

# **ScinoPharm Taiwan, Ltd.**

## **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.*

Taiwan Stock Exchange Market Observation Post System:

<http://mops.twse.com.tw>

ScinoPharm Taiwan, Ltd. Annual Report is available at:

<http://www.scinopharm.com/tw/>

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**Overseas Securities Exchange**

Not applicable

**Corporate Website**

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## I. Letter to Shareholders

In 2025, according to forecasts by major international institutions, global economic growth remained moderate, although the pace of expansion slowed. Inflationary pressures in major economies gradually eased, and market expectations pointed to a gradual interest rate easing cycle. Monetary policies sought to balance inflation control with economic stability, while central banks continued to respond prudently to geopolitical uncertainties, energy price volatility, and fiscal pressures. The U.S. economy demonstrated relative resilience, supported by technology investment and consumer spending. China continued to stabilize domestic demand and promote industrial upgrading through policy initiatives, while Europe's recovery remained moderate amid energy cost pressures and regional security concerns. Meanwhile, global supply chain restructuring continued, with enterprises placing greater emphasis on regionalization and supply resilience. Investments in artificial intelligence, advanced manufacturing, and green transformation—driven by policy support and corporate capital expenditures—continued to promote industrial upgrading and cross-border collaboration. Against this complex and uncertain external environment, ScinoPharm Taiwan adhered to a prudent operating philosophy and a long-term strategy focused on high-potential markets. The Company remained committed to strengthening its core pharmaceutical technologies and high-quality manufacturing capabilities, enhancing its product portfolio, and maintaining flexibility in response to evolving market and regulatory conditions. Through continued portfolio optimization and global expansion, ScinoPharm Taiwan laid a solid foundation for sustainable mid- to long-term growth.

In 2025, consolidated revenue reached NT\$3.163 billion, with net income after tax of NT\$137 million and earnings per share of NT\$0.17. As of year-end, paid-in capital totaled NT\$7.907 billion, while shareholders' equity amounted to NT\$10.525 billion, representing 88.76% of total assets of NT\$11.858 billion. The Company maintained a sound and stable financial structure, with long-term funds covering fixed assets by 3.27 times and a current ratio of 7.74 times, reflecting strong liquidity and financial resilience.

### **Strengthening Three Core Business Pillars**

ScinoPharm Taiwan continued to focus on the development of its three core businesses—proprietary active pharmaceutical ingredients (APIs), proprietary finished dosage forms (formulations), and contract development and manufacturing (CDMO)—while further enhancing its technological competitiveness and market presence. In the proprietary API segment, shipment volumes of key products achieved double-digit growth. Two additional oncology products completed Drug Master File registrations, reinforcing the Company's development pipeline. ScinoPharm Taiwan continued to optimize production capacity and supply chain flexibility to respond effectively to pricing competition, while actively expanding into new markets and customer bases in regions including China, Europe, and South America. These efforts enabled the Company to further integrate into customers' supply chains and maximize the value of its proprietary API portfolio.

In proprietary finished dosage forms, the Company focused on high-value injectable and drug-device combination products, targeting therapeutic areas such as oncology, hematology, metabolic disorders, and central nervous system diseases. As part of its global commercialization strategy, ScinoPharm Taiwan has consistently prioritized the United States as a key market for regulatory filings and commercial deployment, while continuing to expand its injectable product portfolio. In early 2026, the Company successfully obtained U.S. FDA approval for Glatiramer Acetate Injection for the treatment of multiple sclerosis, with two additional products currently under FDA review. In Taiwan, the Company has obtained marketing approval for Bortezomib for multiple myeloma and is actively pursuing National Health Insurance reimbursement. Applications for diabetes treatments remain under review, and multiple additional regulatory submissions are planned to benefit local patients and

anchor internationally recognized development capabilities and high-quality medicines in Taiwan. Non-U.S. market expansion has also commenced, with ongoing efforts to advance strategic collaborations across Europe, Asia, and emerging markets.

In the CDMO business, ScinoPharm Taiwan focused on its strengths in peptides, steroids, and cytotoxic products. The business development team actively showcased the Company's technological capabilities through international exhibitions, pursuing collaboration opportunities with innovative pharmaceutical companies. By leveraging its manufacturing capacity and expertise in peptide and cytotoxic products, ScinoPharm Taiwan expanded its contract manufacturing portfolio and diversified its customer base. The Company continued to provide integrated services across APIs and finished dosage forms, strengthening long-term partnerships and enhancing growth momentum.

In response to growing demand in China, subsidiary SciAnda (Changshu) Pharmaceuticals, Ltd. actively expanded its proprietary API customer base and deepened collaboration with local finished dosage form manufacturers. Through multiple GMP compliance inspections, the subsidiary provided strong regulatory support for customer product launches and submitted additional regulatory filings. Beyond serving domestic demand, SciAnda Changshu Pharmaceuticals also targeted international markets and expanded its CDMO business, reinforcing its operational foundation and customer engagement in the region.

### **Brand, Sustainability, and Long-Term Outlook**

The year 2025 marked a milestone in strengthening ScinoPharm Taiwan's brand communication. The Company reaffirmed that its purpose extends beyond manufacturing medicines to safeguarding life and health, formally defining its brand spirit, vision, mission, and core values. This initiative aligned employees around shared goals while clearly communicating the Company's value proposition as it advances toward becoming an internationally recognized pharmaceutical company. ScinoPharm Taiwan also remained committed to sustainable operations. The Company completed its 2024 greenhouse gas inventory covering Scopes 1 to 3, obtained third-party limited assurance in accordance with the GHG Protocol, and was recognized as one of CommonWealth Magazine's "Excellence in Corporate Social Responsibility Award." In addition, we successfully passed the Taiwan Intellectual Property Management System (TIPS) verification in 2025, achieving A-level certification.

Looking ahead, ScinoPharm Taiwan will continue to deepen collaboration with global pharmaceutical partners, enhance international visibility, and expand its presence in small-molecule drugs, peptide therapeutics, and high value-added products. While advancing its global footprint, the Company remains committed to strengthening domestic supply capabilities in Taiwan, responding to government initiatives to enhance pharmaceutical supply resilience, and creating long-term value for shareholders through steady and sustainable growth.

## II. Corporate Governance Report

### 2.1 Information on Directors and Management Team

#### 2.1.1 Directors

##### 2.1.1.1 Information Regarding Directors

As of 2025.12.31

Title	Nationality	Name	Gender	Age group	Date Elected	Term (Years)	Date First Elected (Note 2)	Shareholding when Elected		Current Shareholding (Note 1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience ( Education )	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remark
								Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director (Institutional Shareholder)	Tainan City	Uni-President Enterprises Corp.	-	-	2024.05.28	3	1997.10.16	299,968,639	37.94%	299,968,639	37.94%	-	-	-	-	-	-	-	-	-	-
Chairman (Representative)	R.O.C.	Chih-Hsien Lo (Note 3)	M	61~70	2024.05.28	3	2010.07.06	-	-	-	-	-	-	-	-	Education: MBA, U.C.L.A, U.S.A. Experience: Executive Vice President and President of Uni-President Enterprises. Corp.	(Note 10)	Director	Shiow-Ling Kao	spouse	-
Director (Representative)	R.O.C.	Tsung-Pin Wu (Note 3)	M	61~70	2024.05.28	3	2015.06.23	-	-	-	-	-	-	-	-	Education: Accounting, Chung Yuan Christian University Experience: Chief Accountant of Uni-President Enterprises Corp.	(Note 10)	-	-	-	-
Director (Representative)	R.O.C.	Jia-Horng Guo (Note 3)	M	61~70	2024.05.28	3	2017.08.18	-	-	-	-	-	-	-	-	Education: Master of Finance, University of Illinois, Master of Business Administration, University of Minnesota, BS, National Taiwan University. Experience: Managing Director & head of UBS Investment Banking, Taiwan, Executive Director of Citigroup Investment Bank, Taiwan · Director of ING Barings Investment Bank · Director of Citi Investment Bank(HK). · Director, Chairman of Taishin Securities Co., Ltd.	(Note 10)	-	-	-	-

Title	Nationality	Name	Gender	Age group	Date Elected	Term (Years)	Date First Elected (Note 2)	Shareholding when Elected		Current Shareholding (Note 1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience ( Education )	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remark
								Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director (Representative)	R.O.C.	Chyun-Yu Yang (Note 3)	M	71~80	2024.05.28	3	2023.05.29	-	-	-	-	-	-	-	-	Education: Bachelor of Medicine, National Taiwan University Experience: 1. Professor, Associate Professor, Instructor, Department of Orthopedics, College of Medicine, National Cheng Kung University, Taiwan, Taiwan, 2. Superintendent, Deputy Superintendent, Acting Superintendent, Chairman-Center for Quality Management, Staff Surgeon-Department of Orthopedic Surgery, Chairman, National Cheng Kung University Hospital 3. Research fellow, Department of Orthopedic Surgery University of Texas Medical Branch at Galveston, TX, USA 4. Chief Resident, Department of Orthopedics, College of Medicine, National Taiwan University	(Note 10)	-	-	-	-
Director (Representative)	R.O.C.	Chin-Yuan Cheng (Note 3)	M	61~70	2024.05.28	3	2021.07.21	-	-	-	-	-	-	-	-	Education: Ph.D., Chemical and Biomolecular Engineering Department, The Ohio State University U.S.A. Experience: Director, Purchasing Division and Corp.Group internet plus Organizer Uni-President Enterprises Corp. Adjunct Professor, Dept. of Animal Science & Technology, National Taiwan University	(Note 10)	-	-	-	-

Title	Nationality	Name	Gender	Age group	Date Elected	Term (Years)	Date First Elected (Note 2)	Shareholding when Elected		Current Shareholding (Note 1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience ( Education )	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remark
								Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director (Representative)	R.O.C.	Fu-Jung Lai (Note 3)	M	51~60	2024.05.28	3	2018.10.29	-	-	-	-	-	-	-	-	Education: MBA, Kun Shan Univ., R.O.C. Experience: Chief Secretary of President office 、 Manager of the Secretariat to the Board of Directors and Corporate Governance Officer of Uni-President Enterprises Corp. Director of Uni-President Social Welfare Charity Foundation	(Note 10)	-	-	-	-
Director (Institutional Shareholder)	Tainan City	Kao Chyuan Inv. Co., Ltd.	-	-	2024.05.28	3	2002.06.13	14,832,733	1.88%	14,832,733	1.88%	-	-	-	-	-	-	-	-	-	-
Director (Representative)	R.O.C.	Shiow-Ling Kao (Note 4)	F	61~70	2024.05.28	3	2010.07.05	-	-	-	-	-	-	-	-	Education: Marymount College, U.S.A. Experience: Chairman of Kao Chyuan Inv. Co., Ltd.	(Note 10)	Chairman	Chih-Hsien Lo	spouse	-
Director Institutional Shareholder	Tainan City	Tainan Spinning Co., Ltd.	-	-	2024.05.28	3	1997.10.16	23,605,921	2.99%	23,605,921	2.99%	-	-	-	-	-	-	-	-	-	-
Director (Representative)	R.O.C.	Po-Ming Hou (Note 5)	M	61~70	2024.05.28	3	2016.11.10	-	-	-	-	-	-	-	-	Education: Department of Tourism Management, Chinese Culture Univ., R.O.C Experience: Enterprise Chairman of Tainan Spinning Co., Ltd.	(Note 10)	-	-	-	-
Director (Institutional Shareholder)	Taipei City	President International Development Corp.	-	-	2024.05.28	3	2010.07.06	28,673,421	3.63%	28,673,421	3.63%	-	-	-	-	-	-	-	-	-	-
Director (Representative)	R.O.C.	Chiou-Ru Shih (Note 6)	F	51~60	2024.05.28	3	2010.07.06	-	-	-	-	-	-	-	-	Education: MA in Economics, University of Hawaii Experience: Vice General Manager, President International Development Corp.,	(Note 10)	-	-	-	-

Title	Nationality	Name	Gender	Age group	Date Elected	Term (Years)	Date First Elected (Note 2)	Shareholding when Elected		Current Shareholding (Note 1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience ( Education )	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remark
								Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director (Institutional Shareholder)	Taipei City	National Development Fund, Executive Yuan	-	-	2024.05.28	3	1997.10.16	109,539,014	13.85%	109,539,014	13.85%	-	-	-	-	-	-	-	-	-	-
Director (Representative)	R.O.C.	Ming-Chuan Hsieh (Note 7)	F	61~70	2024.05.28	3	2018.06.27	-	-	-	-	-	-	-	-	Education: Master of Health Services Administration, China Medical University Experience: Executive supervisor, Taiwan Health & Wellness Counseling Association	(Note 10)	-	-	-	-
Director (Representative)	R.O.C.	Ya-Po Yang (Note 7)	M	61~70	2024.05.28	3	2018.06.27	-	-	-	-	-	-	-	-	Education; Ph.D. in Economics, Department of Economics National Taiwan University Experience: Professor and Chairperson of Institute of International Business, College of Business, Southern Taiwan University of Science and Technology	(Note 10)	-	-	-	-
Director (Institutional Shareholder)	Tainan City.	Taiwan Sugar Corporation	-	-	2024.05.28	3	2012.06.13	32,581,963	4.12%	32,581,963	4.12%	-	-	-	-	-	-	-	-	-	-
Director (Representative)	R.O.C.	Ling Ming Sun (Note 8)	M	61~70	2024.05.28	3	2023.11.03	-	-	-	-	-	-	-	-	Education: Master, Institute of Agricultural Chemistry, National Taiwan University Experience: Engineer, R&D Director, Biotechnology Factory Director, Deputy CEO of Biotechnology Division, CEO of Biotechnology Division, Taiwan Sugar Corporation	(Note 10)	-	-	-	-
Independent Director	R.O.C.	Lewis Lee	M	61~70	2024.05.28	3	2018.06.14	-	-	-	-	-	-	-	-	Education: Master of Commerce, Department of Accounting, National Chengchi University Experience: Deputy Chairman of PwC Taiwan-	-	-	-	-	-

Title	Nationality	Name	Gender	Age group	Date Elected	Term (Years)	Date First Elected (Note 2)	Shareholding when Elected		Current Shareholding (Note 1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience ( Education )	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remark
								Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Independent Director	R.O.C.	Li-Tzong Chen	M	61~70	2024.05.28	3	2018.06.27	-	-	-	-	-	-	-	-	Education: Ph.D., Kaohsiung Medical University Graduate Institute of Clinical Medicine Experience: 1. Research Vice Superintendent, Kaohsiung Medical University Chung-Ho Memorial Hospital 2. Director, Cancer Center of Kaohsiung Medical University Chung-Ho Memorial Hospital 3. Executive Director, President of Taiwan Oncology Society 4. Acting Supervisor of the Gastroenterological Society of Taiwan 5. Chair, Deputy Chair of National Institute of Cancer Research, National Health Research Institutes 6. Adjunct Professor, College of Medical Science and Technology, Taipei Medical University 7. Acting Director of Taiwan Pancreas Society 8. R&D consultant of Pharma Engine Inc.	(Note 10)	-	-	-	

Title	Nationality	Name	Gender	Age group	Date Elected	Term (Years)	Date First Elected (Note 2)	Shareholding when Elected		Current Shareholding (Note 1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience ( Education )	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remark
								Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Independent Director	R.O.C.	Wen-Chang Chang	M	71~80	2024.05.28	3	2018.06.27	-	-	-	-	-	-	-	-	Education: Ph.D. Physiological Chemistry, University of Tokyo, Faculty of Pharmaceutical Sciences, Tokyo, Japan Experience: 1.Vice Chairman, Institute for Biotechnology and Medicine Industry 2. Deputy Minister, National Science and Technology Council · General Director, Department of Life Sciences, National Science Council, Taiwan 3. National Cheng Kung University, Tainan, Taiwan : Professor, Department of Pharmacology, College of Medicine · Director, Department of Pharmacology · Chairman, Institute of Basic Medical Sciences · Associate Dean, College of Medicine · University Chair Professor · Director, Center for Biosciences and Biotechnology · Dean, College of Bioscience and Biotechnology · Distinguished Chair Professor · Emeritus Distinguished Chair Professor 4. Chairman, Board of Trustees, of Graduate Institute of Medical Science, Taipei Medical University	(Note 10)	-	-	-	-

Title	Nationality	Name	Gender	Age group	Date Elected	Term (Years)	Date First Elected (Note 2)	Shareholding when Elected		Current Shareholding (Note 1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience ( Education )	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remark
								Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Independent Director	R.O.C.	Jang-Yang Chang	M	61~70	2024.05.28	3	2022.06.17	-	-	-	-	-	-	-	-	Education: Bachelor of Medicine, National Defense Medical Center, Taipei, Taiwan Experience: 1.President of Taipei Cancer Center 2.Distinguished Investigator and Director of Institute of Biotechnology and Pharmaceutical Research, NHRI 3.Executive Vice President, Professor Emeritus, National Cheng Kung University 4.Professor and Dean, College of Medicine, National Cheng Kung University 5.Director of National Institute of Cancer Research, NHRI 6.Secretary General, Taiwan Oncology Society 7.Chief of Medical Oncology, Tri-Service General Hospital, National Defense Medical Center 8.Visiting scholar at the Department of Pharmacology, School of Medicine, Yale University of the U.S 9.Fellow, 1st Medical oncology training program, Institute of Biomedical Sciences, Academia Sinica	(Note 10)	-	-	-	-
Independent Director	R.O.C.	Lai-Shou Su	M	61~70	2024.05.28	3	2021.08.13	-	-	-	-	-	-	-	-	Education: M.B.A. of University of North Texas, U.S.A. Experience: Executive Secretary, Deputy Executive Secretary, Director, Researcher of National Development Fund	(Note 10)	-	-	-	-

Note 1: Amount of shares held and Percentage of shares held as of 2026.03.31

Note 2: Disruption for first term as the company's Director: None

Note 3: Uni-President Enterprises Corp. Representative

Note 4: Kao Chyuan Inv. Co., Ltd. Representative

Note 5: Tainan Spinning Co., Ltd. Representative

Note 6: President International Development Corp. Representative

Note 7: National Development Fund, Executive Yuan Representative

Note 8: Taiwan Sugar Corporation Representative

Note 9: If the Directors of Company have held any position in the Chartered Accounting firm or its affiliates: None

Note 10: Current position with other company, please refer to next page.

Note 11: Given the company's operating need, the chairman also serves as the chief strategic officer, responsible for formulating the strategies for the business group's operation and resources integration, different from the duties of president which focus on corporate management.

Note 10 : Current position with other company

Name	Current Position with Other Company
Chih-Hsien Lo	<p><b>Chairman of :</b>            Uni-President Enterprises Corp., President Natural Industrial Corp., Uni-Prosperty Lifestyle Corp., Ton Yi Industrial Corp., Ttet Union Corp., Prince Housing &amp; Development Corp., President Packaging Industrial Corp., Woongjin Foods Co., Ltd., Daeyoung Foods Co., Ltd., President International Development Corp., Uni-President China Holdings Ltd., Changjiagang President Nisshin Food Co., Ltd., ScinoPharm Taiwan, Ltd., Uni-President (Philippines) Corp., Uni-President (Thailand) Ltd., Uni-President (Vietnam) Co., Ltd., Uni-President Enterprises (China) Investment Co., Ltd., President Chain Store Corp., Uni-President Cold-Chain Corp., Presco Netmarketing, Inc., Uni-President Dream Parks Co., President Century Corp., President Property Corp., Nanlien International Corp., Tone Sang Construction Corp. Prince Real Estate Co., Times Square International Holding Co., Times Square International Hotel Co., Times Square International Stays Co., Uni-President Express Corp. Cheng-Shi Investment Holding Co.</p> <p><b>Vice Chairman of :</b> President Nisshin Corp.</p> <p><b>Director of :</b>            Uni-Wonder Corp., Uni-President Organics Corp., Uni-President Glass Industrial Co., Ltd., Cayman President Holdings Ltd., Kai Yu (BVI) Investment Co., Ltd., President Fair Development Corp., Uni-President Southeast Asia Holdings Ltd., Uni-President Asia Holdings Ltd., Uni-President Hong Kong Holdings Ltd., Champ Green Capital Co., Ltd., Champ Green (Shanghai) Consulting Co., Ltd., Uni-President Enterprises (Guangzhou) Co., Ltd., Uni-President Enterprises (Fuzhou) Co., Ltd., Uni-President Enterprises (Xinjiang) Food Co., Ltd., Uni-President Enterprises (Wuhan) Food Co., Ltd., Uni-President Enterprises (Kunshan) Food Co., Ltd., Uni-President Enterprises (Chengdu) Food Co., Ltd. \ Uni-President Enterprises (Shenyang) Co., Ltd., Uni-President Enterprises (Harbin) Co., Ltd., Uni-President Enterprises (Hefei) Co., Ltd., Uni-President Enterprises (Zhengzhou) Co., Ltd., Uni-President Enterprises (Beijing) Drink Co., Ltd., Uni-President Enterprises (Kunshan) Food Technology Co., Ltd., Uni-President Enterprises (Nanchang) Co., Ltd., Uni-President (Shanghai) Trading Co., Ltd., Uni-President Enterprises (Kunming) Food Co., Ltd., Uni-Yantai Tongli Beverage Industries Co., Ltd., Uni-President Enterprises (Changsha) Co., Ltd., Uni-President (Bama) Mineral Water Co., Ltd., Uni-President Enterprises (Nanning) Co., Ltd., Uni-President Enterprises (Zhanjiang) Co., Ltd., Uni-President Enterprises (Chongqing) Co., Ltd. \ Uni-President Enterprises (Taizhou) Co., Ltd., Uni-President Enterprises (Akesu) Co., Ltd., Uni-President Enterprises (Changchun) Co., Ltd., Uni-President Shanghai Management Consulting Co., Ltd, Uni-President (Shanghai) Pearly Century Co., Ltd. \ Uni-President Enterprises (Baiyin) Co., Ltd., Hainan President Enterprises Co., Ltd., Uni-President Enterprises (Guiyang) Co., Ltd., Uni-President Enterprises (Jinan) Co., Ltd., Uni-President Enterprises (Hangzhou) Co., Ltd., Uni-President Enterprises (Wuxue) Mineral Water Co., Ltd., Shijiazhuang President Enterprises Co., Ltd. \ Uni-President Enterprises (Xuzhou) Co., Ltd. \ Uni-President Enterprises (Henan) Co., Ltd., Uni-President Trading (Kunshan) Co., Ltd., Uni-President Enterprises (Shaanxi) Co., Ltd., Uni-President Enterprises (Jiangsu) Co., Ltd., Uni-President Enterprises (Changbai Mountain Jilin) Mineral Water Co., Ltd., President Enterprises(Kunshan) Real Estate Development Co., Ltd., Uni-President Enterprises (Shanghai) Co., Ltd., Uni-President Enterprises (Inner Mongolia) Co., Ltd., Uni-President Enterprises (Shanxi) Co., Ltd., Uni-President Enterprise (Hutubi) Tomato Products Technology Co., Ltd., Uni-President Enterprises (Shanghai) Drink &amp; Food Co., Ltd., Uni-President Enterprises (Tianjin) Co., Ltd., Ltd., Uni-Oao Travel Service Corp., President Packaging Holdings Ltd., Kuang Chuan Dairy Co., Ltd., Kuang Chuan Foods Ltd., President Uni-President Development Corp., President Professional Baseball Team Corp., Tait Marketing &amp; Distribution Co., Ltd., Wei Lih Food Industrial Co., Ltd., Howard Beach Resort KenTing Co., Ltd., President Chain Store (BVI) Holdings Ltd., President Chain Store (Labuan) Holdings Ltd., Retail Support International Corp., Uni-President Asset Holdings Ltd, Kao Chuan Inv. Co., Ltd.</p> <p><b>Supervisor of :</b> Infinity Holdings Ltd., Eternity Holdings Ltd., Celestial Prosperities Holdings Ltd.</p> <p><b>President of :</b> Presco Netmarketing Inc., Uni-President Express Corp.</p>
Shiow-Ling Kao	<p><b>Chairman of :</b>            Kao Chuan Inv. Co., Ltd., President Being Corp., President Fair Development Corp., Uni-President Department Store Corp., President Pharmaceutical Corp., President Drugstore Business Corp., Infinity Holdings Ltd., Eternity Holdings Ltd., Celestial Prosperities Holdings Ltd.</p> <p><b>Director of :</b>            Uni-President Enterprises Corp., President Chain Store Corp., Ton Yi Industrial Corp., Prince Housing &amp; Development Corp., ScinoPharm Taiwan, President International Development Corp., Ltd., Uni-President Development Corp., Times Square International Hotel Co., Uni-Wonder Corp., President Century Corp., Times Square International Holding Co., President Natural Industrial Corp., Uni-President Organics Corp.</p> <p><b>President of :</b> President Fair Development Corp., Kao Chyuan Inv. Corp</p>

Name	Current Position with Other Company
Chyuan-Yu Yang	<p><b>Director of :</b> ScinoPharm Taiwan, Ltd  Professor, Department of Orthopedics, Kuo General University Hospital, Honoring Superintendent, Kuo General Hospital  Professor, Department of Orthopedics, College of Medicine, National Cheng Kung University</p>
Chin-Yuan Cheng	<p><b>Director of :</b> ScinoPharm Taiwan, Ltd.</p>
Fu-Jung Lai	<p><b>Director of :</b> ScinoPharm Taiwan, Ltd.  Vice President of the President's Office of Uni-President Enterprises Corp./  Corporate Governance Officer</p>
Tsung-Pin Wu	<p><b>Chairman of :</b>  Tung –Ren Pharmaceutical Corp., Kai Nan Investment Co., Ltd.  <b>Director of :</b>  Uni-Prosperity Lifestyle Corp., Prince Housing &amp; Development Corp., Grand Bills Finance Corp., President Fair Development Corp. President International Development Corp., ScinoPharm Taiwan, Ltd. Uni-President (Vietnam) Co., Ltd., Uni-President Hong Kong Holdings Ltd., President Chain Store Corp., Kuang Chuan Dairy Co., Kuang Chuan Foods Ltd., Tung Lo Development Co., Ltd., Tone Sang Construction Corp., Prince Real Estate Co., Times Square International Holding Co., Times Square International Hotel Co., Cheng-Shi Investment Holding Co  <b>Supervisor of :</b>  President Kikkoman Inc., Woongjin Foods Co., Ltd., Daeyoung Foods Co., Ltd., Uni-President (Korea) Co. Ltd., Kunshan President Kikkoman Biotechnology Co., Ltd., President Kikkoman Zhenji Foods Co., Ltd., President Century Corp. President Professional Baseball Team Corp., Nanlien International Corp., Times Square International Stays Corp., PAYUNi Co. Ltd. Uni-President Express Corp.</p>
Po-Ming Hou	<p><b>President of :</b> Tainan Spinning Co., Ltd.(Vietnam), Tainan Textile Co., Ltd.,  <b>Chairman of :</b>  Tainan Spinning Co., Ltd., Nan-Fan Housing Development Co., Nan-Fan International Investment(Cayman), Ltd. Tainan Textile Co., Ltd.(Singapore), Yu Peng Investment Co., Ltd., Tainan Spinning Cultural and Educational Foundation., Tainan Spinning Retail &amp; Distribution Co., Ltd., New Yupeng Investment Co., Ltd. Chi Liou Investment Co. Ltd.  <b>Director of :</b>  Nantex Industry Co., Ltd., Nanfang Development Co., Ltd., Tainan Spinning Holdings (Cayman Islands) Co., Ltd., Prince Housing &amp; Development Corp., Uni-President Enterprises Corp., ScinoPharm Taiwan, Ltd., President International Development Corp., Howard Beach Resort Kenting Co. Ltd., T.Y. President Corp. (US)</p>
Jia-Horng Guo	<p><b>Vice Chairman of :</b> Taishin Securities Co., Ltd.  <b>Director of :</b> ScinoPharm Taiwan, Ltd., Accelerate Private Machine Intelligence Corp.  <b>Supervisor :</b> Standard Motor Corp., Dynasty Techwood corp., Taipei Exchange,  <b>Director of :</b> Taiwan Securities Association</p>
Chiou-Ru Shih	<p><b>Director of :</b>  SyNergy ScienTech Corp., ScinoPharm Taiwan, Ltd., Grand Bills Finance Corp., CDIB &amp; Partners Investment Holding Corp., Presiden Life Sciences Cayman Co., Ltd., Kunshan SYNergy ScienTech Co., Ltd., Androscience Corp.  <b>Vice President of :</b>  President International Development Corp.</p>
Ming-Chuan Hsieh	<p><b>Director of :</b> ScinoPharm Taiwan Ltd.,  <b>Independent Director of :</b> Uni Pharma Co., Ltd, Pharmaessentia Corp.  Professor of Chia Nan University of Pharmacy &amp; Science, Department of Hospital and Health Care Administration</p>

Name	Current Position with Other Company
Ya-Po Yang	<p><b>Director of :</b> ScinoPharm Taiwan, Ltd.  Professor of Department of Finance, National University of Kaohsiung</p>
Ling Ming Sun	<p><b>Director of :</b>  ScinoPharm Taiwan, Ltd., Haleon Co., Ltd.  CEO of Biotechnology Division, Taiwan Sugar Corp.</p>
Lewis Lee	<p><b>Independent Director of :</b>  ScinoPharm Taiwan, Ltd., Brogent Technologies Inc., All Ring Tech Co., Ltd., Poya International Co., Ltd., Xiamen Jinyuan President Securities Corp. Ltd.  Deputy Chairman, Zhi Cheng Co-Located CPA Firm  Adjunct Associate Professor, National Cheng Kung University</p>
Li-Tzong Chen	<p><b>Independent Director of :</b> ScinoPharm Taiwan, Ltd  Honored Investigator &amp; Director, National Institute of Cancer Research, National Health Research Institutes, Consultant of Taiwan NeuroEndocrine Tumor Society, Chair Professor , Internal Medicine, Kaohsiung Medical University, Emeritus Chair Professor of Institute of Biomedical Sciences, National Sun Yat-sen University, Adjunct Professor, Dept. Bio Science &amp; Tech, National Yang Ming Chiao Tung University, Adjunct Attending Physician, Department of Internal Medicine, National Cheng-Kung University Hospital, Tainan, Professor, jointly appointed, Institute of Clinical Medicine, College of Medicine, NCKU, Professor, jointly appointed, Dept. of Oncology, Clinical Medicine, NCKU, Professor, jointly appointed, Institute of Molecular Medicine, NCKU, Professor, jointly appointed, Institute of Clinical Pharmacy and Pharmaceutical Sciences, NCKU, Attending Physician, Department of gastroenterology and hematology oncology, Kaohsiung Medical University Chung-Ho Memorial Hospital, Academab Biomedical Inc. Consultant, Yungkag Chi Mei Hospital Consultant</p>
Wen-Chang Chang	<p><b>Independent Director of :</b>  ScinoPharm Taiwan, Ltd. Taiwan Aulisa Medical Devices Technologies Inc.  Pharmosa Biopharm Inc.  <b>Director of :</b>  Board of Trustees, of Graduate Institute of Medical Sciences, College of Medicine, Taipei Medical University,  Chair Professor, Graduate Institute of of Medical Sciences, College of Medicine, Taipei Medical University Emeritus Distinguished Chair, Professor of National Cheng Kung University Academician of Academia Sinica, Remuneration Committee member of Universal Cement Corporation</p>
Jang-Yang Chang	<p><b>Independent Director of :</b>  ScinoPharm Taiwan, Ltd.  Chair Professor, Taipei Medical University Hospital, Taiwan, Director, TMU Research Center of Cancer Translation Medicine, Taipei Medical University, Taipei, Taiwan, National Institute of Cancer Research</p>
Lai-Shou Su	<p><b>Independent Director of :</b> ScinoPharm Taiwan, Ltd, Synmosa Biopharma Corp.  <b>Director of :</b>  Top Pharma Medicalwares Co. Ltd., HanTech Venture Capital Corp., Chuang Yi Biotech Co. Ltd.</p>

