our support of cross-departmental collaboration and position rotation.

At the Health 2.0 Conference in 2022, TTY won "Best Company in Healthcare Industry" with excellent performance in industrial reputation and competitive advantage in Asia Pacific section, and marking a significant milestone on its path towards internationalization. TTY was honored with the Best Employer Attraction Award in 2023 and the Best Workplace Award in 2024 by Taiwan's premier online recruitment platforms (104 and 1111 Job Bank) respectively, and achieved Asia Pacific Enterprise Awards in 2025.

▼ Material Topic “Talent Attraction and Retention” Management Status of TTY in 2025

Material Topic	Talent Attraction and Retention
Corresponding GRI Index	GRI 202-1 Ratios of Standard Entry-level Wage by Gender Compared to Local Minimum Wage GRI 202-2 Proportion of Senior Management Hired From the Local Community GRI 401-1 New Employee and Departed Employee GRI 401-2 Benefits Provided to Full-time Employees That are not For Temporary or Part-time Employees GRI 401-3 Parental Leave
SDGs Principle	 
Impact Assessment	• Related Stakeholder Engagement: Shareholders/Investors, Customers, Employees and Suppliers • Positive impact: Talent is a crucial asset for any company. Effective talent attraction and retention strategies are necessary to build a diverse and efficient team, which can deliver high-quality products and value-added services. Talented individuals with character, innovation, self-discipline, and professional skills can enhance the competitiveness of the enterprise and make it sustainable. It is a topic of focus and expectation for any organization. • Negative impact: "If a company is unable to attract and retain capable and valuable talents, losing key employees can result in high costs of recruiting and training new staff. This not only reduces the overall competitiveness of the company but also affects its sustainable development, which is not favored by all stakeholders."
Policies and Commitments	Employees are the core asset of any organization. At TTY, we believe in enhancing organizational performance by fostering a culture of development, cultivation, and management of our workforce. We aim to help each employee understand the strategic direction of the organization, the purpose and content of short-, mid-, and long-term goals, and the connection between their departmental and personal goals with organizational goals. This approach ensures that our employees reach their full potential and add value to the organization. Working and growing with TTY provides our employees with numerous opportunities to explore their professional interests and enrich their lives.

Workplace Happiness

Goals and Targets	● All sorts of business management classes, online courses, internal and external education trainings, and discussions on scenarios of management topics are in place to provide continuous learning and growth. ● To help employees achieve their short-, mid-, and long-term development goals, we offer job rotations, ability-based promotions, as well as selection for interdepartmental rotation and promotion. These opportunities are tailored to individual plans for high-potential employees and future leaders of departments. ● Continue to across departments rotation to develop more professional talent, discover potential, and promote key strategies for cross-departmental collaboration, so the employees can develop in different fields and contribute value to the company's future growth.
Responsibilities and Resource	● Internal and external training courses, an online management learning platform, themed role-playing concept learning, and group discussions are available to improve the management team and future successors' leadership awareness and effectiveness.
Annual Action Results	● We value candidates' impressions of TTY and were given a rating of 4.92/5 by job applicants in 2025. ● Orientation plan: to assist the new recruits settle in, the Company re-planning the on-board training courses. We scored 90/100 in 2025 among new employees, of which 96.59% continued to collaborate with us. ● Overall in the whole year, 86 colleagues were promoted and job rotations, included 16 were promoted to supervisory positions.

Workplace Happiness

Diversity in the Workplace

Diversity and inclusivity are at the core of TTY's continuous innovation. TTY is proud to have a team of employees that represents a wide range of backgrounds, beliefs, values, races, ages, genders, and experiences. Everyone is encouraged to express their talents and contribute to the company's growth. At TTY, we strive to create an inclusive and non-discriminatory workplace that accommodates all employees, regardless of their gender, and the atmosphere enables employees to perform their duties and share their experiences and perspectives. As we operate in the high-tech industry, expertise, and specific knowledge are essential to our work in the pharmaceutical sector.

By the end of 2025, TTY will have 517 permanent employees, 14 fixed-term employees (such as consultants, assistants and research nurses), and 38 dispatched workers to adjust staffing needs. All regular employees are of local nationality, and the proportion of female employees has remained stable at over 50% for the past 5 years. Additionally, to promote equality in the workplace, 6 indigenous people and 4 people with disabilities (including 2 with severe physical and mental disabilities) were employed in 2025. The proportion of vulnerable groups among all employees is 1.93%.

▼ TTY 2025 Employee Structure

		Male		Felame		Total	
		Number	%	Number	%	Number	%
Age	≤The 30s	24	4.64%	30	5.80%	54	10.44%
	31s-50s	165	31.91%	195	37.72%	360	69.63%
	≥51s	40	7.74%	63	12.19%	103	19.93%
	Subtotal	229	44.29%	288	55.71%	517	100.00%
Job Category	Management and Administration	28	31.11%	62	68.89%	90	17.41%
	Sales and Marketing	48	37.50%	80	62.50%	128	24.76%
	R&D	25	53.19%	22	46.81%	47	9.09%
	Factory	128	50.79%	124	49.21%	252	48.74%
	Subtotal	229	44.29%	288	55.71%	517	100.00%
Employment Type	Permanent Employees	229	43.13%	288	54.24%	517	97.36%
	Contract Employees (Full-time)	3	0.56%	9	1.69%	12	2.26%
	Contract Employees (Part-time)	1	0.19%	1	0.19%	2	0.38%
	Subtotal	233	43.88%	298	56.12%	531	100.00%

Note:
1.Temporary workers, whose salaries, labor insurances and health insurances are paid by a work dispatch agency, are categorized as non-employee workers. 38 dispatched workers in 2023, and 36 in 2024, there are no significant changes.
2.The statistics of age and job category doesn’t consist of such as consultants, assistants and research nurses who were part-time and full-time with fixed-term contracts, and those were 18 contract employees.
3.The types of labor and employee, permanent employees are defined as with irregular contracts, and contract employees are defined as full-time and part-time employees with fixed-term contracts.
4.Statistics as of 31/12/2025.

Workplace Happiness

Employee recruitment rate for the whole year was 16.83%, and employee turnover rate was 17.99%. An employee satisfaction survey was conducted for new employees who had reached 3 months of tenure. The survey used a scoring method that included five major items: environmental adaptation, interaction, work adaptation, life adjustment, and counselor care (20 points per item). The system sent the questionnaire with a notice to fill it within 6 months. By the end of 2025, 65 recruits had been surveyed with a satisfaction rate of 90%.

▼ TTY 2025 Number and Percentage of New and Departed Employee

		Male		Felame		Total	
		Number	%	Number	%	Number	%
New Employees	≤The 30s	11	12.64%	15	17.24%	26	29.89%
	31s-50s	25	28.74%	31	35.63%	56	64.37%
	≥51s	5	5.75%	0	0.00%	5	5.75%
	Subtotal	41	47.13%	46	52.87%	87	100.00%
Departed Employees	≤The 30s	6	6.45%	7	7.53%	13	13.98%
	31s-50s	20	21.51%	46	49.46%	66	70.97%
	≥51s	8	8.60%	6	6.45%	14	15.05%
	Subtotal	34	36.56%	59	63.44%	93	100.00%

Note:
1. New employee percentage = no. of the same gender in each age category/no. of employees (87) in the category by the end of 2025.
2. Departed employee percentage = no. of the same gender in each age category/no. of employees (93) in the category by the end of 2025.
3. Statistics of new employee and departed employee were without contract employees.

▼ TTY 2025 Number and Percentage of New and Departed Employee by Location

		Male		Felame		Total	
		Number	%	Number	%	Number	%
New Employees	Headquarters	20	22.99%	29	33.33%	49	56.32%
	Chungli Factory	8	9.20%	10	11.49%	18	20.69%
	Lioudu Factory	10	11.49%	4	4.60%	14	16.09%
	Neihu PDC	3	3.45%	3	3.45%	6	6.90%
	Subtotal	41	47.13%	46	52.87%	87	100.00%
Departed Employees	Headquarters	18	19.35%	44	47.31%	62	66.67%
	Chungli Factory	7	7.53%	7	7.53%	14	15.05%
	Lioudu Factory	7	7.53%	7	7.53%	14	15.05%
	Neihu PDC	2	2.15%	1	1.08%	3	3.23%
	Subtotal	34	36.56%	59	63.44%	93	100.00%

Employment Protection Rights

Protecting Employee Rights

To ensure a just and secure workplace, our company refers to globally recognized human rights standards, such as the “Universal Declaration of Human Rights,” and "United Nations Guiding Principles on Business and Human Rights, UNGPs." Our human rights policy can be found on our website, and we follow all local labor regulations to treat every stakeholder with equal respect. The company received no employee complaints in 2025. To prevent similar incidents in the future, we will provide training that emphasizes communication and management skills for our management team.

