

Fulfillment of CSR and Deviations from the “Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies”:

Evaluation Item	Implementation Status (Note 1)		Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	
1. Does the company establish exclusively (or concurrently) dedicated first-line managers authorized by the board to be in charge of proposing the corporate social responsibility policies and reporting to the board?	✓		In accordance with the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies.
2. Does the company assess ESG risks associated with its operations based on the principle of materiality, and establish related risk management policies or strategies?	✓		In accordance with the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies.

		<p>effectively implement the Corporate Governance Best-Practice Principles, and ensuring the Company abide by the principle of information disclosure, thereof, provides multiple channels and communication mechanisms for the shareholders accessing information related to the Company.</p> <p>In addition, the Company remains committed to safeguarding customer health and maintaining strong relationships by providing safe and reliable products, with a focus on technological innovation and patent protection. The Company places great emphasis on attracting top talent by offering a positive work environment and development opportunities. Regular employee training and performance evaluations are conducted to enhance professional competencies. In terms of workplace safety and health, annual fire drills and occupational safety training are held to strengthen employees' safety awareness and emergency response capabilities, ensuring a secure working environment.</p>	
<p>3. Environmental issues (1) Does the company establish proper environmental management systems based on the characteristics of their industries?</p>	<p>✓</p>	<p>Leveraging the Company's solid pharmaceutical R&D capabilities and rigorous quality control technologies, our operations cover all stages of drug development, manufacturing, testing, and clinical applications. Consequently, these achievements are expected to be widely applied in diverse fields that enhance human health and public health quality, including disease prevention, treatment, and health management. Looking ahead, the Company will continue to deepen our R&D capabilities, actively develop drugs and related products for healthcare and the biotechnology industry, gradually expand into the health and sustainable development sectors, and is committed to creating a healthier and safer living environment for society.</p> <p>The Company has established comprehensive environmental and energy management systems to ensure that our operations consistently align with environmental protection objectives and international environmental management standards. Energy consumption and greenhouse gas emissions are systematically recorded and monitored through the Energy and Resource Usage and Greenhouse Gas Reduction Measures Survey, providing a basis for implementing energy conservation, carbon reduction, and other environmental improvement initiatives.</p> <p>Overall, in 2025, the Company's environmental management system was effectively implemented. In terms of pollution prevention and equipment management, equipment replacement and regular maintenance mechanisms ensured that machinery operated at optimal conditions, effectively reducing energy loss and mitigating potential environmental risks. For cooling systems and water usage management, regular inspections were conducted to identify abnormal water consumption, with water conservation measures implemented concurrently. Actual water consumption in 2025 amounted to 809 cubic meters, lower than the estimated rational consumption of 992 cubic meters based on total</p>	<p>In accordance with the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies.</p>

		<p>employee numbers and working days, demonstrating the effectiveness of the Company's water conservation and management.</p> <p>In terms of energy management, electricity consumption in 2025 totaled 33,312 kWh, a decrease of 3,701 kWh compared with 37,013 kWh in 2024, representing a reduction of approximately 10%. For waste management, measures such as discontinuing disposable paper cups and utensils, promoting resources reuse, and encouraging the use of eco-friendly bags has reduced general waste by approximately 20% compared with pre-implementation levels, effectively improving the Company's efficiency in resource use.</p> <p>Regarding greenhouse gas management, the Company conducted our greenhouse gas inventory in accordance with ISO 14064-1:2018-Greenhouse Gases and the GHG Protocol. Total greenhouse gas emissions in 2025 amounted to 31.701 metric tons CO₂e, representing a reduction of 8.4879 metric tons CO₂e compared with 2024 and a 52% decrease from the 2021 baseline year. The reduction was primarily achieved through measures such as decreased business travel, replacing physical travel with video conferencing, and more efficient energy usage.</p>																			
<p>(2) Does the company endeavor to utilize all resources more efficiently and use renewable materials which have low impact on the environment?</p>	<p>✓</p>	<p>The Company continuously monitors and analyzes energy usage through a systematic energy management approach. By replacing high energy-consuming equipment, adopting appliances certified with the Energy Label, conducting regular equipment maintenance, and optimizing air-conditioning and lighting zoning management, the Company improves overall energy efficiency while effectively reducing energy loss and greenhouse gas emissions.</p> <p>Electricity consumption in 2025 totaled 33,312 kWh, a decrease of 3,701 kWh compared with 37,013 kWh in 2024, representing a reduction of approximately 10%, and a 30% decrease from the 47,423 kWh recorded in the 2021 baseline year. The planned energy conservation target for 2025 was achieved, with a further reduction of 3% targeted for 2026.</p> <p>Statistics regarding the use of renewable and non-renewable energy cover the Company's headquarters at 1F., No.10, Yanfa 2nd Rd., Hsinchu Science Park, Hsinchu City 30076, Taiwan, R.O.C.</p> <table border="1" data-bbox="842 1161 1637 1495"> <thead> <tr> <th>Category</th> <th>Item</th> <th>Consumption in 2024 (GJ)</th> <th>Consumption in 2025 (GJ)</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Direct Energy (A)</td> <td>Natural Gas</td> <td>0</td> <td>0</td> </tr> <tr> <td>Diesel</td> <td>0.772</td> <td>0.772</td> </tr> <tr> <td>Petroleum</td> <td>0</td> <td>0</td> </tr> <tr> <td>Indirect Energy (B)</td> <td>Purchased Energy (renewable energy not included)</td> <td>133.247</td> <td>119.923</td> </tr> </tbody> </table>	Category	Item	Consumption in 2024 (GJ)	Consumption in 2025 (GJ)	Direct Energy (A)	Natural Gas	0	0	Diesel	0.772	0.772	Petroleum	0	0	Indirect Energy (B)	Purchased Energy (renewable energy not included)	133.247	119.923	<p>In accordance with the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies.</p>
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Direct Energy (A)	Natural Gas	0	0																		
	Diesel	0.772	0.772																		
	Petroleum	0	0																		
Indirect Energy (B)	Purchased Energy (renewable energy not included)	133.247	119.923																		

