



Stock Code: 4105

# 台灣東洋藥品工業股份有限公司 TTY BIOPHARM COMPANY LIMITED

## 2025 Annual Report

### Notice to Readers

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

Website for the Company's disclosure of annual report information : <http://www.tty.com.tw>

Website designated by the FSC for information disclosure : <http://mops.twse.com.tw>

Printing Date : April 30, 2026

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## **II. Acting Spokesperson of the Company**

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## **VIII. Certified Public Accountants for the Most Recent Fiscal Year**

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**Accounting Firm:** KPMG International  
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## **IX. Name of the Trading Venue for Overseas Listed Securities and Method for Accessing Related Information: None.**

## **X. Company website: <http://www.tty.com.tw>**

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# **One. Message to Shareholders**

**Dear Shareholders,**

Reflecting on 2025, our team moved forward together through a period of change and challenge, navigating numerous tests while marking milestone after milestone. Against a backdrop of rapid industry transformation, we maintained our footing and advanced our international expansion strategy guided by the “Three-Arrow Strategy.” Over the course of the year, concrete results began to materialize across multiple fronts, and the Company’s revenue reached a ten-year high – achievements made possible by the dedicated professionalism of our people and a clear demonstration that the Three Arrows have become a cornerstone of the Company’s sustainable growth.

Looking ahead, TTY Biopharm will continue under the leadership of the Board of Directors and Chairman Chuan Lin, anchored by our core values of integrity and guided by a people-centered approach to sustainability. We will deepen international collaborations and expand our overseas market presence, strengthening our product portfolio through licensing-in, proprietary product development, and technology transfer arrangements, while integrating human resources, optimizing production line processes, and improving operational efficiency – ensuring that every contribution from our team translates into the growth momentum required to advance our international ambitions. Nonetheless, in an industry defined by constant change, TTY Biopharm believes that only by sustaining enthusiasm and a commitment to continuous learning can we create value amid uncertainty. That value must be reflected not only in our operating results, but also in our response to the broader expectation that pharmaceutical companies demonstrate meaningful progress on ESG and long-term sustainability.

## **Operating Results for 2025**

### **(I) Implementation Results of Business Plan**

The company’s consolidated net operating revenue for 2025 was NT\$6,452,948 thousand, an increase of NT\$5,893,847 thousand or 9.49% compared to NT\$559,101 thousand in 2024. This growth was primarily attributable to a significant increase in overseas business performance during 2025. Net profit attributable to the parent company for 2025 amounted to

NT\$1,559,125 thousand, an increase of NT\$109,503 thousand, or 7.55%, compared to NT\$1,449,622 thousand for 2024. The increase was primarily attributable to higher operating revenues in 2025, which drove overall improvement in operating income and net profit for the period.

## (II) Budget Implementation

The company's 2025 individual net operating revenue was NT\$5,407,764 thousand, with pre-tax net profit of NT\$1,559,125 thousand, achieving 124.01% of the annual budget target.

## (III) Financial Receipts, Expenditures, and Profitability Analysis

Item		Year	
		2025	2024
Financial Receipts and Expenditures	Interest Income (thousand NT\$)	13,221	10,121
	Interest Expense (thousand NT\$)	38,010	38,337
Profitability Analysis	Return on Assets (%)	15.70	15.48
	Return on Equity (%)	22.29	22.84
	Net Profit Margin (%)	28.83	29.08
	Earnings Per Share (NT\$)	6.27	5.83

## (IV) R&D Status

TTY Biopharm possesses professional pharmaceutical development and manufacturing capabilities, offering comprehensive solutions that encompass drug delivery systems and complete Contract Development and Manufacturing Organization (CDMO) services. From formulation development, analytical method development, process development, animal testing, and functional excipient synthesis to human clinical trials, GMP production, and CMC documentation preparation, all processes comply with international standards. This ensures research and development outcomes can be effectively translated into clinical applications, while remaining committed to a patient-centric

approach and enhancing healthcare accessibility.

The Company continues to advance research and development innovation and enhance its competitiveness in global markets, with a focus on developing high-barrier specialty dosage form drugs, biologics, and innovative pharmaceuticals, thereby ensuring diversity within its product portfolio and sustaining competitive advantages. Through comprehensive disease product lines covering anti-cancer drugs, critical care medicines, and vaccines, TTY Biopharm provides diverse solutions while actively investing in therapeutic areas with high market growth potential, ensuring research achievements can be rapidly converted into commercial value.

Looking ahead, TTY Biopharm will continue to innovate and focus on developing specialized drug delivery technology platforms. By strengthening technological advantages, international collaboration, and market expansion, the company will continuously enhance its competitive edge.

## **Summary of Business Plan for 2026**

### **(I) Management Policy**

TTY Biopharm upholds the vision of “Enhancing Human Life Quality Through Scientific Technology” and continues to pursue excellence and stable growth, successfully positioning itself as “an innovative international biotech pharmaceutical company focused on specialized dosage form development and new drug research.” The company’s strategy will focus on research, development, and manufacturing of high value-added pharmaceuticals, expanding into international markets, and strengthening competitive advantages in high-barrier specialized dosage forms and biologics to secure its global market position. To accelerate internationalization, TTY Biopharm is actively deploying resources in the United States, Europe, and emerging markets through direct operations and strategic alliances, while optimizing pharmaceutical product lines through proprietary research and technology licensing to meet diverse market demands. In the future, the company will pursue its mission of “Providing Diverse Medical Solutions for Patients Worldwide,” focusing on cancer treatment and critical anti-infection fields and becoming an international-level biotech pharmaceutical company that creates

greater value for the global healthcare industry.

## **(II) Expected Sales Volume and Its Basis**

For 2026, the company forecasts sales of 423,786 thousand oral dosage units and 6,116 thousand injectable units. The company's expected sales volume is based on IQVIA statistical reports, while also considering potential future market supply and demand changes, new product development speed, and national health insurance policies.

## **(III) Important Production and Sales Policies**

TTY Biopharm adheres to three core strategies – “Export of Difficult-to-Manufacture Generic Drugs,” “In-Licensing of International New Drugs,” and “Self-Manufactured Domestic New Drugs,” and continues to forge new growth trajectories upon its established foundation. The company continues to optimize its production and sales policies to meet market demands and enhance competitive advantages, expanding market share and strengthening brand influence.

TTY Biopharm continues to deepen its international market deployment. While steadily operating in the Taiwan market, the company is actively expanding into Asian, European, American, and other emerging markets through direct operations and strategic partnerships to enhance brand competitiveness and revenue momentum. The company will strengthen product competitiveness in core areas such as oncology, critical care, vaccines, and anesthetic drugs, while actively introducing innovative international pharmaceuticals to meet the needs of various regional markets. Simultaneously, manufacturing facilities will be optimized according to market and regulatory requirements to ensure compliance with international quality standards while improving production efficiency. Additionally, by strengthening supply chain management to reduce costs and ensure market competitive advantage, TTY Biopharm will continue to solidify its competitiveness in the global market.

## **Future Company Development Strategy**

Corporate Vision: “Enhancing Human Life Quality Through Scientific Technology.”

Corporate Mission and Strategies: “Dedicated to developing and manufacturing specialized dosage form drugs (patentable or with high-barrier characteristics), biologics, new medical technologies, and new drugs to perfect TTY’s product portfolio; continuously strengthening the R&D platform for high-barrier dosage form drugs and extending their benefits to various disease domains”; “Specializing in and deepening international development in the areas of anti-cancer, critical care, anti-infection, and specialized dosage form drug development and manufacturing”; “Becoming one of the world’s most innovative biotech pharmaceutical companies”; “Being the best partner for international biotech pharmaceutical companies in drug development and international market marketing.”

In its future development, TTY Biopharm will endeavor to bring successive R&D outcomes through regulatory approval and to market, maximizing their commercial impact, while continuing to expand international market channels and actively pursuing opportunities for international collaboration. The Company’s development objectives will be achieved through the following key strategies:

1. Optimizing the product portfolio and target selection to encompass diverse therapeutic areas and to balance early-, mid-, and late-stage drug development, thereby ensuring sustained enhancement of corporate competitiveness, revenue growth, and value chain integration.
2. Deepening international cooperation, promoting innovative R&D, and accelerating the development of high technical threshold drugs that meet unmet medical needs, including specialized dosage form generics, new drugs, and drug delivery platforms. This will strengthen technical and manufacturing advantages, enhance international market competitiveness and brand visibility, and expand global business territory.
3. Keeping abreast of international regulatory dynamics and optimizing and upgrading manufacturing facilities to maintain competitive advantages. Simultaneously strengthening the CDMO (Contract Development and Manufacturing Organization) business model to enhance service capabilities in international markets and expand global business territory.
4. Enhancing manufacturing capacity and supply chain management through acquisitions, strategic alliances, and joint ventures; strengthening the integration of

R&D and production; optimizing end-to-end management from drug development to manufacturing; and ensuring production efficiency and market competitiveness.

5. Continuously optimizing production processes to ensure the supply chain has international mass production capabilities. Simultaneously expanding production capacity scale through precise resource investment and profit/loss assessment to improve cost-effectiveness, ensure market competitive advantages, and strengthen international market supply capabilities and competitiveness.
6. Introducing international talent to enhance global competitiveness, and integrating cross-disciplinary expertise through organizational revitalization and management innovation. Anchoring organizational development in the four pillars of “science, regulations, business operations, and supply chain management” and building a leadership team with a global perspective to drive the Company toward a new phase of internationalization.
7. Continuously optimizing internal organizational structure based on operational strategy and synergy considerations to improve operational efficiency and overall competitiveness. Simultaneously promoting standardization of licensing agreements to accelerate international business partnerships, expand domestic and overseas markets, strengthen global business deployment, and ensure maximization of company interests.

### **Impacted by external competitive conditions, the regulatory environment, and overall business operating conditions**

In the face of increasingly intense competition in global markets and continued supply chain uncertainty in the post-pandemic era, TTY Biopharm continues to strengthen its capacity to respond to external environmental changes and to optimize production and operations management, ensuring stable supply and meeting market demand. Concurrently, in response to evolving regulatory landscapes in the United States and European markets, the Company will conduct rolling reviews and adjustments of its compliance strategies to ensure adherence to the regulatory standards of each jurisdiction and to sustain its competitive advantages in international markets.

To reduce operational risks and enhance corporate resilience, the company will deepen capital operations and cost control, optimize market response mechanisms, and diversify market risks through strategic cooperation and licensing agreements. These

efforts will expand business deployment, improve profitability, ensure long-term stable development, and continuously strengthen global market competitiveness.

TTY Biopharm Company Limited

Chairman: Chuan Lin

President: Ching-Lan Hou

## Two. Corporate Governance Report

### I. Information on directors, President, Vice Presidents, assistant vice president, department heads, and branch heads

#### (I) Information on Directors

##### 1. Information on Directors

Unit: shares; %; April 30, 2026

Title	Nationality or Place of Registration	Name	Gender Age	Date of Election (Appointment)	Term of Office	Date of First Election (Appointment)	Shares Held at Time of Election		Current Shareholding (Note)		Current Shareholding of Spouse and Minor Children (Note)		Shares held in the name of others (Note)		Major Experience and Academic Qualifications	Current Positions at the Company and Other Companies	Managers or Directors who are Spouses or within Two Degrees of Kinship			Notes
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship	
Chairman	R.O.C.	Chuan Lin	M 71-80	2024.05.30	3 Years	2018.11.22	120,000	0.05	120,000	0.05	130,000	0.05	0	0	Ph.D. in Economics, University of Illinois at Urbana-Champaign	Chairman, TSH Biopharm Corporation Limited Independent Director, Taiwan Semiconductor Manufacturing Company, Ltd. (TSMC) Independent Director, Pegatron Corporation	None	None	None	None
Vice Chairman	R.O.C.	Wen-Hua Chang	F 61-70	2024.05.30	3 Years	1995.07.24	4,409,800	1.77	4,409,800	1.77	0	0	0	0	MBA, Monmouth University, USA Bachelor of Accounting, Soochow University	Director, Arich Enterprise Co., Ltd. Director, TTY Biopharm Korea Co., Ltd.	None	None	None	None
Director	R.O.C.	Dawan Technology Co., Ltd.	-	2024.05.30	3 Years	1995.07.24	23,526,732	9.09	23,661,732	9.52	0	0	0	0	PharmD, Pacific University School of Pharmacy, USA MBA, Pacific University School of Business, USA	Director, TSH Biopharm Corporation Limited Director, Xudong Haipu Pharmaceutical Co., Ltd. Director, Rong Gang International Co., Ltd. Director, American Taiwan Biopharm Co., Ltd. Director, American Taiwan Biopharma Philippines Inc. Director, Chuang Yi Biotech Co., Ltd. Director, Dawan Technology Co., Ltd. Director, Medpace Taiwan Co., Ltd.	None	None	None	None
	USA	Representative: Carl Hsiao	M 31-40			2019.03.26	881,712	0.35	881,712	0.35	0	0	0	0						
Director	R.O.C.	Tze-Kaing Yang	M 71-80	2024.05.30	3 Years	2016.06.24	0	0	0	0	0	0	260,000	0.10	MBA, University of Illinois at Urbana-Champaign, USA Ph.D. in Business Administration, National Chengchi University	Chairman, Hui Hong Consulting Co., Ltd. Director and President, Huiyang Venture Capital Co., Ltd. Director, Airiti Co., Ltd. Director, Hon Yang Healthcare Co., Ltd. Director, Pegatron Corporation Director, Asustek Computer Inc. Director, Huacheng Capital Co., Ltd. Director, Csvi Ventures, L.P Director, Xudong Haipu International Co., Ltd. Director, Rong Gang International Co., Ltd. Supervisor, Happy Read Publication Company Limited	None	None	None	None

Title	Nationality or Place of Registration	Name	Gender Age	Date of Election (Appointment)	Term of Office	Date of First Election (Appointment)	Shares Held at Time of Election		Current Shareholding (Note)		Current Shareholding of Spouse and Minor Children (Note)		Shares held in the name of others (Note)		Major Experience and Academic Qualifications	Current Positions at the Company and Other Companies	Managers or Directors who are Spouses or within Two Degrees of Kinship			Notes
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship	
Director	R.O.C.	Shih-Chang Hsu	M 61-70	2024.05.30	3 Years	2024.05.30	0	0	0	0	0	0	0	0	Executive Master of Business Administration (EMBA), National Chiao Tung University	Vice Chairman, Asustek Computer Inc. Chairman, Asus Global Pte. Ltd. Chairman, Asus Technology Pte. Limited Chairman, ASMedia Technology Inc. Chairman Chairman, eBizprise Inc. Director, Pegatron Corporation Director, Eusol Biotech Co.Ltd. Director, Imozen Group Inc. Director, Huasyn Biomedical Co., Ltd. Director, Xiangyong Biotechnology Management Consulting Co., Ltd. Director, Hong Wei Investment Co., Ltd. Director Director, Buddhist Tzu Chi Medical Foundation Director, UniMax Electronics Inc.	None	None	None	None
Director	R.O.C.	Ying-Ying Liao	F 61-70	2024.05.30	3 Years	2016.06.24	0	0	0	0	0	0	0	MBA, University of Missouri, USA	Director, Cnyes Securities Investment Consulting Co., Ltd. Independent Director, Acer Gaming Co., Ltd. Director, Tatung Magnetics Co., Ltd. Director	None	None	None	None	
Independent Director	R.O.C.	Ming-Ling Hsueh	M 71-80	2024.05.30	3 Years	2016.06.24	0	0	0	0	0	0	0	MBA, Bloomsburg University of Pennsylvania, USA Master of Accounting, Graduate Institute of Accounting, Soochow University	Independent Director, Lite-On Technology Corporation Independent Director, Walsin Lihwa Corporation Director, Tung Hua Book Co., Ltd. Executive Director, Taiwan Corporate Governance Association	None	None	None	None	
Independent Director	R.O.C.	An-Li Cheng	M 71-80	2024.05.30	3 Years	2024.05.30	0	0	0	0	0	0	0	Bachelor of Medicine, College of Medicine, National Taiwan University Ph.D., Graduate Institute of Clinical Medicine, National Taiwan University	Attending Physician (Distinguished), National Taiwan University Hospital Cancer Center Branch, College of Medicine, National Taiwan University Honorary Professor, Department of Internal Medicine, College of Medicine, National Taiwan University	None	None	None	None	
Independent Director	R.O.C.	Ming-Dao Chang	M 71-80	2024.05.30	3 Years	2024.05.30	0	0	0	0	0	0	0	Master of Laws, Graduate Institute of Law, Chinese Culture University Bachelor of Laws, Soochow University	None	None	None	None		

Note: Shareholdings reported for each director, their spouse, minor children, and shares held under others' names reflect insider shareholding change filings as of March 31, 2026.

2. Major Shareholders of Institutional Shareholders:

March 30, 2026

Name of Institutional Shareholder:	Major Shareholders of Institutional Shareholders:
DAWAN TECHNOLOGY CO., LTD.	Yu-Pin Hsiao (36.99%), Ying-Chun Hsiao (11.01%), Hsiao-Chin Hsu (10.97%), Public Welfare Trust Li-Yuan Welfare Fund Account (11.02%), Hsin-Ya Hsiao (7.89%), Hsin-Yu Hsiao (7.84%), Mei-Chin Hsu (4.65%), Yung-Liang Wu (3.96%), Chia-Yu Hsiao (3.11%), Chia-Pin Hsiao (2.56%)

3. Major shareholders who are legal entities and their major shareholders: None.

4. Professional knowledge of directors, board diversity policy, and independence status:

(1) Disclosure of Director Professional Qualifications and Independent Director Independence

Name	Conditions	Professional Qualification and Experience	Independence status of independent directors	Number of independent directorships concurrently held in other public companies
Chairman, Chuan Lin		<p>Dr. Chuan Lin, Chairman, received his Ph.D. in Economics from the University of Illinois. He is well-versed in economics, taxation, and finance. He has previously served as the CEO of research institutions, held university teaching positions, and assumed various important public offices. He has also served as Chairman, Director, and Independent Director for numerous listed companies (such as Vanguard International Semiconductor Corporation, AIG Taiwan Insurance Co., Ltd, Pegatron Corporation, Casetek Holdings Limited, Inotera Memories, Inc., etc.), demonstrating extensive and comprehensive experience in industry, government, and academia. Combining theoretical knowledge with practical experience, Dr. Lin has served as a Director of TTY Biopharm since 2011 and as Chairman since 2018. He has contributed his expertise and knowledge to Taiwan’s biotechnology industry. In 2015, he also became a Director of Taiwan new drug development company, PharmaEngine. Director Lin possesses many years of experience in pharmaceutical R&amp;D, innovation, manufacturing, and marketing within the biotechnology industry. Combined with his broad international perspective and familiarity with corporate governance principles, he has led TTY Biopharm to international prominence through market development, manufacturing excellence, industry integration, horizontal and vertical mergers and acquisitions, and lean management. Under his leadership, the company has become a benchmark and role model in Taiwan’s biomedical industry, creating new opportunities and maintaining a leadership position in Taiwan’s biotechnology sector.</p> <p>Chairman Chuan Lin is not subject to any conditions specified in Article 30 of the Company Act.</p>	Not applicable	2

Name	Conditions	Professional Qualification and Experience	Independence status of independent directors	Number of independent directorships concurrently held in other public companies
Vice Chairman Wen-Hua Chang		<p>Vice Chairman Wen-Hua Chang has served as a Director of TTY Biopharm since 1995 and previously served as Vice President of Arich Enterprise Co., Ltd. He is familiar with biotechnology industry-related logistics, business negotiations, financial operations, and risk management. He possesses extensive financial and accounting expertise. Vice Chairman Chang continues to lead the Company in strengthening its financial structure, enhancing international competitiveness, and advancing toward becoming an international enterprise.</p> <p>Vice Chairman Wen-Hua Chang is not subject to any conditions specified in Article 30 of the Company Act.</p>	Not applicable	0
Representative of Dawan Technology Co., Ltd.: Director Chia-Pin Hsiao		<p>Before becoming a director of TTY Biopharm in 2019, Director Chia-Pin Hsiao served long-term at the international large-scale pharmacy chain CVS Health Pharmacy. He possesses professional skills in prescription management, clinical services, disease management programs, and retail pharmacy operations management. He is also well-versed in marketing, logistics, inventory management, and other international business operation models, providing substantial benefits to the Company's integration with international markets. Currently serves as a director of TSH Biopharm and Chuang Yi Biotech, and serves as the convener of the Company's Sustainability Development Committee.</p> <p>Director Chia-Pin Hsiao is not subject to any conditions specified in Article 30 of the Company Act.</p>	Not applicable	0
Director Tze-Kaing Yang		<p>Director Tze-Kaing Yang has served as a Director of TTY Biopharm since 2016 and serves as a Director and Independent Director for several listed companies. He is a professor at Guanghua School of Management and National Chengchi University MBA program, with extensive professional background in investment and financial operations. Director Yang possesses extensive familiarity with the operations of both domestic and international capital markets and has accumulated considerable expertise in risk management, enabling the Company to appropriately identify and manage risks in an uncertain operating environment.</p> <p>Director Tze-Kaing Yang is not subject to any conditions specified in Article 30 of the Company Act.</p>	Not applicable	0

Name	Conditions	Professional Qualification and Experience	Independence status of independent directors	Number of independent directorships concurrently held in other public companies
Director Shih-Chang Hsu		<p>Director Shih-Chang Hsu is one of the co-founders of the ASUS Group, possessing profound professional capabilities in hardware and software R&amp;D and exceptional industry experience. He previously served as Vice Chairman and Deputy CEO of Pegatron, with long-term dedication to the information technology industry. He has accumulated extensive practical experience in corporate operations management, technology research and development, product innovation, and global market deployment. He currently serves as Vice Chairman of ASUSTEK Computer. With his professional background and rich experience, Director Hsu will help the Company strengthen technological innovation, optimize operational strategies, and enhance global market competitiveness.</p> <p>Director Shih-Chang Hsu is not subject to any conditions specified in Article 30 of the Company Act.</p>	Not applicable	0
Director Ying-Ying Liao		<p>Director Ying-Ying Liao served as a Supervisor of TTY Biopharm from 2014 to 2016 and has been serving as a Director since 2016. She previously served as Manager of the Underwriting Department and Senior Vice President of the International Department at Fubon Securities, and as a Director of Anue. She has long been deeply involved in international capital markets and is well-versed in corporate equity and debt issuance, capital structure optimization, multinational financial operations, and risk management.</p> <p>Director Liao has a profound understanding of domestic and foreign institutional investors' emphasis on and support for corporate sustainability. She can provide forward-looking insights for the Company in environmental, social, and corporate governance (ESG) aspects, assisting TTY Biopharm in deepening sustainability initiatives and advancing toward the goal of becoming an outstanding corporate citizen.</p> <p>Director Ying-Ying Liao is not subject to any conditions specified in Article 30 of the Company Act.</p>	Not applicable	1

Name	Conditions	Professional Qualification and Experience	Independence status of independent directors	Number of independent directorships concurrently held in other public companies
Independent Director Ming-Ling Hsueh	Independent Director Ming-Ling Hsueh is not subject to any conditions specified in Article 30 of the Company Act.	<p>Independent Director Ming-Ling Hsueh has served as an Independent Director of TTY Biopharm since 2016 and currently serves as the convener of the Remuneration Committee. He holds a Certified Public Accountant license in the Republic of China and previously served as the Chairman of PwC Taiwan and as an adjunct professor at the College of Management, National Taiwan University of Science and Technology. He specializes in corporate governance and business practices, financial information analysis and application, and possesses extensive knowledge in finance and accounting, risk management, and corporate governance. He has served as the convener of the Company's Audit Committee and Sustainability Development Committee. He currently serves as an Executive Director of the Taiwan Corporate Governance Association, Independent Director of Lite-On Technology, and Walsin Lihwa Corporation, and as a Director of Tunghua Book Company.</p>	<p>Independent Director Ming-Ling Hsueh complies with the independence requirements specified in Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies." Additional information is as follows:</p> <ol style="list-style-type: none"> <li>1. Independent Director Hsueh does not hold any shares of the Company. Currently, in addition to serving as an Independent Director of TTY Biopharm, he also serves as an Executive Director of the Taiwan Corporate Governance Association, Independent Director of Lite-On Technology, and Walsin Lihwa, and as a Director of Tunghua Book Company. Except for TTY Biopharm's engagement of the Taiwan Corporate Governance Association in 2024 to perform an evaluation of the performance of the Board of Directors and functional committees at a service fee of NT\$160,000, the other companies have no relationship with this Company.</li> <li>2. The spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship of Independent Director Hsueh are not directors, supervisors, or managers of the Company or its affiliated enterprises, nor are they shareholders who hold 1% or more of the total issued shares of the Company or rank among the top ten shareholders.</li> <li>3. Upon appointment, Independent Director Hsueh signed a declaration stating that he meets the qualification requirements stipulated in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" and the relevant provisions of Article 14-2 of the Securities and Exchange Act.</li> </ol>	2

Name	Conditions	Professional Qualification and Experience	Independence status of independent directors	Number of independent directorships concurrently held in other public companies
Independent Director An-Li Cheng	<p>Independent Director An-Li Cheng has served as an Independent Director of TTY Biopharm since 2024. He is a senior scholar with both prestige and practical experience in the medical and academic fields. He previously served as the Deputy Superintendent of National Taiwan University Hospital and as a Distinguished Chair Professor at National Taiwan University. He has long focused on research in the treatment of malignant lymphoma and digestive system cancers, and has published numerous landmark academic papers in internationally renowned journals, exerting profound influence in the field of clinical medicine.</p> <p>Independent Director Cheng was selected in 2024 as one of the top 2% of scientists globally and ranked 3rd among the “Top 20 in Taiwan’s Clinical Medicine Field,” demonstrating his outstanding academic status and international reputation. His professional background and cross-disciplinary experience will help TTY Biopharm provide practical and forward-looking strategic advice in new product development and related stages, strengthen product positioning, promote patient welfare, and enhance the Company’s overall competitiveness.</p> <p>Independent Director An-Li Cheng is not subject to any conditions specified in Article 30 of the Company Act.</p>	<p>Independent Director An-Li Cheng complies with the independence requirements specified in Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.” Additional information is as follows:</p> <ol style="list-style-type: none"> <li>1. Independent Director Cheng holds no shares in the Company. In addition to serving as an independent director of TTY Biopharm, she currently serves as Attending Physician (Distinguished) at National Taiwan University Hospital Cancer Center Branch, College of Medicine, National Taiwan University, and as Honorary Professor of the Department of Internal Medicine, College of Medicine, National Taiwan University.</li> <li>2. The spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship of Independent Director Cheng are not directors, supervisors, or managers of the Company or its affiliated enterprises, nor are they shareholders who hold 1% or more of the total issued shares of the Company or rank among the top ten shareholders.</li> <li>3. Upon appointment, Independent Director Cheng signed a declaration stating that he meets the qualification requirements stipulated in the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” and the relevant provisions of Article 14-2 of the Securities and Exchange Act.</li> </ol>	0	

Name	Conditions	Professional Qualification and Experience	Independence status of independent directors	Number of independent directorships concurrently held in other public companies
Independent Director Ming-Dao Chang	<p>Independent Director Ming-Dao Chang has served as an Independent Director of TTY Biopharm since 2024 and is the convener of the Audit Committee. He previously served as the Director-General of the Banking Bureau of the Financial Supervisory Commission, President of Taiwan Financial Holdings and Bank of Taiwan, and Chairman of Chang Hwa Bank and Bank SinoPac. He possesses profound legal knowledge and extensive experience in financial supervision and banking operations.</p> <p>Independent Director Chang is well-versed in corporate governance and domestic and international financial operations, which will help TTY Biopharm strengthen its financial structure, flexibly utilize assets for overseas deployment, and promote sustainable corporate growth and international development.</p> <p>Independent Director Ming-Dao Chang is not subject to any conditions specified in Article 30 of the Company Act.</p>	<p>Independent Director Ming-Dao Chang complies with the independence requirements specified in Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.” Additional information is as follows:</p> <ol style="list-style-type: none"> <li>1. Independent Director Chang holds no shares in the Company and currently serves solely as an independent director of TTY Biopharm.</li> <li>2. The spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship of Independent Director Chang are not directors, supervisors, or managers of the Company or its affiliated enterprises, nor are they shareholders who hold 1% or more of the total issued shares of the Company or rank among the top ten shareholders.</li> <li>3. Upon appointment, Independent Director Chang signed a declaration stating that he meets the qualification requirements stipulated in the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” and the relevant provisions of Article 14-2 of the Securities and Exchange Act.</li> </ol>	0	

## (2) Diversification and independence of the Board of Directors

- Diversification of the Board of Directors

The Company has established a diversity policy for board members in Chapter 3 “Strengthening the Functions of the Board of Directors” of its “Corporate Governance Best Practice Principles.” Board members shall generally possess the knowledge, skills, and qualities necessary to perform their duties. To achieve corporate governance objectives, the Board of Directors as a whole should possess core competencies including operational judgment ability, accounting and financial analysis ability, business management ability, crisis management ability, industry knowledge, international market perspective, leadership ability, and decision-making ability.

In accordance with the Company’s Articles of Incorporation, the election of directors fully adopts the candidate nomination system. A comprehensive assessment is conducted based on each candidate’s educational background, professional experience, and qualifications, following the relevant provisions of the “Procedures for Election of Directors” and “Corporate Governance Best Practice Principles” to ensure the diversity and independence of board members.

The Company’s current Board of Directors consists of 9 directors, including 2 female directors, accounting for 22.22%; 7 male directors, accounting for 77.78%; and 3 independent directors, accounting for 33.33%. The age distribution of board members is as follows: one member aged 31-40, three members aged 61-70, and five members aged 71 and above. The board composition primarily considers professional background, practical experience, and potential contribution to the company’s future development, without specific gender ratio requirements. However, in compliance with the regulatory authority’s policy on board gender diversity, the Company continues to incorporate gender balance considerations in director nomination and selection mechanisms. We are gradually strengthening toward achieving the goal of having directors of different genders constitute one-third of the board, to enhance board diversity and governance quality.

The members of the Company’s Board of Directors possess diverse

professional expertise encompassing: biotechnology industry, finance, banking, commerce, legal affairs, and accounting. This diversity enables them to undertake strategic operations and make significant decisions involving economic, environmental, and social matters, while supervising the management team and managing risks. The implementation status is shown in the table below:

Core Diversity Items Title and Name		Industry Experience and Professional Capabilities					
		Operational Management	Leadership Decision-Making	Industry Knowledge	Finance and Accounting	Law	Environmental protection
Chairman	Chuan Lin	✓	✓	✓	✓	✓	✓
Vice Chairman	Wen-Hua Chang	✓	✓	✓	✓	✓	
Director	Representative of Dawan Technology Co., Ltd.: Carl Hsiao	✓	✓	✓			
Director	Tze-Kaing Yang	✓	✓	✓	✓		
Director	Shih-Chang Hsu	✓	✓	✓	✓		
Director	Ying-Ying Liao	✓	✓		✓		
Independent Director	Ming-Ling Hsueh	✓	✓		✓	✓	
Independent Director	An-Li Cheng	✓	✓	✓			
Independent Director	Ming-Dao Chang	✓	✓		✓	✓	

#### Independence of the Board of Directors:

The Company completed a full re-election of directors at the 2024 Annual Shareholders' Meeting, electing a total of 9 directors, including 3 independent directors, who constitute one-third of the board seats. Following the re-election, the change in director seats reached one-third, and independent directors were also adjusted in accordance with rotation and succession mechanisms. One independent director remained in office, while the other two were newly appointed. More than half of the independent directors have not served more than 3 terms, thereby strengthening board functions and continuity planning.

Pursuant to the Company's Articles of Incorporation, the election of directors and independent directors is conducted under a candidate nomination system. Shareholders may nominate candidates in accordance

with applicable law, and all nominees are subject to qualification review and public announcement in accordance with legal requirements, thereby safeguarding shareholder rights and preserving the independence of the Board.

Independent directors exercise their authority in accordance with applicable laws and regulations and, through the operation of the Audit Committee, oversee the effectiveness of the Company's internal control system; the appointment, dismissal, and independence of the certifying accountants; and the appropriateness of financial statement preparation, while monitoring the management of potential risks facing the Company.

Documentation submitted at the time of nomination confirms that none of the Board members are subject to the circumstances set forth in Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act, and that no spousal relationships or relationships within two degrees of kinship exist among directors and independent directors.

Accordingly, the overall composition of the Company's Board of Directors reflects a sound level of independence.

## (II) Information regarding the President, Vice Presidents, Executive Vice Presidents, Department Heads and Branch Managers

Unit: shares; %; April 30, 2026

Title	Nationality	Name	Gender	Date of Election (Appointment)	Number of shares held (Note)		Shares held by spouse and underage children (Note)		Shares held in the name of others (Note)		Major Experience and Academic Qualifications	Positions currently held in other companies	Managers who are spouses or relatives within 2nd degree of kinship			Notes
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship	
President	R.O.C.	Ching-Lan Hou	F	2022.04.18	0	0	0	0	363,000	0.15	Master of Pharmacology, National Taiwan University	Chairman, American Taiwan Biopharma Philippines Inc. Chairman, TTY Biopharm Korea Co., Ltd. Director, American Taiwan Biopharm Co., Ltd. Chairman, Xudong Haipu International Co., Ltd. Chairman, Rong Gang International Co., Ltd. Chairman, Worldco International (Chengdu) Co., Ltd. Director, Lanx Biotechnology Corporation	None	None	None	None
Cancer Science Development Business Group and Corporate Development Division Senior Vice President	R.O.C.	Chiao-Sung Chen	M	2024.12.02	0	0	1,000	0	0	0	Executive MBA (EMBA), Chang Gung University Master of Neuroscience, National Yang-Ming University School of Pharmacy, Taipei Medical University	Director, TTY Biopharm Korea Co., Ltd.	None	None	None	None
Production and Operations Center Senior Assistant Vice President	R.O.C.	Shih-Chuan Lin	F	2020.08.04	0	0	0	0	0	0	Department of Soil Science, National Chung Hsing University	None	None	None	None	
Supply Chain Management Center Senior Assistant Vice President	R.O.C.	Yu-Chin Hsu	F	2023.10.02	0	0	0	0	0	0	Department of Business Administration, Ming Chuan Junior College	None	None	None	None	
Key Account Management Division Senior Assistant Vice President	R.O.C.	Chih-Wen Wang	F	2024.01.08	0	0	0	0	0	0	Cardinal Tien Junior College of Healthcare and Management	None	None	None	None	
Finance Division CFO, Finance Officer and Corporate Governance Officer	R.O.C.	Kuo-Chiang Chang	M	2015.12.31	0	0	0	0	0	0	Graduate Institute of Business Administration, National Taiwan University	Director, Xudong Haipu International Co., Ltd. Director, Rong Gang International Co., Ltd. Director, American Taiwan Biopharma Philippines Inc. Supervisor, Chuang Yi Biotech Co., Ltd. Supervisor, TTY Biopharm Korea Co., Ltd.	None	None	None	None
Legal Affairs and Compliance Division Chief Legal and Compliance Officer	R.O.C.	Lin, Hui-Chun	F	2025.02.25	0	0	0	0	0	0	Northwestern University	None	None	None	None	
Audit Office Chief Auditor	R.O.C.	Yung-Min Chiang	M	2022.11.07	0	0	0	0	0	0	Master of Accounting, Soochow University Master of Law, Soochow University	None	None	None	None	
Accounting Department Accounting Manager	R.O.C.	Chen Ru-Yi	F	2026.03.09	2,816	0	0	0	0	0	Master of Accounting, Soochow University	None	None	None	None	

Note: Shareholdings reported for each managerial officer, their spouse, minor children, and shares held under others' names reflect insider shareholding change filings as of March 31, 2026.

## II. Remuneration Paid to Directors, President, and Vice Presidents in the Most Recent Fiscal Year

### (I) Remuneration of Non-Independent and Independent Directors

Unit: NTD Thousands

Title	Name	Directors' Remuneration								Sum of A, B, C, and D and ratio to net income after tax (%)		Remuneration received as an employee								Total of items A, B, C, D, E, F, and G and ratio to Net Income After Tax (%)		Remuneration received from investees other than subsidiaries or from the parent company	
		Remuneration (A)		Severance Pay and Pensions (B)		Directors' Remuneration (C)		Allowances for Business Execution (D)				Salary, Bonuses, and Special Disbursements (E)		Severance Pay and Pension (F)		Employees' Compensation (G)							
		The Company	All Companies in the Financial Reports	The Company	All Companies in the Financial Reports	The Company	All Companies in the Financial Reports	The Company	All Companies in the Financial Reports	The Company	All Companies in the Financial Reports	The Company	All Companies in the Financial Reports	The Company	All Companies in the Financial Reports	Cash Amount	Stock Amount	Cash Amount	Stock Amount	The Company	All Companies in the Financial Reports		
Non-Independent Directors	Chairman	Chuan Lin	8,792	9,542	0	0	3,600	3,600	20	36	12,412 0.80	13,178 0.85	453	453	0	0	0	0	0	0	12,866 0.83	13,632 0.87	None
	Vice Chairman	Wen-Hua Chang	240	240	0	0	2,400	2,400	20	20	2,660 0.17	2,660 0.17	0	0	0	0	0	0	0	0	2,660 0.17	2,660 0.17	None
	Director	Dawan Technology Co., Ltd.	0	0	0	0	2,400	2,400	0	0	2,400 0.15	2,400 0.15	0	0	0	0	0	0	0	0	2,400 0.15	2,400 0.15	None
		Representative: Carl Hsiao	0	0	0	0	0	0	40	64	40 0.00	64 0.00	453	453	0	0	0	0	0	0	493 0.03	517 0.03	None
	Director	Ze-Kaing Yang	0	0	0	0	2,400	2,400	40	40	2,440 0.16	2,440 0.16	0	0	0	0	0	0	0	0	2,440 0.16	2,440 0.16	None
	Director	Chih-Chang Hsu	0	0	0	0	2,400	2,400	20	20	2,420 0.16	2,420 0.16	0	0	0	0	0	0	0	0	2,420 0.16	2,420 0.16	None
Director	Ying-Ying Liao	0	0	0	0	2,400	2,400	20	20	2,420 0.16	2,420 0.16	0	0	0	0	0	0	0	0	2,420 0.16	2,420 0.16	None	
Independent Directors	Independent Director	Ming-Ling Hsueh	2,640	2,640	0	0	0	0	92	92	2,732 0.18	2,732 0.18	0	0	0	0	0	0	0	0	2,732 0.18	2,732 0.18	None
	Independent Director	An-Li Cheng	2,640	2,640	0	0	0	0	92	92	2,732 0.18	2,732 0.18	0	0	0	0	0	0	0	0	2,732 0.18	2,732 0.18	None
	Independent Director	Ming-Dao Chang	2,640	2,640	0	0	0	0	92	92	2,732 0.18	2,732 0.18	0	0	0	0	0	0	0	0	2,732 0.18	2,732 0.18	None

1. Please describe the independent Directors' remuneration policy, system, standards, and structure, and explain the correlation between the remuneration amount and factors such as responsibilities, risks, and time commitment:  
The Company's independent Directors receive monthly compensation in accordance with the Company's "Directors' Remuneration Distribution Regulations" and do not participate in the annual distribution of directors' remuneration. Their compensation is determined with reference to industry standards and based on their level of participation in the Company's operations and the value of their contributions, as resolved by the Company's Remuneration Committee and Board of Directors.

2. In addition to the disclosures in the above table, remuneration received by the Company's directors in the most recent fiscal year for providing services to all companies included in the financial reports (such as serving as non-employee consultants to the parent company/all companies in the financial reports/invest businesses): None.

## (II) Remuneration to President and Vice Presidents

Unit: NTD Thousands

Title	Name	Salary (A)		Severance Pay and Pensions (B)		Bonuses and Allowances (C)		Employee Compensation Amount (D)				Sum of A, B, C, and D and ratio to net income after tax (%)		Remuneration received from investees other than subsidiaries or from the parent company
		The Company	All Companies in the Financial Reports	The Company	All Companies in the Financial Reports	The Company	All Companies in the Financial Reports	The Company		All Companies in the Financial Reports		The Company	All Companies in the Financial Reports	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
President	Ching-Lan Hou													
Senior Vice President	Chiao-Sung Chen	16,404	16,404	288	288	3,862	3,862	8,000	0	8,000	0	28,554 1.83%	28,554 1.83%	None
Senior Vice President	Cheng-Yi Peng (Note)													

Note: Senior Vice President Cheng-Yi Peng retired on August 31, 2025.

### Remuneration Bracket Table for President and Vice Presidents

Unit: NT\$

Remuneration Ranges for Each President and Vice President of the Company	Names of President and Vice Presidents	
	The Company	All Companies in the Financial Reports
Less than NT\$1,000,000	None	None
NT\$1,000,000 (inclusive) - NT\$2,000,000 (non-inclusive)	None	None
NT\$ 2,000,000 (inclusive) - NT\$ 3,500,000 (non-inclusive)	Peng Cheng-Yi (Note 2)	Peng Cheng-Yi (Note 2)
NT\$ 3,500,000 (inclusive) - NT\$ 5,000,000 (non-inclusive)	None	None
NT\$ 5,000,000 (inclusive) - NT\$ 10,000,000 (non-inclusive)	None	None
NT\$ 10,000,000 (inclusive) - NT\$ 15,000,000 (non-inclusive)	Ching-Lan Hou, Chiao-Sung Chen	Ching-Lan Hou, Chiao-Sung Chen
NT\$ 15,000,000 (inclusive) - NT\$ 30,000,000 (non-inclusive)	None	None
NT\$ 30,000,000 (inclusive) - NT\$ 50,000,000 (non-inclusive)	None	None
NT\$ 50,000,000 (inclusive) - NT\$ 100,000,000 (non-inclusive)	None	None
More than NT\$ 100,000,000	None	None
Total	3 persons	3 persons

Note 1: The remuneration contents disclosed in this table differs from the income concept under the Income Tax Act; therefore, this table serves for information disclosure purposes only and not for tax assessment purposes.

Note 2: Senior Vice President Cheng-Yi Peng retired on August 31, 2025.