Table I List of Major Shareholders of ScinoPharm's Institutional Shareholders

as of 2025.12.31

ScinoPharm 's Institutional Shareholders	Major Shareholders of ScinoPharm 's Institutional Shareholders (Holding Percentage)
National Development Fund, Executive Yuan	—
Uni-President Enterprises Corp.	Kao Chyuan Investment Co., Ltd. (5.00%), Yuanta/P-shares Taiwan Dividend plus ETF (3.39%), BNP Paribas's Wealth Management HK. Branch (3.02%), Cathay Life Insurance Co., Ltd. (3.01%), Po-Ming Hou (2.56%), Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF(2.50%), Po-Yu Hou (2.49%), Kao Shiow-Ling(1.64%), Labor Retirement Reserve Fund (The old Fund) (1.58%), Chunghwa Post Co. Ltd.(1.54%),
Taiwan Sugar Corporation	Ministry of Economic Affairs (86.15%), Northern Region Branch of National Property Administration under the Ministry of Finance (9.92%), First Commercial Bank (0.75%), Changhwa Commercial Bank (0.41%), Bank of Taiwan (0.36%), Taiwan Business Bank (0.30%), Hua Nan Commercial Bank (0.14%), Central Investment Holding (0.14%), Mega Bank (0.13%), Land Bank of Taiwan (0.08%), Taiwan Cooperative Bank (0.08%).
President International Development Corp.	Uni-President Enterprises Corp. (69.37%), Tainan Spinning Company (9.00%), Prince Housing & Development (6.63%), President Chain Store Corp. (3.33%), Kai Yu Investment Co., Ltd.(3.33%), Tainan Spinning Construction (3.00%), Kao Chuan Investment Corp. (1.87%), NANTEX Industry Co., Ltd. (0.67%), and Nanlien International Corp. (0.67%).
Tainan Spinning Co., Ltd.	Hou Po-Yu (7.041%), Hou Po-Yi (6.156%), Hsin Yung Hsing Investment Co., Ltd. (5.369%), Hou Po-Ming (3.993%), Hsin Fu Hsing Industrial Co., Ltd. (3.470%), Qi Liu Investment Co. Ltd. (3.018%), Chuang Ying-chih (1.343%), Chuang Ying-nan (1.286%), Chi-Hsin Ho (1.090%), Ping-Chih Wu (1.081%)
Kao Chyuan Investment Co., Ltd	Infinity Holdings Ltd. (51.11%), Eternity Holdings Ltd. (48.89%)

Table II Key members of Main Corporate Shareholders Listed in Table I

As of 2025.12.31

Names of corporate bodies	Main shareholders of corporate bodies
Cathay Life Insurance Co., Ltd.	Cathay Financial Holding Co., Ltd. (100%)
Chunghwa Post Co. Ltd.	Ministry of Transportation (100%)
Ministry of Economic Affairs	Government unit
Northern Region Branch, National Property Administration, Ministry of Finance	Government unit
First Commercial Bank	First Financial Holding (100%)
Changhwa Commercial Bank	Ministry of Finance (12.19%), Chunghwa Post Co., Ltd. (7.50%), National Development Fund, Executive Yuan (5.42%), First Commercial Bank (4.09%), Taishin Financial Holding (2.68%), Excel Chemical Corp. (2.53%), Taiwan Cooperative Bank, Ltd.(2.39%) Bank of Taiwan (1.81%), Land Bank of Taiwan (1.80%), Hua Nan Commercial Bank, Ltd. (1.40%)
Bank of Taiwan	Taiwan Financial Holdings (100%)

Names of corporate bodies	Main shareholders of corporate bodies
Taiwan Business Bank	Bank of Taiwan (16.21%), National Development Fund, Executive Yuan (5.87%), Land Bank of Taiwan (2.29%), Ministry of Finance (2.08%), Taiwan Business Bank Trust Account for Employee Stock Ownership of Taiwan Business Bank (1.08%), Standard Chartered Business Department in custody for Vanguard Total International Stock Index Fund, a Series of Vanguard Star Funds (1.04%), Total Standard Chartered Business Department in custody for Vanguard Total Stock Index Fund a series of Vanguard Star Funds (0.96%), New Labor Pension Fund (0.86%), Deutsche Bank Taipei Branch in custody for iShare Core MSCI Emerging Markets ETF (0.76%), Norges Bank (0.72%),
Hua Nan Commercial Bank	Hua Nan Financial Holdings (100%)
Central Investment Holding	KMT (100%)
Mega Bank	Mega Holdings (100%).
Land Bank of Taiwan	Ministry of Finance (100%)
Taiwan Cooperative Bank	Taiwan Cooperative Holdings Co., Ltd. (100%)
Infinity Holdings Ltd.	Shiow-ling Kao (55.91%), Chih-Hsien Lo (20.27%), Han-Di Kao (1.84%), Chi-Yi Kao (1.84%), Hsi-Ai Lo (1.84%), Klassical Celestuality Holding LTD.(18.3%)
Eternity Holdings Ltd.	Shiow-ling Kao(70.77%), Chih-Hsien Lo (21.18%),Han-Di Kao (0.84%),Chi-Yi Kao (0.49%),Hsi-Ai Lo (1.01%), Klassical Celestuality Holding Ltd.(5.71%)
Prince Housing & Development Corp.	Uni-President Enterprises Corp. (10.025%), Tai Po Investment Co., Ltd. (7.19%), Kao Chuan Investment (4.217%), Tainan Spinning Construction (3.556%), President International Development Corp., (3.355%), Rui xing International Investment Co., Ltd. (2.931%), Tseng Chao-mei Wu (2.646%), Universal Cement Corp. (2.627%), Universal Cement Investment Corp. (2.502%), San Shing Spinning Co., Ltd. (1.486%)
President Chain Store Corp	Uni-President Enterprises Corp.(45.40%), Yuanta Taiwan High Dividend Low Volatility ETF (4.13%), PCSC Employee Benefits Trust account in the custody of China Trust Commercial Bank(2.55%), Labor Pension Fund(New Scheme)(1.97%), Chunghwa Post Co., Ltd(1.53%), Labor Pension Fund(old Scheme)(1.41%), Government of Singapore (1.40%), Cathay Life Insurance(1.36%), Labor Insurance Fund(1.35%), Fubon Life Insurance Fund(1.08%)
Tainan Spinning Construction Corp.	Tainan Spinning Co. (99.99%)
Hsin Yung Hsing Investment Co., Ltd.	Po-Yu Hou(49.66%), Po-Ming Hou (49.51%),Chin-Hua Ho(0.62%), Hou Hsing Overseas Company(0.21%)
Hsin Fu Hsing Investment Co., Ltd.	Bo-yi Hou (96.37%), Chin-Chien Hou Su (3.00%), Chih-Sheng Hou (0.33%), Chih-Yuan Hou (0.30%),
Qi Liu Investment Co., Ltd.	Po-Ming Hou (99.94%), Yi-Chen Chang (0.06%)

### 2.1.1.2 Professional qualifications and independence analysis of Directors and Independent Directors

Criteria Name	Professional qualifications (Note 1) and Experiences	Independence Analysis	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Chih-Hsien Lo	Current Position: Chairman of Uni-President Enterprises Corp. Education: MBA, U.C.L.A, U.S.A. Experience: President of Uni-President Enterprises. Corp. not in contravention of Article 30 of the Company Act	As the statement of Independence of the board of Directors	-
Chin-Yuan Cheng	Current Position: Director, Purchasing Division, Uni-President Enterprises Corp Education: Ph.D., Chemical and Biomolecular Engineering Department, The Ohio State University U.S.A. Experience: Director, Dairy Products Development Division, Uni-President Enterprises Corp. not in contravention of Article 30 of the Company Act		-
Tsung-Pin Wu	Current Position: Chief Accounting Officer of Uni-President Enterprises Corp. Education: Accounting, Chung Yuan Christian University Experience: Financial Planning Division Manager (Accounting Supervisor), Uni-President Enterprises Corp. not in contravention of Article 30 of the Company Act		-
Jia Horng Guo	Current Position: Vice Chairman of Taishin Securities Co., Ltd Education: Master of Finance, University of Illinois, Experience: Director of Taishin Securities Co., Ltd. not in contravention of Article 30 of the Company Act		-
Chyun-Yu Yang	Current Position: Honoring Superintendent, Kuo General Hospital and Professor, Department of Orthopedics, Kuo General University Hospital Education: Bachelor of Medicine, National Taiwan University Experience: Professor, Associate Professor, Instructor, Department of Orthopedics, College of Medicine, National Cheng Kung University, Taiwan. not in contravention of Article 30 of the Company Act		-
Fu-Jung Lai	Current Position: Vice President of the President's Office of Uni-President Enterprises Corp./Corporate Governance Officer Education: MBA, Kun Shan Univ., R.O.C. Experience: Director of Uni-President Social Welfare Charity Foundation not in contravention of Article 30 of the Company Act		-
Shiow-Ling Kao	Current Position: Chairman of Kao Chyuan Inv. Co., Ltd. Education: Marymount College, University of Southern California Experience: Chairman of President Fair Development Corp. not in contravention of Article 30 of the Company Act		-
Po-Ming Hou	Current Position: Chairman of Tainan Spinning Co., Ltd Education: Chinese Culture Univ., R.O.C Experience: Chairman and President of Tainan Spinning Co., Ltd. not in contravention of Article 30 of the Company Act		-
Chiou-Ru Shih	Current Position: Vice General Manager, President International Development Corp., Education: MA in Economics, University of Hawaii Experience: Vice President of President International Development Corp. not in contravention of Article 30 of the Company Act		-
Ming-Chuan Hsieh	Current Position: Assistant Professor of Chia Nan University of Pharmacy & Science Education: Master of Health Services Administration, China Medical University Experience: Executive supervisor, Taiwan Health & Wellness Counseling Association not in contravention of Article 30 of the Company Act		2
Ya-Po Yang	Current Position: Professor of Department of Finance, National University of Kaohsiung Education: Ph.D. in Economics, Department of Economics National Taiwan University Experience: Professor and Chairperson of Institute of International Business, College of Business, Southern Taiwan University of Science and Technology not in contravention of Article 30 of the Company Act		-
Ling Ming Sun	Current Position: CEO of Biotechnology Division, Taiwan Sugar Corporation Education: Master, Institute of Agricultural Chemistry, National Taiwan University Experience: Engineer, R&D Director, Biotechnology Factory Director, and Deputy CEO of Biotechnology Division, Taiwan Sugar Corporation not in contravention of Article 30 of the Company Act		-

Criteria Name	Professional qualifications (Note 1) and Experiences	Independence Analysis	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Li-Tzong Chen	<p>Current Position:</p> <ol style="list-style-type: none"> <li>Honored Investigator, National Institute of Cancer Research, National Health Research Institutes</li> <li>Consultant of Taiwan NeuroEndocrine Tumor Society</li> <li>Chair Professor, Internal Medicine, Kaohsiung Medical University</li> <li>Emeritus Chair Professor of Institute of Biomedical Sciences, National Sun Yat-sen University,</li> <li>Adjunct Professor, Dept. Bio Science &amp; Tech, National Yang Ming Chiao Tung University,</li> <li>Adjunct Attending Physician, Department of Internal Medicine, National Cheng-Kung University Hospital, Tainan,</li> <li>Professor, jointly appointed, Institute of Clinical Medicine, College of Medicine, NCKU,</li> <li>Professor, jointly appointed, Dept. of Oncology, Clinical, Medicine, NCKU,</li> <li>Professor, jointly appointed, Institute of Molecular Medicine, NCKU,</li> <li>Professor, jointly appointed, Institute of Clinical Pharmacy and Pharmaceutical Sciences, NCKU,</li> <li>Attending Physician, Department of gastroenterology and hematology oncology, Kaohsiung Medical University Chung-Ho Memorial Hospital</li> <li>Academab Biomedical Inc. Consultant</li> <li>Yongkang Chi Mei Hospital Consultant</li> </ol> <p>Education: Ph.D. Kaohsiung Medical University Graduate Institute of Clinical Medicine</p> <p>Experience:</p> <ol style="list-style-type: none"> <li>Research Vice Superintendent, Kaohsiung Medical University Chung-Ho Memorial Hospital</li> <li>Director, Cancer Center of Kaohsiung Medical University Chung-Ho Memorial Hospital</li> <li>Executive Director, President of Taiwan Oncology Society</li> <li>Acting Supervisor of the Gastroenterological Society of Taiwan</li> <li>Chair, Deputy Chair of National Institute of Cancer Research, National Health Research Institutes</li> <li>Adjunct Professor, College of Medical Science and Technology, Taipei Medical University</li> <li>Acting Director of Taiwan Pancreas Society</li> <li>R&amp;D consultant of Pharma Engine Inc.</li> </ol>	<ol style="list-style-type: none"> <li>Independent Director and his/her spouse or direct blood relative of second degree not Director, supervisor or employee of the Company or any of its affiliates</li> <li>Independent Director and his/her spouse or direct blood relative of second degree (or shares held under others' names) not a shareholder of the Company.</li> <li>Independent Director is not a Director, supervisor or employee of a specific company or institution with which the Company has financial or business dealings.</li> <li>Independent Director is not a professional who provides commercial, legal, financial, accounting, or related services to the Company.</li> <li>Independent Director is not a professional who provides auditing to the Company or its affiliates or with a total remuneration of more than NT\$500,000 in commercial, legal, financial, accounting, or related services in the past two years from the Company.</li> </ol>	-
Wen-Chang Chang	<p>Current Position:</p> <ol style="list-style-type: none"> <li>Director, Board of Trustees, of Graduate Institute of Medical Sciences, College of Medicine, Taipei Medical University,</li> <li>Chair Professor, Graduate Institute of Medical Sciences, College of Medicine, Taipei Medical University.</li> <li>Emeritus Distinguished Chair, Professor of National Cheng Kung University.</li> <li>Academician of Academia Sinica.</li> <li>Compensation Committee member of Universal Cement Corporation.</li> <li>Independent Director of Taiwan Aulisa Medical Devices Technologies Inc.,</li> <li>Independent Director of Pharmosa Biopharm Inc.</li> </ol> <p>Education: Ph.D. Physiological Chemistry, University of Tokyo, Faculty of Pharmaceutical Sciences, Tokyo, Japan</p> <p>Experience:</p> <ol style="list-style-type: none"> <li>Vice Chairman, Institute for Biotechnology and Medicine Industry</li> <li>Deputy Minister, National Science Council - General Director, Department of Life Sciences, National Science Council, Taiwan</li> <li>National Cheng Kung University, Tainan, Taiwan : Professor, Department of Pharmacology, College of Medicine - Director, Department of Pharmacology - Chairman, Institute of Basic Medical Sciences, - Associate Dean, College of Medicine - University Chair Professor - Director, Center for Biosciences and Biotechnology - Dean, College of Bioscience and Biotechnology - Distinguished Chair Professor - Emeritus Distinguished Chair Professor</li> <li>Chairman, Board of Trustees, of Graduate Institute of Medical Sciences, College of Medicine, Taipei Medical University</li> </ol>	<ol style="list-style-type: none"> <li>Independent Director and his/her spouse or direct blood relative of second degree not Director, supervisor or employee of the Company or any of its affiliates</li> <li>Independent Director and his/her spouse or direct blood relative of second degree (or shares held under others' names) not a shareholder of the Company.</li> <li>Independent Director is not a Director, supervisor or employee of a specific company or institution with which the Company has financial or business dealings.</li> <li>Independent Director is not a professional who provides commercial, legal, financial, accounting, or related services to the Company.</li> <li>Independent Director is not a professional who provides auditing to the Company or its affiliates or with a total remuneration of more than NT\$500,000 in commercial, legal, financial, accounting, or related services in the past two years from the Company.</li> </ol>	2

Criteria Name	Professional qualifications (Note 1) and Experiences	Independence Analysis	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Lewis Lee	<p>Current Position :</p> <ol style="list-style-type: none"> <li>Deputy Chairman, Zhi Cheng Co-Located CPA Firm</li> <li>Adjunct Associate Professor, National Cheng Kung University</li> <li>Independent Director, Brogent Technologies Inc.</li> <li>Independent Director, All Ring Tech Co., Ltd.</li> <li>Independent Director, Poya International Co., Ltd.</li> <li>Independent Director, Xiamen Jinyuan President Securities Corp. Ltd.</li> </ol> <p>Education: Master of Commerce, Department of Accounting, National Chengchi University</p> <p>Experience: Deputy Chairman of PwC Taiwan</p>	<ol style="list-style-type: none"> <li>Independent Director and his/her spouse or direct blood relative of second degree not Director, supervisor or employee of the Company or any of its affiliates</li> <li>Independent Director and his/her spouse or direct blood relative of second degree (or shares held under others' names) not a shareholder of the Company.</li> <li>Independent Director is not a Director, supervisor or employee of a specific company or institution with which the Company has financial or business dealings.</li> <li>Independent Director is not a professional who provides commercial, legal, financial, accounting, or related services to the Company.</li> <li>Independent Director is not a professional who provides auditing to the Company or its affiliates or with a total remuneration of more than NT\$500,000 in commercial, legal, financial, accounting, or related services in the past two years from the Company.</li> </ol>	3
Jang-Yang Chang	<p>Current Position:</p> <ol style="list-style-type: none"> <li>Chair Professor, Taipei Medical University Hospital, Taiwan</li> <li>Director, TMU Research Center of Cancer Translation Medicine, Taipei Medical University, Taipei, Taiwan</li> </ol> <p>Education: Bachelor of Medicine, National Defense Medical Center, Taipei, Taiwan</p> <p>Experience:</p> <ol style="list-style-type: none"> <li>President of Taipei Cancer Center</li> <li>Distinguished Investigator and Director of Institute of Biotechnology and Pharmaceutical Research, NHRI</li> <li>Executive Vice President, Professor Emeritus, National Cheng Kung University</li> <li>Professor and Dean, College of Medicine, National Cheng Kung University</li> <li>Director of National Institute of Cancer Research, NHRI</li> <li>Secretary General, Taiwan Oncology Society</li> <li>Chief of Medical Oncology, Tri-Service General Hospital.</li> <li>Visiting scholar at the Department of Pharmacology, School of Medicine, Yale University of the U.S.</li> <li>Fellow, 1<sup>st</sup> Medical oncology training program, Institute of Biomedical Sciences, Academia Sinica</li> </ol>	<ol style="list-style-type: none"> <li>Independent Director and his/her spouse or direct blood relative of second degree not Director, supervisor or employee of the Company or any of its affiliates</li> <li>Independent Director and his/her spouse or direct blood relative of second degree (or shares held under others' names) not a shareholder of the Company.</li> <li>Independent Director is not a Director, supervisor or employee of a specific company or institution with which the Company has financial or business dealings.</li> <li>Independent Director is not a professional who provides commercial, legal, financial, accounting, or related services to the Company.</li> <li>Independent Director is not a professional who provides auditing to the Company or its affiliates or with a total remuneration of more than NT\$500,000 in commercial, legal, financial, accounting, or related services in the past two years from the Company.</li> </ol>	-
Lai-Shou Su	<p>Current Position:</p> <ol style="list-style-type: none"> <li>Director of Chuang Yi Biotech Co. Ltd.</li> <li>Director of Top Pharma Medicalward Co., Ltd.</li> <li>Director of HanTech Venture Capita Corp.</li> <li>Independent Director of Synmosa Biopharma Corp.</li> </ol> <p>Education: M.B.A. of University of North Texas, U.S.A.</p> <p>Experience: Executive Secretary, Deputy Executive Secretary, Director, Researcher of National Development Fund.</p>	<ol style="list-style-type: none"> <li>Independent Director and his/her spouse or direct blood relative of second degree not Director, supervisor or employee of the Company or any of its affiliates</li> <li>Independent Director and his/her spouse or direct blood relative of second degree (or shares held under others' names) not a shareholder of the Company.</li> <li>Independent Director is not a Director, supervisor or employee of a specific company or institution with which the Company has financial or business dealings.</li> <li>Independent Director is not a professional who provides commercial, legal, financial, accounting or related services to the Company.</li> <li>Independent Director is not a professional who provides auditing to the Company or its affiliates or with a total remuneration of more than NT\$500,000 in commercial, legal, financial, accounting, or related services in the past two years from the Company.</li> </ol>	1

### 2.1.1.3 Diversification of the membership of board of Directors

- (1) The company has formulated the policy and concrete management goal on the diversification of the membership of the board of Directors:

The company's "corporate governance best practice principles" and "Rules of Governing election of Directors" both specify that diversification should be taken into account in the composition of the board of Directors, according to which in addition to the number of Directors doubling as the company's managers should not exceeds one third of the total seats and the number of Directors without spouse or relative within second kinship also serving as Director should exceed one half of the total, the company should formulate diversification guidelines, in line with its operation, business type, and development need, covering, but not limited to, standards in the following two major aspects:

- 1). basic conditions and value: gender, age, etc.;
  - 2). professional knowledge and skills.
- (2) According to the diversification guideline, in addition to the goal of reserving at least two seats for females, the professional backgrounds and expertise of Directors should span different fields and features, including operation and management, leadership and decision making, commerce and economy, finance and accounting, R&D, industrial experience, international market perspective, which are supplementary in nature, so as to strengthen the company's operation and attain the goal of sound corporate governance.
- (3) Status in materialization of the diversification guideline:
- 1) Basic conditions and value:
    - a. The Company's board of Directors consists of 17 Directors, including 5 Independent Directors representing 29% of the board, The Company's Articles of Incorporation stipulate that the continuous tenure of Independent Director shall not exceed three terms. The Company has 5 Independent Directors. The continuous tenure of all Independent Directors has not exceeded three consecutive terms.
    - b. The current board consists of 14 male Directors and 3 female Directors, with male and female Directors accounting for 82% and 18% respectively. Due to the difficulty in recruiting qualified professionals with expertise in the biotechnology and healthcare management field, the proportion of Directors of a single gender has not reached one-third of the total number of Directors. However, the Company is already aware of the relevant regulations regarding gender diversity on the Board of Directors. Therefore, to enhance gender diversity on the Board and move towards "sustainable development," the Company will expand the scope of selection during the Director nomination process in the future and actively seek female Director candidates with diverse backgrounds to achieve the goal gradually.
  - 2) Professional knowledge and skills
    - a. Members of the current board of Directors generally possess knowledge and skills for undertaking their duties, spanning business judgment, operation and management, industrial experience, R&D, and leadership and decision making, on top of abundant international perspective.
    - b. They are experts, scholars, and industrial specialists with diverse backgrounds spanning business management, finance and accounting, money, commerce, economics, medicine, pharmaceuticals, and chemical, with Independent Directors all being prominent scholars and experts in their fields, including Director of medical university and member of Academia Sinica, distinguished research fellow at Institute of Cancer Research, National Health Research Institute, Chair Professor of Medical University, Executive Director of Taiwan Oncology Society, Resident Physician of hospital and deputy Director of accounting firm is also associate professor in university and Directors in other Industries. It is evident that Directors and Independent Directors have diverse and supplementary professional backgrounds, conforming to the diversification guidelines and facilitating enhancement of the company's business performance and management efficiency.

### 2.1.1.4. Independence of the board of Directors

- (1) Not in contravention of Article 30 of the Company Act, except chairman Chih-Hsien Lo and his spouse Director Shioh-Ling Kao(2 Directors), the other 15 Directors are not in contravention of item 3 and item 3&4 of article 26-3 of the Securities and Exchange Act.
- (2) All the Independent Directors conform to the regulations on Independent Directors formulated by the Financial Supervisory Commission, with the status of their independence as follows:

Name of Independent Directors	Assumption of such positions as the Director, supervisor, or employee of the company or affiliates by himself/herself, spouse, and relative within second kinship	The number and percentage of shares owned by himself/herself, spouse, and relative within second kinship (on in the name of others)	Assumption or not of such positions as the Director, supervisor, or employee of some company with special relationship with the company.	Obtaining of compensations for provision of such services as commerce, legal affairs, financial affairs, and accounting to the company or its affiliates in recent two years
Wen-Chang Chang	No	None	No	None
Li-Tzong Chen	No	None	No	None
Lewis Lee	No	None	No	None
Jang-Yang Chang	No	None	No	None
Lai-Shou Su	No	None	No	None

Note 1: Diversification and professional skills of the Individual member of board of Directors

Name	Basic information					Professional ability											
	Nationality	Gender	Age group			The tenure of Independent Directors shall not exceed three terms	Professional background	Ability to make professional judgement	Ability to conduct management administration	Commerce and Economics	Ability to perform accounting and financial analysis	Knowledge of the industry	Professional R&D	An International market Prospect	Ability to lead	Ability to make policy decisions	Ability to manage risk
			51~60	61~70	71~80												
Chih-Hsien Lo	R.O.C.	M		✓		Business Administration	✓	✓	✓	✓	✓		✓	✓	✓	✓	
Tsung-Pin Wu	R.O.C.	M		✓		Finance & accounting	✓	✓	✓	✓	✓		✓	✓	✓	✓	
Jia-Hong Guo	R.O.C.	M		✓		Finance & Banking	✓	✓	✓	✓	✓		✓	✓	✓	✓	
Chyun-Yu Yang	R.O.C.	M			✓	Medicine	✓	✓			✓	✓		✓	✓	✓	
Fu-Jung Lai	R.O.C.	M	✓			Business Administration	✓				✓			✓		✓	
Chin-Yuan Cheng	R.O.C.	M		✓		Biochemical Engineering	✓	✓			✓	✓	✓	✓	✓	✓	
Po-Ming Hou	R.O.C.	M		✓		Tourist management	✓	✓	✓	✓	✓		✓	✓	✓	✓	
Shiow-Ling Kao	R.O.C.	F		✓		Business	✓	✓	✓		✓		✓	✓	✓	✓	
Ming-Chuan Hsieh	R.O.C.	F		✓		Medical Matters Management	✓	✓	✓	✓	✓		✓	✓	✓	✓	
Ya-Po Yang	R.O.C.	M		✓		Economics	✓	✓	✓				✓	✓	✓	✓	
Chiou-Ru Shih	R.O.C.	F	✓			Economics	✓	✓	✓	✓	✓		✓	✓	✓	✓	
Ling Ming Sun	R.O.C.	M		✓		Agro-chemical	✓	✓	✓		✓			✓	✓	✓	
Wen-Chang Chang	R.O.C.	M			✓	Pharmacy	✓	✓			✓	✓	✓	✓	✓	✓	
Li-Tzong Chen	R.O.C.	M		✓	✓	Clinical Medicine	✓	✓			✓	✓	✓	✓	✓	✓	
Lewis Lee	R.O.C.	M		✓	✓	Certified Public Accountant	✓	✓	✓	✓	✓		✓	✓	✓	✓	
Jang-Yang Chang	R.O.C.	M		✓	✓	Medicine	✓	✓			✓	✓		✓	✓	✓	
Lai-Shou Su	R.O.C.	M		✓	✓	Business Administration	✓	✓	✓	✓				✓		✓	

## 2.1.2 Information of Management Team

As of 2025.12.31 Unit : Shares : %

Title	Nationality	Name	Gender	Date Effective	Shareholding (Note1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remark (Note 2)
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
General Chief Strategy Officer	R.O.C.	Chih-Hsien Lo	M	2017.08.18	-	-	-	-	-	-	Education: MBA U.C.LA, U.S.A. Experience: Executive Vice President, President of Uni-President Enterprises. Corp.	Chairman of : Uni-President Enterprises Corp. President Chain Store Corp. Ton Yi Industrial Corp, TTET Union Corp., Prince Housing & development Corp., Uni-President China Holdings Ltd. · President Enterprises (China) Investment Co., Ltd., President Development Corp. Uni-Prosperty Lifestyle Corp. (Please refer to Page 11 for more details)	-	-	-	-
President & CEO	R.O.C.	Li-An Lu	F	2018.08.01	-	-	-	-	-	-	Education: Bachelor, Dept. of Agricultural Economics, National Taiwan University · Master, University of Business Administration Institute Financial Management, National Sun Yat-Sen University Work Experience: Vice President of IBT Securities Co. Ltd., Assistant Manager of Taiwan International Securities Corporation, Division Head of Treasury Division, Uni-President Enterprises Corp., Director of President Transnet Corp., President Collect Service Corp. and President Securities Corp. Supervisor of Tong Kuan Enterprise Co., Ltd., Vice President Administration at ScinoPhram	Director of: President Securities Corp., president Transnet Corp. Handa Pharmaceuticals, Inc. Director of : SciAnda Shanghai Biochemical Technology Ltd. Scianda (Changshu) Pharmaceuticals, Ltd. ScinoPharm Singapore Pte Ltd.	-	-	-	-

Title	Nationality	Name	Gender	Date Effective	Shareholding (Note1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remark (Note 2)
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Vice President Of Marketing & Sales and Operations	R.O.C.	Ling-Hsiao Lien	M	2011.01.03	-	-	-	-	-	-	Education: Bachelor & Master in Chemical Engineering, National Cheng Kung University Work Experience: Researcher, Kao (Taiwan) Corp.; Quality assurance engineer at ASE Group; researcher, production procedure research manager, senior manager, production procedure technology senior Manager, Director of Production Procedure Technology & Small Batch Production Division, Vice President Operation, Marketing and Sales at ScinoPharm,.	Director of: SciAnda(Changshu) Pharmaceuticals, Ltd. \ SciAnda Shanghai Biochemical Technology, Ltd.	-	-	-	-
Vice President Of Quality Management	R.O.C.	Katy Cheng	F	2019.03.25	-	-	-	-	-	-	Education: Kaohsiung Medical University Pharmacy, National Chiao Tung University MBA Work Experience: Alvogen Quality VP, Pfizer INJ Plant Manager, Pfizer QO Director, Synmorsa Plant Manager, J&J QA Manager, Novartis Quality Manager	NA	-	-	-	-
Vice President of R&D CSO	R.O.C.	Li-Chiao Chang	F	2007.11.19	8	0.000%	-	-	-	-	Education: Ph. D in Chemistry, National Taiwan University Work Experience: Senior researcher, quality control Director, senior analysis and research manager, senior Director of pharmaceutical preparation & peptide products development, Senior Director of Injection Business at ScinoPharm.	Director of: SciAnda(Changshu) Pharmaceuticals, Ltd. \ SciAnda Shanghai Biochemical Technology, Ltd.	-	-	-	-

Title	Nationality	Name	Gender	Date Effective	Shareholding (Note1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remark (Note 2)
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Senior Director, API Business & Product Portfolio Management	R.O.C.	Yu-Fen Hung	F	2010.09.15	102,194	0.013%	-	-	-	-	Education: PhD in Chemistry, Stanford University, USA Work Experience : Research Scientist, Roche Palo Alto. Chief Researcher, Manager, Senior Manager, Director of R&D, Senior Director of Product Portfolio at ScinoPharm	NA	-	-	-	-
Accounting Officer and Deputy Spokesperson, F&A	R.O.C	Yao-Hui Wang (Note 3)	M	2025.07.-1	154	0.000%	-	-	-	-	Education: Bachelor of department, Accounting college of Business, Feng Chia University Work Experience: Senior Associate of PricewaterhouseCoopers, Taiwan Senior Manager, Accounting Department, ScinoPhrm Taiwan, Ltd.	Director of: ScinoPharm Singapore Pte, Ltd.	-	-	-	-
Finance Officer & Corporate Governance officer, F&A	R.O.C	Yung-Chih Tsai (Note 4)	M	2025.07.01	-	-	-	-	-	-	Education: Master of Accounting, National Changhua University of Education Work Experience: Manager of auditing at PricewaterhouseCoopers, Senior manager of ADM & FIN at SciAnda(Changshu) Pharmaceuticals, Ltd. Manager of Financial Planning at ScinoPharm	Supervisor of: SciAnda Shanghai Biochemical Technology, Ltd.	-	-	-	-

Title	Nationality	Name	Gender	Date Effective	Shareholding (Note1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remark (Note 2)
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Senior Director of F&A and Deputy Spokesperson	R.O.C.	Chih-Hui Lin (Note 5)	F	2010.06.01	-	-	-	-	-	-	Education: Accounting, Chung Yuan Christian University ; Executive Master of Business Administration of National Cheng Kung University Work Experience: Manager of finance and accounting at Airmate (Cayman) International Co Ltd.; Accounting manager, Senior accounting manager, Senior Director Finance at ScinoPharm.	Director of: ScinoPharm Singapore Pte Ltd. Supervisor of: SciAnda (Changshu) Pharmaceuticals, Ltd. ; SciAnda Shanghai Biochemical Technology, Ltd	-	-	-	-
Director of Audit Office	R.O.C.	Ivan Hsu	M	2021.11.05	-	-	-	-	-	-	Education: Department of Accounting Technology ,Shih Chien University Work Experience: Auditor General of Airmate (Cayman) International Co. Limited	Supervisor of: SciAnda (Changshu) Pharmaceuticals, Ltd.	-	-	-	-
Director of Injectable Production	R.O.C	Yu-Wei Shen	M	2019.04.01	60,000	0.008%	35,000	0.004%	-	-	Education: National Central University Chemical Engineering Bachelor, National Taiwan University Chemical Engineering Master Work Experience: Food Industry Research and Development Institute Associate researcher, Process Technology Department Supervisor, Production Supervisor, Manager, Process Technology Department Manager, Senior Manager, Director of Production Support at ScinoPharm	NA	-	-	-	-
Director of Procurement	R.O.C	Chi-Ching Lin	M	2020.02.01	33,512	0.004%	106,619	0.013%	-	-	Education : Hong Kong Polytechnic University, PhD. Work Experience: RD researcher, Production & Material Management Manager	NA	-	-	-	-