		Non-renewable Energy (C)	(A)+(B)	134.019	120.695	
		Renewable Energy (D)	Solar Power	0	0	
		Total Consumption (E)	(C)+(D)	134.019	120.695	
		Proportion of Renewable Energy (F)	(D)/(E)	0	0	
(3) Does the company evaluate the potential risks and opportunities in climate change with regard to the present and future of its business, and take appropriate action to counter climate change issues?	✓	The Company implements various strategies to achieve goals of energy saving, and enhancing efficiency in energy utilization and equipment, etc., also, the Company encourages replacing paper printing with electronic documents.				In accordance with the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies.
(4) Does the company take inventory of its greenhouse gas emissions, water consumption, and total weight of waste in the last two years, and implement policies on energy efficiency and carbon dioxide reduction, greenhouse gas reduction, water reduction, or waste management?	✓	<p>The Company continuously works to enhance energy efficiency while gradually adopting materials with lower environmental impact and implementing resource circulation measures to minimize the effects of operational activities on the environment, biodiversity, and human health.</p> <p>In accordance with Article 15 of the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, the Company implements energy conservation, carbon reduction, and resource-efficiency initiatives throughout research and development, procurement, production, and daily operations. These measures include replacing high energy consuming equipment, adopting appliances certified with the Energy Label, and optimizing air-conditioning and lighting zoning management to reduce energy consumption associated with products and services. At the same time, waste is reduced and managed through proper segregation, recycling, and reuse, along with minimizing single-use items, thereby reducing pollutants, toxic substances, and waste while ensuring proper disposal.</p> <p>In terms of the use of raw materials and resources, the Company integrates environmental considerations into our procurement processes, prioritizing recyclable, reusable, or environmentally low-impact materials. The Company also promotes the reuse of second-hand materials and the establishment of resource circulation measures to enhance the recyclability and reusability of raw materials and products, thereby supporting the sustainable use of resources.</p> <p>To achieve these sustainability objectives, the Company has established an Environmental Policy and Energy Management Plan, committing to legal compliance, continuous environmental resource monitoring, waste reduction and energy saving, environmental education, green procurement (requiring suppliers to implement appropriate environmental management), and minimizing environmental and energy impacts. This policy is integrated into internal management systems and production activities, considering the interactions among processes, products, and the</p>				In accordance with the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies.

environment, and serves as the core framework for promoting environmental and energy management. Key elements include:

1. Greenhouse Gas Reduction Policy

The Company has established a greenhouse gas inventory and reduction mechanism in accordance with ISO 14064-1:2018-Greenhouse Gases, covering Scope 1, Scope 2, and Scope 3 emissions. Measures such as enhanced energy management, improved equipment efficiency, and reduced business travel (replacing physical meetings with video conferencing) are implemented to continually advance greenhouse gas reduction.

2. Water Conservation and Management Policy

Water consumption monitoring and conservation measures include regular inspections for abnormal water usage and leak detection, reducing flush volumes, and promoting employee consciousness on water conservation. These measures ensure that water consumption meets management targets and remains within a reasonable range, with actual consumption below estimated rational level.

3. Waste Management and Reduction Policy

The Company has established policies for reducing and reusing both general and industrial waste, including discontinuing the provision of disposable paper cups and utensils, promoting recycling, implementing a second-hand item reuse platform, and practicing green procurement. These measures effectively reduce general waste generation. As of the end of 2025, 70 lbs (31.75 kg) of coffee grounds had been collected for employee use in plant cultivation, demonstrating the Company's commitment to resource reuse and the circular economy.

4. Monitoring and Tracking Mechanism

In accordance with Article 17, Paragraph 3 of the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, the Company conducts inventories and tracking of greenhouse gas emissions, water consumption, and waste generation on an annual basis. The results serve as the basis for formulating management policies for energy conservation, carbon reduction, and water conservation, which are subsequently integrated into the Company's operational and management strategies. The scope of the relevant data and inventories covers the headquarters of Easywell Biomedicals.

These efforts support the United Nations Sustainable Development Goals (SDGs), including Goal 6: Clean Water and Sanitation, Goal 12: Responsible Consumption and Production, and Goal 13: Climate Action. Through systematic management and employee engagement, the Company remains committed to implementing sustainable consumption and production practices, advancing toward sustainable development goals that balance corporate growth and environmental stewardship.

The Company conducts inventories and tracking of greenhouse gas emissions, water consumption, and waste generation on an annual basis. The scope of the relevant data and inventory covers the headquarters of Easywell Biomedicals.

(1) Greenhouse gas emissions for the most recent two fiscal years:

Year	Direct Scope 1 (metric tons CO ₂ e/year)	Indirect Scope 2 (metric tons CO ₂ e/year)
2023	6.5182	21.0613
2024	6.5182	18.2844
2025	6.4956	15.7899
2026	Target: 0% decrease compared to the previous period	Target: 3% decrease compared to the previous period

(2) Water consumption for the most recent two fiscal years:

Year	Total water consumption (tons)
2023	450
2024	671
2025	809
2026	Target: 3% lower than the Standard for Water Consumption published by the Water Resources Agency, MOEA

(3) Waste generation for the most recent two fiscal years:

Year	General (Domestic) wastes (tons)
2023	1.79
2024	1.82
2025	1.84
2026	Target: 1% decrease compared to the previous period

Major themes	Objective for the year 2025/Implementation approach	Achievement status	Objective for the upcoming year/Implementation approach
Energy efficiency and reduction	1. Achieving energy reduction of over 3% for the parent company in Taiwan 2. Replacement of outdated, non-energy-	Achieved	1. Achieving energy reduction of over 3% for the parent company in Taiwan 2. Replacement of outdated equipment

			efficient air conditioners		
		Water consumption	<p>1. According to the Standard for Water Consumption published by the Water Resources Agency, the daily water consumption per capita shall be 0.2 liter. Given 248 working days in 2025 and a headcount of 20 employees, the estimated water consumption for the year is 992 liters (0.2 liter*248 days*20 employees). The actual consumption complies with the expected water usage range due to the implementation of effective water resource management and water-saving technologies.</p>	Achieved	<p>1. Achieving actual water consumption of 3% lower than the Standard for Water Consumption published by the Water Resources Agency through the implementation of effective water resource management and water-saving technologies.</p>
		Waste management	<p>1. Reducing waste generation 2. Cease providing employees with disposable paper cups and utensils, and ensure proper sorting and resource recycling</p>	<p>Given that office domestic waste generation is influenced by staffing levels and operational requirements, waste reduction efforts</p>	<p>1. Reducing waste generation by 1% compared with the previous year 2. Strengthen related awareness campaigns and continue to cease providing employees with disposable tableware</p>

were limited, and the annual reduction target was not achieved.