### (III) Names and Distribution of Employee Compensation to Managers

December 31, 2025; Unit: NTD Thousands

Managers	Title	Name	Stock Amount	Cash Amount	Total	Total Amount as a Percentage of Net Income After Tax (%)
	President	Ching-Lan Hou	0	15,050	15,050	0.97
	Senior Vice President	Chiao-Sung Chen				
	Senior Assistant Vice President	Shih-Chuan Lin				
	Senior Assistant Vice President	Yu-Chin Hsu				
	Senior Assistant Vice President	Chih-Wen Wang				
	CFO, Finance Officer and Corporate Governance Officer	Kuo-Chiang Chang				
	Chief Auditor	Yung-Min Chiang				
	Chief Legal and Compliance Officer	Lin, Hui-Chun				
	Accounting Manager	Wei-Chuan Wang				

### (IV) Analysis and Explanation of the Total Compensation Paid by the Company and All Entities Included in the Consolidated Financial Statements to the Company's Directors, President, and Executive Vice Presidents as a Percentage of Net Income After Tax in Individual or Separate Financial Reports for the Last Two Fiscal Years, Including Compensation Policies, Standards and Packages, Procedures for Determining Compensation, and Their Correlation with Operating Performance and Future Risks

1. Analysis of Total Compensation Paid to the Company's Directors, President, and Executive Vice Presidents as a Percentage of Net Income After Tax in Financial Reports

Unit: NTD Thousands

Item	The Company				All Companies in the Consolidated Financial Statements			
	2024		2025		2024		2025	
	Total Amount	As a percentage of net income after tax	Total Amount	As a percentage of net income after tax	Total Amount	As a percentage of net income after tax	Total Amount	As a percentage of net income after tax
Directors' Remuneration	33,606	2.32%	33,896	2.17%	34,417	2.37%	34,685	2.22%
Remuneration of Presidents and Vice Presidents	26,660	1.84%	28,554	1.83%	26,660	1.84%	28,554	1.83%
Net Income After Tax	1,449,622	—	1,559,125	—	1,449,622	—	1,559,125	—

The total remuneration for Directors and Management in 2025 was comparable to that of 2024; however, the percentage relative to net income after tax decreased compared to 2024, primarily due to the increase in net income after tax in 2025.

## 2. Remuneration Policies, Standards and Packages, Procedures for Determining Compensation, and their Correlation with Operating Performance and Future Risks

### (1) Remuneration Policies, Standards, and Packages

Article 31 of the Company's Articles of Incorporation stipulates that directors shall be entitled to remuneration for performing their duties regardless of whether the Company operates at a profit or loss. The remuneration shall be determined by the Board of Directors based on their level of participation in the Company's operations, value of contributions, and with reference to industry standards. In years in which a profit is recorded, Article 28 of the Company's Articles of Incorporation provides that no more than 2% of such profit shall be allocated as director compensation. Remuneration for independent directors is determined based on evaluation recommendations submitted by the Remuneration Committee pursuant to the Company's "Procedures for Distribution of Director Remuneration" and approved by the Board of Directors. Independent directors do not participate in the distribution of director compensation. As all independent directors serve as members of the Audit Committee, Remuneration Committee, and Sustainability Committee and are therefore responsible for participating in and contributing to committee deliberations and resolutions, their remuneration may exceed that of general directors. The Company regularly evaluates directors' remuneration in accordance with the "Performance Evaluation Measures for the Board of Directors and Functional Committees." The relevant performance assessments and reasonableness of compensation are recommended by the Remuneration Committee and submitted to the Board of Directors for approval.

Article 28 of the Company's Articles of Incorporation provides that, in years in which a profit is recorded, between 0.5% and 10% of such profit shall be allocated as employee compensation, of which no less than 0.5% of the allocated amount shall be distributed to rank-and-file employees. Executive compensation includes salaries and bonuses. Salaries are determined with reference to industry standards,

job titles, academic qualifications and experience, professional capabilities, and job responsibilities, in accordance with the Company's "Salary Structure Table." Employee compensation is based on the Company's "Performance Development Plan and Performance Bonus Evaluation Guidelines," which consider executive annual performance evaluation metrics such as: achievement rate of annual work objectives, core competency indicators (trust and results orientation, integrity and teamwork, proactivity and ambition, and customer orientation), and managerial competency indicators. Evaluations also incorporate deduction standards for major external risk events (financial and reputation loss levels) and take into account the Company's operating profit and earnings for the current year. These evaluations are reviewed by the Remuneration Committee and submitted to the Board of Directors for approval.

The composition of compensation paid by the Company, as stipulated in the Remuneration Committee Charter, includes cash compensation, stock options, profit sharing, retirement benefits or severance payments, various allowances, and other substantive incentive measures. The scope is consistent with the regulations set forth in the "Regulations Governing Information to be Published in Annual Reports of Public Companies."

(2) Procedures for Determining Compensation

The compensation for directors and management is administered according to the above-mentioned remuneration policies and standards. Director compensation is established through an overall performance assessment of the Board, individual directors, and functional committees in accordance with the Company's "Board of Directors and Functional Committee Performance Evaluation Regulations." Assessment criteria include: understanding of company goals and missions, awareness of director responsibilities, level of participation in company operations, internal relationship management and communication, director expertise and continuing education, and internal controls. The Chairman's compensation is additionally adjusted annually based on operational performance

metrics (such as business results, corporate governance practices, etc.), as recommended by the Remuneration Committee and approved by the Board of Directors. Management's employee compensation follows the Company's "Performance Development Plan and Performance Bonus Evaluation Regulations," taking into consideration annual performance of managers, as recommended by the Remuneration Committee and approved by the Board of Directors.

The self-evaluation results of the Board of Directors, board members, and functional committees for 2025 indicate that the Company's Board and functional committees are operating effectively. In 2025, under the dedicated efforts and outstanding performance of the Board of Directors and the management team, the Company achieved significant growth in both revenue and profitability, with pre-tax net profit reaching 124.01% of the annual budget target.

The performance evaluation and compensation reasonableness for directors and managers undergo regular annual assessment and review by the Remuneration Committee and the Board of Directors. Compensation is determined based on individual performance achievement rates and contributions to the Company, while also taking into account the Company's overall operational performance, future industry risks, and development trends, to provide reasonable remuneration in accordance with the Company's compensation policy. The aggregate director compensation for fiscal year 2025 (including individual compensation amounts), employee compensation, and individual managerial officer compensation were reviewed and approved by the Remuneration Committee on March 9, 2026, and submitted to the Board of Directors for ratification on the same date.

(3) Correlation with Operational Performance and Future Risks

The review of the Company's compensation policy standards and systems primarily considers the Company's overall operational status, with payment standards determined according to performance achievement rates and contributions, in order to enhance the overall

organizational team effectiveness of the Board of Directors and management departments. Additionally, the Company references industry norms to ensure that management compensation remains competitive within the industry to retain outstanding management talent.

The Company links manager performance targets with deduction standards for major external risk crisis events (such as financial and reputational loss levels) to ensure that potential risks within their scope of responsibility are properly managed and prevented. Important decisions by management are made after balancing various risk factors. The performance of these decisions is reflected in the Company's profitability, seeking to balance sustainable operations and risk management.

To further strengthen corporate governance and advance sustainability, the Company has, commencing in fiscal year 2026, incorporated sustainability strategy into the annual performance objectives of managerial officers, thereby linking remuneration to sustainability performance in furtherance of the Company's ongoing commitment to sustainable development.

### III. Corporate Governance Implementation

#### (I) Board of Directors Operations Information

In 2025, the Board of Directors held 4 meetings. Directors' attendance is as follows:

Title	Name	Number of Meetings Attended in Person	Number of Meetings Attended by Proxy	Attendance Rate in Person (%)	Notes
Chairman	Chuan Lin	4	0	100.00	
Vice Chairman	Wen-Hua Chang	4	0	100.00	
Director	Dawan Technology Co., Ltd. Representative: Carl Hsiao	4	0	100.00	
Director	Tze-Kaing Yang	4	0	100.00	
Director	Shih-Chang Hsu	4	0	100.00	
Director	Ying-Ying Liao	4	0	100.00	
Independent Director	Ming-Ling Hsueh	4	0	100.00	
Independent Director	An-Li Cheng	4	0	100.00	
Independent Director	Ming-Dao Chang	4	0	100.00	

#### Other Required Disclosures:

1. If any of the following circumstances occur in the operation of the Board of Directors, the Board meeting date, session, agenda content, all independent directors' opinions, and the Company's response to independent directors' opinions shall be specified:
  - (1) Matters listed in Article 14-3 of the Securities and Exchange Act: The Company has established an Audit Committee, therefore matters listed in Article 14-5 of the Securities and Exchange Act apply, and this item is not applicable.
  - (2) In addition to the aforementioned matters, other Board resolutions where independent directors expressed objections or reservations with records or written statements: None.
2. The implementation of director recusal for proposals involving conflicts of interest shall specify the director's name, proposal content, reason for conflict of interest recusal, and voting participation status:

Date	Name	Proposal Content	Reason for Conflict of Interest Recusal	Voting Participation Status
2025.02.25	Chuan Lin Wen-Hua Chang Carl Hsiao Tze-Kaing Yang Shih-Chang Hsu Ying-Ying Liao	Distribution of Directors' remuneration for 2024.	Distribution of Directors' Compensation	Directors did not participate in voting due to conflicts of interest.
	Carl Hsiao	Resolution regarding amendments to transaction terms for the Company's subsidiary's distribution and agency of the Company's products.	Company Director serves as Director of subsidiary.	Directors did not participate in voting due to conflicts of interest.
	Chuan Lin	Discussion of the Chairman's monthly fixed compensation.	Discussion of Chairman's compensation	The Company's Chairman did not participate in the voting due to conflict of interest.
2025.05.14	Carl Hsiao	Proposal to adjust transfer prices for products distributed and represented by investee companies.	Company directors serving as directors of invested companies.	Directors did not participate in voting due to conflicts of interest.
	Chuan Lin Carl Hsiao	Proposed distribution of compensation for 2024 to the Company's appointed representative directors of subsidiaries and reinvested companies for exercising director duties.	Company directors serving as directors of subsidiaries and invested companies.	Directors did not participate in voting due to conflicts of interest.
2025.08.05	Carl Hsiao	Proposal to amend certain provisions of the distribution agreements with subsidiaries.	Company Director serves as Director of subsidiary.	Directors did not participate in voting due to conflicts of interest.
		Proposed authorization for subsidiaries to distribute and represent the Company's pharmaceutical products.	Company Director serves as Director of subsidiary.	Directors did not participate in voting due to conflicts of interest.
2025.11.06	Carl Hsiao	Proposal to adjust transfer prices for products distributed and represented by subsidiaries.	Company directors serving as directors of invested companies.	Directors did not participate in voting due to conflicts of interest.

3. The Company shall disclose information regarding the Board of Directors' self (or peer) evaluation cycle and period, evaluation scope, methods, and evaluation content as follows:

Board Evaluation Implementation Status

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content
Conducted once annually	2025.01.01   2025.12.31	Performance evaluation of the overall Board of Directors, individual Board members, and functional committees (including the Audit Committee, Remuneration Committee, and Sustainability Development Committee)	Self-evaluation of the Board of Directors and functional committees, and self-evaluation of individual Board members	<p>The Company has established performance evaluation metrics for the Board of Directors and functional committees based on company conditions and needs, encompassing the following six major dimensions:</p> <ul style="list-style-type: none"> <li>I. Level of participation in the Company's operations.</li> <li>II. Enhancing the quality of Board decisions.</li> <li>III. Board Composition and Structure.</li> <li>IV. Director selection and continuing education.</li> <li>V. Internal control.</li> <li>VI. Participation in sustainability (ESG) matters.</li> </ul> <p>The individual director performance evaluation metrics encompass the following six major dimensions:</p> <ul style="list-style-type: none"> <li>I. Understanding of company goals and missions.</li> <li>II. Awareness of director responsibilities.</li> <li>III. Level of participation in the Company's operations.</li> <li>IV. Internal relationship management and communication.</li> <li>V. Director expertise and continuing education.</li> <li>VI. Internal control.</li> </ul> <p>The functional committee performance evaluation metrics encompass the following five major dimensions:</p> <ul style="list-style-type: none"> <li>I. Level of participation in the Company's operations.</li> <li>II. Awareness of functional committee responsibilities.</li> <li>III. Enhancing the quality of functional committee decisions.</li> <li>IV. Functional committee composition and member selection.</li> <li>V. Internal control.</li> </ul> <p>The Board of Directors and Functional Committees Performance Evaluation Procedures and the fiscal year 2025 evaluation results are available on the Company's website under "Investor Relations &gt; Corporate Governance &gt; Corporate Governance Operations &gt; Board of Directors and Functional Committees Performance Evaluation."</p>

The self-evaluation results of the Company's Board of Directors and functional committees for 2025 were reported to the Remuneration Committee and the Board of Directors on March 9, 2026, to serve as the basis for review and improvement. The average performance evaluation score for the Board of Directors was 4.85; the average score for individual director evaluations was 4.89; the average scores

for both the Audit Committee and the Remuneration Committee were 4.99; and the Sustainability Committee recorded a perfect self-evaluation score of 5.00. Based on the evaluations by each Director, the Company's Board and functional committees are all operating effectively.

4. Objectives for strengthening Board functions for the current and most recent years (such as establishing an Audit Committee, enhancing information transparency, etc.) and implementation assessment status:

- (1) The Company established an Audit Committee on June 24, 2016, responsible for executing the supervisory powers as stipulated by relevant laws and regulations.
- (2) To enhance information transparency, in addition to publishing material information and monthly revenue announcements as required by law, the Company voluntarily publishes monthly self-prepared consolidated income statements.
- (3) To implement corporate governance and enhance Board functions, and to establish performance targets that strengthen Board operational efficiency, the Company established the "Board of Directors and Functional Committee Performance Evaluation Regulations" on December 29, 2016. The Company conducts performance evaluations of the Board and functional committees, and reports the evaluation results to the Board of Directors.
- (4) To enhance corporate governance capabilities and fulfill corporate functions, the Company not only actively arranges continuing education courses for directors in accordance with the required training hours set by regulatory authorities, but also arranges factory visits and briefings on company products and major business operations for directors, to strengthen their professional knowledge and skills.
- (5) On March 26, 2019, the Company appointed a corporate governance officer responsible for handling directors' requests, to provide timely and effective assistance to directors in performing their duties.
- (6) To implement corporate governance, develop a sustainable environment, and maintain social welfare, and to carry out the concept of sustainable corporate operations and fulfill corporate social responsibility, the Company established the "Sustainability Development Committee" under the Board of Directors on October 7, 2019.
- (7) To manage uncertainties that may threaten the Company's business operations, the Board of Directors approved the "Risk Management Policy and Procedures" on December 28, 2020. The Company's "Risk Management Policy" defines various risk categories according to overall operational

guidelines and strategies, establishing mechanisms for risk identification, assessment, handling, and effective monitoring and review. These mechanisms aim to avoid or reduce the operational impact of risk events on the Company and ensure sustainable corporate development.

- (8) Beginning with the first quarter financial report of 2021, all quarterly financial reports have been reviewed and discussed by the Audit Committee before being submitted to the Board of Directors for approval.
- (9) To strengthen the Board's supervisory function, since December 2021, the operational status of each functional committee (Sustainability Development Committee, Audit Committee, and Remuneration Committee) from previous meetings must be reported to the Board of Directors.
- (10) The Company's website comprehensively discloses corporate governance-related information.
- (11) To help newly appointed directors quickly understand the Company's governance structure, operational status, and industry characteristics, and to enhance their functional awareness and decision-making participation effectiveness, the Company implemented an orientation system for newly appointed directors starting in 2024. This enables them to possess the necessary job knowledge and supervisory capabilities from the beginning of their tenure. This mechanism has been incorporated into the Company's "Corporate Governance Principles." In the future, the Company will continue to arrange relevant training courses based on the educational and professional backgrounds of newly appointed directors to enable directors to fully exercise their functions.
- (12) In alignment with the competent authority's initiative to promote the Corporate Value Enhancement Plan, the Company formulated its fiscal year 2025 Corporate Value Enhancement Plan, which was submitted to the Board of Directors on November 6, 2025. Related information has also been disclosed in the dedicated "Corporate Value Enhancement Plan" section of the Market Observation Post System to strengthen information transparency.
- (13) In furtherance of sound corporate governance, the following fundamental and administrative corporate governance instruments were reviewed by the respective functional committees and submitted to the Board of Directors for approval and amendment during fiscal year 2025: the Company's Articles of Incorporation, Corporate Governance Best Practice Principles, Board of Directors and Functional Committees Performance Evaluation Procedures, and Sustainability Best Practice Principles.

## (II) Audit Committee Operations

The Company's Audit Committee consists of 3 independent directors. For details on their professional qualifications and experience, please refer to pages 8-11, "Directors' Professional Knowledge, Board Diversity Policy, and Independence Status."

The Audit Committee's responsibilities include reviewing financial reports, internal controls and internal audits, acquisition or disposal of major assets or derivative financial product transactions, loans of funds, endorsements or guarantees, fundraising or issuance of securities, compliance with relevant regulations, potential related-party transactions and conflicts of interest involving managers and directors, fraud investigation reports, company risk management, appointment, dismissal, or compensation of certified public accountants, and the appointment or dismissal of financial, accounting, or internal audit supervisors.

The Audit Committee's operations for fiscal year 2025 were as follows:

### 1. Independent Directors' Attendance at Audit Committee Meetings

In fiscal year 2025, 4 meetings were held. The attendance of independent directors was as follows:

Title	Name	Number of Meetings Attended in Person	Number of Meetings Attended by Proxy	actual attendance rate (%)	Notes
Independent Director (Convener)	Ming-Dao Chang	4	0	100.00	
Independent Director	Ming-Ling Hsueh	4	0	100.00	
Independent Director	An-Li Cheng	4	0	100.00	

### 2. Matters Reviewed by the Audit Committee

In fiscal year 2025, the committee reviewed 5 proposals and deliberated on 19 proposals.

Main Items Reviewed:

- (1) Audit Operations Reports
- (2) Risk Management (including TCFD) Operations Status Reports

Main Items Deliberated:

- (1) Matters involving directors' personal interests

- (2) Business Reports, Profit Distribution Tables, and Quarterly Financial Reports
  - (3) Appointment and Compensation of Certified Public Accountants
  - (4) Amendments to Important Rules and Regulations
  - (5) Amendments to Internal Control Systems
  - (6) Effectiveness Evaluation of Internal Control Systems
3. Focus Areas of the Audit Committee:
- (1) Review of Financial Reports

The Board of Directors has submitted the Company's 2025 Business Report, Financial Statements (including Consolidated Financial Statements), and Profit Distribution Proposal. The Financial Statements (including Consolidated Financial Statements) have been audited by CPAs Yi-Lien Han and Shu-Ying Chang of KPMG, who have issued audit reports. After examination by the Audit Committee, the above-mentioned documents were found to be satisfactory.
  - (2) Assessment of Internal Control System Effectiveness

The Audit Committee has evaluated the effectiveness of the design and implementation of the Company's internal control system. Based on the self-inspection and evaluation results from each company unit, along with the improvement status of internal control deficiencies and abnormal matters identified by the Audit Office, no significant deficiencies have been found. The comprehensive conclusion is that the design and implementation of the Company's internal control system are effective.
  - (3) Appointment of Certified Public Accountants
    - Establishment of "General Principles for Pre-Approval of Non-Assurance Services Policy"

In accordance with the revised regulations of the International Ethics Standards Board of Accountants (IESBA), when audit clients engage the certified public accounting firm to provide non-assurance services (NAS) to the audit client, its related enterprises, and entities that directly or indirectly control the audit client, these services should be pre-approved by the audit client's governance unit (Audit Committee and Board of Directors). This allows the governance unit to monitor the independence of the certified public accounting firm. The Company established the "General Principles for Pre-Approval of Non-Assurance

Services Policy” following review by the Audit Committee and approval by the Board of Directors on December 23, 2022.

- Appointment of KPMG for Assurance Services and Non-Assurance Services in 2026

In accordance with the Company’s “General Principles for Pre-Approval of Non-Assurance Services Policy,” the Audit Committee reviewed and the Board of Directors approved on November 6, 2025, the appointment of KPMG to provide audit-related assurance services and non-assurance services in 2026.

- 2026 Evaluation of CPA Appointment, Independence, and Competence  
The Audit Committee reviewed the independence and competence qualifications of the certified public accountants in accordance with Article 47 of the Certified Public Accountant Act and Statement of CPA Professional Ethics No. 10. The independence qualifications include the personal independence of the CPA firm and all its members (including commercial relationships with clients, CPA rotation system, and policies and procedures for non-audit services). Following review by the Audit Committee and resolution by the Board of Directors on November 6, 2025, it was determined that CPAs Han Yi-Lien and Chang Shu-Ying of KPMG, who will audit (review) the quarterly financial statements for 2026, and CPA Ya-Chieh Yu, who will audit the 2026 business income tax and the 2024-2026 direct deduction method business tax adjustment audit certification, meet the independence and competence qualifications for certified public accountants.

#### (4) Operating Status for 2025

Audit Committee Date Session Number	Proposals and Subsequent Actions	Matters Listed in Article 14-5 of the Securities and Exchange Act	Items not approved by the Audit Committee but approved by more than two-thirds of all directors	
2025.02.25 5th Meeting of the 4th Term	1. The Company's 2024 Business Report and Financial Statements.	✓		
	2. The Company's 2024 earnings distribution proposal.			
	3. Proposed Statement of Internal Control System of the Company for 2024.	✓		
	4. Resolution regarding amendments to transaction terms for the Company's subsidiary's distribution and agency of the Company's pharmaceutical products.	✓		
	5. Proposal to amend the Company's "Articles of Incorporation."	✓		
	Objections, Reservations or Major Recommendations from Independent Directors: None.			
	Audit Committee Resolution: Approved unanimously by all committee members present.			
Company's Response to Audit Committee Opinions (February 25, 2025): For Items 1 to 3 and 5, all attending directors unanimously approved the resolutions. For Item 4, Director Chia-Pin Hsiao recused himself due to conflict of interest, and all other attending directors approved the resolution.				
2025.05.14 6th Meeting of the 4th Term	1. Resolution regarding the Company's Q1 2025 Consolidated Financial Statements			
	2. Proposal to adjust transfer prices for products distributed and represented by investee companies.	✓		
	Objections, Reservations or Major Recommendations from Independent Directors: None.			
	Audit Committee Resolution: Approved unanimously by all committee members present.			
	Company's Response to Audit Committee Opinions (May 14, 2025): For Item 1, all attending directors unanimously approved the resolutions. For Item 2, Director Chia-Pin Hsiao recused himself due to conflict of interest, and all other attending directors approved the resolution.			
2025.08.05 7th Meeting of the 4th Term	1. Resolution regarding the Company's Q2 2025 Consolidated Financial Statements			
	2. Proposal to amend certain provisions of the distribution agreements with subsidiaries.	✓		
	3. Proposed authorization for subsidiaries to distribute and represent the Company's pharmaceutical products.	✓		
	4. Proposed authorization for subsidiary to promote the Company's pharmaceutical products.			
	Objections, Reservations or Major Recommendations from Independent Directors: None.			
	Audit Committee Resolution: Approved unanimously by all committee members present.			
	Company's Response to Audit Committee Opinions (August 5, 2025): For Items 1 and 5, all attending directors unanimously approved the resolutions. For Items 2 and 3, Director Hsiao Chia-Pin recused himself due to conflict of interest, and all other attending directors approved the resolutions.			
2025.11.06 8th Meeting of the 4th Term	1. The Company's Consolidated Financial Statements for the Q3 of 2025			
	2. Proposed establishment of the Company's Annual Audit Plan for 2026.	✓		
	3. Proposal to adjust transfer prices for products distributed and represented by investee companies.	✓		
	4. Proposal for Engaging KPMG to Provide Non-Assurance Services for 2026.	✓		
	5. Resolution regarding the appointment, independence, competency assessment, and audit fee for CPAs for 2026.	✓		

Audit Committee Date Session Number	Proposals and Subsequent Actions	Matters Listed in Article 14-5 of the Securities and Exchange Act	Items not approved by the Audit Committee but approved by more than two-thirds of all directors
	6. Proposal to amend the Company’s “Internal Authorization and Approval Procedures.”		
	7. Proposal to amend the Company’s “Subsidiary Management Procedures,” “Other Management Systems – Supervision and Management of Subsidiaries,” and internal audit system.	✓	
	8. Proposal to amend the “Payroll Cycle” component of the Company’s internal control system and internal audit system.	✓	
Objections, Reservations or Major Recommendations from Independent Directors: None.			
Audit Committee Resolution: Approved unanimously by all committee members present.			
The Company’s handling of Audit Committee opinions (November 6, 2025): Items 1 and 2 and Items 4 through 8 were approved by all attending directors; for Item 3, the resolution was approved by all other attending directors, with Director Chia-Pin Hsiao recusing himself due to a personal conflict of interest. The proposal was approved by all attending directors.			

Other Required Disclosures:

- A. Matters listed in Article 14-5 of the Securities and Exchange Act and other resolutions not approved by the Audit Committee but approved by more than two-thirds of all directors should detail the date and session of the Audit Committee meeting, content of the proposals, any objections, reservations, or significant recommendations from independent directors, the resolution results of the Audit Committee, and the Company’s response to the Audit Committee’s opinions. For details, please refer to the Audit Committee Operation Report for 2025.
- B. Regarding the implementation of recusal by independent directors from matters involving conflicts of interest, including the names of independent directors, the content of proposals, reasons for recusal due to conflict of interest, and their participation in voting: None.
- C. Communication between independent directors, the head of Internal Audit, and the accountants (This should include material matters, methods, and results of communications regarding the Company’s financial and business conditions).
  - a. Communication between independent directors and the Head of Internal Audit: TTY Biopharm has established “Procedures for Communication between the Audit Committee and the Head of Internal Audit.” The head of Internal Audit reports to the independent directors at least quarterly during Audit Committee meetings regarding audit operations, communicates audit findings, reports on follow-up implementation and effectiveness, and discusses the annual audit plan. Additionally, an annual private meeting between independent directors and the head of Internal Audit is held to thoroughly discuss topics of interest to the independent directors. The independent directors also evaluate the overall

performance of Internal Audit annually and provide guidance on audit priorities for the following year. Furthermore, both parties communicate as needed via email, telephone, and other methods. A summary of detailed communications is set out below:

Date	Key Communication Points	Implementation Results
2025/02/25 The 4th Term, 2025 The 1st Audit Committee Meeting	Report on Internal Control Audit Items from December 2024 to January 2025	No comments from Independent Directors
2025/05/14 The 4th Term, 2025 The 2nd Audit Committee Meeting	Report on Internal Control Audit Items from February to March 2025	No comments from Independent Directors
2025/08/05 The 4th Term, 2025 3rd Audit Committee Meeting	Report on Internal Control Audit Items from April to June 2025	No comments from Independent Directors
2025/11/06 The 4th Term, 2025 The 4th Audit Committee Meeting	Report on audit items from July to September 2025	No comments from Independent Directors
2025/12/22 Private Meeting between the Head of Internal Audit and the Independent Directors	1. Audit Plan for fiscal year 2026 2. Implementation of corresponding measures for ERP system integration 3. Continued use of technology to improve audit efficiency 4. 2026 Performance Evaluation Criteria	No comments from Independent Directors

b. Communication between independent directors and the accountants:

TTY Biopharm has established “Procedures for Communication between the Audit Committee and the Certified Public Accountants.” The certified public accountants attend Audit Committee meetings quarterly to communicate financial statement review or audit results, adjustment entries, and the impact of important regulatory updates on financial reports. They also discuss internal control audit findings and independence-related matters with the independent directors. Prior to auditing financial statements, the certified public accountants develop an audit plan and submit it to the Audit Committee. An annual private meeting between independent directors and certified public accountants is also held to discuss significant audit issues, management’s responses, and other important matters. The details of communications are set out below:

Date	Key Communication Points	Implementation Results
<p>2025/02/25 The 4th Term, 2025 The 1st Audit Committee Meeting</p>	<p>Audit of the fiscal year 2024 financial reports (including consolidated financial reports)</p> <ul style="list-style-type: none"> <li>• Scope of audit <ol style="list-style-type: none"> <li>1. Group structure</li> <li>2. Reliance on other auditors' reports</li> </ol> </li> <li>• Summary of audit findings <ol style="list-style-type: none"> <li>1. Key audit matters</li> <li>2. Audit results for significant components</li> </ol> </li> <li>• Notes on Significant Matters <ol style="list-style-type: none"> <li>1. Operating comparison – consolidated statements of profit or loss</li> <li>2. Operating analysis – gross profit on top ten products</li> <li>3. Inventories – top five products (2024 Q4 vs. 2023 Q4)</li> <li>4. Inventory movements</li> <li>5. Intangible assets – patent</li> <li>6. Income tax</li> </ol> </li> <li>• Summary of recent updates to auditing standards <ol style="list-style-type: none"> <li>1. Auditing Standard No. 220 – Quality Management for Audits of Financial Statements</li> <li>2. Auditing Standard No. 600 – Special Considerations in Audits of Group Financial Statements (revised)</li> <li>3.</li> <li>4. Auditing Standard No. 530 – Audit Sampling</li> <li>5. Assurance Standard No. 3400 – Review of Prospective Financial Information</li> </ol> </li> <li>• Key regulatory updates <ol style="list-style-type: none"> <li>1. Amendments to the Q&amp;A on Internal Control System Processing Standards – Management of Sustainability Information</li> <li>2. Amendment to Article 14, Paragraph 6 of the Securities and Exchange Act</li> <li>3. Frequently Asked Questions on Article 14, Paragraph 6 of the Securities and Exchange Act</li> <li>4. Pre-announcement of proposed amendments to the Regulations Governing the Preparation of Financial Reports by Securities Issuers</li> </ol> </li> </ul>	<p>Approval of the annual financial report by the Audit Committee, submission to and approval by the Board of Directors, and timely public announcement and filing with the competent authority</p>

Date	Key Communication Points	Implementation Results
<p>2025/05/14 The 4th Term, 2025 The 2nd Audit Committee Meeting</p>	<p>Review of the consolidated financial report for Q1 2025</p> <ul style="list-style-type: none"> <li>• Scope of review <ol style="list-style-type: none"> <li>1. Group structure</li> <li>2. Reliance on other auditors' review reports</li> <li>3. Issuance of a qualified review report based on financial statements not reviewed by the accountant</li> </ol> </li> <li>• Notes on Significant Matters <ol style="list-style-type: none"> <li>1. Operating comparison – consolidated statements of comprehensive income</li> <li>2. Operating analysis – accounts receivable and notes receivable</li> <li>3. Operating analysis – inventory movements</li> <li>4. Inventories – top five products (2025 Q1 vs. 2024 Q1)</li> <li>5. Intangible assets – patent</li> <li>6. Progress of arbitration proceedings</li> <li>7. Litigation matters</li> </ol> </li> <li>• Accounting treatment for carbon fees <ol style="list-style-type: none"> <li>1. Carbon Fee Collection Regulations</li> <li>2. Accounting treatment for carbon fees</li> </ol> </li> <li>• Response strategies and impact assessment regarding the tariff war <ol style="list-style-type: none"> <li>1. Short-, medium-, and long-term strategies in response to common transaction structures of Taiwan-based businesses</li> </ol> </li> <li>• Tax regulations <ol style="list-style-type: none"> <li>1. Article 10-2 of the Statute for Industrial Innovation</li> <li>2. Introduction to amendments to the Statute for Industrial Innovation</li> </ol> </li> </ul>	<p>Approval of the first quarter financial report by the Audit Committee, submission to and approval by the Board of Directors, and timely public announcement and filing with the competent authority</p>
<p>2025/08/05 The 4th Term, 2025 The 3rd Audit Committee Meeting</p>	<p>Review of the consolidated financial report for Q2 2025</p> <ul style="list-style-type: none"> <li>• Scope of review <ol style="list-style-type: none"> <li>1. Group structure</li> <li>2. Reliance on other auditors' review reports</li> <li>3. Issuance of a qualified review report based on financial statements not reviewed by the accountant</li> </ol> </li> <li>• Notes on Significant Matters <ol style="list-style-type: none"> <li>1. Operating comparison – consolidated statements of comprehensive income</li> </ol> </li> </ul>	<p>Approval of the second quarter financial report by the Audit Committee, submission to and approval by the Board of Directors, and timely public announcement and filing with the competent authority</p>

Date	Key Communication Points	Implementation Results
	<ul style="list-style-type: none"> <li>2. Operating analysis – accounts receivable and notes receivable</li> <li>3. Operating analysis – inventory movements</li> <li>4. Inventories – top five products (2025 Q2 vs. 2024 Q2)</li> <li>5. Related Party Transactions</li> <li>6. Progress of arbitration proceedings</li> <li>7. Litigation matters</li> <li>• Key updates to securities regulatory requirements <ul style="list-style-type: none"> <li>1. June 2025 response to competent authority questionnaire – new statement of profit or loss structure under IFRS 18</li> <li>2. Other IFRS 18 implementation measures</li> <li>3. Challenges faced by companies in adopting IFRS 18 and assistance available from KPMG</li> <li>4. Pre-announcement of proposed amendments to the Regulations Governing Information to Be Published in Annual Reports of Public Companies</li> <li>5. Roadmap for Taiwan’s adoption of IFRS Sustainability Standards – applicable entities and implementation schedule</li> </ul> </li> </ul>	
<p>2025/11/06 The 4th Term, 2025 The 4th Audit Committee Meeting</p>	<p>Review of the consolidated financial report for Q3 2025</p> <ul style="list-style-type: none"> <li>• Scope of review <ul style="list-style-type: none"> <li>1. Group structure</li> <li>2. Reliance on other auditors’ review reports</li> <li>3. Issuance of a qualified review report based on financial statements not reviewed by the accountant</li> </ul> </li> <li>• Notes on Significant Matters <ul style="list-style-type: none"> <li>1. Operating comparison – consolidated statements of comprehensive income</li> <li>2. Operating analysis – accounts receivable and notes receivable</li> <li>3. Inventory movements</li> <li>4. Inventories – top five products</li> <li>5. Accounting treatment for litigation matters</li> </ul> </li> <li>• Tax regulations</li> </ul>	<p>Approval of the third quarter financial report by the Audit Committee, submission to and approval by the Board of Directors, and timely public announcement and filing with the competent authority</p>

Date	Key Communication Points	Implementation Results
	<ol style="list-style-type: none"> <li>1. Draft amendments to the regulations under Article 10-1 of the Statute for Industrial Innovation</li> </ol>	
<p>2025/12/22 Private Meeting between the Head of Internal Audit and the Independent Directors</p>	<ol style="list-style-type: none"> <li>1. System changes and adjustments to internal control processes</li> <li>2. Internal control recommendations</li> <li>3. Recommended improvements to the period-end closing process</li> <li>4. Patent milestone progress tracking</li> <li>5. Related-party transaction price testing results</li> <li>6. Explanation of fiscal year 2024 audit quality indicators</li> </ol>	<p>No comments from Independent Directors</p>

### (III) Composition and Operation of the Remuneration Committee

#### 1. Remuneration Committee member information

December 31, 2025

Member Status	Name	Conditions	Professional Qualification and Experience	Status of Independence	Number of Other Public Companies in Which the Member Serves as a Member of Their Remuneration Committee
Independent Director (Convener)	Ming-Ling Hsueh		Please refer to pages 8-11 of the Annual Report under “Directors’ Professional Knowledge, Board Diversity Policy, and Independence Status.”		2
Independent Director	An-Li Cheng				0
Independent Director	Ming-Dao Chang				0
Other	Wen-Cheng Lin		Ph.D. in Industrial Relations and Human Resource Management, Michigan State University. Currently serves as Adjunct Associate Professor at the Graduate Institute of Human Resource Management, National Central University, and as Chairman of the Board of the Labor Research Data Center Foundation. Previously served as Director of the Graduate Institute of Human Resource Management at National Central University, Executive Director of the College of Management EMBA Program at National Central University, Adjunct Associate Professor in the Department of Business Administration at National Taiwan University, columnist for Manager Today, member of the Executive Yuan Council of Labor Affairs “Social Dialogue Promotion Task Force,” and Vice Chairman of the Chinese Human Resource Management Association. Recipient of honors including the China Human Resources Annual “Outstanding Human Resource Education Elite Award,” the National Central University Teaching Excellence Award, and recognition by Cheers Career Magazine as one of the “Most Popular EMBA Instructors.” Areas of Expertise: Compensation management, international human resource management, talent management, training development, team building, and leadership. Author of textbooks including “Compensation Systems and Management” and “International Human Resource Management.”	Committee Member Lin Wen-Cheng complies with the independence requirements specified in Article 6 of the “Regulations Governing the Appointment and Exercise of Powers of the Compensation Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter.” Additional information is as follows: (1) Committee Member Lin holds no shares in the Company. In addition to serving as a member of the Remuneration Committee of TTY Biopharm, she currently serves as an Adjunct Associate Professor at the Graduate Institute of Human Resource Management, National Central University; Independent Director, Audit Committee Member, and Remuneration Committee Member of YOUNGQIN INTERNATIONAL CO., LTD.; and Independent Director and member of the Audit Committee, Remuneration Committee, Ethics and Sustainability Committee, and Nomination Committee of Sinyi Realty Inc. None of the foregoing institutions or companies has any relationship with the Company. (2) Committee Member Lin’s spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship are not directors, supervisors, or managers of the Company or its affiliated enterprises. They also do not hold 1% or more of the total issued shares of the Company and are not among the top ten shareholders.	2

## 2. Remuneration Committee Operation Information

- (1) The Company's Remuneration Committee consists of 4 members.
- (2) Term of the current committee members: May 30, 2024 to May 29, 2027. The Remuneration Committee held 3 meetings in the most recent fiscal year. The qualifications and attendance of committee members are as follows:

Title	Name	Number of Meetings Attended in Person	Number of Meetings Attended by Proxy	Attendance Rate in Person (%)	Notes
Convener	Ming-Ling Hsueh	3	0	100.00	
Committee member	An-Li Cheng	3	0	100.00	
Committee member	Ming-Dao Chang	3	0	100.00	
Committee member	Wen-Cheng Lin	3	0	100.00	

### (3) Authority and Responsibilities of the Company's Remuneration Committee

The Company's Remuneration Committee evaluates the compensation policies and systems for directors and managers from a professional and objective perspective. The committee meets at least twice a year and may convene meetings at any time as needed to provide recommendations to the Board of Directors for their decision-making reference.

- The authorities of the Company's Remuneration Committee include:
  - ① Establishing and regularly reviewing the policies, systems, standards, and structure for performance evaluation and compensation of directors and managers.
  - ② Regularly evaluating and establishing the compensation of directors and managers.
  - ③ Regularly reviewing organizational charter-related matters and providing recommendations to the Board of Directors for amendments.
- Principles for the Remuneration Committee in Fulfilling its Responsibilities:
  - ① The performance evaluations and compensation of directors and managers should reference the compensation levels typical in the industry, and consider the reasonability of the

correlation between individual performance, company operational performance, and future risks.

- ② The committee should not create incentives that would lead directors and managers to engage in behaviors exceeding the company’s risk appetite in pursuit of compensation.
  - ③ The proportion of short-term performance bonuses and the timing of variable compensation payments for directors and managers should be determined in consideration of industry characteristics and the nature of the company’s business.
  - ④ The committee should ensure that the company’s compensation arrangements comply with relevant laws and are sufficient to attract outstanding talent.
  - ⑤ The content and amount of compensation for directors and managers should be reasonable and should not significantly deviate from financial performance results.
  - ⑥ Committee members shall not participate in discussions or voting regarding decisions about their own compensation.
- (4) The dates, sessions, proposal contents, resolution results, and the company’s handling of the Remuneration Committee’s opinions from the most recent year.

Remuneration Committee	Proposals and Subsequent Actions	Resolution Results	Company’s Response to Remuneration Committee Opinions
2025.02.25 4th meeting of the 6th term	1. Discussion on the distribution of employee compensation for 2024.	Approved by all members of the Committee.	The proposal was approved by all attending directors on February 25, 2025.
	2. Distribution of Directors’ remuneration for 2024.	Approved by all members of the Committee.	Submitted to the Board of Directors on February 25, 2025. Approved by attending directors, with Chairman Lin Chuan, Vice Chairman Wen-Hua Chang, Director Chia-Pin Hsiao, Director Tze-Kaing Yang, Director Shih-Chang Hsu, and Director Ying-Ying Liao recusing themselves due to conflicts of interest. The compensation distribution was reported

Remuneration Committee	Proposals and Subsequent Actions	Resolution Results	Company's Response to Remuneration Committee Opinions
			to the regulatory authorities within the prescribed period as required and presented at the 2025 Annual Shareholders' Meeting.
	3. Proposal to amend the Company's "Performance Evaluation Measures for the Board of Directors and Functional Committees."	Approved by all members of the Committee.	The proposal was approved by all attending directors on February 25, 2025.
	4. Discussion regarding the monthly fixed remuneration for the Company's President.	Approved by all members of the Committee.	The proposal was approved by all attending directors on February 25, 2025.
	5. Discussion of the Chairman's monthly fixed compensation.	Approved by all members of the Committee.	Submitted to the Board of Directors on February 25, 2025. Approved by attending directors, with Chairman Lin Chuan recusing himself due to conflict of interest.
2025.05.14 5th meeting of the 6th term	1. Proposed Compensation for the Company's Representatives Serving as Directors in Invested Companies for 2024.	Approved by all members of the Committee.	Submitted to the Board of Directors on May 14, 2025. Approved by attending directors, with Chairman Lin Chuan and Director Chia-Pin Hsiao recusing themselves due to conflicts of interest.
	2. Discussion on the distribution of compensation to managerial officers for 2024.	Approved by all members of the Committee.	The proposal was approved by all attending directors on May 14, 2025.
2025.11.06 6th meeting of the 6th term	1. The Company's 2026 salary adjustment policy planning.	Approved by all members of the Committee.	The proposal was approved by all attending directors on November 6, 2025.

Other Required Disclosures:

- A. If the Board of Directors does not adopt or modifies the recommendations of the Compensation Committee, the report should specify the date and session of the Board meeting, proposal content, Board resolution results, and the

Company's response to the Compensation Committee's opinions (if the compensation approved by the Board exceeds the Compensation Committee's recommendation, the differences and reasons should be specified): None.

- B. If any committee member has expressed objections or reservations that have been recorded or submitted in writing, the report should specify the date and session of the Remuneration Committee meeting, proposal content, opinions of all members, and how these opinions were addressed: None.

(IV) Sustainability Committee Composition and Operation

To implement corporate governance, develop a sustainable environment, and maintain social welfare in accordance with the corporate sustainability philosophy and to fulfill corporate social responsibility, the Company established the Sustainability Committee on October 7, 2019, in accordance with the Company's "Corporate Social Responsibility Practice Principles" (renamed to "Sustainability Development Practice Principles" on December 24, 2021). The committee reports directly to the Board of Directors.

4. Sustainability Committee Membership and Authority

The Company's Sustainability Committee consists of 5 directors, including 3 independent directors: Ming-Ling Hsueh, An-Li Cheng, and Ming-Tao Chang, as well as Director Chia-Pin Hsiao and Director Tze-Kaing Yang.