Title	Nationality	Name	Gender	Date Effective	Shareholding (Note1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remark (Note 2)
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director of Analytical R&D	R.O.C	Shih-Hao Yan	M	2020.03.30	-	-	-	-	-	-	Education : Master of Chemistry, National Taiwan University, PhD of Chemistry, National Taiwan University Work Experience: QA & R&D Manager, Seven Star Pharmaceutical, Corporate Analytical Services Director, TWI Pharmaceutical, Quality Head, Visum Pharmaceutical Quality Unit Head/Analytical Research Director, Bright Future Pharmaceutical	NA	-	-	-	-
Director of Quality Control	R.O.C.	Bin Liu	M	2021.04.01	5,922	0.001%	-	-	-	-	Education: Bachelor in Chemistry, Kaohsiung Medical College, Master in Chemistry, National Sun-Yet San University Work Experience: Analytical Research & Development researcher, supervisor and manager; Quality Control senior manager and Director at ScinoPharm	NA	-	-	-	-
Director of Pharmaceutical Development	R.O.C.	Chia Chen Chen	F	2021.04.01	4,326	0.001%	-	-	-	-	Education: Ph.D. (Biochemistry & Molecular Genetics) University of Illinois at Chicago Work Experience: Research Scientist in Dept. of Biotechnology, Research Scientist, Supervisor, Manager, Senior Manager and Director in Dept. of Pharmaceutical development at ScinoPharm	NA	-	-	-	-

Title	Nationality	Name	Gender	Date Effective	Shareholding (Note1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remark (Note 2)
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director (SA & CDMO)	R.O.C	Johnson Kuo	M	2022.04.01	-	-	-	-	-	-	Education: Simon Fraser University, Bachelor of Molecular Biology; University of Phoenix, Master of Business Administration Work Experience: Mycenax Biotech Inc. Business Development Director; Senior Manager, Director of Business Development, at ScinoPharm	NA	-	-	-	-
Director of Regulatory Technical Service	R.O.C	Sray Wen	M	2022.04.01	-	-	-	-	-	-	Education: Botany, National Taiwan University Master of Science, Institute of Molecular Medicine, National Taiwan University Work Experience: Supervisor, manager and senior manager of regulatory technical services at Scinopharm	NA	-	-	-	-
Director of Injectable Technical Services	R.O.C	Jing Yi Wang (Note 6)	F	2022.10.01	87,181	0.011%	-	-	-	-	Education: Master in Chemical Engineering, National Cheng Kung University Work Experience: Sr. Manager (Injectable POM), Sr. Manager (Sales & Marketing), Engineer (Process Technology), Researcher, Director of Injectable Technical Services at ScinoPharm	NA	-	-	-	-

Title	Nationality	Name	Gender	Date Effective	Shareholding (Note1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remark (Note 2)
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director of Injectable Technical Services	R.O.C	Hui-Chun Chen	F	2022.10.01	10,000	0.001%	-	-	-	-	Education: Master in Chemical Engineering, National Cheng Kung University Work Experience: Sr. Manager (Injectable POM), Manager (Injectable Engineering and Plant Support), Manager (Peptide Process Development), Researcher (Purification Process Development), Director of Injectable Production at ScinoPharm	NA	-	-	-	-
Director of Legal Affairs	R.O.C	Patrick Chang	M	2023.04.01	-	-	-	-	-	-	Education: Bachelor of Chemical Engineering/Life Science, National Tsing Hua University, Master of Chemical Engineering, National Taiwan University, Master of Law and Inter-Discipline Law, National Cheng Chi University Work Experience: Manager at Oenix BioMed, Manager at YongLin Biotech., Legal Affairs Manager, Legal Affairs Senior Manager at ScinoPharm	NA	-	-	-	-
Director of QA	R.O.C	Joyce Wang	F	2023.04.01	-	-	5,000-	0.000%-	-	-	Education: Bachelor/Master in Marine Environment and Engineering National Sun Yat-sen University (NSYSU), Taiwan Work Experience: QC Analyst, QA Specialist, Supervisor, manager, Senior manager at ScinoPharm.	NA	-	-	-	-

Title	Nationality	Name	Gender	Date Effective	Shareholding (Note1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remark (Note 2)
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director of API Production	R.O.C	Shihming Chou	M	2024.05.06	-	-	-	-	-	-	Education: National Taiwan University, Dept. of Chemical Engineering Work Experience: LAXNESS Taiwan Production Manager, Production II manager at ScinoPharm	NA	-	-	-	-
Director of Plant Support and Services	R.O.C	Chang-Hui Su	M	2024.08.05	-	-	4,000	0.000	-	-	Education: Far East University Mechanical Engineering Work Experience: Molie Quantum Energy Corp. Factory Affairs Dept. Manager, Nantong Tongfang Semiconductor Co., Ltd Vice President	NA	-	-	-	-
Director of EHS	R.O.C	Ting Tsan Lee (Note 7)	M	2025.01.01	2,458-	0.000%	-	-	-	-	Education: Institute of Environmental Engineering, National Cheng Kung University Work Experience: Project Manager; China Technical Consultants Inc.; Senior manager of EHS, ScinoPharm Taiwan, Ltd.	NA	-	-	-	-
Director of Corporate Development	Mainland China	Yang Fei Feng (Note 8)	F	2025.02.26	-	-	-	-	-	-	Education: Master of Neurophysiology, University of Iowa, MBA, Booth School of Business, University of Chicago, Bachelor of Science, School of Life Sciences, Peking University Work Experience: Director Corporate Development, ScinoPharm Taiwan, Ltd.	NA	-	-	-	-

Title	Nationality	Name	Gender	Date Effective	Shareholding (Note1)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remark (Note 2)
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director of NCD	R.O.C	Chia-Hui Wang (Note 9)	F	2025.03.01	-	-	1,000	0.000%	-	-	Education: Ph.D. in Life Sciences, National Tsing Hua University Work Experience: Director of In Vitro Pharmacology, TaiGen Biotechnology, Assistant Director of R&D, CHO Pharma, Director of Preclinical Research Department, AnnJi Pharmaceutical, Project Director, New Drug Development, ScinoPharm Taiwan, Ltd	NA	-	-	-	-
Director of API PRD	R.O.C	Chih-Wei Chien (Note 10)	M	2025.10.01	-	-	-	-	-	-	Education: Master in Chemistry, National Taiwan University; Ph.D. in Chemistry, State University of New York at Stony Brook Work Experience: Researcher, Group Leader, Supervisor, Manager, Senior Manager, Director of API Process R&D at ScinoPharm	NA	-	-	-	-

(Note 1): Holding Shares and holding percentage as of 2026.03.31

(Note 2): If the main managerial personnel of Company have held any position in the Chartered Accounting firm or its affiliates: None

(Note 3): The Director was promoted on 2025.07.01

(Note 4): The Director was promoted on 2025.07.01

(Note 5): The Director was discharged on 2025.07.01

(Note 6): The Director was discharged on 2025.04.01

(Note 7): The Director was promoted on 2025.01.01

(Note 8): The Director was promoted on 2025.02.26

(Note 9): The Director was promoted on 2025.03.01

(Note 10): The Director was promoted on 2025.10.01

(Note 11): Given the company's operating need, the chairman also serves as the chief strategic officer, responsible for formulating the strategies for the business group's operation and resources integration, different from the duties of president which focus on corporate management.

## 2.2 Remuneration paid to Company Directors, president, and senior vice presidents over the past year

### 2.2.1 Remuneration paid to each individual Director

2025.12.31 : Unit: NT\$ thousands

Title	Name	Total Director Remuneration								Summation of A, B, C, and D as a % of After-Tax Income		Compensation to Directors Also Serving as Company Employees								Summation of A, B, C, D, E, F and G as a % of After-Tax Income		Compensation from Affiliates Other Than Subsidiaries			
		Remuneration (A)		Pensions (B)		Director Remuneration (C) (Note 1)		Business Expenses (D)				Salary, Bonuses, and special Allowance (E)		Pensions (F)		Employee Compensation (G)									
		SPT	All consolidated companies	SPT	All consolidated companies	SPT	All consolidated companies	SPT	All consolidated companies	SPT	All consolidated companies	SPT	All consolidated companies	SPT		All consolidated companies		SPT	All consolidated companies						
		Cash Bonus	Stock Bonus	Cash Bonuses	Stock Bonuses																				
Director	Uni-President Enterprises Corp.																								
Chairman	Uni-President Enterprises Corp. Representative : Chih-Hsien Lo																								
Director	Uni-President Enterprises Corp. Representative : Tsung-Pin Wu																								
Director	Uni-President Enterprises Corp. Representative : Jia Horng Guo																								
Director	Uni-President Enterprises Corp. Representative : Fu-Jung Lai																								
Director	Uni-President Enterprises Corp. Representative : Chin-Yuan Cheng																								
Director	Uni-President Enterprises Corp. Representative : Chyun-Yu Yang																								
Director	Tainan Spinning Co., Ltd.																								
Director	Tainan Spinning Co., Ltd. Representative: Po-Ming Hou	2,127	2,127	-	-	2,191	2,191	6,960	6,960	11,278	11,278	8.23%	8.23%	4,164	4,164	-	-	-	-	-	-	15,442	15,442		
Director	President International Development Corp.																								
Director	President International Development Corp. Representative : Chiou-Ru Shih																								
Director	National Development Fund, Executive Yuan																								
Director	National Development Fund, Executive Yuan Representative : Ming-Chuan Hsieh																								
Director	National Development Fund, Executive Yuan Representative : Ya-Po Yang																								
Director	Kao Chyuan Investment Co., Ltd																								
Director	Kao Chyuan Investment Co., Ltd Representative : Shioh-Ling Kao																								
Director	Taiwan Sugar Corporation																								
Director	Taiwan Sugar Corporation Representative : Ling Ming Sun																								
Independent Director	Wen-Chang Chang																								
	Li-Tzong Chen																								
	Lewis Lee	1,300	1,300	-	-	-	-	3,600	3,600	4,900	4,900			-	-	-	-	-	-	-	4,900	4,900			
	Jang-Yang Chang Lai-Shou Su																								
	Total	3,427	3,427	-	-	2,191	2,191	10,560	10,560	16,178	16,178	11.81%	11.81%	4,164	4,164	-	-	-	-	-	20,342	20,342	14.85%	14.85%	318,812

(Note 1): According to compensations payout for managers passed by the board of Directors on 2026.03.04.

(Note 2): ScinoPharm Taiwan's policy, system, standards, structure for monthly compensations of Independent Directors is decided by the board of Directors, according to the corporate charter, as well as their responsibilities, risks, and input time, plus reference to the levels of peers, without bonus payout based on corporate profits. Given the industrial nature and scale of operation/assets, as well as responsibilities, existing compensations for Independent Directors is reasonable.

(Note 3): Compensations other than that disclosed the table above collected by Directors for services for all the companies in the financial statement: None

### Range of remuneration for Directors

Range of Remuneration	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements
Under NT\$ 1,000,000	Uni-President Enterprises Corp. Representative: Tsung-Pin Wu 、 Uni-President Enterprises Corp. Representative: Jia Horng Guo 、 Uni-President Enterprises Corp. Representative: Fu-Jung Lai 、 Uni-President Enterprises Corp. Representative: Chin-Yuan Cheng 、 Uni-President Enterprises Corp. Representative: Chyun-Yu Yang 、 Tainan Spinning Co., Ltd. 、 Tainan Spinning Co., Ltd. Representative: Po-Ming Hou 、 President International Development Corp 、 President International Development Corp. Representative: Chiou-Ru Shih 、 Kao Chyuan Inv. Co., Kao Chyuan Inv. Co., Ltd. Representative: Shioh-Ling Kao 、 National Development Fund, Executive Yuan 、 National Development Fund, Executive Yuan Representative: Ming-Chuan Hsieh 、 Ya-Po Yang 、 Taiwan Sugar Co., 、 Taiwan Sugar Co. Representative: Ling-Ming Sun 、 Wen-Chang Chang 、 Lewis Lee 、 Jang-Yang Chang 、 Lai-Shou Su	Uni-President Enterprises Corp. Representative: Tsung-Pin Wu 、 Uni-President Enterprises Corp. Representative: Jia Horng Guo 、 Uni-President Enterprises Corp. Representative: Fu-Jung Lai 、 Uni-President Enterprises Corp. Representative: ChinYuan Cheng 、 Uni-President Enterprises Corp. Representative: Chyun-Yu Yang 、 Tainan Spinning Co., Ltd. 、 Tainan Spinning Co., Ltd. Representative: Po-Ming Hou 、 President International Development Corp 、 President International Development Corp. Representative: Chiou-Ru Shih 、 Kao Chyuan Inv. Co., Ltd. Kao Chyuan Inv. Co., Ltd. Representative: Shioh-Ling Kao 、 National Development Fund, Executive Yuan 、 National Development Fund, Executive Yuan Representative: Ming-Chuan Hsieh 、 Ya-Po Yang 、 Taiwan Sugar Co., 、 Taiwan Sugar Co. Representative: Ling-Ming Sun 、 Wen-Chang Chang 、 Lewis Lee 、 Jang-Yang Chang 、 Lai-Shou Su	Uni-President Enterprises Corp. Representative: Tsung-Pin Wu 、 Uni-President Enterprises Corp. Representative: Jia Horng Guo 、 Uni-President Enterprises Corp. Representative: Fu-Jung Lai 、 Uni-President Enterprises Corp. Representative: Chin-Yuan Cheng Uni-President Enterprises Corp. Representative: Chyun-Yu Yang 、 Tainan Spinning Co., Ltd. 、 Tainan Spinning Co., Ltd. Representative: Po-Ming Hou 、 President International Development Corp 、 President International Development Corp. Representative: Chiou-Ru Shih 、 Kao Chyuan Inv. Co., Ltd. Kao Chyuan Inv. Co., Ltd. Representative: Shioh-Ling Kao 、 National Development Fund, Executive Yuan 、 National Development Fund, Executive Yuan Representative: Ming-Chuan Hsieh 、 Ya-Po Yang 、 Taiwan Sugar Co., 、 Taiwan Sugar Co. Representative: Ling-Ming Sun 、 Wen-Chang Chang 、 Lewis Lee 、 Jang-Yang Chang 、 Lai-Shou Su	Uni-President Enterprises Corp. Representative: Jia Horng Guo 、 Uni-President Enterprises Corp. Representative: Chin-Yuan Cheng Uni-President Enterprises Corp. Representative: Chyun-Yu Yang 、 Tainan Spinning Co., Ltd. 、 Tainan Spinning Co., Ltd. Representative: Po-Ming Hou 、 President International Development Corp 、 President International Development Corp. Representative: Chiou-Ru Shih 、 Kao Chyuan Inv. Co., Ltd. Representative: Shioh-Ling Kao 、 National Development Fund, Executive Yuan 、 National Development Fund, Executive Yuan Representative: Ming-Chuan Hsieh 、 Ya-Po Yang 、 Taiwan Sugar Co., 、 Taiwan Sugar Co. Representative: Ling-Ming Sun 、 Wen-Chang Chang 、 Lewis Lee 、 Jang-Yang Chang 、 Lai-Shou Su
NT\$1,000,000 (included) ~ NT\$2,000,000 (not included)	Uni-President Enterprises Corp. Representative: Chih-Hsien Lo 、 Li-Tzong Chen	Uni-President Enterprises Corp. Representative: Chih-Hsien Lo Li-Tzong Chen	Uni-President Enterprises Corp. Li-Tzong Chen	Uni-President Enterprises Corp. Li-Tzong Chen
NT\$2,000,000 (included) ~ NT\$3,500,000 (not included)	None	None	None	None
NT\$3,500,000 (included) ~ NT\$5,000,000 (not included)	None	None	None	None
NT\$5,000,000 (included) ~ NT\$10,000,000 (not included)	None	None	Uni-President Enterprises Corp. Representative: Chih-Hsien Lo	None
NT\$10,000,000 (included) ~ NT\$15,000,000 (not included)	None	None	None	Uni-President Enterprises Corp. Representative: Fu-Jung Lai
NT\$15,000,00 (included) ~ NT\$30,000,000(not included)	None	None	None	Uni-President Enterprises Corp. Representative: Tsung-Pin Wu
NT\$30,000,000 (included) ~ NT\$50,000,000(not included)	None	None	None	None
NT\$50,000,000(included) ~ NT\$100,000,000(not included)	None	None	None	None
Over NT\$100,000,000	None	None	None	Uni-President Enterprises Corp. Representative: Chih-Hsien Lo Kao Chyuan Inv. Co., Ltd.
Total	23	23	23	23

## 2.2.2 President and senior vice president remuneration

Unit: NT\$ thousand dollars

Title	Name	Salary(A)		Severance Pay (B) (Note 1)		Bonuses and Allowances (C)		Profit Sharing- Employee Bonus (D) (Note 2)				Ratio of total compensation (A+B+C+D) to net income (%)		Remuneration from ventures other than subsidiaries or from the parent company (Note 1)
		The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company		Companies in the consolidated financial statements		The Company	Companies in the consolidated financial statements	
								Cash	Stock	Cash	Stock			
General Chief Strategy Officer	Chih-Hsien Lo	24,075	24,075	482	482	3,623	3,623	595	-	595	-	28,775	28,775	147,901
President	Li-An Lu													
Vice President	Ling-Hsiao Lien													
Vice President	Li-Chiao Chang													
Vice President	Katy Cheng													
												21.01%	21.01%	

(Note 1): 2025 retirement pension appropriate. Appropriation amount or actual payment amount.

(Note 2): According to compensations, payout for managers passed by the board of Directors on 2026.03.04.

### Range of remuneration for president and vice presidents

Range of Remuneration	Name of President and Vice President	
	The Company	Parent Company and all Invested Companies
Under NT\$ 1,000,000	None	None
NT\$1,000,000 (included) ~ NT\$2,000,000 (not included)	None	None
NT\$2,000,000 (included) ~ NT\$3,500,000 (not included)	None	None
NT\$3,500,000 (included) ~ NT\$5,000,000 (not included)	Chih-Hsien Lo	None
NT\$5,000,000 (included) ~ NT\$10,000,000 (not included)	Li-An Lu 、 Ling-Hsiao Lien 、 Li-Chiao Chang 、 Katy Cheng	Li-An Lu 、 Ling-Hsiao Lien 、 Li-Chiao Chang 、 Katy Cheng
NT\$10,000,000 (included) ~ NT\$15,000,000 (not included)	None	None
NT\$15,000,00 (included) ~ NT\$30,000,000(not included)	None	None
NT\$30,000,000 (included) ~ NT\$50,000,000(not included)	None	None
NT\$50,000,000(included) ~ NT\$100,000,000(not included)	None	None
Over NT\$100,000,000	None	Chih-Hsien Lo
Total	5	5

## 2.2.3. Distribution of bonuses to Company management during

2025.12.31 ; Unit: NT\$ thousands

	Title	Name	Employee Bonus - in Stock	Employee Bonus - in Cash	Total	Ratio of Total Amount to Net Income (%)
Executive Officers	President & CEO	Li-An Lu	—	2,065	2,065	1.51%
	Vice President of Marketing & Sales and Operations	Ling-Hsiao Lien				
	Vice President of Quality Management	Katy Cheng				
	Vice President of R&D Business Division & CSO	Li-Chiao Chang				
	Senior Director of Accounting & Finance	Chih-Hui Lin (Note 1)				
	Senior Director, API Business & Product Portfolio Management	Yu-Fen Hung				
	Director (SA & CDMO)	Johnson Kuo				
	Director of Injectable Production	Yu-Wei Shen (Note 2)				
	Director of Injectable Technical Services	Hui Chun Chen (Note 2)				
	Director API Production & API Production Support	Shi-Ming Chou (Note 3)				
	Director of Plant Support and Services	Chang-Hui Su				
	Director of Pharmaceutical Development	Chia Chen Chen				
	Director of NCD	Chia-Hui Wang (Note 4)				
	Director Analytical R&D	Shi-Hao Yang				
	Director of API PRD	Chi-Wei Chien (Note 5)				
	Director of Regulatory Technical Service	Sray Wen				
	Director of Quality Control	Bin Liu				
	Director of QA	Joyce Wang				
	Director of Procurement	Chi-Ching Lin				
	Director of Legal Affairs	Patrick Chang				
	Director of Corporate Development	Yan Fei Feng (Note 6)				
	Director of Audit Office	Ivan Hsu				
	Director of EHS	Ting Tsan Lee (Note 7)				
	Accounting Officer	Yao-Hui Wang (Note 8)				
Finance Officer	Yung-Chih Tsai (Note 8)					
General Manager SPC	John Tsai					

Note 1: Discharged on 2025.07.01

Note 3: Hold Dual position on 2025.11.03

Note 5: Promoted on 2025.10.01

Note 7: Promoted on 2025.01.01

Note 2: Transferred on 2025.01.01

Note 4: Promoted on 2025.03.01

Note 6: Promoted on 2025.02.26

Note 8: Promoted on 2025.07.01

## 2.2.4 Comparison of Remuneration for Directors, Presidents and Vice Presidents in the Most Recent Two Fiscal Years and Remuneration Policy for Directors, Supervisors, Presidents and Vice Presidents

- A. The ratio of total remuneration paid by the Company and by all companies included in the consolidated financial statements for the two most recent fiscal years to Directors, Presidents and Vice Presidents of the Company, to the Net Income.

Item/Year	The Company		Companies in the consolidated financial statements	
	Ratio of total remuneration paid to Directors, Presidents and Vice Presidents to Net Income (%)		Ratio of total remuneration paid to Directors, Presidents and Vice Presidents to Net Income (%)	
	2024	2025	2024	2025
Total remuneration paid to Directors,	7.13	14.85	7.13	14.85
Total remuneration paid to Presidents and Vice Presidents	9.22	21.01	9.30	21.01

- (a) Remunerations of Directors include reward, transportation allowance, income from professional practice, and earnings distribution.
- (b) Remunerations of president and vice presidents are figured out in accordance with the Company's "Personnel Rules and Regulations" and their bonuses will be adjusted based on the Company's annual business performance.
- B. Remuneration policy, standards and packages, procedures for determining remuneration and the correlation with operating performance and future risk exposure:

### 1. Policy, Standard and Combination of Remuneration

- (a) The compensations for the company's Directors for the execution of their duties are set by the board of Directors, with authorization based on Article of Incorporation, according to the extent of participation in and contribution to the company's operation, in reference to the levels in Taiwan and abroad. According to the Article of Incorporation, if the company is profitable in the year and there is balance after deduction of compensations for employees and Directors,' reservation for offsetting loss and addition or deduction of equity items, up to 2% of the balance would be appropriated as Director compensations, to be paid out following resolution by the board of Directors and report to shareholders' meeting, excluding Independent Directors who collect fixed monthly compensations only.
- (b) According to the Article of Incorporation, the appointment, dismissal, and compensations of the company's ranking managers, including president and vice presidents, are set by the board of Directors. Compensations for managerial staffers include salaries, bonus, and other fringe benefits, with salaries being set according to rankings, education and experience, expertise, and duties, in reference to peer level, and bonus being set according to the performance evaluation items suggested by Compensation Committee, and contribution to the company's overall operation. The evaluation items are listed as followings:
- (1). Personal Indicator (work performance and achieving rate)
  - (2). Financial Indicator (e.g. revenue / net profit achieving rate)
  - (3). Corporate Governance aspect (e.g. legal compliance, ethical management, risk assessment)
  - (4). Environment sustainable aspect (e.g. abide by legal compliance to promote the goal of energy saving and carbon reduction)
  - (5). Social Responsibility aspect (e.g. talent cultivation, enhance employees' ability and quality)
  - (6). Other major contribution or substantial items.
- (c) Employee compensations are set according to individuals' competence, contribution to the company, performance, market value of their positions, and the company's operating

risk in the future, proportionate to the company's business performance. According to the Article of Incorporation, if the company is profitable in the year and there is balance after deduction of compensations for employees and Directors and reservation for offsetting loss, up to 2% of the balance would be appropriated as employee compensations (compensation for grassroots employees shall be no less than on percent), to be paid out following resolution by the board of Directors and report to shareholders' meeting. Employee compensations consist of fixed basic salary, bonus, and fringe benefits, with fixed basic salary being set according to market level for the position, bonus being linked to target attainment rate of employees and their divisions, as well as the company's business performance, and fringe benefits being based on legal requirement and employee needs.

## 2. Procedure for setting compensations

- (a) Evaluate the compensations of Directors and managerial staff periodically, according to the company's annual operating status and performance evaluation results, based on the "measures governing performance evaluation" for managerial staff and employees.
- (b) Reasonableness for the performance evaluation and compensations for the company's Directors and managerial staff is subject to the evaluation and auditing by the compensations committee and the board of Directors every year, taking into account personal performance attainment rates and contribution to the company, as well as the company's overall operating performance, the industry's future risks and development trend. The company also reviews the compensations system constantly, according to operating status and change in related laws/regulations, plus corporate-governance trend, in order to balance the company's sustainable development and risk management. Payout of compensations for Directors and managerial staff is first reviewed by the compensations committee before submission to the board of Directors for resolution.

## 3. Correlation with business performance and future risks

- (a) Review of the company's compensations system and related payment levels is based mainly on the company's overall operating status, plus performance-target attainment rate and contribution to the company, in order to augment the team efficacy of the board of Directors and the managerial sector. Compensations level of peers is also considered, so as to assure competitiveness of compensations for managerial staff in the industry and retain excellent managerial talent.
- (b) Performance evaluation for the managerial staff is linked to risk management, to assure adequate management and prevention of possible risks in the scope of job responsibilities. In addition, results of performance evaluation are associated with related human resources and compensations policy. The management invariably takes into account various risk factors in major decision making, whose performance is reflected in corporate profits and linked to managerial staff's compensations and risk-management performance.

## 2.3 Implementation of Corporate Governance

### 2.3.1 Board of Directors

2.3.1.1 Total of 7 meetings of the Board of Directors were held of 2025 and up to the publish date of the annual report. The attendances of Directors were as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Notes
Chairman	Uni-President Enterprises Corp Representative : Chih-Hsien Lo	7	0	100%	None
Director	Uni-President Enterprises Corp Representative : Chin-Yuan Cheng	7	0	100%	None
Director	Uni-President Enterprises Corp Representative : Tsung-Pin Wu	7	0	100%	None
Director	Uni-President Enterprises Corp Representative : Jia-Hong Guo	7	0	100%	None
Director	Uni-President Enterprises Corp Representative : Chyun-Yu Yang	6	1	86%	None
Director	Uni-President Enterprises Corp Representative : Fu-Jung Lai	7	0	100%	None
Director	President International Development Corp. Representative: Chiou-Ru Shih	7	0	100%	None
Director	Kao Chyuan Inv. Co., Ltd. Representative: Shiow-Ling Kao	7	0	100%	None
Director	Tainan Spinning Co., Ltd. Representative: Po-Ming Hou	7	0	100%	None

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Notes
Director	National Development Fund, Executive Yuan Representative: Ming-Chuan Hsieh	6	1	86%	None
Director	National Development Fund, Executive Yuan Representative: Ya-Po Yang	7	0	100%	None
Director	Taiwan Sugar Corporation Representative: Li-Ming Sun	7	0	100%	None
Independent Director	Wen-Chang Chang	7	0	100%	None
Independent Director	Li-Tzong Chen	7	0	100%	None
Independent Director	Lewis Lee	7	0	100%	None
Independent Director	Jang-Yang Chang	6	1	86%	None
Independent Director	Lai-Shou Su	7	0	100%	None

Other issues to be noted:

1. In the event of either of the following situations, dates, sessions, contents of resolutions of the Board Meetings, opinions from all Independent Directors, and Company responses to their opinions should be noted:

(1) Issues specified in Article 14-3 of the Securities and Exchange Act: The Company had set up the Audit Committee, please refer to page 42~43 "Operations of the Audit Committee". for more information regarding to Article 14-5 of the Securities and Exchange Act.

ScinoPharm held 7 board meetings of 2025 and up to the publish date of the annual report; and did not have any matters listed in Article 14-3 of the Securities and Exchange Act or other matters not passed by Independent Directors. Please refer to page 104~106.

(2) Other issues opposed by Independent Directors or about which said Directors have reservations should be recorded in writing in the meeting minutes of the Board: None.

2. If there are Directors' avoidance of motions in conflict of interest, the Directors' names, contents of motion, causes for avoidance and voting should be specified:

The company has formulated the "Board of Directors' Rules of Procedures". Article 14 of the rules stipulates that Directors may state their opinions and answer questions if they have an interest in the matters of the meeting with themselves or the legal person they represent, which may harm the interests of the company. Not to participate in discussions and votes, and to avoid discussions and votes, and not to exercise their voting rights on behalf of other Directors. The 2025 board of Directors and as of the date of publication of the annual report, there are no relevant proposals that need to be abstained.

3. Information on cycle, period, scope, method, and contents of self-evaluation by the Board of Directors (or peer evaluation):

The Board of Directors established and amended the "Rules for Performance Evaluation of Board of Directors" on Nov. 1, 2019 and Nov. 7, 2023 respectively. According to this procedure, the Board of Directors should conduct a performance evaluation at least once a year, covering the overall Board, individual Board members, and functional Committees. The results of the Board performance evaluation should be completed by the end of the first quarter of the following year. The performance evaluation results for the Board of Directors, Board members, Compensation Committee, and Audit Committee for the fiscal year 2025 have been submitted to the Compensation Committee on Feb. 25, 2026, and to the Board of Directors on March 04, 2026.

The content of 2025 performance evaluation for the Board of Directors is listed as following:

Evaluation Frequency	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Items
Annually	2025.01.01 ~ 2025.12.31	Performance of the Board of Directors, individual Directors, and Functional Committees (Audit Committee, Compensation Committee)	Self-assessments by the Board of Directors' self-assessments by Directors	<p>A. Performance assessments of the Board of Directors should cover the following indicators:</p> <ol style="list-style-type: none"> <li>1. The degree of participation in the company's operations.</li> <li>2. Improvement in the quality of the decision making by the board of Directors.</li> <li>3. The composition and structure of the board of Directors.</li> <li>4. The election of the Directors and their continuing professional education.</li> <li>5. Internal controls.</li> </ol> <p>B. Performance assessments by individual Director should cover the following indicators:</p> <ol style="list-style-type: none"> <li>1. Their grasp of the company's goal and mission.</li> <li>2. Their recognition of Director's duties</li> <li>3. Their degree of participation in the Company's operation</li> </ol>

				<p>4. Their management of internal relationships and communication.</p> <p>5. Their professionalism and continuing professional education.</p> <p>6. Internal controls.</p> <p>C. Audit Committee and Compensation Committee Overall Performance assessments should cover the following indicators:</p> <p>1. The degree of participation in the company's operations.</p> <p>2. Their recognition of Audit/Compensation Committee duties.</p> <p>3. Improvement in the quality of the decision making by the Audit/Compensation Committee.</p> <p>4. The composition and election of the Audit/Compensation Committee members</p> <p>5. Internal controls.</p> <p>D. Performance assessments by individual member of Audit/Compensation Committees should cover the following indicators:</p> <p>1. The degree of participation in the company's operations.</p> <p>2. Their recognition of Audit/Compensation Committee duties.</p> <p>3. Improvement in the quality of the decision making by the Audit/Compensation Committee.</p> <p>4. The composition and election of the Audit/Compensation Committee members</p> <p>5. Internal controls.</p>
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The performance evaluations of the Board of Directors and its functional committees (Audit Committee, Compensation Committee) ranged between 5 points "Outstanding" and 4 points "Above Standard." The evaluation results indicate that the Board of Directors and its functional committees are operating effectively, and the administrative units and individual members are given positive recognition. The evaluation results are as follows:

- (1). Overall Performance Evaluation of the Board of Directors and its Members (self-assessment):
  - (a) The board members possess diverse expertise in management, financial management, law, medicine, corporate governance, and industrial technology. They all can operate efficiently and fulfill their duties as Directors.
  - (b) The board members maintain good communication with the management team, and the information provided in response to their inquiries is effective
  - (c) Corporate governance is stable, and they actively suggest pursuing growth and profit.
  - (d) The Board of Directors has fulfilled its responsibilities in guiding and supervising the company's strategy, major business operations, and risk management. It has also established an appropriate internal control system and actively participates in sustainable operations. The overall operation is sound and meets the requirements of corporate governance.
- (2). Overall Performance Evaluation of the Audit Committee and its Members (self-assessment):

- (a) The Audit Committee members have a high attendance rate and fulfill the tasks assigned by the Board of Directors. The members' expertise cover industrial technology, financial accounting, and corporate governance and fulfill their duties as committee members.
  - (b) The Committee is composed of professional Independent Directors who can discuss issues, provide suggestions, and fulfill their responsibilities in guiding and supervising the company's strategy, major business operations, and risk management. This meets corporate governance's requirements and protects shareholders' equity.
- (3). Overall Performance Evaluation of the Compensation Committee and its Members (self-assessment):
- (a) The Compensation Committee members and the management team consider domestic biotechnology company salary levels when determining salaries and bonuses. The members possess the expertise required for decision-making and actively fulfill their relevant responsibilities.
  - (b) It is composed of professional Independent Directors and Directors who can discuss issues, provide suggestions, and fulfill their responsibilities in guiding and supervising the company's strategy, major business operations, and risk management. This meets corporate governance requirements and protects shareholders' equity
4. Measures taken to strengthen the functionality of the board and execution evaluation :
- (1) The Board of Directors has established an Audit Committee and a Compensation Committee to assist the board in carrying out its various duties. The Company's board of Directors authorizes the audit committee and the Compensation Committee, both under its direct jurisdiction, to help it exercise the authority of supervision. The Audit Committee consist of five Independent Directors and the Compensation Committee consist of five Independent Director and one Director.  
According to regulations, related cases must be agreed by the committees before submission to the board of directions for approval and execution.
  - (2) To strengthen corporate governance, the company established Compensation committee on April 27, 2011, followed by setup of auditing committee on June 13, 2012, and formulated "Standard Operating Procedure for Handling Director Requests" on May 7, 2019, according to "Taiwan Stock Exchange Corporation Operation Directors for Compliance With the Establishment of Board of Directors by TWSE Listed Companies and the Board's Exercise of Powers," plus institution of corporate-governance chief by the board of Directors on May 11, 2021. In addition, the board of Directors passed "Rules for Performance Evaluation of the Board of Directors" on Nov. 1, 2019, effective Jan. 1, 2020.
  - (3) In line with the company's commitment to corporate social responsibility and the requirements set forth by the Taiwan Stock Exchange, the Company prepares its annual key performance indicators in accordance with the regulations of the competent authority, and has engaged PwC Taiwan to conduct assurance procedure, with a limited assurance report issued by the accountants.  
The Company also approved the "2024 ScinoPharm Taiwan Sustainability Report" and the suitability review of internal audit and third-party assurance/verification organization members at the 11th Board of Directors' ninth meeting on August 6, 2025. In accordance with regulations, the Chinese version was uploaded to public information and released on August 8, 2025, and the English version was released on September 24, 2025.