Human Rights Maintenance Commitments

- In compliance with the local laws and regulations
- We ensure equal job opportunities by eliminating discrimination
- We ensure a safe and healthy working environment
- Forced labor or child labor is prohibited
- Implemented supplier sustainability management mechanism to evaluate capability
- Assist colleagues with their physical and mental health and work-life balance
- Implement privacy protection and Information safety

Human Rights Management Plans

- Assist colleagues with their physical and mental health and work-life balance
- Education training and promotion
- Gender equality
- Occupational health and safety
- Child labor prohibited
- Various activities
- Effective and multi-directional communication channels

Harmonizing Labor-employer Relations

TTY labor meetings are attended by senior executives and colleagues from various departments. These meetings are held every 3 months to discuss topics such as the revision of labor conditions. TTY strictly adheres to the labor laws and regulations set by the Taiwan government. During the reporting period, no significant operational changes that adversely affected employee rights or led to a large number of contract terminations occurred.

In compliance with Article 16 of the Labor Standards Act and the Act for Worker Protection in Mass Redundancies, notice is required before redundancies when upcoming major operational alterations or changes in labor conditions may cause damage to the rights and interests of workers. For each terminated employee, TTY shall submit a report with arrangements for career guidance or vocational training needs. Severance pays will be issued in compliance with Article 11 of the Labor Standards Act.

Employment Protection Rights

Unpaid Parental Leave

The Gender Equality in Employment Act specifies that employees have the right to apply for unpaid parental leave (UPL). This leave can be requested before any of their children reach the age of 3, but the maximum period of leave allowed is 2 years. While on UPL, employees are entitled to continue participating in their original social insurance program.

▼ PTTY 2025 Parental Leave Statistics

	Male	Felame	Total
(a) Number of employees qualified for parental leave applications in 2025[1]	22	26	48
(b) Number of parental leave applications in 2025	0	2	2
(b/a) UPL application rate	0.00%	7.69%	4.17%
(c) Expected number of employees reinstated in 2025	0	4	4
(d) Actual number of employees reinstated from parental leave in 2025[2]	0	3	3
(d/c) UPL reinstatement rate	0.00%	75.00%	75.00
(e) Actual number of employees reinstated in 2024	3	1	4
(f) Actual number of employees reinstated from parental leave in 2024 and have worked continuously for at least 1 year	2	1	3
(f/e) UPL retention rate	66.67%	100.00%	75.00%

Note:
1. Based on employees who applied for maternity or paternity leave in the past 3 years (2023-2025).
2. Expected and actual reinstatement date in 2025.

Employee Benefits

Apart from labor insurance, health insurance, special leave, maternity leave, and parental leave as prescribed in the Labor Act, we also offer group accident insurance, travel leave, paid sick leave, a year-end bonus, and regular health examinations. The Welfare Committee also organizes cash gifts for employees' birthdays, weddings, maternity, festivals (Dragon Boat Festival/ Mid-autumn Festival), condolences, bereavement, disaster aid, education subsidies (learning aids and scholarships for employees' children), and travel subsidies. The TTY Retirement Management Guidelines and Regulations specify retirement eligibility and pension for full-time employees, fully in compliance with local labor regulations. More details regarding pension and retirement eligibility are described on the Company Annual Report.

The Welfare Committee adopted the TTY Welfare Subsidy Guidelines and allocated NT$20,000 to each full-time employee in 2025. A total of 463 employees received the full subsidy, while 59 others who have either worked at TTY for less than 12 months or left TTY after receiving a subsidy, received a pro-rated subsidy based on their tenure.

To improve internal welfare, reward employees for financial planning and participation in the company to achieve a win-win situation for both labor and management. Therefore, the Employee Stock Ownership Association was established in 2023 to launch an employee stock ownership trust business. Employees can contribute a fixed amount from their salary and holiday bonuses according to their job level, and the company will contribute 100% of the amount contributed by the employees as a reward.

As winter approaches, flu viruses thrive alongside COVID-19. In 2020, we cooperated with the national epidemic prevention mechanism and again arranged vaccinations for all employees and up to 3 of their immediate family members. Therefore, a total of 1,111 vaccines were given to employees, their families, and directors in 2025. As a corporation that takes its corporate social responsibility seriously, TTY does not waiver in its efforts to maintain public health and prevent epidemics, helping to build a safe and secure social protection network for employees and their families and create a prosperous society.

Employment Protection Rights

Remuneration Structure

Employees' contributions are closely related to company growth. Therefore, TTY strives to create a competitive salary based on the local basic wage and sets a minimum internal monthly approved salary to meet current basic wage requirements. After taking into account various factors such as job category, education, and experience, the average salary of entry-level personnel at TTY is 1.40 times for female and 1.38 for male higher than the local basic wage.

▼ The Ratio of the Average Salary of Entry-level Employees to the Local Minimum Wage of TTY for the Recent 5 Years (unit: NTD)

Year	Minimum Wage in Taiwan/ Month	Average Standard Salary of Entry-level Personnel/ Month		Average Standard Salary of Entry-level Personnel/ Minimum Local Salary	
		Male	Female	Male	Female
2021	24,000	37,807	36,262	1.58	1.51
2022	25,250	38,018	37,284	1.51	1.48
2023	26,400	37,658	37,771	1.43	1.43
2024	27,470	37,867	38,354	1.38	1.40
2025	28,590	39,533	39,346	1.38	1.38

Note:
1. Entry-level" refers to personnel with Grade 3.
2. The difference in the average salary between entry-level male and female personnel is mainly due to the difference in work content and work attributes.

▼ Salary and Compensation Ratios Across Employee Categories

Employee Categories/Year	2023	2024	2025
Management and Administration (Male:Female)	1.24 : 1	1.36 : 1	1.50 : 1
Sales and Marketing (Male:Female)	1.26 : 1	1.02 : 1	1.01 : 1
R&D (Male:Female)	1.26 : 1	1.18 : 1	1.17 : 1
Factory (Male:Female)	1.02 : 1	1.04 : 1	1.04 : 1
Annual Total Compensation (highest individual: median of other employees)	12.1 : 1	12.83 : 1	15.08
Annual Total Compensation Increase Percentage (highest individual: median of other employees)	4.94 : 1	4.54 : 1	15.94 : 1

Note: Statistics were without contract employees.

▼ Average and Median Annual Salaries of Full-time Employees not Holding Supervisory Positions in TTY for the Recent 5 Years

Full-time Employees not Holding Supervisory Positions		
Year	Average Annual Salary	Median Annual Salary
2021	1,169	992
2022	1,206	1,021
2023	1,244	1,051
2024	1,273	1,072
2025	1,346	1,102

Note: Supervisory positions include directors, employees in managerial positions, consultants, and some other roles.

Talent Career Development

In TTY we promote an environment of continuous learning, and this is what motivates our workforce. In real terms, employees seek to advance their careers through management programs, and internal and cross-subsidiary/affiliate job rotations.

Talent Cultivation

New Employee Training

The Company conducts orientation for new employees over several days, both in-person and online, to familiarize them with its regulations quickly and effectively. This helps to mitigate business risk. The new employee training was revised this year. This includes the following training sessions: Healthy Workplace - Information courses, Healthy Workplace - Accounting Expense Reporting Courses, Environmental Safety and Health, Drug Advertising, Legal Compliance related courses, etc. 87 attendees participated in orientation training sessions in 2025.

Employee Training

To raise awareness of business risks and Ethical management, we present various online and in-person courses. The former focuses on Drug Safety Supervision, SDGs Good Life Goals, Information Security, promotion of Corporate Ethical Management, Introduction to GDP Management, Intellectual Property Concept and Protection, and Drug Advertising etc. All employees have attended and completed online training. Internal physical course and offsite training for 2025 calculated an average of 9.68 hours of classes per employee, of which female sales and marketing representatives received the most training, topped by 19.22 hours per person; followed by 15.08 hours of male sales and marketing attended.

▼ Average Training Hours of Each Employee Based on Gender and Job Category in 2025

Job Category		Male	Female	Subtotal
Management and Administration	(a1) The actual number of people during the reporting period	27	70	97
	(b1) Training hours during the reporting period	165.23	284.05	449.28
	(b1/a1) The average number of training hours during the reporting period	6.12	4.06	4.63
Sales and Marketing	(a2) The actual number of people during the reporting period	54	91	145
	(b2) Training hours during the reporting period	814.33	1,748.64	2,562.97
	(b2/a2) The average number of training hours during the reporting period	15.08	19.22	17.68
R&D	(a3) The actual number of people during the reporting period	29	20	49
	(b3) Training hours during the reporting period	201.88	151.18	353.06
	(b3/a3) The average number of training hours during the reporting period	6.96	7.56	7.21
Factory	(a4) The actual number of people during the reporting period	137	132	269
	b4) Training hours during the reporting period reporting	1,027.24	1,030.18	2,057.42
	(b4/a4) The average number of training hours during the reporting period	7.50	7.80	7.65
Total	(Q) Hours	2,208.68	3,214.05	5,422.73
Total number of employees at the end of the reporting perio	(R) Number	247	313	560
The average number of training hours per employee	(Q/R) Hours	8.94	10.27	9.68

Note: Statistics of training hours were without contract employees.