Authority of the Sustainability Development Committee:

- (1) Formulation of the company's sustainability development policies, objectives, strategies, and implementation plans. "Company Sustainability Development" encompasses environmental (E), social (S), and governance (G) aspects.
  - (2) Review of the implementation status and effectiveness of the company's sustainability development, revision of strategic objectives and related regulations, and regular reporting to the Board of Directors.
  - (3) Other matters assigned by the Board of Directors to this committee.
5. Sustainability Development Committee Operation
- (1) The term of the current committee members is from May 30, 2024, to May 29, 2027. The committee held 4 meetings in 2025. The attendance of committee members is as follows:

Title	Name	Number of Meetings Attended in Person	Number of Meetings Attended by Proxy	Attendance Rate in Person (%)	Sustainability Expertise and Competencies	Notes
Convener	Carl Hsiao	4	0	100.00	Possesses familiarity with international business operations and a professional background in marketing, logistics, and inventory management; pursues continuing education in sustainability-related topics; capable of guiding the Committee in strengthening the Company's sustainability governance mechanisms and practices.	
Committee member	Ming-Ling Hsueh	4	0	100.00	Specializes in corporate governance and business operations; well versed in financial information analysis and application; holds professional competencies in financial accounting, risk management, and corporate governance; continuously advances knowledge in sustainability-related areas.	
Committee member	An-Li Cheng	4	0	100.00	Holds a professional background in healthcare management and clinical practice; has maintained a long-term commitment to disease treatment and medical advancement; is capable of providing expert input during new product development and clinical application stages to realize patient-centered, sustainable value; and pursues continuing education in sustainability-related topics.	
Committee member	Ming-Dao Chang	4	0	100.00	Possesses extensive legal expertise and substantial experience in financial regulation and banking operations; well versed in corporate governance and domestic and international financial practices; capable of supporting the Company's pursuit of sustainable growth and international development; continuously advances knowledge in sustainability-related areas.	
Committee member	Tze-Kaing Yang	4	0	100.00	Familiar with the operations of domestic and international capital markets; holds deep expertise in risk management; capable of supporting the Company in strengthening its risk management framework and promoting sound operations and sustainable development; pursues continuing education in sustainability-related topics.	

For committee members’ professional qualifications and experience, please refer to pages 8-11 of the Annual Report under “Directors’ Professional Knowledge, Board Diversity Policy, and Independence Status.”

(2) The dates, sessions, proposal contents, resolution results, and the company’s handling of the Sustainability Development Committee’s opinions from the most recent year.

Sustainable Development Committee	Proposals and Subsequent Actions	Resolution Results	Company’s Handling of Sustainability Committee Opinions
2025.02.25 4th meeting of the 3rd term	1. Amendment to the Company’s “Corporate Governance Principles.”	Approved by all members of the Committee.	The proposal was approved by all attending directors on February 25, 2025.
2025.05.14 5th meeting of the 3rd term	Opinions.	Acknowledged.	None.
2025.08.05 6th meeting of the 3rd term	1. Review of the Company’s material sustainability topics and the fiscal year 2024 Sustainability Report.	Approved by all members of the Committee.	The proposal was approved by all attending directors on August 5, 2025.
2025.11.06 7th meeting of the 3rd term	1. Proposal to establish the fiscal year 2026 work plan of the Company’s Sustainability Committee and report on fiscal year 2025 implementation.	Approved by all members of the Committee.	The proposal was approved by all attending directors on November 6, 2025.
	2. Proposal to amend the Company’s “Sustainable Development Best Practice Principles.”	Approved by all members of the Committee.	The proposal was approved by all attending directors on November 6, 2025.

(V) Corporate Governance Implementation Status and Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons for Such Deviations

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
I. Has the company established and disclosed corporate governance principles based on the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies”?	✓		The Company has established “Corporate Governance Principles” which are disclosed on the Company’s website under “Investor Relations>Corporate Governance>Corporate Bylaws and Regulations” section (Website: <a href="http://www.tty.com.tw">http://www.tty.com.tw</a> ).	No difference
II. Company Ownership Structure and Shareholder Rights				
(I) Has the company established internal operational procedures for handling shareholder proposals, inquiries, disputes, and litigation matters, and implemented such procedures accordingly?	✓		(I) The Company has established “Procedures for Handling Material Inside Information and Preventing Insider Trading” and has appointed spokespersons, deputy spokespersons, and investor relations and shareholder services units to promptly and effectively address shareholder suggestions or disputes and related issues.	No difference
(II) Does the company maintain a register of major shareholders who have actual control over the company and the ultimate controllers of those major shareholders?	✓		(II) The Company fully identifies the register of major shareholders who have actual control over the Company and the ultimate controllers of those major shareholders based on the shareholder register obtained after each book closure date.	No difference
(III) Has the company established and implemented risk management and firewalls between the company and its affiliated enterprises?	✓		(III) The Company has established “Related Party Transaction Procedures” to ensure sound financial and business dealings with affiliated enterprises and to prevent irregular transactions or improper benefits transfers. Investment-related matters are	No difference

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
(IV) Has the company established internal regulations prohibiting insiders from trading securities using non-public information available in the market?	✓		<p>handled in accordance with the “Subsidiary Management Regulations,” “Internal Control System,” “Internal Audit System,” and relevant laws and regulations. Significant related party transactions are submitted to the Audit Committee for review.</p> <p>(IV) In accordance with applicable laws and regulations and operational management requirements, the Company has adopted the “Procedures for Handling Material Internal Information and Prevention of Insider Trading“ and the “Ethical Business Operation Procedures and Guidelines of Conduct,“ which set out measures prohibiting insiders from trading in securities on the basis of material non-public information that may affect the Company’s share price. The Company also conducts insider trading prevention training on a non-scheduled basis and disseminates the importance of and key considerations for insider trading prevention to staff via email. The Company’s “Procedures for Handling Material Inside Information and Preventing Insider Trading” and “Ethical Corporate Management Operating Procedures and Conduct Guidelines” are disclosed on the Company’s website under “Investor Relations&gt;Corporate Governance&gt;Corporate</p>	No difference

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
			Bylaws and Regulations” section.	
<p>III. Board Composition and Responsibilities</p> <p>(I) Has the Board established a diversity policy with specific management objectives and implemented it effectively?</p>	✓		<p>(I) The Company has established Board member diversity guidelines in Chapter 3, “Enhancing Board Functions,” of its “Corporate Governance Principles.” In accordance with the Articles of Incorporation, director elections fully adopt the candidate nomination system. Comprehensive assessments are conducted based on candidates’ education, experience, and qualifications, following the “Director Election Procedures” and “Corporate Governance Principles” to ensure diversity and independence among Board members.</p> <p>According to the Company’s diversity policy, Board members should encompass expertise in industry, finance, business, and investment fields. The current Board consists of 9 directors, including 2 female directors representing 22.22%, and 3 independent directors representing 33.33%. The age distribution of Board members is as follows: 1 member aged 31-40, 3 members aged 61-70, and 5 members over 71 years of age. The overall composition primarily considers professional background, practical experience, and potential contributions to the Company’s future development, without specifically limiting</p>	No difference

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
			<p>gender ratios. However, in alignment with the regulatory authority's promotion of Board gender diversity policies, the Company will continue to incorporate gender balance considerations in its director nomination and selection mechanisms. The Company is gradually strengthening toward the direction of having directors of different genders occupy one-third of Board seats, to enhance Board diversity and governance quality. The Company completed a comprehensive re-election of directors at the 2024 Annual Shareholders' Meeting, resulting in changes to one-third of the Board seats. Independent directors also followed a rotation and succession mechanism, with 1 incumbent director remaining and 2 newly appointed directors. More than half of the independent directors have not served more than three consecutive terms, thereby strengthening Board functions and succession planning.</p> <p>Board members possess professional experience in business, finance, accounting, and industry sectors: Chairman Lin Chuan has extensive experience in government, academia, and international affairs. Vice Chairman Wen-Hua Chang is familiar with biotech industry financial operations and risk management. Director Chia-</p>	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
			<p>Pin Hsiao (Convener of the Sustainability Development Committee) has long served at the international large-scale retail pharmacy chain CVS Health Pharmacy, specializing in prescription management, clinical services, disease management programs, and retail pharmacy operations management. Director Tze-Kaing Yang previously served as President of China Development Financial Holding Corp. and as a professor at Chengchi University MBA program and Guanghua School of Management, specializing in investment and financial operations. Director Shih-Chang Hsu, one of the co-founders of ASUS Group, possesses profound hardware and software R&amp;D capabilities with over thirty years of industry management experience and currently serves as Vice Chairman of ASUS. Director Ying-Ying Liao has long been involved in international capital markets and is familiar with financial operations and risk management. Independent Director Ming-Ling Hsueh (Convener of the Remuneration Committee) previously served as the Managing Partner of PricewaterhouseCoopers Taiwan and is currently an Executive Director of the Taiwan Corporate Governance Association, specializing in financial accounting, risk management, and</p>	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
(II) In addition to the statutorily required Remuneration Committee and Audit Committee, has the Company voluntarily established other functional committees?	✓		<p>corporate governance. Independent Director An-Li Cheng, former Vice Superintendent of National Taiwan University Hospital and Distinguished Chair Professor at National Taiwan University, is a senior scholar with both reputation and practical experience in the medical and academic fields. Independent Director Ming-Tao Chang (Convener of the Audit Committee), former Director-General of the Banking Bureau of the Financial Supervisory Commission, President of Taiwan Financial Holding Co. and Bank of Taiwan, and Chairman of several banks, has extensive experience in financial supervision and banking practices, with expertise in corporate governance and financial planning. The Company's Board diversity policy is disclosed on the Company's website and the Market Observation Post System.</p> <p>(II) To implement corporate governance, develop a sustainable environment, and uphold social welfare, while fulfilling the concept of corporate sustainability and corporate social responsibility, the Company established the Sustainability Development Committee on October 7, 2019.</p>	No difference
(III) Has the Company established methods	✓		(III) The Company established the "Performance Evaluation Methods for the Board of Directors	No difference

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
and measures for evaluating Board performance, conducted regular annual performance evaluations, submitted evaluation results to the Board, and utilized these results as reference for individual directors' compensation and nomination for reappointment?			<p>and Functional Committees” on December 29, 2016, and the fourth amendment was approved by the Board on February 25, 2025. These methods stipulate that performance evaluations of the Board and functional committees should be conducted at least once annually. The evaluation period ends with each calendar year, with performance evaluations conducted according to these methods. Evaluation results are reported to the Board in the first quarter of the following year and serve as reference for the selection or nomination of directors. Individual director performance evaluation results are used as reference for determining their individual compensation. An external Board performance evaluation is conducted at least once every three years by an external professional independent institution or team of external experts and scholars.</p> <p>In August 2024, the Company commissioned the Taiwan Corporate Governance Association to conduct an external Board performance evaluation. The assessment was executed through document review and on-site visits, examining five major dimensions: Board composition and division of responsibilities, guidance and supervision, authorization and risk management,</p>	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor									
	Yes	No	Summary Description										
			<p>communication and collaboration, and self-discipline and improvement. Regarding the Taiwan Corporate Governance Association's evaluation report recommendations and the Company's improvement measures:</p> <table border="1"> <thead> <tr> <th>Item No.</th> <th>Assessment Recommendation</th> <th>Improvement Measures</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>The Company's Audit Office reports directly to the Board, and the annual performance of the Chief Auditor is evaluated directly by the Chairman. It is recommended that the Company consider having the Audit Committee first express opinions on the Chief Auditor's job performance before submitting to the Chairman for approval, to implement the Audit Committee's supervisory function over internal auditing.</td> <td>The Company will proceed according to the recommendation.</td> </tr> <tr> <td>2</td> <td>The Company re-elected its Board of Directors in May of 2024, with 3 new directors. To enable the new directors to quickly understand the Company's operations, orientation</td> <td>The Company has conducted orientation training courses for new directors in 2024 and will arrange future training based on new directors' educational</td> </tr> </tbody> </table>	Item No.	Assessment Recommendation	Improvement Measures	1	The Company's Audit Office reports directly to the Board, and the annual performance of the Chief Auditor is evaluated directly by the Chairman. It is recommended that the Company consider having the Audit Committee first express opinions on the Chief Auditor's job performance before submitting to the Chairman for approval, to implement the Audit Committee's supervisory function over internal auditing.	The Company will proceed according to the recommendation.	2	The Company re-elected its Board of Directors in May of 2024, with 3 new directors. To enable the new directors to quickly understand the Company's operations, orientation	The Company has conducted orientation training courses for new directors in 2024 and will arrange future training based on new directors' educational	
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Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor		
	Yes	No	Summary Description			
			<table border="1"> <tr> <td>Board and functional committee functions and optimize overall Board effectiveness.</td> <td>Board's sustainable governance function. The Company will continue to reference relevant examples and best practices for regular review and improvement.</td> </tr> </table> <p>The Company collects self-assessment questionnaires each January, with evaluation procedures executed by the meeting units of each functional committee. In January 2025, the Performance Evaluation Methods for the Board of Directors and Functional Committees for 2024 was completed, and the evaluation results were submitted to the Remuneration Committee for review and reported to the Board on February 25, 2025. The average performance evaluation score for the Board of Directors was 4.85; the average score for individual director evaluations was 4.89; the average scores for both the Audit Committee and the Remuneration Committee were 4.99; and the Sustainability Committee recorded a perfect evaluation score of 5.00. Based on the evaluations by each Director, the Company's Board and functional committees are all operating effectively.</p>	Board and functional committee functions and optimize overall Board effectiveness.	Board's sustainable governance function. The Company will continue to reference relevant examples and best practices for regular review and improvement.	
Board and functional committee functions and optimize overall Board effectiveness.	Board's sustainable governance function. The Company will continue to reference relevant examples and best practices for regular review and improvement.					

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
(IV) Does the Company regularly evaluate the independence of its certified public accountants?	✓		<p>For detailed information regarding the Board and functional committees' performance evaluation, please refer to the Annual Report "III. Corporate governance/3. Corporate Governance Implementation Status/ Implementation Status of Board Evaluation" and the Company's website under "Investor Relations&gt;Corporate Governance Implementation Status" section.</p> <p>(IV) In accordance with the Company's "CPA Selection and Review Methods," the independence and competence of the certifying accountants are evaluated at least one annually. The qualification review results were submitted to the Audit Committee for review on November 6, 2025, and approved by Board resolution. CPAs Han Yi-Lien and Chang Shu-Ying of KPMG are responsible for auditing (reviewing) the quarterly financial statements for 2026, and CPA Ya-Chieh Yu is responsible for the profit-seeking enterprise income tax audit certification and the 2024-2026 direct deduction method business tax adjustment audit certification. Based on the Company's selection review [selection review items detailed in Appendix (I)], they meet the Company's requirements in terms of both independence and competence. The</p>	No difference

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
			Company has also obtained Audit Quality Indicators (AQIs) information provided by the accounting firm and has evaluated the audit quality of the accounting firm and audit team according to the “Audit Committee Guidelines for Interpreting Audit Quality Indicators (AQIs)” issued by the competent authority. All three CPAs have issued statements declaring that their audit certification work complies with the independence requirements of the CPA Professional Ethics Standards.	
IV. Has the TWSE/TPEX listed company appointed a qualified corporate governance officer with an appropriate number of personnel to be in charge of corporate governance-related matters (including but not limited to providing directors and supervisors with necessary materials for performing their duties, assisting directors and supervisors in complying with laws and regulations, handling matters related to Board meetings and shareholders’ meetings according to law, and preparing minutes of Board meetings and shareholders’ meetings)?	✓		The Company’s Board of Directors resolved on March 26, 2019, to appoint CFO Kuo-Chiang Chang as the corporate governance officer. He possesses comprehensive qualifications in accounting, financial operations, shareholder services, and related administrative management for public companies over many years. The main responsibilities of corporate governance include providing directors with all information needed to perform their duties, legally handling matters related to the Board of Directors, Audit Committee, Sustainability Development Committee, and shareholders’ meetings, as well as assisting directors in legal compliance and handling matters such as company registration changes. Business execution in 2025 was as follows:	No difference

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
			<p>1. Assisting independent directors and general directors in performing their duties, providing necessary information, and arranging director training:</p> <p>(1) The Company immediately notifies all directors via email after releasing material information to ensure directors receive timely updates on significant company information.</p> <p>(2) A Board of Directors communication group has been established to provide directors with company press releases, revenue announcements, the latest amendments to laws and regulations relating to biotechnology and medicine, macroeconomics, and corporate governance, as well as relevant industry information and company news for reference.</p> <p>(3) The Company reviews information confidentiality levels according to the company's document management regulations, provides directors with necessary company information, and facilitates smooth communication and exchange between management and directors.</p> <p>(4) In addition to periodically providing directors with references to external training courses and assistance with registration, the Company also arranges "on-site training" courses. In 2025, two sessions were held for a total of 6 hours.</p> <p>(5) The Company arranges for the internal audit</p>	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
			<p>supervisor and certifying accountants to communicate with independent directors at Audit Committee meetings and independent discussion sessions (held on December 22, 2025). Additionally, the Company facilitates contact and communication between parties when independent directors have communication needs at other times.</p> <p>2. Assisting in legal compliance matters related to Board, Audit Committee, Sustainability Development Committee, and shareholders' meeting procedures and resolutions:</p> <p>(1) The Company reported the 2024 corporate governance evaluation results to the Board on May 14, 2025, and reviewed unimplemented corporate governance items to further enhance corporate governance standards and strengthen corporate sustainability development.</p> <p>(2) Corporate sustainability development strategies and the 2026 sustainability development plan were integrated and submitted to the Sustainability Development Committee and the Board on November 6, 2025.</p> <p>(3) The Company ensures that all meetings of the Board, Audit Committee, Sustainability Development Committee, and shareholders comply with relevant laws and corporate governance principles.</p> <p>(4) The Company assists and reminds directors of</p>	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
			<p>regulations they should comply with when executing business or making formal resolutions at Board and Audit Committee meetings, and provides recommendations when there is a risk of illegal resolutions being made.</p> <p>(5) The Company assists various units in preparing Board proposals.</p> <p>(6) The Company prepares agendas for Board, Audit Committee, and Sustainability Development Committee meetings, notifies directors of meeting convocations within statutory deadlines, provides meeting materials, and distributes minutes. For agenda items that may require conflict of interest recusals or pose insider trading concerns, directors are reminded in advance.</p> <p>(7) Email notifications are sent to directors and managers 30 days prior to the annual financial report announcement and 15 days prior to quarterly financial report announcements, reminding them of the blackout period during which trading of company stock is prohibited.</p> <p>(8) Shareholder meeting dates are registered in advance and all required public announcements are filed in accordance with regulations. Meeting notices are distributed to shareholders within the statutory timeframe.</p> <p>(9) The Chairman is supported in facilitating the smooth</p>	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
			<p>operation of Board of Directors meetings, Audit Committee meetings, Sustainability Development Committee meetings, and Shareholder meetings.</p> <p>(10) Material information announcements following Board and Shareholder meetings are reviewed to ensure legal compliance and accuracy, safeguarding the symmetry of trading information for investors.</p> <p>3. Qualification review of Independent Directors: The corporate governance officer periodically reviews the qualifications of independent directors; the most recent review results were reported to the Board of Directors on February 25, 2025.</p> <p>4. Processing of company registration changes. The corporate governance officer's continuing education activities for 2025 are detailed in Appendix (II).</p>	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
V. Has the company established communication channels with stakeholders (including but not limited to shareholders, employees, customers, and suppliers), set up a stakeholder section on the company website, and appropriately responded to important corporate social responsibility issues of concern to stakeholders?	✓		<p>The Company maintains diverse communication channels based on different business needs. The Company website features a “Stakeholders” section under the “Sustainability Development” area, which discloses stakeholder concerns, communication channels, and communication frequency for each stakeholder category. The contact section also provides dedicated email addresses and telephone numbers for investor relations, site contacts, and adverse drug reaction reporting to handle stakeholder-related matters and maintain effective communication with stakeholders.</p> <p>The Company annually reports its communication with stakeholders to the Sustainability Development Committee and the Board of Directors. The most recent report was presented on February 25, 2026. Details of stakeholder communication in 2025 are available in the “Sustainability Development &gt; Stakeholders” section of the Company website.</p>	No difference
VI. Has the company appointed a professional shareholder services agent to handle shareholder meeting matters?	✓		The company has appointed CAPITAL SECURITIES CORP. Shareholder Services Department to handle shareholder meeting matters.	No difference
VII. Information Disclosure				
(I) Has the company established a website to disclose financial, operational, and corporate governance information?	✓		(I) The company has established a website that discloses important company regulations and information regarding finance, operations, corporate governance, and implementation status.	No difference
(II) Has the company adopted other information disclosure methods (such as	✓		(II) The company has established an English website and appointed a spokesperson and deputy	No difference

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
<p>establishing an English website, designating personnel responsible for collecting and disclosing company information, implementing a spokesperson system, and posting investor conference proceedings on the company website)?</p> <p>(III) Does the company announce and file annual financial reports within two months after the end of the fiscal year, and announce and file quarterly financial reports and monthly operating results ahead of required deadlines?</p>	✓		<p>spokesperson. Dedicated personnel are responsible for collecting and disclosing company information. Information and presentation materials related to institutional investor conferences are posted on the company website for investor reference.</p> <p>(III) The company files financial reports and monthly operating results in accordance with the "TPEX Listed Companies Required Items Schedule." While the company has not announced and filed annual financial reports within two months after the end of the fiscal year, it does complete the announcement and filing procedures before the required deadline. The company announces and files first, second, and third quarter financial reports and monthly operating results ahead of required deadlines.</p>	No significant discrepancies
<p>VIII. Is there other important information that helps understand the company's corporate governance operations (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholder rights, continuing education of directors and supervisors, implementation of risk management policies and risk</p>	✓		<p>(I) Employee Rights and Care The company has established an Employee Welfare Committee, implemented a retirement system, provides equal employment opportunities, offers various employee training courses and group insurance, and arranges regular health examinations. Most of these benefits exceed the requirements of the Labor Standards Act. In</p>	No difference

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
measurement standards, implementation of customer policies, and liability insurance for directors and supervisors)?			<p>addition, to enhance employees' professional skills and cultivate outstanding international talent, the company arranges diverse educational training programs for employees, including new employee orientation, on-the-job training courses, professional courses, public safety courses, and various job-related training programs to develop professionals with specialized skills. To enhance internal benefits, incentivize employee financial planning, and increase employee participation in the company, thereby achieving mutual benefits for both labor and management, the "TTY Biopharm Company Limited Employee Stock Ownership Plan" was established in 2023. Through this employee stock trust program, employees can contribute agreed amounts from their salaries and festival bonuses according to their job grade. The company provides matching contributions equal to 100% of the employee contributions as incentives. For detailed information on employee rights and care, please refer to Section IV, Operating Overview, Part 5, Labor Relations.</p> <p>(II) Investor Relations After the company's financial information is announced, institutional investors are proactively notified of relevant information. Communication</p>	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
			<p>and exchange are maintained with existing and potential shareholders, including domestic and foreign institutional investors. Feedback is collected and conveyed to management to protect shareholder interests. Furthermore, the company participates in domestic and international institutional investor conferences and investment forums to report on the company's financial status, business operations, and management performance, providing investors with a deeper understanding of company operations. In addition, the Company promotes shareholder engagement by providing shareholders with electronic voting options at annual general meetings.</p> <p>(III) Supplier relations To meet Active Pharmaceutical Ingredient (API) Drug Master File (DMF) requirements and comply with PIC/S GMP standards, the company actively seeks second and even third source API suppliers. In accordance with the company's procurement management regulations, API procurement is executed to provide the company with necessary materials at reasonable prices, appropriate timing, acceptable quality, and adequate quantity to achieve expected goals.</p> <p>(IV) Stakeholders' rights The company respects stakeholder rights and,</p>	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
			<p>through appropriate communication channels, understands their reasonable expectations and needs. Stakeholder needs and expectations of the company are appropriately addressed and considered in company decision-making, with the aim of creating and sharing sustainable operating results with various stakeholders.</p> <p>(V) Directors' continuing education Company directors participate in relevant continuing education courses according to their professional needs. Details of directors' continuing education activities for 2025 are provided in Appendix (III).</p> <p>(VI) Implementation of Risk Management Policies and Measurement Standards The company's "Risk Management Policy and Procedures" were approved by the Board of Directors on December 28, 2020. The "Risk Management Policy" defines various risk categories according to overall operational directives and strategies, establishing mechanisms for risk identification, assessment, management, and effective monitoring and review. These mechanisms aim to avoid or reduce the operational impact of risk events on the company and ensure sustainable corporate development. Details of the company's risk management operations can be</p>	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
			<p>found in the “Corporate Governance&gt;Corporate Governance Operations” section of the company website.</p> <p>(VII) Implementation of Customer Policies The company has established customer service hotlines and email addresses for reporting adverse drug reactions, providing channels for consumer inquiries or complaints. Customer service personnel provide services and handle related issues.</p> <p>(VIII) Directors’ and Officers’ Liability Insurance To reduce and diversify the risk of significant damage to the company and shareholders due to errors or negligence by directors and officers, the company annually purchases directors’ and officers’ liability insurance. The previous policy expired on January 13, 2026, and was renewed for one year with AIG Asia Pacific Insurance Pte. Ltd., Taiwan Branch. The insurance period runs from January 13, 2026, to January 13, 2027, with coverage of USD 8 million. The insurance status was reported to the Board of Directors on November 6, 2025.</p> <p>(IX) For information regarding personnel related to financial transparency who have obtained relevant certifications designated by the competent authorities, please refer to Appendix (IV).</p>	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	
<p>IX. Please explain the improvements made in response to the corporate governance evaluation results issued by the Corporate Governance Center of the Taiwan Stock Exchange Corporation in the most recent year, and identify priority areas and measures for issues that have not yet been improved.</p> <p>1. Improvements Made</p> <p>(1) Remuneration received by directors, including remuneration policies, individual remuneration components, and amounts, was reported at the 2025 Annual General Meeting of Shareholders.</p> <p>(2) The Company has formulated an “Corporate Value Enhancement Plan,” which was submitted to the Board of Directors on November 6, 2025. Related information has been disclosed in the “Corporate Value Enhancement Plan” section of the Market Observation Post System.</p> <p>(3) In fiscal year 2025, the Company made new investments in machinery and equipment related to energy conservation and environmental sustainability, and has disclosed the investment amounts, equipment items, and quantitative data on energy savings and carbon reduction.</p> <p>(4) In accordance with the Personal Data Protection Act and the regulations promulgated by the competent authority, the Company has revised its “Personal Data Security Protection Management Procedures” and disclosed the status of implementation.</p> <p>2. Planned Improvement Areas</p> <p>(1) The Company has planned to incorporate sustainability performance indicators into managerial officers’ performance objectives commencing in fiscal year 2026, establishing a mechanism linking remuneration to sustainability performance.</p>				

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	

Appendix (I)

Auditing CPA Independence and Suitability Review Items

**Independence**

- I. Has any of the following occurred in the past two years:
  1. Not an employee of the company or its affiliated enterprises.
  2. Not a director or supervisor of the company or its affiliated enterprises. However, this restriction does not apply to independent directors of the company, its parent company, or subsidiaries in which the company directly or indirectly holds more than 50% of voting shares, or to those who have been discharged from such positions.
  3. Not a natural person shareholder who holds, together with their spouse and minor children, or in the name of another person, 1% or more of the total issued shares of the company or ranks among the top ten natural person shareholders.
  4. Not a spouse, relative within the second degree of kinship, or direct blood relative within the third degree of kinship of any person listed in the preceding three paragraphs.
  5. Not a director, supervisor, or employee of an institutional shareholder that directly holds 5% or more of the total issued shares of the company, or that ranks among the top five institutional shareholders. This restriction does not apply to those who have been discharged from serving as independent directors.
  6. Not a director (council member), supervisor (inspector), manager, or shareholder holding 5% or more of shares in a specific company or institution with which the company has financial or business dealings. This restriction does not apply to those who have been discharged from serving as independent directors.
- II. Does the CPA comply with Article 8 of the “CPA Professional Ethics Statement No. 10: Integrity, Fairness, Objectivity, and Independence” established by the CPA Association:
  1. Does not have a direct or material indirect financial interest relationship with the company.
  2. No financing or guarantee arrangements between the Company and its directors.
  3. No consideration of potential client loss.
  4. No close business relationship with the Company.
  5. No potential employment relationship with the Company.
  6. No contingent fees related to audit cases.
- III. Whether the auditor’s independence statement has been obtained:

**Competency**

1. Whether the accounting firm’s personnel possess knowledge relevant to the industry or field in which the Company operates.
2. Whether the accounting firm’s personnel understand the laws, regulations, or necessary skills and knowledge related to the Company’s business.
3. Whether the accounting firm has sufficient professional personnel required for auditing the Company.
4. Whether the accounting firm can complete cases within the agreed timeframe.
5. Whether significant events occurring in the current and future years of the Company will not affect the competency of the accounting firm.

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	

6. Whether the accounting firm does not have potential conflicts of interest with the Company.

Appendix (II)

Corporate Governance Officer's Continuing Education Status for 2025.

Training Date		Organizing Institution	Course Name	Hours of Continuing Education	Total Hours of Continuing Education in the Current Year
From	To				
2025.01.09	2025.01.09	Taiwan Corporate Governance Association	Everything Is Connected, Everything Can Be Hacked – IoT Information Security Starts with You and Me	3.0	15.0
2025.03.11	2025.03.11	Taiwan Corporate Governance Association	Trump 2.0, the Death of Globalization, and Regional Conflict	3.0	
2025.06.30	2025.06.30	Taipei Exchange	Investor Relations Management Sharing Session	3.0	
2025.09.17	2025.09.17	Taiwan Corporate Governance Association	2025 Trump "Reciprocal Tariff" Impact on Contract Risk Management	3.0	
2025.10.15	2025.10.15	Taiwan Corporate Governance Association	Sustainability Disclosure and Investment Value from the Board's Perspective : Enhancing Transparency to Build Market Trust	3.0	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	

Appendix (III)

Directors' Continuing Education Status for 2025

Title	Name	Training Date	Organizing Institution	Course Name	Hours of Continuing Education	Total Hours of Continuing Education in the Current Year
Chairman	Chuan Lin	2025.08.12	Taiwan Corporate Governance Association	Board Governance Duties in Sustainability Risks and Crisis Management	2.0	14.0
		2025.09.17	Taiwan Corporate Governance Association	2025 Trump "Reciprocal Tariff" Impact on Contract Risk Management	3.0	
		2025.09.24	Taiwan Corporate Governance Association	Navigating Challenges and Strategic Perspectives in the Era of Global Tax Reform	3.0	
		2025.10.15	Taiwan Corporate Governance Association	Sustainability Disclosure and Investment Value from the Board's Perspective : Enhancing Transparency to Build Market Trust	3.0	
		2025.11.12	Taiwan Corporate Governance Association	The Prevention of Insider Trading and the Latest Practice Development	3.0	
Vice Chairman	Wen-Hua Chang	2025.09.17	Taiwan Corporate Governance Association	2025 Trump "Reciprocal Tariff" Impact on Contract Risk Management	3.0	6.0
		2025.10.15	Taiwan Corporate Governance Association	Sustainability Disclosure and Investment Value from the Board's Perspective : Enhancing Transparency to Build Market Trust	3.0	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	

Appendix (III) -(Continued)

Title	Name	Training Date	Organizing Institution	Course Name	Hours of Continuing Education	Total Hours of Continuing Education in the Current Year
Director	Carl Hsiao	2025.04.15	Taiwan Corporate Governance Association	Analyzing Cases of Corporate Control Contests	3.0	15.0
		2025.05.08	Taiwan Corporate Governance Association	Annual sustainability governance strategy management of the Board of Directors (Sustainability Development Committee)	3.0	
		2025.06.10	Taiwan Corporate Governance Association	Operational practices of the Sustainability Committee (sustainability chief, working group)	3.0	
		2025.09.17	Taiwan Corporate Governance Association	2025 Trump “Reciprocal Tariff” Impact on Contract Risk Management	3.0	
		2025.10.17	Taiwan Corporate Governance Association	Corporate Governance Officer and Sustainable Governance	3.0	
Director	Tze-Kaing Yang	2025.07.23	Taiwan Corporate Governance Association	Trump 2.0: Corporate Risk Response Strategies Amid Global Tax Reform and Supply Chain Restructuring	3.0	6.0
		2025.09.24	Taiwan Corporate Governance Association	Navigating Challenges and Strategic Perspectives in the Era of Global Tax Reform	3.0	
Director	Shih-Chang Hsu	2025.07.23	Taiwan Corporate Governance Association	Trump 2.0: Corporate Risk Response Strategies Amid Global Tax Reform and Supply Chain Restructuring	3.0	12.0
		2025.09.24	Taiwan Corporate Governance Association	Navigating Challenges and Strategic Perspectives in the Era of Global Tax Reform	3.0	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	

Appendix (III) -(Continued)

Title	Name	Training Date	Organizing Institution	Course Name	Hours of Continuing Education	Total Hours of Continuing Education in the Current Year
		2025.11.11	Taiwan Corporate Governance Association	U.S. Trade and Economic Policy and the Implications of Stablecoins	3.0	
		2025.11.12	Taiwan Corporate Governance Association	The Prevention of Insider Trading and the Latest Practice Development	3.0	
Director	Ying-Ying Liao	2025.09.17	Taiwan Corporate Governance Association	2025 Trump “Reciprocal Tariff” Impact on Contract Risk Management	3.0	6.0
		2025.10.15	Taiwan Corporate Governance Association	Sustainability Disclosure and Investment Value from the Board’s Perspective: Enhancing Transparency to Build Market Trust	3.0	
Independent Director	Ming-Ling Hsueh	2025.02.21	Taiwan Corporate Governance Association	Stainless Steel Business Strategic Planning and Sustainable Development	2.0	16.0
		2025.04.30	Taiwan Corporate Governance Association	The Impact of Trump 2.0 Tariffs and Related Tax Policies	3.0	
		2025.05.09	Taiwan Corporate Governance Association	Digital Manufacturing Development Strategy	3.0	
		2025.05.16	Taiwan Corporate Governance Association	Value Creation through Digital Transformation – Data-Driven Change Leadership and Expanding Development Opportunities for AI Industrialization	2.0	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	

Appendix (III) -(Continued)

Title	Name	Training Date	Organizing Institution	Course Name	Hours of Continuing Education	Total Hours of Continuing Education in the Current Year
Independent Director	Ming-Ling Hsueh	2025.07.10	Taiwan Securities Association	International Development Trends in Sustainability Governance and Green Risk Response Strategies (Including Sustainability Information)	3.0	
		2025.09.17	Taiwan Corporate Governance Association	2025 Trump “Reciprocal Tariff” Impact on Contract Risk Management	3.0	
Independent Director	An-Li Cheng	2025.05.08	Taiwan Corporate Governance Association	Annual sustainability governance strategy management of the Board of Directors (Sustainability Development Committee)	3.0	6.0
		2025.09.17	Taiwan Corporate Governance Association	Sustainability Disclosure and Investment Value from the Board’s Perspective: Enhancing Transparency to Build Market Trust	3.0	
Independent Director	Ming-Dao Chang	2025.03.21	Securities and Futures Institute	Sustainability Disclosure Advocacy Sessions for Listed and OTC Companies	3.0	9.0
		2025.09.17	Taiwan Corporate Governance Association	2025 Trump “Reciprocal Tariff” Impact on Contract Risk Management	3.0	
		2025.10.15	Taiwan Corporate Governance Association	Sustainability Disclosure and Investment Value from the Board’s Perspective : Enhancing Transparency to Build Market Trust	3.0	

Assessment Item	Operation Status			The deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Summary Description	

Appendix (IV)

Certification Status of Personnel Associated with Financial Information Transparency

Title	Name	Certification Status
Accounting Department Manager	Chen Ru-Yi	Passed R.O.C. CPA Examination
Chief Auditor	Yung-Min Chiang	Passed R.O.C. CPA Examination, Certified Internal Auditor
Senior Specialist, Audit Office	Liu Chih-Ling	Certified Internal Auditor (CIA)

(VI) Implementation Status of Sustainability Development and Differences from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
I. Has the Company established a governance structure to promote sustainable development, and set up a dedicated (or concurrent) unit to promote sustainable development that is authorized by the board of directors to be handled by senior management, and supervised by the Board of Directors?	✓		In order to implement sustainable governance, the Company voluntarily established the Sustainability Development Committee on October 7, 2019, in accordance with the “Corporate Social Responsibility Practice Principles” (renamed to “Sustainability Development Practice Principles” on December 24, 2021). The Committee reports directly to the Board of Directors. The Committee has established four working groups in accordance with its organizational charter: the Corporate Governance Team, the Environmental Sustainability Team, the Social Welfare Team, and the Sustainability Disclosure Team. Overall coordination is handled by the Finance Department, which is responsible for driving and managing related operations. For detailed implementation information, please refer to “VIII. Implementation Status of the Company’s Sustainability Development” in this table.	No difference
II. Does the company assess the risks of environmental, social, and governance issues related to the company’s operations based on the principle of materiality, and establish relevant risk management policies or strategies?	✓		The Company established the “Risk Management Policies and Procedures” approved by the Board of Directors on December 28, 2020, to serve as the highest guiding principle for risk management in each department. The risk management staff unit is responsible for revising risk policies and procedures, and supervising the implementation and coordination of overall risk management. Each functional unit applies the materiality principle to identify and assess risks arising from corporate	No difference

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			governance matters – spanning economic, environmental, and social dimensions – that may have a material impact on the Company’s operations, and to discuss corresponding response measures and risk management strategies. Findings are provided to internal audit for internal control review and are disclosed to customers, investors, and other stakeholders. For high-risk issues, in addition to strengthening control plans, reports are made to the Board of Directors at least once a year. For detailed implementation information, please refer to “VIII. Implementation Status of the Company’s Sustainability Development” in this table.	
<p>III. Environmental Issues</p> <p>(I) Has the company established an appropriate environmental management system according to its industry characteristics?</p>	✓		The Company’s environmental management mechanisms align with the characteristics of the biotechnology and pharmaceutical industries. Its manufacturing facilities have obtained Taiwan PIC/S GMP certification, as well as official regulatory inspection certifications from multiple jurisdictions, including Europe, the United States, and Japan. In addition, the Company has implemented the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) at all plant sites, with safety labeling posted in workplaces to disclose hazardous and harmful substances that employees may be exposed to. The latest Safety Data Sheets (SDS) are placed in work areas for employee reference. The Company aims to improve operational performance through internal environmental improvements and effective environmental protection measures.	No difference

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
(II) Is the company committed to improving energy efficiency and using renewable materials with low environmental impact?	✓		<p>The Company implements practices according to domestic regulations and established emission standards. For air pollutant treatment, natural gas boilers have replaced low-sulfur heavy oil consumption, effectively reducing nitrogen dioxide emissions. For wastewater treatment, a circulation system has been established to collect and reuse water resources from cooling towers, improve cooling procedures, increase heat recovery rates to reduce cooling water demand, and properly recycle cleaning water. For waste treatment, qualified waste treatment vendors are commissioned to handle plant waste, implement garbage classification, and increase recycling rates.</p> <p>The Company introduced ISO 14064-1 greenhouse gas inventory procedures in 2022, with verification conducted by an independent third-party verification body. Greenhouse gas inventories and verifications are conducted on an annual basis. The greenhouse gas inventory for fiscal year 2024 was verified and approved in May 2025. The greenhouse gas inventory for fiscal year 2025 was completed and verified in April 2026; an independent assurance statement issued by an independent third-party verification body is expected to be obtained in May 2026. This serves as our management approach and guideline for various energy-saving and carbon-reduction measures, improving energy efficiency at all operating locations.</p>	No difference
(III) Has the company assessed the potential risks and opportunities of climate change on the business, both present and future, and adopted	✓		In response to growing global awareness of climate change, extreme weather events, energy conservation and environmental protection, occupational safety and health, and biodiversity, the	No difference

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
corresponding measures?			Company has completed the identification of risks and opportunities associated with climate change. Based on the results of that identification process, the Company has formulated specific response and management strategies addressing four transition risks and two physical risks. For further details, please refer to Section IX of this report: “Company Environmental Sustainability Issues Explanation – Climate-Related Information for Listed and OTC Companies.”	
(IV) Has the company compiled statistics on greenhouse gas emissions, water consumption, and total waste weight for the past two years, and formulated policies for greenhouse gas reduction, water reduction, or other waste management?	✓		As a pharmaceutical industry committed to enhancing human life quality, the Company recognizes that human health heavily depends on a good environment, including clean air, water, and proper waste treatment. Therefore, the Company has adopted the environmental protection management approach of “prioritizing environmental sustainability in all operational activities.” We require suppliers to comply with our supplier management policy and continuously optimize processes and conserve resources to reduce the impact of climate change risks. For further details, please refer to Section IX of this report: “Company Environmental Sustainability Issues Explanation – Greenhouse Gas Inventory and Assurance.”	No difference
IV. Social Issues (I) Has the company formulated relevant management policies and procedures in accordance with relevant regulations and international human rights conventions?	✓		The Company focuses on human rights-related issues and provides employees with a fair and safe working environment to reduce potential hazards and impacts. Referencing internationally recognized human rights standards such as the “Universal	No difference

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			Declaration of Human Rights,” “United Nations Global Compact Ten Principles,” and “United Nations Guiding Principles on Business and Human Rights,” and strictly adhering to local government labor laws, the Company has established its human rights policy to treat all stakeholders fairly and with respect. For the company’s human rights policy, please refer to the “Sustainable Development>Employee Care” section on the company website.	
(II) Has the Company established and implemented reasonable employee benefit measures (including compensation, leave, and other benefits) and appropriately reflected operational performance or results in employee compensation?	✓		<p>1. Employee Compensation</p> <p>According to Article 28 of the Company’s Articles of Incorporation, if the Company is profitable for the year, 0.5% to 10% shall be allocated as employee compensation. However, if the Company has accumulated losses, the amount to offset such losses shall be set aside first. TTY Biopharm values talent development. Each year, the Company publicly recognizes long-serving employees and presents gifts to express appreciation for their dedication, demonstrating TTY Biopharm’s people-centered core values. Regarding employment practices, compensation is determined based on objective factors including each employee’s previous experience, capabilities, and the position applied for. Using the local minimum wage as a baseline, in 2025, the minimum monthly salary within the organization was NT\$28,590, meeting current minimum wage requirements. After considering various factors including job classification, educational background, and work experience, the ratio of</p>	No difference