2. Attendance of Independent Directors at Board of Directors Meetings for 2025 and up to the Date of Printing the Annual Report:

Name/Date	2025						2026
	02/26	05/07	05/28	08/06	11/03	12/17	03/04
Wen-Chng Chang	✓	✓	✓	✓	✓	✓	✓
Li-Tzong Chen	✓	✓	✓	✓	✓	✓	✓
Lewis Lee	✓	✓	✓	✓	✓	✓	✓
Jang-Yang Chang	✓	✓	✓	✓	@	✓	✓
Lai-Shou Su	✓	✓	✓	✓	✓	✓	✓

Note : Attended in person : ✓ ; Attended by Proxy ; @

### 2.3.2 Operations of the Audit Committee

#### 1. Major tasks of the auditing committee in the year

(1) The Company's audit committee consists of 5 Independent Directors, in charge of supervising, in assistance to the board of the Directors, the Company's flow related to accounting, auditing, and financial report, as well as the quality and credibility of financial control.

The Company's audit committee held 6 meetings in 2025 and up to the date of Printing the Annual Report, with major items it reviewed including:

- a. Major auditing plan and report on major audited items of certified public accountants for the year.
- b. Plan, implementation, and efficacy evaluation of the internal control system;
- c. Amendments to the procedure for acquisition and disposal of assets and revision of the Articles of incorporation.
- d. Provision of guarantee for medium-term loans for subsidiaries
- e. Payout of compensations for Directors and employees to Directors serving as managers or employees at the same time;
- f. Appointment of certified public accountants and compensations;
- g. Independence and qualification evaluation of certified public accountants;
- h. Quarterly financial report and annual financial report;
- i. Business report and proposal for distribution of earnings;
- j. Other major items designated by the Company or competent authority.

(2) Review of financial report:

The board of Directors produced the Company's business reports, Parent Company only and consolidated financial statements, proposals for earnings distribution for 2025, of which the Parent Company only and consolidated financial statements have been audited by PwC Taiwan, with the results shown in its auditing report. The committee has also audited the business reports, Parent Company only and consolidated financial statements, proposals for earnings distribution without finding any impropriety.

(3) Evaluation of the efficacy of internal control system:

The Company evaluates the efficacy of the design and implementation of the Company's internal control system, according to the evaluation items stipulated in the "Regulations Governing Establishment of Internal Control Systems by Public Companies." Based on management-control process, the regulations divide internal control system into five constituents:

(1) Environmental control, (2) Risk assessment, (3) Control operation, (4) Information and communication, and 5. Supervisory operation.

The evaluation confirms the efficacy of the design and implementation of the Company's internal control system (including oversight and management of subsidiaries) as of 2025.12.31, in terms of attainment of the target for business performance and efficiency, as well as the reliability, timeliness, transparency, and legal compliance of reports.

(4) Certified public accountants

To assure the independence of certified public accountants, the Audit Committee refers to the Accountant Professional Ethics Bulletin No. 10, and in accordance with the provisions of

Article 29 of the company's "Corporate Governance Practice Code", regularly refers to the Audit Quality Indicators (AQIs) to determine the independence and suitability of accountant assessment. The independence and qualification of certified public accountants Fang-Ting Yeh and Hui-Yu Hsu of PwC Taiwan were reviewed and affirmed by the company's 5<sup>th</sup> term Auditing Committee at 5<sup>th</sup> meeting on 2025.02.21 and the 11<sup>th</sup> term Board of Directors at its 6<sup>th</sup> meeting on 2025.02.26. The independence and qualification of certified public accountants Fang-Ting Yeh and Hui-Yu Hsu of PwC Taiwan were reviewed and affirmed by the company's 5<sup>th</sup> term Auditing Committee at its 10<sup>th</sup> meeting on 2026.02.25 and the 11<sup>th</sup> term Board of Directors at its 12<sup>th</sup> meeting on 2026.03.04 for year 2026.

## 2. Audit Committee Members Qualification and Experiences :

Members	Qualification and Experiences
Independent Director Lewis Lee	Obtained Master of Commerce, Department of Accounting, National Chengchi University. Holds licenses of certified public accountant and Tax Agent, with experiences of Deputy Chairman of PwC Taiwan, Deputy Chairman, Zhi Cheng Co-located CPA Firm, Adjunct Associate Professor, National Cheng Kung University, Independent Director of Brogent Technologies Inc., All Ring Tech Co., Ltd., Poya International Co., Ltd., etc.
Independent Director Wen-Chang Chang	Obtained PhD. Physiological Chemistry from University of Tokyo, Faculty of Pharmaceutical Sciences, Tokyo, Japan. With experiences of Director/Chairman, Board of Trustees, of Graduate Institute of Medical Sciences, College of Medicine, Taipei Medical University, Chair Professor, Graduate Institute of Medical Sciences, College of Medicine, Taipei Medical University, Emritus Distinguished Chair Professor of National Cheng Kung University, Academician of Academia Sinica, Compensation Committee member of Universal Cement Corporation and Independent Directors of Taiwan Aulisa Medical Devices Technologies Inc. and Pharmosa Biopharm Inc., etc
Independent Director Li-Tzong Chen	Obtained Ph.D, Kaohsiung Medical University Graduate Institute of Clinical Medicine, certified doctor with experiences of Adjunct Attending Physician, Department of Internal Medicine, National Cheng-Kung University Hospital, Tainan, Research Vice President, Kaohsiung Medical University Chung-Ho Memorial Hospital, Distinguished Investigator and Chair of National Institute of Cancer Research National Health Research Institutes, President of Taiwan Oncology Society and R&D consultant of Pharma Engine Inc., etc.
Independent Director Jang-Yang Chang	Obtained Bachelor of Medicine, National Defense Medical Center, certified doctor with experiences of Chief of Medical Oncology, Tri-Service General Hospital, National Defense Medical Center, Secretary General, Taiwan Oncology Society, Director of National Institute of Cancer Research, NHRI, Professor and Dean, College of Medicine, National Cheng Kung University, Executive Vice President, Professor Emeritus, National Cheng Kung University, Distinguished Investigator and Director of Institute of Biotechnology and Pharmaceutical Research, NHRI, Director, TMU Research Center of Cancer Translational Medicine, Taipei Medical University, Taipei, Taiwan, Chair Professor, Taipei Medical University Hospital, President of Taipei Cancer Center, Executive Director of Taiwan Oncology Society, etc
Independent Director Lai-Shou Su	Obtained M.B.A. of University of North Texas, U.S.A. with experiences of Executive Secretary, Deputy Executive Secretary, Director and researcher of National Development Fund. Director of Chuang Yi Biotech Co. Ltd., Han Tech Venture Capital Corp. and Top Pharma Medical wares Co, Ltd. Independent Director of Synmosa Biopharma Corp., etc.

3. Total of 6 meetings of the Audit Committee were held of 2025 and up to the publish date of the annual report. Independent Director attendances is listed below.

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Remark
Independent Director	Wen Chang Chang	6	0	100%	None
Independent Director	Li-Tzong Chen	6	0	100%	None
Independent Director	Lewis Lee	6	0	100%	None
Independent Director	Jang-Yang Chang	6	0	100%	None
Independent Director	Lai-Shou Su	6	0	100%	None

Other noted items:

1. In the event of either of the following situations, dates, sessions, contents of resolutions of the Board Meetings, opinions from all Independent Directors, and Company responses to their opinions should be noted:
  - (1) Article 14-5 of the Securities and Exchange Act listed items:
 

There had been a total of 6 meetings of the Audit Committee as of 2025 and up to the publish date of the annual report. The meeting resolutions are listed in Note 1. The Article 14-5 of the Securities and Exchange Act listed items: are all approved by Audit Committee.
  - (2) Other matters not passed by the Audit Committee, which were then agreed upon by two-thirds of the entire membership of the Board of Directors: None.
2. If there are Independent Directors' avoidance of motions in conflict of interest, the Directors' names, contents of motion, causes for avoidance and voting should be specified:
 

In 2025, there was no case reviewed by the audit committee from which an Independent Director had to abstain, due to conflict of interest.
3. Communications between the Independent Directors, the Company's chief internal auditor and CPAs (e.g. the items, methods and results of audits of the corporate finance or operations, etc)
  - (1) The internal auditors have communicated the result of the audit reports to the members of the Audit Committee periodically, and have presented the findings of all audit reports in the quarterly meetings of the Audit Committee. Should the urgency of the matter require it, the Company's chief internal auditor will inform the members of the Audit Committee outside of the regular reporting. The communication channel between the Audit Committee and the internal auditor has been functioning well in 2025.
  - (2) The Company's CPAs have presented the findings or the communications for the quarterly corporate financial reports, as well as those matters communication of which is required by law, in the regular quarterly meetings of the Audit Committee. Under applicable laws and regulations, the CPAs are required to communicate to the Audit Committee any material matters that they have discovered. The communication channel between the Audit Committee and the CPAs has been functioning well in 2025.
  - (3) The company's Independent Directors meet with certified public accountant and auditing chief at least once a year (without other Directors and management members present) for exchanges on auditing operation and CPA's auditing opinions, on top of direct contact of auditing chief and CPA with Independent Directors in other times, if necessary. In 2025, communication between Independent Directors, CPA, and auditing chief was good.
  - (4) As of 2025 and up to the publish date of the annual report. The communication among the Independent Directors, internal auditors and CPAs are listed in Notes 2 page 47~48. All the Independent Directors expressed no objection opinion.

Note 1. Major resolutions or opinion during the Audit Committee Meetings

Board of Directors	Contents of Resolutions and follow-up	Circumstances listed in Article 14-5 of the Securities and Exchange Act	Circumstances not approved by the Audit Committee but were approved by two thirds or more of all Directors	Contents of Independent Directors' major suggestions, contrary or reserved opinions
(1) The 6 <sup>th</sup> meeting of the 11 <sup>th</sup> term of Board of Directors (2025.02.26)	a. The Company's Business Report, Parent and Consolidated financial reports for fiscal 2024.	✓	none	none
	b. The Company's earning distribution plan for fiscal 2024.	✓	none	none
	c. The Company's "Statement for Internal Control Systems" for fiscal 2024.	✓	none	none
	d. Passage of appointment of certified public account (including Audit Quality Indicators (AQIs) and evaluation results regarding the independence and suitability of the CPAS)	✓	none	none
	Audit Committee resolution - The 5 <sup>th</sup> meeting of the 5 <sup>th</sup> term of Audit Committee (2025.02.21): approval has been obtained from all Audit Committee members Company's response to the Audit Committee's opinion: Approval has been obtained from all attended Board members. .			
(2) The 7 <sup>th</sup> meeting of the 11 <sup>th</sup> term of Board of Directors (2025.05.07)	a. The Company's consolidated financial statement and Auditor's report for the first quarter Of 2025	✓	none	none
	Audit Committee resolution- The 6 <sup>th</sup> meeting of the 5 <sup>th</sup> term of Audit Committee (2025.05.05): approval has been obtained from all Audit Committee members			
	Company's response to the Audit Committee's opinion: Approval has been obtained from all attended Board members. .			
(3) The 9 <sup>th</sup> meeting of the 11 <sup>th</sup> term of Board of Directors (2025.08.06)	a. Approved hiring for managerial position	✓	none	none
	b. The Company's consolidated financial statement and Auditor's report for the Second quarter Of 2025.	✓	none	none
	Audit Committee resolution - The 7 <sup>th</sup> meeting of the 5 <sup>th</sup> term of Audit Committee (2025.07.30) Approval has been obtained from all Audit Committee members			
	Company's response to the Audit Committee's opinion: Approval has been obtained from all attended Board members.			
(4) The 10 <sup>th</sup> meeting of the 11 <sup>th</sup> term of Board of Directors (2025.11.03)	a. The CPA's annual Audit plan and communication report with company's governance unit	✓	none	none
	b. The Company's consolidated financial statement and Auditor's report for the third quarter of 2025	✓	none	none
	Audit Committee resolution - The 8 <sup>th</sup> meeting of the 5 <sup>th</sup> term of Audit Committee (2025.10.23): approval has been obtained from all Audit Committee members			
	Company's response to the Audit Committee's opinion: Approval has been obtained from all attended Board members. .			
(5) The 11 <sup>th</sup> meeting of the 11 <sup>th</sup> term of Board of Directors	a. ScinoPharm business planning for 2025.	✓	none	none
	b. ScinoPharm audit planning for 2025..	✓	none	none
	Audit Committee resolution - The 9 <sup>th</sup> meeting of the 5 <sup>th</sup> term of Audit Committee (2025.12.10): approval has been obtained from all Audit Committee members			

Board of Directors	Contents of Resolutions and follow-up	Circumstances listed in Article 14-5 of the Securities and Exchange Act	Circumstances not approved by the Audit Committee but were approved by two thirds or more of all Directors	Contents of Independent Directors' major suggestions, contrary or reserved opinions
(2025.12.17)	Company's response to the Audit Committee's opinion: Approval has been obtained from all attended Board members. .			
(6) The 12 <sup>th</sup> meeting of the 11 <sup>th</sup> term of Board of Directors (2026.03.04)	a. The Company's Business Report, Parent and Consolidated financial reports for fiscal 2025.	✓	none	none
	b. The Company's earning distribution plan for fiscal 2025.	✓	none	none
	c. The Company's "Statement for Internal Control Systems" for fiscal 2025.	✓	none	none
	d. Approved Amendments to the Articles of Incorporation of the company	✓	none	none
	e. Approved Amendments to the Operational Procedures for Acquisition and Dispose of Assets of the Company.	✓	none	none
	f. Passage of appointment of certified public account (including Audit Quality Indicators (AQIs) and evaluation results regarding the independence and suitability of the CPAS)	✓	none	none
	Audit Committee resolution - The 10 <sup>th</sup> meeting of the 5 <sup>th</sup> term of Audit Committee (2026.02.25): approval has been obtained from all Audit Committee members			
Company's response to the Audit Committee's opinion: Approval has been obtained from all attended Board members. .				

Note 2: Summary of communications among Independent Directors and in-house auditing chief

(1) Communications method: Policy on communications between Independent Directors, in-house auditing chief, and certified public accountant

- (a) Independent Directors and in-house auditing chief communicate with the board of Director via audit committee, with in-house auditing chief making auditing report quarterly to Independent Directors at meeting of audit committee and communicate with the latter over the report's findings and status of follow-up tracking.
- (b) Independent Directors communicate with certified public accountant via audit committee, with CPAs explaining findings of audit or review on financial reports to Independent Directors at meeting of audit committee quarterly and discussing with latter on the need of adjusting entries in financial report and the influence of legal revision on accounting, among others.
- (c) The company's Independent Directors meet with certified public accountant and auditing chief at least once a year (without other Directors and management present) for exchanges on auditing operation and CPA's auditing opinions, on top of direct contact of auditing chief and CPA with Independent Directors in other times, if necessary. In 2025, communication between Independent Directors, CPA, and auditing chief was good.

(2) Communications results

(a) The communications key points between the Independent Directors and the auditing chief

Date	Attendees	Communication Key Points	result
2025.02.21 Audit Committee	Independent Director: Lewis Lee Wen-Chang Chang Li-Tzong Chen Jang-Yang Chang Lai-Shou Su Audit Officer: Ivan Hsu	1. Reviewing the Internal Auditor's report for the fourth quarter of 2024. 2. Reviewing and approving 2024 Statement of Internal Control System.	No opinion
2025.05.05 Audit Committee	Independent Director: Lewis Lee Wen-Chang Chang Li-Tzong Chen Jang-Yang Chang Lai-Shou Su Audit Officer: Ivan Hsu	Reviewing the Internal Auditor's report for the first quarter of 2025.	No opinion
2025.07.30 Audit Committee	Independent Director: Lewis Lee Wen-Chang Chang Li-Tzong Chen Jang-Yang Chang Lai-Shou Su Audit Officer: Ivan Hsu	Reviewing the Internal Auditor's report for the second quarter of 2025.	No opinion
2025.10.23 Audit Committee	Independent Director: Lewis Lee Wen-Chang Chang Li-Tzong Chen Jang-Yang Chang Lai-Shou Su Audit Officer: Ivan Hsu	Reviewing the Internal Auditor's report for the third quarter of 2025.	No opinion
2025.12.10 Audit Committee	Independent Director: Lewis Lee Wen-Chang Chang Li-Tzong Chen Jang-Yang Chang Lai-Shou Su Audit Officer: Ivan Hsu	2026 Audit planning	No opinion
2026.2.25 Audit Committee	Independent Director: Lewis Lee Wen-Chang Chang Li-Tzong Chen Jang-Yang Chang Lai-Shou Su Audit Officer: Ivan Hsu	1. Reviewing the Internal Auditor's report for the fourth quarter of 2025. 2. Reviewing and approving 2025 Statement of Internal Control System.	No opinion

(b) The communications key points between the Independent Directors and the CPA

Date	Attendees	Communication Key Points	result
2025.02.21 Audit Committee	Independent Director: Lewis Lee Wen-Chang Chang Li-Tzong Chen Jang-Yang Chang Lai-Shou Su CPA: Fang-Ting Yeh	1. The CPA's response in connection with 2024 Audit planning and problems raised by Independent Directors 2. Communications report with cooperative governance divisions for 2024(including Audit Quality Indicators (AQIs) and evaluation results regarding the independence and suitability of the CPAS)	No opinion
2025.05.05 Audit Committee	Independent Director: Lewis Lee Wen-Chang Chang Li-Tzong Chen Jang-Yang Chang Lai-Shou Su CPA: Fang-Ting Yeh Hui-Yu Hsu	The CPA's response in connection with financial statements audit report for first quarter of 2025 and problems raised by Independent Directors	No opinion
2025.07.30 Audit Committee	Independent Director: Lewis Lee Wen-Chang Chang Li-Tzong Chen Jang-Yang Chang Lai-Shou Su CPA: Fang-Ting Yeh	The CPA's response in connection with financial statements audit report for second quarter of 2025 and problems raised by Independent Directors	No opinion
2025.10.23 Audit Committee	Independent Director: Lewis Lee Wen-Chang Chang Li-Tzong Chen Jang-Yang Chang Lai-Shou Su CPA: Hui-Yu Hsu	1. The CPA's response in connection with financial statements audit report for third quarter of 2025 and problems raised by Independent Directors 2. The CPA's response with Communications report with corporate governance divisions of completion of 2025 Auditing,	No opinion
2026.02.25 Audit Committee	Independent Director: Lewis Lee Wen-Chang Chang Li-Tzong Chen Jang-Yang Chang Lai-Shou Su CPA: Fang-Ting Yeh	1. The CPA's response in connection with financial statements audit report for third quarter of 2025 and problems raised by Independent Directors 2. The CPA's response with Communications report with corporate governance divisions for 2025 (including Audit Quality Indicators (AQIs) and evaluation results regarding the independence and suitability of the CPAS)	No opinion

(C) The communications key points between the Independent Directors, internal auditors and the CPA

Date	Attendees	Communication Key Points	result
2025.10.23 Forum	Independent Director: Lewis Lee Wen-Chang Chang Li-Tzong Chen Jang-Yang Chang Lai-Shou Su CPA: Hui-Yu Hsu Audit Officer: Ivan Hsu	1.Communication between Independent Directors and CPA 2.Internal Audit report	No opinion

### 2.3.3 Corporate Governance Implementation Status and Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
1. Does the Company establish and disclose the Corporate Governance Best-Practice Principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?	✓		The Company established its own “Corporate Governance Best Practice Principles” in accordance with the “Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies,” with the principles passed by the board of Directors on May 8, 2014 and lately revised on Nov. 7, 2023 in line with the revisions made by competent authorities. The latest contents of the Company’s corporate governance best practice principles are revealed on the Market Observation Post System of the TWSE and on the “Investor Relationship/ Corporate Governance/Major Internal Policy” section of the Company’s own website.	None
2. Shareholding structure & shareholders’ rights (1) Does the Company establish an internal operating procedure to deal with shareholders’ suggestions, doubts, disputes and litigations, and implement based on the procedure?	✓		The Company has established the “Rules of Procedure for Shareholders Meetings”, and convenes annual shareholders meeting to serve as a channel of communications with shareholders. In addition, in order to build a good and instant mechanism of exchanges with investors, the Company has also set up spokespersons, acting spokespersons, public affairs and stock affairs specialists to deal with shareholders’ proposals or quench their doubts. In case of any dispute or possible lawsuit, these spokespersons and specialists will seek opinions from the legal affairs unit to work out appropriate countermeasures.	None
(2) Does the Company possess the list of its major shareholders as well as the ultimate owners of those shares?	✓		In addition to the setup of a contact window for stock affairs, the Company has commissioned a stock affairs agent to deal with shareholders - related affairs. It grasps the information on major shareholders and final controllers through the name list of shareholders compiled by the agent,	None
(3) Does the Company establish and execute the risk management and firewall system within its conglomerate structure?	✓		1. The company has formulated measures governing related party transactions between the company and affiliates, endorsement and guarantee, and loan extension, plus risk management on subsidiaries, according "supervisory measures for subsidiaries," formulated according to "Regulations Governing Establishment of Internal Control Systems by Public Companies." 2. The company has established the "Regulations on Transactions with Related Parties, Specific Companies, and Group Enterprises," which have been approved by	None

Evaluation Item	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			the board of Directors. These regulations govern transactions such as purchases and sales of goods, acquisition or disposal of assets, endorsement and guarantees, and financial lending between related enterprises.	
(4) Does the Company establish internal rules against insiders trading with undisclosed information?	✓		<p>1. In addition to article 15 of "procedures for ethical management and guidelines for conduct," forbidding use of unpublicized information by employees for insider trading, the company has formulated "procedure for handling major internal information," in order to help employees have correct concept on corporate governance and avoid insider trading. Also article 3.2 of the "code of conduct for employees" specifies ban on use of inside information by employees for obtaining benefits for themselves or others. In addition, the board of Directors approved addition of article 10 to "corporate governance best practice principles" on Feb. 25, 2022 requiring insiders to comply with stock-trading control measures after learning the contents of the company's financial statement or business performance report, including, but not limited to, ban on stock trading by Directors during the lock-up period of 30 days before publication of annual financial statement and 15 days before publication of quarterly financial report, for which insiders (including Directors and managers) will receive reminder beforehand.</p> <p>The aforementioned regulations have been posted in the "investor relationship/corporate governance" section of the company's website.</p> <p>2. The company passes promotional materials from competent authority to relevant employees regularly and conducts education/training program on insider trading irregularly, to augment employees' knowledge on the issue. Pass on promotional information of competent authority to insiders regularly and hold education and training on ban on insider trading irregularly, so as to enhance knowledge of all the Directors and employees on insider trading-related regulations.</p> <p>3. The company reminded insiders (including Directors and managers) not to engage in stock trading during the 30-day lock-up period and 15 days before publication of quarterly financial report</p> <p>4.2025 Insider Trading Prevention</p>	None

Evaluation Item	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			Education and Promotion course was conducted on November 25 <sup>th</sup> , 2025 for all colleagues. The course content included Management of Internal Material Information and promotion of measures against insider trading. The course was posted on the company's digital learning platform for access by employees anytime. As of Dec. 31, 2025, the number of employees having completed the one-hour online course had topped 166 person/times.	
3.Composition and Responsibilities of the Board of Directors (1) Does the Board develop and implement a diversified policy for the composition of its members?	✓		<p>1. The Company has called for, in "practical guidelines for corporate governance" and "Rules Governing Election of Director", pluralized membership for the board of Directors, specifying that Directors with a managerial position at the same time should account for not more than one third of the seats on the board of Directors and the number of Directors whose spouses or relatives within second-degree kinship also sit on the board of Directors should not exceed a half of the total seats. In addition, the Company has also formulated the policy of pluralization for its operation, business types, and development need, in terms of, but not limited to, criteria in the following two aspects:</p> <p>(1) Fundamental conditions and values: gender, age, etc.</p> <p>(2) Professional knowledge and skill: professional background, professional skill, and industrial experience.</p> <p>2. In line with the policy of pluralistic membership, the company's board of Directors, in addition to at least two female seats, consists of members with diverse and supplementary backgrounds, including expertise in operation and management, decision making, commerce and economy, finance and accounting, R&amp;D, which encompass industrial experience and international-market perspective, facilitating attainment of sound corporate operation and corporate governance.</p> <p>3. Status for materialization of the pluralistic policy for the membership of the board of Directors:</p> <p>(1) Basic conditions and values:</p> <p>①The company's board of Directors consists of 17 members, including 5 Independent Directors, making the proportion of Independent Directors 29%. The Company's</p>	None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>Articles of Incorporation explicitly state that the continuous term of Independent Directors shall not exceed three consecutive terms. The entire group of Independent Directors has not exceeded three consecutive terms in the office.</p> <p>②The current board of Directors consists of 14 male Directors and 3 female Directors, accounting for 82% and 18%, respectively, averaging 66 in age, with average age of Independent Directors reaching 70.</p> <p>(2) Professional knowledge and skills:</p> <p>①Members of the current board of Directors mostly have knowledge, skills, and upbringing in operational judgment, business management, industrial experience, R&amp;D, leadership and decision making, plus rich global perspective.</p> <p>②Members of the board of Directors include experts, scholars, and industrial figures with diverse backgrounds, including business management, finance and accounting, monetary affairs, commerce, economics, medicine, pharmaceuticals, and chemistry. Independent Directors include Director of medical university and member of the Academia Senica, Director of the National Institute of Cancer Research, under National Health Research Institutes, and multi college professors, Deputy Chair of CPA Firm, and associate professor of university, and President of Taipei Cancer Center and Director of other industry and Directors for other industries. They have plural and supplementary backgrounds, in line with the pluralistic policy for the membership of the board of Directors.</p> <p>(3 ) Related information is listed in Information on Directors and Management Team, 3. Diversification of the membership of board of Directors and note (1) page 19~21</p>	

Evaluation Item	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
(2) Does the Company voluntarily establish other functional committees in addition to the Compensation Committee and the Audit Committee?		✓	The Company hasn't establish any other functional committee besides the Remuneration and Audit committees.	As illustration
(3) Does the Company establish a standard to measure the performance of the Board, and implement it annually? Submit results of performance evaluation to the board of Directors as reference in determining the compensation of individual Directors and nomination for successive term?	✓		<p>The "evaluation measure for performance of the board of Directors," was approved by the board of Directors on Nov. 11<sup>th</sup> 2019. Stipulate that there should be performance evaluation for the board of Directors, individual Directors, and functional committees at least once a year, with the results reported to be completed before the end of first quarter of the following year. and as reference for nomination of Directors in the future.</p> <p>The company already completed 2025 performance evaluation for the board of Directors, functional committees (including evaluations for compensations committee and auditing committee), and individual Directors submission to the Compensations Committee on Feb. 25, 2026 and meeting of the board of Directors on March 04, 2026 and filed the report on the results to the regulator by March 31, 2026.</p> <p>For status of 2025 performance evaluation for Directors and results, please refer to the annual report, (2.3.) Implementation of Corporate Governance, (2.3.1) Board of Directors.</p>	None
(4) Does the Company regularly evaluate the independence of CPAs?	✓		<p>The company commissions certified public accountant to evaluate the independence and competence of its contracted CPA every year. According to article 29 of the company's "corporate governance best practice principles", the Company should evaluate the independence and qualification of hired CPAs to ascertain their suitability according to Audit Quality Indicators (AQIs).</p> <p>The results of the latest evaluation were reported to the auditing committee on Feb. 25 2026 and approved by the board of Directors on March 04, 2026. It has been confirmed that CPAs Yeh Fang Ting and Hui-Yu Hsu, both of PwC Taiwan, don't hold the positions of Directors or managerial staffers at the Company and are not stakeholders of the Company. Nor do they receive pays from or have the relationship of investments or financial-interest sharing with the Company. Evaluation confirms their conformance to the Company's criteria for</p>	None

Evaluation Item	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			the independence and qualification of CPAs, ascertaining their suitability to become the Company's CPAs (Note1) page 62	
4. Whether or not TWSE/TPEX Listed companies have designated sufficient number of qualified corporate-governance staffers and corporate-governance chief, in charge of corporate governance-related affairs (including, but not limited to, preparation of data needed by Directors in the execution of their duties, assistance for Directors in legal compliance, handling of affairs related to meetings of the board of Directors and shareholders' meeting and production of minutes for the meetings)?	✓		<p>According to the schedule and normative elements stipulated in "Taiwan Stock Exchange Corporation Operation Directions for Companies with the Establishment of Board of Directors by TWSE Listed Companies and the Board's Exercise of Powers," the company's board of Directors passed the institution of corporate-governance chief at its meeting on May 11<sup>th</sup> 2021, in charge of the company's corporate governance-related affairs.</p> <p>In addition, in line with article 3-1 of "Corporate Governance Best Principles for TWSE/TPEX Listed Companies" and article 5 of "Sample Template for Company Rules of Procedure for Board of Directors Meetings," the company has designated the two units of administrative affairs and finance/accounting to handle corporate governance- and meeting-related affairs, according to their respective responsibilities, with the scope including:</p> <ol style="list-style-type: none"> <li>1. handling of affairs related to the meetings of the board of Directors and shareholders' meeting;</li> <li>2. production of minutes for the meetings of the board of Directors and shareholders' meeting;</li> <li>3. assistance for Directors in assumption of offices and continuing study;</li> <li>4. provision of data needed by Directors in the execution of their duties;</li> <li>5. assistance for Directors in legal compliance;</li> <li>6. Report to the board of Directors on review result concerning conformance of Independent Directors' qualifications to legal requirements during the times of nomination, appointment, and tenure.</li> <li>7. Handling affairs concerning the change of Directors.</li> <li>8. other items specified in company by-Articles of Incorporation or contracts.</li> </ol> <p>In executing their duties, corporate-governance chief and staffers must abide by legal requirements, in conformance to the spirit and requirements of corporate governance. Related information is listed in "2025 Executive Offices' training records".</p>	None