2030 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

Item	2030 Quantitative Management Target	Major Strategy	Concrete Action Plan
Reduction Target	Using 2020 as the baseline year, reduce both Scope 1 and 2 greenhouse gas emissions by 30% by 2030	Establish carbon reduction pathways and management system	1. Conduct greenhouse gas inventories on an annual basis and review reduction performance 2. Establish annual and departmental reduction targets
Energy Use	Increase the proportion of renewable energy use to over 50%	Energy transition and reduce reliance on fossil fuels	1. Procure green energy or renewable energy certificates (RECs)
Energy Efficiency	Reduce the intensity of greenhouse gas emissions per unit of operation (revenue/production) by 35%	Improve equipment and operational energy efficiency	1. Replace high energy consuming equipment and adopt energy-efficient equipment 2. Implement smart energy management system
Equipment and Facilities	100% replacement rate for high energy consuming equipment (for those reaching end-of-life)	Decarbonizing equipment	1. Adopt LED lighting and variable frequency air-conditioners 2. Conduct regular energy efficiency assessments

		Transportation and Business Travel	Reduce emissions from business travel by 30%	Low carbon transportation management	<ol style="list-style-type: none"> 1. Electrification of company vehicles 2. Encourage online meetings and reduce business travel 	
		Supply Chain Management	Over 50% of key supplier participation in collection of emissions data	Value chain collaboration for decarbonization	<ol style="list-style-type: none"> 1. Include carbon reduction criteria in supplier evaluation 2. Collaborate with suppliers on carbon reduction initiatives 	
		Education and Advocacy	100% employee coverage for carbon reduction education and training	Enhance carbon reduction consciousness across the organization	<ol style="list-style-type: none"> 1. Conduct regular energy conservation and carbon reduction education and training sessions 2. Encourage employees to contribute proposals for energy conservation improvements 	
		Management and Disclosure	Conduct regular disclosure of carbon reduction performance on an annual basis	Information transparency and continuous improvement	<ol style="list-style-type: none"> 1. Continuously review and update carbon reduction strategies 	
<p>4. Social issues</p> <p>(1) Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?</p>	√	<p>The Company has established and disclosed a comprehensive Human Rights Policy, referencing international conventions on human rights and related guidelines. In accordance with the principles of the Universal Declaration of Human Rights (UDHR), the International Labour Organization (ILO) Core Labour Standards, and the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Company has formulated a Human Rights Commitment Statement to serve as the highest guiding principle for safeguarding and managing human rights across the organization.</p> <p>The Company's Human Rights Commitment Statement explicitly describes our commitment to respecting and safeguarding human rights. The Statement covers the prohibition of forced labor and child labor, the implementation of anti-discrimination practices and equal employment</p>				<p>In accordance with the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies.</p>

opportunities, the protection of employees' rights to freedom of association and collective bargaining, the provision of a safe and healthy working environment, respect for employees privacy and personal dignity, and the establishment of effective grievance and communication channels. These standards apply to all employees and operational activities of the Company. Suppliers and business partners are expected to abide by the same human rights principles.

The Company's Human Rights Commitment Statement has been publicly available on the official website, ensuring transparency and safeguarding stakeholders' access to information.

In terms of governance structure, the Board of Directors serves as the highest governing entity for the Company's sustainability information management, under which a cross-departmental Human Right Task Force has been established to coordinate and oversee human rights matters. The Human Resources Management Unit under the Administration Department is responsible for implementing and promoting employee human rights policies, including policy advocacy, education and training, monitoring implementation, and handling grievance cases. Management team regularly reviews the execution of the human rights policy to continuously strengthen human rights risk management and drive improvement measures.

In terms of supply chain management, the Company's Procurement Unit under the Administration Department signs a Supplier Sustainability Pledge with its suppliers. This Pledge covers human rights protection, occupational health and safety, environmental protection, and ethical corporate management practices, aiming to enhance suppliers' consciousness of and compliance with human rights issues, thereby mitigating potential human rights risks across the supply chain.

The Company conducts Human Rights Due Diligence (HRDD) based on the European Union (EU) Corporate Sustainability Due Diligence Directive (CSDDD) and the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct. Following the management process of policy integration, risk identification and assessment, prevention or termination, and tracking and communication, the Company identifies and assesses human rights risks, formulates corresponding risk management, mitigation, and remediation measures, and continuously implements improvements and follow-up monitoring to effectively reduce the potential impacts and adverse effects of such risks.

The identification of material human rights issues is guided by both domestic and international human rights standards, industry practices, and the priorities of benchmark companies. These issues are consolidated into a comprehensive list and surveyed among the Company's employees and suppliers via questionnaires. Based on the survey results, the likelihood and

potential impact of each issue are assessed, serving as a key basis for human rights due diligence. Priority is given to addressing issues with higher risk levels and greater potential impact.

The scope of the Company's human rights risk assessment covers both employees and suppliers. In 2025, the Company completed risk evaluations for human rights issues related to employees and suppliers, prioritizing them according to their potential impact. The assessment results have been integrated into relevant functions and operational processes, with concrete mitigation and remediation measures implemented for material human rights issues to reduce potential human rights risks.