Talent Career Development

Performance Evaluations

In 2025, 94.80% of our employees underwent regular performance reviews, and the remaining 5.20% were new employees in their probation period. Before the end of the new hiring period, supervisors provide performance evaluations by filling in the "New Employee Probation Performance form."

▼ TTY 2025 Regular Performance Review Rates

Job Category		Male	Female	Subtotal
Management and Administration	(a1) Total number of employees at the end of the reporting period	27	63	90
	(b1) Number of employees undertaking regular performance and career development reviews	27	57	84
	(b1/a1) Percentage	100.00%	90.48%	93.33%
Sales and Marketing	(a2) Total number of employees at the end of the reporting period	48	81	129
	(b2) Number of employees undertaking regular performance and career development reviews	44	76	120
	(b2/a2) Percentage	91.67%	93.83%	93.02%
R&D	(a3) Total number of employees at the end of the reporting period	26	22	48
	(b3) Number of employees undertaking regular performance and career development reviews	23	18	41
	(b3/a3) Percentage	88.46%	81.82%	85.42%
Factory	(a4) Total number of employees at the end of the reporting period	126	126	252
	(b4) Number of employees undertaking regular performance and career development reviews	126	121	247
	(b4/a4) Percentage	100.00%	96.03%	98.02%
Total	(R) Total number of employees at the end of the reporting period	227	292	519
	(Q) Number of employees undertaking regular performance and career development reviews	220	272	492
	(Q/R) Percentage	96.92%	93.15%	94.80%

Note: Statistics of performance review were without contract employees.

Talent Career Development

Job Rotation and Promotion

Apart from various software and hardware training programs and other such resources, further job rotations across departments are the strategies to cultivate more professional talents and develop potential, and to promote cross-departmental collaboration, which allow each colleague to develop in different fields and contribute value to the Company's future growth.

▼ Promotion and Rotation Numbers of Each Employee Based on Job Category in 2025

Job Category		Promotion	Rotation	Subtotal
Management and Administration	Management position	4	0	4
	Non-managerial position	8	4	12
	Total	12	4	16
Sales and Marketing	Management position	7	4	11
	Non-managerial position	15	5	20
	Total	22	9	31
R&D	Management position	5	0	5
	Non-managerial position	1	3	4
	Total	6	3	9
Factory	Management position	12	2	14
	Non-managerial position	12	4	16
	Total	24	6	30
Total	Management position	28	6	34
	Non-managerial position	36	16	52
	Total	64	22	86

Note: Statistics of promotion and rotation were without contract employees.

Occupational Safety and Health

Occupational Safety and Health Management

An "Occupational Safety and Health Work Code" and "Occupational Safety and Health Management Plan" have been drafted under the "Occupational Safety and Health Act" and relevant laws. TTY then referred to the ISO 45001: 2018 Occupational Safety and Health Management System to establish the management SOP and conducted the relevant policies and management procedures in all sites. This covered a total of 531 employees, representing 100% of the total workforce.

Additionally, each factory shall establish an occupational safety and health unit comprising management staff and first-aid personnel.

▼ Workers Covered by TTY Occupational Safety and Health Management System

	Numbers of Employee	Number of Non-employees
Headquarters	240	3
Chungli Factory	124	20
Lioudu Factory	143	19
Neihu Pharmaceutical Development Center	24	0
Total	531	42
Percentage	92.67%	7.33%

Note: The number of non-employees includes contractors and dispatched workers who work in the factory for a long time.

To ensure the safety of our employees, we provide a range of insurances including labor and health insurance, group insurance, accident insurance, occupational injury insurance, cancer insurance, and travel insurance for business trips. Additionally, we also have public accident liability insurance for each operation site. We have qualified and certified fire protection management personnel stationed in each factory, and a fire protection plan is formulated according to local laws and regulations. Regular public safety equipment inspections of buildings and fire protection facilities are conducted and reported to the competent authority to ensure the safety of all employees.

The Chungli, Lioudu factories and Neihu PDC is excluded from the regulatory standards but formed a Safety and Health Management Promotion Team to take charge of relevant affairs. Members call regular meetings and review occupational safety issues, ensuring occupational health and safety supervision, as well as planning suggestions accordingly. At least a third of members are accounted for by labor representatives.

▼ 2025 The Composition of the Occupational Safety and Health Committee

Members of the OSH Committee	Number
OSH specialists	1
Managers, supervisors, and instructors of each unit	3
Engineers	1
Medical staffs	1
Labor representatives	3
Total	9

Occupational Safety and Health

Hazard Risk Identification and Incident Investigation

TTY senior supervisors and department heads have conducted hazard identification and risk assessment by the provisions of ISO 45001 Occupational Safety and Health Management System to identify hazards and risks caused by changes in the organization, Occupational Safety and Health Management System or its activities, and proposed management plans or tracked risk opportunities and control measures. When an accident occurs, TTY has standardized the accident notification and accident investigation process by the relevant provisions of the Occupational Safety and Health Act. By investigating accidents, the causes and potential consequences of accidents can be understood, and preventive and improvement measures can be taken in the future. In addition, to effectively manage and track accident investigation reports, the unit in which an accident occurred must provide an accident investigation report and improvement countermeasures. The case will be closed only after approval by the top supervisor of the factory.

Contractor Occupational Safety Management

To ensure the safety and health of employees and contractors, TTY complies with Article 26 of the Occupational Safety and Health Act which states that when all or part of the business is delivered to a contractor, the contractor must be informed in advance about the working environment, and all known hazardous factors. Safety and health regulation measures are to be adhered to per TTY's Contractor Safety, Health, and Environmental Management Standards. Before outsourcing certain work, the two parties must sign a joint contract. During the contract period, in addition to observing the provisions of the contract, both parties should also abide by relevant laws and regulations, such as the government's occupational safety and health regulations, environmental protection, and fire hazard-related regulations. In addition to providing complete occupational safety and health education and training for TTY employees, the Company also conducts occupational safety and health education and training for dispatched employees and contractors. In the year 2025, TTY held 16 training sessions for dispatched personnel, totaling 81 participants, and 21 sessions for contractors, totaling 92 participants. In addition, the Company also provides health consultation services for dispatched personnel. If dispatched or contracted personnel encounter an emergency, the Company will provide basic emergency medical assistance and assist in sending them to the nearest hospital for a consultation.

For major engineering contracts or construction work, TTY also requires contractors to designate a person in-charge of the contracted project during the design stage and before the start of each project phase as the commander, supervisor, and coordinator of large-scale construction. Reports covering hazard identification, risk assessment, and measures to control such risk according to the assessment results should be presented based on the design, construction, and execution methods. The contractor should receive confirmation and approval from TTY before any formal construction work begins. In the year 2025, TTY did not record any occupational hazards with contractors.

Occupational Safety and Health

Personal Protective Equipment

We value and protect the safety of each product we make. Personal protective equipment (PPE) is used to keep our operators safe from certain occupational hazards. By relevant occupational safety and health laws and regulations, TTY conducts environmental harmful component inspections for different processes and production lines to assess the necessity and effectiveness of protective equipment and determine the working environment.

For example, glove boxes effectively allow factory workers to avoid contact with chemicals, and spill kits are provided for an immediate response to chemical spillages or leakages. This ensures that injuries can be contained, and the disaster mitigated.

In addition, PPE is updated depending on the process requirements and use conditions so that production line employees receive maximum protection. For example, masks and protective clothing are all disposable, and respiratory protective equipment is replaced according to the degree of dust adsorption.

▼ Different Occupational Safety and Health Protection Equipment for Different Processes

Unit	Process	Hazard Identification	Corresponding Protective Equipment
Oral Section	Weighing process	Organic solvents and dust	Powered air-purifying respirators (PAPR)
	Crushing process	Noisy workplace	Hearing protection
	Ingot shaping proces	Noisy workplace	Hearing protection
	Coating process	Organic solvent	Respiratory protective equipment
Coating Process	Weighing process	Organic solvent	Glove boxes, chemical-resistant gloves
Physical and Chemical Section	Chemical experiment	Organic solvent	Respiratory protective equipment, chemical-resistant gloves, chemical fume hood
Microbiology Section	Microbiological experiment	Microbial contamination	Biosafety cabinet

Occupational Safety and Health

Occupational Injury Statistics

In year 2025, there were 1 injury incident of inappropriate action type. When an accident occurs, TTY has standardized the accident notification and accident investigation process by the relevant provisions. By investigating accidents, the causes and potential consequences of accidents can be understood, and preventive and improvement measures can be taken in the future.