<p>5. Does the Company establish communication channels with stakeholders (including, but not limited to, shareholders, employees, customers, and suppliers) and set up an area dedicated to stakeholders on the Company website and does the Company respond appropriately to corporate social responsibility issues that stakeholders consider important?</p>	<p>✓</p>	<p>Establish an open, transparent, and effective communications channel with stakeholders, whose opinions will be used as reference in the formulation, review, and execution of sustainable development policy. The company has established a "stakeholder section" on its website, with the scope of stakeholders including shareholders/investors, employees, customers, government agencies, suppliers/contractors, communal resident's academic organization. Offering such information as communications windows, issues of concern, and communications channels/frequency. In addition, there has been "reporting system for breach of moral behaviors," offering a channel for stakeholders to report unethical behaviors, which will be handled by persons in charge, as references for improvement in the company's corporate governance and ethical management. The company did not receive any such report in 2025.</p> <p>The Company's "report on fulfillment of sustainable development (including stakeholder communications information and actual performance)" was submitted to the Board of Directors on Nov. 3, 2025 with contents covering topics concerned by stakeholders, communications channels, and communications frequency.</p> <p>Summary of the company's communications with stakeholders in 2025 follows:</p> <ol style="list-style-type: none"> <li>1. Shareholders/investors: compliance with anti-epidemic regulations in the holding of shareholders' meeting, attendance of 4 investors' conference, held by the company or others, publication of 22 pieces of material information;</li> <li>2. Employees: including holding of two Employees' Meeting, 7 labor-management meetings, publication of 5 issues of e-bulletin ScinoPharm News, publication of daily-life service programs for employees nonscheduled, The health office regularly issues emails promoting maternal health protection in the workplace. Also dissemination of information on anti-epidemic measures and hygiene via e-mails nonscheduled.</li> <li>3. Communal residents: With a history of over 10 years, "ScinoPharm art forum" was held physically and online broadcasting in 2025.</li> </ol>	<p>None</p>
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Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>4. Customers and suppliers/contractors: Keep close contacts with customers and suppliers/contractors via phone calls, e-mails, periodic questionnaire, field inspection, and online meeting.</p> <p>5. Government agencies: cooperate with the competent authorities to conduct inspections, formulate relevant regulations in accordance with legal provisions, and issue aperiodicity legal announcements.</p>	
6. Does the Company appoint a professional shareholder service agency to deal with shareholder affairs?	✓		The Company has commissioned the Shareholder Services Department of President Securities Corp. as a dedicated shareholder service agent, which also assists the Company in organizing shareholder’s meetings. The agent is not an “affiliated enterprise” of the Company, as defined in Article 369-2 of the Company Law.	None
7.Information Disclosure (1) Does the Company have a corporate website to disclose both financial standings and the status of corporate governance?	✓		The Company has launched a corporate website featuring dedicated sections for both investor relationship and interested parties, and a specific unit is assigned to manage and maintain the website, so as to timely update detailed information on the Company’s finance, operation, corporate governance and sustainable development. The website address is: <a href="https://www.scinopharm.com/tw/">https://www.scinopharm.com/tw/</a> .	None
(2) Does the Company have other information disclosure channels (e.g. building an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, webcasting investor conferences)?	✓		<p>1. The Company has set up an English-language website to release its financial information in English for reference by investors. The website address is: <a href="https://www.scinopharm.com/">https://www.scinopharm.com/</a>.</p> <p>2. In order to boost the transparency of its information revelation, the Company has assigned a specific unit to handle information collection and communication.</p> <p>3. The Company has appointed spokespersons and acting spokespersons to handle external speeches and information relation affairs, so as to make shareholders and interested persons better understand the Company’s financial operations and corporate governance implementation.</p> <p>4. Briefings and video information of the Company’s institutional investor</p>	None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			conferences held yearly and attend irregularly investor conferences held by domestic or foreign investment institutions, with related briefing and audio-visual materials, in both Chinese and English, are also revealed on the Market Observation Post System of the TWSE and the Company’s own website: <a href="https://www.scinopharm.com/investor-detail/conference/">https://www.scinopharm.com/investor-detail/conference/</a>	
(3) Whether or not the company publicizes and declares annual financial report within two months after the end of fiscal year and publicizes and declares financial reports for the first, second, and third quarter, as well as report on monthly business status, ahead of set deadline?		✓	The company filed report on 2025 financial statement(approved by the board) on March 04, 2026 and plans to publicize and file report on Q1, Q2, Q3 financial reports and monthly business reports	None
8. Is there any other important information to facilitate a better understanding of the Company’s corporate governance practices (e.g., including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, Directors’ and supervisors’ training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for Directors)?	✓		<p>1. Welfare of and Care for Employees: The Company shows high regard for harmonious labor-management relationship, and has constantly upgraded the interests and welfare of employees, such as offering employee dormitory, small welfare stations, employee restaurant, breastfeeding room, visually impaired massage service, employee travels, compensation for employee association, physical examination, performance bonus, employee stock subscription, and dividend sharing etc., all designed to make employees enjoy a sound welfare system and work hard to contribute well to the Company.</p> <p>2. Investor Relationship: The Company makes it the greatest goal to safeguard the interests of shareholders and grant equal treatment to all the shareholders. Accordingly, the Company has not only timely revealed major information on financial and business operations and changes in insiders’ shareholdings on the Market Observation Post System in accordance with related regulations, but has also set up an “Investor Relationship” section on its website to allow timely release of the Company’s financial, corporate governance information and shareholders’ related information.</p> <p>3 Supplier Relationship: The Company has worked out a set of rules governing the management of</p>	None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>exchanges with suppliers, aiming to build long-term close relationship with suppliers under the win-win principle to jointly pursue sustainable development and growth.</p> <p>4. Interests of Interested Parties: The Company thinks highly of maintaining good relationship with interested parties including shareholders/investors, employees, customers, government agencies, suppliers/contractors, academic organization, communal residents, etc. Besides fulfilling each other’s rights and obligations in accordance with relevant laws and regulations, contracts and operating rules, the Company also endeavors to maintain good communication channels to safeguard legal interests of both parties, based on an integrity principle.</p> <p>5. Study Courses for Directors (including Independent Directors): The Company’s Directors (including Independent Directors) take study courses in accordance with related legal regulations, with number of the study hours meeting or even exceeding the required level. The Company will continue to arrange irregular study courses for its Directors (including Independent Directors). Please see the annual report to learn more in this regard from the “2025 Directors and Independent Directors’ training records”. page 100~102</p> <p>6. Risk Management Policy and Implementation of Risk Assessment Criteria: Risk Management Policy approved by the Board of Directors on Nov 8, 2022. This policy incorporate risk management to company operation activities and daily management routine. The Company’s major business operation policies, investment projects, guarantee endorsements, lending to others and loans from banks all undergo intensive analysis and evaluation by internal competent units and then are put into practice based on resolutions passed by the board of Directors.</p> <p>7. Implementation of Customer Policy: The Company follows the cGMP regulations governing pharmaceutical production to provide clients with high-quality and safe products, and its dedicated customer service staffers are</p>	

Evaluation Item	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			<p>assigned to deal with opinions presented by customers.</p> <p>8. Liability Insurance for Directors and Independent Directors: The Company has implemented liability insurance for its Directors and managerial staff in accordance with the law. The insurance is renewed every year after reporting the insured amount, coverage, and premium to the board of Directors and receiving its approval. The latest insurance, spanning the period from July 2025 to July 2026, was reported to and approved by the board of Directors on May 28, 2025.</p> <p>9. Planning for succession to Directors and key managerial posts and status of execution The company's Articles of Incorporation specifies candidates for seats the board of Directors are nominated, for a three-year term, according to the principle of membership diversification, with the diversification standards to be set via consideration of the company's operation, business type, and development need, in line with stipulations of "corporate governance best practice principles" and "measures governing election of Directors." The company conducts planning for succession to seats on the board of Directors according to the following methods: 1. recommendation by incumbent Directors; 2. recommendation by shareholders. The board of Directors now comprise 17 members (including five Independent Directors), featuring diversified and supplementary experience and expertise in industry, commerce, finance, and accounting. To augment performance of Directors in fulfilling their duties, the company arranges study courses for them to boost their professional skills, covering corporate governance-related subjects, such as finance, accounting, business, commerce, legal affairs, information, risk management, internal control system, and corporate social responsibilities, for detailed of which please refer to table on study by "2025 Directors and Independent Directors' training records" in the annual report. To build up managerial talent pool, the company has established professional management training (PMT) program, helping unit chiefs on various levels hone</p>	

Evaluation Item	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			their competence in management and leadership and excellent employees, selected from annual key talent inventory, augment their expertise and management skills, via related education and training, with arrangement of course taking into account the company's core values and direction of organizational development strategy. Talent cultivation is carried out, in conjunction with individual development plan, as well as on-the-job training, mentor program, interactive learning, and plural career development program. The company's management courses were attended by 819 person-time, totaling 2,352 hours, in 2025. Up to Dec 31, 2025, more than 90% managerial position were promoted through inward employees.	

9. Please explain improvements that have been made as well as priorities to improve the results of the Corporate Governance Evaluation issued by the Taiwan Stock Exchange Corporate Governance Center: According to the final result of the twelfth corporate-governance evaluation, the Company explains the status of improvement and priority items for further improvement as follows:

Contents of Evaluation Item	Status of Improvement and Priority Items
1.5 Has the company formulated specific measures to enhance corporate value, reported them to the board of Directors, and disclosed the relevant information on the "Corporate Value Enhancement Plan" section of the Market Observation Post System (MOPS)?	The company has formulated a plan to enhance corporate value, which was submitted to the board of Directors on November 3, 2025, and the relevant information has been disclosed in the "Corporate Value Enhancement Plan" section of the Market Observation Post System (MOPS).
2.27 Does the company have an intellectual property (IP) management plan linked to its operational goals, disclose the implementation status on the company's website or annual report, and report to the board of Directors at least once a year? [An additional point will be awarded if the company has implemented the Taiwan Intellectual Property Management System (TIPS), ISO56005, or a similar IP management system standard, and has been verified by a third party.]?	The company's intellectual property policy and objectives for 2026 were submitted to the board of Directors on November 3, 2025, for review and approval. The related policy and objectives have been disclosed on the company's website. Furthermore, the company implemented the "Taiwan Intellectual Property Management System (TIPS)" of the Institute for Information Industry in 2025 and has obtained Grade A certification, valid until December 31, 2026, meeting the bonus point criteria.
4.25 Has the company disclosed its Scope 1 and Scope 2 greenhouse gas emissions for the past two years? [An additional point is awarded if the Scope 1 and Scope 2 greenhouse gas emissions for the past two years have been externally verified.]	The company has completed greenhouse gas inventory and verification for the parent company and its subsidiaries in accordance with the "Sustainability Roadmap for TWSE/GTSM Listed Companies" timeline, and reports the progress to the board of Directors for management on a quarterly basis as required. The annual report and sustainability report disclose the investigation of greenhouse gas emissions for the past two years, and assurance reports from third-party verification agencies were obtained in both 2024 and 2025, meeting the bonus criteria.

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
4.26 Has Company established a greenhouse gas reduction management policy, including reduction targets, promotion measures, and progress made? [One additional point will be awarded if the disclosure includes the 2030 carbon reduction target, strategy, and action plan.]			The company has established a greenhouse gas emission reduction management policy, which includes reduction targets, promotion measures, and achievement status. With 2023 as the base year for Scope 1 and Scope 2 greenhouse gas emissions reduction, the company aims for an annual reduction of at least 4.2%, striving for a total reduction of 42% by 2030. Relevant information is disclosed in the annual report and sustainability report, meeting the scoring criteria	
4.31 Does the company regularly conduct employee satisfaction surveys and disclose their implementation and improvement plans?			Our company has disclosed the implementation status of the employee opinion survey for 2025 on the company website.	

Note 1: Criteria for assessing the independence and competence of accountants

Item	Evaluation content	evaluation result	meets independence
01	The accountants themselves, their spouses, and minor children have no investment or financial interest sharing relationship with the company.	V	Yes
02	The accountant himself, his spouse, and minor children have no capital loans from the company.	V	Yes
03	The accounting firm did not issue an assurance service report on the design or assistance in the effective operation of the financial information system.	V	Yes
04	Accountants or members of the audit service team have not served as Directors or managers of the company or held positions that have a significant impact on audit cases at present or in the past two years.	V	Yes
05	There are no important items that directly affect the audit case for the non-audit services provided by the company.	V	Yes
06	Accountants or members of the audit services team are not promoting or intermediary stock or other securities issued by the company.	V	Yes
07	Accountants or members of the audit service team do not represent the company in defense of legal cases or other disputes between the company and third parties, except for business permitted by law.	V	Yes
08	Accountants or members of the audit service team have no relationship with spouses, lineal blood relatives, lineal relatives by marriage, or collateral blood relatives within the second degree of relationship with the company's Directors, managers, or personnel with positions that have a significant impact on audit cases.	V	Yes
09	The joint certified public accountant who has retired within one year has not served as a Director or manager of the company or has a position that has a significant impact on the audit case.	V	Yes
10	The accountants or members of the audit service team have not received gifts or special favors of great value from the Company or Directors, managers or major shareholders.	V	Yes
11	Accountants are not employed by clients or respondents to perform regular duties, receive fixed salaries, or act as Directors.	V	Yes
12	Accountants have not provided audit services to the Company for seven consecutive years.	V	Yes
13	Accountants provide and report to the Audit Committee of the Company Audit Quality Indicators (AQIs), and the Company refers to the indicators to assess the competence of accountants.	V	Yes

### 2.3.4 Composition, Responsibilities and Operations of the Compensation Committee

1. Based on the Article of Incorporation, the Company has established Compensation Committee, whose members are appointed by the board of Directors, according to the organization regulations of the committee. The current Compensation Committee, the sixth Session, comprises five Independent Directors and one Director who fulfill the following authorities faithfully, as a prudent administrator, and submit suggestions to the board of Directors for discussion:

- (1) Formulating and periodically reviewing the policy, system, criteria and structure associated with the remunerations of Directors and managerial staff, and assessing their performances.
- (2) Periodically assessing and determining the remunerations of Directors and managerial staff.

2. The company's Compensation Committee adheres to the following principles in exercising the aforementioned authorities:

- (1) In performance evaluation and determination of salaries and compensations of Directors and managerial staff, take into account the payment levels of peers, individual performance,

the company's business performance, and future risks.

- (2) Discourage Directors and managers from taking risk beyond reasonable scope for the company, in their quest for high salaries and compensations.
- (3) Take into account industry features and the company's business nature, in determining the share for the payout of bonus for Directors and ranking managers and modification of the payment time for salaries and compensations.

The aforementioned salaries and compensations include cash compensations, stock options, stock bonus for employees, retirement benefits and termination benefits, various subsidies, and other substantial incentives.

### 3. Information Regarding Compensation Committee

Position	Criteria	Work Experience and Professional Qualification Requirements	Independence Analysis	Number of Other Public Companies in Which the Individual is Concurrently Serving as a Compensation Committee Member
	Name			
Independent Director (Convener)	Wen-Chang Chang	(Note)	(Note)	3
Independent Director	Li-Tzong Chen			0
Independent Director	Lewis Lee			3
Independent Director	Jang-Yang Chang			0
Independent Director	Lai-Shou Su			1
Director	Chyun-Yu Yang			0

(Note): The Work Experience and Professional Qualification Requirements and Independence Analysis of Director and Independent Director is shown in page 16~18:

#### 4. Attendance of Members at Compensation Committee Meetings

- (1). There are 6 members in the Compensation Committee
- (2). The sixth term of the Compensation Committee is from June 14 2024 to May 27 2027.  
Total of 5 Compensation Committee meetings were held in 2025 and up to the print date.  
The attendance record of the Compensation Committee members was as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Remarks
Convener	Wen-Chang Chang	5	0	100%	None
Committee Member	Li-Tzong Chen	5	0	100%	None
Committee Member	Lewis Lee	5	0	100%	None
Committee Member	Chyun-Yu Yang	5	0	100%	None
Committee Member	Jang-Yang Chang	5	0	100%	None
Committee Member	Lai-Shou Su	5	0	100%	None

Other mentionable items:

1. If the board of Directors declines to adopt or modifies a recommendation of the Compensation Committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of Directors, and the Company's response to the Compensation Committee's opinion (e.g. the remuneration passed by the Board of Directors exceeds the recommendation of the Compensation Committee, the circumstances and cause for the difference shall be specified):  
None.
2. Resolutions of the Compensation Committee objected to by members or subject to a qualified opinion and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None.

(3) Major resolutions or opinion during the Compensation Committee Meetings As of 2025 and up to the publish date

Compensation Committee Meeting dates and Terms	Proposals contents	Resolutions	The company's responses to proposals from Compensation Committee
2025.02.21 The 3rd meeting of the Sixth Term	<ol style="list-style-type: none"> <li>1. The Company's remuneration distribution plans for Directors and employees for fiscal 2024.</li> <li>2. The Company's performance bonus for Managing Directors and above for fiscal 2024</li> <li>3. Compensation planning for hiring managerial positions. (Report item: Performance Evaluation Report of the Board of Directors in 2024)</li> </ol>	Approved by all attended Compensation Committee Members	Submitted to the Board of Directors' Meeting for approval
2025.07.30 The 4th meeting of the Sixth Term	Compensation planning for hiring managerial positions.	Approved by all attended Compensation Committee Members	Submitted to the Board of Directors' Meeting for approval
2025.10.23 The 5th meeting of the Sixth Term	Compensation planning for hiring managerial positions.	Approved by all attended Compensation Committee Members	Submitted to the Board of Directors' Meeting for approval
2025.12.10 The 6th meeting of the Sixth Term	1. Employees (including managers) salary raise plan for fiscal 2026.	Approved by all attended Compensation Committee Members	Submitted to the Board of Directors' Meeting for approval
2026.02.25 The 7th meeting of the Sixth Term	<ol style="list-style-type: none"> <li>1. The Company's remuneration distribution plans for Directors and employees for fiscal 2025.</li> <li>2. The Company's employee performance bonus for Managing Directors above fiscal 2025</li> </ol> (Report item: Performance Evaluation Report of the Board of Directors in 2025)	Approved by all attended Compensation Committee Members	Submitted to the Board of Directors' Meeting for approval

### 2.3.5 Promoting Sustainable Development Implementation and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
1. Has the company established a governance structure to promote sustainable development, set up dedicated (or concurrent) units to promote sustainable development, authorized senior management to handle related matters, and is the board oversight all above?	✓		<p>The company's corporate sustainability-related decision making and operation is a cross-division mission-oriented task force.</p> <p>The company put forth a overall ESG (environment, social, and governance) planning and execution program on May 30, 2022, changing "sustainability management committee" into "sustainable development committee," chaired by the president, overseeing "sustainability Development office " and "vocational safety and hygiene management commission," headed by vice president of production center and chief of vocational safety, hygiene, and environmental protection department, respectively.</p> <p>"Sustainability Development office responsible for the promotion and implementation of sustainability-related tasks, on top of compilation of annual corporate sustainability report and risk management and evaluation. "Vocational safety and hygiene management commission" aims to establish the company's vocational safety and hygiene management system, materializing safety and hygiene management goal via planning, implementation, evaluation, and improvement, so as to materialize safety and hygiene management goal and raise safety and hygiene management level.</p> <p>"Sustainable development committee" reports every year to the board of Directors the execution status of the sustainable development and vocational safety and hygiene plan, so that members of the board can review the progress in attaining corporate sustainability target. The "2024 Sustainability Report" was approved for release by the Board of Directors on August 6, 2025.</p> <p>On Nov. 3, 2025, the committee reported to the board of Directors on sustainability-related execution status, with contents including (1) stakeholders-related issues (such as communications information and performance), (2) corporate governance( include formulating a “Corporate Value Enhancement Plan”), (3) management ethics, (4) corporate sustainability performance and business operation strategy, (5)risk management</p>	None
2. Does the company follow the principle of materiality in evaluating risks related to the issues of environment, society, and corporate governance related to the company's operation and	✓		<p>The disclosed data include sustainability performance of major business sites during Jan. through Dec. 2025, with risk-evaluation boundary being based business sites in Taiwan.</p> <p>In line with the Company's "Sustainable Development Best Practice Principles," which is based on the "Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies," and given connection between sustainable development trend, both in Taiwan and abroad, and corporate core businesses, and the influence of business activities of the company and</p>	None

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons			
	Yes	No	Abstract Explanation				
formulate related risk-management policy or strategy?			<p>group on stakeholders, the company has formulated sustainable development policy, system or related management guidelines, and concrete implementation plan. The Board of Directors approved the company's "Sustainable Information Management Operating Procedures," on Dec. 19, 2024, which incorporates the management of sustainable information into the internal control system and lists it as an item for the annual audit plan. While pursuing sustainable operations and profitability, the company also values the rights and interests of stakeholders. An internal meeting to identify stakeholders was held on January 14, 2026, to assess the positive and negative impacts of ScinoPharm on various stakeholders concerning corporate governance (economic), environmental, social, and other factors. The potential risks and the effectiveness of management strategies are reviewed and assessed continuously.</p>				
					Major Subjects	Risk assessment item Explanation	Explanation
					Corporate Governance	Regulatory Compliance	Establish a corporate governance structure and implement internal management regulations to ensure that all personnel and operations comply with relevant laws and regulations.
						Economic Performance	<p>Pursue continuous growth in economic performance while maintaining robust operations to achieve sustainable business goals.</p> <ol style="list-style-type: none"> <li>1. Prepare an annual budget each year and hold regular internal management meetings and board meetings to track and review the achievement of objectives and take necessary management measures.</li> <li>2. Control operational risks in accordance with the company's internal control system and risk management policies, ensuring the attainment of operational goals.</li> <li>3. Produce quarterly financial reports reviewed or audited by accountants, and present them to the audit committee and board of Directors.</li> <li>4. Based on the annual operational results, the board of Directors will draft a profit distribution proposal to be submitted for resolution at the shareholders' meeting for distribution.</li> </ol>
						Risk Management	The Sustainable Development Office-draft risk management policies, procedures, and frameworks, establishing qualitative and quantitative measurement standards. An annual risk management meeting was held on July 28, 2025, to consolidate and present the company's risk management execution report, completing the review and updating of information to ensure applicability.

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons															
	Yes	No	Abstract Explanation																
			<table border="1"> <tr> <td></td> <td>Technology innovation and patents</td> <td>Invest in R&amp;D to achieve technological innovation, plan for patent applications, and conduct market positioning. Ensure that the product development process does not infringe on competitors' patents while also establishing "Patent Affairs Management Regulations." This framework will create an internal system for patent proposal, application, maintenance, and freedom-to-operate analysis, ensuring the quality and strength of patents, and implement the Taiwan Intellectual Property Management System (TIPS).</td> </tr> <tr> <td rowspan="2">Environment</td> <td>Energy and Green House Gas Emission</td> <td>The Company is counted as chemical pharmaceutical industry and values the importance of environmental protection. It established an energy management team within the organization to achieve energy conservation and carbon reduction, contributing to environmental sustainability. In 2025, an investment of NT\$1,240,000 was made to replace the explosion-proof LED lights in the factory area and the biofilter blower to enhance efficiency, thereby saving electricity, it's estimated to save 38,590 KW of electricity in 2026.</td> </tr> <tr> <td>Waste Management</td> <td>To ensure a clean and aesthetically pleasing work environment, prevent environmental pollution (both internal and external) caused by industrial waste, control waste disposal routes, protect employee health, and fulfill our corporate social responsibility, we have established a "Industrial Waste Management Procedure" as a guideline.</td> </tr> <tr> <td rowspan="3">Society</td> <td>Customer Health and Safety</td> <td>To ensure "drug quality" and "employee safety," all active pharmaceutical ingredients, related intermediates, and injectable products are manufactured in accordance with international CGMP guidelines, including PIC/S and ICH production standards. All products are required to be carried out under the supervision of the quality assurance unit. Our products are 100% compliant with the audits of government health authorities, U.S. FDA regulations, and current international CGMP requirements. In 2025, the total number of customer factory inspections was 28 times, with regulatory authorities conducting 2 times. The result of each audit was in compliance with regulatory requirements.</td> </tr> <tr> <td>Marketing and Labelling</td> <td>Regularly initiate and arrange for factory inspections by customers and regulatory authorities in various countries to ensure that products comply with the regulations of these authorities; to protect customer interests, our company has established various communication channels, such as an email response system that guarantees replies within 24 hours, ensuring product safety and service quality.</td> </tr> <tr> <td>Occupational Safety and Health</td> <td>Our company conducts annual evaluations of the effectiveness of our occupational safety and health management system and related procedures, based on the established PDCA cycle.</td> </tr> </table>		Technology innovation and patents	Invest in R&D to achieve technological innovation, plan for patent applications, and conduct market positioning. Ensure that the product development process does not infringe on competitors' patents while also establishing "Patent Affairs Management Regulations." This framework will create an internal system for patent proposal, application, maintenance, and freedom-to-operate analysis, ensuring the quality and strength of patents, and implement the Taiwan Intellectual Property Management System (TIPS).	Environment	Energy and Green House Gas Emission	The Company is counted as chemical pharmaceutical industry and values the importance of environmental protection. It established an energy management team within the organization to achieve energy conservation and carbon reduction, contributing to environmental sustainability. In 2025, an investment of NT\$1,240,000 was made to replace the explosion-proof LED lights in the factory area and the biofilter blower to enhance efficiency, thereby saving electricity, it's estimated to save 38,590 KW of electricity in 2026.	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Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons						
	Yes	No	Abstract Explanation							
			<table border="1"> <tr> <td>Quality employees recruitment and retain in post</td> <td>We strive to create a high-quality working environment, guided by the principles of DEI (Diversity, Equity, Inclusion), to build a strong employer brand. We systematically nurture and attract external quality talent through campus recruitment and corporate internship collaborations.</td> </tr> <tr> <td>Training and education</td> <td>The Company ensures compliance with legal and regulatory requirements in our production processes, product quality, and external audits through education and training, as well as internal audits. The Company use ERP system to track training needs and address any training gaps in a timely manner</td> </tr> <tr> <td>Suppliers Management</td> <td>ScinoPharm has established an "Audit Procedures for Suppliers" within its internal framework. The Company established "Supplier Social Responsibility Commitment Letter" in 2024 to promote sustainable environmental development in collaboration with suppliers, uphold fundamental human rights, and fulfill corporate social responsibility.</td> </tr> </table>	Quality employees recruitment and retain in post	We strive to create a high-quality working environment, guided by the principles of DEI (Diversity, Equity, Inclusion), to build a strong employer brand. We systematically nurture and attract external quality talent through campus recruitment and corporate internship collaborations.	Training and education	The Company ensures compliance with legal and regulatory requirements in our production processes, product quality, and external audits through education and training, as well as internal audits. The Company use ERP system to track training needs and address any training gaps in a timely manner	Suppliers Management	ScinoPharm has established an "Audit Procedures for Suppliers" within its internal framework. The Company established "Supplier Social Responsibility Commitment Letter" in 2024 to promote sustainable environmental development in collaboration with suppliers, uphold fundamental human rights, and fulfill corporate social responsibility.	
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3.Environmental Topic (1) Does the Company establish proper environmental management systems based on the characteristics of their industries?	✓		<p>The company formulates environment, safety, and health management regulations in accordance with environmental protection laws and regulations stipulated by the Ministry of Environment (such as the Air Pollution Control Act, the Water Pollution Control Act, the Waste Disposal Act, and the Toxic and Concerned Chemical Substances Control Act, etc.).</p> <p>The Company’s environment management system is established in accordance with the chemical industry’s strictest “Responsible Care” system. The Responsible Care system is initiated by the global chemical engineering community to help enterprises set up a sound industrial safety, health and environmental protection system. Constituting of renowned international pharmaceutical firms, the Pharmaceutical Supply Chain Initiative (PSCI) has formulated the PSCI principles, widely regarded as the social and ethical standards for supply-chain management, in the fields of ethics, working conditions, health and safety, environmental protection, and management system. The company embraced PSCI principles in evaluating collaborative pharmaceutical firms, underlining the company's conformance to international standards in industrial-safety, hygienic, and environmental-management systems.</p> <p>Concrete practices are as follows:</p> <ol style="list-style-type: none"> <li>1. During its research and development (R&amp;D) of production procedures for pharmaceuticals, the Company manages to skip the use of substances or materials subject to restrictions under domestic and international regulations, such as toxic chemicals, precursor chemicals for narcotic drugs, controlled</li> </ol>	None						

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Abstract Explanation	
			<p>substances for chemical weapons, and ozone depleting substances, and instead, uses less-toxic or-hazardous substances and materials as substitutes.</p> <p>2. During its R&amp;D of production procedures for pharmaceuticals, the Company manages to assess the possibility of reducing the usage amount of chemical solvents and hazardous substances to mitigate relevant impact on environment and decrease the exposure to hazardous chemicals or active substances on the part of operating staff.</p> <p>3. Before putting a new production procedure into practice, the Company should organize a meeting to analyze the possible hazard of the production procedure, focusing discussions on the likely hazard to safety, health and environment and then seeking proper preventive solutions.</p> <p>4. The Company disposes of all the wastes generated by production plants, including biodegradable waste water, waste solvents, solid wastes, and air pollutants, totally in accordance with related regulations.</p> <p>5. The biodegradable waste water is usually treated via an activated sludge process and an ultrafiltration system, and the resultant organic sludge is separately filtered and then incinerated by the Resource Recycling Center of the Southern Taiwan Science Park, or other qualified incineration vendors with the disposed waste water and waste living water piped into the waste water disposal plant in the science park. The organic sludge generated at the Company's affiliated enterprise undergoes a separate filtration process before being delivered to the Jiangsu Kangbo Industrial Solid Waste Treatment Co., Ltd. for incineration. And the disposed waste water and the waste living water are piped into Binjiang Waste Water Disposal Plant.</p> <p>6. Hazardous or general solid wastes are delivered to the Resource Recycling Center of the science park or other qualified companies for incineration. The air pollutants generated by production plants, such as particulate pollutants, acid gas, alkaline pollutants and organic steam, all undergo two-step treatment by condenser and scrubbing tower for disposal. The recyclable solvents generated by the Company's affiliated enterprise are sent to the Kunshan Deyuan Environmental Protection Development Co., Ltd. for purification and recycling.</p> <p>To ensure effective implementation of the system, online environmental education and training will be conducted for employees through e-learning. The course topics include explanations of "2025 Environmental Protection and Corporate Sustainability Development," to enhance</p>	