Stakeholder	High-risk Human Rights Issue	Human Rights Due Diligence Measures	Grievance, Remediation, and Resolution Mechanisms	Risk Mitigation (Monitoring, Improvement, and Disclosure)
Employee	Health and Safety	<p>1. In accordance with the principles of the Universal Declaration of Human Rights (UDHR), the International Labour Organization (ILO) Core Labour Standards, and the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Company has formulated a Human Rights Commitment Statement to serve as the highest guiding principle for safeguarding and managing human rights across the organization.</p> <p>2. Conduct regular human rights and occupational health and safety (OHS) risk assessments, identifying risks through workplace</p>	<p>1. Establish secure and anonymous employee grievance channels (hotline, e-mail) to ensure accessibility and confidentiality of complaints.</p> <p>2. Ensure that grievance cases are handled promptly by dedicated responsible unit, with protection for whistleblowers against retaliation.</p>	<p>1. Establish remediation measures and follow-up tracking procedures, and regularly review the effectiveness of improvement actions.</p> <p>2. Regularly compile human rights and occupational health and safety management performance, and disclose relevant information in the Sustainability Report or on the</p>

			<p>inspections, education and training sessions, and employee surveys.</p> <p>3. Establish improvement and monitoring mechanisms for high-risk operational workplace.</p> <p>4. Implement concrete corrective and response procedures for cases involving human rights violations or significant occupational health and safety risks.</p> <p>5. The Company recorded no material human rights violations during the reporting year.</p>	<p>3. Should human rights violations or occupational incidents occur, a formal investigation, corrective actions, and remediation mechanisms will be initiated.</p>	<p>Company's official website.</p> <p>3. Conducts medical checkups for all employee on an annual basis.</p>	
		Wages and Working Hours	<p>1. Establish well-defined policies governing wages, working hours, and overtime management in compliance with the Labor Standard Act and other applicable regulations.</p> <p>2. Conduct regular reviews of working hours, overtime, and workforce allocation to identify potential excessive working hours.</p>	<p>1. Establish an employee grievance mechanism to handle disputes related to wages and working hours.</p> <p>2. Should underpayment or overtime or discrepancies in labor insurance coverage be identified, immediate back payment and</p>	<p>1. Prevent excessive overtime through workforce replenishment and periodic review of management practices.</p> <p>2. Regularly disclose workforce situation and labor management practices.</p>	

				corrective actions will be implemented .	
	Data Privacy and Security	<p>1. Establish personal data protection and cyber security policies in compliance with the Personal Data Protection Act.</p> <p>2. Conduct regular cyber security and privacy risk assessments.</p>	<p>1. Establish cyber security incident reporting and grievance mechanisms.</p> <p>2. Should data leakage occur, an immediate investigation will be conducted, with remediation measure implemented and relevant stakeholders notified.</p>	<p>1. Conduct ongoing cyber security education and training sessions, including recovery drills.</p> <p>2. Regularly disclose personal data protection and cyber security management practices.</p>	
	Suppliers	<p>1. Require suppliers to sign a Supplier Sustainability Pledge, incorporating human rights and labor standards.</p> <p>2. Conduct regular human rights risk assessments for suppliers and implement tiered supplier risk management.</p>	<p>1. Should suppliers violate regulations related to wages or working hours, corrective actions will be required within a specified timeframe. Cooperation may be</p>	<p>1. Conduct spot checks on suppliers' working hours, overtime, and leave records.</p> <p>2. Disclose human rights management performance across the supply chain in the Company's</p>	

			suspended or terminated if necessary.	sustainability reporting.
	Health and Safety	1. Include occupational health and safety criteria in supplier evaluations and audits.	1. Should occupational safety incidents occur, suppliers will be required to provide compensation and submit corrective action plans.	1. Regularly track improvement outcomes and continuously disclose occupational health and safety performance across the supply chain.
<p>The Company's Human Rights Commitment Statement is publicly available on the official website in both Chinese and English. In support of this, the Company has established related internal policies, including the Regulations on Personal Data Protection, Code of Conduct, Occupational Safety and Health Work Rules, Work Rules, and the Regulations on the Prevention of Workplace Sexual Harassment, Complaint Handling, and Disciplinary Measures. These serve as concrete framework for implementing and safeguarding human rights across the organization.</p> <p>In terms of human rights communication and employee engagement, the Human Resources Management Unit conducts an anonymous Employee Satisfaction Survey on an annual basis. The survey collects employee feedback across five key dimensions: remuneration and benefits, work environment, career development, corporate culture, and sustainable management, and serves as a reference for management improvements. In July 2025, the Human Resources Department completed the survey of non-executive employees at the parent company, covering the period from July 1, 2024, to June 30, 2025, to gain insights into the organizational climate. Based on the results, in-depth discussions and interviews were conducted on material issues, forming the basis for developing concrete improvement plans.</p> <p>This survey achieved a 100% employee response rate, with 85.71% of the non-executive employees at the parent company expressing medium to high levels of agreement with the Company overall, reflecting the Company's notable achievements in safeguarding human rights and managing employee relations.</p>				
	Stakeholder	Non-executive employees at the parent company		

		Coverage	
		Survey Items	Remuneration and benefits, work environment, career development, corporate culture, and sustainable management
		Number of Respondents	7
		Responsible Survey Unit	Human Resources Department
		Survey Frequency	Once per year
		Survey Period	July 1, 2024 to June 30, 2025
		Overall Satisfaction Level	The average score was 80.57 points. (20 questions, satisfaction level rated 1-5, with a minimum possible score of 20 and a maximum of 100). Scores of 90 or above indicate high level of agreement, scores from 60 to less than 90 indicate medium level of agreement, and scores below 60 indicate low level of agreement.
		Survey Results	85.71% of the non-executive employees at the parent company expressing medium to high levels of agreement
		Improvement Measures	1. To enhance organizational vitality, stimulate creativity, and encourage a mindset of continuous improvement, thereby cultivating a high performing organizational culture, the Company convenes labor-management meetings on a quarterly basis. These meetings discuss matters related to employee benefits, electricity conservation, water conservation, and environmental protection, with the aim of advancing energy conservation efforts while enhancing employee satisfaction with the Company. 2. To ensure fair and equitable evaluation of employees' commitment to the organization, job competency, and overall contributions, thereby supporting effective talent identification and management, the Company has established Implementation Guideline Governing Employee Performance Evaluation. This Guideline serves as the foundation of the Company's performance management and talent development system. Evaluation results are used as reference criteria for employee promotions, remuneration adjustments, year-end bonuses, and other personnel decisions.

Easywell Biomedicals, Inc.
Human Rights Commitment Statement

To implement the corporate social responsibility and protect human rights of our employee, customers and stakeholders, we recognize and adhere to the spirit and fundamental principles of human rights protection as outlined in international human rights conventions, such as the United Nations Universal Declaration of Human Rights, the Global Compact and the International Labor Organization Conventions, so as to ensure that our employee and stakeholders are treated fairly and with dignity.