▼ Occupational Injury Statistics of TTY Employees for the Recent 5 Years

Year	Working Hours	Number of Recordable Occupational Injuries	Frequency Rate of Recordable Occupational Injuries	Number of Severe Occupational Injuries	Frequency Rate of Severe Occupational Injuries
2021	1,147,336	2	1.74	0	0.00
2022	966,168	0	0.00	0	0.00
2023	1,078,336	1	0.92	0	0.00
2024	1,100,008	4	3.63	0	0.00
2025	1,061,512	1	0.94	0	0

Note:
1. The statistical range includes the Chungli Factory, Lioudu Factory, Neihu Factory, and PDC.
2. The statistical standard of occupational injury does not include commuting accidents.
3. Recordable occupational injuries: workers who cannot continue their normal work due to an occupational injury must leave the workplace for more than 1 day, including deaths caused by occupational injury.
4. Total recordable injury frequency rate (TRIFR) = number of recordable occupational injuries × 1,000,000/total working hours (calculated to two decimal places, and not rounded).
5. Severe occupational injury: an occupational injury that results in death or from which the worker is unable to recover within 6 months.
6. Severe occupational injury frequency rate = number of severe occupational injuries × 1,000,000/total working hours (calculated to two decimal places, and not rounded).
7. No occupational disease has occurred to a TTY contractor in the recent 5 years

Occupational Safety and Health

▼ Disability Frequency and Severity Rate Statistics of TTY Employees over the Recent 5 Years

Year	Number of Working Days Lost Due to Disability	Disabling Frequency Rate (FR)	Disabling Severity Rate (SR)	Frequency Severity Indicator (FSI)	Injury Type
2021	6	1.74	5.23	0.09	Cut, slash, and abrasion
2022	0	0.00	0.00	0.00	-
2023	2	0.92	1.85	0.04	Collide
2024	10	3.63	9.09	0.18	Pinch, roll, fall, fall down, roll down
2025	28	0.94	26.38	0.15	inappropriate action

Note:
1. Number of lost working days: number of days unable to work (rest days). The calculation basis includes occupational accident injury leave, excluding sick leave and menstrual leave.
2. Disabling frequency rate (FR) = times of disabling injury × 1,000,000/total working hours (calculated to two decimal places, and not rounded).
3. Disabling severity rate (SR) = (days of disability damage loss × 1,000,000)/total experienced working hours (calculated to two decimal places, and not rounded).
4. Frequency-Severity Indicator (FSI) = √【(FR×SR)÷1,000】(calculated to two decimal places, and not rounded).

Health Promotion

Health Services

Our employees receive orientation training, health services, medical assistance, and occupational illness prevention talks. We have arranged for onsite nurses to be available 3 times a month and professional doctors to provide consultations 3 times a year. This ensures easy access to professional medical help. The consultations cover a range of topics such as workload assessment and management, prevention of human-factored hazards, maternal health, and workplace violence prevention. TTY applied for the "Workplace Health Promotion Self-Assessment" conducted by the Health Promotion Administration, Ministry of Health and Welfare. Through self-assessment, TTY will regularly review and continuously improve the methods of promoting health, thereby building a healthy workforce.

Health Promotion

Health Examinations

TTY conducts regular health examinations for all employees every year, including general health examinations and special examinations for colleagues with a higher risk of occupational health problems. In the year 2025, a total of 130 employees underwent special physical examinations, some of them took more than 2 items, and their health management classification was implemented according to the regulations. If the health examination results are about personnel above level 2 management, nurses and professional medical specialists will perform health education and health follow-up examinations, and, if necessary, on-site assessments of suspected work-related injuries may be conducted.

There're 3 employees at the Lioudu factory examined with result of Level 4 health management issues related to "noise work." In accordance with Article 21 of the Occupational Health Protection Regulations, the abnormality was assessed by a physician as work-related, and there was still hazard exposure at the working environment; therefore, hazard control and related management measures have been implemented. Furthermore, in accordance with Article 23, work arrangements were appropriately adjusted based on physician recommendations. In addition, as required, the follow-up inspection results and implemented measures for Level 3 or higher health management were reported to the competent authority and approved. The company cares about the health of all employees by continue to follow up, and actively prevent the occurrence of occupational diseases.

▼ Classification Results of Special Health Examinations for Each Factory in TTY in the Recent 3 Years

Year	1st Level			2nd Level		
	Specific chemical substance	Dust	Physical	Specific chemical substance	Dust	Physical
2023	33	36	28	19	8	8
2024	37	30	25	28	4	16
2025	47	24	12	20	1	23

Year	3rd Level			4th Level		
	Specific chemical substance	Dust	Physical	Specific chemical substance	Dust	Physical
2023	0	0	0	0	0	0
2024	0	0	0	0	0	0
2025	0	0	0	0	0	3

Note:
1. 1st Level Management: the results are deemed as normal.
2. 2nd Level Management: the results are deemed as abnormal but not work related.
3. 3rd Level Management: the results are deemed as abnormal but cannot determined to be work-related. An occupational medicine specialist needs to assess the patient.
4. 4th Level Management: the results are deemed as abnormal and work related.
5. Statistics as of 31/12/2025, there're 3 employees defined as occupational illness in 2023-2025.

Promoting Health Information

In 2025, TTY promoted various health topics through "Health News" and "Health Weekly Report" emails regularly to maintain the physical and mental health of our colleagues.

▼ TTY Health Information Promotion in the year 2025

Social Participation

In the year 2025, these actions centered on the SDG themes of good health and well-being, quality education, reduced inequalities and partnerships for the goals. TTY initiated a comprehensive health and inclusion action, hospice care, provided adjuvanted flu vaccines and advocated to increase the vaccination rate for elderly and also provided 2 volunteering days annually for each colleagues, and many more actions with welfare organizations to seek more inclusive ways of taking care of our communities.

Promote the Access of Medicine for the Unmet needs of Community

▼ Material Topic “Access to Medicine” Management Status of TTY in 2025

Material Topic	Access to Medicine
Corresponding GRI Index	Self-established Topic
SDGs Principle	3 GOOD HEALTH AND WELL-BEING
Impact Assessment	● Related Stakeholder Engagement: Government, Local Communities, NPOs/NGOs, and Media ● Positive impact: Understand stakeholder relations' expectations for pharmaceutical policy, industry, community medical care, and product demand, thereby improving the quality of interaction between stakeholders and TTY and the overall sustainable image. ● Negative impact: Reducing the channels for interaction and understanding with stakeholders not only affects the accumulation of positive and sustainable images but also fails to provide corresponding public health services such as pharmaceuticals to stakeholders.
Policies and Commitments	We are dedicated to unmet medical needs, and our solutions target patients and doctors around the world. The pricing method for medication adheres to regulations; and our products, licensed-in or self-developed, best meet local needs. Extensive collaboration with NPOs and social groups facilitates public benefit and awareness of human being's health.

Social Participation

Goals and Targets	**Short-term Goals** ● Introducing medication with active ingredients with a shorter authorization process to benefit more people sooner. ● Improve knowledge of illnesses through health education. ● Introduce vaccines for greater protection against infectious diseases. ● Reduce the number of deaths from non-infectious illnesses. **Mid- to Long-term Goals** ● Collaborate with supply chain partners to provide safer, more effective, and reasonable products. ● Promoting access to medicine. ● All-encompassing product combination for access to treatment options.
Responsibilities and Resources	● Our experts assist as a team with license applications and follow up on each step of the process to ensure all is ready before a new drug and its authorization are introduced to the market. ● Before licensed-in or authorized drugs, we review the top 10 advanced countries' prices and medical technology reports to simulate the financial impact when bringing the new drug under NHI coverage, locating a reasonable and affordable NHI price. ● Continuously on brand activities and management optimal localization throughout each of the targeted market.
Annual Action Results	● Currently has 138 valid drug licenses. ● More than 34 drugs are included in Taiwan's National Health Insurance drug coverage program. ● The self-produced generic drugs Pexeda® and Leavdo® are aligned with international treatment guidelines. ● Cooperate with The Infectious Diseases Society of Taiwan on the "375 Health Education Project" and jointly advocate to increase the influenza vaccination rate of the elderly population to reach 75% of the WHO target. ● Cooperated with the Department of Public Health, Taipei City Government, Public Health Bureau, Tainan City Government, Department of Public Health, Taoyuan, TTY delivered 1,500 adjuvant flu shots to protect long-term care and medical institutions in epidemic prevention.