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			<p>entry-level employees' average salary to the minimum wage is 1.38 times for both female and male employees, both exceeding the local minimum wage requirements. Employee compensation does not vary by gender; differences in remuneration are attributable primarily to differences in job content and the nature of the work performed.</p> <p>Furthermore, TTY Biopharm emphasizes annual salary adjustments and promotion systems. Based on internal performance evaluations, employees are provided with optimal opportunities for salary increases and clear pathways for advancement.</p> <ul style="list-style-type: none"> <li>• Salary Structure: Different salary frameworks are designed according to job functions.</li> <li>• Bonus System: The Company distributes bonuses equivalent to 0.5 months' salary for both Mid-Autumn Festival and Dragon Boat Festival, and 2 months' full salary for Lunar New Year. In addition to fixed bonuses, performance bonuses are distributed according to the "Performance Development Plan and Performance Bonus Evaluation Regulations," based on the company's overall operations and individual performance. Employees' performance goals must align with their department objectives. The final bonus multiplier is calculated by considering the company's annual total revenue and net profit after tax achievement status, ensuring a strong correlation between compensation and performance.</li> </ul>	

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			<ul style="list-style-type: none"> <li>• Annual salary adjustment: 2 opportunities for salary adjustment (performance-based adjustment, special adjustment). In 2025, the average salary increase for both non-managerial employees and managerial employees ranged from 2.5% to 3.5%.</li> <li>• Promotion System: Transparent promotion system with talent retention programs that recognize outstanding employees through advancement opportunities.</li> </ul> <p>2. Workplace Diversity and Equality</p> <p>Diverse talent recruitment serves as the driving force behind our company's continuous innovation. The varied values, beliefs, ethnicities, ages, genders, experiences, and backgrounds of our colleagues contribute to a broader perspective and vision. We hope that colleagues can realize their self-positioning and value in an inclusive and innovative organization, continuing to develop with our company, expanding their careers, and enriching their lives. The Company strives to create an inclusive, non-discriminatory work environment where every colleague can fully utilize their skills, experiences, and perspectives.</p> <p>The biotechnology pharmaceutical industry is a high-technology sector. Our company's employee recruitment focuses on professional knowledge and technical skills, resulting in gender parity among our workforce. In 2025, TTY Biopharm's full-time employees included 229 males (43.13%) and 288 females (54.24%). To promote workplace equality, in</p>	

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			<p>2025 we employed 4 indigenous people and 6 individuals with disabilities (including 2 with severe disabilities), with these special groups representing 1.93% of our total workforce.</p> <p>3. Additional Employee Benefits            To enhance employee cohesion, the Company is committed to providing comprehensive benefits for full-time employees. In addition to basic legal entitlements such as labor and health insurance, annual leave, maternity leave, and parental leave, we also offer group accident insurance, travel leave, paid sick leave, year-end bonuses, regular health examinations, birthday gifts, child birth gifts, holiday (Dragon Boat Festival/Mid-Autumn Festival) cash gifts or presents, hospital care stipends, funeral allowances, disaster relief funds, education subsidies (employee children’s education allowances and scholarships), travel subsidies, and employee stock ownership trusts, etc...            To enhance internal benefits, incentivize employee financial planning, and increase employee engagement with the company, thus achieving mutual benefits for both labor and management, in 2023 we established the “TTY Biopharm Company Limited Employee Stock Ownership Plan.” This program initiated an employee stock ownership trust where employees can contribute agreed amounts from their salaries and holiday bonuses according to their position level. The company matches 100% of employee contributions as an incentive. Employee retirement qualifications and pension standards are handled in accordance with TTY Biopharm’s</p>	

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			<p>retirement management regulations and are 100% compliant with Taiwan’s labor laws.</p> <p>Additionally, to address annual winter weather changes and the dual threat of seasonal influenza and COVID-19, our company has aligned with national disease prevention mechanisms by once again becoming a distributor for influenza vaccines. To safeguard employee health and safety, the Company has provided, on a staggered-batch basis each year since 2020, complimentary influenza vaccinations for all employees and up to four first-degree relatives per employee. In fiscal year 2025, a total of 1,111 individuals received influenza vaccinations, including employees, their family members, and directors. The Company is committed to being a socially responsible enterprise that prioritizes employee wellbeing. We recognize our unequivocal responsibility in maintaining public health and supporting disease prevention efforts. We are dedicated to establishing a secure social safety net for our employees and their families, working together to create a prosperous society.</p> <p>For detailed information on the Company’s compensation and benefits policies, please refer to “IV. Operating Overview,” subsection “V. Labor Relations” in the annual report, as well as the “Talent Recruitment” and “Sustainable Development&gt;Employee Care” sections on our company</p>	

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			<p>website.</p> <p>4. Employee Compensation Policy and Implementation Status Employee compensation includes salary and bonuses. Salary is determined with reference to industry standards, job title, educational background and experience, professional capabilities, and job responsibilities, in accordance with the Company's "Salary Structure Table." Bonuses are administered according to the Company's "Performance Development Plan and Performance Bonus Evaluation Regulations," which consider each employee's annual performance evaluation metrics, such as: annual work target achievement rate, core competency indicators (trust and results orientation, integrity and teamwork, proactivity and ambition, and customer orientation), and are evaluated based on the company's total revenue and net profit after tax achievement rate for the current year.</p>	
(III) Does the Company provide employees with a safe and healthy work environment, and regularly implement safety and health education for employees?	✓		The Company believes that employees with good physical and mental health are able to deliver efficient and high-quality performance. Therefore, the Company is committed to providing employees with a safe and healthy working environment. In addition to providing labor and health insurance coverage for all employees, the Company also offers group insurance, accident insurance, occupational accident insurance, cancer insurance, and business travel insurance, as well as annual health	No difference

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			<p>examinations for employees.</p> <p>In response to the dual threat of seasonal influenza and COVID-19, the Company also provides free influenza vaccinations distributed by the Company to all employees and their first-degree relatives (up to four persons per employee).</p> <p>To prevent occupational hazards and safeguard employee safety and health, the Company has established an occupational health and safety management system with reference to ISO 45001 Occupational Health and Safety Management System standards. Senior executives and department managers conduct hazard identification and risk assessments to identify hazards and risks arising from changes in the organization, the occupational health and safety management system, or related activities, and implement management programs, risk tracking, and control measures accordingly.</p> <p>The purpose is to establish a safe and healthy working environment that enables the organization to identify and prevent risks, provide employees with a safe and reliable workplace, reduce the likelihood of occupational accidents and diseases, and enhance regulatory compliance.</p> <p>For additional measures regarding employee personal safety and workplace environment protection, please refer to “V. Labor Relations” under “IV. Operating Overview” of the annual report. In 2025, the Company had 0 fire incidents with no casualties or injuries; therefore, no fire-related improvement measures were implemented.</p>	

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
(IV) Does the company establish effective career development training plans for employees?	✓		<p>“Rapidly acquiring knowledge, effectively transmitting knowledge, and quickly transforming knowledge into consensus and organizational capability” is one of the important ways to build core competitiveness for enterprises. Therefore, in addition to training new employees, our company continuously innovates and constructs a comprehensive education, training, and development system for all employees.</p> <p>1. New Employee Training To ensure new employees quickly understand and comply with company regulations and establish basic awareness of various operational safety protections to avoid and reduce operational risk impacts, while also facilitating rapid adaptation to the company, we revised our new employee training program in 2024. This program includes a series of online and in-person courses for new hires, including: Healthy Workplace - IT Training, Healthy Workplace - Accounting and Expense Reporting, Environmental Safety and Health, Pharmaceutical Advertising, and Legal Compliance-related courses. In 2025, a total of 86 new employees participated in these training courses.</p> <p>2. Employee Education and Training To enable colleagues to continuously enhance knowledge related to potential operational risks and maintain the company’s ethical business practices, we conduct various online and external training courses. Online courses include Pharmacovigilance, “SDGs” Sustainable Development Goals,</p>	No difference

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			Information Security, Corporate Integrity Promotion, Good Distribution Practice for Pharmaceuticals, Intellectual Property Concepts and Protection, and Pharmaceutical Advertising. 100% of all employees completed the online training courses. Based on statistics for fiscal year 2025, the average training hours per employee for in-house instructor-led courses and external training combined was 10.27 hours. The highest average was recorded among female sales and marketing personnel at 20.58 hours, followed by male sales and marketing personnel at 16.86 hours.	
(V) Regarding issues of customer health and safety, customer privacy, marketing, and labeling of products and services, does the company comply with relevant regulations and international standards, and establish relevant policies and grievance procedures to protect consumer or customer rights?	✓		Our company manufactures pharmaceutical products and executes import, export, storage, and transportation operations in accordance with the “Pharmaceutical Inspection Co-operation Scheme Good Manufacturing Practice (PIC/S GMP)” and “Good Distribution Practice for Western Pharmaceutical Products (Part 3: Distribution)” (GDP) regulations, providing customers with safe and effective pharmaceutical products. For pharmaceutical marketing and labeling, we follow regulations by including product package inserts and provide links to these inserts on the company’s official website for reference. Marketing advertisements are submitted to health authorities for pre-approval in accordance with regulations and receive advertising authorization numbers. Furthermore, our company has established appropriate information security management mechanisms, strengthened information security awareness, and adheres to strict control regulations and protective measures to protect personal	No difference

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			data and customer privacy. Our company has dedicated contact personnel available through phone and email in the “Contact Us” section of the company website to handle issues related to consumer rights complaints. We address consumer complaints fairly and promptly.	
(VI) Does the company establish supplier management policies requiring suppliers to comply with relevant regulations on environmental protection, occupational safety and health, or labor rights, and what is the implementation status?	✓		<p>1. Supplier Management Policy</p> <p>The Company has established four main policy pillars: “Quality Assurance,” “Quantity Stability,” “Delivery Time Reduction,” and “Sustainability Pursuit.” We simultaneously evaluate suppliers’ financial status, organizational management, and ability to implement corporate social responsibility through our “Supplier Sustainability Management Capability Evaluation” mechanism. This framework encompasses everything from the selection and qualification assessment of new suppliers to the qualification evaluation of continuing partnerships with existing suppliers, risk assessment classification management, and improvement guidance regulations, implementing sustainability and transparency in supplier selection and management. In 2025, 100% of new suppliers were screened according to the evaluation mechanism.</p> <p>Supplier evaluations include daily assessments (deducting points for any abnormalities in daily supplier inputs, which serve as a basis for annual evaluations) and annual evaluations (covering delivery time, quality, customer complaints, cooperation level, and sustainability). Suppliers are classified</p>	No difference

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			<p>and managed according to evaluation results.</p> <p>2. Supplier Management Implementation The Zhongli Plant conducted supplier evaluations for 543 items with active transactions in fiscal year 2025, assessed across five criteria: delivery performance, quality, customer complaints, responsiveness, and sustainability. For the 409 items with transaction records in 2025 at the Liudu Plant, evaluations were conducted based on quality and customer complaints. Going forward, both plants will give priority to Grade A suppliers when adding new procurement items, with the aim of strengthening long-term cooperative relationships. The Quality Assurance Department will also provide inspection exemption and reduced testing evaluations accordingly.</p> <p>3. Based on evaluations and assessments conducted in fiscal year 2025, neither the Zhongli nor the Liudu production facilities had any Grade C or disqualified suppliers. For details on the Company's supplier management policy, please refer to the "Sustainable Development" section of the Company's website and the Company's Sustainability Report.</p>	
V. Does the company prepare sustainability reports or other reports disclosing non-financial information with reference to internationally accepted reporting standards or guidelines? Have the aforementioned reports obtained assurance or certification opinions from third-party verification units?	✓		The Company has prepared Sustainability Reports for the fiscal years 2021 through 2025 in accordance with the GRI Sustainability Reporting Standards (GRI Standards) published by the Global Reporting Initiative. The fiscal year 2024 Sustainability Report obtained third-party independent verification from Afnor Asia Ltd. pursuant to the AA1000	No difference

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			Assurance Standard v3, Type 1 Application Level, Moderate Assurance, and received an independent assurance statement issued by Afnor Asia. The fiscal year 2025 Sustainability Report is currently being verified by Afnor Asia.	
<p>VI. If the company has established its own Sustainable Development Principles in accordance with the “Listed Companies Sustainable Development Best Practice Principles,” please describe its implementation and any differences from the established principles:  Our company has established “Sustainable Development Best Practice Principles” in accordance with the “Listed Companies Sustainable Development Best Practice Principles” and strictly adheres to them to effectively implement and promote corporate social responsibility.</p>				
<p>VII. Other important information that helps understand the implementation of sustainable development initiatives:</p> <p>(I) Comprehensive Health and Inclusion Initiatives</p> <p>In fiscal year 2025, TTY Biopharm advanced comprehensive health resilience through its core pharmaceutical expertise. In the area of preventive medicine, the Company deepened its engagement with the Tainan community through the “375 Influenza Health Education Program,” organizing four educational seminars. In the area of whole-person care, the Company has provided sustained support to the Taiwan Cancer Foundation and the Taiwan Cancer Information Holistic Care Association. The Company further advanced social inclusion by partnering with the Bay Area Picture Book Museum on intergenerational co-creation activities aimed at building confidence in disease prevention among elderly participants, protecting vulnerable populations, and fulfilling the Company’s commitment to health sustainability as a corporate citizen.</p> <ol style="list-style-type: none"> <li>1. TTY Biopharm partnered closely with Bay Picture Book Story House to deliver five Silver Generation Picture Book Co-Creation sessions at community long-term care facilities throughout fiscal year 2025, reaching a cumulative total of 95 elderly participants. Through weekend storytelling and guided reading activities, the program used children’s perspectives to help elderly participants understand the importance of vaccination, bringing the message of “be brave, get vaccinated“ into family settings and building confidence in preventive medicine among the senior population.</li> <li>2. The 375 Influenza Health Education Program, conducted in conjunction with a mobile hospital initiative, held four events across Tainan, with approximately 200 participants per event and a combined total of approximately 800 attendees. Through professional physician presentations and visual aids, the program successfully communicated the importance of influenza prevention and vaccination to local residents, effectively strengthening public health literacy.</li> <li>3. Donation of Adjuvanted Influenza Vaccines - In Support of the “375 Health Education Program”</li> </ol>				

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			<p>Facing the arrival of Taiwan’s super-aged society, increasing influenza vaccination rates among the elderly and reducing infection risks have become core missions in TTY Biopharm’s corporate social responsibility implementation. TTY Biopharm has further collaborated with the Taiwan Society of Infectious Diseases on the “Healthy Taiwan 375 Health Education Program.” Through this three-year educational initiative, we aim to raise awareness about immune aging issues among the elderly population and encourage seniors to receive influenza vaccinations. Together, we are gradually working toward the World Health Organization’s international target of achieving a 75% influenza vaccination rate for individuals aged 65 and above.</p> <p>Research findings indicate that severe influenza complications occur disproportionately among elderly individuals who have not received the influenza vaccine, and that hospitalization rates following influenza infection increase significantly among adults aged 65 and older. Medical professionals accordingly encourage elderly individuals to receive the influenza vaccine to reduce the risk of severe illness. Nonetheless, vaccine hesitancy among the elderly population has resulted in an overall vaccination rate of approximately 54%, which falls considerably short of the international target of 75%.</p> <p>With the support of global influenza vaccine manufacturer CSL Seqirus, TTY Biopharm donated 1,500 doses of adjuvanted influenza vaccine in fiscal year 2025 to public welfare initiatives in Taipei, Tainan, Taoyuan, and other municipalities, leveraging public–private collaboration to mobilize social welfare resources, raise awareness of the importance of influenza vaccination among the elderly, and encourage whole-family vaccination as a step toward building a healthier Taiwan.</p> <p>4. The Company sponsored the 19th Annual Ten Outstanding Cancer Fighters Selection and Award Ceremony organized by the Formosa Cancer Foundation, using the documentation and sharing of cancer survivors’ life stories to inspire cancer patients and their families and generate positive social impact. The Company supported the Formosa Cancer Foundation’s iCare Program – a breast cancer patient support initiative – providing post-operative rehabilitation and psychological support to breast cancer patients, along with emotional support for patients and their families.</p> <p>5. The Company supported the Taiwan Cancer Information Holistic Care Association’s cancer medical information platform in disseminating cancer treatment information and organizing professional forums, including the “Eastern Taiwan Cancer Forum“ held at Taitung Mackay Memorial Hospital, to enhance the professional competencies of healthcare personnel in medically underserved areas and reduce disparities in access to medical information. The Company also conducted a total of 11 “Cancer Awareness in the Community“ health education seminars at schools across various levels, promoting tobacco harm prevention and evidence-based cancer prevention concepts to advance grassroots public health education.</p>	

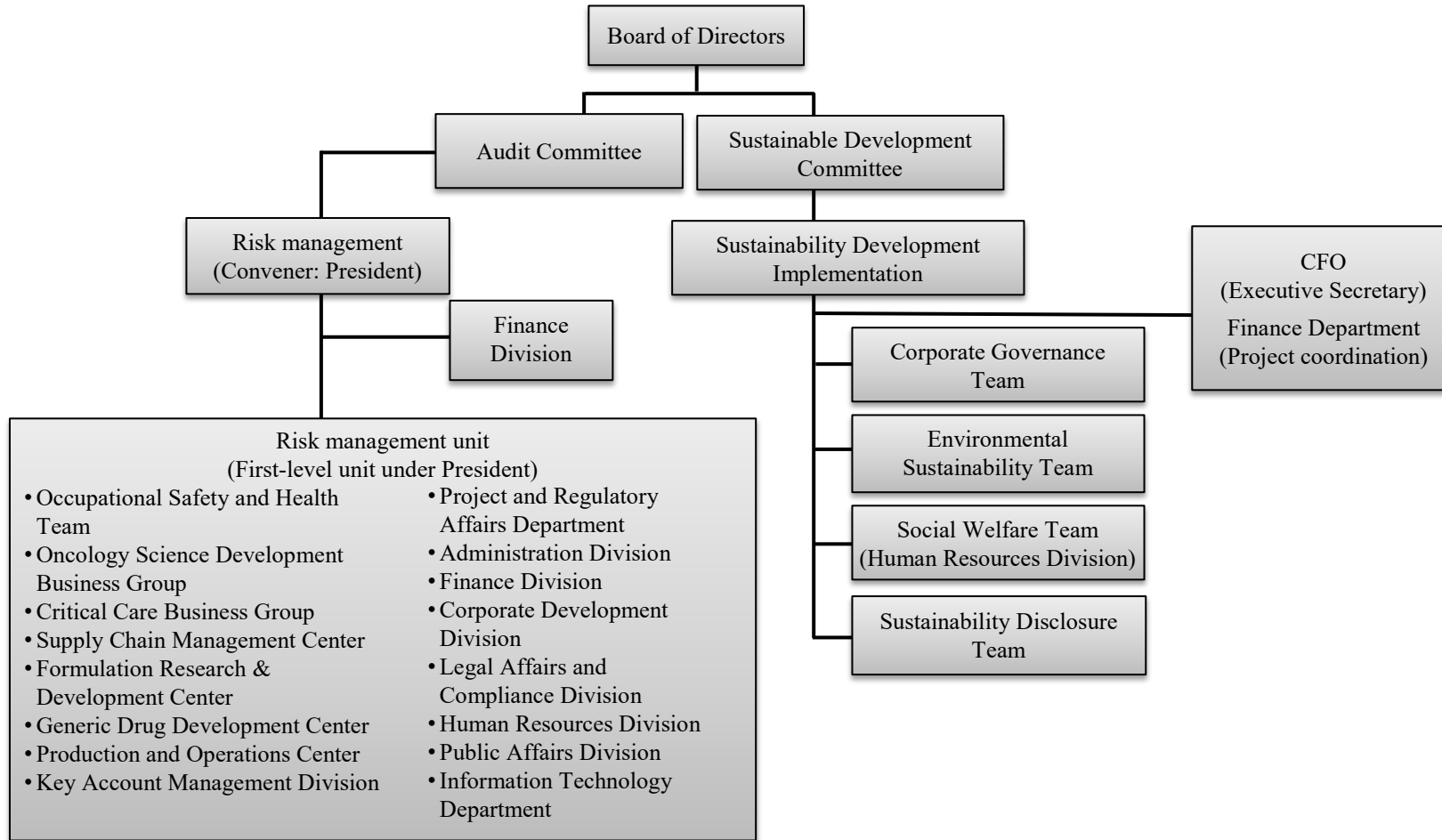
Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
(II) Summer internship program			<p>Our company has consecutively held the Summer Internship Program (SIP) for 19 years since 2006, targeting university or graduate students nationwide in pharmacy and life science-related departments. The program includes multiple information sessions, group interviews, curriculum planning, and project management learning. Our company provides students with industry experience that cannot be obtained in the classroom from the perspective of a professional and forward-looking international pharmaceutical company. Over the past 19 years, more than 500 students have benefited from this program.</p> <p>This year's Student Internship Program welcomed 25 participants from National Taiwan University, Taipei Medical University, National Yang Ming Chiao Tung University, China Medical University, National Cheng Kung University, Chia Nan University of Pharmacy and Science, Tajen University, and Kaohsiung Medical University, reflecting the program's broad academic diversity and reach.</p> <p>To improve internship quality and strengthen students' comprehensive understanding of the pharmaceutical industry value chain, TTY Biopharm has introduced the following four core modules into this year's SIP program:</p> <ol style="list-style-type: none"> <li>1. Comprehensive Value Chain Curriculum Training: Training modules spanning pharmaceutical regulations, market development, research and development processes, pharmaceutical marketing, and the latest developments and applications of AI in drug discovery, equipping students with a comprehensive understanding of the pharmaceutical industry's operating mechanisms from upstream research and development through to downstream customer engagement.</li> <li>2. Career Interviews with Senior Executives: One-to-many career sharing sessions with senior executives from the Office of the Chairman, the President's Office, and the research and development, clinical trials, marketing, regulatory affairs, sales, and human resources departments, providing students with practical workplace experience and professional development perspectives to strengthen career planning awareness.</li> <li>3. Unique Mentorship System: Assigning dedicated corporate mentors to each intern during their departmental placement. Through periodic performance reviews and individual guidance, mentors help interns clarify learning objectives, integrate practical experiences, and optimize the feedback process.</li> <li>4. Project Competition (Simulated Drug Development Potential Assessment Challenge): A competition-based format guiding interns through simulated assessments of drug development potential, covering research and development feasibility, market demand, and risk analysis, to cultivate systematic thinking and cross-disciplinary analytical capabilities. Through knowledge-sharing and results presentation mechanisms, the program fosters knowledge exchange and teamwork, laying the foundation for developing pharmaceutical talent with a sustainable research and development mindset.</li> </ol>	

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
(III) “Cancer Awareness Community Care” Public Welfare Activities			<p>Interns who demonstrate outstanding performance will be recommended for the second phase “Taiwan Brand Ambassador (TBA)” program, serving as communication bridges between the company and young professionals, and will be further incorporated into the company’s medium and long-term talent reserve system. In 2025, three SIP interns were selected to join the TBA program.</p> <p>As one of Taiwan’s leading oncology pharmaceutical companies, TTY Biopharm has long been committed to cancer prevention education, leveraging its professional expertise and industry strengths to advance public understanding of cancer among the people of Taiwan. TTY Biopharm’s cancer education initiatives have been carried out through the “Cancer Awareness in the Community“ and “Love and Care Art Competition“ programs, reaching beneficiaries across Taiwan and helping the general public, cancer patients, and their families move beyond fear and unfamiliarity with cancer, while fostering greater empathy and understanding toward those affected by the disease.</p> <p>1. Cancer Awareness Rural Campus Outreach In fiscal year 2025, under the theme “Smoke Gathers, Health Departs,“ the Company continued its “Cancer Awareness in the Community“ rural campus outreach program, conducting tobacco harm prevention and cancer prevention public interest seminars at 20 junior high schools across underserved regions including Yunlin, Chiayi, Tainan, Miaoli, Hualien, Taitung, and the outlying islands. In addition to providing current cancer knowledge, the program offered bone health and disease prevention screenings and consultations, and employed real case sharing and interactive exercises to make health education engaging and accessible, empowering adolescents to serve as advocates for healthy living within their families. Each face-to-face health dialogue with the public plants a seed of wellness in society. TTY Biopharm will continue to partner with non-profit organizations to build a cross-regional health education network, protecting the people of Taiwan from the threat of cancer and realizing the Company’s long-term social value as a corporate citizen.</p> <p>2. Love and Care Art Competition TTY Biopharm and the Taiwan Cancer Information Holistic Care Association (TCI) have maintained a long-term collaborative partnership in organizing the “Love and Care“ Children’s Art Competition, which uses artistic creation to guide the next generation toward a sound understanding of cancer prevention. The competition entered its 13th edition in fiscal year 2025 under the theme “Cancer Is Preventable – I Champion Your Health,“ encouraging children to express healthy dietary habits, regular physical activity, and cancer prevention concepts through their artwork. In August 2025, the award-winning works from the 12th and 13th editions were exhibited at the Carp Gallery at Taitung Mackay Memorial Hospital. The vibrant colors and innocent brushstrokes brought into the hospital corridors created a warm and life-affirming environment for patients and their families, offering comfort amid the challenges of cancer treatment.</p>	

Implementation Item	Operational Status			Deviations from the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
(IV) Hospice Care Services for Cancer-Affected Families			To assist in promoting hospice care domestically and actively leverage our industry advantages, our company initiated hospice care services in collaboration with China Medical University Hospital. We planned a daytime hospice care program to provide home-based hospice and palliative care medical services for terminal cancer patients from China Medical University Hospital after they return home. Specialized hospice home care nurses conduct home visits and perform palliative care medical procedures, helping to resolve family caregiving issues and reduce caregiver stress. Over the five years from 2021 to 2025, we have served a total of 1,115 patient visits and covered the payable expenses for families enrolled in hospice care. We hope that through symptom relief, emotional support, economic assistance, and other services, patients and their families can be free from worries and achieve spiritual peace during their final journey, further exerting our corporate power for good.	
(V) Building a Cancer Prevention Network			<ol style="list-style-type: none"> <li>1. According to the latest cancer registry statistics published by Taiwan’s Ministry of Health and Welfare, cancer has remained the leading cause of death in Taiwan for more than 40 consecutive years. Driven by population aging and changes in lifestyle, cancer incidence is trending toward both younger age groups and a chronic disease profile. TTY Biopharm and the Taiwan Cancer Information Holistic Care Association (TCI) co-organized the “Eastern Taiwan Cancer Forum“ at Taitung Mackay Memorial Hospital on August 16, 2025. The forum brought together healthcare professionals for in-depth discussions on cutting-edge medical topics including geriatric oncology vulnerability assessment, immunotherapy, and local cell therapy.</li> <li>2. Accurate and timely medical information is the most vital source of support for cancer patients and their families throughout the extended course of treatment. However, the fragmented and often unreliable nature of online information frequently leaves patients feeling helpless at critical moments. TTY Biopharm and the Taiwan Cancer Information Holistic Care Association (TCI) maintain a deep collaborative partnership in providing long-term operational support for the Chinese Cancer Information Network. In fiscal year 2025, the platform launched an innovative service titled “Dr. Yangyang’s Picture Book Flash Reviews,“ in which oncology specialists use picture book readings to help patients reframe their perspectives when confronting adversity, achieving a seamless transition from medical information to psychological support.</li> </ol>	

VIII. Company's Implementation of Sustainable Development

1. Sustainability Development Governance Structure



## 2. Implementation of sustainable development

### (1) Sustainability Development Implementation

The sustainable development implementation follows the organizational structure, divided into four teams: Corporate Governance Team, Environmental Sustainability Team, Social Welfare Team, and Sustainability Disclosure Team. These teams are responsible for promoting and implementing the company's sustainable development strategic objectives. The Corporate Governance Officer is responsible for handling matters relating to Sustainability Development Committee meeting administration and executing tasks assigned by the Committee.

The Sustainable Development promotion team prepares a work plan for the following year at the end of each calendar year and submits it to the Sustainability Development Committee for approval. At the same meeting, the team reports to the Sustainability Development Committee on the review of that year's implementation progress, after which the Chairperson of the Sustainability Development Committee reports to the Board of Directors. In fiscal year 2025, the Company revised its Corporate Sustainability Strategic Blueprint objectives and formulated the fiscal year 2026 work plan, which were submitted to the Sustainability Development Committee on November 6, 2025, along with a report on the implementation status of the fiscal year 2025 sustainability work plan. The Chairperson of the Sustainability Development Committee subsequently reported to the Board of Directors. For detailed information on sustainable development operations, please refer to the company's 2025 Sustainability Report and the "Sustainable Development" section on the company's website.

### (2) Risk Management Operations

TTY Biopharm established the "Risk Management Policies and Procedures" through a Board of Directors resolution on December 28, 2020, serving as the company's highest risk management directive. The Finance Division functions as the staff unit (hereinafter referred to as the "Staff Unit") responsible for policy and procedure revisions, as well as overseeing the implementation and coordination of overall risk management operations.

The first-level units under the President serve as Risk Management Units, responsible for operating various risk management mechanisms within their organizations. The Staff Unit coordinates and centralizes the risk management operations across all units to ensure that risks are controlled within acceptable parameters. The Audit Unit examines risk management operations and provides improvement recommendations for risk monitoring. The Audit Committee supervises the operations of the Risk Management Units and ensures effective implementation of internal controls. The Board of Directors serves as the company's highest decision-making and responsible body for risk management.

The Risk Management Staff Unit reports annually to the Audit Committee and Board of Directors regarding risk identification and management operations. On March 9, 2026, the unit reported on 2025 risk management operations, 2026 risk identification, and TCFD:

- Risk Assessment Boundaries and Scope

The 2026 risk assessment boundaries encompass all company locations and departments, with scope divided into four major dimensions:

① Strategic: New product or market development, market competition, product technology and R&D, policies and regulations

- ② Operational: Product safety, occupational safety and health, production efficiency, supply chain, intellectual property, information security, corporate reputation, human resources
- ③ Financial: Financial management, credit
- ④ Other: Geopolitics, disasters, energy crisis, integrity and ethics

- Risk Management Implementation Results  
Following identification, material risks are classified as low, moderate, or high based on established risk assessment criteria, and a risk matrix is produced accordingly. Moderate risks are managed by the responsible units in accordance with existing risk response measures; high risks are addressed by the responsible units through the implementation of additional risk response measures. As a result of effective execution of preventive risk response measures in fiscal year 2025, risks previously classified as high – including market competition and reputational risk – were both reduced to moderate risk in fiscal year 2026.
- TCFD (Task Force on Climate-related Financial Disclosures)

Governance	Strategy	Risk management	Indicators and Targets
<p>The Board of Directors serves as the highest guidance and supervision body for climate change, responsible for decision-making, assessment, and oversight of climate-related issues and matters. Climate-related risks are managed by each functional unit within its respective operational scope. In accordance with the “Material Principles for Climate Governance,” each unit reports annually to the Sustainability Development Committee and the Board of Directors on the progress of objectives</p>	<p>TTY Biopharm is committed to achieving low-carbon green manufacturing processes and promoting green supply chains, with the goal of driving environmental awareness transformation in the biotechnology and pharmaceutical industry to effectively reduce greenhouse gas emissions.</p>	<p>Each functional unit independently identifies climate-related risks and opportunities relevant to its operations and establishes management plans for material risks and opportunities to enable progress and performance tracking and to facilitate the achievement of specific environmental targets.</p>	<ul style="list-style-type: none"> <li>• Short-term Targets               <ul style="list-style-type: none"> <li>○ In 2025, implement energy-consuming equipment improvement measures according to the aggressive electricity conservation and carbon reduction plan formulated in 2024, achieving a 2% electricity reduction compared to 2024.</li> <li>○ In 2025, continue to implement the ISO 14064-1 greenhouse gas verification standard, with certification to be achieved in 2026.</li> <li>○ In 2025, continue to conduct risk management and response strategies for potential risks brought by climate change, and execute risk identification and assessment operations for the new year.</li> </ul> </li> <li>• Medium-term Target               <ul style="list-style-type: none"> <li>○ Progressively increase the target value</li> </ul> </li> </ul>

<p>formulated by the Company in response to climate change. Additionally, climate change awareness education and training programs are conducted to enhance governance-level climate change consciousness.</p>			<p>for carbon emission reduction year by year.</p> <ul style="list-style-type: none"> <li>• Long-term Target <ul style="list-style-type: none"> <li>○ Using 2022 as the baseline year, reduce carbon emissions by more than 8% by 2030.</li> </ul> </li> </ul>
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For detailed climate-related disclosures, please refer to Section IX of this report: “Description of the Company’s Environmental Sustainability Issues – Climate-Related Information for Listed and OTC Companies,” the Company’s fiscal year 2025 Sustainability Report, and the “Sustainability” section of the Company’s website.

### 3. Board of Directors’ Supervision of Sustainable Development

The Board of Directors serves as the company’s highest guiding authority for sustainable development. The Board receives reports on operational status from the Sustainability Development Committee Chairperson at regular meetings (at least quarterly). The Sustainable Development Promotion Center formulates work plans for the following year at the end of each year and submits them to the Sustainability Development Committee for approval. At the same meeting, the Center reports to the Sustainability Development Committee on the review of that year’s implementation progress, after which the Chairperson of the Sustainability Development Committee reports to the Board of Directors. The Board evaluates and monitors implementation progress and, where necessary, directs adjustments accordingly.

The Sustainability Development Committee convened four meetings in fiscal year 2025, covering topics including progress reports on the greenhouse gas inventory and verification timeline, revisions to the Corporate Sustainability Strategy and objectives, formulation of fiscal year 2026 sustainability work objectives, and reports on whistleblowing mailbox correspondence. For detailed information on sustainable development operations, please refer to the company’s 2025 Sustainability Report and the “Sustainable Development” section on the company’s website.

## IX. Description of the Company’s Environmental Sustainability Issues

The company’s environmental dimension boundary and scope data primarily focuses on the two main manufacturing sites: Zhongli Plant and Lioudu Plant. Some disclosures also include the Formulation Research and Development Center. All data is presented using internationally recognized indicator calculation methods.

For information on the Company’s response to climate change, please refer to the climate-related information and greenhouse gas inventory and assurance disclosures under “Climate-Related Information for Listed and OTC Companies.” For detailed climate-related disclosures, please refer to the Company’s fiscal year 2025 Sustainability Report and the “Sustainability“ section of the Company’s website.

Environmental matters relating to water resources and waste are disclosed in the information set out below.

### (1) Water Resources

#### ➤ Statistics for the Past Five Years:

##### ▼ Drainage volume and effluent water quality monitoring results

Manufacturing Location	Water quality	Unit	Local Regulatory Standards	2021	2022	2023	2024	2025
Lioudu Plant	Water Withdrawal	Million Liters		91.323	79.936	101.391	101.659	105.754
	Water Discharge	Million Liters		73.058	63.949	81.113	81.327	84.603
	COD	mg/L	600	72.94	26.28	40.24	65.81	47.14
	SS	mg/L	600	3.15	6.10	7.58	9.11	2.93
Zhongli Plant	Water Withdrawal	Million Liters		20.086	19.626	19.830	16.242	26.465
	Water Discharge	Million Liters		16.069	15.701	15.864	12.994	21.172
	COD	mg/L	480	13.5	24.24	56.47	69.7	142.59
	SS	mg/L	320	3.55	7.40	12.38	17.00	13.14
Formulation Research & Development Center	Water Withdrawal	Million Liters		2.248	2.291	1.909	1.960	1.719
	Water Discharge	Million Liters		1.798	1.833	1.527	1.568	1.375
<b>Total water withdrawal</b>		<b>Million Liters</b>		<b>113.657</b>	<b>101.853</b>	<b>123.130</b>	<b>119.861</b>	<b>133.938</b>
<b>Total drainage</b>		<b>Million Liters</b>		<b>90.926</b>	<b>81.482</b>	<b>98.504</b>	<b>95.889</b>	<b>107.150</b>
<b>Revenue</b>		<b>Thousand NTD</b>		<b>4,535,610</b>	<b>5,061,606</b>	<b>5,505,542</b>	<b>5,893,847</b>	<b>6,452,948</b>
<b>Wastewater discharge intensity</b>		<b>Million Liters/Revenue Thousand NTD</b>		<b>0.0000200</b>	<b>0.0000161</b>	<b>0.0000179</b>	<b>0.0000163</b>	<b>0.0000166</b>

➤ Management Policies

According to data from the World Resources Institute’s “Aqueduct Water Risk Atlas,” the water resource risk level throughout Taiwan is classified as Low-Medium (1-2), and is not considered a water-stressed area. At TTY Biopharm’s main operating locations, including the Liudu Plant, Zhongli Plant, Neihu Plant, and Formulation R&D Center, 100% of water is sourced from local water treatment plants. The company does not use groundwater and its water withdrawal does not affect water sources. Additionally, the discharged water does not contain high concentrations of chemical substances. Low-concentration wastewater undergoes primary treatment at the plants before being discharged to local industrial park wastewater treatment facilities for final processing. This treated water meets national effluent standards before being discharged into receiving water bodies.

In fiscal year 2025, total water withdrawal at TTY Biopharm’s Liudu Plant, Zhongli Plant, and Formulation Research and Development Center was approximately 133.938 million liters, and wastewater discharge was approximately 107.150 million liters. During 2025, the Company had no incidents of unplanned wastewater discharge such as leakage or overflow. All discharged wastewater complied with the Water Pollution Prevention and Control Act, local government ordinances, and the incoming water quality standards of industrial park wastewater treatment plants. The Chemical Oxygen Demand (COD) and Suspended Solids (SS) in wastewater discharged from the two major manufacturing sites, Liudu Plant and Zhongli Plant, were significantly below local regulatory standards, creating no impact on water bodies or biodiversity. Looking forward, the Company will continue to strengthen its overall water conservation strategy by establishing a systematic water resource management plan. This includes: Creating recycling systems to reuse water resources from cooling towers; Improving cooling processes and increasing heat recovery rates to reduce water resource demands; Strengthening water conservation awareness among colleagues and management levels; and thoroughly implementing water-saving actions.

▼ Comparison of Effluent Water COD and SS with Local Regulatory Standards

Liudu Plant		Zhongli Plant	
COD	SS	COD	SS
The COD level in wastewater discharged in 2025 was 65.81 mg/L, which is 9.12 times lower than the local regulatory standard of 600 mg/L.	The SS level in wastewater discharged in 2025 was 9.11 mg/L, which is 65.86 times lower than the local regulatory standard of 600 mg/L.	The COD level in wastewater discharged in 2024 was 69.7 mg/L, which is 6.89 times lower than the local regulatory standard of 480 mg/L.	The SS level in wastewater discharged in 2024 was 17.00 mg/L, which is 18.82 times lower than the local regulatory standard of 320 mg/L.

(2) Waste

➤ Statistics for the Past Five Years:

▼ Waste Classification by Composition (Unit: Metric Tons)

Item \ Year	2021	2022	2023	2024	2025
<b>Hazardous industrial waste</b>	25.59	28.55	28.43	20.97	18.77
<b>Non-hazardous industrial waste</b>	19.43	21.18	14.84	58.63	35.60
<b>Total Waste</b>	45.02	49.73	43.27	79.60	54.37

Note: In 2024, the total waste volume increased compared to previous years due to the Lioudu Plant's assistance in processing several batches of expired pharmaceuticals for clients.

▼ Waste Directly Disposed by Disposal Operation (Unit: Metric Tons)

Disposal operations \ Year		2021	2022	2023	2024	2025
Hazardous waste	Incineration (including energy recovery)	—	14.82	19.83	12.74	12.88
	Incineration (excluding energy recovery)	22.23	13.73	8.59	6.65	5.885
	Landfill	—	—	—	1.584	—
	Other disposal operations (physical treatment)	3.36	—	—	—	—
	<b>Total amount</b>	<b>25.59</b>	<b>28.55</b>	<b>28.43</b>	<b>20.97</b>	<b>18.77</b>
Non-hazardous waste	Incineration (including energy recovery)	—	—	—	12.00	—
	Incineration (excluding energy recovery)	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
	<b>Total amount</b>	<b>19.43</b>	<b>21.18</b>	<b>14.84</b>	<b>58.63</b>	<b>35.60</b>

➤ Management Policies

To achieve environmentally friendly sustainability governance goals, TTY Biopharm has appointed professional technical personnel in accordance with Article 28, Paragraph 2 of the Waste Disposal Act. The Company actively cultivates relevant dedicated personnel, with a total of 5 waste management technical specialists in 2025 (2 at Lioudu Plant, 2 at Zhongli Plant, and 1 at Neihu Plant). As required by law, waste disposal plans are submitted and operations commence only after approval from municipal, county (city) competent authorities or agencies commissioned by the central competent authority. The Company contracts with qualified waste collection and treatment institutions to properly dispose of industrial waste and daily garbage in accordance with regulations.

Additionally, waste transportation and tracking management follows Article 14, Paragraph 2 of the Public and Private Waste Clearance and Treatment Methods, requiring contractors' transportation equipment to be reported and approved. Vehicles transporting the Company's industrial waste must be equipped with GPS global positioning systems, with a transmission rate of at least 90% to enable real-time monitoring by regulatory authorities and the Company.

To effectively track waste flow and strengthen vendor auditing, the Company conducts weekly manifest reconciliation and GPS anomaly tracking of transport vehicles. Monthly tracking and reconciliation of vendor processing conditions are carried out, along with an annual on-site inspection mechanism to confirm post-processing outputs and flows. Random vehicle audits are also implemented to verify that waste collection and processing vendors comply with legal requirements. In 2025, the total waste from TTY Biopharm's Lioudu Plant, Zhongli Plant, and Neihu Plant was approximately 54.37 metric tons, consisting of 18.77 metric tons of hazardous waste and 35.60 metric tons of non-hazardous waste. All waste was processed off-site by qualified waste collection vendors. Both Zhongli Plant and Lioudu Plant achieved 100% weekly and monthly reconciliation rates, with no violations of the Waste Disposal Act or related regulations, and no environmental impact on the local area surrounding the plants.