1. Protect Human Rights in Workplace

We are committed to building a workplace that upholds dignity, equality, and freedom from harassment while promoting diversity. We ensure no discrimination or unequal treatment of any individuals based on gender, sexual orientation, race, social class, age, marital status, language, beliefs, religion, political affiliation, nationality, place of birth, physical appearance, disabilities, or other personal characteristics.

2. Provide a Healthy and Safe Workplace

We provide a healthy and safe work environment, arrange safety and disaster prevention trainings, organizes health seminars and routine health checks, and establish labor regulations to protect employees' rights and interests with respect to their safety and physical/mental health. We are committed to fostering a workplace that prioritizes employee well-being and safety.

3. Provide Diverse Communication Channels

To facilitate communication with employees and gather their suggestions, we have established a hotline and a mailbox for employee complaints and regularly convene labor-management meetings to safeguard their rights and interests. Additionally, we have set up a communication platform for stakeholders, value their feedback, and ensure timely responses.

4. Protect Privacy

We are committed to upholding our promise to protect the privacy of our customers and all stakeholders. We implement stringent control measures in the collection, processing, transmission, and storage of data, as well as in personnel and equipment security. Through these measures, we effectively prevent data from being stolen, altered, damaged, lost, or leaked, ensuring its security and accuracy while fully safeguarding the rights and interests of our customers and stakeholders.

5. Participate in social activities

We care for underprivileged groups and remain dedicated to addressing social issues, supporting public welfare initiatives, and contributing to charitable donations, thereby fulfilling our corporate social responsibility.

6. Advocacy for the Protection of Human Rights

We actively carry out our corporate social responsibility and support human

		<p>rights protection by striving to enhance awareness of human rights issues, effectively identifying and managing related risks. Our efforts aim to provide employees with a fairer and safer work environment while further strengthening insight of human rights protection.</p> <p>The Company's labor policies:</p> <ul style="list-style-type: none"> • Not engaging in forced, bonded, indentured, or involuntary labor • Prohibiting the use of child labor • Ensuring that working hours and rest periods comply with applicable labor laws • Providing wages and benefits to employees in accordance with all applicable laws • Ensuring fair treatment and respect for every employee, and prohibiting any form of inhumane treatment such as cruelty, insults, or abuse • Providing equal employment opportunities to job seekers and employees, and prohibiting discrimination against employees based on race, color, age, gender, sexual orientation, ethnicity, nationality, place of birth, physical or mental disabilities, pregnancy, religion, political affiliation, membership in social organizations, or marital status • Respecting employees' legal right to freedom of association, and protecting their right to openly communicate with management about working conditions without fear of retaliation, threats, or harassment • Ensuring compliance to applicable local labor laws, industry standards, customer specifications, and international standards, and actively working towards continuous improvements related to labor rights. 	
<p>(2) Does the company have reasonable employee benefit measures (including salaries, leave, and other benefits), and do business performance or results reflect on employee salaries?</p>	<p>✓</p>	<p>The Company has established various employee welfare policies under the Articles of Incorporation, Work Rules, Regulations Governing the Employee Marriage and Funeral Subsidies, and the Implementation Guideline Governing Employee Performance Evaluation. In addition, a range of compensation and incentive programs has been implemented based on a comprehensive performance evaluation system to motivate employees and enhance morale. Welfare Committee meetings has regularly convened, to review and amend the welfare policies if needed.</p> <p>Remuneration Policy</p> <p>As part of our strategy to attract and retain talented individuals, the Company offers competitive remuneration packages, including fixed base salaries and holiday bonuses. Annually, salary adjustments are determined based on factors such as the Company's operational performance, industry-wide salary benchmarks, inflation rates, and individual employee achievements. Furthermore, to enhance employee engagement and incentivize them to surpass annual business objectives, thereby contributing to profitability and shared success, the Company allocates bonuses based on its financial performance.</p> <p>Employees' Compensation</p> <p>Should the Company achieve profitability within the fiscal year (defined as</p>	<p>In accordance with the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEx Listed Companies.</p>

pre-tax income deducted by employee and director remuneration), after setting aside funds to offset accumulated losses, any remaining surplus shall be allocated for employees' compensation, with a minimum of three percent. Employee compensation bonuses are distributed annually based on performance evaluations of individual contributions, team performance, and overall achievements.

1. Employee benefit plans:

The Company has insured Labor Insurance and National Health Insurance for all employees on the day of employment in accordance with laws and regulations, and additionally insured group insurance for employees on the employment day, which provides an extra layer of protection. When employees go abroad on business trips, the Company insured them with additional travel insurance, covering accidental death and disability, injury medical treatments and overseas sudden illness etc. The Company also provides the following benefits, including dragon boat festival, mid-autumn festival and year-end holiday cash gifts, birthday cash gift, marriage and funeral subsidies etc., occasionally organizes departmental dinners, year-end dinner, and implements employee stock ownership plan and other welfare measures.

To further improve employees' welfare, the Company appropriated employee welfare funds in accordance with relevant laws and regulations and established a Welfare Committee to be responsible for handling measures, operations, and management matters related to employee welfare, as well as activities organizing.

2. Flexible leave policy:

To safeguard employees' physical and mental well-being, the Company has established a flexible leave system that exceeds statutory requirements. In addition to ensuring that employees may exercise their leave entitlements in accordance with labor laws and regulations, the Company has implemented a flexible working hours system and provides diverse and flexible leave arrangements, allowing employees to utilize leave based on their individual needs.

In 2025, the Company also provided the following additional welfare leave benefits: one day of government compensatory leave, one day of paid typhoon leave, two group exercise leave opportunities (three hours each), two days of employee travel leave, and one day of flexible leave for employees to use according to their personal needs.

3. Retirement systems and the implementation status:

Starting from July 1, 2005, the Company has cooperated with the implementation of Labor Pension Act (hereinafter referred to as the new system). The pension shall be paid into the individual labor pension accounts at the Bureau of Labor Insurance on a monthly basis, and the payment rate shall not less than 6% of the employee's monthly salary.