Social Participation

2025 TTY Comprehensive Health & Inclusion Initiative

In 2025, TTY leveraged its core pharmaceutical expertise to promote comprehensive health resilience. In terms of preventive medicine, the company engaged with the Tainan community through the "375 Influenza Health Education Program" by hosting 4 seminars, and collaborating with an association for young patients to promote workplace inclusivity and health education initiatives. Regarding holistic care, TTY maintained long-term support for the Formosa Cancer Foundation (including the "Top 10 Cancer Fighters selection and charity concerts) and the Taiwan Cancer Total-care Information Society (TCI); through platform maintenance, the Eastern Taiwan Cancer Forum and 11 campus health education sessions, to build patient support networks and bridge the gap in equitable access to health information. Furthermore, TTY leveraged the impact of social inclusion by elevate disease-prevention confidence among the elderly through intergenerational co-creation activities at the Gulf Picture Book House, and safeguard the vulnerable groups through the Happy Mount care project, thereby fulfill its corporate citizenship commitment to promote sustainable health.

[Introductory Events for the Elderly- Picture Book Co-creation Project]

Through an in-depth partnership with the "Gulf Picture Book House," TTY conducted 5 sessions of a picture book co-creation project for elderly at long-term care facilities in 2025, reaching a total of 95 seniors and participants.

[375 Influenza Health Education Program and Vaccine Donation]

TTY supported by the influenza vaccine factory, CSL Seqirus, providing 1,500 adjuvant flu shots to the Department of Public Health, Taipei City Government, Public Health Bureau, Tainan City Government, and Department of Public Health, Taoyuan for charity purpose, to enhance vaccine accessibility through public-private partnerships. 4 community health education events were held in collaboration with mobile clinics; each event came approximately 200 participants, reaching a total of around 800 people.

Social Participation

[Health Education Seminar on Osteoporosis and Bone Health]

TTY held health education lectures on osteoporosis and bone health. These lectures provided public testing to prevent the causes of calcium and vitamin D deficiency. In 2025, 18 sessions were held, with 17 physicians serving as the main speakers of health education activities (including those from hospital and community health education, patient associations, etc.). These physicians guided and advised attendees on how to achieve sufficient calcium intake from diet and daily life, with a total of 696 participants.

[Donations to the Formosa Cancer Foundation]

The foundation held the 19th "Top 10 Cancer Fighters" selection and awards ceremony, sharing the life stories of individuals battling cancer, to inspire cancer patients' families and enhance positive social impact.
To support the Formosa Cancer Foundation of the Aibo Project - Breast Cancer Patient Care, and provide support for breast cancer patients, helping them regain self-confidence. We also offer emotional support to both patients and their families.

[Taiwan Cancer Total-care Information Society (TCI)]

Providing a Mandarin-language cancer medical information platform, and disseminating the cancer-related medical information, and hosting professional forums. The "Eastern Taiwan Cancer Forum" held at Taitung MacKay Memorial Hospital to help enhance the professional knowledge of healthcare personnel in remote areas and narrow the gap in access to medical information. Additionally, a total of 11 health education seminars were conducted at schools across various levels to promote tobacco harm prevention and accurate cancer prevention concepts.

Social Participation

With You Until the End: TTY and Hospice Care

The spiritual support of patients and their caregivers plays a key role in health care. Although Taiwan has been promoting hospice care for many years, there are still many misunderstandings among the public about it. To help promote hospice care in Taiwan and give full play to its advantages, TTY has taken the initiative to launch hospice care services and has cooperated with the China Medical University Hospital to plan the daytime hospice care program, to provide hospice care and palliative medical services for the patients after returning home, and the hospice specialist and nurse will visit the patients at home and implement the palliative care, helping solve the problems related to family care and reduce the caregiver's stress.

Over the past 5 years since 2021-2025, we have served a total of 1,115 patients and covered the costs that would normally be the responsibility of the families receiving hospice services. Our goal is to provide comprehensive services to patients and their families, including symptom relief, emotional support, and financial assistance. We aim to ensure that patients and their families can approach the end of life with peace of mind and a sense of calm, allowing us to further demonstrate the positive impact that our organization can have on the world.

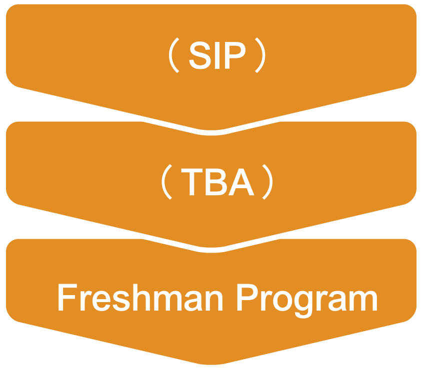
Social Participation

Promoting Medical Education

Industry-university Cooperation: Committed to Training Domestic Medical Talents

In response to industrial development and the transformation of human resource structure, TTY has long-term committed to cultivate the biotechnology and pharmaceutical professionals and has established a complete internship and employment system. Since 2023, TTY has officially introduced a systematic "Strength Program", discovering and nurturing young talents with high potential and ambition in the biotechnology industry will further shape the cornerstone of the company's sustainable talent development. The talent cultivation structure starts with the Summer Internship (SIP) program as the core starting point, which aims to identify students with professional foundation and learning potential as the starting point for the company's future talent reserve. The TTY Campus Brand Ambassador (TBA) program connecting to the SIP program is the second stage of the cultivation mechanism, both programs demonstrate a high degree of continuity and strategic integration in talent selection, skills development, and the promotion of corporate culture and brand identity, thereby continuously deepening the foundation for sustainable talent development within the company.

▼ The Talent Cultivation Structure "Strength Program"



Summer Internship Program (SIP)

Since its inception in 2006, SIP has been held for 19 consecutive years, providing a learning environment that combines theory and practice for students in the fields of pharmacy, life sciences, and biotechnology in Taiwan. Through systematic training and inter-departmental collaboration, it aims to bridge the gap between academia and industry and promote industry-academia ties. To date, the program has trained more than 500 students, injecting new professional talent with practical experience into the biotechnology and pharmaceutical industry.

TTY Campus Ambassador

With the increase in online communities and digital media, TTY responses the communication and learning patterns with new generation actively. The TTY Brand Ambassador, TBA program has been initiative since year 2021, and TTY held the 5th Campus Ambassador program in the year 2025.

TBA program is the 2nd stage of "strength program", which aims to select the potential interns as corporate brand promoter and future workplace practitioners. Through campus project program, digital content production and social marketing practices, TBA can further deepen the recognition of corporate culture and values, and transform the initial career experience into influence power, becoming a bridge for communication between the Company and the younger generation.

"Strength Program" Outlook

The "Strength Program" aims to cultivate high-potential biotechnology professionals, echoing UN Sustainable Development Goals “SDG 4: Quality Education” and “SDG 8: Decent Work and Economic Growth”. In the future, TTY will continue to refine the following areas:

- Strengthen the integration of SIP and TBA processes and conversion rate tracking and conduct post-internship effectiveness evaluation.
- Expand international academic exchanges and overseas internship opportunities to promote cross-cultural career experiences.
- Establish the SIP alumni community to create a platform for alumni and companies to grow together.
- Continuously optimize digital content marketing strategies to deepen youth engagement through short videos, career documentaries, and interactive platforms.

Through the design of continuous and systematical training pathways, TTY will continue to play a leading role in promoting the sustainable development of talent in the domestic pharmaceutical industry.

Social Participation

Cancer Prevention Network Action

In the face of the long-term health challenges posed by cancer, in addition to continuously improving medical care capabilities, establishing a comprehensive health information and prevention education system is equally important. TTY is promoting its Cancer Prevention Network Action through 3 main aspects: professionalism, information, and education. These included: promoting clinical knowledge exchange through professional medical forums to enhance regional medical care capacity; providing accurate and reliable cancer medical information through professional platforms to support informed decision-making for patients and their families during treatment; and introducing health concepts through diverse cancer prevention education and public welfare activities, raising public awareness of cancer prevention and healthy living. Through this multi-layered approach of professional medical care, reliable information, and public education, a comprehensive cancer prevention system has been gradually built to safeguard the overall health of society.

East Taiwan Cancer Forum

To practice SDG 3 “Health and Wellbeing”, TTY cooperated with the Taiwan Cancer Total-care Information Society (TCI) to host the "Eastern Taiwan Cancer Forum" at Taitung MacKay Memorial Hospital on August 16, 2025. The forum will bring together medical professionals to conduct medical advancements such as cancer vulnerability assessment for the elderly, immunotherapy, and local cell therapy. This initiative not only enhances the professional knowledge and skills of primary medical personnels but also ensures that patients in eastern Taiwan can simultaneously access international-level treatment assessments, allowing the latest medical technologies to transcend geographical boundaries.