▼ Vendor Audit Status in 2025

<b>Location</b>	<b>Weekly Reconciliation Achievement Rate</b>	<b>Monthly Reconciliation Achievement Rate</b>	<b>Number of On-site Inspections</b>	<b>Number of Random Transport Vehicle Audits</b>
<b>Zhongli Plant</b>	100%	100%	1	1
<b>Lioudu Plant</b>	100%	100%	6	6
<b>Neihu Plant</b>	100%	100%	1	0

## Climate-Related Information for Listed and OTC Companies

### I. Climate-Related Information Implementation Status

Item	Operational Status
<p>1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.</p>	<p>The Sustainability Development Committee was established on October 7, 2019, and the “Sustainability Committee Organizational Charter“ and “Sustainability Best Practice Principles“ were formulated to implement relevant sustainability matters and initiatives. The Sustainability Development Committee operates under the Board of Directors and comprises five members, three of whom are independent directors. Organized in accordance with the Sustainability Committee Organizational Charter, the Committee is responsible for formulating and executing sustainability policies, systems, management guidelines, and concrete action plans.</p> <p>On December 28, 2020, the Board of Directors approved the “Risk Management Policy and Procedures,“ which formally establishes the Company's Risk Management Policy. The Policy defines categories of risk in alignment with the Company's overall operating guidelines and strategy, and sets out a management framework for identifying, assessing, and addressing risks, as well as for effective monitoring and review, with the aim of avoiding or mitigating the operational impact of risk events on the Company and ensuring sustainable corporate development. The Policy encompasses climate-related information and climate change-related risks. The Board of Directors serves as the highest governing and oversight body for climate change matters and is responsible for making decisions on, evaluating, and monitoring climate-related issues. Climate-related risks are managed by each functional unit within its respective operational scope. In accordance with the “Material Principles for Climate Governance,“ each unit reports annually to the Audit Committee and the Board of Directors on the progress of objectives formulated by the Company in response to climate change. In addition, climate change-related education and training is conducted to strengthen climate awareness at the governance level.</p> <p>For additional climate governance information, please refer to the Company's website: Sustainability &gt; Sustainability Report &gt; TCFD (Task Force on Climate-related Financial Disclosures), and the Market Observation Post System.</p>
<p>2. Strategy – Impact of Identified Climate Risks and Opportunities on Business, Strategy, and Finances (Short, Medium, and Long Term)</p>	<p>Each year, the Company conducts identification and assessment of climate-related physical and transition risks in accordance with the TCFD framework, evaluates the degree of financial impact and operational implications of each identified risk and opportunity, and formulates corresponding response and management strategies. In fiscal year 2025, taking into account the characteristics of the biotechnology and healthcare industry, the Company focused its analysis on the financial impacts of six climate change-related risks identified as potentially material to internal operations. These comprise four transition risks and two physical risks, classified as either immediate (short-term) or long-term (medium-to long-term) risks. Details are set out below:</p> <p>TTY Biopharm Fiscal Year 2025 Climate Change Risk Identification and Response Measures</p> <p><u>Transition Risks:</u></p>

Risk category	Risk impact	Countermeasures and Potential Financial Impacts
Policy and Legal	As greenhouse gas management regulations become increasingly stringent, if mandatory greenhouse gas emission caps are implemented in the future, additional carbon pricing will increase the company's operational costs.	<p>To improve energy efficiency, the company will continue to implement energy conservation and emission reduction plans and install additional energy-saving facilities. The company will also continuously improve manufacturing processes, reducing environmental impact through source control reduction and enhancement of end-of-pipe control equipment.</p> <p>As Taiwan advances its energy transition policy – increasing the share of renewable energy and gradually replacing coal-fired generation with natural gas – structural upward pressure on overall electricity generation costs is expected to persist. Should electricity prices progressively reflect generation costs, fuel price volatility, and related policy adjustments, the Company may face increased costs for purchased electricity, with a corresponding impact on operating expenditures.</p> <p>Under scenario analysis assumptions, a cumulative electricity price increase of 10% to 30% over the medium to long term – applied against the average annual purchased electricity consumption of approximately 14.85 million kWh over the past two years – could result in an increase in annual electricity expenditure of approximately NT\$4 million to NT\$12 million. The actual impact will depend on the pace of policy adjustments and the effectiveness of the Company's energy conservation measures.</p>
Technology risk	As economic systems gradually shift toward supporting low-carbon, high-efficiency technology improvements and innovations, the company's competitiveness will be affected, potentially increasing procurement, production, and distribution costs based on the timeline and depth of customer requirements.	<p>Drawing on a comprehensive assessment of the operational impact of climate change-related policies, the Company has formulated short- and medium-term operational plans aimed at reducing carbon emissions generated throughout the production process and advancing a phased green transition.</p> <ol style="list-style-type: none"> <li>1. In fiscal year 2025, the Company continued implementing energy conservation measures at its manufacturing facilities, executing 11 initiatives, including the replacement of inefficient air compressors with variable-frequency air compressors, process optimization to reduce operating time, replacement of conventional lighting with LED fixtures, replacement of cooling tower equipment, and cooling tower water quality management, at a total expenditure of approximately NT\$11.289 million.</li> <li>2. In fiscal year 2026, TTY Biopharm will continue its energy conservation program at its manufacturing facilities, with 12 planned initiatives including air conditioning cooling upgrades, cooling tower heat dissipation material replacement, continued LED</li> </ol>

			lighting replacement, conversion of corridor and outdoor lighting to solar-powered fixtures, and adjustment of air conditioning chilled water pump variable-frequency flow control. Capital expenditure on property and equipment for fiscal year 2026 is estimated to be approximately NT\$2.146 million.
	Market risk	Due to climate change risks and carbon emission regulatory requirements, markets are gradually developing new business models and adaptation needs, requiring companies to build carbon asset management capabilities. To avoid supply chain disruption risks caused by raw material instability, TTY Biopharm has increased inventory costs.	To strengthen the Company's capacity to manage climate-related risks, the Company has established environmental protection mechanisms and carbon emission control measures, creating new revenue opportunities and expanding its market presence. Simultaneously, if safety inventory levels increase, the company's inventory costs will rise. Based on the TTY's 2025 inventory of approximately NT\$1.253 billion, each 1% increase in inventory would add NT\$12.53 million in inventory costs.
	Reputation risk	Climate change may affect customers or communities, with close correlation to their assessment of whether the company is committed to low-carbon transition. High carbon emissions or pollution could cause the company to lose bidding qualifications, orders, and revenue, or affect customer and social perceptions of the company.	To develop more environmentally friendly quality products or services, the company continuously improves wastewater and waste recycling utilization rates internally while conducting environmental sustainability advocacy activities externally, creating a green corporate culture from the inside out. The company also evaluates investment in green energy and low-carbon logistics development to reduce the carbon footprint of its products and organization, aligning with market demands to enhance industrial competitiveness.
<u>Physical risks:</u>			
	<b>Risk category</b>	<b>Risk impact</b>	<b>Countermeasures and Potential Financial Impacts</b>
	Immediate Risks	Climate change may give rise to extreme weather events including typhoons, floods, and drought, resulting in immediate financial impacts such as damage to TTY's assets or supply chain disruptions.	Strengthened water resource management protocols to ensure the safety of plant equipment and maintain uninterrupted operations. To prepare for drought conditions, TTY Biopharm has established a roster of water suppliers, though this comes at higher costs. Based on 2025 usage of approximately 130,994 degrees, if water shortages necessitate purchasing from external suppliers, our Liudu Plant would incur additional water procurement costs of approximately NT\$160,000 daily (8 trips of 25-ton water trucks), while our Zhongli Plant would face additional costs of approximately NT\$80,000 daily (4 trips of 25-ton water trucks). Measures pertaining to day-to-day water resource management are addressed separately in the Water Resource Management section. Furthermore, typhoons and flooding may disrupt normal transportation of

			raw materials and finished product shipments, affecting operating revenue. To mitigate this risk, we have evaluated the rental of off-site warehousing facilities, which would increase rental costs by approximately NT\$20 million.
Long-term risks	The continuous rise in global average temperatures and gradual depletion of resources such as water, electricity, and fuel may lead to operational disruptions at our manufacturing facilities, resulting in increased operating costs or contractual penalties due to delivery delays.		We have assessed regional resource utilization patterns and arranged staggered production schedules to operate during non-peak electricity usage periods. We have also developed business continuity plans that include actively developing new suppliers, installing emergency generators, and establishing a water supplier network to ensure stable raw material and resource availability, thereby enhancing TTY Biopharm’s disaster response and adaptive capacity.
<p>In response to growing global awareness of climate change, extreme weather events, energy conservation and environmental protection, occupational safety and health, and biodiversity, TTY Biopharm has completed the identification of risks and opportunities associated with climate change and has formulated specific response strategies and adaptive measures based on the results of that identification process. Relevant information is set out below:</p> <p><b>TTY Biopharm’s Climate Change-Related Opportunities and Response Measures for 2025</b></p>			
Opportunity categories	Opportunity Description	Countermeasures and Potential Financial Impacts	
Resource utilization efficiency	Improving energy and resource utilization efficiency can both reduce the Company’s medium and long-term operational costs and achieve carbon reduction goals.	The Company evaluates the installation or replacement of low-energy-consumption equipment and establishes reduction targets for electricity consumption, water consumption, and other resource usage to improve resource efficiency. Capital expenditure on property and equipment replacement in fiscal year 2025 was estimated at NT\$11.289 million, with projected annual operating cost savings of approximately NT\$1.07 million. Capital expenditure on property and equipment replacement in fiscal year 2026 is estimated at NT\$2.146 million, with projected annual operating cost savings of approximately NT\$635,000.	
Resilience	Enhancing climate change adaptation capabilities to effectively manage climate change-related risks and capitalize on opportunities.	Each functional unit independently identifies climate change-related risks and opportunities relevant to its operations and formulates climate change risk management strategies. The Finance Department has planned to establish material principles for “Climate Governance“ to enable progress and performance tracking and to strengthen the Company’s risk response capacity.	

3. Describe the financial impact of extreme weather events and transition actions.

The Company's scenario analysis references the Representative Concentration Pathways (RCP) climate scenarios set out in the Fifth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC), adopting the RCP2.6 scenario, which corresponds to a temperature increase of approximately 2°C. Indicators applied include: (1) maximum monthly mean temperature (TG-mon) and number of warm days (TX90p); (2) annual maximum daily precipitation (RX1DAY) and heavy rainfall days (R200); and (3) projected sea level rise – under a 2°C warming scenario, sea levels around Taiwan are projected to rise by approximately 0.5 meters. The potential impacts of transition-related risks and opportunities on the Company's operations and finances are addressed in further detail in the Company's fiscal year 2025 Sustainability Report.

▼ Financial Impact of TTY Biopharm's Climate-Related Risks

Climate risk	Probability of occurrence	Degree of Impact	Risk Descriptions	Response Strategies and Financial Impact
① Regulatory Requirements for Renewable Energy and Carbon Reduction	High	Medium	Greenhouse gas verification activities conducted in response to regulatory requirements increase operating costs.	Annual greenhouse gas emissions inventory and third-party verification activities are conducted at a cost of approximately NT\$380,000 per year. TTY Biopharm is not currently subject to mandatory regulatory controls on electricity conservation targets or renewable energy proportions and therefore faces no risk of penalties for non-compliance at this time.
② Transition Costs for Low-Carbon Operations	High	High	Transition measures implemented in response to government carbon reduction and net-zero regulations result in increased costs.	Energy conservation measures carried out at the Liudu and Zhongli Plants over the past five years represent cumulative investment of NT\$30,928,160. Estimated costs for solar installation are approximately NT\$8.9 million at the Zhongli Plant (assessed capacity: 146 kW at NT\$60,700 per kW, total estimated cost: NT\$8,862,200) and approximately NT\$19.05 million at the Liudu Plant (assessed capacity: 313.92 kW at NT\$60,700 per kW, total estimated cost: NT\$19,054,944).

	③ Increase in Operating Costs	High	High	Replacement of fuel oil with natural gas.	Fuel oil boilers at the Liudu and Zhongli Plants have been converted from heavy fuel oil to natural gas. Boiler replacement costs: NT\$5,225,187 at the Zhongli Plant (with projected annual electricity savings of 78,840 kWh and cost savings of NT\$236,520) and NT\$6,980,000 at the Liudu Plant (with projected annual electricity savings of 65,185 kWh and cost savings of NT\$195,555).
	④ Typhoons ⑤ Extreme Weather Events Including Heavy Snowfall and Flooding	Medium	Medium	Loss of workforce due to employee inability to report for work, loss of daily revenue, and damage to machinery and equipment.	In the event that a typhoon or natural disaster causes power and water outages resulting in one day of production stoppage, losses due to materials, labor, and water supply disruption are estimated as follows: 1. Material losses: Based on materials and production costs for injectable, oral, and contract manufacturing operations – estimated at approximately NT\$5 million at the Zhongli Plant and approximately NT\$7.83 million at the Liudu Plant. 2. Labor losses: Daily wage costs of approximately NT\$1,245,000. (517 employees; total monthly payroll of NT\$37,360,868 ÷ 30 days = NT\$1,245,362 per day) 3. Water supply disruption costs: In the event of a water supply outage requiring continuation of production, estimated additional costs include water storage configuration costs of approximately NT\$30,000, plus daily water procurement costs of approximately NT\$80,000 at the Zhongli Plant and approximately NT\$160,000 at the Liudu Plant.
				Extreme weather events causing delays in the delivery of imported raw materials.	In August 2025, shipments from the UFUR API plant were delayed by five days due to typhoon-related disruptions to shipping schedules.
	⑥ Costs Related to Strengthening	High	High	Increased insurance expenditure to ensure business continuity.	Premiums for climate disaster insurance, including business interruption insurance, have increased, with combined premiums for the three facilities

	Corporate Resilience				<p>projected to exceed NT\$1,735,000 – an increase of approximately NT\$275,000, or 18.9%, compared to the prior year.</p> <p>Insured values for fiscal year 2026 at the Zhongli Plant, Liudu Plant, and Neihu Plant are NT\$2,074,410,842, NT\$413,551,346, and NT\$56,921,421, respectively; corresponding premiums are NT\$1,522,618, NT\$205,949, and NT\$7,343, respectively.</p>
				<p>Installation of generators or uninterruptible power supply systems to ensure business continuity.</p>	<ol style="list-style-type: none"> <li>1. Annual generator maintenance costs are approximately NT\$51,000 at the Zhongli Plant and NT\$110,000 at the Liudu Plant.</li> <li>2. Daily diesel fuel costs for generator operation are approximately NT\$58,500 at the Zhongli Plant and NT\$13,500 at the Liudu Plant (calculated at NT\$30 per liter).</li> </ol>

▼ Financial Impact of TTY Biopharm’s Climate-Related Opportunities

Climate risk	Probability of occurrence	Degree of Impact	Opportunity Description	Response Strategies and Financial Impact
① Improving Energy Use Efficiency	High	Medium	Implementation of energy conservation measures.	Energy conservation measures carried out at the Liudu and Zhongli Plants over the past five years represent cumulative investment of NT\$30,928,160, resulting in electricity savings of 1,429,597 kWh and cost savings of NT\$4,816,915.
② Improving Resource Use Efficiency	High	High	Reduction of water consumption.	<p>The Zhongli Plant converts RO reject water for use as domestic water and as cooling tower supply. Based on RO recovery of 2 metric tons per hour at NT\$12 per metric ton, the daily recovery amounts to 48 metric tons, yielding estimated annual water cost savings of approximately NT\$210,240.</p> <p>The Liudu Plant converts RO reject water for use as equipment cooling water and as make-up supply for water-sealed vacuum pumps. Based on RO recovery of 0.75 metric tons per hour at NT\$12 per metric ton, daily recovery amounts to 18 metric tons, yielding estimated annual water cost savings of approximately NT\$78,840.</p>

				Paper and waste recycling and reuse.	Revenue from factory recycling activities averages approximately NT\$517 per month, generating estimated annual income of approximately NT\$6,204.
				ERP implementation.	The ERP system has incorporated barcode and mobile device operations. Material requisition and transfer processes related to production and inventory management are primarily handled through system-based verification, progressively reducing paper-based workflows and continuously improving resource-use efficiency.
4. Describe how the process for identifying, assessing, and managing climate risks is integrated into the overall risk management system.	The Board of Directors is the highest decision-making and accountability body for risk management. On December 28, 2020, the Board resolved to adopt the “Risk Management Policy and Procedures“ as the Company’s overarching risk management framework. The Finance Department serves as the support unit responsible for revising the policy and procedures and for overseeing the implementation and coordination of overall risk management operations. The first-level units under the President serve as Risk Management Units, responsible for operating various risk management mechanisms within their organizations. The Staff Unit coordinates and centralizes the risk management operations across all units to ensure that risks are controlled within acceptable parameters. The Audit Unit examines risk management operations and provides improvement recommendations for risk monitoring. The Audit Committee supervises the operations of the Risk Management Units and ensures effective implementation of internal controls.				
5. If scenario analysis is used to assess resilience against climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts applied.	The Company’s scenario analysis references the Representative Concentration Pathways (RCP) climate scenarios set out in the Fifth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC), adopting the RCP 2.6 scenario, which corresponds to a temperature increase of approximately 2°C. Indicators applied include: 1. Maximum monthly mean temperature (TG-mon) and number of warm days (TX90p) 2. Annual maximum daily precipitation (RX1DAY) and heavy rainfall days (R200) 3. Projected sea level rise – under a 2°C warming scenario, sea levels around Taiwan are projected to rise by approximately 0.5 meters. The potential impacts of transition-related risks and opportunities on the Company’s operations and finances are addressed in further detail in Item 3.				

<p>6. If a transition plan for managing climate-related risks has been formulated, describe the content of the plan and the indicators and targets used to identify and manage physical and transition risks.</p>	<p>The Company formulates and implements risk response measures based on the results of annual risk identification exercises, and develops plans to address climate-related financial impacts arising from both transition and physical risks. Measures include improving energy and resource use efficiency, implementing energy conservation and emission reduction initiatives, installing additional energy-saving facilities, and supporting low-carbon, high-efficiency technological improvements to enhance production processes. Targets for identifying and managing physical and transition risks include the active implementation of electricity conservation and carbon reduction plans through energy-intensive equipment improvement measures targeting a 2% reduction in electricity consumption relative to 2024; continued implementation and certification under the ISO 14064-1 greenhouse gas verification standard; and progressive tightening of annual carbon emission reduction targets, using 2022 as the baseline year, with a goal of reducing carbon emissions by 8% or more by 2030. For further details, please refer to Item 8 and the Company’s fiscal year 2025 Sustainability Report.</p>
<p>7. If internal carbon pricing is used as a planning tool, describe the basis for price determination.</p>	<p>The Company has not yet adopted internal carbon pricing as a planning tool.</p>
<p>8. If climate-related targets have been established, describe the activities covered, greenhouse gas emission scopes, planning timeframes, and annual progress toward achievement; if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, describe the sources and quantities of carbon reduction credits offset</p>	<p>Material risks that TTY Biopharm may face in the future include external constraints arising from energy, environmental, safety, and health issues and related laws and regulations; matters pertaining to low-carbon energy, low-carbon electricity, and carbon footprint will become increasingly critical operational considerations for the Company. In response to these material risks, TTY Biopharm has undertaken organizational adjustments and formulated group-level response strategies, while strengthening strategic collaboration with domestic and international industry peers, the green energy sector, suppliers, and academic and research institutions, with the aim of reducing operational risks and creating more favorable operating conditions. In addition to aligning with national policies and greenhouse gas reduction promotion programs, TTY Biopharm proactively pursues related initiatives, including: establishing an energy conservation and carbon reduction task force to strengthen the planning and implementation of energy and carbon reduction efforts; and evaluating the adoption of low-carbon, high-efficiency technologies and the replacement of low-efficiency equipment to reduce environmental pollution generated in the course of operations.</p> <p><u>TCFD Core Metrics and Targets</u></p> <ul style="list-style-type: none"> <li>● Short-term Targets: <ul style="list-style-type: none"> <li>○ In 2025, implement energy-consuming equipment improvement measures according to the aggressive electricity conservation and carbon reduction plan formulated in 2024, achieving a 2% electricity reduction compared to 2024.</li> <li>○ The Company continued implementation of the ISO 14064-1 greenhouse gas verification standard in fiscal</li> </ul> </li> </ul>

<p>or the quantity of RECs utilized.</p>	<p>year 2024, completing and obtaining certification in fiscal year 2025.</p> <ul style="list-style-type: none"> <li>○ In 2025, continue to conduct risk management and response strategies for potential risks brought by climate change, and execute risk identification and assessment operations for the new year.</li> <li>● Medium-term Target: <ul style="list-style-type: none"> <li>○ Progressively increase the target value for carbon emission reduction year by year.</li> </ul> </li> <li>● Long-term Targets: <ul style="list-style-type: none"> <li>○ Using 2022 as the baseline year, reduce carbon emissions by more than 8% by 2030.</li> </ul> </li> </ul> <p>The Company has not utilized carbon offsets or RECs to achieve its related targets.</p>
<p>9. Greenhouse Gas Inventory and Assurance, Reduction Targets, Strategies, and Specific Action Plans</p>	<p>Please refer to the table below.</p>

## II. Greenhouse Gas Inventory and Assurance

### Greenhouse Gas Inventory Information:

Disclosure of greenhouse gas emissions (metric tons CO<sub>2</sub>e), emissions intensity (metric tons CO<sub>2</sub>e per NT\$1 million), and data coverage scope for the two most recent fiscal years.

Beginning in fiscal year 2022, TTY Biopharm formulated a more comprehensive inventory plan, expanding the inventory scope to include the head office and the Neihu Formulation Research and Development Center. Inventories are conducted in accordance with the ISO 14064-1:2018 Greenhouse Gas Inventory Standard, with third-party verification and certification obtained in the year following the inventory year. Total emissions for fiscal year 2025 were 12,441.2566 metric tons CO<sub>2</sub>e, with greenhouse gas emissions intensity of 1.93 metric tons CO<sub>2</sub>e per NT\$1 million of revenue – a reduction in both absolute emissions and intensity compared to fiscal year 2024. The Company aims to continue improving energy conservation and carbon reduction performance going forward.

External verification of the greenhouse gas inventory was completed and certification obtained in April.

#### ▼ TTY Biopharm Greenhouse Gas Emissions, Fiscal Years 2022–2025 (Unit: metric tons CO<sub>2</sub>e)

<b>Emission Type / Fiscal Year</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
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	12,539.3391	12,441.2566
Group consolidated operating revenue (Unit: Million NTD revenue)	5,061.606	5,505.542	5,893.847	6,452.948
GHG emission intensity (Unit: metric tons CO <sub>2</sub> e / NT\$1 million of revenue)	2.53	2.31	2.13	1.93

▼ Energy consumption (unit: million Joules)

Facility	Energy type	2022	2023	2024	2025
Lioudu Plant	Natural gas	13,090,459	15,311,685	19,530,737	21,470,630
	Purchased Electricity	32,302,800	36,964,800	34,786,080	34,141,082
Zhongli Plant	Natural gas	5,980,756	6,003,695	4,853,550	5,797,710
	Purchased Electricity	19,590,480	19,859,400	18,683,280	18,576,720
Total		70,964,495	78,139,580	77,853,647	79,986,142

Note:

- a. In January 2018, natural gas boilers were installed to replace low-sulfur heavy oil consumption, effectively reducing carbon dioxide emissions.
- b. Natural gas boiler energy consumption calculation formula: Natural gas 1 m<sup>3</sup> = 8,000 kcal = 33,488,000 Joules
- c. Purchased electricity calculation formula: Purchased electricity 1 kWh = 3,600,000 Joules

▼ Energy Intensity

Item	Year	2022	2023	2024	2025
Energy consumption (Millions Joules)		70,964,495	78,139,580	77,853,647	79,986,142
Consolidated operating revenue (Thousand NTD)		5,061,606	5,505,542	5,893,847	6,452,948
Energy Intensity (Millions of Joules/Thousand NTD of revenue)		14.0	14.2	13.2	12.4

Note:

1. The energy consumption statistics scope covers the Lioudu Plant and Zhongli Plant.
2. Operating revenue reflects consolidated group revenue.

➤ Management Policies

As one of Taiwan's leading biotechnology and pharmaceutical companies, and in fulfillment of its commitments to sustainable development and responsible resource use, the Company continued the implementation of the ISO 14064-1 greenhouse gas inventory standard in 2025, with verification expected to be completed in May 2025. Drawing on the ISO 14064-1 greenhouse gas inventory results, the Company has revised its active electricity conservation and carbon reduction plan and established a specific electricity conservation target of a 1%

reduction in 2026 relative to 2025. Looking ahead, the Company will continue to evaluate the procurement or installation of green energy and energy-saving facilities, establish a green supplier management system, and join climate initiative organizations or alliances. We aspire to implement our energy management and corporate environmental protection management policies through concrete actions such as energy conservation, carbon reduction, and the pursuit of alternative energy sources.

▼ 2025 Electricity Conservation Measures and Performance

Location Item	Lioudu Plant	Zhongli Plant
Electricity Conservation Planning	<ul style="list-style-type: none"> <li>➤ Lioudu Plant implemented 7 electricity conservation measures</li> <li>➤ Estimated Effectiveness of Electricity Conservation Measures for 2025                             <ul style="list-style-type: none"> <li>● Annual savings of 195,507.68 kWh</li> <li>● Reduced energy consumption by 703,827.66 million joules</li> <li>● Reduced greenhouse gas emissions by 96.58 tonCO<sub>2</sub>e</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>➤ Zhongli Plant implemented 4 electricity conservation measures</li> <li>➤ Estimated Effectiveness of Electricity Conservation Measures for 2025                             <ul style="list-style-type: none"> <li>● Annual savings of 128,096.13 kWh</li> <li>● Reduced energy consumption by 461,146.06 million joules</li> <li>● Reduced greenhouse gas emissions by 63.28 tonCO<sub>2</sub>e</li> </ul> </li> </ul>
Electricity Conservation Measures	<ol style="list-style-type: none"> <li>1. Added a 50HP dual-stage variable frequency air compressor to replace a 30HP air compressor Electricity Saved: 19,052.90 kWh/year</li> <li>2. Optimized injection process to reduce freeze-drying system drying time Electricity Saved: 12,042.80 kWh/year</li> <li>3. Replaced lighting fixtures in Building C 1st and 2nd floor clean rooms with LED lights Electricity Saved: 34,380.13 kWh/year</li> <li>4. Replaced lighting fixtures in Building C 3rd floor clean rooms with LED lights Electricity Saved: 5,610 kWh/year</li> <li>5. Replacement of Building B first-floor lighting with LED fixtures Electricity Saved: 6,094.76 kWh/year</li> <li>6. Replacement of Building B 1,400 RT cooling</li> </ol>	<ol style="list-style-type: none"> <li>1. Conversion of fixed-frequency air compressors to variable-frequency air compressors Electricity Saved: 81,705.25 kWh/year</li> <li>2. Replacement of worn variable-frequency air compressor heads Electricity Saved: 43,467.19 kWh/year</li> <li>3. Replaced general area T8 lighting fixtures in Plant B with LED Electricity Saved: 1,159.25 kWh/year</li> <li>4. Implemented water quality control for Plant B 100T cooling tower Electricity Saved: 1,764.43 kWh/year</li> </ol>

	tower Electricity Saved: 29,020.40 kWh/year	
	7. Injectable process optimization to reduce lyophilization system drying time (optimized from 5.6 days to 3.8 days) Electricity Saved: 89,306.70 kWh/year	

Note:

- a. Calculation formula: Purchased electricity 1 kWh = 3,600,000 Joules
  - b. As the grid emission factor for fiscal year 2025 had not yet been published at the time fiscal year 2025 data was finalized, calculations were performed using the fiscal year 2024 grid emission factor of 0.474 kgCO<sub>2</sub>e/kWh as published by the Bureau of Energy.
  - c. Annual electricity conservation rate = (Electricity savings from conservation measures) / (Electricity savings from conservation measures + Total annual electricity consumption)
- Note 1: The organizational boundary is established using the “Operational Control Method,” encompassing the headquarters, Lioudu Plant, Zhongli Plant, and NeiHu Formulation R&D Center. The inventory scope includes Scope 1, 2, and 3 (Categories 3, 4, 5) emissions. Greenhouse gas emission data is verified by a third-party organization, with verification completed and a verification statement obtained in the second quarter of the following year. Scope 1 (direct emissions from sources owned or controlled by the Company), Scope 2 (indirect greenhouse gas emissions from purchased electricity, heat, or steam), and Scope 3 (other indirect emissions resulting from the Company’s activities that are not energy indirect emissions and that originate from sources owned or controlled by other entities).
- Note 2: Scope 1 emissions primarily originate from natural gas boilers. The greenhouse gases produced from natural gas combustion include CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O, all of which are included in the calculations. Disclosure of Scope 1 and Scope 2 data coverage shall be carried out in accordance with the schedule prescribed by order under Article 10, Paragraph 2 of these Standards. Scope 3 emissions information may be disclosed on a voluntary basis.
- Note 3: Scope 2 emission sources consist primarily of purchased electricity. As the grid emission factor for the inventory year had not yet been published at the time of verification, the grid emission factor published by the Bureau of Energy for the prior year is applied uniformly: the fiscal year 2022 calculation uses the fiscal year 2021 factor of 0.509 kgCO<sub>2</sub>e/kWh; fiscal year 2023 uses the fiscal year 2022 factor of 0.495 kgCO<sub>2</sub>e/kWh; fiscal year 2023 uses the fiscal year 2022 factor of 0.494 kgCO<sub>2</sub>e/kWh; and fiscal year 2025 uses the fiscal year 2024 factor of 0.474 kgCO<sub>2</sub>e/kWh.
- Note 4: Greenhouse gas emissions intensity may be calculated on a per-unit-of-product/service or per-unit-of-revenue basis; however, data expressed as metric tons CO<sub>2</sub>e per NT\$1 million of revenue must be disclosed at a minimum.
- Note 5: Greenhouse gas inventory standard: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 as published by the International Organization for Standardization (ISO).

### Greenhouse Gas Assurance Information

Disclosure of assurance status for the two most recent fiscal years as of the date of annual report publication, including assurance scope, assurance body, assurance criteria, and assurance opinion.

1. Total company-wide greenhouse gas emissions for fiscal year 2025: Scope 1 emissions of 2,059.2639 metric tons CO<sub>2</sub>e, Scope 2 emissions of 7,671.1591 metric tons CO<sub>2</sub>e, and Scope 3 emissions of 2,710.8336 metric tons CO<sub>2</sub>e. The inventory boundary encompasses the head office, Liudu Plant, Zhongli Plant, and Neihu Formulation Research and Development Center.
2. TTY Biopharm engaged independent third-party verification body Afnor Asia Ltd. to conduct verification of greenhouse gas emissions data. Verification was completed in accordance with ISO 14064-3:2019 and in conformity with the requirements of ISO 14064-1:2018. Reasonable assurance was obtained for Scope 1 and Scope 2 emissions; voluntarily disclosed Scope 3 emissions (other indirect emissions) received limited assurance.
3. A greenhouse gas verification opinion for total company-wide emissions for fiscal year 2025 is expected to be obtained in May 2026.

(VII) Implementation of Ethical Corporate Management and Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies

Assessment Item	Operational Status (Note 1)			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
<p>I. Establishment of Integrity Management Policies and Programs</p> <p>(I) Has the company formulated an integrity management policy approved by the Board of Directors, and clearly stated the integrity management policy, practices, and commitment of the Board of Directors and senior management to actively implement the management policy in its regulations and external documents?</p> <p>(II) Has the company established a risk assessment mechanism for dishonest behavior, regularly analyzing and evaluating business activities within its business scope that have a higher risk of dishonest behavior, and accordingly</p>	<p>✓</p> <p>✓</p>		<p>(I) To establish a corporate culture of integrity and ensure sound business development, TTY Biopharm Company Limited adopted the “Ethical Corporate Management Best Practice Principles” and the “Procedures for Ethical Management and Guidelines for Conduct,” as approved by the Board of Directors on December 29, 2016, and March 29, 2018, respectively. These policies provide a structural framework for responsible business conduct and clearly define the standards employees must observe when performing their duties, as well as preventive measures against unethical behavior. All directors, officers, and employees are strictly prohibited from engaging in bribery, accepting improper benefits, or violating any laws. Through a rigorous governance framework and robust internal controls, the Company aims to minimize risks associated with breaches of integrity.</p> <p>(II) The Ethical Corporate Management Best Practice Principles explicitly prohibit unethical conduct and conflicts of interest in business operations. The associated “Procedures for Ethical Management and Guidelines for Conduct” incorporate preventive</p>	<p>No difference</p> <p>No difference</p>

Assessment Item	Operational Status (Note 1)			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
<p>formulating prevention programs that cover at least the preventive measures for various behaviors specified in Paragraph 2, Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”?</p> <p>(III) Does the company specify operating procedures, conduct guidelines, disciplinary and grievance systems in its program to prevent dishonest behavior, implement them, and regularly review and revise the aforementioned program?</p>	✓		<p>measures aligned with Article 7, Paragraph 2 of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies,” offering detailed operational guidelines to guard against misconduct. These procedures outline specific conduct requirements for employees during business execution, establish disciplinary and grievance mechanisms for violations, and reinforce zero tolerance for bribery or illegal acts by any director, executive, or employee. For all activities that violate regulations, disciplinary actions, suspension, or termination of employment will be implemented based on the actual situation. As part of the Company’s internal control self-assessment, all departments conduct annual risk assessments and formulate corresponding preventive measures. Additionally, all senior executives, including the President and Vice Presidents, are required to sign a “Declaration of Ethical Conduct,” affirming their commitment to the Company’s policies on ethical business practices.</p> <p>(III) TTY Biopharm Company Limited has clearly outlined in its “Procedures for Ethical Management and Guidelines for Conduct” a comprehensive set of preventive measures against unethical conduct. Managers and employees are strictly prohibited from offering, accepting, or engaging in bribery or</p>	No difference

Assessment Item	Operational Status (Note 1)			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			any illegal activities. For all activities that violate regulations, disciplinary actions, suspension, or termination of employment will be implemented based on the actual situation.	
<p>II. Implementation of Ethical Business Practices</p> <p>(I) Does the Company evaluate the integrity records of its business counterparties and include ethical behavior clauses in contracts with such counterparties?</p> <p>(II) Does the Company establish a designated unit under the Board of Directors to promote ethical corporate management, and report to the Board of Directors at least once a year on its ethical corporate management policies, programs to prevent unethical conduct, and supervision of implementation?</p>	<p>✓</p> <p>✓</p>		<p>(I) TTY Biopharm Company Limited’s “Procedures for Ethical Management and Guidelines for Conduct” stipulate that, when entering into contracts with external parties, the Company must thoroughly assess the counterparty’s record of ethical conduct. Contracts related to distribution, supply, and commissioned services must include provisions designed to prevent unethical behavior.</p> <p>(II) The Company has designated the Sustainability Development Committee as the responsible unit for promoting ethical business practices. The Legal Affairs and Compliance Division is tasked with the formulation and revision of relevant ethical management policies and procedures, the planning and implementation of integrity-related training, the establishment of whistleblowing mechanisms, the handling of improper benefits received by employees, and the compilation of records on integrity-related activities. Reports on the implementation of ethical business practices are submitted annually to both the Sustainable Development Committee and the Board of</p>	<p>No difference</p> <p>No difference</p>

Assessment Item	Operational Status (Note 1)			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
	✓		<p>Directors.</p> <p>The whistleblowing mailbox is managed by the head of the Legal Affairs and Compliance Department, who reports the status of received submissions to the Sustainability Development Committee on a quarterly basis. In the event of a whistleblowing case, an investigation unit is immediately activated. Depending on the identity of the subject of the report, an investigation team is formed under the direction of a designated team leader.</p> <p>The Audit Office conducts quarterly checks on the whistleblowing mailbox and performs annual audits of the Company's implementation of ethical business practices.</p> <p>The Legal Affairs and Compliance Department reports quarterly to the Sustainability Development Committee and the Board of Directors on whistleblowing mailbox correspondence and the handling of reported incidents. The status of ethical corporate management operations for fiscal year 2025 is as follows:</p>	
	✓		<ol style="list-style-type: none"> <li>1. Whistleblower Mailbox Monitoring A total of 610 emails were received, none of which were related to whistleblower complaints.</li> <li>2. Whistleblower Case Handling No reports were filed during 2025, and mailbox</li> </ol>	

Assessment Item	Operational Status (Note 1)			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
(III) Has the Company established and implemented policies to prevent conflicts of interest and provided appropriate channels for reporting such conflicts?	✓		<p>monitoring will continue on an ongoing basis.</p> <p>(III) On March 29, 2018, the Company established its “Procedures for Ethical Management and Guidelines for Conduct,” which include a formal policy on conflict of interest prevention. All directors, senior management, and employees are provided with disclosure channels through which they may proactively declare any potential conflicts of interest with the Company.</p>	No difference
(IV) Has the Company established effective accounting and internal control systems to implement ethical corporate management, and has the internal audit unit developed relevant audit plans based on the results of unethical conduct risk assessments to audit compliance with the program to prevent unethical conduct, or engaged a certified public accountant to perform the audit?			(IV) In accordance with applicable regulations, the Company has implemented a robust accounting system and internal control framework. In addition to department-level supervision of integrity-related practices, internal auditors conduct audits in line with the annual audit plan, covering areas such as ethical business conduct and the prevention of insider trading.	No difference
(V) Does the Company regularly hold internal and external training on ethical corporate management?			(V) The “Procedures for Ethical Management and Guidelines for Conduct” are disseminated to all employees via email and published on the Company’s internal portal. In addition, the Company promotes its ethical corporate management policy through internal announcements and conducts orientation briefings on prohibitions against unethical conduct for all	No difference

Assessment Item	Operational Status (Note 1)			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			<p>newly onboarded employees. Annual online training covering ethics-related topics – including ethical corporate management, intellectual property rights, drug safety, and information security – is conducted each year, with 100% completion required of all employees. Additional courses are offered on an ad hoc basis in response to business developments, including pharmaceutical advertising and insider trading prevention courses, to ensure that all employees are thoroughly informed of and in full compliance with applicable requirements and that these principles are effectively integrated into daily work practices.</p> <p>Regarding ethical business training, TTY Biopharm Company Limited focuses on educating employees about various forms of conflicts of interest and types of unethical conduct. The program also emphasizes the Company’s whistleblower system and the corresponding reward and disciplinary mechanisms.</p> <p>In 2025, the Company conducted one online training session titled “Ethical Corporate Management Advocacy.” To enhance employee understanding of intellectual property—including patents, trademarks, and trade secrets—and to promote the protection of related rights, the Company offered an online course titled “Concepts and Protection of Intellectual Property.” All 517</p>	

Assessment Item	Operational Status (Note 1)			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
			<p>employees completed the online coursework and associated assessments, achieving a 100% completion rate.</p> <p>In line with regulatory requirements, the Company conducts at least one annual awareness session on insider trading laws and regulations for directors, officers, and employees. On November 7, 2025, the Company carried out its annual insider trading education campaign. In fiscal year 2025, the Company offered a course on “Prevention of Insider Trading (Including Short-Swing Trading),” covering case studies on material events that may constitute insider trading and introducing the concept of short-swing trading. A total of 26 employees participated, with aggregate training hours of 8 hours.</p>	
<p>III. Whistleblower System Operations</p> <p>(I) Has the Company established specific whistleblowing and reward systems, convenient whistleblowing channels, and assigned appropriate personnel to handle matters related to the reported parties?</p>	✓		<p>(I) TTY Biopharm Company Limited’s “Procedures for Ethical Management and Guidelines for Conduct” set forth a detailed whistleblower and reward mechanism, with reporting channels established both on the Company’s official website and internal employee portal. Whistleblower cases are received and handled by the head of the Legal Affairs and Compliance Department.</p>	No difference
<p>(II) Has the Company established standard operating procedures for investigating reported cases,</p>	✓		<p>(II) The Guidelines specify procedures for addressing unethical conduct involving Company personnel.</p>	No difference

Assessment Item	Operational Status (Note 1)			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
<p>follow-up measures to be taken after investigations are completed, and related confidentiality mechanisms?</p> <p>(III) Has the Company implemented measures to protect whistleblowers from improper treatment due to their reporting?</p>	✓		<p>These include standard operating procedures for investigating whistleblower reports, follow-up actions upon completion of investigations, and strict confidentiality protocols throughout the process.</p> <p>(III) The Guidelines also contain provisions to protect whistleblowers from any form of retaliation. Internal disciplinary rules explicitly state that any individual found to have disclosed a whistleblower's identity or the content of a report will be subject to severe penalties.</p>	No difference
<p>IV. Enhanced Information Disclosure</p> <p>Does the Company disclose the content of its Ethical Corporate Management Best Practice Principles and implementation results on its website and the Market Observation Post System?</p>	✓		<p>The Company has disclosed the full content of its "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" on both its corporate website and the Market Observation Post System (MOPS). Implementation results and related progress are also publicly available on the Company website.</p>	No difference
<p>V. If the Company has established its own Ethical Corporate Management Best Practice Principles according to the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies," please describe any discrepancies between its operations and the established principles: In accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies," TTY Biopharm Company Limited has established its own "Ethical Corporate Management Best Practice Principles." Based on these Principles, the Company has further formulated the "Procedures for Ethical Management and Guidelines for Conduct" to effectively implement its integrity policy and proactively prevent unethical behavior.</p>				
<p>VI. Other important information that facilitates understanding of the Company's ethical corporate management operations: (Such as the Company's review and amendment of its established Ethical Corporate Management Best Practice Principles)</p> <p>TTY Biopharm upholds a corporate culture rooted in integrity and honesty, which has earned the trust of its suppliers and major healthcare institution</p>				

Assessment Item	Operational Status (Note 1)			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary Description	
clients. This foundation supports the Company's pursuit of sustainable development and long-term operational stability.				

(VIII) If the Company has established Corporate Governance Principles and related regulations, it should disclose how these can be accessed:

TTY Biopharm has adopted the following internal policies and regulations: the “Corporate Governance Best Practice Principles,” “Ethical Corporate Management Best Practice Principles,” “Procedures for Ethical Management and Guidelines for Conduct,” and the “Sustainable Development Best Practice Principles.” These documents are publicly accessible on the Company’s website under:

Investor Relations > Corporate Governance > Corporate Regulations and Policies.

(IX) Other important information that enhances understanding of the Company’s corporate governance operations may also be disclosed:

1. To enhance the effectiveness of corporate governance, TTY Biopharm Company Limited has appointed three independent directors since June 2016 and established an Audit Committee.
2. In response to potential uncertainties that could pose risks to the Company’s operations, and to ensure stable business management aligned with long-term sustainability goals, the Board of Directors approved the “Risk Management Policies and Procedures” on December 28, 2020. This policy defines various categories of risk in line with the Company’s overarching operational strategies and establishes mechanisms for risk identification, assessment,

mitigation, supervision, and ongoing review. The aim is to prevent or minimize the operational impact of risk events and safeguard the Company's sustainable development.

3. To promote transparency and ensure that investors are well informed about the Company's financial and operational status, TTY Biopharm participated in four institutional investor conferences in 2025.
4. Intellectual Property Management Operations and Implementation:

- (1) Management Policies

To safeguard shareholder rights, protect research and development outcomes, and reduce operational risks, the Company has established an intellectual property management policy in accordance with the principles of the Taiwan Intellectual Property Management System (TIPS) as follows:

- Continued implementation of the intellectual property and trade secret management system.
- Reduction of operational risks.

In fiscal year 2025, following a comprehensive review of the Company's intellectual property and trade secret management system, the Company issued a "TIPS Management System and Internal Audit Announcement," updated its intellectual property management plan on the TTY corporate website, and conducted patent and trademark searches, assessments, and monitoring activities across 45 target items to strengthen its competitive advantage and reduce operational risks.