		<p>Since 2018, the Company has no employees whom the retirement benefits regulations are eligible to the Labor Standards Act (hereinafter referred to as the old system).</p>	
<p>(3) Does the company provide a healthy and safe working environment and organize training on health and safety for its employees on a regular basis?</p>	<p>✓</p>	<p>Adhering to the concept of sustainable operation, the Company attaches great importance to the fulfillment of corporate social responsibilities and make continuous effort in environmental protection and employee workplace safety and health. The measures taken are as follows:</p> <ol style="list-style-type: none"> 1. Regularly review and evaluate the management measures taken by the Company in accordance with related laws and regulations. 2. Set up pollution prevention equipment or formulate related measures. 3. Implement environmental protection control measures in accordance with the EU ROHS regulations and ensure that the raw materials supplied by suppliers meet regulatory requirements. 4. Implement rigorous and comprehensive workplace monitoring program. 5. Perform regular inspection of fire safety equipment once a year. The annual inspection for the year 2025 was conducted on April 18, 2025. 6. The Company implements a multi-faceted approach to employee health care, focusing on reducing the risk of chronic conditions such as obesity, hypertension, hyperglycemia, and hyperlipidemia. The measures implemented are as follows: <ul style="list-style-type: none"> (1) Regularly distribute health and exercise promotion materials, such as articles on fitness, wellness, and nutrition, encouraging employees to be aware of their well-being . (2) Conducts health education sessions on an annual basis, with seminars primarily focusing on disease prevention. These initiatives provide insights regarding the potential physical harms caused by diet and stress, thereby encouraging employees to be aware of their personal well-being. The theme for 2025 session was Essential Tips for Liver and Kidney Care. Through professional presentations, the program enhanced employees' health knowledge and promoted both physical and mental well-being. (3) Conducts medical checkups for all employee on an annual basis to support employees' proactive health management through professional medical examinations and consultations. These checkups include body fat analysis, such as body fat percentage, visceral fat level, body mass index (BMI), basal metabolic rate (BMR), body age, and skeletal muscle percentage, helping employees to better understand their physical condition. Abdominal ultrasounds provide further insight into the presence of visceral fat (fatty liver), polyps, or potential abnormalities in the liver, kidneys, gallbladder, and spleen. Additional screenings, such as lipid panels and carotid artery ultrasounds, help assess risk indicators for vascular blockage and arteriosclerosis. These comprehensive examinations enable employees to monitor health changes, thereby 	<p>In accordance with the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies.</p>

		<p>motivated to stay active and maintain overall well-being.</p> <p>The 2025 employee health checkup was conducted on March 19, 2025.</p> <p>(4) The Company introduced a fitness incentive program to encourage regular exercise among employees. Employees are encouraged to work out three times a week, for at least 30 minutes per session or 5,000 steps in total, with progress tracked using an exercise passport. Upon meeting the targets, employees earn reward stickers that can be accumulated and redeemed for prizes. This initiative is designed to make physical activities enjoyable, thereby developing lasting exercise habits among employees. Additional activities include a fitness calendar and the Move Together-Healthy Family Day, where the employees are invited to exercise with their families.</p> <p>The Company regularly assesses employees' working environment, conducts trainings and seminars regarding safety and health based on employees' needs, promotes anti-workplace bullying initiatives, conducts annual medical checkups, regularly distributes health information to all employees, and hosted the Workplace Safety and Health Week in 2024, aiming to create a happy, healthy, and safe workplace environment for our employees.</p> <p>The Company regularly conducts education and training sessions regarding safety and health, accident prevention and awareness, and health management. In 2025, nine training sessions were conducted with a total of 33 participant attendances. In addition, five training sessions on preventing workplace bullying and sexual harassment were conducted, with 17 participant attendances.</p> <p>In 2025, the Company recorded no workplace accidents.</p> <p>In 2025, the Company recorded no fire incidents.</p> <p>In 2025, the Company recorded no cases of workplace bullying or sexual harassment.</p> <p>The Company has established the Occupational Safety and Health Work Rules, the Regulations on the Prevention of Workplace Sexual Harassment, Complaint Handling, and Disciplinary Measures, and the Code of Conduct, all of which employees are required to abide by. Employees may submit complaints through the Company's dedicated communication channels, helping to maintain a safe, healthy, comfortable, and friendly work environment.</p> <p>Complaint Hotline: (03) 666 9596 Dedicated E-mail: hr@Easywellbio.com</p>	
(4) Does the company provide its employees with career development and continuing education sessions?	✓	<p>The Company provides comprehensive skills training for executives and colleagues at all levels, including new employee induction, professional advancement training, managerial training, safety and health management training, etc. These initiatives assist colleagues in continuous learning and development through diverse learning methods, so that both the Company</p>	<p>In accordance with the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies.</p>

		<p>and employees to adapt to rapidly changing global trends.</p> <p>In 2025, the total training hours amounted to 206.5 hours, with 79 individuals participating in the training sessions. These included 9 sessions of industrial safety and health training, with 33 participants contributing a total of 59 training hours, 6 sessions of professional skills training, with 11 participants contributing a total of 63 training hours, 11 sessions of management training, with 24 participants contributing a total of 48 training hours, 4 sessions of environmental training, with 7 participants contributing a total of 16.5 training hours, and 3 sessions of other training programs, with 4 participants contributing a total of 20 training hours.</p> <p>Performance-based Interview: Executives and employees conduct regular reviews of annual objectives and formulate individual competency development plans annually, coupled with ongoing assessments and feedback, so that the employees could tailor personalized career development plans for optimal growth.</p>	
<p>(5) Do the company's products and services comply with relevant laws and international standards in relation to customer health and safety, customer privacy, and marketing and labeling of products and services, and are relevant consumer protection and grievance procedure policies implemented?</p>	<p>✓</p>	<p>The Company conducts marketing and labeling for products and services in compliance with applicable laws and international standards. In accordance with pharmaceutical regulatory requirements, all products meet Good Manufacturing Practice (GMP) standards and obtain the necessary marketing approvals. Product packaging and labeling for the Group are implemented in compliance with local government regulations in each operating region, with strict compliance to submission, inspection, and registration procedures under pharmaceutical laws to safeguard consumer health and safety. Additionally, the Company is dedicated to meeting the product standards and factory operation specifications as required by customers, ensuring the fulfillment of the Company's commitments and the maintenance of high-quality cooperative relationships.</p> <p>The Company has established confidentiality policies to ensure compliance with relevant intellectual property regulations. Employees are required not to disclose any trade secrets, trademarks, patents, copyrights, or other intellectual property to unrelated parties, and are prohibited from soliciting or collecting non-job-related trade secrets, trademarks, patents, copyrights, or other intellectual property. Furthermore, to protect the confidentiality and integrity of customer information, continuous efforts are made to strengthen system and information security. This includes implementing comprehensive antivirus systems, file encryption mechanisms, and strict permission controls for accessing customer data and files.</p> <p>The Company has established the Regulations on Personal Data Protection to implement a comprehensive personal data security management and protection framework. This includes enforcing access control and a data owner review mechanism, ensuring that all data is properly governed and protected throughout storage, access, and sharing processes. These</p>	<p>In accordance with the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies.</p>