This initiative echoes with SDG 10 “Reduced Inequalities”. We believe that true healthcare equality can only be achieved by bridging regional resource disparities. The forum attracted 124 healthcare professionals, strengthening the resilience of local care systems through cross-team knowledge exchange. We are taking precision medicine to rural areas, alleviating the burden on cancer patients in eastern Taiwan who have to travel long distances for treatment. In the future, we will continue to shorten the "last mile" of healthcare access through professional health education and regional forums, ensure the right of every patient to equal living standards and demonstrating our firm commitment to sustainable health.

Chinese Cancer Information Network

Throughout the long journey of cancer treatment, accurate and timely medical information are the psychological support for patients and their families. However, the fragmented and unreliable online information frequently leaves patients feeling helpless at critical moments. To advance SDG 3 “Good Health and Well-being” and SDG 4 “Quality Education”, TTY has entered into a deep partnership with the Taiwan Cancer Total-care Information Society (TCI) to provide long-term support for the operation and maintenance of the "Chinese Cancer Information Network."

Cancer Prevention Education

TTY, a major cancer pharmaceuticals manufacturer in Taiwan, has been actively involved in cancer prevention education for several years. Their objective is to help people in Taiwan gain better knowledge about cancer and related illnesses. TTY conducts cancer education programs in 2 key areas, namely "Regional care for the cancer-affected" and "Love and care painting competition". These sessions benefit people across Taiwan, including the public, cancer patients, and their families. By attending these sessions, they can learn more about cancer, overcome their fear, and demonstrate more empathy and understanding towards cancer patients.

Social Participation

Regional Care for the Cancer-affected

In 2025, TTY continued to implement the "Regional Care for the Cancer-affected" campaign in rural schools. We conducted free lectures on tobacco control and cancer prevention in 11 schools across Taiwan, including Yunlin, Chiayi, Tainan, Miaoli, Hualien, Taitung, and outlying islands. The lectures focused on tobacco control education and provided disease prevention testing and consultation, such as bone health care. In addition to provide the latest cancer knowledge, we shared the real-life case and interactive exercises, so that teenagers can promoting healthy living in their families.

Every face-to-face health conversations with the public thereby plants a seed of health in society. TTY will continue to work with NPOs to build a cross-regional health education network to protect the people from the threat of cancer and realize the long-term social value of corporate citizenship.

Love and Care Painting Competition

TTY has long-term collaboration with the Taiwan Cancer Total-care Information Association (TCI) on the "Love and Care Painting Competition", aiming to guide the nation's future leaders to correctly understand cancer prevention through artistic creation. The competition's theme is "Cancer is preventable, I protect your health," encouraging children to unleash their creativity and incorporate healthy eating habits, regular exercise, and cancer prevention concepts into their artwork.

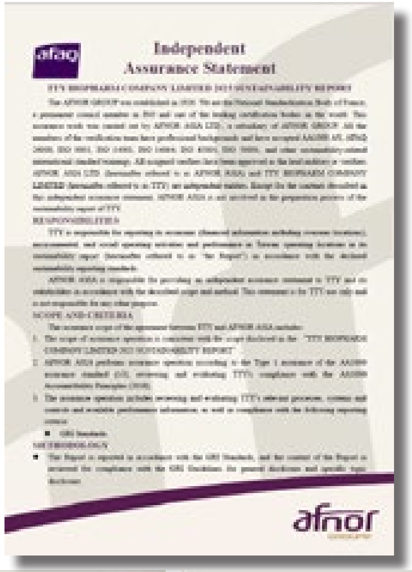
In the future, we will continue to safeguard the health of the people through diverse activities that combine medical expertise with humanistic care.

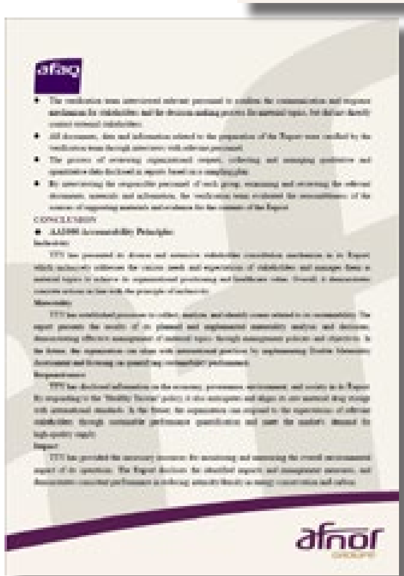
Appendix

- Statement of Independent Assurance Opinion
- Index Table of GRI Sustainability Report Standards
- SASB Chart
- Climate-related Information of TWSE/TPEx Listed Company

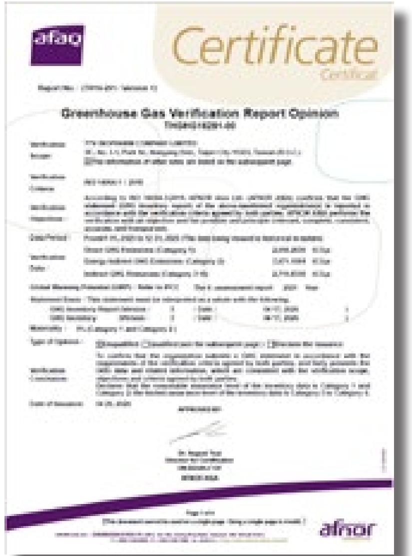
Statement of Independent Assurance Opinion

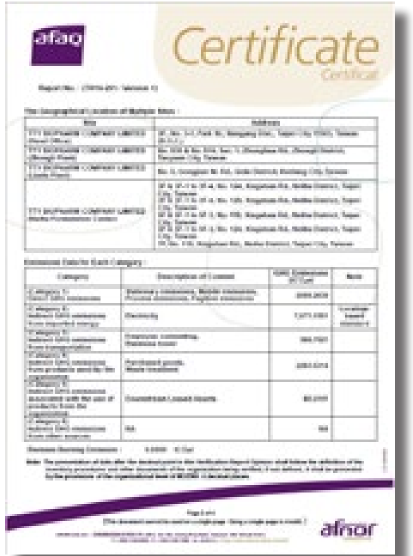
▼ TTY 2025 Sustainability Report Receives Independent Assurance Statement from Afnor Asia

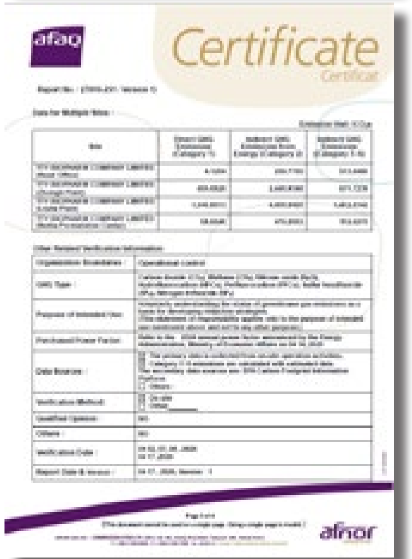




▼ The Greenhouse Gas Inventory Result for TTY 2025 Has Been Verified by ISO 14064-1







Index Table of GRI Sustainability Report Standards

General Disclosure

GRI 1: Foundation 2021			
Use Statement: The content of the report period of 1/1/2025 to 31/12/2025 followed the GRI Standards.			
GRI No.	**Disclosure Item**	**Corresponding chapter**	**Page**
GRI 2:2021 General Disclosure			
GRI 2-1	Organizational details	About TTY Sustainability Report Operation Result	P.3 P.29
GRI 2-2	Entities included in the organization's sustainability reporting	About TTY Sustainability Report	P.3
GRI 2-3	Reporting period, frequency and contact	About TTY Sustainability Report	P.3
GRI 2-4	Restatements of information	Direct economic value generated and distributed by the organization Energy Consumption Statistics Water Consumption Statistics	P.30 P.99 P.107
GRI 2-5	External guarantee / Confirmation	About TTY Sustainability Report	P.3
GRI 2-6	Activities, value chain and other business relationships	Pharmaceutical Industry Value Chain	P.42
GRI 2-7	Employee	Diversity in the Workplace	P.117
GRI 2-8	Non-employees workers	Diversity in the Workplace	P.117
GRI 2-9	Governance structure and composition	Diversity and Professionalism of the Board of Director	P.65
GRI 2-10	Nomination and selection of the highest governance unit	Nomination and Selection of Board Members	P.68
GRI 2-11	Chair of the highest governance unit	Nomination and Selection of Board Members	P.68
GRI 2-12	Role of the highest governance unit in overseeing the management of impacts	Functional Committees Risk Management	P.77 P.84