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons									
	Yes	No	Abstract Explanation										
			<p>employees' environmental awareness and participation.</p> <p>The company has not adopted ISO14001, ISO50001, or similar environmental or energy management system verification and certification. In addition to establishing a well-functioning environmental management system that meets the characteristics of the biotechnology and pharmaceutical industry, the company has undergone multiple inspections by pharmaceutical regulatory authorities from the United States, Europe, and Japan (such as FDA, EMA, EDQM, PMDA, etc.) and environmental, health, and safety audits by international pharmaceutical companies (such as Pfizer, GSK, Aventis, etc.) since 2004. The results have all recognized the company's environmental management system, and there have been no concerns regarding the comprehensiveness of the environmental management system due to the company not passing ISO14001 or similar certifications."</p>										
(2) Does the Company endeavor to utilize all resources more efficiently and use renewable materials which have low impact on the environment?	✓		<p>The Company actively promotes various energy reduction measures to lower energy consumption across the enterprise and for our products. Current practices include: maximizing the use of renewable materials with a low environmental impact; recovering waste water from reverse osmosis water purifiers and air conditioning condensate to cooling towers; adopting water-saving faucets; conserving domestic water use; incorporating eco-friendly green energy concepts in processes and equipment; promoting green environmental protection and emphasizing ecological balance.</p> <p>Furthermore, to gradually improve the efficiency of renewable energy use, the Company has installed solar panels on the roof of the administrative building and the Injectable production building, providing green electricity for sale and self-consumption. The total power generation in 2025 was 222,848 kWh.</p> <p>The Company complies with the "Regulations Governing Energy Users in Setting Energy Conservation Targets and Implementation Plans" stipulated by the Bureau of Energy, Ministry of Economic Affairs, and achieves the target of an average annual electricity saving of 1% from year 2025~2028.</p> <p>Energy usage <span style="float: right;">Unit:1B(GJ)</span></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">Category</th> <th style="width: 35%;">2024</th> <th style="width: 35%;">2025</th> </tr> </thead> <tbody> <tr> <td>Total Energy</td> <td style="text-align: right;">177,952.72</td> <td style="text-align: right;">174,324.52</td> </tr> <tr> <td>Recycled Energy %</td> <td style="text-align: right;">0.33%</td> <td style="text-align: right;">0.39%</td> </tr> </tbody> </table> <p>Note: statistics information only includes the parent company ScinoPharm Taiwan, Ltd.</p>	Category	2024	2025	Total Energy	177,952.72	174,324.52	Recycled Energy %	0.33%	0.39%	None
Category	2024	2025											
Total Energy	177,952.72	174,324.52											
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Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons															
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(3) Whether or not the company has evaluated the potential risks and opportunities of climate change for the company, now and future, and adopted countermeasures for related issues?	✓		<p>In managing climate-change risks, with the framework of TCFD (Task Force on Climate-related Financial Disclosures of the Financial Stability Board (FSB) as reference, the company's convener of "sustainability Development office" joined hands with representatives of various units evaluating climate change-related risks and discerning transformation risks and physical risks in operating process, thereby evaluating possible financial influence. A response plan was formulated accordingly. Six major risk items have been determined via the TCFD method, namely change in customer behaviors, government collection of carbon fee, renewable-energy law/regulation, carbon tariffs of foreign countries, drought-caused water restriction, tropical weather (typhoon, flood), along with two opportunities: possibility of recycling and employment of higher-efficiency production. The company will review extreme weather's influence, in short-, medium- and long-term, annually and formulate climate-change management response plans accordingly. In addition, the company has put in place business continuity plan, evaluating and analyzing various possible operation-disruption risks and formulating corresponding countermeasures.</p> <p>The company will disclose climate change-related potential risks and opportunities on the "corporate sustainability" section of the company's sustainability report (1.9 climate-change risks and opportunities).</p> <p>Also the Company's evaluation and response actions regarding climate change and opportunities is revealed in Section 2.3.6 page85~93 of annual year book, Climate Related Information of TWSE/TPEX List Company.</p>	None															
(4) Whether or not the company has calculated its total volumes of greenhouse-gas emission, water consumption, and Total weight of wastes and formulated policies on energy conservation, carbon abatement, greenhouse gas emission reduction, water-consumption reduction, and other waste management measures?	✓		<p><b>【Greenhouse Gas Emission】</b></p> <p>1. Green-House gas emission for the past two years:</p> <table border="1"> <thead> <tr> <th>Items</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>scope 1</td> <td>9,831 tons CO2e</td> <td>4,116 tons CO2e</td> </tr> <tr> <td>scope 2</td> <td>25,937 tons CO2e</td> <td>24,234 tons CO2e</td> </tr> <tr> <td>Total volumes for Scope 1 and Scope 2</td> <td>35,768 tons CO2e</td> <td>28,350 tons CO2e</td> </tr> <tr> <td>Scope 3</td> <td>56,615 tons CO2e</td> <td>The inventory check is expected to be completed in April 2026</td> </tr> </tbody> </table> <p>Note 1: ScinoPharm consolidated statistics information. Note 2: Greenhouse gas inventory for 2024 was conducted according to the GHG protocol standard and verified by</p>	Items	2024	2025	scope 1	9,831 tons CO2e	4,116 tons CO2e	scope 2	25,937 tons CO2e	24,234 tons CO2e	Total volumes for Scope 1 and Scope 2	35,768 tons CO2e	28,350 tons CO2e	Scope 3	56,615 tons CO2e	The inventory check is expected to be completed in April 2026	None
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			<p>PricewaterhouseCoopers Taiwan. The inventory for 2025 has been completed, but the data has not been externally verified and is expected to be completed in Q3, 2025.</p> <p>Note 3: Greenhouse-gas emission includes electricity consumption from the Taipei office in the calculation</p> <p>Note 4: Scope 3 is subject to a full-item inventory-check based on materiality criteria."</p> <p>2. To meet international and customer demands for environmental protection, ScinoPharm referencing the Science-Based Target Initiative (SBTi), In 2025, we will complete the Scope 1 to comprehensive Scope 3 inventory and verification for 2024. The inventory boundary covers ScinoPharm Tainan Plant, Taipei Office, subsidiary SciAnda (Changshu) Pharmaceuticals Co., Ltd., and SciAnda Shanghai Biochemical Technology Co., Ltd. After comprehensive verification information is obtained as a basis for reviewing and optimizing energy conservation and carbon reduction. It is expected that after completing the 2025 Scope 1 to Scope 3 inventory and verification in 2026, we will submit to SBTi to complete the review.</p> <p>3. The Sustainable Development Committee unanimously agreed to use 2023 as the base year for Scope 1 and Scope 2 greenhouse gas emissions (consolidated financial statements). The target is to reduce the combined emissions of Scope 1 and Scope 2 by at least 6% annually, striving for a total reduction of 42% by 2030. Scope 3 baseline year uses the complete inventory of 2024 as the emissions reduction baseline year.</p> <p>4. Concrete action plans for energy conservation and carbon reduction include:</p> <p>(1). Solvent recycling and reuse program in the manufacturing process.</p> <p>(2). Collaborating with consulting firms to conduct carbon footprint assessments for the company's major product projects, identify key carbon emission sources, and evaluate potential energy-saving improvement measures to reduce energy consumption.</p> <p>(3). The company completed the 2024 greenhouse gas inventory and verification (Scope 1 to Scope 3) in 2025 and continues to promote annual greenhouse gas inventory and verification to monitor carbon emissions and energy-saving improvements.</p> <p>(4). Continuing to promote electricity-saving measures, system replacement/energy-saving improvements, and green energy procurement planning to achieve electricity-saving and greenhouse gas reduction targets.</p> <p>5. The total greenhouse gas emissions for Scope 1 and Scope 2 in 2025 decreased by approximately 21% compared to the total greenhouse gas emissions for Scope 1 and Scope 2 in 2024, according to the initial inventory result, the data has not been externally</p>	

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons																		
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			<p>verified and is expected to be completely assured in Q2, 2026.</p> <p><b>【Water Resource Management】</b></p> <p>1. Water Consumption volumes for the past two years:</p> <table border="1"> <thead> <tr> <th>Items</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>water consumption volume</td> <td>158,720 Tons</td> <td>150,111 Tons</td> </tr> </tbody> </table> <p>Note: the parent company information only.</p> <p>2. The water usage for 2025 was 5.42% less than 2024</p> <p>3. The water usage (the parent company) reduction target is based on the baseline year 2025, aiming to achieve a 30% reduction within three years.</p> <p>4. In terms of the company's water conservation plan, we start with implementing water-saving practices in daily life. To reduce water consumption and effectively utilize water resources, improvement measures include recovering air conditioning condensate and RO concentrate wastewater to the cooling tower for heat dissipation and reuse, and installing water-saving faucets in all restrooms and pantries to achieve water conservancies.</p> <p><b>【Waste Management】</b></p> <p>1. Total waste volumes for the past two years</p> <table border="1"> <thead> <tr> <th>Items</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>hazardous waste</td> <td>2,543 tons</td> <td>2,549 tons</td> </tr> <tr> <td>nonhazardous waste</td> <td>384 tons</td> <td>267 tons</td> </tr> <tr> <td>Total volume</td> <td>2,927 tons</td> <td>3,816 tons</td> </tr> </tbody> </table> <p>Note: the parent company information only.</p> <p>2. The reduction target (parent) is a 1-2% annual decrease in waste generation (excluding waste that is recycled) compared to the baseline year 2023. The total waste volume for 2025 is 3.8% less than 2024.</p> <p>3. To achieve sustainable resource reuse, we reduce waste generation and increase utilization rates through process technology improvements. Internal waste reduction strategies include:</p> <p>(1) Evaluating the feasibility of solvent recovery for reuse in the manufacturing process.</p> <p>(2) Controlling waste disposal costs to not exceed NT\$33.63 million through process solvent recovery, reduction of cleaning solvent usage, wastewater toxicity monitoring, and collaboration with recycling companies to treat reusable waste liquids. Actual waste disposal costs in 2025 were NT\$33.31 million.</p>	Items	2024	2025	water consumption volume	158,720 Tons	150,111 Tons	Items	2024	2025	hazardous waste	2,543 tons	2,549 tons	nonhazardous waste	384 tons	267 tons	Total volume	2,927 tons	3,816 tons	
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4. Social Topic (1) Does the Company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of	✓		<p>1. The company adopts internal management policies that exceed the standards of the Labor Standards Act. It recognizes and adheres to the spirit of internationally recognized human rights standards such as the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the United Nations Universal Declaration of Human Rights, the</p>	None																		

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
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Human Rights?			<p>United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the United Nations International Labor Organization. In addition to emphasizing respect and equality, the corporate culture also ensures that daily operations comply with the protection of basic human rights and equal employment rights through institutional norms. Labor contracts are also in accordance with local regulations, prohibiting the employment of child labor, forced labor, and human trafficking. Discrimination of any kind is also prohibited based on an employee's gender, race, marital status, religion, political affiliation, sexual orientation, job grade, nationality, or age, which may result in differential treatment or any form of discrimination in recruitment, performance evaluation, and promotion.</p> <p>2. To ensure that all employees understand the legal regulations they must comply with in their work and the ethical obligations they are expected to fulfill, and to communicate the company's expectations for employees' interactions with partners and suppliers, the Human Resources department has formulated the "Employee Code of Conduct," applicable to the Company and its subsidiaries. The code of conduct sets out provisions for a sound, equal, and mutually trusting work environment, including that the company provides fair opportunities in recruitment, appointment, development and does not discriminate based on gender, age, race, or other factors. For a harmonious workplace, the company has formulated plan preventing illegal encroachment in execution of duties or workplace violence, on top of measures preventing and tackling sex harassment. Any employee complaint will be investigation and treatment according to a set procedure and informants are protection against any revenge or unfavorable treatment. Newly hired employees need to attend the human rights and code of conduct training. The goal is to get the newly hired employees trained 100%. The actual training rate for 2025 is 100%.</p> <p>3. High regard for human rights also reflects in the supplier management, as suppliers are required to comply with conventions and regulations upholding human rights, both in Taiwan and abroad. Under the management mechanism, there has yet to be human-rights cases which influence the company's operation. Meanwhile, a corporate culture stressing mutual respect, human-based management, and multiple communications channels have combined to minimize discriminatory incidents or labor-management disputes, leading to a harmonious workplace.</p> <p>4. With high regard for employees' continuous growth in</p>	

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
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			<p>work, ScinoPharm offers employees opportunities to develop multiple skills and experiences, via not only on-the-job training but also cross-division job rotation. Job transfer is carried out after consulting employees and according to the five principles of the Labor Standards Act and related labor regulations, without coercion of threat.</p> <p>5. The company has formulated complete standard operating procedure for strict abidance by employees, on top of installation of complete emergency relief equipment, which is subject to regular inspection and renovation. The company arranges annual physical examination for employees, with extra check items for those engaged in special operations, to prevent potential health risks.</p> <p>In line with the requirement of the Occupational Safety and Health Act, drafted by the Ministry of Labor, the company has offered comprehensive care for female employees, avoiding late-night shift (10:00 p.m.-6:00 a.m.) for pregnant ones and having in-house health specialists to conduct preliminary risk assessment for them, to safeguard their and children's health and safety and uphold their work right.</p>	
(2) Has the Company established appropriately managed employee welfare measures (include salary and compensation, leave and others), and link operational performance or achievements with employee salary and compensation?	✓		<p>1. Employee Compensation: The Company has established a reasonable salary and compensation, performance evaluation system, and management regulations. Appropriate salaries are determined based on employees' academic backgrounds, professional knowledge and skills, and years of experience. In addition to year-end bonuses and employee dividends, performance bonuses are awarded based on employee performance evaluations and the Company's operating performance to encourage long-term employee contributions and shared growth with the Company.</p> <p>2. Workplace Diversity and Equality: Employee compensation is not differentiated based on gender, race, religion, marital status, political stance, or other similar factors, thus implementing workplace diversity and equality. In 2025, the average percentage of female employees was 33.88%, and the average percentage of female supervisors was 33.65%.</p> <p>3. Operating Performance Reflected in Compensation: The Company's "Articles of Incorporation" stipulate that no less than 2% of the current year's profits, if any, shall be allocated as employee compensation. Regarding the distribution of employee compensation in the past two years, the Board of Directors resolved on 2026.03.04, to distribute NT\$14,732,544 as employee compensation for 2025. A resolution by the Board of Directors on 2025.02.26, authorized the distribution of NT\$41,293,370 as employee compensation for 2024. Distribution is based on employee performance evaluation results, and salary increases are</p>	None

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
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			<p>appropriately given to certain outstanding employees to motivate them. Furthermore, in accordance with the amended "Securities and Exchange Act, Article 14, Paragraph 6" promulgated by the competent authority, the Company will amend its "Articles of Incorporation" to include a provision that no less than 1% of employee compensation shall be allocated to grassroots employees. This amendment was discussed and approved at the 2025 Annual General Shareholders' Meeting.</p> <p>4. Employee Welfare Measures: The Company has established an Employee Welfare Committee to plan and provide employees with excellent welfare benefits, such as festival bonuses, travel subsidies, marriage congratulations, childbirth gifts, children's education subsidies, employee meal subsidies, and funeral allowances. Regarding leave policies, employees with less than two years of service are granted leaves more favorable than legal requirements. Full-pay sick leave, which is more favorable than legal requirements, is also provided to allow sick employees to balance rest and financial needs. Employees who need extended leave for childcare, serious illness, or major events can also apply for unpaid leave to balance personal and family care needs.</p> <p>5. Employee Retirement System: The Company has established employee retirement regulations in accordance with the Labor Standards Act and the Labor Pension Act. Employee retirement qualifications and the calculation standards for employee retirement pensions are handled in accordance with relevant regulations. A Labor Retirement Reserve Fund Supervisory Committee has been legally established to supervise and ensure that the appropriation and payment of employees' stable retirement pensions comply with regulations. Please refer to "4.5. Labor Relations" page 147~149 in this annual report for details.</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>1. With high regard for labor-management relationship, the company and affiliates have endeavored to create a comfortable, safe, and healthy workplace with complete hardware and software, including proper access control, periodic employee security education and training, indoor smoking ban, institution of breastfeeding room and employee restaurant, and free laundry service for workers.</p> <p>2. The company maintains a "Safety, Health and Environmental Management Manual" as the code of conduct and working principles for environmental and occupational safety and health management. In accordance with this manual, a "Contractor Evaluation System" is separately established to protect worker safety and safeguard workers' lives and property.</p> <p>3. For employee and plant safety, the company holds</p>	None

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
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			<p>unalerted evacuation drills and at least two emergency response drills a year and mandatory firefighting and first-aid training for employees, 4 AED are installed in the company site plus security promotion and training at various units' monthly security meeting, to augment employees' security awareness and enable them to meet the minimum three-hour requirement for on-the-job security and hygiene training a year.</p> <ul style="list-style-type: none"> <li>● Monthly fire safety maintenance is conducted</li> <li>● Four "Fire Extinguishing Training" sessions were held in 2025, and all employees are required to complete fire safety training annually.</li> <li>● In 2025, the total number of employee safety, health, and environmental protection training sessions was 1,303 person/times, totaling 4,856 hours.</li> </ul> <p>4. In addition to at least three-hour security and hygiene training, new employees have to three hours of extra security and hygiene training specifically associated with their jobs, so that they can blend in with the company's security culture rapidly.</p> <p>5. The monitoring and response center (central control room) was inaugurated in January 2022, in charge of monitoring factory premises and coordination of various units in emergency response and provision of first aid, as well as assistance for emergency response taskforce (ERT). The center has three major functions, namely handling of emergency, execution of safety affairs, and monitoring of safety system, upholding a safe workplace for employees. ERT personnel training and evaluation is held every quarter; the evaluation items including fire, toxic material response and employees' injury and sickness handling process.</p> <p>6. The company has an Occupational Safety and Health Committee and a Fire Prevention Management Committee, which hold quarterly meetings to report work progress to the President.</p> <p>7. Regarding employee health, the company provides pre-employment physical examinations and annual employee health checkups. It also has a medical room with one Health Manager (with nursing qualifications) and visiting physicians for on-site consultation services. * The 2025 employee health checkups were conducted in batches from November 25th to November 28th (four consecutive days), with a total of 595 employees completing health checkups. On 2026.01.23, a lecture on common abnormal health checkup categories for employees in 2025 was held, with a duration of approximately 0.5 hours.</p> <p>8. The company and affiliates strive to forge a good career-development environment for employees,</p>	

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons																											
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			<p>including an effective career-capability cultivation program, along with good employee welfare and optimal working environment, via such measures parent-children events and periodic "employee welfare" series activities, thereby caring for employees' spiritual and familial needs.</p> <p>9. In 2025, there were 14 traffic accidents for the company's employees, mostly during the time on their way to the company. Therefore, the company has put in place flexible office time, allowing them to come to work during 8-9:30 a.m., so that they can avoid heavy traffic during rush hours.</p> <p>10. The company spent NT\$3,800K and NT\$4,170K respectively, in 2024 and 2025 on the installation of personal protective gear to minimize employees' health risk exposure in operation.</p> <p>11. Given its importance to all the employees, the company the company stepped up inputs into factory safety in 2025, as follows:</p> <table border="1"> <thead> <tr> <th>Item</th> <th>Investment cost</th> <th>Purpose and expected benefits</th> </tr> </thead> <tbody> <tr> <td>Installation of nitrogen solenoid valves to control oxygen content in exhaust lines and scrubbers</td> <td>1,400</td> <td>Reduces concentration of flammable gases in pipelines, preventing fires and explosions.</td> </tr> <tr> <td>Establishment of toxic substance (DMF) monitoring system</td> <td>950</td> <td>Improves safety monitoring and prevents chemical leaks</td> </tr> <tr> <td>Replacement of fluid pipelines in the PILOT plant area</td> <td>600</td> <td>Reduces pipeline leakage risk, preventing fires and explosions.</td> </tr> <tr> <td>Replacement of old utility fluid pipelines in SMU</td> <td>500</td> <td>Reduces pipeline leakage risk, preventing fires and explosions</td> </tr> <tr> <td>Installation of explosion-proof surveillance cameras in high-risk areas</td> <td>250</td> <td>Improves safety monitoring and prevents chemical leaks.</td> </tr> <tr> <td>Fireproof cabinets for material storage</td> <td>225</td> <td>Improves material storage, preventing fires and explosions caused by chemical leaks</td> </tr> <tr> <td>INJ. 3F Catwalk Emergency Call System</td> <td>186</td> <td>Improves safety monitoring and enhances personnel safety.</td> </tr> <tr> <td>Total</td> <td>4,111</td> <td></td> </tr> </tbody> </table>	Item	Investment cost	Purpose and expected benefits	Installation of nitrogen solenoid valves to control oxygen content in exhaust lines and scrubbers	1,400	Reduces concentration of flammable gases in pipelines, preventing fires and explosions.	Establishment of toxic substance (DMF) monitoring system	950	Improves safety monitoring and prevents chemical leaks	Replacement of fluid pipelines in the PILOT plant area	600	Reduces pipeline leakage risk, preventing fires and explosions.	Replacement of old utility fluid pipelines in SMU	500	Reduces pipeline leakage risk, preventing fires and explosions	Installation of explosion-proof surveillance cameras in high-risk areas	250	Improves safety monitoring and prevents chemical leaks.	Fireproof cabinets for material storage	225	Improves material storage, preventing fires and explosions caused by chemical leaks	INJ. 3F Catwalk Emergency Call System	186	Improves safety monitoring and enhances personnel safety.	Total	4,111		
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			12. The company did not have any fire incident in 2025.											
(4) Has the Company established effective career development training plans?	✓		<p>The company offers plural development opportunities and job rotation for various works, which, along with effective performance evaluation system and career development review, plus personal development plan and corresponding training courses, enables employees to exercise their talent at proper positions, enjoying ample room for performance. Under the system, the company has embraced a policy stressing internal promotion, for which employees can develop cross-field expertise via job rotation, including R&amp;D, manufacturing, quality control, marketing, and logistics. Over 90% of the company's incumbent managers and higher-ranking chiefs are appointed via internal promotion.</p> <p>As for talent cultivation, the company has paid much attention to cultivation of international talent. To meet the demand for talent development and management/operation, the company has arranged professional management courses from start, helping chiefs at various ranks develop management and leadership skills. Meanwhile, based on a specific vocational skill system, the company has developed learning roadmaps for core vocational skills, helping employees develop job-related skills, perform their duties, and expand job scope, plus availability of plural career development opportunities.</p> <p>During annual performance reviews, managers also discuss and establish individual development plans with employees, and regularly review and provide feedback on the implementation progress to support employee growth.</p> <p>At ScinoPharm Taiwan, every employee take part in training activities, according to their job demand, personal ability, development need, and learning interest. Competency training is planned for supervisors and colleagues at all levels, including new employee training, professional training, and supervisor training, to help colleagues continue to learn and grow through diversified learning methods. In 2025, the company's training activities lasted 66,234 hours, attended by 8,540 persons/times.</p> <p>The Company conducted an employee opinion survey in December 2025 by the Human Resources Department, covering the companywide “Career Development System Feedback Survey”, and developed improvement plans based on the survey results. Specific survey details are as follows:</p> <table border="1"> <tr> <td colspan="2">Career Development System Feedback Survey</td> </tr> <tr> <td>Target</td> <td>All employees</td> </tr> <tr> <td>Topic</td> <td>Career development</td> </tr> <tr> <td>No. of respondents:</td> <td>730</td> </tr> <tr> <td>Coverage rate:</td> <td>14.2%</td> </tr> </table>	Career Development System Feedback Survey		Target	All employees	Topic	Career development	No. of respondents:	730	Coverage rate:	14.2%	None
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(5) Does the Company's product and service comply with related regulations and international rules for customers' health and safety, privacy, sales, labelling and set polices to protect consumers' rights and consumer appeal procedures?	✓		<p>1. To assure "medicine quality" and "employee safety," the company has embraced the manufacturing standards of CGMP guidelines, including PIC/S (Pharmaceutical Inspection Co-operation Scheme) and ICH (International Council for Harmonisation) in the production of all the active pharmaceutical ingredients, related intermediates, and injection medicines, all under the supervision of quality-control unit.</p> <p>2. All the company's products pass the regulator's inspection and meet U.S. FDA regulations and existing CGMP requirements.</p> <p>3. Arrange on its own regular plant inspection by customers and the pharmaceutical regulators of various counties. To uphold customer interest, the company has established various communications channels, Establish "Customer complaint Handling procedures", including a dedicated e-mail address with a 24-hour response time, to ensure product safety and service quality.</p> <p>4. To ensure product integrity and customer rights, ScinoPharm has established "Product Shipment Procedures" and regulations for "Preventing Product Diversion, Falsification, and Adulteration." Detailed operational steps are carried out using standardized processes for shipment. All injectable products have unique barcodes. API products have anti-counterfeiting labels and security seals on their outer packaging. The product contents can be checked by the code to ensure that the transportation process is strictly controlled and</p>	None										

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	Yes	No	Abstract Explanation	
			<p>the information is transparent.</p> <p>5. Regarding the management of client privacy, confidentiality clauses or agreements are signed as necessary, depending on the nature of the collaboration. The Company also has established "Regulations for Trade Secret Management" to prevent the leakage of company trade secrets and to avoid inadvertently infringing upon the trade secrets of others, which could cause losses to the company. When receiving confidential information or trade secrets from others due to business execution needs, we are required to protect such information according to the management measures outlined in our company's "Management Regulations for Accepting Confidential Information Cases" to prevent leakage and improper use. Our legal department conducts an annual trade secret inventory. The announcement of the completion of the 2025 trade secret inventory was issued at December 31 2025. Also, the IT department continuously strengthens customer privacy protection and information security governance mechanisms. For file servers and related information systems, annual access-rights inventories are conducted regularly. The IT department compiles lists of system and file-server access personnel and submits them to respective business unit supervisors for review and confirmation, ensuring that permission assignments align with actual business needs and adhere to the principle of least privilege. Customer personal data may only be accessed and used by authorized personnel within the scope necessary for business; unauthorized persons must not access such information. In 2025 there were no complaints alleging invasion of customer privacy or loss of customer data.</p>	
(6) Does the Company set supplier management policy and request suppliers to comply with related standards on the topics of environmental, occupational safety and health or labor right, and their implementation status?	✓		<p>1. The company established operation procedures such as "Supplier Management Procedure," "Material Development and Procurement," "Supplier Audit Procedure," and "Supplier Evaluation Procedure" to govern related matters, and to assess or screen suppliers that meet the company's product requirements and management policies. All suppliers must provide a quality questionnaire and quality-related certificates (e.g., certificates issued by international standards bodies) and pass the company's supplier verification process. For raw materials, a COA (Certificate of Analysis) and SDS (Safety Data Sheet) should accompany the shipment to ensure suppliers can safely supply and handle the goods.</p> <p>2. In promoting corporate sustainability, our company has issued a "Supplier Social Responsibility Commitment" to work with suppliers to promote environmental sustainability, protect fundamental human rights, and fulfill corporate social responsibility. The contents include: labor rights and human rights; health and protection (including occupational safety</p>	None

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons				
	Yes	No	Abstract Explanation					
			<p>and industrial hygiene); environmental protection; and ethical standards (including intellectual property and information confidentiality, data privacy and security). Suppliers are encouraged to implement the commitments' requirements. As of 2025, a total of 101 manufacturers have signed the Social Responsibility Commitment. The "environment" aspect mainly includes:</p> <ul style="list-style-type: none"> <li>- Minimizing adverse impacts on the community, the environment, and natural resources during production processes, complying with all local environmental regulations, and protecting public health and safety.</li> <li>- Reducing and eliminating resource consumption and waste generation through improvements in production, maintenance, and facility processes, substitution of materials, conservation of natural resources, recycling, and material reuse.</li> <li>- Seeking cost-effective methods to improve energy and resource utilization efficiency and to minimize energy and resource consumption and greenhouse gas emissions.</li> <li>- Management and control of hazardous substances, wastewater, non-hazardous solid waste, noise, and exhaust emissions.</li> </ul> <p>3. The company includes purchasing terms on purchase orders, which incorporate integrity clauses and corporate social responsibility clauses. Both buyer and seller shall adhere to principles of integrity and the corporate social responsibility policy, and shall consider the impact on society and the natural environment; violations may result in the immediate termination or cancellation of the purchase order.</p> <p>4. Currently, suppliers are mainly divided into: critical material suppliers and non-critical material suppliers. According to the internal "Supplier Audit Procedure," existing suppliers are audited through written reviews and on-site inspections. An audit report is submitted within 30 days of each audit, and the observed deficiencies are categorized as: major, minor, and recommendations. If the company continues to have business dealings with the supplier, auditors will continuously track all relevant items and provide guidance until improvements are made, serving as a reference for evaluating or screening manufacturing contractors that meet the company's product management requirements. 29 supplier quality audits and 6 Waste management supplier audit were completed in 2025. (Note: Supplier quality audit key items include warehouse, release for shipment, quality system, production process, inspection records, etc.)</p> <table border="1" style="width: 100%; margin-top: 10px;"> <thead> <tr> <th style="width: 70%;">Audit Type</th> <th style="width: 30%;">times</th> </tr> </thead> <tbody> <tr> <td>On-Site Audit</td> <td style="text-align: center;">24</td> </tr> </tbody> </table>	Audit Type	times	On-Site Audit	24	
Audit Type	times							
On-Site Audit	24							

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons						
	Yes	No	Abstract Explanation							
			<table border="1"> <tr> <td>Remote Audit</td> <td>1</td> </tr> <tr> <td>Third party Audit Report</td> <td>3</td> </tr> <tr> <td>Documents audit</td> <td>1</td> </tr> </table> <p>5. According to the internal "Vendor Evaluation Procedure," the purchasing unit conducts an annual (once per year) evaluation of suppliers who provided materials to the company in the previous year. Suppliers are scored on four evaluation items (quality, price, delivery time, service and others). The evaluation results will be used as references for future purchases of supplier materials and for verification of continued cooperation. In 2025 the company completed evaluations for 143 suppliers.</p>	Remote Audit	1	Third party Audit Report	3	Documents audit	1	
Remote Audit	1									
Third party Audit Report	3									
Documents audit	1									
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>1. The company compiles the sustainability report, following the basis of the GRI (Global Reporting Initiatives) universal standards, industrial standards (yet to be publicized), and major topic standards, disclosing major economic, environmental, throng of people(including human rights), and social topics discerned by the company and their influences, and disclosure items and reporting requirements. Referrer to the guidelines from Sustainability Accounting Standards Board,(SASB) to disclose industry indicators information. A reference table is available in the appendix, facilitating rapid retrieval and query search. The report also meets the requirements of the "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies."</p> <p>2. Figures and statistics in the sustainability report derive from the company's own reckoning and survey, including NT dollar-denominated financial figures in the annual financial statement certified by PwC Taiwan, which also conducted limited assurance for some information in the report, according TWSAE 3000 standards on "assurance cases involving auditing or perusal of non-historic financial information," with the assurance report included in the appendix.</p>	None						
<p>6. If the Company has established the Sustainable Development Best Practice Principles based on "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies", please describe any discrepancy between the Principles and their implementation:  The Company passed the formulation of its "Sustainable Development Best Practice Principles" based on "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" at its board of Directors held on June 18, 2014, and revised the principles on March 25, 2015, December 20, 2016, May 30, 2022 and May 10 2023. There is no major discrepancy between the Company's Sustainable Development Best Practices and the implementations.</p>										
<p>7. For details about the operating situation and concrete practices associated with the Company's promoting sustainable development implementation, please see the instructions on the "Promoting Sustainable Development Implementation" as seen in this annual report, Company's annual Sustainability Report, and access the Company's website at <a href="http://www.scinopharm.com/tw/">http://www.scinopharm.com/tw/</a> "Sustainability" section for disclosed relating information.</p>										

## 2.3.6 Climate Related Information of TWSE/TPEX List Company

### Climate Related Information Implementations :

Item	Implementation
<p>1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities</p>	<p>To drive sustainable development, the Company's Board of Directors established the Sustainable Development Committee to be an exclusively (or concurrently) dedicated unit in charge of promoting sustainable development in May 2022. The Committee is chaired by the President of ScinoPharm and has two sub-units working under it: the Sustainable Development Office and Occupational Health and Safety Management Committee. The Sustainable Development Committee is responsible for proposing and enforcing sustainable development policies, systems, or relevant management guidelines, and concrete promotional plans and for reporting to the Board of Directors on a yearly basis.</p> <p>As the Company's highest governing body of risk management, the Board of Directors is charged with developing risk management policies and framework, and ensuring that the developed policies are aligned with the direction of the company's business strategy so as to facilitate the effective operation of risk management. The Sustainable Development Committee, which reports to the Board of Directors, is tasked with supervising the mechanisms of operation in relation to risk management, while the Sustainable Development Office works on managing and accessing risks associated with company operations (e.g., strategy, operations, finance, IT, compliance, product quality, safety, health, and environmental protection, as well as climate change impact/opportunities/risks, etc.) and reports on the same to the Board of Directors on an annual basis.</p>

2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business(short , medium, and long term)

The company references Taiwan's phased Greenhouse Gas Control Target as a framework for discussing and planning timelines. We will assess the operational and financial impacts brought about by climate change, including potential operational and financial impacts of climate risks and opportunities, over the short term (2022-2025), medium term (2026-2030), and long term (2031-2050).

■ Climate change related risk items effect ScinoPharm

Risk	Aspect	Risk Topics	Occurrence Frequency	Financial Impact	Impact Score	Duration of Impact	Strategy Description
Transition risk	Market	Changes in customer behavior	10	3	30	Medium term	*Our company plans to conduct an annual product carbon footprint inventory for mass-produced products. In 2023, the assessment and verification of the carbon footprint for the SPT1025 project were completed. *We have set 2023 as the base year for energy conservation and carbon reduction, with a carbon reduction target of a 6% annual decrease in the total combined emissions of Scope 1 and Scope 2. Scope 3 with 2024 greenhouse gas emissions (consolidated financial statements) Scope 3 as the reduction baseline year.
	Regulations	Renewable energy regulation	10	1	10	Medium term	Solar panels have been installed on-site, and a greenhouse gas reduction plan will be implemented in the future. This includes progressively reviewing and replacing equipment with declining efficiency, such as air conditioning chillers, to reduce carbon emissions (carbon levy payments are projected to account for 0.1% of 2025 revenue).
		Government levy on carbon emissions	10	1	10	Long term	* Establish a comprehensive energy management system to optimize energy use through data collection, monitoring, and analysis, thereby reducing carbon emissions. * Actively promote energy-saving measures and plan to replace outdated, energy-intensive devices to reduce carbon emissions (estimated EU carbon tax expenses will account for 0.37% of 2025 revenue).
		Foreign carbon tariffs	10	1	10	Medium term	Implement a voluntary reduction plan to meet government reduction targets, enjoy preferential rates, and reduce carbon fee expenditures (estimated domestic carbon fee expenses will account for 0.27% of 2025 revenue).
Physical risk	Immediately	Drought, water restrictions	8	3	24	Long term	* Strengthen water conservation management on weekdays and cooperate with the Southern Taiwan Science Park in implementing water restrictions to ensure internal water conservation measures are executed effectively. * The company has a 1,600-ton general water storage tank, and the Southern Taiwan Science Park has a 30,000-ton reservoir and a 3,000-ton water tower. To strengthen water resource management and avoid the risk of operational disruptions due to droughts, a supplier list has been established. Suppliers will be contacted for water supply if the need arises.
		Tropical wind (typhoon, flood)	8	3	24	Medium term	The Company has purchased insurance for risk transfer. The insurance covers risks associated with fire, explosion-induced fire, lightning strikes, explosion, earthquake, typhoon, and flooding. Business Continuity Plan (BCP) has been established with relevant contingency measures.
	Long-term	Rising sea level	6	1	6	Long-term	Based on the Coastal Risk Screening Tool, sea level rise caused by a global temperature increase of approximately 2.0°C will not impact the company's location.