		<p>measures maintain the availability, integrity, and confidentiality of information. The scope of application covers the Company, its customers, suppliers, and other relevant parties.</p> <p>The Company values after-sales services and has establish "Procedures for the Management of Customer Communication" and "Procedures for Customer Satisfaction Evaluation." These include various complaint channels and processing procedure handling after-sales related matters, ensuring effective communication channels with customers.</p> <p>The Company's contact information for customer communication and complaints is as follows: Customer Complaint Hotline: (03) 666 9596 Customer Complaint E-mail: adm@Easywellbio.com</p>	
<p>(6) Does the company implement supplier management policies, requiring suppliers to observe relevant regulations on environmental protection, occupational health and safety, or labor and human rights? If so, describe the results.</p>	<p>✓</p>	<p>To effectively implement ESG sustainability principles, the Company integrates environmental protection, occupational health and safety, labor and human rights, cybersecurity, and privacy protection into our supply chain management, alongside conventional procurement criteria such as quality, cost, lead time, and supplier cooperation. This approach aims to prevent or mitigate negative social and environmental impacts throughout the supply chain.</p> <p>The Company has established a supplier sustainability management strategy and requires all suppliers to sign the Supplier Sustainability Pledge, committing to comply with relevant laws and international standards on environmental protection, occupational health and safety, and labor and human rights.</p> <p style="text-align: center;">Easywell Biomedicals, Inc. Supplier Sustainability Pledge</p> <p>As a supplier of Easywell Biomedicals, Inc., its subsidiaries, and its affiliated and investee companies, we hereby commit to fulfilling our corporate social responsibility and to complying with the following principles and requirements:</p> <p style="text-align: center;">I. Labor and Human Rights</p> <p>To ensure the protection of employees' labor rights and human right, we shall comply with internationally recognized human rights standards, including the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations (UN) Universal Declaration of Human Rights (UDHR), relevant international human rights conventions, and applicable local labor laws and regulations. Relevant measures include, but are not limited to, the following:</p> <p>1. Working hours, wages, overtime pay, benefits, and pension contributions shall be properly handled in compliance with relevant international human rights conventions, applicable local labor regulations, the International Financial Reporting Standards (IFRS), and other applicable standards.</p>	<p>In accordance with the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies.</p>

	<p>2. Prohibit any form of discrimination, harassment, abuse, intimidation, corporal punishment, or improper disciplinary deductions.</p> <p>3. Establish grievance and whistleblowing channels and ensure the protection of whistleblowers'/complainants' employment rights, privacy rights, and personal and financial safety.</p> <p>4. Prohibit forced or involuntary labor.</p> <p>5. Prohibit the use of child labor.</p> <p>6. Respect employees' legal right to freedom of association and collective bargaining.</p> <p>II. Health and Safety</p> <p>In accordance with the Occupational Safety and Health Act, we shall provide employees with a healthy and safe working environment. Relevant measures include, but are not limited to, the following:</p> <p>1. Establish appropriate occupational health, safety, and environmental policies to prevent workplace accidents and occupational hazards.</p> <p>2. Provide education and training sessions for new recruits and current employees on fire prevention, disaster prevention, emergency response, and rescue procedures; organize and encourage participation in public health education and related training programs.</p> <p>3. Provide a healthy and safe environment, including strict compliance with applicable building and fire safety regulations, the use of fire-resistant and environmentally friendly building materials, clearly planned emergency evacuation routes, regularly inspected and safe drinking water, adequate lighting, and the provision of required health and safety equipment and measures in accordance with applicable regulations.</p> <p>4. Conduct regular medical checkups for all employee.</p> <p>III. Environmental Protection</p> <p>In adherence with environmental management principles, local regulatory compliance, and a commitment to sustainability, we shall endeavor to protect the environment. Relevant measures include, but are not limited to, the following:</p> <p>1. Ensure that environmental practices comply with applicable local regulations, including the Air Pollution Control Act, the Waste Disposal Act, and the Effluent Standards.</p> <p>2. Prioritize the procurement of green, energy-efficient, environmentally friendly, and recyclable materials; ensure that the use of hazardous substances strictly complies with relevant regulations, including the Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH), the Restriction of Hazardous Substances (RoHS), and requirements related to Substances of Very High Concern (SVHC).</p> <p>3. Reduce energy and water consumption, lower pollution and wastewater discharge, and minimize waste generation and other environmental impacts through measures such as process improvements, the use of alternative</p>	
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energy, and the recycling and reuse of both resource and energy.

4. Monitor, manage, and control emissions of air pollutants, greenhouse gases, and wastewater.

IV. Ethical Standards

We shall operate in accordance with the Ethical Corporate Management Best Practice Principles and applicable local laws and regulations.

1. Prohibit bribery in dealings with customers, suppliers, or within the supply chain.

2. Strictly comply with all commercial cooperation and confidentiality agreements between the contracting parties.

3. Ensure the accuracy and reliability of information related to employee health and safety, business activities, financial conditions, and operational performance, maintain properly documented transaction records available for audit, and disclose such information in full compliance with applicable regulations.