Index Table of GRI Sustainability Report Standards

GRI 2-13	Delegation of responsibility for managing impact	Functional Committees	P.77
		Promote Corporate Sustainability Development	P.79
		Risk Management	P.84
GRI 2-14	Role of the highest governance unit in sustainability reporting	About TTY Sustainability Report	P.3
GRI 2-15	Conflicts of interest	Interest Avoidance	P.68
GRI 2-16	Communication of material concerns	Board Meeting Resolution	P.67
GRI 2-17	Collective knowledge of the highest governance unit	Enhancing Directors' Knowledge	P.69
GRI 2-18	Evaluation of the performance of the highest governance unit	Board Performance Evaluation	P.69
GRI 2-19	Remuneration policies	Board Performance Evaluation	P.69
GRI 2-20	Process to determine remuneration	Functional Committees	P.77
GRI 2-21	Annual total compensation ratio	Remuneration Structure	P.121
GRI 2-22	Statement on the sustainable development strategy	Letter from the CEO	P.1
		Sustainable Development Strategies and Performance	P.9
		Promote Corporate Sustainability Development	P.79
GRI 2-23	Policy commitments	Governance Principles	P.79
		Protecting Employee Rights	P.119
GRI 2-24	Embedding policy commitments	Promote Corporate Sustainability Development	P.79
		Ethical Management	P.80
		Protecting Employee Rights	P.119
		Occupational Safety and Health Management	P.125
GRI 2-25	Processes to remediate negative impacts	Complaints and Suggestions Channel	P.83
GRI 2-26	Mechanisms for seeking advice and raising concerns	Complaints and Suggestions Channel	P.83
GRI 2-27	Regulatory compliance	Regulatory Compliance	P.83

Index Table of GRI Sustainability Report Standards

GRI 2-28	Membership to associations	Participation in External Associations and Membership	P.32
GRI 2-29	Guidelines to stakeholder engagement	Stakeholder Engagement	P.15
GRI 2-30	Group agreements	Harmonizing Labor-employer Relations	P.119

Material Topic Disclosure

GRI No.	Disclosure Item	Corresponding chapter	Page
GRI 3:2021 Material Topic			
GRI 3-1	Procedure to determine material topics	Materiality Analysis Process	P.13
GRI 3-2	Material topic list	Material Topics Identification	P.21

GRI No.	Disclosure Item	Corresponding Chapter	Page
1. Supplier Management			
GRI 3-3	Material topic management	Supplier Screening and Management	P.44
GRI 308-1	New suppliers that were screened using environmental criteria	Supplier Screening and Management	P.45
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	Supplier Screening and Management (No related matters)	P.44
GRI 414-1	New suppliers that were screened using social criteria	Supplier Screening and Management	P.45
GRI 414-2	Negative social impacts in the supply chain and actions taken	Supplier Screening and Management (No related matters)	P.44
2. Talent Attraction and Retention			
GRI 3-3	Material topic management	Workplace Happiness	P.115
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Remuneration Structure	P.121
GRI 401-1	New and departed employees	Diversity in the workplace	P.117
GRI 401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	Employee Benefits	P.120
GRI 401-3	Parental leave	Unpaid Parental Leave	P.120

Index Table of GRI Sustainability Report Standards

3.Waste Management			
GRI 3-3	Material topic management	Waste Management	P.108
GRI 306-1	Waste generation and significant waste-related Impacts	Waste Management	P.108
GRI 306-2	Management of significant waste-related Impacts	Waste Management	P.108
GRI 306-3	Waste generated	Waste Management	P.108
GRI 306-4	Waste diverted from disposal	Waste Management	P.108
GRI 306-5	Waste directed to disposal	Waste Management	P.108
4. Economic Performance			
GRI 3-3	Material topic management	TTY Basic Introduction	P.28
GRI 201-1	Direct economic value generated and distributed by the organization	Operation Result	P.29
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Climate-related Risks, Opportunities, and Financial Impacts	P.94
GRI 201-3	Defined benefit plan obligations and other retirement plans	Employee Benefits (Please refer to Annual Report)	P.120
GRI 201-4	Obtained from government financial assistance	In 2025, TTY received 0 government subsidies.	
5. Drug Safety			
GRI 3-3	Material topic management	Drug Safety	P.50
GRI 416-1	Assessing the health and safety of product and service categories	Drug Safety	P.50
GRI 416-2	Violation of health and safety regulations related to products and services	Drug Safety	P.50
6. Counterfeit Drugs			
GRI 3-3	Material topic management	Supply Chain Traceability	P.54
7. Subject Safety			
GRI 3-3	Material topic management	Subject Safety	P.57

Index Table of GRI Sustainability Report Standards

8. Water Resource Management			
GRI 3-3	Material topic management	Water Resource Management	P.105
GRI 303-1	Interactions in shared water resources	Reinforced Water Consumption Strategies	P.106
GRI 303-2	Management of water discharged-related impacts	Reinforced Water Consumption Strategies	P.106
GRI 303-3	Water withdrawal	Water Consumption Statistics	P.107
GRI 303-4	Water discharge	Water Consumption Statistics	P.107
GRI 303-5	Water consumption	Water Consumption Statistics	P.107
9. Access to Medicine			
GRI 3-3	Material topic management	Promote the Access of Medicine for the Unmet needs of the Community	P.132
10. Ethical Management			
GRI 3-3	Material topic management	Ethical Management	P.80
GRI 205-1	Operations assessed for risks related to corruption	Ethical Management Education and Training	P.82
GRI 205-2	Communication and training on anti-corruption policies and procedures	Ethical Management Education and Training	P.82
GRI 205-3	Confirmed incidents of corruption and actions taken	Regulatory Compliance	P.83
11. Reasonable Pricing			
GRI 3-3	Material topic management	Reasonable Pricing	P.61
12. Information Security			
GRI 3-3	Material topic management	Information Security Risks	P.86
GRI 418-1	Confirmed complaints regarding the infringement of customer privacy or the loss of customer data	Information Security Risks	P.86

Sustainability Accounting Standards Board

SASB Biotechnology and Pharmaceutical Industry Disclosure Guidelines

No.	Accounting Standards	Category	Disclosure Item	Relevant Chapters
Topic: Safety of participants in clinical trials				
HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	Discussion and Analysis	TTY adopts the highest standards of management for ensuring medical quality and patient safety, and each business unit conducts clinical trials in accordance with domestic regulations such as the Good Clinical Trial Practice Guidelines for Pharmaceuticals. In human research and clinical trials of cancer drugs, in addition to complying with relevant domestic and foreign laws and regulations (such as ICH E6, human research law, etc.), they must be approved by the ethics committee of the testing institution and the local health authority, and implemented in accordance with the standard operating procedures of the medical academic division.	Chapter 3 Supply Chain Management > Subject Safety
HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	Quantitative	In 2025, 0 clinical trial sponsored by TTY was audited by the competent authority, the TFDA GCP; there is 0 case of drug safety monitoring and verification.	
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Quantitative	NTD 0; there was no relevant loss to report in TTY in year 2025.	

Sustainability Accounting Standards Board

Topic: Access to medicine				
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Discussion and Analysis	Enhance access to medicines and preventive resources for infectious diseases, cancer, and age-related conditions through license-in, NHI reimbursement, vaccine donations, and health education initiatives. Key efforts include the drugs Pexeda® and Leavedo® were aligning with international treatment guidelines and securing by the health insurance coverage to benefit the patients. More than 34 drugs are under NHI coverage. TTY also donated 1,500 doses of adjuvanted influenza vaccine and promoted influenza health education, cancer forums for remote areas, and cancer information platforms. * Note: Please refer to the corresponding section for details.	Chapter 6 Social > Promote the Access of Medicine for the Unmet needs of the Community
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Discussion and Analysis	Taiwan is not a member of the World Health Organization (WHO), and TTY does not hold products related to the WHO PQP.	
Topic: Reasonable pricing for the masses				
HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Quantitative	Average pricing change ratio: 14.00%~0.04% Average net price change ratio: 0.56%~-0.07% Please refer to the corresponding chapter for detailed explanations of drug combinations and price changes.	Chapter 3 Supply Chain Management > Reasonable Pricing
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	Quantitative	Product list price with the largest increase ratio: 10% Product net price with the largest increase ratio: 61%	Chapter 3 Supply Chain Management > Reasonable Pricing