- (2) Management Objectives and Systems

To implement the foregoing management policy and ensure transparent and systematic operations, the Company has established the following management objectives:

- Continuously strengthen risk control and response capabilities, with at least one internal intellectual property audit conducted per year.
- In response to product development strategies across business units, continue conducting freedom-to-operate (FTO) patent searches and infringement risk monitoring for products under development.

The Company has formulated approximately 113 intellectual property-related policy documents, published on the Company's internal system, to ensure that all units can access and comply with them on a timely basis. In accordance with the internal control system requirements, an annual effectiveness assessment of intellectual property-related policies and a regulatory compliance audit are conducted each year. No deficiencies were identified in the fiscal year 2025 audit.

In the area of infringement risk monitoring, 35 patent search assessments were completed in fiscal year 2025, and two rounds of freedom-to-operate (FTO) patent infringement risk monitoring were conducted across 11 projects and products.

In the area of intellectual property maintenance and management, the Company conducts a quarterly inventory of patent and trademark counts and legal status. Following review in fiscal year 2025, 2 patents were maintained, 7 trademarks were renewed, 18 trademark registrations were obtained, and 6 trademark applications were filed. Through systematic risk monitoring, intellectual property portfolio management, and ongoing maintenance mechanisms, the Company effectively supports product development advancement and enhances the value of the Company's intangible assets.

(3) Risks and opportunities

The Company ensures the confidentiality and integrity of information through security controls within its document management system, as well as through information security drills and system recovery exercises. Through the implementation of education and training programs and the internal audit system, the Company continuously strengthens risk awareness among all employees. The Company also continuously enhances its investigation of competitor and target-product patent and trademark portfolios by completing Taiwan patent monitoring for competitors and the Company's key technologies, as well as project registration progress assessments and evaluations of product trademark and drug approval jurisdiction portfolios. For priority development products, intellectual property regulatory research and FTO patent infringement risk monitoring are

conducted in target markets. In fiscal year 2025, two rounds of FTO patent infringement risk monitoring were completed for 11 projects and products, and Taiwan similar trademark monitoring was conducted for 28 products, enabling the Company to identify potential risks and uncover market positioning opportunities.

(4) Improvement Mechanisms

The Company conducts annual internal audits of intellectual property-related matters in accordance with its internal control system, with corrective and preventive actions implemented and their effectiveness tracked based on audit findings. No deficiencies were identified in the fiscal year 2025 audit.

Going forward, the Company will continue to strengthen the alignment between intellectual property management and business strategy, enhance strategic patent portfolio capabilities, introduce more robust competitor patent intelligence analysis mechanisms, and continuously optimize system maturity to deepen the integration of intellectual property management with sustainability (ESG) objectives. Through systematic management, Board oversight, and continuous improvement mechanisms, the Company regards intellectual property management as a cornerstone of corporate governance and sustainable operations, with the aim of enhancing the Company's long-term competitiveness and shareholder value.

(5) Operational Status

The relevant implementation status is submitted to the Board of Directors annually, with the most recent report presented on February 25, 2025.

5. Personal Data Protection Policy Formulation and Implementation:

In fiscal year 2025, the Company revised its "Personal Data Security Protection Management Procedures" and enacted a new "Privacy Protection Policy" in accordance with the Personal Data Protection Act and regulations promulgated by the competent authority. Under this personal data management system, data standards and classifications have been established, access controls over personal data and a data owner review mechanism have been implemented, and appropriate governance and protection of personal data access and sharing – as well as the availability, integrity, and

confidentiality of personal data – are ensured. In the event of a personal data breach, the Company has established complete reporting channels and will notify the Taipei City Government, the Ministry of Health and Welfare, and other competent authorities within 72 hours. In addition, the Company references the ISO 27001 framework and its principles as the basis for information security protection and is progressively establishing related information security mechanisms. The Information Technology Department has formulated an “Information Security Policy“ and related procedures, and conducts periodic reviews of internal compliance with personal data protection and information security standards, procedures, and regulations to ensure effective information protection.

In fiscal year 2025, to strengthen employees’ understanding of and awareness regarding personal data protection, the Company completed personal data protection law education, training, and achievement assessments for all employees. In terms of internal management, to ensure the effective implementation of personal data protection, the Company has planned to establish a data access rights inventory and an audit mechanism. The Company also rigorously vets its business partners and proactively surveys major suppliers about their personal data protection policies, requiring their commitment to personal data protection in order to establish a consistent data protection environment and ethos. Under this system, no personal data breach incidents occurred in the fiscal year 2025.

Detailed information on the Company’s personal data and privacy protection philosophy and implementation outcomes is disclosed on the Company’s website, accessible via the “Sustainability Development> Personal Data and Privacy“ section.

6. Comprehensive disclosures regarding the Company’s corporate governance practices are available on the official corporate website. Relevant governance policies and regulations are also published on the Market Observation Post System (MOPS).

(X) Internal Control System Implementation Status

1. Statement of Internal Control

Please refer to the Market Observation Post System.

The access path is as follows: Market Observation Post System > Single Company > Corporate Governance > Company Regulations / Internal Controls > Internal Control Statement Announcement (<https://mops.twse.com.tw/mops/#/web/t06sg20>).

2. Disclosure Regarding Engagement of CPA for Special Review of the Internal Control System: Not applicable.

(XI) Key Resolutions of the Shareholders' Meeting and Board of Directors for the Most Recent Fiscal Year and Up to the Date of Publication of the Annual Report:

MEETING TITLE AND DATE	KEY RESOLUTIONS
BOARD OF DIRECTORS 2025.02.25	<ol style="list-style-type: none"><li>1. Discussion regarding the distribution of employee compensation for fiscal year 2024.</li><li>2. Distribution of Directors' remuneration for 2024.</li><li>3. The Company's 2024 Business Report and Financial Statements.</li><li>4. The Company's 2024 earnings distribution proposal.</li><li>5. Proposed Statement of Internal Control System of the Company for 2024.</li><li>6. Resolution regarding amendments to transaction terms for the Company's subsidiary's distribution and agency of the Company's pharmaceutical products.</li><li>7. Proposal to amend the Company's "Articles of Incorporation."</li><li>8. Proposal to amend the Company's "Corporate Governance Principles."</li><li>9. Proposal to amend the Company's "Performance Evaluation Measures for the Board of Directors and Functional Committees."</li><li>10. Proposed establishment of the date, location, and agenda for the Company's 2025 Annual General Shareholders' Meeting</li><li>11. Proposal to release managerial officers from non-competition restrictions.</li><li>12. The Company's personnel matters.</li><li>13. Discussion regarding the monthly fixed remuneration for the Company's President.</li><li>14. Discussion of the Chairman's monthly fixed compensation.</li></ol>
BOARD OF DIRECTORS 2025.05.14	<ol style="list-style-type: none"><li>1. Resolution regarding the Company's Q1 2025 Consolidated Financial Statements.</li><li>2. Proposal to expand the licensed territory of the anticancer drug introduced in 2023.</li><li>3. Proposal to license in a new anticancer drug.</li><li>4. Proposal to adjust transfer prices for products distributed and represented by investee companies.</li><li>5. Proposal to approve subsidiary loan facility amount.</li><li>6. Proposed Compensation for the Company's Representatives Serving as Directors in Invested Companies for 2024.</li></ol>

MEETING TITLE AND DATE	KEY RESOLUTIONS
	7. Discussion on the distribution of compensation to managerial officers for 2024.
BOARD OF DIRECTORS 2025.08.05	<ol style="list-style-type: none"> <li>1. Resolution regarding the Company's Q2 2025 Consolidated Financial Statements.</li> <li>2. Proposal to amend certain provisions of the distribution agreements with subsidiaries.</li> <li>3. Proposed authorization for subsidiaries to distribute and represent the Company's pharmaceutical products.</li> <li>4. Proposed authorization for subsidiary to promote the Company's pharmaceutical products.</li> <li>5. Review of the Company's material sustainability topics and fiscal year 2024 Sustainability Report.</li> <li>6. Proposal regarding change of the Company's research and development officer.</li> </ol>
BOARD OF DIRECTORS 2025.11.06	<ol style="list-style-type: none"> <li>1. Resolution regarding the Company's Q3 2025 Consolidated Financial Statements.</li> <li>2. The Company's 2026 salary adjustment policy planning.</li> <li>3. Establishment of the Company's 2026 business plan and budget proposal.</li> <li>4. Proposed establishment of the Company's Annual Audit Plan for 2026.</li> <li>5. Formulation of the Sustainability Development Committee's fiscal year 2026 work plan and review of fiscal year 2025 implementation status.</li> <li>6. Proposal to adjust transfer prices for products distributed and represented by investee companies.</li> <li>7. Proposal for the expected engagement of KPMG Taiwan to provide non-assurance services in 2026.</li> <li>8. Resolution regarding the appointment, independence, competency assessment, and audit fee for CPAs for 2026.</li> <li>9. Proposal to amend the Company's "Internal Authorization and Approval Procedures."</li> <li>10. Proposal to amend the Company's "Subsidiary Management Procedures," "Other Management Systems – Supervision and Management of Subsidiaries," and internal audit system.</li> <li>11. Proposal to amend the "Payroll Cycle" component of the Company's internal control system and internal audit system.</li> <li>12. Proposal to amend the Company's "Sustainable Development Best Practice Principles."</li> </ol>

MEETING TITLE AND DATE	KEY RESOLUTIONS
BOARD OF DIRECTORS 2026.03.09	<ol style="list-style-type: none"> <li>1. Discussion regarding the distribution of employee compensation and managerial officer remuneration for fiscal year 2025.</li> <li>2. Distribution of Directors' Remuneration for the Company in 2025.</li> <li>3. The Company's 2025 Business Report and Financial Statements.</li> <li>4. The Company's 2025 earnings distribution proposal.</li> <li>5. Proposed Statement of Internal Control System of the Company for 2025.</li> <li>6. Proposal to add development milestone payments for the anticancer drug introduced in 2023.</li> <li>7. Proposal to amend the "Payroll Cycle" component of the Company's internal control system and internal audit system.</li> <li>8. Review and formulation of improvement measures for the Company's self-calculated consolidated profit or loss operating procedures.</li> <li>9. Proposal to revise the Company's "Procedures for Acquisition or Disposal of Assets."</li> <li>10. Proposal to release directors from non-competition restrictions.</li> <li>11. Proposed establishment of the date, location, and agenda for the Company's 2026 Annual General Shareholders' Meeting</li> <li>12. Proposal regarding change of the Company's accounting officer.</li> <li>13. Formulation of managerial officer performance objectives for fiscal year 2026.</li> <li>14. Discussion regarding the monthly fixed remuneration for the Company's President.</li> <li>15. Discussion of the Chairman's monthly fixed compensation.</li> </ol>
BOARD OF DIRECTORS 2026.04.15	<ol style="list-style-type: none"> <li>1. Proposal regarding appointment of Company advisors.</li> </ol>
ANNUAL SHAREHOLDERS' MEETING 2025.05.29	<ol style="list-style-type: none"> <li>1. The Company's 2024 Business Report and Financial Statements.</li> <li>2. The Company's 2024 earnings distribution proposal. Implementation Status: April 4, 2025, was established as the ex-dividend date. Shareholders were distributed cash dividends of NT\$1,044,329,828, or NT\$4.2 per share, which were paid on April 25, 2025.</li> <li>3. Amendment to the Company's "Articles of Incorporation" Implementation status: The amendment to the Articles of Incorporation was approved and registered with the Ministry of Economic Affairs' commercial registration authority on July 14, 2025. The amended "Articles of Incorporation" are disclosed on the Company's website under the "Investor Relations &gt; Corporate Governance &gt; Regulations and Policies" section.</li> </ol>

(XII) In the most recent fiscal year and up to the printing date of this annual report, there have been no instances where directors expressed dissenting opinions on important resolutions passed by the Board of Directors, either in recorded minutes or written statements.

#### IV. Certified Public Accountant (CPA) Fee Information

##### (I) CPA Fee Information:

Unit: NTD Thousands

Accounting Firm Name	CPA Names	CPA Audit Period	Audit fees	Non-audit fees	Total	Notes
KPMG International	Han Yi-Lien Chang Shu-Ying	2025.01.01   2025.12.31	3,120	991	4,061	Non-audit fees: Tax Certification: 430 Transfer Pricing: 425 Other: 80

(II) If the audit fees paid in the year of changing accounting firms were less than those paid in the previous year, the company shall disclose the pre-change and post-change audit fee amounts and the reasons for such reduction: Not Applicable.

(III) If audit fees decreased by 10% or more compared to the previous year, the company shall disclose the amount of decrease, percentage, and reasons: Not Applicable.

**V. Information Regarding Change of CPAs: The Company did not change its CPAs during the most recent fiscal year.**

**VI. Disclosure of Employment Relationships with the Auditing Firm: If the Company's Chairman, President, or managers responsible for financial or accounting affairs have been employed by the accounting firm of its certified public accountant or any affiliated enterprise of such accounting firm within the past year, their names, positions, and the periods of employment shall be disclosed: None.**

**VII. Share Transfers and Changes in Share Pledges: Share transfers and changes in share pledges of Directors, Managers, and Shareholders holding more than 10% of the Company's shares during the most recent fiscal year and up to the printing date of this annual report.**

Please refer to the Market Observation Post System.

The access path for shareholding transfers is as follows: Market Observation Post System > Single Company > Shareholding Changes / Securities Issuance > Share Transfer Data Inquiry > Insider Shareholding Change Post-Filing Report ([https://mops.twse.com.tw/mops/#/web/query6\\_1](https://mops.twse.com.tw/mops/#/web/query6_1)).

The access path for shareholding pledge changes is as follows: Market

Observation Post System > Single Company > Shareholding Changes / Securities Issuance > Insider Pledge and Release > Insider Pledge and Release Announcement ([https://mopsov.twse.com.tw/mops/web/STAMAK03\\_1](https://mopsov.twse.com.tw/mops/web/STAMAK03_1)).

### VIII. Information on relationships among the top ten shareholders, including affiliated persons or spouses and relatives within the second degree

Unit: shares; %; March 30, 2026

Name (Note 1)	Shares Held by the Individual		Shares Held by Spouse and Minor Children		Shares held in the name of others		Among the top ten shareholders, those who are related parties, spouses or relatives within the second degree of kinship to each other as defined in statement of financial accounting standards No. 6 (Note 3)		Notes
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Title (or name)	Relationship	
Dawan Technology Co., Ltd.	23,559,732	9.48	—	—	—	—	Ying-Chun Hsiao	Serves as Chairman of the Company	—
Dawan Technology Co., Ltd., representative; Carl Hsiao	4,985,524	2.01	0	0	0	0			
Wen-Yi Chang	5,187,831	2.09	0	0	0	0	Chun-Jen Chang	Second-Degree Kinship	—
							Wen-Hua Chang	Second-Degree Kinship	
							Wen-Ling Chang	Second-Degree Kinship	
Ying-Chun Hsiao	4,985,524	2.01	0	0	0	0	Dawan Technology Co., Ltd.	Serves as Chairman of the Company	—
Wen-Hua Chang	4,409,800	1.77	0	0	0	0	Chun-Jen Chang	Second-Degree Kinship	—
							Wen-Yi Chang	Second-Degree Kinship	
							Wen-Ling Chang	Second-Degree Kinship	
Wen-Ling Chang	4,182,960	1.68	0	0	0	0	Wen-Hua Chang	Second-Degree Kinship	—
							Chun-Jen Chang	Second-Degree Kinship	
							Wen-Yi Chang	Second-Degree Kinship	
HSBC Bank (Taiwan) Limited, as trustee	3,944,020	1.59	—	—	—	—	None	None	—
Chun-Jen Chang	3,837,420	1.54	2,567,207	1.03	—	—	Wen-Hua Chang	Second-Degree Kinship	—
							Wen-Yi Chang	Second-Degree Kinship	
							Wen-Ling Chang	Second-Degree Kinship	
Chang Hwa Commercial Bank, Ltd.	3,600,000	1.45	—	—	—	—	None	None	—
Standard Chartered Bank (Taiwan) Ltd., Business Department – Appointed Custodian for Advanced Starlight	2,973,457	1.20	—	—	—	—	None	None	—
J.P. Morgan Custody – Vanguard Group Emerging Markets Fund Investment Account	2,917,160	1.17	—	—	—	—	None	None	—

- Note 1: All top ten shareholders must be listed. For legal person shareholders, both the name of the legal entity and the name of its representative must be listed separately.
- Note 2: The calculation of shareholding percentage includes shares held in the shareholder's own name, shares held by their spouse, shares held by their minor children, and shares held in the name of other persons.
- Note 3: The relationships between all shareholders listed above, including both legal entities and natural persons, should be disclosed in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers.
- Note 4: Total shares held by the individual, spouse, minor children, and shares held under others' names reflect information as of March 30, 2026 (the record date for the 2026 Annual General Meeting of Shareholders).

## IX. Shareholdings of the Company, the Company's Directors, Managerial Officers, and Entities Directly or Indirectly Controlled by the Company in the Same Investee Company, and the Aggregate Shareholding Percentage

Unit: Shares; %

Investee Company (Note)	Investment by the Company		Investment by Directors, Managerial Officers, and Directly or Indirectly Controlled Entities		Aggregate Investment	
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage
XUDONG HAIPU PHARMACEUTICAL CO., LTD.	1,454,195	100.00	0	0.00	1,454,195	100.00
Rong Gang International Co., Ltd.	3,960,000	100.00	0	0.00	3,960,000	100.00
American Taiwan Biopharma Philippines Inc.	481,169	87.00	0	0.00	481,169	87.00
TSH Biopharm Corporation Limited	21,687,177	56.48	882,059	2.30	22,569,236	58.78
EnhanX, Inc.	5,000,000	20.83	7,000,000	29.17	12,000,000	50.00
Chuang Yi Biotech co. ltd.	7,432,299	23.12	16,590,279	51.60	24,022,578	74.72
PharmaEngine Inc.	25,866,808	18.00	0	0.00	25,866,808	18.00
American Taiwan Biopharm Co., Ltd.	380,000	40.00	142,500	15.00	522,500	55.00
Gligio International Limited	620,427	40.00	0	0.00	620,427	40.00

Note: These represent investments accounted for using the equity method in the Company's 2025 separate financial statements.

## Three. Capital Raising Activities

### I. Capital and Shares

#### (I) Source of share capital

Unit: Thousands of Shares; NT\$ Thousands

Date	Issuance price	Approved share capital		Paid-in capital		Notes		
		Number of shares	Amount	Number of shares	Amount	Source of share capital	Contributions in Non-Cash Assets	Other
1998.07	10	23,990	239,900	23,990	239,900	Capital increase in cash	None	Note 1
2001.07	10	38,000	380,000	27,643	276,434	Earnings Capitalization and Capital Reserve Capitalization	None	Note 2
2002.07	10	50,000	500,000	36,486	364,864	Earnings Capitalization	None	Note 3
2002.10	10	50,000	500,000	37,087	370,870	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 4
2003.03	10	50,000	500,000	37,644	376,440	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 5
2003.06	10	50,000	500,000	37,721	377,212	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 6
2003.07	10	80,000	800,000	49,980	499,795	Earnings Capitalization	None	Note 7
2003.11	10	80,000	800,000	50,371	503,706	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 8
2004.01	10	80,000	800,000	50,782	507,817	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 9
2004.04	10	80,000	800,000	51,086	510,861	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 10
2004.07	10	57,500	575,000	51,404	514,039	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 11
2004.09	10	95,000	950,000	62,359	623,591	Earnings Capitalization and Capital Reserve Capitalization	None	Note 12
2004.10	10	95,000	950,000	63,108	631,083	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 13
2005.01	10	95,000	950,000	63,154	631,540	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 14
2005.04	10	95,000	950,000	65,921	659,208	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 15

Unit: Thousands of Shares; NT\$ Thousands

Date	Issuance price	Approved share capital		Paid-in capital		Notes		
		Number of shares	Amount	Number of shares	Amount	Source of share capital	Contributions in Non-Cash Assets	Other
2005.07	10	95,000	950,000	67,421	674,208	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 16
2005.09	10	95,000	950,000	70,565	705,653	Earnings Capitalization	None	Note 17
2005.10	10	95,000	950,000	71,130	711,298	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 18
2006.01	10	95,000	950,000	71,400	713,996	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 19
2006.04	10	95,000	950,000	71,412	714,120	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 20
2006.09	10	95,000	950,000	78,191	781,907	Capitalization of capital reserve	None	Note 21
2007.07	10	95,000	950,000	81,964	819,643	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 22
2007.09	10	95,000	950,000	89,421	894,209	Capitalization of capital reserve	None	Note 23
2007.10	10	95,000	950,000	93,792	937,919	Issuance of New Shares through Conversion of Convertible Bonds	None	Note 24
2007.11	10	95,000	950,000	92,932	929,319	Cancellation of treasury stock	None	Note 25
2008.09	10	135,000	1,350,000	109,660	1,096,597	Earnings Capitalization and Capital Reserve Capitalization	None	Note 26
2009.09	10	135,000	1,350,000	128,302	1,283,018	Earnings Capitalization and Capital Reserve Capitalization	None	Note 27
2010.10	10	200,000	2,000,000	139,849	1,398,490	Capitalization of capital reserve	None	Note 28
2011.09	10	200,000	2,000,000	172,574	1,725,736	Earnings Capitalization and Capital Reserve Capitalization	None	Note 29
2012.09	10	350,000	3,500,000	213,991	2,139,913	Earnings Capitalization	None	Note 30
2013.09	10	350,000	3,500,000	233,037	2,330,365	Earnings Capitalization	None	Note 31
2014.09	10	350,000	3,500,000	248,650	2,486,500	Earnings Capitalization	None	Note 32
2020.07	10	500,000	5,000,000	248,650	2,486,500	Increase in authorized capital	None	Note 33

Note 1: Approved by Tai-Cai-Zheng (I) No. 59490 on July 21, 1998.

Note 2: Approved by Tai-Cai-Zheng (I) No. 142192 on July 2, 2001.  
 Note 3: Approved by Tai-Cai-Zheng-Yi-Zi No. 0910134566 issued on June 25, 2002,  
 Note 4: Approved by Jing-Shou-Shang-Zi No. 09101426020 on October 29, 2002.  
 Note 5: Approved by Jing-Shou-Shang-Zi No. 09201030710 on January 30, 2003.  
 Note 6: Approved by Jing-Shou-Shang-Zi No. 09212978710 on July 28, 2003.  
 Note 7: Approved by Tai-Cai-Zheng-Yi-Zi No. 0920124705 on June 9, 2003.  
 Note 8: Approved by Jing-Shou-Shang-Zi No. 09201323550 on November 26, 2003.  
 Note 9: Approved by Jing-Shou-Shang-Zi No. 09301009960 on January 20, 2004.  
 Note 10: Approved by Jing-Shou-Shang-Zi No. 09301086530 on May 20, 2004.  
 Note 11: Approved by Jing-Shou-Shang-Zi No. 09301131330 on July 29, 2004.  
 Note 12: Approved by Jing-Shou-Shang-Zi No. 09301181990 on September 22, 2004.  
 Note 13: Approved by Jing-Shou-Shang-Zi No. 09301199330 on October 27, 2004.  
 Note 14: Approved by Jing-Shou-Shang-Zi No. 09401009920 on January 19, 2005.  
 Note 15: Approved by Jing-Shou-Shang-Zi No. 09401066540 on April 28, 2005.  
 Note 16: Approved by Jing-Shou-Shang-Zi No. 09401138890 on July 22, 2005.  
 Note 17: Approved by Jing-Shou-Shang-Zi No. 09401181080 on September 13, 2005.  
 Note 18: Approved by Jing-Shou-Shang-Zi No. 09401206980 on October 20, 2005.  
 Note 19: Approved by Jing-Shou-Shang-Zi No. 09501010730 on January 28, 2006.  
 Note 20: Approved by Jing-Shou-Shang-Zi No. 0950107550 on April 26, 2006.  
 Note 21: Approved by Jing-Shou-Shang-Zi No. 09501199130 on September 8, 2006.  
 Note 22: Approved by Jing-Shou-Shang-Zi No. 09601173790 on July 20, 2007.  
 Note 23: Approved by Jing-Shou-Shang-Zi No. 09601234620 on September 29, 2007.  
 Note 24: Approved by Jing-Shou-Shang-Zi No. 09601263450 on October 26, 2007.  
 Note 25: Approved by Jing-Shou-Shang-Zi No. 09601280570 on November 16, 2007.  
 Note 26: Approved by Jing-Shou-Shang-Zi No. 09701244740 on September 22, 2008.  
 Note 27: Approved by Jing-Shou-Shang-Zi No. 09801199890 on September 1, 2009.  
 Note 28: Approved by Jing-Shou-Shang-Zi No.09901230540 on October 14, 2010.  
 Note 29: Approved by Jing-Shou-Shang-Zi No. 10001205420 on September 6, 2011.  
 Note 30: Approved by Jing-Shou-Shang-Zi No. 10101189490 on September 17, 2012.  
 Note 31: Approved by Jing-Shou-Shang-Zi No. 10201185540 on September 10, 2013.  
 Note 32: Approved by Jing-Shou-Shang-Zi No. 10301181010 on September 5, 2014.  
 Note 33: Approved by Jing-Shou-Shang-Zi No. 10901115360 on July 2, 2020.

Unit: shares

Share Category	Approved share capital			Notes
	Shares outstanding (Note)	Unissued Shares	Total	
Registered Common Shares	248,649,959	251,350,041	500,000,000	None

Note: Stock of Companies Listed on the TPEX

Summary of Information Related to the TPEX Reporting System: None.

## (II) List of major shareholders

March 30, 2026

Name of major shareholder	Shares	Number of shares held (shares)	Shareholding percentage (%)
Dawan Technology Co., Ltd.		23,559,732	9.48
Wen-Yi Chang		5,187,831	2.09
Ying-Chun Hsiao		4,985,524	2.01
Wen-Hua Chang		4,409,800	1.77
Wen-Ling Chang		4,182,960	1.68
Morgan Stanley & Co. International Plc		3,944,020	1.59
Chun-Jen Chang		3,837,420	1.54
Chang Hwa Commercial Bank, Ltd.		3,600,000	1.45
Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds		2,973,457	1.20
Vanguard Emerging Markets Stock Index Fund, A Series Of Vanguard International Equity Index Funds		2,917,160	1.17

## (III) Company Dividend Policy and Implementation Status

### 1. Dividend Policy as Stipulated in the Articles of Incorporation

The Company's dividend policy is implemented in accordance with the Company Act and the Articles of Incorporation, to ensure sound operations and protect the rights and interests of investors. According to the provisions of the Articles of Incorporation:

- (1) If the Company has profits in its annual final accounts, it shall first pay taxes, make up for accumulated losses, and then set aside ten percent as legal reserve. However, this restriction shall not apply when the legal reserve has reached the amount of the Company's paid-in capital. After the aforementioned calculation, the remaining amount plus the undistributed earnings from the previous period shall first be set aside or reversed as special reserve in accordance with laws or regulations of the competent authority. At the end of each fiscal year, the Board of Directors shall consider factors such as the Company's profitability, capital and financial structure, future

operational needs, accumulated earnings and legal reserves, market competition, and shareholders' interests to formulate a profit distribution proposal, which shall be implemented after resolution by the shareholders' meeting. The allocation of the legal reserve mentioned in the preceding paragraph shall be based on "the current after-tax net profit plus the amount of items other than the current after-tax net profit included in the current year's undistributed earnings."

- (2) The Company adopts a stable principle for its dividend policy. When the Company records a surplus in its annual settlement, Article 29 of the Articles of Incorporation provides that the Company shall first pay taxes due, offset accumulated deficits, appropriate the statutory surplus reserve, and appropriate or reverse special surplus reserves as required by law. From the remaining balance, the proportionate share of profits recognized under the equity method from affiliated enterprises shall be deducted, and cash dividends distributed to the Company by affiliated enterprises, recognized under the equity method, shall be added back. No less than 70% of the resulting amount shall be distributed as shareholder dividends, which may be paid in cash or stock, provided that the proportion distributed as cash dividends is no less than 70% of the total dividend amount.
- (3) Based on the principles of stable financial structure and balanced dividends, if the Company has no distributable profits in the current year, or if the Company has profits but the profit amount is significantly lower than the actual profit distribution of the Company in the previous year, all or part of the reserves or undistributed earnings from previous periods may be distributed in accordance with laws or regulations of the competent authority. If there are disposals of real estate, equity investments, or intangible assets in the current year, the difference between the disposal amount and the acquisition cost, or income received due to litigation or commercial disputes, all or part of such difference or income may be retained, and the distribution ratio limitation in Paragraph 1 of Article 30 of the Company's Articles of Incorporation shall not apply.

2. Proposed Dividend Distribution at the Current Annual General Meeting of Shareholders

- (1) Pursuant to Article 30, Paragraph 3 of the Articles of Incorporation, dividends shall be distributed in the form of cash. The Board of Directors is authorized to resolve such distribution upon the attendance of no less than two-thirds of all directors and the approval of a majority of directors present, and to report the matter to the Shareholders' Meeting.
- (2) The Company's Board of Directors has resolved on March 9, 2026, to appropriate NT\$1,118,924,816 from distributable earnings to distribute cash dividends to shareholders, which is NT\$4.50 per share. The cash dividends were distributed on April 27, 2026.

3. Explanation of Any Anticipated Major Changes to Dividend Policy

The Company does not anticipate any major changes to its dividend policy.

**(IV) Impact of the Proposed Stock Dividend Distribution on Operating Performance and Earnings Per Share: Not Applicable.**

**(V) Employee and Directors' Remuneration**

1. The Articles specify the ratios or ranges for employee and director remuneration.

In accordance with the Company's Articles of Incorporation, if the Company has profits in the fiscal year, 0.5% to 10% shall be set aside as employee compensation and no more than 2% as directors' compensation. However, if the Company has accumulated losses, the amount to offset such losses shall be set aside first. The amount of employee compensation allocated in the preceding paragraph shall distribute no less than 0.5% to frontline employees, and may be distributed in the form of stock or cash. The conditions and distribution method shall be determined by the Board of Directors. Directors' compensation shall only be distributed in cash.

2. Basis for Estimating Current Period Employee and Director Remuneration, Basis for Calculating Stock-Based Employee Compensation, and Accounting Treatment for Differences Between Estimated and Actual Distribution Amounts.

- (1) On March 9, 2026, the Board of Directors approved the distribution of employee and director remuneration for 2025. The aforementioned remuneration was estimated based on the pre-tax net profit of the relevant period, before deducting employee and director remuneration, multiplied by the distribution ratios stipulated in the Company's Articles of Incorporation. The estimated amounts were recognized as operating expenses for the period. The amounts approved by the Board of Directors for distribution were consistent with the figures estimated in the Company's financial statements for fiscal year 2025.
- (2) The Company had no plans to issue employee stock-based compensation for fiscal year 2025; therefore, no such amounts were estimated.

### 3. Board-Approved Remuneration Distribution Details

- (1) All employee and director remuneration was distributed in cash. If any discrepancies arise between the approved distribution and the estimated expense recognized in the financial statements, such differences, including the reasons and accounting treatment, must be disclosed.

On March 9, 2026, the Board of Directors approved the allocation of NT\$43,000 thousand in employee remuneration and NT\$15,600 thousand in director remuneration for 2025, both to be distributed in cash. The amounts are consistent with the estimated amounts recognized as expenses. Of the aforementioned employee compensation appropriations, 2% thereof, amounting to NT\$860,000, was allocated to rank-and-file employees.

- (2) Stock-Based Employee Compensation and Its Proportion to Current Period Net Income and Total Employee Compensation.

The Company had no plans to issue employee stock compensation for fiscal year 2025; therefore, this is not applicable.

### 4. Actual Distribution of Employee and Director Remuneration for the Previous Fiscal Year

(This includes number of shares distributed, total amount, and share price);

any discrepancies with recognised expenses should be disclosed along with reasons and treatment.

For 2024, the actual amounts of employee remuneration and director remuneration were NT\$33,801 thousand and NT\$15,600 thousand, respectively. The actual amounts did not differ from the amounts estimated in the Company's 2024 financial statements.

**(VI) Repurchase of the Company's shares: None.**

**II. Issuance of Corporate Bonds, Preferred shares, Global Depository Receipts, Employee Stock Warrants, and Restricted Employee Shares**

**(I) Issuance of Corporate Bonds: None.**

**(II) Issuance of Preferred Shares: None.**

**(III) Issuance of Global Depository Receipts: None.**

**(IV) Issuance of Employee Stock Warrants: None.**

**(V) Issuance of Restricted Employee Shares: None.**

**III. Issuance of New Shares for Mergers or Acquisitions of Other Companies' Equity: None.**

**IV. Implementation Status of Capital Utilization Plans**

As of the end of the quarter preceding the publication of this annual report, the Company has no outstanding or incomplete issuances or private placements of securities, nor any issuances completed within the past three years for which the intended benefits have yet to materialize. Therefore, this section is not applicable.

# Four. Operating Overview

## I. Description of Business

### (I) Scope of business

#### 1. Principal Business Activities

(1)C801010	Basic Chemical Industrial	(10)CF01011	Medical Device Manufacturing
(2)C802041	Manufacture of Drugs and Medicines	(11)F102170	Wholesale of Foods and Groceries
(3)C802060	Veterinary Drug Manufacturing	(12)F108021	Wholesale of Western Pharmaceutical
(4)C802070	Agro-pesticide Manufacturing	(13)F108031	Wholesale of Medical Devices
(5)C802080	Environmental Agents Manufacturing	(14)F203010	Retail Sale of Food, Grocery and Beverage
(6)C802100	Cosmetics Manufacturing	(15)F208021	Retail Sale of Western Pharmaceutical
(7)C804020	Industrial Rubber Products Manufacturing	(16)F208031	Retail Sale of Medical Apparatus
(8)C804990	Other Rubber Products Manufacturing	(17)IG01010	Biotechnology Services
(9)C901020	Glass and Glass Products Manufacturing	(18)ZZ99999	All business activities that are not prohibited or restricted by law, except those that are subject to special approval.

#### 2. Revenue Contribution (2025)

Unit: NTD Thousands

Primary Sources of Revenue	Operating revenue	Revenue Contribution (%)
Pharmaceutical and Healthcare Products	6,136,461	95
Service Fees and Royalties	316,487	5
Total	6,452,948	100

#### 3. Current Product and Service Portfolio

The Company's operations encompass pharmaceutical manufacturing, sales, and research and development:

##### (1) Core Products

Product Categories	Key Applications	Flagship Products
Oncology Drugs	Anticancer and Adjunctive Therapies	Lipo-Dox、Lonsurf、UFUR、TS-1、Pexeda、Gemmis、Oxalip、Irinio、Epicin、Tynen、Anazo、Folina、Thado、Andason、Ivic、Asadin、Leavdo、Painkyl、Megest、Yondelis、Pemazyre、Minjuvi、Fustron、Xpovio
Anti-infective Drugs Anesthetics	Second-line Antimicrobial Agents, Influenza Vaccines, and Anesthetics	Brosym、Bobimixyn、Colimycin、Cubicin、Lipo-AB、Flusine、Maxtam、Metacin、Flucelvax、Fluad、Byfavo
Healthcare Products	Gastrointestinal Health, Bone Health, and Metabolic Regulation Drugs	Algitab、Alginos、Bio-Cal Plus、Sulfin

For detailed information on the Company's full product portfolio, please refer to the Company's official website.

(2) Contract Development and Manufacturing (CDMO) Services

The Company provides end-to-end manufacturing solutions across the pharmaceutical value chain. Services include formulation design and development, scale-up production, analytical method development and validation, preparation and submission of Common Technical Documents (CTDs), and even customized design of production facilities and equipment. In addition to small-scale clinical trial manufacturing, commercial-scale production is also available.

(3) PIC/S GMP-Compliant Manufacturing Services

● Contract Manufacturing

The Company is capable of producing injectable and capsule dosage forms containing cytotoxic APIs, as well as non-cytotoxic formulations including lyophilized powders, injectables, oral tablets, and capsules. Equipped with automated filling and lyophilization lines, the Company ensures consistent and high-quality production. Technology transfer, scale-up planning, quality control, and validation processes are executed in accordance with the regulatory requirements of the client's target markets, enabling full commercial production.

● GMP Consulting Services

With successful inspections under Taiwan's PIC/S GMP framework and audit experience from regulatory agencies in the EU, United States, Japan, Australia, and other countries, the Company possesses a robust quality management system and expert team. These resources are deployed to support domestic and international clients in preparation for GMP inspections and the establishment of quality management systems. This capability is also a critical enabler for export-oriented pharmaceutical partnerships.

● Contract Testing Services

The Company's quality control laboratories are equipped with comprehensive microbiological, sterility, and stability testing facilities. The labs possess advanced analytical capabilities for specialised formulations such as liposomes, lyophilised liposomes, and microspheres. Analytical methods and instrumentation are continuously updated in alignment with pharmacopeial standards from the United States, Europe, and Japan. The Company also offers capabilities in analytical method development, method validation, and technology transfer. Chemical and microbiological testing services are available on a contract basis, along with method development and technical consulting.

#### 4. New Product (Service) Development Pipeline

- (1) The Company is actively engaged in the development of innovative pharmaceuticals, including anticancer agents, therapies for severe infections, cell therapies, and other healthcare-related products.
- (2) R&D efforts continue to focus on novel liposome- or microsphere-encapsulated drug formulations designed for efficient, targeted delivery to enhance therapeutic efficacy and reduce side effects.
- (3) Manufacturing technologies and quality validation documentation for small molecule drugs are dynamically updated to meet global regulatory standards, with parallel optimisation of scale-up manufacturing processes.

### (II) Industry Overview

#### 1. Current Status and Developments in the Pharmaceutical Industry

The pharmaceutical industry is characterized by high technology intensity, high added value, low pollution, low energy consumption, extended research and development timelines, long product life cycles, strict regulatory oversight, and a territorial nature. Pharmaceutical products are primarily used in the treatment or alleviation of disease and are closely linked to the health, well-being, and quality of life of the population; accordingly, safety, efficacy, and quality are of paramount importance. The development of the pharmaceutical industry also reflects the level of advancement of a nation. Countries with higher per capita income consistently exhibit more mature pharmaceutical sectors, as exemplified by the United States, Europe, and Japan.

Global Pharmaceutical Industry Outlook and Trends:

- (1) To comply with good manufacturing practice requirements for pharmaceutical safety, regulatory standards governing drug development and manufacturing have become increasingly rigorous and specific. This has resulted in a continuous rise in the time and costs associated with new drug and generic drug development, longer development timelines, declining research and development productivity, significantly higher research and development expenditures, and a relative slowdown in the pace at which development outcomes are brought to market.
- (2) Under competitive pressure, pharmaceutical companies have generally gravitated toward niche drug development strategies – marketing niche products in relatively specialized market segments or concentrating research and development efforts on specific disease areas – in order to maintain a close understanding of disease market dynamics and improve the value or likelihood of successful commercialization of their products.
- (3) As the trend toward global competition becomes increasingly pronounced, the pharmaceutical industry has progressively

developed into a globalized structure encompassing the raw material supply chain, manufacturing, regulatory affairs, marketing, and promotion, evolving into a pharmaceutical industry network in which distinct professional groups assume specialized roles. Advances in recent years in protein-based drugs, biosimilars, cell therapy, and RNA/DNA vaccines in the clinical setting, combined with the growing application of precision medicine, have further diversified and specialized the classification and division of labor within the industry. The strategic partnerships that pharmaceutical companies choose to pursue in order to enter target markets will therefore directly determine their future industry positioning and development trajectory.

## 2. Upstream, Midstream, and Downstream Industry Linkages

The pharmaceutical manufacturing industry can be broadly segmented into upstream, midstream, and downstream stages. The upstream and midstream stages involve the preparation and production of active pharmaceutical ingredients (APIs), and the downstream stage focuses on the formulation of final pharmaceutical products and the management of distribution channels for sales and marketing.

**Upstream:** Raw material preparation stage for pharmaceutical processing. Western pharmaceutical raw materials include general chemicals, natural plants, animals, minerals, microbial strains, macromolecular protein drugs and related biological derivatives. General chemicals constitute the majority of raw materials. Current quality requirements must meet Good Manufacturing Practice (GMP) standards and obtain regulatory approval through Active Pharmaceutical Ingredient (API) licensing verification. Traditional Chinese medicine upstream materials primarily use plants with smaller portions derived from animals and minerals. With advances in biotechnology, scientists have successfully produced transgenic animals and plants through gene transfer technology. It is now possible to produce pharmaceutical raw materials by directly culturing plant tissue or through large-scale animal cell culture, representing a major breakthrough in upstream drug production technology.

**Midstream:** Primarily involves the API industry and traditional Chinese medicine processing. The API industry encompasses organic chemical synthesis, natural product extraction and purification, microbial or animal cell fermentation cultivation or semi-synthesis after fermentation, and purification/concentration from genetically engineered improved cell fermentation. The processing of traditional Chinese medicinal materials centers primarily on the preparation and treatment of medicinal plants.

Downstream: Encompasses the pharmaceutical manufacturing industry, which primarily combines APIs with excipients such as fillers, disintegrants, adhesives, and lubricants to create convenient dosage forms. Production at this stage must comply with PIC/S GMP (The Pharmaceutical Inspection Convention and Co-operation Scheme Good Manufacturing Practice) requirements. Finished products are supplied to patients through medical channels including hospitals, clinics, and pharmacies. Drug transportation must also comply with Good Distribution Practice (GDP). In Taiwan, pharmaceutical companies can be simply classified into three types: original drug developers, import agents, and manufacturers of either general generic drugs (Non-BE Generics) or bioequivalent generic drugs (BE Generics). Taiwan's pharmaceutical industry currently operates predominantly in the downstream segment of the value chain, with most companies engaged in the manufacture and sale of generic drugs (generics). A growing number of start-ups have also entered the field of new drug research and development; although R&D risk remains high, results have begun to emerge.

### 3. Pharmaceutical Industry Development Trends

According to the IQVIA Institute report *The Global Use of Medicines 2024 – Outlook through 2028* (published January 2024), the global pharmaceutical market (measured at list prices) is projected to grow at a compound annual growth rate of approximately 5–8%, reaching approximately USD 2.3 trillion by 2028. This represents an upward revision of approximately 2 percentage points relative to pre-pandemic medium-term projections, driven primarily by expanded patient access to new therapies in oncology, immunology, and endocrinology. Despite a gradual decline in spending on COVID-19 vaccines and treatments, overall pharmaceutical expenditure is expected to remain on a growth trajectory above pre-pandemic levels.