4. Respect intellectual property rights, refrain from infringement or counterfeiting, and safeguard personal data.

5. Strictly comply with the Fair Trade Act and refrain from unlawful competitive practices.

6. Strictly comply with national import and export regulations.

V. Cyber Security and Privacy Protection

We shall place importance on cyber security and the protection of personal data and establish appropriate management mechanisms to prevent leakage, tampering, or improper use of information. Relevant measures include, but are not limited to, the following:

1. Strictly comply with applicable cyber security and personal data protection laws and regulations of relevant jurisdictions, such as the Personal Data Protection Act.

2. Maintain confidentiality regarding trade secrets, confidential information, and personal data obtained through business dealings with Easywell Biomedicals, Inc., its subsidiaries, and its affiliated and investee companies, and shall not disclose, provide, or otherwise misuse such information with proper authorization.

3. Establish reasonable and appropriate cyber security management mechanisms, including access control, account and privilege management, antivirus system, and cyber security protection measures, to ensure the confidentiality, integrity, and availability of information systems and data.

4. Should any cyber security incident or suspected personal data breach occur, Easywell Biomedicals, Inc. shall be immediately notified, and we shall fully cooperate in taking all necessary remedial and corrective actions.

5. The obligations regarding cyber security and confidentiality shall remain in effect even after the termination of the business relationship.

VI. Should we violate any of the these policies and cause significant

		<p>environmental or social impact on the source communities, Easywell Biomedicals, Inc. may terminate the cooperation or rescind the contract at any time.</p> <p>Implementation status: To ensure suppliers meet sustainability requirements, the Company continuously monitors their performance and compliance in areas such as environmental protection, occupational health and safety, and labor and human rights through a regular supplier evaluation system and human rights due diligence mechanism. For suppliers whose evaluation results fall below the required standards, the Company will increase the frequency of on-site inspections, communication, and audits. If no improvement is observed after multiple attempts of guidance and audits, or if the supplier shows a lack of willingness to cooperate, they will be removed from the qualified supplier list and replaced with other qualified candidates.</p> <p>Supplier Sustainability Performance for the year 2025 In 2025, the Company had a total of five raw material suppliers in Taiwan, all of whom completed the sustainability evaluation and human rights due diligence. All suppliers scored above 80 in terms of human rights risk, classifying them as low-risk suppliers. None of the suppliers had any records of violations of environmental protection regulations or labor disputes. The Company will continue to conduct supplier sustainability evaluation and follow-ups on an annual basis.</p> <p>Suppliers that cause significant adverse impacts on the Company or the society in environmental or social aspects (such as labor rights, occupational safety, or compliance with environmental laws) will be removed from the qualified supplier list, ensuring that the supply chain remains aligned with sustainable management principles.</p>	
<p>5. Does the company reference internationally accepted reporting standards or guidelines, and prepare reports that disclose non-financial information of the company, such as corporate social responsibility reports? Do the reports above obtain assurance from a third-party verification unit?</p>	<p>✓</p>	<p>The Company compiles the Sustainability Report by referencing the Global Reporting Initiative (GRI) Sustainability Reporting Standards, the Sustainability Accounting Standards Board (SASB) Standards for Biotechnology & Pharmaceutical industry, and the Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies. Third-party assurance is planned to be obtained in the future from a certified verification unit in accordance with applicable regulatory requirements.</p> <p>The 2025 Sustainability Report is scheduled for publication in August 2026 and will be publicly available on the Company's official website as well as the Market Observation Post System (MOPS).</p>	<p>In accordance with the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies.</p>
<p>6. Describe the difference, if any, between actual practice and the corporate social responsibility principles, if the company has implemented such principles based on the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies: None.</p>			

7. Other useful information for explaining the status of corporate social responsibility practices:

- (1) In terms of environmental protection, the Company has strictly monitor and control energy demand inside plant area, to reduce the impact of environment pollution, fulfilling the Company's social responsibility and commitment in becoming a sustainable company.
- (2) In terms of social participation, social contribution, and social servicing: The Company, located in Hsinchu Science Park, with the objective of supporting the growth of the surrounding community and improving community engagement, actively participates in local and community-related activities and has hosted the Eighteen Peaks Mountain Clean-up activity for three consecutive years; in terms of social welfare, the Company donated heat resistant vest to medical staffs during the outbreak of Covid-19, expressing gratitude for their contribution.
 - In 2021, during the outbreak of COVID-19, the Company purchased a total of 757 heat resistant vests and donated them to the Hsinchu City Government, local hospitals, and the fire department, with a total expenditure of NT\$1,885,143.
 - In 2022, during the Lunar New Year, the Company purchased tangerine gift boxes from local small farmers in Hsinchu, with a total expenditure of NT\$5,850.
 - In 2022, during the Mid-Autumn Festival, the Company participated in a charity sales hosted by the Saint Joseph Social Welfare Foundation. A donation of NT\$8,670 was made to sponsor services for individuals with disabilities.
 - In 2023, the Company hosted the Eighteen Peaks Mountain Clean-up activity, with 7 participants contributing a total of 21 person-hours.
 - In 2024, during the Lunar New Year, the Company purchased tangerine gift boxes from local small farmers in Hsinchu, with a total expenditure of NT\$9,000.
 - In 2024, the Company hosted the Eighteen Peaks Mountain Clean-up activity, with 7 participants contributing a total of 21 person-hours.
 - In 2025, during the Lunar New Year, the Company participated in the 2025 Spring LOVE Charity Gift Box charity sales hosted by the Saint Joseph Social Welfare Foundation. A donation of NT\$10,880 was made to sponsor services for individuals with disabilities.
 - In 2026, during the Lunar New Year, the Company purchased 2026 Lunar New Year Gift Boxes form the Children Are Us Foundation, with a total expenditure of NT\$14,175.
- (3) In terms of consumer rights protection: The Company strictly manage the quality throughout the production process, to ensure that only the best services and products are provided to customers.
- (4) In terms of human rights protection, the Company considers the labor relation to be equal and fully respects the performance of every employee and compensates them accordingly, thereof, no labor disputes have occurred, which reflects the Company's efforts in protecting human rights.
- (5) In terms of workplace safety and health, the Company values the responsibility of ensuring employees' safety. The Company provides safe workplace for employees, and provides labor safety education and training, disaster response training and workplace safety educations from time to time, to effectively avoid occupational hazards and protects employees' safety.