Sustainability Accounting Standards Board

Topic: Drug safety

HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	Discussion and Analysis	There are no relevant circumstances with the scope required by the FDA. Adverse drug reactions of TTY are reported by the drug safety window of each BU. In 2025, cases reported to the adverse drug reaction notification system of the Taiwan Food and Drug Administration (TFDA) included Epicin, Gemmis, Leavdo, Lipo-Dox, Lonsurf, Megest, Oxalip, Pemazyre, Pexeda, Thado, TS-1, Tynen, UFUR and Yondelis of the Oncology BU; Cubicin, Fluad, Flucelvax Quad, Flucelvax, Byfavo and Bobimixyn of the Intensive Care BU; and Biocal Plus and Sulfin of the Key Account Management Division. Note: All the cases reported above do not involve any change in product safety information, and were reported in accordance with TFDA regulations.	Chapter 3 Supply Chain Management > Drug Safety
HC-BP-250a.2	Number of fatalities associated with products	Quantitative	Total 4 people. Note: There are no relevant circumstances for the parts required by the FDA. In the TFDA adverse drug reaction reporting system, the number of deaths related to our products in the Intensive Care BU is 1 person, the Oncology BU with 2 in Taiwan and 1 overseas, and the Kay Account Management Division is 0.	
HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	Quantitative	0 time, 0 unit. Note: There are no relevant matters regarding the requirements of the FDA and TFDA.	
HC-BP-250a.4	Total amount of product accepted for take-back, reuse, or disposal	Quantitative	The total number of products recovered due to expiration in 2025 is 2,885 vials and 2,377 capsules. The recovery of defective products is 652 vials and 6,885 bottles. The recycling and treatment methods are all for disposal; there is no possibility of reuse. Note: Due to different recycling specifications, it is difficult to calculate weight, and registration is based on quantity statistics.	

Sustainability Accounting Standards Board

HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Quantitative	None. Note: There are no relevant matters regarding the requirements of the FDA and TFDA.	
Topic: Counterfeit drugs				
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Discussion and Analysis	TTY purchases raw materials from qualified suppliers on the list of raw material suppliers and has transportation and sales records so customers in the drug supply chain can be consulted and traced. To maintain product traceability and prevent counterfeiting, the logistics providers of the Company are all qualified manufacturers with GDP, which are regularly evaluated by TTY and implemented in accordance with the contents of the quality contract signed by both parties to ensure that after the drugs leave the factory, product quality and packaging integrity is maintained during storage and transportation, and drugs are correctly delivered to customers within a reasonable time to prevent counterfeit drugs from entering the drug supply chain. In addition, to strengthen internal control management of logistics companies, the vehicles of logistics companies are also equipped with GPS, and logistics companies follow the instructions of the company to deliver the drugs to designated medical institutions. The medical institutions report to the Company if they do not receive the stock.	Chapter 3 Supply Chain Management > Supply Chain Traceability
HC-BP-260a.2	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	Discussion and Analysis	There is no counterfeit drug related information on the market for TTY's drugs. TTY also avoids direct contact between manufacturers and customers, and follows the contract terms and regulations of medical institutions, prohibiting the provision of counterfeit and inferior drugs.	
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	Quantitative	None, no related matters.	

Sustainability Accounting Standards Board

Topic: Ethical marketing				
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Quantitative	None, no related matters.	
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Discussion and Analysis	The products sold by each BU of TTY follow the indications approved by the Taiwan Food and Drug Administration, and use advertising content approved by the health authorities for public communication. When so requested, TTY provides further clinical literature for doctors to decide whether to use the product.	Chapter 3 Supply Chain Management > Responsibility of Sales
Topic: Employee recruitment, development & retention				
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	Discussion and Analysis	In talent recruitment through the SIP program or industry university cooperation R&D projects, TTY enables students in chemistry-related departments to further understand and experience specialties and the future development of pharmaceutical R&D to attract talent. In addition, TTY contacts and interacts with R&D personnel of overseas pharmaceutical companies through LinkedIn and other related platforms, and provides job vacancy information to motivate exceptional talent to return to Taiwan to work in the industry. TTY provides a friendly and flexible working environment to meet the needs of R&D projects so R&D personnel can focus on their work and help retain talent. In addition, TTY gives colleagues with integration and leadership abilities the opportunity to serve as project leaders in R&D projects so they can engage in continuous professional development.	Chapter 6 Social > Diversity in the Workplace Industry-university Cooperation: Committed to Training Domestic Medical Talents

Sustainability Accounting Standards Board

HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/ senior managers, (b) mid-level managers, (c) professionals, and (d) all others	Quantitative	By the end of year 2025, the total number of employees was 517; 93 employees resigned accounting for 17.99% of all employees. 2025 / Voluntary resignation / Involuntary resignation Senior managers: 3 (12.5%) / 1 (4.17%) Middle-level managers: 19 (19.39%) / 0 (0%) Professionals: 70 (17.72%) / 0 (0%) Note: Resignation =Resigned number by category/total number of regular employees	Chapter 6 Social > Diversity in the Workplace

Topic: Supply chain management

HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	Quantitative	TTY does not participate in the Rx-360 but will conduct a written or on-site supplier review plan every year or every 3 years according to the in-plant SOP. The factory has established an appropriate continuous monitoring and assessment system for qualified raw material suppliers to ensure the integrity of supply chain quality and pharmaceutical ingredients.	Chapter 3 Supply Chain Management >> Supplier Screening and Management

Topic: Business ethics

HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Quantitative	NTD 0.	
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Discussion and Analysis	TTY has established Principles of Procedures for Ethical Management, Procedures for Ethical Management and Guidelines for Conduct, and Major Internal Information Processing and Prevention of Insider Trading Management Procedures, and regularly holds anti-corruption training to strengthen the ethical principles of interactions between colleagues and professionals. A reporting mailbox has also been set up, and any incidents of violating honest and trustworthy business operations are handled properly according to the reporting process.	Chapter 4 Governance > Ethical Management

Sustainability Accounting Standards Board

Topic: Activity indicators

HC-BP-000.A	The number of patients treated	Quantitative	The Oncology BU provides drugs for about 500,000 patients. About 300,000 patients are in the Intensive Care BU's GNB empirical treatment market, about 50,000 patients in the MRSA and VRE (BSI, IE, BJI) treatment market, about 100,000 patients in the MDR-GNB treatment market, and about 100,000 patients in the high-risk anesthesia population, and about 500,000 patients receive influenza vaccine products. About 63,000 patients use stomach medicine products, about 32,000 patients take calcium tablets, and about 2,500 patients take gout drugs in the Key Account Management Division.	
HC-BP-000.B	(1) The number of drugs in the product portfolio (2) the number of drugs in research and development (stages 1-3)	Quantitative	The Oncology BU currently has 25 drugs in its product portfolio, including 19 solid tumors and 6 blood tumor products. 2 products were under process for a permit. There are 12 kinds of drugs in the product portfolio of the Intensive Care BU, including 7 antibiotic products, 2 antimycotic products, 2 influenza vaccines, and 1 anesthesia product. The Key Accout Management Division has a total of 4 products, including: 2 gastrointestinal health products, 1 osteoporosis prevention products, and 1 medication to alleviate the symptoms of gout. The quantity of drugs in R&D is confidential information within the company and will not be disclosed in the report.	

Climate-related Information of TWSE/TPEx Listed Company

Disclosure of contents in accordance with Schedule 2 of the "Operational Rules for the Preparation and Submission of Sustainability Reports by Listed Companies"

	Items	Chapter or Implementation
1	Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	Chapter 5>Responses to Climate Change>The Four Pillars of the TCFD Framework
2	Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Chapter 5>Responses to Climate Change>Climate-related Risks, Opportunities, and Financial Impacts
3	Describe the financial impact of extreme weather events and transformative actions.	Chapter 5>Responses to Climate Change>Climate-related Risks, Opportunities, and Financial Impacts
4	Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	Chapter 4>Risk Management>Identification and Management of Significant Risks Chapter 5>Responses to Climate Change>The Four Pillars of the TCFD Framework
5	If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	Chapter 5>Responses to Climate Change>Climate Scenario Analysis
6	If there is a transition plan for managing climate-related risks, describe the content of the plan, and the metric and target used to identify and manage physical risks and transformation risks.	Chapter 5>Responses to Climate Change>The Four Pillars of the TCFD Framework
7	If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	Internal carbon pricing is not currently used in planning.
8	If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning schedule, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	Chapter 5>Responses to Climate Change>The Four Pillars of the TCFD Framework. Chapter 5 Energy Management There is currently no use of carbon credits or renewable energy certificates (RECs) to achieve relevant goals.
9	Greenhouse gas inventory and assurance status, and reduction targets, strategies and action plans.	The scope of greenhouse gas inventory includes the first, second and third categories of greenhouse gases in the Lioudu, Chungli factories, Neihu PDC and headquarters. The inventory situation for year 2025 is detailed in Chapter 5 Energy Management>GHG Emission Statistics. . The reduction targets, strategies and action plans of TTY is detailed in Chapter 5 Energy Management.

台灣東洋藥品

2025
Sustainability Report

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