In *The Global Use of Medicines 2024 – Outlook through 2028*, the IQVIA Institute projects global pharmaceutical market spending to reach approximately USD 2.3 trillion by 2028, corresponding to a compound annual growth rate of approximately 5–8% over the 2024–2028 period, reflecting sustained robust growth over the medium to long term. Based on analyses of the generics market published by multiple market research firms, the global generic drug market is currently estimated at approximately USD 400–500 billion and is projected to grow to approximately USD 770–900 billion by 2033, representing a compound annual growth rate of approximately 5–8%. Key growth drivers include patent expirations of originator drugs, rising healthcare demand across markets, and government-driven drug cost containment policies (sources

include: Global Generic Drugs/Generic Pharmaceuticals Market Report 2024–2033, among others).

According to the IQVIA report *The Global Use of Medicines 2024 – Outlook through 2028*, pharmaceutical expenditure growth in China is expected to moderate. Growth will be supported by increased adoption and utilization of innovative originator drugs, while being offset by pricing pressure on generics and off-patent drugs as well as volume-based procurement policies, resulting in a compression of overall growth. In Japan, pharmaceutical expenditure growth is projected to fall within a range of approximately –1% to 2%, as annual drug price revisions and the continued shift toward generic utilization offset growth momentum in branded pharmaceuticals. Following the attenuation of disruptions caused by the pandemic and regional conflicts, pharmaceutical spending and utilization in Eastern Europe and select emerging markets are expected to return to a growth trajectory, with the gradual adoption of novel therapies progressively narrowing the gap in therapeutic options relative to Western Europe and other developed markets.

In pharmaceutical R&D, the United States remains the primary global leader in new drug development, with a continued focus on areas of high unmet medical need such as oncology and rare diseases. Meanwhile, China, Japan, and major European countries – including the United Kingdom, Germany, and France – have significantly increased R&D investment in gene therapy, biologics, and cell therapy, resulting in an increasingly multipolar global R&D landscape. IQVIA projects that approximately 300 novel active substances (NAS) will be launched during the 2024–2028 period, reflecting continued momentum in innovative drug development. The application of artificial intelligence (AI) in target screening, clinical trial design, and data analysis is expected to further improve R&D efficiency and shorten drug development timelines (source: IQVIA Institute, *The Global Use of Medicines 2024 – Outlook through 2028*).

Pharmaceutical policy developments across major markets have far-reaching implications for the industry. The U.S. government continues to incentivize the rapid market entry of innovative drugs through FDA mechanisms, including accelerated approval and Breakthrough Therapy Designation. The Chinese government is simultaneously promoting domestically developed, innovative drugs while reducing healthcare expenditure pressure through volume-based procurement and price negotiation. The European Union, while maintaining its emphasis on drug safety and efficacy, has progressively strengthened its support policies for gene therapy, biologics, and treatments for rare diseases.

From a therapeutic area perspective, oncology is projected to sustain a compound annual growth rate of approximately 10% over the next decade, driven by rising cancer incidence and the application of emerging technologies. The Asia-Pacific region is regarded as one of the fastest-

growing markets, reflecting aging demographics and an increasing demand for advanced therapies. The autoimmune treatment market continues to expand, driven primarily by North America and Europe. Gene therapy is experiencing market growth in rare diseases and select high unmet medical need indications, supported by technological advances. Cell therapy and precision medicine, applicable to cancer and a broad range of chronic diseases, are expected to maintain rapid growth trajectories across the North American, European, and Asia-Pacific markets. According to the IQVIA report *The Global Use of Medicines 2024 – Outlook through 2028*, global spending on next-generation biological therapies – including cell therapy, gene therapy, and RNA therapeutics – is projected to grow from approximately USD 10 billion in 2023 to approximately USD 33 billion in 2028, reflecting a progressively increasing share of novel therapies within overall pharmaceutical expenditure.

Future global pharmaceutical product development trends can be summarized as follows:

- (1) Global population concentration in cities, urban lifestyles, refined diets, and deteriorating environmental quality, coupled with significant growth in the elderly population, have led to rapid growth in diseases such as hypertension, high cholesterol, diabetes, depression, autoimmune imbalances, and cancer. This stimulates increased pharmaceutical market demand for medications targeting chronic diseases, mental illness, autoimmune diseases, cancer, and biopharmaceutical products.
- (2) In recent years, beyond new pathogen strains causing explosive infectious diseases like COVID-19, avian influenza, Ebola virus, and Zika virus, globalization trends have facilitated easier spread of infectious diseases. Future pharmaceutical industry research will focus on developing drugs or vaccines related to infectious diseases.
- (3) Research on gene therapy, cell therapy, and protein drugs remains a competitive focus for R&D departments of new drug companies. Their significant impact on disease treatment and increasingly complete regulatory frameworks for biosimilars, coupled with artificial intelligence applications in medical research and clinical use, are expected to bring considerable profits and significantly influence the future development of the pharmaceutical industry.
- (4) In recent years, major pharmaceutical companies have also moved toward treating diseases specific to Asia, such as viral hepatitis, or developing herbal medicines for specific diseases. Additionally, development in central nervous system diseases, personalized precision medicine, and research into new mechanisms of existing drugs for indications continues to progress.
- (5) Emerging pharmaceutical markets (such as mainland China, Brazil,

India, Russia, Turkey, Pakistan, South Korea, etc.) have increased demand for pharmaceuticals due to economic growth and healthcare system reforms, serving as another important driver for future growth in the pharmaceutical market.

- (6) AI assists pharmaceutical product development by rapidly and precisely screening novel active substances to shorten development cycles and reduce costs. AI is also being applied in clinical trials to accelerate data analysis and report generation.

#### 4. Competitive Situation

In recent years, Taiwan's pharmaceutical industry has faced mounting pressure from a convergence of structural challenges. Compliance with evolving advanced regulatory frameworks has increased the costs of new drug development and post-PIC/S GMP implementation manufacturing costs. At the same time, repeated drug price surveys under the National Health Insurance system, successive reductions in NHI reimbursement prices, and competitive hospital procurement dynamics have resulted in drug pricing in Taiwan that is generally low by the standards of most developed markets, compressing revenue and profitability for domestic manufacturers. The implementation of patent linkage has introduced a further constraint: originator drugs with patents registered and still in force with Taiwan's drug approval authority cannot be manufactured in Taiwan for export to overseas markets – even where local patents in those markets have already expired. Collectively, these factors make navigating the Taiwan pharmaceutical market an increasingly difficult undertaking for domestic industry participants.

Facing a difficult overall business environment and lacking market economies of scale, Taiwan's pharmaceutical industry confronts significant challenges. Developing new drugs requires global considerations, challenging “standard therapies,” and completing clinical trials that meet registration requirements in major markets. This demands substantial financial and human resources investment and comprehensive patent protection to create suitable business opportunities. To compete in the new formulation market, companies must develop new formulations with pharmaceutical economic value to offer clinical medical benefits and compete with original developers.

This company's product formulation processes fully comply with the Pharmaceutical Inspection Co-operation Scheme Good Manufacturing Practice (PIC/S GMP). Currently, multiple pharmaceutical products have been submitted for market approval or have already obtained marketing authorization in various target countries in accordance with relevant regulations, enabling the company to maintain domestic and international market competitiveness. Additionally, this company's liposome technology platform, long-acting microsphere sustained-release injection technology platform, and lyophilization processes have reached maturity.

The company has successively established pharmaceutical manufacturing facilities that comply with international regulatory quality requirements. Existing production lines regularly undergo and pass official inspections from the United States, European Union, Japan, and other countries' pharmaceutical regulatory authorities. Therefore, leveraging our commercializable mature technologies and high-specification facilities and equipment, numerous large or innovative domestic and foreign pharmaceutical companies have actively sought cooperation in recent years. This company has also selected suitable strategic partners for alliances to enhance competitiveness in domestic and international markets.

Regarding new drugs, this company will continue to launch several self-manufactured specialty generic drugs and niche new drugs, benefiting Taiwanese patients while contributing to company profits. Simultaneously, by licensing products undergoing or having completed Phase III clinical trials, the company strengthens its product portfolio and disease treatment coverage in target therapeutic areas. The company also continuously evaluates external pre-clinical products with potential and suitability to enhance internal new drug development pipeline through strategic business cooperation models.

### (III) Technology and R&D Overview

1. Research and development expenditures for 2025 and the first quarter of 2026

Unit: NTD Thousands

Item	2025	Q1 2026 (Note)
R&D Expenditure	194,348	47,099

Note: Figures for the first quarter of 2026 are self-prepared.

2. Successful Technology or Product Developments

In addition to ongoing enhancements in liposomal formulation technologies and long-acting microsphere sustained-release injectables, the Company has also advanced the development of novel fixed-dose combination drugs and explored new indications for existing products.

Key product developments include the following:

Product name	Indications
Lipo-Dox	Metastatic breast cancer, Kaposi's sarcoma associated with AIDS, multiple myeloma, ovarian cancer.
UFUR	Gastric cancer, colorectal cancer, breast cancer; in combination with cisplatin for the treatment of metastatic and late-stage lung cancer, head and neck cancer; adjuvant therapy for patients with stage IB (T2) lung adenocarcinoma following surgery.
Thado	Multiple myeloma, erythema nodosum leprosum

Product name	Indications
Lipo-AB	<ul style="list-style-type: none"> <li>• Treatment of cryptococcal meningitis in HIV-positive patients.</li> <li>• Severe systemic and/or deep fungal infections.</li> <li>• Visceral leishmaniasis. Amphotericin B Liposome for Injection: Despite initial parasitic clearance, patients with visceral leishmaniasis and immunodeficiency exhibit a high relapse rate post-treatment.</li> <li>• Empirical therapy for possible fungal infections in febrile patients with severe neutropenia.</li> </ul>
Brosym	Antibacterial Indications: Indicated for the treatment of infections caused by susceptible bacterial strains, including upper and lower respiratory tract infections, upper and lower urinary tract infections, peritonitis, cholecystitis, cholangitis, and other intra-abdominal infections; pelvic inflammatory disease, endometritis, and other genital tract infections; as well as secondary infections following trauma, burns, or surgical procedures.
Bobimixyn	Polymyxin B-sensitive Multidrug-resistant Gram-negative Infections: Indicated for severe infections in adult patients caused by multidrug-resistant Gram-negative organisms susceptible to Polymyxin B. Not indicated for treatment of urinary tract infections.

#### (IV) Short- and Long-term Business Development Strategy

##### 1. Short-term Strategic Direction

###### (1) R&D strategy

- A. Ensure the timely market launch of core products in targeted territories to meet near-term profit objectives and maintain product lifecycle durability.
- B. Leverage proprietary high-barrier technology platforms to establish a differentiated drug portfolio and achieve commercial economies of scale.
- C. Select innovative drug candidates with high commercial potential for co-development with international marketing partners, while pursuing selective out-licensing opportunities. Retain direct commercialization rights in key territories to expand the portfolio of long-lifecycle, in-house managed products.

###### (2) Production strategy

- A. In alignment with evolving pharmaceutical manufacturing regulations, the Company continues to implement regular GMP training and quality education programs, while successfully passing both domestic and international facility inspections to maintain stable, high-quality production operations.

- B. Manufacturing lines, production planning, and supply chain logistics are strategically coordinated to optimize capacity utilization and align with commercial demand.
  - C. Emphasis is placed on internal control and vertical integration of raw materials, functional excipients, and specialized packaging materials, alongside the qualification of suppliers in compliance with quality standards, to ensure cost efficiency and supply chain reliability.
- (3) Marketing strategy
- A. The Company actively identifies and introduces therapeutics that address unmet clinical needs, offering physicians comprehensive treatment solutions and reinforcing its position as a trusted clinical partner.
  - B. BRIM aims to deepen integration across product commercialization and the pharmaceutical value chain, positioning itself as a global partner of choice for Specialty Pharmaceuticals under CRO/CMO/CDMO collaboration models.
  - C. The active licensing-in of new drugs with technology transfer to Taiwan not only expands therapeutic options for patients, but also strengthens the resilience of localized supply chains while building and refining the Company's technical capabilities in technology transfer and manufacturing.
- (4) Business strategy
- A. Revenue from established sales channels in both Taiwan and international markets supports future product development and regional expansion.
  - B. Contract manufacturing and co-development income from international specialty drug projects help offset ongoing facility maintenance and operational expenditures.
  - C. BRIM Biotechnology, Inc. is committed to globalising its R&D output through successful overseas licensing, while reinvesting both product and development revenues into new product pipelines and future business ventures – creating a sustainable, positive innovation cycle.
  - D. The Company focuses on identifying high-value global biotech investment opportunities by closely monitoring changes in healthcare systems within targeted countries, with the objective of maximizing group profitability and securing medium- to long-term growth prospects.
  - E. Rapid recruitment and development of localized talent with entrepreneurial spirit is a strategic priority. BRIM continues to strengthen in-house capabilities across scientific research,

regulatory affairs, and corporate operations to ensure each functional unit is prepared for internationalization and long-term scalability.

## 2. Long-Term Development Plans

### (1) R&D strategy

- A. To maintain competitiveness across key therapeutic areas – including specialty pharmaceuticals, biologics, and innovative drugs – BRIM balances early-, mid-, and late-stage development targets. This portfolio strategy aims to meet both immediate and long-range organisational growth needs while enabling seamless value chain integration.
- B. The Company actively targets high-barrier, high-value generic drugs, new chemical entities, and niche clinical products addressing unmet medical needs. Development is pursued independently or through strategic global partnerships, with emphasis on accelerated timelines.

### (2) Production strategy

- A. BRIM continues to upgrade and maintain its manufacturing infrastructure in full compliance with international pharmaceutical regulations, reinforcing its capability as a global production base.
- B. Construction of dedicated new drug production lines is underway, enabling commercial-scale integration of specialized formulations and novel therapies to support the Company's globalization goals.
- C. Through mergers and acquisitions, strategic alliances, and joint ventures, BRIM aims to expand manufacturing capacity, optimize supply chain management, and improve both production quality and operational efficiency.

### (3) Marketing strategy

- A. Continues to execute optimized commercial strategies and lifecycle management tailored to each target market, ensuring alignment with regional regulatory environments and market dynamics.
- B. Through a portfolio of competitive in-house and co-developed specialty pharmaceuticals, the Company has established a robust co-development and manufacturing business model. This approach is further supported by cross-border resource integration and strategic marketing planning for both novel and specialty drugs, enhancing the international business footprint of the Group.

C. Accelerating the establishment of overseas commercial operations and strengthening performance management in self-operated international markets. These efforts aim to expand BRIM's core market presence and drive sustained mid- to long-term revenue growth through international diversification.

(4) Business strategy

A. BRIM is dedicated to the development and manufacturing of new drugs, specialized formulations, biologics, and medical technologies, with the objective of building a comprehensive and competitive product portfolio.

B. Continues to invest in the advancement of its high-barrier drug delivery technology platforms, extending their clinical and commercial applicability across multiple therapeutic areas.

C. Ongoing R&D focuses on oncology, critical care, anti-infectives, and specialised drug formulations, with deeper penetration into global markets as a core objective.

D. BRIM aspires to become one of the world's most innovative biopharmaceutical companies and a preferred strategic partner for international biotech firms.

## **II. Market and Production/Sales Overview**

### **(I) Market analysis**

1. The Company's Main Products (Services) Sales (Provision) Regions and Market Share

BRIM Biotechnology, Inc. primarily generates revenue from the domestic market, which accounts for approximately 89% of net sales. Overseas sales contribute the remaining portion and include markets across Southeast Asia, the Americas, and Northeast Asia. The Company's distribution channels are focused on major medical centers and private clinics, which collectively comprise around 67% of net revenue.

2. Market Demand Outlook and Growth Potential

Driven by an ageing global population, increasing prevalence of chronic diseases, expansion into emerging markets, and the integration of data analytics and artificial intelligence in drug development, the demand for healthcare solutions is rising. Innovations in biotechnology, gene therapy, and precision medicine are improving treatment accuracy and patient outcomes, contributing to increased pharmaceutical utilization. These trends point to a continued growth trajectory for the pharmaceutical industry, although sustained advancement will require ongoing innovation and the ability to adapt to rapidly evolving market conditions. According to the IQVIA Institute report *The Global Use of Medicines 2024 – Outlook through 2028*, global pharmaceutical market spending (measured at list prices) is projected to reach approximately USD 2.3 trillion by 2028,

corresponding to a compound annual growth rate of 5–8%, driven by the launch and broader uptake of innovative drugs, patent expirations and biosimilar competition for established products, and varying regional utilization patterns. The report further identifies oncology, immunology, diabetes, cardiovascular disease, and neurology as the highest-spending therapeutic areas through 2028, with oncology expenditure projected to reach approximately USD 440 billion – a compound annual growth rate of approximately 14–17% – making it the fastest-growing major therapeutic area.

### 3. Competitive advantage

#### (1) Core Competitiveness of BRIM Biotechnology, Inc.

- A. Clear strategic positioning.
- B. Fully integrated pharmaceutical value chain.
- C. Ongoing development of competitive, high-barrier specialty formulations targeting international markets.
- D. Proven track record of successful pharmaceutical plant inspections by health authorities across multiple global jurisdictions.
- E. Deep and longstanding engagement within targeted therapeutic areas, resulting in comprehensive partnerships with healthcare providers and extensive patient education and care experience.

#### (2) Competitive Niche in Chinese-speaking Markets

- A. Deep domain knowledge and clinical experience addressing cancers prevalent among Chinese populations.
- B. Clinical Trial and Marketing Advantages in Chinese-speaking Markets.

### 4. Favorable and Unfavorable Factors Affecting Long-term Outlook, and Response Strategies

#### (1) Favorable factors

##### A. Strategic Environment of Taiwan’s Pharmaceutical Industry

- Taiwan offers a supportive environment for pharmaceutical innovation. The government encourages capital markets to facilitate new drug development and has launched the “Ten-Year Plan to Foster the Biotechnology Industry,” targeting trillion-dollar production value by 2025.
- The government has enacted and amended the Act for the Development of the Biotech and Pharmaceuticals Industry, providing tax incentives for R&D and capital equipment investment, and encouraging CDMO development, thereby supporting the pursuit of international contract manufacturing and co-development opportunities.

- The progressive availability of interdisciplinary expertise and specialized talent, combined with the development of industry-academia-research collaboration and a maturing start-up ecosystem, has substantially alleviated the technology and talent gaps that previously constrained the industry.
- Core medical center clinical trial units have accumulated substantial experience and hold international GCP, AAHRPP, or major national regulatory authority certifications, facilitating the conduct of international multi-country, multi-center clinical trials.
- In recent years, the Taiwan Food and Drug Administration has continued to refine its regulatory framework and review processes, establishing priority and accelerated review mechanisms that have materially improved overall review efficiency compared to previous periods, thereby supporting shortened development and approval timelines for new drugs.

#### B. Strong R&D Integration

BRIM Biotechnology, Inc. is committed to the recruitment of external talent and continuous investment in research and development. The Company possesses full-spectrum capabilities spanning formulation development, preclinical studies, clinical protocol drafting, execution of human trials, completion of clinical study reports, and new drug application (NDA) submissions. BRIM also has in-house expertise to generate regulatory-compliant Chemistry, Manufacturing, and Controls (CMC) documentation and quality assurance dossiers. This rare end-to-end integration of pharmaceutical development and manufacturing capabilities within Taiwan's industry landscape is a core engine driving the Company's sustained competitive advantage.

### (2) Unfavorable factors and Mitigation Strategies

#### A. Healthcare Reimbursement System Reforms

Taiwan's global budget payment system has undergone multiple rounds of drug price adjustments, placing downward pressure on pharmaceutical pricing and prescription volumes. This mechanism not only limits domestic pricing and utilization of certain drugs but also impacts the pricing benchmark for international markets, thereby compressing both revenue and profit margins across the industry.

#### Countermeasures:

In addition to establishing a comprehensive sales network throughout Taiwan that provides timely service to hospitals and

clinics and increases sales coverage, this company also enhances the effectiveness of company resource utilization. For pharmaceuticals with certain market scale and value, the company strengthens strategic cooperation, collaborates with clinical healthcare experts to enhance patient care, and continuously improves healthcare institutions' and physicians' confidence in its products to increase opportunities for reasonable prescription use. Through licensing late-stage clinical new drugs in target therapeutic areas and aligning with advanced countries' certification timelines, the company shortens domestic certification time. Combined with advantageous marketing teams and resources, this creates optimal product revenue to avoid decreased company revenue and profits due to drug price adjustments.

B. Small manufacturer scale with comprehensive upgrade to PIC/S GMP.

Taiwan's pharmaceutical sector remains dominated by small- to mid-sized enterprises primarily focused on the production of generic drugs and the distribution of foreign pharmaceuticals. Many of these traditional manufacturers face structural limitations in expanding beyond domestic markets due to insufficient expertise in international regulations, limited access to global regulatory intelligence, and a lack of organisational presence or influence in overseas markets. This has constrained their ability to capitalise on international opportunities and limited growth potential. Following Taiwan's accession to the World Trade Organization (WTO), foreign pharmaceutical companies have entered the local market with competitively priced products, intensifying pressure on domestic players – particularly those reliant on domestic sales – by eroding price margins and market share.

To align with global regulatory standards and improve overall drug quality, Taiwan implemented the Drug Master File (DMF) system in 2013 and, beginning in 2015, fully enforced compliance with the Pharmaceutical Inspection Co-operation Scheme's Good Manufacturing Practice standards (PIC/S GMP). As a result, both domestic and imported pharmaceutical manufacturing facilities are now required to comply with PIC/S GMP. Manufacturers failing to meet these standards face progressive market exit and regulatory exclusion.

Countermeasures:

In response, companies like TTY Biopharm Company Limited have evolved from their roots in generic drug manufacturing and distribution to invest in the development of differentiated generics and therapeutic optimization. These

efforts are accompanied by systematic upgrades to production facilities, ensuring full compliance with international quality regulations and sustaining global competitiveness.

In addition to continuously developing business in Taiwan's core channels (medical centers, regional hospitals, district hospitals with development potential), to more effectively leverage drug development value, this company specializes in oncology, critical care, and anti-infection domains. TTY Biopharm strives to become a biotech pharmaceutical company specializing in special formulation drug development with strong international market positioning. TTY Biopharm continues to introduce new drugs while forming product portfolios with self-developed generic drugs, and strategically partners with original manufacturers to distribute their post-patent products. Due to long-term investment and experience in the aforementioned fields, TTY Biopharm's presence helps domestic and international pharmaceutical company partners develop drugs more efficiently and create effective market benefits, thereby creating win-win situations.

#### C. Insufficient Brand Recognition and Regulatory Barriers

Compared to international pharmaceutical giants, generic drug manufacturers typically have lower brand recognition, which may affect consumer trust in their products, especially in treating serious diseases or high-risk situations. Additionally, in some countries, generic drug market access requires passing stringent approval procedures, which may increase market entry barriers and raise entry costs for new entrants.

##### Countermeasures:

In addition to deeply cultivating the Taiwan market, this company actively expands overseas business by independently developing specialty formulation generic drugs with high technical barriers. By utilizing the development of high-barrier, clinically proven specialty formulation drugs through international manufacturers' contract design and manufacturing model, the company brings products into international markets. Alternatively, this is accomplished through collaborating with pharmaceutical companies having high-coverage marketing channels in major markets for product development through registration and launch.

The company has successfully introduced liposome products internationally and continues to enter the Americas, Europe, Asia, and emerging developing countries with partners owning multinational sales channels. This is supplemented by establishing marketing teams in target countries to expand business, becoming the best partner for companies strong in pharmaceutical business marketing in major global markets, thereby building international recognition.

On another front, the company develops the Greater China market (including Taiwan and mainland China) and Southeast

Asian markets. In response to the government's southward policy, TTY Biopharm has signed three-party MOUs with relevant Taiwanese medical centers and large Vietnamese hospitals to enhance healthcare in northern and southern Vietnam, expand international industry chains, and cultivate local capabilities. For international biotech innovation companies planning to enter Taiwan and Asian markets without being able to grasp actual market dynamics for profitable operations, TTY Biopharm can serve as the best local partner for drug development and marketing in oncology, critical care, and anti-infection fields, thereby creating win-win situations.

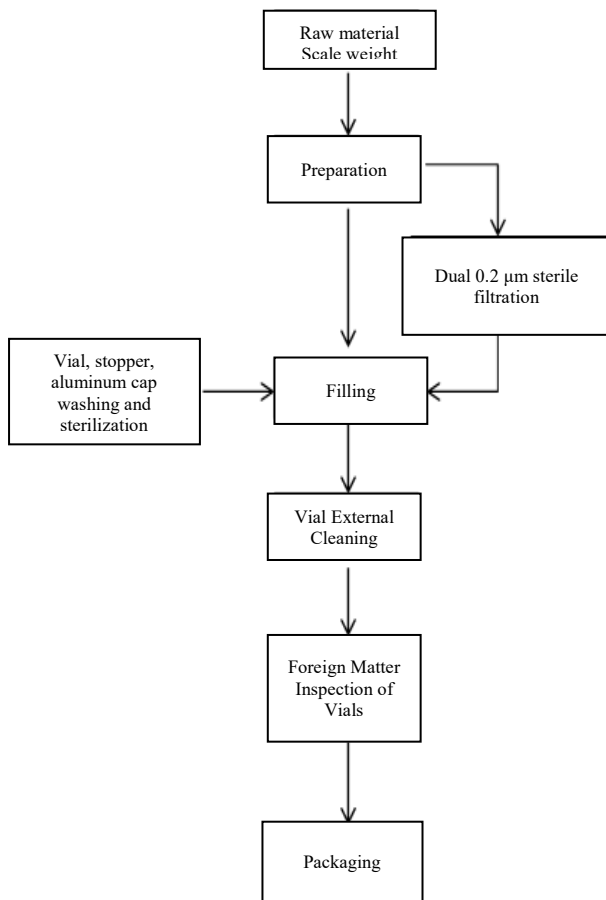
## **(II) Main Products' Important Uses and Manufacturing Processes**

1. The Company's product applications are categorized as follows:
  - (1) Oncology Pharmaceuticals: anticancer and Adjunctive Therapies.
  - (2) Anti-infective and Critical Care Medications: Advanced antimicrobial agents, influenza vaccines, and critical care clinical medications.
  - (3) Healthcare Medications and Other Medical Supplies: Gastrointestinal health, bone health, and metabolic drugs.

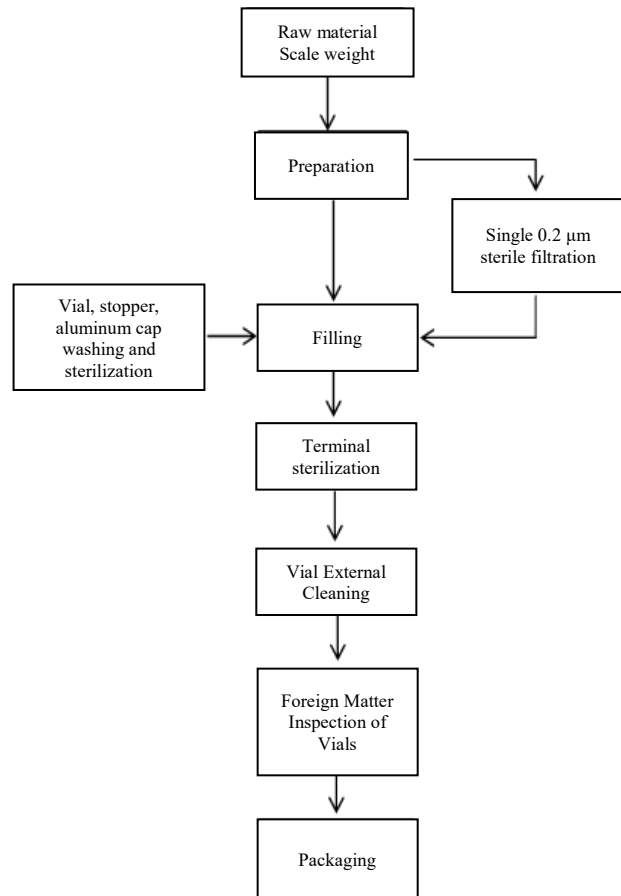
## 2. Manufacturing Processes:

### Injectable Production Process

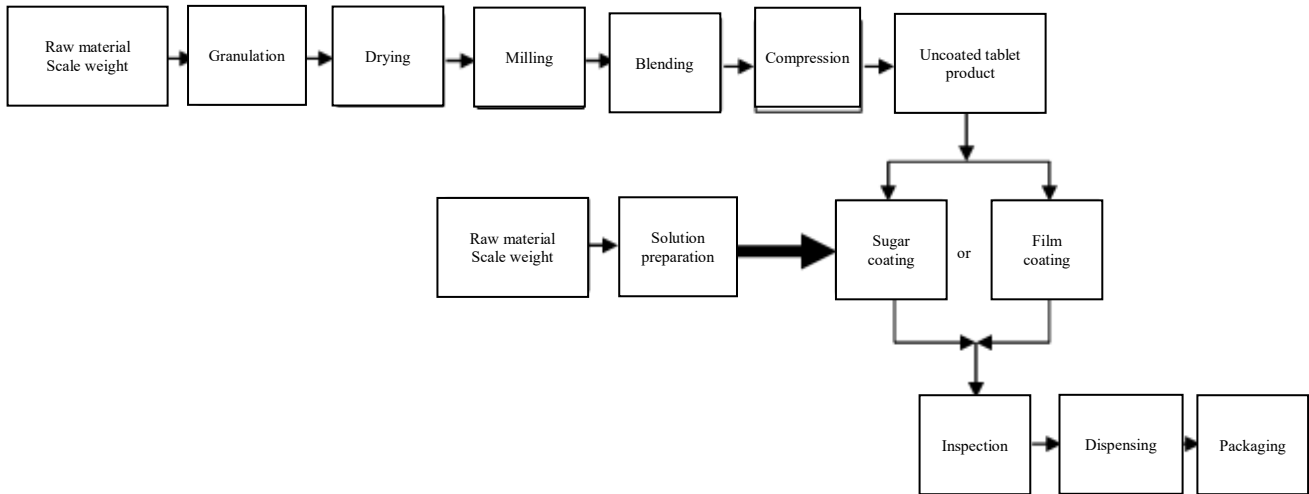
©Aseptic Processing - Production Flow



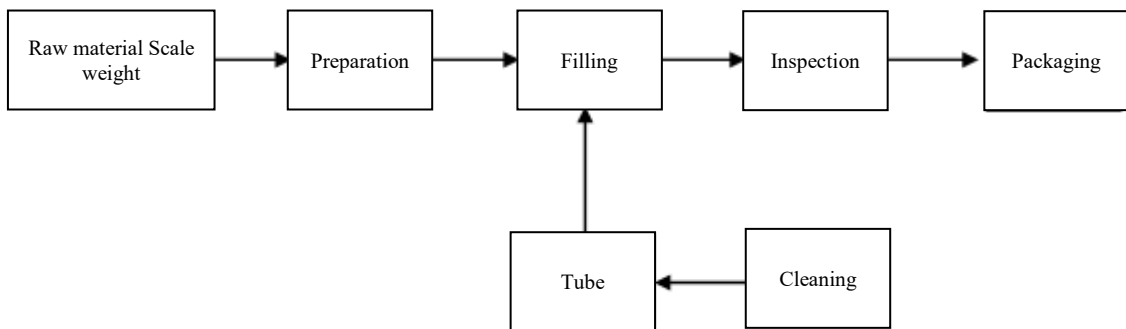
©Terminal Sterilization - Production Flow



### Tablet Production Process



### Ointment Production Process



### **(III) Main Raw Material Supply Status**

The Company's raw materials are sourced from domestic and international manufacturers. To maintain stable raw material sources, our company maintains close cooperative relationships with existing manufacturers while actively developing new suppliers.

**(IV) Any customer or supplier accounting for 10% or more of total annual purchases or sales**

1. Major suppliers

**Data on major suppliers for the past two years**

Unit: NTD Thousands

Item	2024				2025			
	Name	Amount	Percentage of Total Annual Net Purchases (%)	Relationship with the issuer	Name	Amount	Percentage of Total Annual Net Purchases (%)	Relationship with the issuer
1	Company A	195,091	10.27	None	Company A	289,169	13.07	None
2	Company B	144,551	7.61	None	Company B	277,353	12.54	None
3	Company C	236,185	12.43	None	Company C	253,001	11.44	
	Other	1,323,880	69.69		Other	1,392,275	62.95	
	Net Purchases	1,899,707	100.00		Net Purchases	2,211,798	100.00	

Note: Suppliers accounting for more than 10% of total purchases in the past two years are listed with their purchase amounts and percentages. However, supplier names may be coded when prohibited by contractual agreements or when transactions involve unrelated individuals.

2. Major customers

**Information on major customers in the last two years**

Unit: NTD Thousands

Item	2024				2025			
	Name	Amount	Percentage of Total Annual Net Sales (%)	Relationship with the issuer	Name	Amount	Percentage of Total Annual Net Sales (%)	Relationship with the issuer
1	Company A	348,944	5.92	None	Company A	548,622	8.50	None
	Other	5,544,903	94.08		Other	5,904,326	91.50	
	Net sales	5,893,847	100.00		Net sales	6,452,948	100.00	

Note: Customers accounting for more than 10% of total sales in the past two years are listed with their sales amounts and percentages. However, customer names may be coded when prohibited by contractual agreements or when transactions involve unrelated individuals.

**III. Number of employees, Average years of service, Average age, and Educational Background Distribution for the Past Two Years and as of the date of publication of the annual report**

Year		2024	2025	As of March 31, 2026
Employee Count (Persons)	Management personnel	92	90	91
	R&D Technical personnel	50	47	46
	Other employees	381	380	385
	Total	523	517	522
Average age		41.87	41.36	42.25
Average years of service		8.09	8.20	8.23
Education Background Distribution (%)	Doctorate	2.87	2.32	2.30
	Master's	33.27	32.69	32.57
	College/University	57.17	58.41	58.62
	High School	5.93	5.80	5.75
	Below High School	0.76	0.77	0.77

**IV. Environmental Protection Expenditure Information**

Losses due to environmental pollution in the most recent year and up to the printing date of the annual report, including current and potential estimated amounts and response measures: None.

**V. Labor Relations**

(I) Company welfare measures, continuing education, training, retirement systems and their implementation, as well as labor-management agreements and measures to protect employee rights.

1. Employee Welfare Measures

Our company established an Employee Welfare Committee on March 19, 1998, approved by the competent authority (Taipei City Labor Department Letter No. 8720781200), to strengthen the relationship between the company and colleagues, encourage dedication, create greater welfare, care for colleagues' lives, and establish a positive corporate culture and spirit. This committee was established in accordance with the Employee Welfare Fund Regulations and Welfare Committee Organization Rules issued by the competent authorities. The company legally allocates welfare funds to the committee to implement various welfare measures. The details are as follows:

Subsidy Items	Explanation	Notes
Birthday gift money	Colleagues receive NT\$1,000 as birthday gift money in their birth month, distributed on the 15th of each month	
Marriage Gift Money	<ol style="list-style-type: none"> <li>1. Colleagues who have served less than one year but more than three months and have contributed to the welfare fund for three months before the distribution date receive NT\$3,600</li> <li>2. Colleagues who have served for more than one year receive NT\$6,000</li> <li>3. If both spouses are company employees, each receives a gift</li> </ol>	<ol style="list-style-type: none"> <li>1. Marriage Gift Money Application: Required documents: Copy of marriage certificate or household registration and expense application form approved by supervisor</li> <li>2. Application deadline: Within three months from the date of marriage registration</li> </ol>
Childbirth Gift Money (including miscarriage after 20 weeks of pregnancy)	<ol style="list-style-type: none"> <li>1. NT\$3,600 for each childbirth by employee or spouse</li> <li>2. If both spouses work for the company, limited to one payment</li> <li>3. Payment calculated based on number of newborns</li> </ol>	<ol style="list-style-type: none"> <li>1. Required documents: Copy of child's birth certificate, doctor's certificate, or household registration and expense application form approved by supervisor</li> <li>2. Application deadline: Within three months of childbirth; for miscarriage after 20 weeks of pregnancy, within three months of occurrence with doctor's certificate</li> </ol>
Holiday Gift Money, Vouchers, Gifts	Distributed annually for Dragon Boat Festival and Mid-Autumn Festival Eligibility: Employees who have contributed to the welfare fund for three full months before the distribution date	Amounts determined in accordance with the individual budgets of the respective fiscal year.
Hospital Consolation Payment for Illness or Work Injury	<ol style="list-style-type: none"> <li>1. NT\$3,000 consolation payment, limited to once per year (based on discharge date)</li> <li>2. Visitation gift limited to NT\$1,000 (once per year, receipt required and must be submitted with consolation payment application)</li> </ol>	<ol style="list-style-type: none"> <li>1. Required documents: Original hospitalization certificate and expense application form approved by supervisor</li> <li>2. Application Deadline: Within three months from the date of occurrence.</li> </ol>
Condolence Payment	<ol style="list-style-type: none"> <li>1. For employee's parents, children, spouse, or spouse's parents: NT\$3,100 condolence payment and NT\$2,000 floral wreath (no cash alternative if wreath not needed)</li> <li>2. For employee's grandparents, maternal grandparents, siblings, grandchildren, maternal grandchildren, great-grandparents, or maternal great-grandparents: NT\$1,500 condolence payment</li> </ol>	<ol style="list-style-type: none"> <li>1. Application: Copy of obituary and expense application form (receipt required for floral wreath), approved by supervisor</li> <li>2. Application Deadline: Within three months from the date of occurrence.</li> </ol>

Subsidy Items	Explanation	Notes
	<p>OR NT\$2,000 floral wreath (choose one)</p> <p>3. If multiple company employees qualify for the same event, only one may apply</p>	
Disaster relief fund	<p>1. Established to provide emergency financial assistance to colleagues facing disasters</p> <p>2. Definitions of Disaster</p> <ul style="list-style-type: none"> <li>● Natural disasters including floods, windstorms, earthquakes, etc.</li> <li>● Fire: Certified by relevant units that the cause was not suicide-related, or being affected by such incidents</li> </ul> <p>3. Applicable scope, relief funds, and required documentation as per Attachment 1</p>	<p>1. Definition of Family Members</p> <ul style="list-style-type: none"> <li>● Employee's spouse and children</li> <li>● Employee's parents</li> <li>● Employee's grandparents</li> </ul> <p>2. Residence: Employee's actual place of residence</p> <p>3. Disaster Relief Fund: Each employee is eligible for a maximum of NT\$100,000 per incident for categories 1-5 combined, regardless of cause</p> <p>4. Application Deadline: Within three months from the date of occurrence.</p> <p>5. Application: Employee must submit original receipts/proof and expense application form approved by supervisor</p>
Education Subsidies	<p>1. Eligible Recipients: To encourage employees and their children to pursue further education, education subsidies are divided into "Tuition Assistance" and "Scholarships"</p> <p>2. Scholarship Requirements</p> <ul style="list-style-type: none"> <li>● Domestic universities: Schools must be government-approved public or private regular educational institutions (such as middle schools and supplementary schools, universities, etc.) and public open universities, open business colleges, open administration colleges, etc. High school, university, graduate school academic achievement with overall average score of 80 or above</li> <li>● Foreign universities: GPA (Grade Point Average) of 3.5 or above, or equivalent GPA grade of A (including A-) or above</li> </ul> <p>3. Tuition Assistance: Those certified as low-income households by local</p>	<p>1. Scholarship Application Requirements: Within 30 days after the beginning of semester (limited to one application per semester)</p> <p>2. Scholarship Application Requirements: Employee must submit domestic/foreign transcript and expense application form approved by supervisor</p> <p>3. Tuition Assistance Application Requirements: Employee must submit registration payment receipt or student ID stamped by school, low-income household certification from local authorities, and previous semester transcript</p> <p>4. For applications for employee's children, copy of ID card or household registration required</p>

Subsidy Items	Explanation	Notes
	<p>authorities who also meet scholarship grade requirements</p> <p>4. Students attending fully government-funded schools (including military schools) are not eligible for tuition assistance, but may apply for scholarships according to equivalent school standards</p> <p>5. Education subsidies paid according to standards in Attachment 2</p>	
travel subsidies	<p>1. Eligible: Employees entitled to travel leave</p> <p>2. New employees receive prorated subsidies based on hire date; employees who resign after participating have subsidies recovered proportionally</p> <p>3. Those unable to participate in annual employee travel forfeit the subsidy</p> <p>4. Calculation period: January 1 to December 31 of current year</p> <p>5. Subsidy amount according to annual company announcement, limited to one application</p>	<p>1. Application: Requires expense application form and supporting documents as announced</p> <p>2. Subsidy Calculation Example: 2006 overseas travel subsidy: NT\$20,000. New employee A hired on March 1, 2006: Subsidy of NT\$16,666 (<math>20,000 \times 10/12</math>) If resigned on October 31: NT\$3,333 recovered (<math>20,000 \times 2/12</math>)</p>
Year-end banquet	All company employees may freely participate	
Year-End Lucky Draw	<p>Lucky Dar Eligibility:</p> <p>1. Based on annual regulations, announced separately, for example: Full-time employees who joined the company by September 30 (inclusive) of the banquet year.</p> <p>2. Full-time employees on business trips or working overtime on the banquet date (must provide pre-approved workflow documentation to the Welfare Committee)</p> <p>3. Expatriate full-time employees (those receiving salary from the company).</p>	<p>1. Full-time employees who do not win any prize in the lucky draw will receive a Consolation Prize.</p> <p>2. Full-time employees who have submitted resignation but are still employed on the banquet date remain eligible.</p> <p>3. Full-time employees returning from unpaid leave before the banquet must have contributed to the welfare fund three times in the banquet year to be eligible.</p> <p>4. Consolation Prize amount depends on the annual budget.</p>
Recreational Activities: Family Day, Sports Day, Cultural and Recreational Activities, etc.	<p>1. Participation Eligibility: All company employees may freely participate</p> <p>2. Lucky Draw Eligibility: Full-time employees who have contributed to the welfare fund for at least three months before the activity</p>	Family members at Family Day: Number of accompanying family members determined by annual activity budget

Subsidy Items	Explanation	Notes
Employee Health Examination	Eligibility: Full-time employees who have contributed to the welfare fund for at least three months before the announced start date of employee health examination	
Labor Day (Bonus)	Eligibility: Employees who have contributed to the welfare fund for at least three months before the distribution date.	Amounts determined in accordance with the individual budgets of the respective fiscal year.