※Impact Score over 24 is categorized as Major Risk

Opportunities for ScinoPharm:					
Opportunity Topic	Occurrence Frequency	Financial Impact	Opportunity Score	Duration of Impact	Strategy Description
Use more efficient production	8	6	48	Short term	To improve production process efficiency, we are implementing a phased plan for production line equipment modification and expansion. By increasing production capacity and reducing batch sizes, we can effectively save time and costs, manufacture more products, fulfill large orders, and boost revenue growth.
The possibility of recycling and reuse	10	3	30	Short term	<ul style="list-style-type: none"> <li>Raw material (including solvent) process recovery refers to the separation of the desired, on-spec recovered materials from the original production process using distillation or other methods. If the recovered materials meet regulatory registration or GMP requirements, they can be recycled for use in the production process or equipment cleaning, which can reduce raw material purchase costs, waste disposal fees, and carbon emissions. If not included in regulatory registration or if there are GMP concerns, some solvents are sent to manufacturers for recycling and reuse as waste liquid, which avoids direct incineration, reduces carbon emissions, and also reduces waste disposal costs.</li> <li>In the short to medium term, apply to the competent authority for an air pollution permit for the waste liquid reuse process, using a stripping tower to purify the process waste liquid not covered above, and sell it to other industries for reuse as waste liquid or as a secondary product (it is estimated that this can reduce the amount of waste liquid treated by approximately 300 tons per year, with a cost reduction of NT\$4.44 million).</li> </ul>
Use of low carbon energy	10	1	10	Short term	The company already uses solar power generation and has generated actual benefits (sale and self-generation for self-use), which can reduce electricity expenses.
Participation in carbon trading market	10	1	10	Short term	Our company participates in the trading of carbon credit certificates due to self-generation and self-use of solar power.

※Impact Score over 24 is categorized as Major Opportunities

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


Risk Topics and Financial Impact			
Risk	Aspect	Risk Topics	Potential Financial Impact
Transition risk	Market	Changes in customer behavior	* Increase in cost of operation * Customer satisfaction results in increased operating revenue
	Laws and Regulations	Government levy on carbon emissions	* Setting up carbon-reducing equipment increases operating costs * Expense increased due to carbon fee (Estimated domestic carbon fee expenditure accounts for 0.27% of 2025 revenue)
		Renewable energy regulation	* Setting up carbon-reducing equipment increases operating costs * Increased expenses due to payments in lieu (Estimated EU carbon tax expenditure accounts for 0.37% of 2025 revenue)
		Foreign carbon tariffs	* Setting up carbon-reducing equipment increases operating costs * Expense increased due to carbon tax
Physical risk	Immediately	Drought, water restrictions	* Recycled water restrictions hinder production lines, resulting in reduced revenue
		Typhoon, flooding	* Continued insurance enrollment increases costs
	Long-term	Rising sea level	* The Company's business Locations will not be affected by it yet.

Opportunity Category and Financial Impact		
Opportunity Category	Opportunity Topic	Financial Impact
Resources Efficiency	Use more efficient production	* Expense increasing * Revenue increasing
	The possibility of recycling and reuse	* Expense reduction * Revenue increasing
Energy resource	Use of low carbon energy	* Cost reduction
	Participation in carbon trading market	* Cost reduction

4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.

ScinoPharm is committed to tackling climate change risks. Based on the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), released by the Financial Stability Board (FSB), as well as the framework of International Financial Reporting Standards (IFRS) S2 "Climate-Related Disclosures," our company's convener of "Sustainable Development office" and representatives from various departments conducted a climate change risk assessment. This assessment aimed to identify transitional risks and physical risks in operational processes and evaluate potential financial impacts. Based on the identification results, response plans were established. Through the TCFD methodology, three major risk items and two opportunities were identified. Additionally, an internal Business Continuity Plan is in place to assess and analyze various operational risks that may cause interruptions, including climate risks and opportunities, reviewing them annually and establishing corresponding climate change management response plans.

Climate related risk identification procedures for ScinoPharm:



5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.

Scenario planning cannot predict the future, but it can help companies understand how climate change might affect them and inform strategic planning. Our company began conducting Qualitative and quantitative analyses of climate change in 2023 to assess potential financial impacts and develop corresponding responses.

Risk	Aspect	Risk Topics	Scenario setting:	Potential Financial Impact
Transition risk	Market	Changes in customer behavior	Customers will expect to require proof of net-zero carbon reduction.	Increase in cost of operation Customer satisfaction results in increased operating revenue
		Laws and Regulations	Government levy on carbon emissions	The government will expect to charge GHG emissions tariff on the business sector NT\$300/10000co2e start from year 2031
	Foreign carbon tariffs		The European Union is expected to impose carbon tariffs on products	Setting up carbon-reducing equipment increases operating costs Carbon fee expenditure, increased expenses (estimated European Union carbon tax expenditure accounts for 0.27% of 2025 revenue)
	Renewable energy regulation		According to the Renewable Energy Development Act, monetary substitution must be paid annually if a user fails to install renewable energy in accordance with the Regulations for the Management of Setting up Renewable Energy Power Generation Equipment of Power Users above a Certain Contract Capacity.	Setting up carbon-reducing equipment increases operating costs Offset expenditure, increased expenses (estimated offset expenditure accounts for 0.1% of 2025 revenue if offset payments are made)
Physical risk	Immediately	Drought, water restrictions	As the number of consecutive dry days increases, after 2030, water restrictions will be imposed for an average of five days a year.	Water restrictions hinder production lines, resulting in reduced revenue
		Typhoon, flooding	Severe typhoons in Taiwan will increase in the future, leading to wind and flood disasters, which cause financial losses.	Continued insurance enrollment increases costs

<p>6. If there is a transition plan for managing climate-related risks, describe the contents of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>In 2022, the Financial Supervisory Commission (FSC) announced the "Sustainable Development Roadmap for Listed Companies.", ScinoPharm complied with regulations by disclosing information on "Greenhouse Gas Inventory and Verification." It completed the inventory and verification ahead of the prescribed timeline and reports on its progress to the Board of Directors quarterly.</p> <p>In response to national climate change policies and customer requirements, the company has strengthened its internal planning for promotion of energy conservation and carbon reduction efforts. ScinoPharm will adhere to the "Energy User Setting Energy Conservation Targets and Implementation Plans" of the Bureau of Energy, Ministry of Economic Affairs, and working toward the goal of reducing electricity consumption by an average of 1% annually from 2025 to 2028. Implementation measures include evaluating the feasibility of replacing inefficient equipment with high-efficiency alternatives, thereby reducing the various environmental impacts caused by operations.</p> <p>ScinoPharm actively supports the government's circular economy promotion plan by aiming to increase the recycling rate of waste solvents to reduce waste. In 2022, the company formulated a plan for the reuse of waste solvents from manufacturing processes. Start from 2023, Scinopharm invested NT\$20 million to construct a distillation stripping tower for energy conservation and carbon reduction. From 2023 to 2026, it conducts evaluations, construction, and submitting related documents and applications to the competent authorities to achieve the goal for resource recycling and energy conservation for carbon reduction.</p> <p>In 2024, NT\$862,000 was invested in the maintenance of energy-saving equipment, including the replacement of 40 explosion-proof LED lights and the replacement of air-conditioning equipment fan motors in the plant, increasing efficiency from 92.7% to 95.4% to implement related electricity-saving measures. In 2025, NT\$1.24 million was invested in replacing explosion-proof LED lights and replacing blowers in the aeration tank to implement electricity-saving measures in the plant area.</p> <p>The indicator and targets used for physical risks and transition risks:  Transition Risk: Our company plans to conduct product carbon footprint assessments for mass-produced products to comply with the requirement of submitting carbon footprint certifications upon delivery in the future. The carbon footprint assessment and verification for the SPT1025 were completed in 2023.  Physical Risk: ScinoPharm Taiwan has established a Business Continuity Plan (BCP) which includes relevant response measures and incorporates climate change risk and opportunity policies. To address climate change risks, the frequency of reviewing and revising the BCP, originally set at every two years, was revised to an annual review and adjustment in 2023.</p>
<p>7. If internal carbon pricing is used as a planning tool, the basis for setting price should be stated.</p>	<p>The Company do not utilize an internal carbon pricing mechanism as a planning tool currently. However, we will continuously monitor the development of domestic and international carbon issues, their potential impact on our company, and evaluate the feasibility of implementing an internal carbon pricing system</p>

8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.

2022	Establish the Sustainable Development Committee to be an exclusively (or concurrently) dedicated unit in charge of promoting sustainable development
	Complete individual the ISO 14064-1 Greenhouse Gas Inventory
	Developed a plan for "Recycling of Waste Solvents from Manufacturing Processes"
2023	Complete individual the ISO 14064-1 third-party verification of greenhouse gas emission, obtaining a reasonable assurance report for Scope 1~2.
	Completed third-party verification of the ISO 14067 carbon footprint inventory for the main core product SPT1025.
2024	Conducted hardware construction and application for "Recycling of Waste Solvents from Manufacturing Processes"
	Completed Scope 1, 2, and part of Scope 3 inventory and verification for 2023(Parent and Subsidiary company), based on the GHG Protocol standard
2025	Completed Scope 1~3 inventory and verification for 2024(Parent and Subsidiary company), based on the GHG Protocol standard
	Conducted hardware construction and application for "Recycling of Waste Solvents from Manufacturing Processes"
2026	Completed Scope 1~3 inventory and verification for 2024(Parent and Subsidiary company), based on the GHG Protocol standard
	Complete registration on the Environmental Protection Department's greenhouse gas emissions information platform(purchase electricity ≥20 million kWh)
	Start the plan for "Recycling of Waste Solvents from Manufacturing Processes"
	Submit SBTi and complete the auditing
2027~2030	Continuously promoted carbon reduction projects

ScinoPharm Taiwan is promoting green energy development and has installed solar panels internally. In 2025, the total electricity generated by the solar panels installed on the rooftop of the company's administration building was 32,360 kWh, with revenue from the sale of green electricity amounting to NT\$207,718.8. This is equivalent to a reduction of 15,338.64 kg CO<sub>2</sub>e in greenhouse gas emissions. In 2020, an investment of NT\$5,985,000 was made to install solar panels for self-use at the injectable plant. In 2025, the total electricity generated reached 190,488 kWh, reducing greenhouse gas emissions by 90,291.31 kg CO<sub>2</sub>e. The total electricity generated from solar energy in 2025 was 222,848 kWh. (Based on the Bureau of Energy's 2024 electricity emission factor of 0.474 kg CO<sub>2</sub>e/kWh).

9.Greenhouse gas inventory and assurance status, reduction plan, strategy and concrete actions

Greenhouse gas inventory and assurance status for the past two years:

(1). Greenhouse gas inventory information:

Greenhouse gas total emission (Metric tons Co2e), intensity (Metric tons Co2e/million) and information scope for the past two years

Parent & Subsidiary Company	2024		2025	
	Total Emission	Intensity (Note 1)	Total Emission	Intensity (Note 1)
Scope 1	9,831	2.575	4,116	1.177
Scope 2	25,937	6.793	24,234	6.930
Scope 3	56,615-	14.828	Inventory check will be completed by the end of April 2026	
Total	92.383	24.197	-	-

Note1: The greenhouse gas emission intensity for 2024 is calculated as per unit product/revenue in 2024-NT\$3,818 million. The greenhouse gas emission intensity for 2025 is calculated as per unit product/revenue in 2025-NT\$3,498 million

Note2: According to PwC's 2025 requirements for greenhouse gas verification of 2024, in calculating refrigerant emissions under Scope 1 fugitive emission sources, in addition to annual refrigerant purchases, the acquisition of new refrigerant-containing equipment during the year must also be included.

Note3: The Scope 1 and Scope 2 emissions for 2025 are preliminary assessment results. The Scope 3 emissions assessment will not be completed until the end of April 2026. The Scope 1 to Scope 3 emissions data will be finalized and updated after verification will be completed by the end of June 2026.

(2)Greenhouse gas assurance status

Description of assurance status summarize the assurance scope, assurance institute, assurance principles and assurance Comments for the past two years :

Item	2024	2025
Assurance Scope-Parent	Scope 1-Scope 3	Scope 1-Scop 3
Assurance Institute	PwC	PwC
Assurance Principles	GHG Protocol	GHG Protocol
Assurance Comments	The Company complete the 2024 greenhouse gas inventory and verification in accordance with GHG Protocol standards in June 2025 and complete assurances in August 2025.	The Company plans to complete the 2025 greenhouse gas inventory and verification in accordance with GHG Protocol standards by the end of April 2026. It will complete assurances by the end of June 2026

**Greenhouse-gas emission reduction target, strategy, and concrete action plan**

1. In response to international and client demands for environmental protection, ScinoPharm follows the Science-Based Target Initiative (SBTi). In 2025, it completed the inventory and verification of Scope 1 to Scope 3 emissions for 2024, based on the GHG Protocol standards. The inventory includes ScinoPharm Tainan plant, Taipei office, subsidiary SciAnda (Changshu) Pharmaceuticals, Ltd., and SciAnda Shanghai Biochemical Technology Co., Ltd.

2. The Sustainable Development Committee unanimously agreed to use 2023 as the base year for greenhouse gas emissions (consolidated financial statements) for Scope 1 and Scope 2. The target is to reduce the combined emissions of Scope 1 and Scope 2 by at least 6% annually, striving for a

total reduction of 42% by 2030. For Scope 3, 2024 was set as the base year, aiming for a total reduction of 25% by 2030. Specific action plans include:

- (1). Raw material (including solvent) process recovery involves separating the desired, compliant recycled materials from the original process using distillation or other methods. If the recycled materials meet regulatory registration or GMP requirements, they can be recycled for use in processes or equipment cleaning, reducing the cost of purchasing raw materials, waste disposal fees, and carbon emissions. If not included in regulatory registration or if there are GMP concerns, some solvents are recycled and reused by manufacturers as waste liquid, avoiding direct incineration, which can reduce carbon emissions and waste disposal costs.
- (2). The company will complete the inventory and verification of greenhouse gases (Scope 1 to Scope 3) for 2025 in 2026, and continue to promote the annual inventory and verification of greenhouse gases to monitor carbon emissions and energy-saving improvements.
- (3). Continue to implement electricity-saving measures, system upgrades/energy-saving improvements, and green energy procurement plans to achieve energy-saving and greenhouse gas reduction goals.
- (4). To improve production process efficiency, production line equipment renovation and expansion plans are being carried out successively. By increasing production capacity and reducing batch sizes, time costs can be effectively saved, more products can be manufactured, or large orders can be fulfilled, promoting revenue growth and reducing carbon emissions.

### 2.3.7 Ethical Corporate Management

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practices Principles for TWSE listed companies and reasons
	Yes	No	Abstract Illustration	
1. Establishment of ethical corporate management policies and programs (1) Whether or not the company has formulated ethical-management policy, which has been approved by the board of Directors and has specified explicitly in corporate regulations and publicized documents ethical-management policy and practices, as well as commitment of the board of Directors and executives on implementation of ethical-management policy?	✓		In order to deepen integrity-based management culture and to further strengthen business development, the board of Directors formulated a set of "Code of Business Integrity" on December 9, 2010, which was further amended on March 26, 2012 and August 4, 2015, respectively, and consequently posted on the Market Observation Post System (MOPS) of the Taiwan Stock Exchange, as well as on the Company's website. The Company also sets up relevant internal operating standards and control systems to examine all aspects of business operations on a fixed-time basis, and then deliver the inspection results to the Board for approval. This practice not only serves as the basis for the implementation of the integrity management, but also highlights the Company's policy and tactics as well as the commitment of its Board and management to realize integrity policy. Related information on the integrity management has also been disclosed in other outgoing documents, including the corporate social responsibility report.	None
(2) Whether or not the company has established assessment mechanism for unethical-conduct risks for periodic analysis and assessment of business activities with higher unethical-conduct risks, as basis for formulating program preventing unethical conducts, which contains preventive measures for various conducts listed in item of article 7 of "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" at least.	✓		Based on "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and "Sample Template for XXX Co., Ltd. Procedures for Ethical Management and Guidelines for Conduct," the company has asked Directors, managers, employees, fiduciaries, and people with actual control power to prevent bribery and illegal political donations during the process of business activities, on top of banning giving or taking any improper gifts, treatment, or other improper interests, so as to ward off sacrificing corporate interests for the sake of personal interests. The company has installed "stakeholder" section, as communications channel between the company and stakeholders, and "reporting system for unethical conducts" on corporate website, to highlight the company's core ethical value and determination in legal compliance. All stakeholders can use the contact channels in this section to communicate and provide feedback on relevant issues to the corresponding contact window of our company.	None
(3) Whether or not the company has specified in program preventing unethical conducts operating procedure, guidelines for	✓		The company has formulated "ethical corporate management best practice principles," "procedures for ethical management and guidelines for conduct," "guidelines for ethical conduct," and	None

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practices Principles for TWSE listed companies and reasons
	Yes	No	Abstract Illustration	
conduct, punishments for violation, and appeal system, which have been implemented faithfully and subject to periodic review and revision?			"guidelines for employee conduct," offering detailed regulations on employee conducts. In addition, based on "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies," the company has been preventing possible unethical conducts, on top of highlighting the importance of ethical conduct via e-mails, posts on corporate website, and orientation for new employees, so as to give employees clear guidelines in dealing with colleagues, customers, suppliers, and social public and avoid conflict of interests and improper gains. Such requirements have been incorporated into evaluation system for employee performance, to assure implementation of ethical management. Reporting system for suspected breach of the requirements, as well as punishment rules, a have been available.	
2. Fulfill operations integrity policy (1) Does the Company evaluate business partners' ethical records and include ethics-related clauses in business contracts?	✓		The Company has set up a filing system to manage the relationships with its contractors and has also been evaluating the integrity of its clients and suppliers through their credit lines and other appraisal systems in order to prevent untrustworthy activities from happening. The Company also stipulates integrity provisions in the contracts it signs with corresponding contractors. Should the contents violate the article of "integrity-oriented management," the Company can terminate or revoke the contract.	None
(2) Does the Company establish an exclusively dedicated unit supervised by the Board and report periodically (at least once a year) to be in charge of Ethical management, prevention of unethical conduct and supervise execution result?	✓		1. The company has designated legal affairs, human resources, procurement, and financial units as units for pushing ethical management, responsible for publicizing ethical management-related laws/regulations and operating procedure and ethical-management policy, supervision of prevention of unethical conducts, operation of reporting system. Those units formulate and execute annual plans for operations under their charge, integrate and review the execution, explanation, and consulting of programs on ethical management and unethical-conduct prevention of the company and various units. Those practices and results in 2025 were summarized was presented in the meeting of the board of Directors on November 3 <sup>rd</sup> 2025. 2. The following is brief description of ethical management-related practices in 2025: (1) Education and training In addition to arrangement for Directors attending related external training courses and lectures, the company has also been holding internal and external education and training on ethical management, including	None

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practices Principles for TWSE listed companies and reasons
	Yes	No	Abstract Illustration	
			<p>legal compliance for ethical management, GMP, accounting system, and internal control system, some of whose attendees had to take test afterward, to augment their extent of understanding. The internal and external training courses related with ethical management (including legal compliance for ethical management, GMP, accounting system and internal control system) for 2025, attendance for those courses are 1,562 person/times, totaling 46,619 hours.</p> <p>(2) Periodic review: In addition to constant evaluation and review of business activities with higher risks of unethical conducts by various units themselves, the company's auditing office inspects compliance of related systems periodically, to assure effective operation of the entire mechanism. In 2025, no cases involving breach of ethical management were found.</p> <p>(3) Reporting system: To facilitate reporting of suspected breach of laws and regulations, the company has instituted employee communication mail box and protective measures for informants, as specified in "guidelines for employee conducts," on top of "stakeholder" section on corporate website and a "reporting system for unethical conducts," as contact window and reporting channel for stakeholders. There was no such report in 2025.</p>	
(3) Does the Company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement it?	✓		<p>The company has formulated policy avoiding conflict of interests, so as to identify, supervise, and manage risk of dishonest behaviors associated with conflict of interests, while offering proper channel for Directors, managerial staffers, and other interested parties present at the meeting of the board of Directors to explain on their own the existence of conflict of interests between them and the company. For cases with related interests for themselves or juridical persons they represent, the company's Directors, managerial staffers, and other interested parties present at the meeting of the board of Directors should explain the major contents of the related interests and abstain, should there exist possible harm to the company's interests, from discussion and voting or represent other Directors in the exercise of their voting right. Directors should also avoid rendering mutual support, in exhibition of self-discipline.</p> <p>Directors, managers, employees, appointees, and those in substantial control of the</p>	None

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practices Principles for TWSE listed companies and reasons
	Yes	No	Abstract Illustration	
			company shall not, by virtue of their position or influence in the company, obtain improper benefits for themselves, their spouses, parents, children, or any other person	
(4) Has the company implemented integrity management by establishing effective accounting and internal control systems? Does the internal audit unit, based on the risk assessment results of dishonest conduct, formulate relevant audit plans and use them to audit the compliance with the measures for preventing dishonest conduct, or engage a CPA to perform the audit?	✓		The company has instituted effective accounting system and internal control system, on top of constant evaluation and review of business activities with higher risks of unethical conduct and periodic inspection of compliance of related systems by auditing office for compilation of report submitted to the board of Directors. To assure their continuing effectiveness in the design and execution, related systems are reviewed and revised annually, to ensure a good corporate governance and risk control mechanism, as basis for evaluating the effectiveness of overall internal control system and compiling statement on internal control system, to be audited by certified public accountant, when necessary, or other related professional.	None
(5) Does the Company regularly hold internal and external educational trainings on operational integrity?	✓		The company arranges job-related mentoring and education and training, as well as opportunities for practices, to facilitate career development of employees, plus provision of multiple learning channels and resources, including on-the-job training, classroom training, GMP and laws/regulations, and online learning courses on the company's related measures. The company also provides new employee onboarding training on regulations and ethics in accordance with requirements. It promotes legal and regulatory compliance through the intranet, email, and ad hoc training sessions to strengthen employees' understanding and implementation of regulations such as the "Code of Integrity," "Operating Procedures and Guidelines for Integrity Management," "Code of Ethical Conduct," and "Employee Code of Conduct." In 2025, attendance for internal and external ethical management-related education and training (including courses on compliance with related laws/regulations, GMP, accounting system, and internal control) hit 1,562 person/times, totaling 46,619 hours.	None
3. Operation of the integrity channel (1) Does the Company establish both a reward/punishment system and an integrity hotline? Can the accused be reached by an appropriate person for	✓		The Company has established adequate channels to encourage the reporting of suspected illegal conducts or violations of related stipulations set forth in the "Code of Business Integrity," "Operating Procedures and Guidelines for Integrity Management," "Code of Ethics" and "Code of Conduct" as a means to safeguard the spirit of integrity	None

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practices Principles for TWSE listed companies and reasons
	Yes	No	Abstract Illustration	
follow-up?			management. While all employees are able to submit their opinions through "Employee Communication Box," the Company has also set aside special columns "Stakeholders" and "Unethical Behavior Reporting System" on its website, enabling employees and relevant personnel to report suspected illegal and unethical conducts, with which the Company will assign appropriate staff from the administration, human resources, legal and related departments to jointly address alleged issues.	
(2) Does the Company establish standard operating procedures for confidential reporting on investigating accusation cases?	✓		The Company approaches all of reported cases and follow-up investigations with extremely confidential and stringent attitude based on standard procedures and secrecy mechanism conforming to internal rules and regulations.	None
(3) Does the Company provide proper whistleblower protection?	✓		Personal data provided by informants, unless otherwise stipulated by law, the Company keeps the data confidentially and take appropriate protective measures in accordance with laws to safeguard personal information and privacy of informants so as to prevent these persons from receiving retaliation and unfair treatment.	None
4. Strengthening information disclosure Does the Company disclose its ethical corporate management policies and the results of its implementation on the Company's website and MOPS	✓		The Company's "Code of Business Integrity" has been uploaded to "Market Observation Post System (MOPS), as well as on the "Investors" column of corporate website, allowing all employees and general public to make inquiries at any time. Additionally, related information pertaining to business integrity has also been disclosed in the annual reports and Sustainability report (was called corporate social responsibility reports) posted on the MOPS and corporate website.	None

5. If the Company has established the ethical corporate management policies based on the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies, please describe any In accordance with the rules set on the "Rules for Business Integrity by Listed Companies," the Company has set up and promulgated "Code for Business Integrity," "Operating Procedures and Guidelines for Integrity Management," "Administrative Rules on Transaction with Stakeholders, Designated and Associated Companies," "Operating Procedures for Major Internal Information," "Code of Self-Discipline for Disclosing Acquisition Information," "Code of Ethics," and "Code of Conduct." In addition to requiring relevant departments and all of employees to follow these rules, the Company has also asked its subsidiaries to abide the spirit of integrity policy set forth by the parent company and to implement related regulations. Overall, the practice of business integrity and the law-abiding requirement for subsidiaries are identical to the parent company.

6. Other important information to facilitate a better understanding of the Company's ethical corporate management policies.

While operating the Company in accordance with related laws and regulations, the Company also periodically holds courses pertaining to corporate governance, insider trading management and code of conducts for employees, as well as irregularly dispatches relevant units to participate in related courses including taxation, legal risk and corporate governance to promote business integrity and morality.

The Company has also been upholding the highest standards to promote the use of principles of honest, trustworthy and transparency to engage in business activities so as to protect the interest of stakeholders and deepen the spirit of business integrity into corporate ethics and culture for ramping up reputation and sustainable growth. Coping with changing management environment, the Company also reviews and amends related rules, operating procedures and guidelines for integrity management in order to meet legal requirements and expectations of stakeholders.

### **2.3.8 Other Important Information Regarding Corporate Governance**

- 2.3.8.1. While integrity is the fundamental of the Company, the establishment of a working environment based on pluralism, equality, mutual trust and respectfulness has also been the Company's business philosophy. Thus, the formulation of "Code for Business Integrity," "Operating Procedures and Guidelines for Integrity Management," "Code of Ethics," and "Code of Conduct for Employees" will enable high-level management and all of employees to understand related laws and rules they have to abide and the ethics they have to put into practice during their work, and to realize the Company's expectations on behavior of its employees, cooperation partners and suppliers. These are not only the bases for senior management and all of colleagues to conduct their behavior, but will also help lift up the quality of behavior and professional ethics, which will be instrumental to sustainable growth and future development of the Company.
- 2.3.8.2. To enable employees to reveal suspected violated conducts through appropriate channels, the Company has set a communication box and related protection measures. More information can be found at the Company's website: [www.scinopharm.com.tw](http://www.scinopharm.com.tw), to see related regulations from the special column [Investors/Corporate Governance/Code of Ethical Conduct/Code of Conducts](http://www.scinopharm.com.tw). Additionally, in order to establish an open, transparency and effective communication channel with stakeholders to understand the demand of each side, and to be used as reference to formulate the policy and activities for carrying out corporate social responsibility, the Company sets up a special "Stakeholders" column on its website, attached with a "Reporting System for Violating Code of Ethics" providing stakeholders with an adequate communication and reporting channel. For more information, please see the "Stakeholders" section at [www.scinopharm.com.tw](http://www.scinopharm.com.tw).
- 2.3.8.3. To continue enriching related information on corporate governance for advanced study, the Company also takes the initiation to inform all members of its Directors and Independent Directors to arrange courses. In 2025, 17 Directors and Independent Directors attended such courses, whose curricular are listed below. The training complies with the ruling of "Key Points for Promoting Advanced Studies by Directors, Supervisors of Listed Companies."

## 2025 Directors and Independent Directors' training records

As of 12/31/2025

Title	Name	Study time	Sponsoring Organization	Course	Training hours	2025 Training total hours	Is training record fulfill the requirement (Note)
Institutional Shareholder Representative	Chih-Hsien Lo	2025.04.24	Taiwan Institute of Directors	Cross-Strait Political and Economic Risk Monitoring amid U.S.–China Great Power Competition	3	9	Yes
		2025.06.25	Taiwan Corporate Governance Association	Legal Matters for Boards to Supervise Enterprises: beware accidentally crossing the line into concerted conduct	3		
		2025.10.23	Taiwan Institute of Directors	Data-Driven Approach and Digital Intelligence Transformation	3		
Institutional Shareholder Representative	Chyun-Yu Yang	2025.04.24	Taiwan Institute of Directors	Cross-Strait Political and Economic Risk Monitoring amid U.S.–China Great Power Competition	3	6	Yes
		2025.10.23	Taiwan Institute of Directors	Data-Driven Approach and Digital Intelligence Transformation	3		
Institutional Shareholder Representative	Tsung-Pin Wu	2025.04.24	Taiwan Institute of Directors	Cross-Strait Political and Economic Risk Monitoring amid U.S.–China Great Power Competition	3	6	Yes
		2025.06.25	Taiwan Corporate Governance Association	Legal Matters for Boards to Supervise Enterprises: beware accidentally crossing the line into concerted conduct	3		
Institutional Shareholder Representative	Fu-Jung Lai	2025.04.24	Taiwan Institute of Directors	Cross-Strait Political and Economic Risk Monitoring amid U.S.–China Great Power Competition	3	15	Yes
		2025.06.23	Taiwan Corporate Governance Association	Practical Operations of the Sustainability Development Committee (Chief Sustainability Officer, Working Group)	3		
		2025.10.03	Securities & Futures Institute	2025 Sessions on legal abidance by insiders of listed companies for trading in equity	3		
		2025.10.23	Taiwan Institute of Directors	Data-Driven Approach and Digital Intelligence Transformation	3		
		2025.11.21	Taiwan Corporate Governance Association	Implementing international perspectives on Directors' and supervisors' responsibilities from the standpoint of shareholder activism: an analysis of practical cases of voting behavior by foreign institutional investors	3		
Institutional Shareholder Representative	Chin-Yuan Cheng	2025.04.24	Taiwan Institute of Directors	Cross-Strait Political and Economic Risk Monitoring amid U.S.–China Great Power Competition	3	6	Yes
		2025.10.23	Taiwan Institute of Directors	Data-Driven Approach and Digital Intelligence Transformation	3		

Title	Name	Study time	Sponsoring Organization	Course	Training hours	2025 Training total hours	Is training record fulfill the requirement (Note)
Institutional Shareholder Representative	Jia-Horng Guo	2025.07.31	TWSE	2025 Expanding Taiwan's Capital Market Summit	3	12	Yes
		2025.08.22	Chinese National Association of Industry and Commerce	2025 TaiShin ShinKong Net Zero Summit	3		
		2025.09.11	Chinese National Association of Industry and Commerce	Financial friendliness and protection for the vulnerable: Inclusive governance issues	1		
		2025.09.11	Chinese National Association of Industry and Commerce	Fair Treatment of Customers Principle: From Regulatory Requirements to Governance Practices	2		
		2025.10.16	Taiwan Corporate Governance Association	Risks and Cybersecurity Issues in the Age of AI	1		
		2025.10.16	Chinese National Association of Industry and Commerce	Seeing is not necessarily believing - Virtual assets and real money laundering	2		
Institutional Shareholder Representative	Ming-Chuan Hsieh	2025.06.23	Taiwan Corporate Governance Association	Practical Operations of the Sustainability Development Committee (Chief Sustainability Officer, Working Group)	3	15	Yes
		2025.06.23	Taiwan Corporate Governance Association	Trump 2.0, the Death of Globalization, and Regional Wars	3		
		2025.08.28	Securities & Futures Institute	Practical Cases of Insider Trading and Related Legal Liabilities	3		
		2025.11.04	Securities & Futures Institute	AI Governance and Sustainable Governance for Dual Transformation to Strengthen Organizational Resilience	3		
		2025.11.04	Securities & Futures Institute	Risk Management and Strategy Analysis for Corporate Sustainability	3		
Institutional Shareholder Representative	Ya-Po Yang	2025.06.23	Taiwan Corporate Governance Association	Trump 2.0, the Death of Globalization, and Regional Wars	3	6	Yes
		2025.11.11	Taiwan Corporate Governance Association	AI: Applications, Law, and Audit	3		
Institutional Shareholder Representative	Shiow-Ling Kao	2025.04.24	Taiwan Institute of Directors	Cross-Strait Political and Economic Risk Monitoring amid U.S.–China Great Power Competition	3	6	Yes
		2025.06.25	Taiwan Corporate Governance Association	Legal Matters for Boards to Supervise Enterprises: beware accidentally crossing the line into concerted conduct	3		
Institutional Shareholder Representative	Chiou-Ru Shih	2025.05.21	Taiwan Academy of Banking and Finance	Cybersecurity Governance Seminar — Cyber Threat Trends and Case Analysis	3	6	Yes
		2025.10.23	Taiwan Institute of Directors	Data-Driven Approach and Digital Intelligence Transformation	3		

Title	Name	Study time	Sponsoring Organization	Course	Training hours	2025 Training total hours	Is training record fulfill the requirement (Note)
Institutional Shareholder Representative	Po-Ming Hou	2025.05.09	Taiwan Institute of Directors	Future Trends in the Global Economy and Markets	3	12	Yes
		2025.08.04	Taiwan Corporate Governance Association	Recent regulatory updates and responses	3		
		2025.08.08	Taiwan Institute of Directors	Asset development diversification strategy	3		
		2025.10.23	Taiwan Institute of Directors	Data-Driven Approach and Digital Intelligence Transformation	3		
Institutional Shareholder Representative	Ling Ming Sun	2025.08.15	BCSD Taiwan	Enhance Climate Information Disclosure to Improve Corporate Climate Resilience	6	6	Yes
Independent Director	Lewis Lee	2025.04.24	Taiwan Institute of Directors	Cross-Strait Political and Economic Risk Monitoring amid U.S.–China Great Power Competition	3	6	Yes
		2025.10.23	Taiwan Institute of Directors	Data-Driven Approach and Digital Intelligence Transformation	3		
Independent Director	Wen-Chang Chang	2025.07.09	TWSE	2025 Cathy Sustainable Finance and Climate Change Summit	3	6	Yes
		2025.10.23	Taiwan Institute of Directors	Data-Driven Approach and Digital Intelligence Transformation	3		
Independent Director	Li-Tzong Chen	2025.04.24	Taiwan Institute of Directors	Cross-Strait Political and Economic Risk Monitoring amid U.S.–China Great Power Competition	3	6	Yes
		2025.10.23	Taiwan Institute of Directors	Data-Driven Approach and Digital Intelligence Transformation	3		
Independent Director	Jang-Yang Chang	2025.04.24	Taiwan Institute of Directors	Cross-Strait Political and Economic Risk Monitoring amid U.S.–China Great Power Competition	3	6	Yes
		2025.10.23	Taiwan Institute of Directors	Data-Driven Approach and Digital Intelligence Transformation	3		
Independent Director	Lai-So Su	2025.04.16	Securities and Futures Institute	Carbon Credit Trading Mechanisms and Corporate Management Applications	3	12	Yes
		2025.04.24	Taiwan Institute of Directors	Cross-Strait Political and Economic Risk Monitoring amid U.S.–China Great Power Competition	3		
		2025.05.29	Securities and Futures Institute	Corporate Governance - Sustainability Report - GRI Standards	3		
		2025.12.12	Taiwan Corporate Governance Association	Corporate Merger Development Trend and Actual Cases Discussion from Board Members' Point of View	3		

Note: If the training complies with the request of training hours, training scope, training system, training arrangement and information disclosures of "Key Points for Promoting Advanced Studies by Directors, Supervisors of Listed Companies."