### Appendix I

Category	Applicable Scope	Relief Fund (NTD)	Required Documentation
I	Employee hospitalized for treatment for more than three days due to disaster	NT\$6,000	Hospitalization certificate
II	Employee's family member hospitalized for treatment for more than three days due to disaster	NT\$5,000	Hospitalization certificate
III	Employee death due to disaster	NT\$30,000	Death certificate
IV	Employee's family member death due to disaster	NT\$15,000	Death certificate
V	Employee's residence damaged by fire, windstorm, flood, earthquake or other natural disasters resulting in damage to house and furniture	Up to NT\$10,000	Documentation required by local government for the current year - photos of damaged items, copies of replacement invoices

### Appendix II

Category	Tuition Assistance (NTD)	Scholarship (NTD)
High School (including equivalent schools)	NT\$4,000	NT\$1,000
University (including equivalent schools)	NT\$6,000	NT\$2,000
Graduate School	NT\$10,000	NT\$4,000

## 2. Employee Continuing Education and Training

To fulfill our company's corporate vision and promote healthy career development for our employees, we conduct various training and development activities for current staff to strengthen their expertise and skills, achieve organizational goals, and create opportunities for personal achievement. The company provides a range of educational training programs, including internal training for new employees, specialized courses offered by different departments, and online courses covering various topics. Required online courses include "Pharmacovigilance," "SDG Sustainable Development Goals – Promoting Adequate Housing; Information Security; Intellectual Property Concepts and Protection;

Ethical Corporate Management Advocacy; and the Personal Data Protection Act. In fiscal year 2025, 100% of all employees completed the required coursework and assessments. Additionally, newly hired employees in designated departments (Cancer Science Development Business Group, Critical Care Business Group, Key Account Management Department, and Public Affairs Department) achieved 100% completion of the “Pharmaceutical Advertisement Submission and Verification Practices“ online course. External training is provided based on needs assessment with company subsidies, offering employees more growth opportunities in their careers while enhancing employee quality and company loyalty.

#### Employee Education and Training Status for 2025

Category \ Item	Number of Trainees	Training Hours	Average training hours
Administration and Management	90	449.3	4.99
Sales and marketing	129	2,476.1	19.19
R&D	46	331.0	7.20
Plant	252	2,050.9	8.14
Total	517	5,307.3	10.27

### 3. Workplace Environment and Employee Safety Protection Measures

#### ❖ Establishment of Occupational Safety and Health Management Organization

To ensure employee safety and health in the workplace, the company has established an Occupational Safety and Health Management Committee as required by law. Due to the staff count at the Neihu Formulation R&D Center falling below the statutory threshold, a “Safety and Health Management System Implementation Team” has been established instead. The dedicated occupational safety unit convenes quarterly meetings to review relevant occupational safety issues. This unit is primarily responsible for supervising and recommending occupational health and safety-related planning, with labor representatives constituting more than one-third of the total committee membership. In accordance with the Occupational Safety and Health Act and related regulations, the company has established “Occupational Safety and Health Work Rules” and an “Occupational Safety and Health Management Plan.” Each factory has legally appointed occupational safety and health units, management personnel, and first aid personnel.

#### ❖ Implementation of the Occupational Health and Safety Management System

The implementation of the Occupational Safety and Health Management System is led by senior executives and department heads who conduct hazard identification and risk assessment in accordance with ISO 45001 standards. This process identifies hazards and risks resulting from changes in organization, occupational safety and health management systems, or related activities. Management programs or risk opportunity tracking and control measures are established with the goal of creating a safe and hygienic work environment. This enables the organization to identify and prevent risks, protect and provide employees with a safe and reliable workplace, reduce the likelihood of accidents and illnesses, and improve regulatory compliance.

❖ Various Measures to Ensure Employee Safety and Health

To safeguard employee health and safety, in addition to providing labor and health insurance for all employees, the company also offers group insurance, accident insurance, occupational hazard insurance, cancer insurance, and business travel insurance. Annual health examinations are arranged for all employees. Furthermore, in response to autumn and winter influenza threats, the company provides free influenza vaccinations represented by the company to all employees and their first-degree relatives (4 slots per employee).

The company has public liability insurance for all operational locations to protect the safety of all employees. Qualified fire management personnel have been assigned to each factory to establish workplace fire plans according to legal requirements. Regular inspections of fire safety equipment and public building fire evacuation facilities are conducted and reported to the competent authorities.

The Company has also engaged contracted occupational health nursing personnel and physicians, in accordance with applicable regulations, to provide employees with professional medical assistance. During new employee orientation, employees receive guidance on available health services, medical assistance resources, and occupational disease prevention measures. Throughout fiscal year 2025, health information was disseminated to all employees weekly via a dedicated email newsletter, Health Weekly, to support the physical, mental, and emotional well-being of the workforce. Nursing services are provided three times per month, and physician services three times per year. At the Neihu Formulation R&D Center, where the number of workers is below 99, nursing services are provided once per month and physician services once per year.

Beyond product safety emphasis and protection, personal protective equipment (PPE) used by on-site operators is a key focus of the company's occupational safety hazard control. For example, glove

boxes are installed in factory production areas, allowing on-site operators to conduct manufacturing processes in sealed and isolated environments, effectively preventing potential chemical exposure hazards. Additionally, chemical spill response carts are available on-site for emergency handling to minimize incident risks. Furthermore, personal protective equipment is updated according to process requirements and usage conditions to provide maximum occupational safety protection for production line employees. Items such as masks and protective clothing are single-use equipment, while respiratory protective devices are replaced based on dust absorption levels.

4. To enhance internal benefits, incentivize employee financial planning, and increase employee participation in the company, thereby achieving mutual benefits for both labor and management, the “TTY Biopharm Company Limited Employee Stock Ownership Plan” was established in 2023. Through this employee stock trust program, employees can contribute agreed amounts from their salaries and festival bonuses according to their job grade. The company provides matching contributions equal to 100% of the employee contributions as incentives.
5. Employee retirement qualifications and pension payment standards are stipulated in the company’s employee retirement regulations as follows:
  - (1) Employees may request voluntary retirement under any of the following conditions:
    - ① Having worked for fifteen years or more and reached the age of fifty-five (as recorded in household registration).
    - ② Having worked for twenty-five years or more.
    - ③ Having worked for ten years or more and reached the age of sixty.
    - ④ Work seniority is limited to service with this company, calculated from the date of employment. However, for employees transferred by the company, or retained by agreement with a new company during reorganization or transfer, their work seniority shall be calculated cumulatively.
  - (2) The company may impose mandatory retirement under the following condition
    - ① When an employee reaches the age of sixty-five (as recorded in household registration).
    - ② When employee is physically disabled and unable to perform the job.
    - ③ For the aforementioned age limit of sixty-five, the company may apply to the central competent authority for adjustment for employees performing work of a dangerous or physically demanding nature, but the adjusted age may not be less than fifty-five.
  - (3) Employee Pension Payment Standards

- ① For work seniority after the application of the Labor Standards Act, pension payment standards are as follows:
    - a. Based on years of service, two base units are given for each full year worked. For years of service exceeding fifteen years, one base unit is given for each full year, with a maximum total of forty-five base units. Periods less than half a year are calculated as half a year; periods of half a year or more are calculated as one year.
    - b. For workers forced to retire due to physical or mental disability resulting from the performance of their duties, an additional 20% is added to the payment calculated according to item a. above.
    - c. The standard for pension base units refers to the average monthly wage at the time retirement is approved.
  - ② For work seniority prior to the application of the Labor Standards Act, pension payment standards are calculated according to the laws and regulations applicable at that time. Where no laws or regulations were applicable, calculations are based on company regulations or negotiations between employees and the company.
  - ③ Effective July 1, 2005, in response to the implementation of the “Labor Pension Act,” pension payment standards are as follows:
    - a. For workers who choose to continue under the Labor Standards Act pension regulations, their pensions are paid according to the previously mentioned “Work Seniority After the Application of the Labor Standards Act” standards.
    - b. For work seniority after choosing to apply the “Labor Pension Act,” the “Individual Retirement Account System” is adopted, with pension receipt and calculation methods as follows:
      - Monthly Pension: The principal and accumulated earnings in the worker’s individual pension account are calculated based on the annuity life table, average remaining life expectancy, interest rates, and other factors to determine the amount of periodic pension payments.
      - Lump-Sum Pension: One-time receipt of the principal and accumulated earnings in the worker’s individual pension account.
      - Annuity insurance system: Payment amounts are determined according to the insurance contract.
6. Status of labor-management agreements and measures for the protection of employee rights

All amendments or new measures related to labor relations at BRIM Biotechnology, Inc. are finalized only after thorough consultation and

mutual agreement between labor and management. As a result, no labor disputes have arisen.

**(II) Losses incurred due to labor disputes in the most recent fiscal year and up to the publication date of this annual report, with disclosure of current and potential estimated amounts and corresponding response measures.**

The relationship between labor and management in our company is harmonious. In the most recent fiscal year and up to the publication date of this annual report, we have not suffered any losses due to labor disputes.

## **VI. Information Security Management**

**(I) Information Security Risk Management Framework, Information Security Policy, Specific Management Programs and Resources Invested in Information Security Management**

**1. Information Security Risk Management Framework**

- The Company's information security governance is led by the Information Technology Department, which serves as the designated authority for cybersecurity oversight. A dedicated Chief Information Security Officer (CISO) and one full-time cybersecurity specialist are responsible for formulating internal information security policies, planning and executing cybersecurity operations, and implementing the Company's security governance framework. Regular updates on the status of cybersecurity risk management are reported to the Sustainable Development Committee and the Board of Directors to ensure oversight, alignment with corporate governance, and compliance with relevant standards.
- The Audit Office of BRIM Biotechnology, Inc. functions as the supervisory unit for cybersecurity governance. It is staffed with an audit supervisor and dedicated auditors responsible for overseeing the implementation of internal information security controls. In the event of identified deficiencies, audited units are immediately required to submit corrective action plans along with specific remediation measures. The Audit Office conducts regular follow-ups to evaluate improvement effectiveness and reduce internal cybersecurity risks.
- The Company adopts a PDCA (Plan-Do-Check-Act) cyclical management model to ensure the achievement of reliability objectives and the continuous improvement of its information security framework.

## 2. Information Security Policies and Management Measures

### ➤ Cybersecurity Governance Mechanism

- Policy Framework: Establishment of a company-wide cybersecurity management system that sets clear rules governing employee conduct and operational procedures.
- Technology Deployment: Implementation of cybersecurity infrastructure and systems to ensure the effectiveness of technical controls and risk mitigation.
- Personnel Training: Regular information security awareness and education programs to enhance cybersecurity literacy across all employees.

### ➤ Cybersecurity Management Measures

- System specifications:

BRIM maintains comprehensive measures encompassing regulatory compliance, technical safeguards, organizational oversight, and user behavior management to ensure data integrity, confidentiality, and availability across all operations.

#### (1) Enhanced Trade Secret Protection Measures:

To reinforce internal trade secret management, BRIM collaborated with an external cybersecurity consulting firm in 2020 (Year 109) to conduct a comprehensive audit and classification of trade secrets. Based on this assessment, the Company refined its internal control framework and implemented tiered access and protection protocols corresponding to the sensitivity level of trade secret data. These controls govern the usage, transmission, and storage of confidential information to ensure secure handling across all operational layers.

#### (2) Periodic Cybersecurity Risk Assessment

BRIM adheres to ISO 27005 principles in conducting periodic internal cybersecurity risk assessments. These assessments evaluate the value, vulnerabilities, threats, and impact associated with each information asset to determine overall risk exposure. Based on these findings, the Company formulates targeted enhancement measures to continuously improve its information security posture and safeguard its digital infrastructure.

- Technology Deployment:

To defend against external cybersecurity threats, BRIM Biotechnology, Inc. has implemented a multi-layered network architecture alongside a suite of advanced security systems,

significantly enhancing the overall resilience of its information infrastructure. In parallel, internal personnel operations are governed by well-defined procedural protocols and supported by security tools to ensure compliance with corporate information security policies. Specific Implementation Measures:

(1) External threats

To guard against external intrusion and malware risks, the Company has deployed key cybersecurity systems including firewalls and anti-virus/anti-ransomware solutions. Additionally, vulnerability scanning tools are used to identify and remediate system weaknesses, ensuring robust threat prevention. BRIM also conducts periodic enterprise-wide cybersecurity exposure assessments to establish a comprehensive and quantifiable risk evaluation framework. These assessments analyze various categories of organizational risk, producing consolidated risk scores and grading levels to accurately gauge the Company's cybersecurity defense maturity. The Company also benchmarks its performance against peer industry ratings to identify gaps relative to market standards, ensuring the effectiveness, adaptability, and competitiveness of its information security strategies.

(2) Access Rights Management

BRIM Biotechnology, Inc. adheres to the principle of least privilege in managing internal system and data access rights. Personnel are restricted from using system functions without prior authorization and are unable to access information unrelated to their assigned duties. To ensure appropriate access configurations, the Company conducts an annual access rights audit to review and verify the accuracy of system permission assignments.

(3) Access control

To strengthen access control measures, BRIM employs a multi-layered network architecture that segregates systems by function and limits external connectivity. An information activity monitoring system is deployed to log user behavior, detect abnormal access patterns in real time, and immediately alert system administrators for prompt response and resolution.

(4) System availability

To maintain operational stability and minimise service disruption during system anomalies, BRIM has implemented a continuous availability monitoring system that performs

24/7 automated status checks. In the event of irregularities, the system automatically notifies relevant personnel for immediate intervention. Additionally, disaster recovery protocols are established based on the criticality of each information system, including data backup, redundancy mechanisms, and offsite recovery solutions. Annual disaster recovery drills are conducted to validate the functionality and readiness of these contingency measures.

- Personnel training:

BRIM Biotechnology, Inc. conducts quarterly cybersecurity training sessions for new employees, covering practical information security practices. In addition, a series of e-learning modules on cybersecurity have been developed to enhance internal staff knowledge and technical competency. In 2025, all newly onboarded employees who underwent training successfully passed the required assessments. A total of 517 general employees (excluding those hired in December 2025 who were not subject to mandatory online training) completed all assigned online courses and passed the corresponding examinations.

### 3. Investment in Information Security Management

In the post-pandemic era, cyberattacks on enterprises remain persistent and increasingly sophisticated. In response, BRIM Biotechnology has restructured its information security strategy to meet evolving global threats. Key areas of implementation include:

#### (1) Data Center Infrastructure Security

To strengthen access control and operational safety of core systems and file servers, BRIM has deployed a hyper-converged infrastructure alongside an enterprise-grade file server solution. Offsite backup systems have also been established to ensure robust, flexible, and real-time disaster recovery capabilities, supporting the Company's ongoing business expansion and continuity requirements.

#### (2) External Access Control

To mitigate the risk of credential leakage through employee use of VPN services, BRIM Biotechnology, Inc. has implemented multi-factor authentication (MFA) to strengthen user identification and access security for external connections.

#### (3) Internal and External Network Management

- Internal Network Security

According to reports from domestic cybersecurity agencies, approximately 80% of breaches originate from improper internal network usage. In response, BRIM has deployed a leading internal network security monitoring solution that screens all endpoint

devices connected to the internal network. Unauthorized devices are denied access, thereby preventing ransomware and other internal threat vectors and ensuring secure internal network operations.

- External Network Security

To enhance defense against external threats, BRIM continues to upgrade to next-generation firewall systems. These systems enable more efficient inspection and filtering of inbound and outbound traffic and provide effective prevention mechanisms to block potential threats, reducing the risk of external breaches.

(4) Professional Cybersecurity Testing

To reduce the risk of system vulnerabilities being exploited, BRIM maintains up-to-date operating systems and conducts regular vulnerability scans on critical servers. Identified vulnerabilities are promptly remediated based on scan results to prevent exploitation by malicious actors.

(5) Implementation of Preventive Drills

BRIM Biotechnology, Inc. conducts annual recovery exercises for both local and offsite backup environments. Automated backup and redundancy mechanisms are in place for critical systems and data to ensure operational continuity in the event of a disaster. In 2025, the Company successfully completed one disaster recovery drill and one offsite restoration exercise, verifying the effectiveness of its recovery protocols.

(6) Information security awareness for personnel

To strengthen employee awareness of cybersecurity risks, BRIM carries out annual social engineering drills to heighten vigilance against suspicious emails and mitigate the risk of data breaches. These drills are supplemented with online security training modules and post-training assessments to ensure that personnel are informed of the latest cybersecurity threats and countermeasures. In 2025, all employees completed the cybersecurity e-learning program and passed the associated examinations.

Beyond the aforementioned core initiatives, BRIM is also actively evaluating the adoption of the ISO 27001 international information security standard. This effort aims to enhance the Company's operational procedures through a rigorous compliance framework, with the objective of achieving certification and aligning with global best practices.

**(II) In the most recent fiscal year and up to the publication date of this annual report, there have been no losses incurred due to major information security incidents, potential impacts, or response measures. If reasonable estimation is not possible, the fact of such inability to reasonably estimate should be stated: None.**

## VII. Material contracts

Nature of Contract	Counterparty	Contract Term Start	Main content	Restrictive clauses
Sales	Towa Pharmaceutical Co. Ltd	From May 2012	Product Development and Sales	—
Authorized distribution	Lotus Pharmaceutical Co., Ltd.	Since 2014	Exclusively Licensed Product Listed in Taiwan	—
Contract Manufacturing	Mentholatum Taiwan Ltd.	From March 2014	Acquisition of manufacturing rights of Mentholatum-branded products	—
Contract Manufacturing	TSH Biopharm Corporation Limited	From January 2015	Contractual manufacturing of designated medical products	—
Distribution	Pharma Mar S.A.	From July 2015	Exclusively Licensed Product Listed in Taiwan	—
Authorization	Taiwan Otsuka Pharmaceutical Co., Ltd.	From May 2016	Exclusively Licensed Product Listed in Taiwan	—
Authorization	Pharmaceutical Company A	From June 2016	Joint Product Development, Manufacturing, and Sales	—
Distribution	PAION UK Ltd.	From March 2021	Exclusively Licensed Product Listed in Taiwan	—
Authorization	Pharmaceutical Company G	From March 2021	Joint Product Development, Manufacturing, and Sales	—
Authorization	Pharmaceutical Company F	From March 2023	Joint Product Development, Manufacturing, and Sales	—
Authorization	Pharmaceutical Company J	From May 2023	Exclusively Licensed Product Listed in Taiwan	—
Authorization	Pharmaceutical Company I	From December 2023	Exclusively Licensed Product Listed in Taiwan	—
Authorization	Pharmaceutical Company S	From March 2024	Products Exclusively Licensed for Marketing in Australia and New Zealand	—
Authorization	Pharmaceutical Company H	From May 2024	Products Exclusively Licensed for Marketing in Brazil	—
Authorization	Pharmaceutical Company V	From July 2024	Products Exclusively Licensed for Marketing in South Korea	—
Authorization	Pharmaceutical Company P	From January 2025	Products Non-Exclusively Licensed for Marketing in Multiple Middle Eastern Countries	—
Distribution	SEQIRUS UK LIMITED	From April 2025	Exclusively Licensed Product Listed in Taiwan	—
Authorization	Pharmaceutical Company W	From September 2025	Exclusive license for the marketing and sale of products in Hong Kong and Macau	—
Authorization	Pharmaceutical Company X	From October 2025	Exclusively Licensed Product Listed in Taiwan	—
Authorization	Pharmaceutical Company B	From November 2025	Joint Product Development, Manufacturing, and Sales	—

## Five. Analysis of Financial Position, Financial Performance, and Risk Factors

### I. Financial Position

Unit: NTD Thousands

Item \ Year	2024	2025	Difference	
			Amount	%
Current assets	5,793,068	6,008,814	215,746	3.72
Property, plant and equipment	2,235,004	2,183,344	(51,660)	(2.31)
Other assets	129,219	138,482	9,263	7.17
Total assets	10,862,766	11,348,069	485,303	4.47
Current liabilities	2,862,409	2,639,833	(222,576)	(7.78)
Non-current liabilities	489,417	656,894	167,477	34.22
Total liabilities	3,351,826	3,296,727	(55,099)	(1.64)
Share capital	2,486,500	2,486,500	—	—
Capital reserve	317,036	317,559	523	0.16
Retained earnings	3,888,224	4,427,169	538,945	13.86
Total Shareholders' Equity	7,510,940	8,051,342	540,402	7.19

#### (I) Main Reasons for Significant Changes:

1. Increase in other assets: attributable primarily to an increase in performance bonds provided to government agencies and medical institutions in anticipation of expected future sales volume.
2. Decrease in current liabilities: attributable primarily to a decrease in short-term borrowings.
3. Increase in non-current liabilities: attributable primarily to an out-of-court settlement reached during the current period in respect of a litigation matter, with a portion of the settlement amount retained by the Company as a provision for estimated litigation costs and other related expenditures.

## (II) Impact of Significant Changes and Future Response Plans: None.

### II. Financial Performance

Unit: NTD Thousands

Item \ Year	2024	2025	Amount of Increase/Decrease	Percentage Change %
Net Operating Revenue	5,893,847	6,452,948	559,101	9.49
Operating Costs	2,479,113	2,732,425	253,312	10.22
Add: Realized Gross Profit from Affiliated Companies	13,490	12,053	(1,437)	(10.65)
Less: Unrealized Gross Profit from Affiliated Companies	12,053	12,023	(30)	(0.25)
Operating Gross Profit	3,416,171	3,720,553	304,382	8.91
Operating Expense	2,022,315	2,016,594	(5,721)	(0.28)
Operating Profit	1,393,856	1,703,959	310,103	22.25
Non-operating Income and Expenses	491,831	421,219	(70,612)	(14.36)
Net Income before Tax from Continuing Operations	1,885,687	2,125,178	239,491	12.70
Income Tax Expense	366,333	470,474	104,141	28.43
Net Income after Tax from Continuing Operations	1,519,354	1,654,704	135,350	8.91
Cumulative Effect of Changes in Accounting Principles	—	—	—	—
Net Income after Tax from Divested Units	—	—	—	—
Net Income for the Period	1,519,354	1,654,704	135,350	8.91

#### (I) Main Reasons for Significant Changes:

1. Decrease in non-operating income (expenses): attributable primarily to a decrease in investment income recognized under the equity method, as an associated company of the Company recognized sales milestone licensing income in the prior period that was not recognized in the current period; partially offset by an increase in other income resulting from litigation settlement compensation recognized in the current period.

- Increase in net profit before and after tax from continuing operations: attributable primarily to an increase in revenue in fiscal year 2025 driving an overall increase in operating profit and net profit for the period.

**(II) Expected Sales Volume and Basis:**

For 2026, the company forecasts sales of 423,786 thousand oral dosage units and 6,116 thousand injectable units. The company's expected sales volume is based on IQVIA statistical reports, while also considering potential future market supply and demand changes, new product development speed, and national health insurance policies.

**(III) Potential Impact on Future Financial Operations and Response Plans:**

The Company currently maintains a stable profitable state, which should have a positive impact on future financial operations and will facilitate the expansion of operational scale and the continuation of internationalization plans.

**III. Cash Flow**

Unit: NTD Thousands

Initial Cash Balance	Annual Net Cash Flow from Operating Activities	Annual Cash Outflow	Cash Surplus (Deficit) Amount	Remedial Measures for Cash Shortfall	
				Investment plan	Financial Management Plans
2,772,615	1,761,837	2,013,603	2,520,849	—	—

**(I) Cash Flow Analysis for the Most Recent Year:**

- Operating Activities: Net Inflow of NT\$1,761,837 thousand, primarily due to cash generated from operations amounting to NT\$1,901,692 thousand.
- Investing activities: net outflow of NT\$367,363 thousand, attributable primarily to an increase in time deposits with maturities of more than three months by Tung Sheng Hua, a subsidiary of the Company.
- Financing Activities: Net Outflow of NT\$1,593,212 thousand, primarily due to the distribution of cash dividends for fiscal year 2024 amounting to NT\$1,044,330 thousand.

**(II) Improvement Plan for Insufficient Liquidity: Not applicable.**

**(III) Cash Flow Analysis for the Coming Year:**

Unit: NTD Thousands

Initial Cash Balance	Expected Annual Net Cash Flow from Operating Activities	Expected Annual Cash Outflow	Expected Cash Surplus (Deficit) Amount	Expected Remedial Measures for Cash Shortfall	
				Investment plan	Financial Management Plans
2,520,849	1,808,822	1,571,616	2,758,055	—	—

1. Estimated Annual Net Cash Flow from Operating Activities: NT\$1,808,822 thousand, primarily due to estimated profits generated from operations in 2026, resulting in positive cash flow from operating activities.
2. Projected full-year cash outflows: NT\$1,571,616 thousand, attributable primarily to the distribution of cash dividends and the acquisition of property, plant and equipment.

**IV. Recent Major Capital Expenditures and Their Impact on Financial Operations**

Unit: NTD Thousands

Project Items	Actual or Expected Source of Funds	Actual or Expected Completion Date	Total Required Funds	Actual or Planned Fund Utilization	
				2025	2026
Lioudu Plant B3 Microsphere Preparation Production Area Renovation Project	Own Funds and Bank Loans	2027	195,098	—	14,745
Lioudu Plant B1 Injection Plant 2nd Freeze Dryer Purchase	Own Funds and Bank Loans	2027	193,040	36,029	121,509
System Implementation	Own Funds and Bank Loans	2026	54,220	29,320	24,900

The Company's profits are stable; the funds required for the aforementioned capital expenditures have no significant impact on the Company's financial operations.

## **V. Policy on Investments in Subsidiaries, Reasons for Profit or Loss, Improvement Plans, and Investment Plans for the Coming Year**

### **(I) Recent Year's Investment Policy:**

1. Strategic alliances for new drug research and development, such as: PharmaEngine Inc.
2. Strategic alliances to expand existing overseas distribution channels, such as: TTY Biopharm Korea Co., Ltd. (Korean distribution), American Taiwan Biopharm Co., Ltd. (Thailand distribution), and American Taiwan Biopharma Philipines Inc. (Philippines distribution).

### **(II) Major Causes of Investment Profit or Loss and Improvement Plans:**

1. PharmaEngine, Inc. recognized sales and profit-sharing income in fiscal year 2025, generating a post-tax net profit of NT\$387,641 thousand. The Company recognized investment income of NT\$69,775 thousand under the equity method.
2. With respect to investees forming part of the Company's existing overseas channel strategic alliances, TTY Biopharm Korea Co., Ltd. operates primarily as a marketing team and recorded a post-tax net loss of NT\$10,902 thousand in fiscal year 2025; however, when sales profits generated through distributors are included, the overall position is profitable. American Taiwan Biopharm Co., Ltd. maintained a stable and profitable position, recording a post-tax net profit of NT\$157,911 thousand in the fiscal year 2025. American Taiwan Biopharma Philipines Inc. continues to expand its distribution product range and consolidate market share for existing brands, recording a post-tax net loss of NT\$140 thousand in fiscal year 2025.

### **(III) Investment Plan for the Coming Year:**

In the future, our company will continue to adhere to the principle of long-term strategic investment, carefully evaluating investment plans.

## VI. Risk Factor Assessment and Analysis for the Most Recent Fiscal Year and up to the Annual Report Publication Date

### (I) Impact of Interest Rate, Exchange Rate, and Inflation Fluctuations on Profit and Loss, and Future Mitigation Measures:

#### 1. Impact on Profit and Loss of the Company:

2025

Item	Interest income (expense)	Foreign exchange gain (loss)
Net amount	36,420	(12,251)
As a percentage of net revenue	0.56%	(0.19)%
As a percentage of pre-tax profit	1.71%	(0.58)%

#### 2. Future Mitigation Measures:

##### (1) Interest rate:

In alignment with the Company's mid- to long-term development and financial planning, medium- and long-term borrowings will be considered to meet strategic capital needs, while short-term borrowings will be used for operating liquidity to reduce overall financing costs.

##### (2) Exchange rate:

The Finance Department continuously monitors exchange rate trends and forecasts foreign currency needs for the coming three months. In the event of a net short position, the Company will purchase foreign currencies on the spot market based on trend-based reference rates provided by various foreign exchange banks. Foreign exchange losses as a percentage of revenue for fiscal year 2025 were (0.19)%, reflecting a limited impact on overall results.

##### (3) Inflation: Current inflationary conditions have not had a material impact on the Company's profit and loss performance.

**(II) Policy on High-Risk and High-Leverage Investments, Lending to Others, Endorsements, and Derivative Product Transactions; Main Reasons for Profit or Loss; and Future Response Measures:**

The Company does not ENGAGE in high-risk or highly leveraged investments; all investments are subject to rigorous evaluation and executed in accordance with the Company's internal regulations. With respect to loans to other parties and endorsements/guarantees, funds are lent only to investee companies and are administered in accordance with the COMPANY's Procedures for Lending Funds to Other Parties. The Company does not provide endorsements or guarantees on behalf of third parties, and has no current plans to engage in derivative financial instrument transactions in the near term. All operations are conducted with careful consideration of risk conditions and in compliance with the Company's internal regulations, with minimal impact on the Company's overall position.

**(III) Future R&D Plans and Projected R&D Expenditures:**

Our company's main R&D directions include specialty formulation drugs (patentable or with high-barrier characteristics), biologics and new drug development, and obtaining licenses for new indications. The Company plans to invest NT\$168,605 thousand in research and development for the 2026 fiscal year. The expenditures will primarily support the expansion of product indications, conduct of clinical trials aimed at overseas market entry, and scale-up batch testing of newly developed products.

**(IV) Impact of Major Domestic and International Policy or Regulatory Changes on Company Operations and Financials, and Corresponding Measures:**

Taiwan's implementation of the Global Budget Payment System has led to multiple rounds of drug price adjustments. Under this system, both drug prices and volumes are tightly regulated, placing downward pressure on the pricing and sales of certain pharmaceutical products. This, in turn, affects international pricing benchmarks and compresses revenue and profit margins for domestic manufacturers.

Countermeasures:

The Company regularly participates in pharmaceutical policy and drug pricing

committee proceedings, coordinating with industry associations and academic bodies to submit collective feedback and respond proactively to regulatory developments. In addition, the Company has established a comprehensive nationwide sales network across Taiwan, enabling real-time service delivery to hospitals and clinics. This enhances market coverage and optimizes resource utilization. For pharmaceutical products with defined market scale and value, the Company reinforces strategic partnerships and collaborates closely with clinical professionals to improve patient care. These efforts aim to strengthen trust among healthcare institutions and physicians, thereby increasing the likelihood of appropriate and rational prescribing. Additionally, the Company actively pursues in-licensing opportunities for late-stage targeted therapies, aligning regulatory approval timelines with those in advanced markets. This approach shortens domestic time-to-market and leverages the Company's experienced marketing team and resource infrastructure to maximize product revenue. These measures are designed to offset profitability pressures resulting from continued drug price adjustments.

**(V) Impact of Technological Change (Including information security Risks) and Industry Shifts, and Mitigation Measures:**

1. The launch of competing products poses pricing pressures and may erode market share, negatively impacting the company's financial and operational performance.

Countermeasures:

The Company closely monitors new drug launches via sources such as FDA/EMA newsletters, Taiwan FDA's drug registration database, and National Health Insurance Administration meeting agendas. By tracking these developments in real time, the Company formulates defensive strategies for core products and formulary positioning of generics, thereby reducing the impact of competitive entries on revenue.

2. Losses Caused by Information Security Breaches, Malware, Computer Viruses, and Hacker Intrusions

Countermeasures:

- (1) Management Guidelines

Information security management system and system permissions management.

(2) Prevention system

- Firewall / Ransomware prevention tools / Antivirus software / Endpoint management / Multi-factor authentication.
- Regular vulnerability scanning and remediation of critical internal systems to mitigate system risks. Implementation of privileged account management systems to prevent unauthorized access to system administrator accounts. Effective management of company-issued and employee-owned devices (computers / phones / tablets) through antivirus software and endpoint management to prevent internal connection access risks.
- Implementation of multi-factor authentication mechanisms to effectively verify employee identity when accessing critical company systems from external connections, preventing risks associated with stolen account credentials.
- Establishment of automatic backup and redundancy mechanisms for critical host systems and data, with regular local and off-site disaster recovery drills to ensure normal system recovery during anomalies.

(3) Educational Training

Information security education and training courses are conducted and supplemented by periodic information security awareness communications to build employees' risk awareness regarding information security matters.

**(VI) Impact of Corporate Image Changes on Crisis Management and Response Measures:**

Sudden or external events that may threaten corporate image and reputation.

Countermeasures:

The company actively strengthens and implements corporate governance, fulfills its corporate social responsibilities, and is committed to maintaining

a sound internal control system and capital structure in order to preserve its corporate reputation. Furthermore, a cross-departmental communication mechanism has been established to ensure the accuracy and consistency of information. An external public sentiment monitoring system has also been implemented as an internal decision-making reference for risk-related incidents, thereby mitigating the risks that such incidents may pose to business operations and crisis management.

**(VII) Expected Benefits, Potential Risks, and Response Measures for Acquisitions: None.**

**(VIII) Expected Benefits, Potential Risks, and Response Measures for Plant Expansion:**

1. Plant expansion will enhance our company's production capacity, allowing us to manufacture our own products and perform contract manufacturing for other pharmaceutical companies, thereby increasing revenue.
2. Capital expenditures for plant expansion have been meticulously planned by our company and do not pose operational risks.

**(IX) Risks and Response Measures for Concentrated Procurement or Sales:**

In 2025, only three suppliers individually accounted for 10% or more of the company's total purchases, and the aggregate purchases from these suppliers represented only 37.05% of total purchases. As these suppliers are internationally recognized global companies, the likelihood of supply disruption is minimal. In addition, no single customer accounted for 10% or more of the company's annual net sales in fiscal year 2025, and accordingly no sales concentration risk exists.

**(X) Impacts, Risks, and Response Measures Related to Major Transfer or Replacement of Shareholding by Directors, Supervisors, or Major Shareholders with More Than 10% Ownership:**

Our company's directors have not experienced any major transfer or replacement of shareholding during the most recent fiscal year and up to the printing date of the annual report.

**(XI) Impacts, Risks, and Response Measures for Changes in Management Control:**

There were no changes in management control during the most recent fiscal year and up to the printing date of the annual report, therefore this is not applicable.

**(XII) The Company discloses the following material litigation, non-litigation, or administrative proceedings involving TTY Biopharm Company Limited, its directors, supervisors, general manager, de facto responsible persons, shareholders holding more than 10% of shares, or subsidiaries, that have been adjudicated or remain pending and may materially impact shareholder equity or the price of the Company's securities. Relevant case facts, claims, initiation dates, principal parties, and the status as of the date of this annual report are as follows:**

1. On May 8, 2017, the Group signed a joint venture contract with 2-BBB MEDICINES BV (2-BBB) to jointly establish EnhanceX. However, a dispute arose between the two parties, wherein 2-BBB claimed that the Group has breached the contract. Subsequently, on May 28, 2025, the parties reached a settlement agreement, under which the Group agreed to compensate 2-BBB in the amount of \$18,000 thousand. A settlement agreement was signed, and the related matters will be completed in accordance with the terms of the agreement.
2. After being notified of certain improper activities of Huan-Lei Biotechnology Ltd. ("Huan-Lei"), the Company's distribution partner, the Company voluntarily informed the Criminal Investigation Bureau (CIB) about the matter for further investigation. During the investigation, Taiwan Shilin District Prosecutors Office found that TTY's payments totaling \$53,900 thousand to third parties, made out of Huan-Lei's request, should be considered Huan-Lei's illegal gains and therefore issued a letter to the Company on December 25, 2023, requesting return of said illegal gains. After consultation with external lawyers explaining about the complexity of the dispute that has yet to be tried, the Company evaluated the probability of filing claims for return of the sum, claims against wrongdoers and relief, and set aside a reserve for the partial loss. On April 18, 2024, Taiwan Shilin District Prosecutors Office charged Shih, Chun

Liang and other parties who are involved in the case. This case is currently under trial at Taiwan Shilin District Court.

3. With regards to the dispute on the Risperidone Development Contract entered into between the Company and Center Laboratories, Inc. (referred to as CLI), the Company considered that the signing of the said contract did not comply with the relevant procedures and legal requirements and should therefore be deemed invalid. However, CLI disagreed with the Company's viewpoint and filed a civil lawsuit against the Company in the Taipei District Court on July 1, 2016, seeking a declaratory judgment of the said contract. After multiple trials and remands, on December 24, 2024, the Taiwan High Court ruled to dismiss our company's appeal, confirming the existence of the contractual relationship between the two parties. The Company has filed an appeal with the Supreme Court within the statutory period to protect the Company's legal rights.
4. On May 14, 2021, the Company was penalized by the Fair Trade Commission for concerted action due to the agreement it entered into with Lotus Pharmaceutical Co., Ltd. on February 4, 2009, regarding the exclusive right to sell “Furil Capsules”. On July 12, 2021, the Company filed a complaint with the Taipei High Administrative Court to revoke the above penalty. The case is being heard by the Taipei High Administrative Court.
5. On May 31, 2016, the Company filed a lawsuit against Inopha AG (Inopha) in the Cantonal Court of Zug, Switzerland, requesting that all 13 license agreements it entered into with Inopha be declared null and void, and further requesting that Inopha return all benefits received from those agreements. On May 30, 2016, Janssen Pharmaceutica NV (Janssen), at the Company's request, filed a request for arbitration with the WIPO Arbitration and Mediation Center against the Company and Inopha to determine the ownership of the disputed contractual payment. In addition, on February 28, 2020, the Company filed a civil lawsuit for damages with the Labor Court Dresden of Germany against Mr. Denis Opitz, the former beneficial owner of Inopha AG. Subsequently however, the Company reached an out-of-court settlement with Inopha AG and its beneficial owner Mr. Denis Opitz and formally signed a settlement agreement on January 21, 2025. Thereafter, all three cases mentioned above were dismissed or

terminated by the Cantonal Court of Zug, Dresden Labor Court, and WIPO on January 22, 2025, in February 2025, and on August 28, 2025, respectively, in accordance with Janssen's request and the settlement agreement. On September 23, 2025, the Company formally signed a supplemental agreement to the settlement agreement with Inopha AG and Mr. Denis Opitz, confirming that all aforementioned disputes have been fully resolved. The contractual payment, which had been held in a trust account due to the aforementioned arbitration dispute, was allocated in accordance with the settlement agreement, with the Company securing approximately 65% of the said amount. The Company fully collected its allocated share on September 25, 2025, and will reserve more than half of it for the litigation expenses and other anticipated costs.

The final rulings and outcomes of the aforementioned legal proceedings are not expected to have a material impact on shareholder equity or the market price of the company's securities.

**(XIII) Other Material Risks and Mitigation Measures:**

In response to potential uncertainties that could pose risks to the Company's operations, and to ensure stable business management aligned with long-term sustainability goals, the Board of Directors approved the "Risk Management Policies and Procedures" on December 28, 2020. This policy defines various categories of risk in line with the Company's overarching operational strategies and establishes mechanisms for risk identification, assessment, mitigation, supervision, and ongoing review. The aim is to prevent or minimize the operational impact of risk events and safeguard the Company's sustainable development.

**VII. Other Material Matters: None.**

## **Six. Special Disclosure**

### **I. Information on Affiliated Enterprises**

Please refer to the Market Observation Post System.

Access path: Market Observation Post System > Individual Company > Electronic Document Download > Affiliated Enterprises Report Section.  
([https://mopsov.twse.com.tw/mops/web/t57sb01\\_q10](https://mopsov.twse.com.tw/mops/web/t57sb01_q10))

### **II. Private Placements of Securities for the Most Recent Fiscal year and up to the Date of the Annual report Publication: None.**

### **III. Other supplementary information**

**(I) The Company's unfulfilled OTC market listing commitments: None.**

**(II) The Company's Assessment Basis and Foundation for Asset and Liability Valuation Items:**

1. Accounts Receivable Impairment Assessment:

Consider any changes in credit quality of accounts receivable and notes receivable from the original credit date to the reporting date. Historical experience shows that overdue accounts exceeding 180 days, or accounts not yet past due but with relevant information confirming low probability of future collection, are recognized with 100% allowance for doubtful accounts. For accounts receivable and notes receivable overdue between 1-180 days, they are categorized into four groups: OEM, export customers, hospitals, and others. Impairment is assessed based on historical loss experience.

2. Inventory Price Decline and Obsolescence Allowance Assessment:

Price Decline Loss:

Merchandise: Net realizable value is calculated as estimated selling price minus promotional expenses; assessment is made using individual comparison method by product category.

Finished Goods: Net realizable value is calculated as estimated selling price minus promotional expenses; assessment is made using individual

	comparison method by product category.
Work in Progress and Semi-Finished Products:	Net realizable value is calculated as estimated selling price minus promotional expenses and additional input costs; assessment is made using individual comparison method by product category.
Raw materials:	For finished goods with price decline, replacement cost is used to evaluate potential price decline.

Obsolescence Loss:

Obsolete inventory warehouse: 100% provision

Unused for over one year: 100% provision

Expired Products: 100% provision

Products with Less than Six Months Shelf Life: 50% provision

3. Valuation of other Financial Assets:

After initial recognition, single or multiple events causing reduction in estimated future cash flows of financial assets are considered impairment amounts. Fair value assessment depends on whether financial assets have active market transactions.

- (1) Assets with active markets: Fair value measured by market quotation on balance sheet date.
- (2) Assets without active markets: Fair value measured using observable market data when possible; if unavailable, specific estimates are used.

4. Valuation of Financial Liabilities:

- (1) Financial liabilities at fair value through profit or loss are measured at fair value at the end of the reporting period.
- (2) Financial liabilities not held for trading and not designated at fair value through profit or loss are measured at amortized cost at the end of subsequent accounting periods. The carrying amount of financial liabilities measured at amortized cost is determined by the effective interest method.

5. Impairment Valuation of Non-Financial Assets:

The Company evaluates non-financial assets (excluding inventory, deferred tax assets, and assets arising from employee benefits) for impairment indicators at the end of the reporting period. If impairment indicators exist, the recoverable amount of the asset is estimated to determine the impairment amount to be recognized. When the recoverable amount of an individual asset cannot be estimated, the Company estimates the recoverable amount of the cash-generating unit to which the asset belongs to assess impairment.

**IV. For the most recent fiscal year and through the date of publication of this annual report, material events as defined under Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act that have a significant impact on shareholders' equity or securities prices**

Date of occurrence	Event Description	Impact
January 21 and September 23, 2025	The Company has reached an out-of-court settlement with Inopha Company and its beneficial owner, Mr. Denis Opitz.	On January 21, 2025, the Company reached an out-of-court settlement with Inopha AG and its beneficial owner, Mr. Denis Opitz. On January 22, 2025, an order of dismissal was obtained from the District Court of Zug, Switzerland; in February 2025, an order of dismissal was obtained from the Dresden Labor Court in Germany; on August 28, 2025, WIPO issued an order terminating the arbitration proceedings pursuant to the Claimant's application and the aforementioned settlement agreement; and on September 23, 2025, supplemental terms to the settlement agreement were executed with Inopha AG and Mr. Denis Opitz, confirming the conclusion of all outstanding disputes. The contractual funds held in trust in connection with the aforementioned dispute were distributed in accordance with the terms of the settlement, with the Company's allocated share being approximately 65% of the total. More than half of the settlement proceeds have been retained to cover litigation costs and other projected expenditures. The Company received its full allocated share of the settlement proceeds on September 25, 2025.

# TTY BIOPHARM COMPANY LIMITED

Chairman: Chuan Lin