2.3.8.4. In order to instill correct concept about corporate governance in managerial staffers, the Company has been continuously arranging attendance of courses, held by external units, on corporate governance by managerial staffers, in order to attain the materialization of sound corporate governance. List of such courses attended by the Company's managerial staffers follows:

### 2025 Executive Offices' training records

As of 2025.12.31

Title	Name	Study time	Sponsoring Organization	Course	Training hours	2025 Training total hours	Is training record fulfill the requirement (Note)
CEO	Li An Lu	2025.04.24	Taiwan Institute of Directors	Cross Strait Political and Economic Risk Monitoring amid U.S.-China Great Power Competition	3	12	Yes
		2025.05.14	Taiwan Institute of Directors	The Practice and Challenges of Diversity, Equity, and Inclusion *DEI) in Corporate Governance and Financial Services	3		
		2025.08.08	Taiwan Corporate Governance Association	Corporate Governance and Securities Regulations	3		
		2025.08.27	Taiwan Institute of Directors	Financial Regulatory Compliance Governance	3		
Senior Manager Accounting Department	Yao-Hui Wang	2025.09.22-09.23	Accounting Research and Development Foundation	Continuing training courses for accounting executives	12	12	Yes
Senior Manager Finance Department / Corporate Governance Officer	Yung Chih Tsai	2025.10.03	Securities & Futures Institute	2025 Sessions on legal abidance by insiders of listed companies for trading in equity	3	9	Yes
		2025.10.23	Taiwan Institute of Directors	Data-Driven Approach and Digital Intelligence Transformation	3		
		2025.10.31	Securities & Futures Institute	2025 Insider Equity Transaction legal Compliance Publicity Explanation Session	3		
Director Audit Office	Ivan Hsu	2025.03.24	The Institute of Internal Auditors-Chinese Taiwan	Greenwashing and Fraudulent Sustainability Reporting: A Legal Analysis	6	36	Yes
		2025.05.09	The Institute of Internal Auditors-Chinese Taiwan	Matters to Note and Practical Analysis of Shareholders' Meetings and the Company Act	6		
		2025.07.11	The Institute of Internal Auditors-Chinese Taiwan	Essential Insights: Key Considerations and Impacts of IFRS S1 & S2 on Internal Control and Internal Audit	6		
		2025.08.08	The Institute of Internal Auditors-Chinese Taiwan	Analyzing Financial Statements from an Operational Audit Perspective to Enhance Business Performance	6		
		2025.09.23	The Institute of Internal Auditors-Chinese Taiwan	New Positioning of Internal Audit through Case Studies: The Intersection of Ethics and Law	6		
		2025.11.21	The Institute of Internal Auditors-Chinese Taiwan	Case Analysis of Illegal Acts by Audit/Finance Personnel and Strategic Responses	6		

Note: if the training complies with the request of training hours, training scope, training system, training arrangement and information disclosures of "Key Points for Promoting Advanced Studies by Directors, Supervisors of Listed Companies.", "Regulations Governing the Review of Professional Development Institutions for Principal Accounting Officers of issuers, Securities Firms, and Securities Exchanges" and "Establishment of Board of Directors by TWSE Listed Companies and the Board's Exercise of Powers".

## 2.3.9 Implementation Status of Internal Control System

### 2.3.9.1 Internal Control Declaration (Chinese version)

Please check MOPS website: <https://mops.twse.com.tw/mops/#/web/home> for Internal Control Declaration in Chinese

2.3.9.2 If the Company has commissioned external auditors to review the Company's internal control system, the external auditor's report should be disclosed:  
Not applicable.

## 2.3.10 Major Resolutions of Shareholders' Meeting and Board Meetings

### 2.3.10.1 Major Resolutions and implementation status of 2025 Annual General Shareholders' Meeting

One general shareholders meeting was convened in the fiscal year 2025 and up to the publish date of the annual report. The resolutions were summarized as follows.

#### (I) shareholders' meeting: 2025.05.28.

- a. Adoption of Business Report and Financial Statements for 2024.  
Implementation status: Accepted the business reports and financial statements of year 2024: In accordance with the Company Law, all related financial information has been submitted to the government agency for review.
- b. Adoption of Proposed earnings distribution plan for fiscal year 2024.  
Implementation status: The Company was to distribute : Cash dividend : NT\$0.35 per share. The Earning Distribution Record Date was set on 2025/07/11, and the Distribution Date was set on 2025.07.24.
- c. Proposed Amendments to the Articles of Incorporation of the Company.  
Implementation status: Change of registration already made with the competent authority within 15 days, in compliance with legal requirement, and approved by the Southern Taiwan Science Park Bureau, National Science and Technology Council approval letter No.1140020229 dated June 10 2025 before posting of the revised regulations on the corporate website.
- d. Approved the proposal submitted at the 2025 annual general shareholders meeting to abolish the restrictions of non-compete clause for representative Directors of the Board of Directors.  
Implementation status: Put into force after resolution by the shareholders' meeting on 2025.05.28 and reported the competent authority for publication on the same day

#### (II) Major Resolutions during the Board of Directors Meetings in 2025 and to the Publish Date of the Annual Report

Seven board meetings were convened in fiscal year 2025 and up to the publish date of the annual report. The major resolutions are summarized below.

##### (1) The sixth meeting of the Eleventh Term of Board of Directors

(February 26, 2025)

- a. Greenhouse gas inventory and verification planning report (first quarter of 2025).
- b. Performance evaluation report of the Board of Directors,
- c. Approved the Company's remuneration distribution plans for Directors and employees for fiscal 2024.
- d. Approved the Company's performance bonus for vice president and above for fiscal 2024.
- e. Approved business report and financial reports for fiscal 2024.
- f. Approved earning distribution proposal for fiscal 2024. The cash dividend to be

distributed is NT\$0.35 per share.

- g. Approved "Statement for Internal Control Systems" for fiscal 2024.
- h. Passed the amendments to the "Articles of Incorporation," "Internal Control System - Payroll Cycle," and "Internal Audit Implementation Details," and defined the scope of grassroots employees.
- i. Approved the Organizational Changes and Amendment to Organizational Regulations.
- j. Approved hiring for managerial positions.
- k. Passage of appointment of certified public account (including evaluation of the auditing quality of the accounting firm and the independence and competence of CPAs according to auditing quality indicators (AQIs).
- l. Approved the renewal contracts signed with financial institutions for long- and short-term credit lines and the transaction amount for derivative financial products, and authorized the Company's chairman to sign the deal.
- m. Approved to offer Letter of Comfort and guarantee for SciAnda (Changshu) Pharmaceuticals, Ltd. medium-term credit loan.
- n. Approved the proposed releases of Director's (including Independent Directors) elected and their representatives from Non-Competition Restrictions in Shareholders' Meeting 2025.
- o. Approved the date, location and agenda for holding of the 2025 annual general shareholders meeting and relevant operating procedures for acceptance of proposals submitted by shareholders who holds over 1% of outstanding shares.

**(2) The seventh meeting of the Eleventh Term of Board of Directors  
(May 7, 2025)**

- a. Greenhouse gas inventory and verification planning report (second quarter of 2025).
- b. Approved the Company's consolidated financial statement for the first quarter of 2025.
- c. Approved the hiring for consultants.

**(3) The eighth meeting of the Eleventh Term of Board of Director  
May 28, 2025)**

- a. Approved the proposal of 2024 cash dividend ex-dividend date and dividend payment date according to income distribution plan.
- b. Approved the abolishment of restrictions of non-compete clause for the Company's managers.
- c. Approved the continuation of liability insurance policy for Directors and key employees.

**(4) The ninth meeting of the Eleventh Term of Board of Directors  
(August 6, 2025)**

- a. Greenhouse gas inventory and verification planning report (3rd quarter of 2025)
- b. Approved hiring for managerial position.
- c. Approval of Appointment of Directors and Managers to affiliates.
- d. Approved the consolidated financial reports for the second quarter of 2025.
- e. Approved the change of personnel for seal management and Online Banking transaction approval authority.
- f. Approved the "ScinoPharm Sustainability Report for 2024, internal auditor and third party assurance/verification unit personnel suitability assessment.

**(5) The tenth meeting of the Eleventh Term of Board of Directors  
(November 3, 2025)**

- a. Sustainable development execution report (including information on communications with stakeholders and performance, corporate governance (include forming "Corporate Value Enhancement Plan", ethical management, ESG responsibility and risk management).
- b. Greenhouse gas inventory and verification planning report (fourth quarter of

2025).

- c. Approved the Company's consolidated financial statement for the third quarter of 2025.
- d. Approved the case involving scrapping of inventories.

**(6) The eleventh meeting of the Eleventh Term of Board of Directors  
(December 17, 2025)**

- a. Review report on the qualification examinations results during the tenure of Independent Directors.
- b. Approved employees' salary adjustment program for 2026 (including managers).
- c. Approved the 2026 business plan of ScinoPharm Taiwan, Ltd.
- d. Approved the Company's audit planning of ScinoPharm Taiwan, Ltd. for 2026.

**(7) The twelfth meeting of the Eleventh Term of Board of Directors  
(March 4, 2026)**

- a. Greenhouse gas inventory and verification planning report (first quarter of 2026).
- b. Progress Report on the Adoption Schedule of IFRS Sustainability Disclosure Standards
- c. Approved the Company's remuneration distribution plans for Directors and employees for fiscal 2025.
- d. Approved the Company's performance bonus for vice president and above for fiscal 2025.
- e. Approved business report and financial reports for fiscal 2025.
- f. Approved earning distribution proposal for fiscal 2025. The cash dividend to be distributed is NT\$0.29 per share.
- g. Approved "Statement for Internal Control Systems" for fiscal 2025.
- h. Passage of appointment of certified public account (including evaluation of the auditing quality of the accounting firm and the independence and competence of CPAs according to auditing quality indicators (AQIs).
- i. Approved Amendments to the Articles of Incorporation of the Company.
- j. Approved Overdue accounts receivable are not considered loan cases.
- k. Approved Amendment to the "Procedures for Acquisition or Disposal of Assets."
- l. Approved Amendment to the "Risk Management Policy" and "Sustainable Information Management Operating Procedures."
- m. Approved the renewal contracts signed with financial institutions for long- and short-term credit lines and the transaction amount for derivative financial products, and authorized the Company's chairman to sign the deal.
- n. Approved to offer Letter of Comfort and guarantee for SciAnda (Changshu) Pharmaceuticals, Ltd. medium-term credit loan.
- o. Approved the proposed releases of Director's (including Independent Directors) elected and their representatives from Non-Competition Restrictions in Shareholders' Meeting 2026.
- p. Approved the date, location and agenda for holding of the 2026 annual general shareholders meeting and relevant operating procedures for acceptance of proposals submitted by shareholders who holds over 1% of outstanding shares.

**2.3.11 Major Issues of Record or Written Statements Made by Any Director or Supervisor Dissenting to Important Resolutions Passed by the Board of Directors: None**

**2.4 Information Regarding the Company's Audit Fee and Independence**

**2.4.1 Audit Fee**

## Audit Fee Range Statement

Units: NT\$ thousands

Accounting Firm	Name of CPA		Period Covered by CPA's Audit	Audit Fee	Non-Audit Fee	Total	Remarks
PwC Taiwan	Fang-Ting Yeh	Hui-Yu Hsu	January 1 <sup>st</sup> ,2025 ~ December 31 <sup>st</sup> ,2025	4,130	1,540	5,670	Non-audit fees primarily consist of fees for tax services, assurance services for sustainability report metrics, and the like.

**2.4.2 If there is any change in the appointed independent auditors and the Company's annual auditing expenses decreased simultaneously, information regarding the amount, percentage and reasons for the decrease in auditing expenses shall be disclosed:** The Company did not replace the appointed independent auditors.

**2.4.3 Auditing expenses decreased by 10% in comparison to the previous year, information regarding the amount, percentage and reason for the decrease in auditing expenses shall be disclosed:** Not Applicable.

### 2.5 Replacement of CPA

In line with the adjustment of the administrative organization of the contracted accounting firm PwC Taiwan, the company changed CPAs to Fang-Ting Yeh and Hui-Yu Hsu from Fang-Ting Yeh and Tzu-Shu Lin Since beginning of 2025.

**2.6 If the Company's Chairman, President, or managers responsible for financial and accounting affairs have held any position in the accounting firm or its affiliates during the past year, all relevant information should be disclosed**

None.

**2.7 Net Change in shareholdings and in shares pledged by Directors, management, and shareholders holding more than a 10% share in the Company.**

#### 2.7.1 Changes in Shareholding of Directors, Managers and Major Shareholders

Title	Name	2025		As of March 31,2026	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
		Net increase (decrease) in shares held	Net increase (decrease) in shares held	Net increase (decrease) in shares held	Net increase (decrease) in shares held
Director (Institutional Shareholder)	Uni-President Enterprises Corp	0	0	0	0
Chairman and General Chief Strategy Officer (representative)	Chih-Hsien Lo	0	0	0	0
Director (representative)	Chyun-Yu Yang	0	0	0	0
Director (representative)	Chin-Yuan Cheng	0	0	0	0
Director (representative)	Tsung-Pin Wu	0	0	0	0

Title	Name	2025		As of March 31, 2026	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
		Net increase (decrease) in shares held	Net increase (decrease) in shares held	Net increase (decrease) in shares held	Net increase (decrease) in shares held
Director (representative)	Jia Horng Guo	0	0	0	0
Director (representative)	Fu-Jung Lai	0	0	0	0
Big Shareholder	Uni-President Enterprises Corp	0	0	0	0
Director (Institutional Shareholder)	National Development Fund, Executive Yuan	0	0	0	0
Director (representative)	Ming-Chuan Hsieh	0	0	0	0
Director (representative)	Ya-Po Yang	0	0	0	0
Big Shareholder	National Development Fund, Executive Yuan	0	0	0	0
Director (Institutional Shareholder)	Tainan Spinning Co., Ltd.	0	0	0	0
Director (representative)	Po-Ming Hou	0	0	0	0
Director (Institutional Shareholder)	Kao Chyuan Investment Co., Ltd.	0	0	0	0
Director (representative)	Shiow-Ling Kao	0	0	0	0
Director (Institutional Shareholder)	President International Development Corp.	0	0	0	0
Director (representative)	Chiou-Ru Shih	0	0	0	0
Director (Institutional Shareholder)	Taiwan Sugar Corporation	0	0	0	0
Director (representative)	Ling-Ming Su	0	0	0	0
Independent Director	Lewis Lee	0	0	0	0
Independent Director	Wen-Chang Chang	0	0	0	0
Independent Director	Li-Tzong Chen	0	0	0	0
Independent Director	Jang-Yang Chang	0	0	0	0
Independent Director	Lai-Shou Su	0	0	0	0
President & CEO	Li-An Lu	0	0	0	0
Vice President	Katy Cheng	0	0	0	0
Vice President	Li-Chiao Chang	0	0	0	0
Vice President	Ling-Hsiao Lien	0	0	0	0
Director	CC Lin	0	0	0	0
Director	Yu-Fen Hung	0	0	0	0
Senior Manager / Accounting Officer	Yao-Hui Wang (Note 1)	0	0	0	0

Title	Name	2025		As of March 31, 2026	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
		Net increase (decrease) in shares held	Net increase (decrease) in shares held	Net increase (decrease) in shares held	Net increase (decrease) in shares held
Senior Manager / Finance Officer	Yung-Chih Tsai (Note 2)	0	0	0	0
Director and F&A Officer	Chih-Hui Lin (Note 3)	0	0	0	0
Director	Yu-Wei Shen	0	0	0	0
Director	Shih-Hao Yang	0	0	0	0
Director	Bin Liu	0	0	0	0
Director	Chia-Chen Chen	0	0	0	0
Director	Ivan Hsu	0	0	0	0
Director	John Tsai	0	0	0	0
Director	Syray Wen	0	0	0	0
Director	Johnson Kuo	0	0	0	0
Director	Hui-Chun Chen	0	0	0	0
Director	JingYi Wang (Note 4)	0	0	0	0
Director	Patrick Chang	0	0	0	0
Director	Joyce Wang	0	0	0	0
Director	Shihming Chou	0	0	0	0
Director	Chang-Hui Su	0	0	0	0
Director	Ting Tsan Lee (Note 5)	0	0	0	0
Director	Yan-Fei Feng (Note 6)	0	0	0	0
Director	Chia-Hui Wang (Note 7)	0	0	0	0
Director	Chih-Wei Chien (Note 8)	0	0	0	0

Note 1: The Officer was newly appointed on 2025.07.01

Note 2: The Officer was newly appointed on 2025.07.01

Note 3: The Directors was discharged on 2025.07.01

Note 4: The Directors was discharged on 2025.04.01

Note 5: The Director was newly appointed on 2025.01.01

Note 6: The Director was newly appointed on 2025.02.26

Note 7: The Director was newly appointed on 2025.03.01

Note 8: The Director was newly appointed on 2025.10.01

**2.7.2 Shares Trading with Related Parties: None**

**2.7.3 Shares Pledge with Related Parties: None**

## 2.8 Information Disclosing the Relationship between any of the Company's Top Ten Shareholders

As of 2025.12.31 ; Unit : Share ; %

Name (Note 1)	Current Shareholding (Note)		Spouse & Minor		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remark
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Uni-President Enterprises Corp.	299,968,639	37.94%	—	—	—	—	President International Development Corp.	<ol style="list-style-type: none"> <li>1. Referring to the parent company of President International Development Corp.(PIDC)</li> <li>2. Company's Chairman is also Chairman of PIDC.</li> <li>3. Director also referring to as Director of PIDC.</li> <li>4. Senior Vice President also referring to as Director of PIDC.</li> <li>5. Vice President also referring to as Supervisor of PIDC.</li> <li>6. Chairman is the spouse of Director of PIDC.</li> </ol>	—
							Tainan Spinning Co., Ltd.	<ol style="list-style-type: none"> <li>1. Company's Director is also Chairman of Tainan Spinning Co., Ltd.</li> <li>2. Company's Director is also Director of Tainan Spinning Co., Ltd.</li> <li>3. Company's Director is also brother of Director of Tainan Spinning Co., Ltd.</li> </ol>	—
							Prince Housing & Development Corp.	<ol style="list-style-type: none"> <li>1. Company's chairman is also Chairman of Prince Housing &amp; Development.</li> <li>2. Company's Director is also Director of Prince Housing &amp; Development.</li> <li>3. Company's Senior Vice President is also Director of Prince Housing &amp; Development.</li> <li>4. Chairman is the spouse of Director of Prince Housing &amp; Development.</li> </ol>	—
							Tong Yu Investment Corp.	<ol style="list-style-type: none"> <li>1. Referring to the final parent company of Tong Yu Investment Corp.</li> <li>2. Senior Vice President also referring to as Chairman of Tong Yu Investment Corp.</li> </ol>	—
							Kao Chyuan Investment Co., Ltd.	<ol style="list-style-type: none"> <li>1. Company's Chairman and part of Directors are also the representatives of Kao Chyuan Investment Co., Ltd.</li> <li>2. Company's Chairman is the spouse of Chairman of Kao Chyuan Investment Co., Ltd.</li> <li>3. Company's Chairman is also Director of Kao Chyuan Investment Co., Ltd.</li> </ol>	—

Name (Note 1)	Current Shareholding (Note)		Spouse & Minor		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remark
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Uni-President Enterprises Corp.	299,968,639	37.94%	—	—	—	—	Kai Yu Investment Co.	1. Referring to the parent company of Kai Yu Investment Co. 2. President also referring to as Chairman of Kai Yu Investment Co.	—
							Kai Nan Investment Co.	1. Referring to the parent company of Kai Nan Investment Co. 2. Senior Vice President also referring to as Chairman of Kai Nan Investment Co.	—
Uni-President Enterprises Corp Representative : Chih-Hsien Lo	-	-	-	-	-	-	1. President International Development Corp. 2. Prince Housing & Development Corp. 3. Kao Chyuan Investment Co., Ltd	1. Chairman of President International Development Corp. 2. Chairman of Prince Housing & Development 3. Director of and spouse of chairman of Kao Chyuan Investment Co., Ltd.	—
Uni-President Enterprises Corp Representative : Tsung-Pin Wu	—	—	—	—	—	—	1. President International Development Corp. 2. Prince Housing & Development 3. Kai Nan Investment Co.	1. Director of President International Development Corp. 2. Director of Prince Housing & Development 3. Chairman of Kai Nan Investment Co.	—
Uni-President Enterprises Corp Representative : Jia Horng Guo	—	—	—	—	—	—	—	—	—
Uni-President Enterprises Corp Representative : Chyun-Yu Yang	—	—	—	—	—	—	—	—	—

Name (Note 1)	Current Shareholding (Note)		Spouse & Minor		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remark
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Uni-President Enterprises Corp Representative : Chin-Yuan Cheng	—	—	—	—	—	—	—	—	—
Uni-President Enterprises Corp Representative : Fu-Jung Lai	—	—	—	—	—	—	—	—	—
National Development Fund, Executive Yuan Institutional Shareholder	109,539,014	13.85%	—	—	—	—	—	—	—
National Development Fund, Executive Yuan Institutional Shareholder Representative : Ming-Chuan Hsieh	—	—	—	—	—	—	—	—	—
National Development Fund, Executive Yuan Institutional Shareholder Representative : Ya-Po Yang	—	—	—	—	—	—	—	—	—
Taiwan Sugar Corporation	32,581,963	4.12%	—	—	—	—	—	—	—

Name (Note 1)	Current Shareholding (Note)		Spouse & Minor		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remark
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Taiwan Sugar Corporation Shareholder Representative : Ling-Ming Sun	—	—	—	—	—	—	—	—	—
President International Development Corp.	28,673,421	3.63%	—	—	—	—	Uni-President Enterprises Corp.	<ul style="list-style-type: none"> <li>1. An enterprise invested by Uni-President Enterprises on the basis of equity-method evaluation</li> <li>2. Chairman is the Chairman and General Chief Strategy Officer of Uni-President Enterprises Corp.</li> <li>3. Company Director is Director of Uni-President Enterprises Corp.</li> <li>4. Company Director is Vice President of Uni-President Enterprises Corp.</li> <li>5. Company Supervisor is Vice President of Uni-President Enterprises Corp.</li> <li>6. President is Vice President of Uni-President Enterprises Corp.</li> <li>7. Company's Chairman 、 Director</li> </ul>	—
							Tainan Spinning Co., Ltd.	<ul style="list-style-type: none"> <li>1. Director is also referring to as Chairman of Tainan Spinning Co., Ltd.</li> <li>2. Director of President International Development Corp.</li> </ul>	—
							Kao Chyuan Inv. Co., Ltd.	<ul style="list-style-type: none"> <li>1. Chairman is the spouse of Chairman of Kao Chyuan Inv. Co., Ltd.</li> <li>2. Director also referring to as Chairman of Kao Chyuan Inv. Co., Ltd.</li> <li>3 Director of President International Development Corp.</li> </ul>	—
							Prince Housing & Development Corp.	<ul style="list-style-type: none"> <li>1. Company's Chairman is also chairman of Prince Housing &amp; Development Corp.</li> <li>2. Director is also President of Prince Housing &amp; Development Corp.</li> <li>3. Director of President International Development Corp.</li> </ul>	—
							Kai Yu Investment Co.	Supervisor of President International Development Corp.	—

Name (Note 1)	Current Shareholding (Note)		Spouse & Minor		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remark
	Shares	%	Shares	%	Shares	%	Name	Relationship	
President International Development Corp	28,673,421	3.63%	—	—	—	—	Kai Nan Investment Co.	Director is also referring to as Chairman of Kai Nan Investment Co.	—
							Tong Yu Investment Corp.	1. An enterprise invested by Tong Yu Investment Corp. on the basis of equity-method evaluation 2. President is also Chairman of Tong Yu Investment Corp. 3. President International Development Corp is Chairman of Tong Yu Investment Corp.	—
President International Development Corp. Representative : Chiou-Ru Shih	—	—	—	—	—	—	—	—	—
Tainan Spinning Co., Ltd.	23,605,921	2.99%	—	—	—	—	Uni-President Enterprises Corp.	1. Chairman is also referring to as Director of Uni-President Enterprises Corp. 2. Chairman is a brother of Director of Uni-President Enterprises Corp.	—
							President International Development Corp.	1. Company is Director of President International Development Corp.	—
							Prince Housing & Development Corp.	1. Chairman is also referring to as Director of Prince Housing & Development Corp. 2. Chairman is brother of Director of Prince Housing & Development Corp.	—
Tainan Spinning Co., Ltd. Representative : Po-Ming Ho	—	—	—	—	—	—	1. Uni-President Enterprises Corp. 2. President International Development Corp. 3. Prince Housing & Development Corp.	1. As Representative of institutional Director of Uni-President Enterprises Corp. 2. As Representative of institutional Director of President International Development Corp. 3. As Representative of institutional Director of Prince Housing & Development Corp.	—

Name (Note 1)	Current Shareholding (Note)		Spouse & Minor		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remark
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Prince Housing & Development Corp	23,605,921	2.99%	—	—	—	—	Uni-President Enterprises Corp.	1. Uni-President Enterprises Corp. is Company's Chairman and biggest Shareholder. 2. Chairman is also referring to as Chairman of Uni-President Enterprises Corp. 3. Partial Directors are also Directors of Uni-President Enterprises Corp.	—
							Kao Chyuan Inv. Co., Ltd.	1. Kao Chyuan Inv. Co., Ltd. is Company's Director 2. Chairman is the spouse of Chairman of Kao Chyuan Inv. Co., Ltd. 3. Director is Director of Kao Chyuan Inv. Co., Ltd.	—
Kao Chyuan Investment Co., Ltd.	14,832,733	1.88%	—	—	—	—	Uni-President Enterprises Corp.	1. Chairman is also referring to as the Director and of Uni-President Enterprises Corp. 2. Director is Chairman of Uni-President Enterprises Corp. 3. Chairman is the spouse of Chairman of Uni-President Enterprises Corp. 4. Chairman and Director of Uni-President Enterprises Corp.	—
							President International Development Corp.	1. Chairman is also referring to as the Director of President International Development Corp. 2. Director is also referring to as the Chairman of President International Development Corp. 3. Chairman is the spouse of Chairman of President International Development Corp. 4. Referring to President International Development Corp.'s Director	—
							Prince Housing & Development Corp.	1. Chairman is also referring to as the Director of Prince Housing & Development Corp. 2. Director is the Chairman of Prince Housing & Development Corp. 3. Chairman is the spouse of Chairman of Prince Housing & Development Corp. 4. Referring to Prince Housing & Development Corp.'s Director	—

Name (Note 1)	Current Shareholding (Note)		Spouse & Minor		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remark
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Kao Chyuan Inv. Co., Ltd. Representative : Shiow-Ling Kao	—	—	—	—	—	—	1. Uni-President Enterprises Corp. 2. President International Development Corp 3. Prince Housing & Development Corp.	1. Director of and spouse of Chairman of Uni-President Enterprises Corp. 2. Director of and spouse of Chairman of President International Development Corp. 3. Director of and spouse of Chairman of Prince Housing & Development Corp.	—
Kai Yu Investment Co.	14,763,165	1.87%	—	—	—	—	Uni-President Enterprises Corp.	1. Referring to the Subsidiary of Uni-President Enterprises Corp. 2. Uni-President Enterprises Corp.'s representative is Chairman 3. Chairman is also referring to as the President of Uni-President Enterprises Corp.	—
							President International Development Corp.	Same Parent Company with President International Development Corp.	—
							Tong Yu Investment Corp.	Same Parent Company with Tong Yu Investment Corp.	—
							Kai Nan Investment Co.	Same Parent Company with Kai Nan Investment Co.	—

Name (Note 1)	Current Shareholding (Note)		Spouse & Minor		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remark
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Kai Nan Investment Co.	13,950,061	1.76%	—	—	—	—	Uni-President Enterprises Corp.	1. Referring to the Subsidiary of Uni-President Enterprises Corp. 2. Uni-President Enterprises Corp.'s representative is the Chairman 3. Chairman is also referring to as the Senior Vice President of Uni-President Enterprises Corp.	—
							President International Development Corp.	1. Same Parent Company with President International Development Corp. 2. Chairman is also referring to as the Director of President International Development Corp.	—
							Prince Housing & Development Corp.	Chairman is also referring to as the Director of Prince Housing & Development Corp.	—
							Tong Yu Investment Corp.	Same final Parent Company with Tong Yu Investment Corp.	—
							Kai Yu Investment Co.	Same Parent Company with Kai Yu Investment Co	—
Tong Yu Investment Corp.	10,587,166	1.34%	—	—	—	—	Uni-President Enterprises Corp.	A company invested by Uni-President Enterprises on the basis of equity-method evaluation: President International Development Corp.'s subsidiary	—
							President International Development Corp.	1. An enterprise invested by President International Development Corp. on the basis of equity-method evaluation 2. Chairman is also referring to as the Director and President of President International Development Corp. 3. Company's Chairman and Director	—

Note: Holding Shares and Holding Percentage as of 2026.03.31.

## 2.9 Ownership of Shares in Affiliated Enterprises

2025.12.31 ; Unit: shares: %

Affiliated Enterprises (Note)	Ownership by the Company		Direct or Indirect Ownership by Directors, Supervisors, Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
SPT International, Ltd.	118,524,644	100%	-	-	118,524,644	100%
ScinoPharm Singapore Pte Ltd.	2	100%	-	-	2	100%

Note: Company's Long Term Investment on the basis of equity-method evaluation

## IV. Capital Overview

### 3.1 Capital and Shares

#### 3.1.1 Source of Capital

##### 3.1.1.1 Issued Shares

2026.03.31

Month/ Year	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount (NT\$ thousands)	Shares	Amount (NT\$ thousands)	Sources of Capital (NT\$ thousands)	Capital Increased by Assets Other than Cash	Other
11/1997	10	270,000,000	2,700,000	67,500,000	675,000	Registered capital	Technical shares account for 15% of total capital 101,250	Note 1
12/1998	10	270,000,000	2,700,000	189,000,000	1,890,000	Cash Capital Increase 1,032,750	Technical shares account for 15% of total capital 182,250	Note 2
10/1999	10	270,000,000	2,700,000	270,000,000	2,700,000	Cash Capital Increase 688,500	Technical shares account for 15% of total capital 121,500	Note 3
02/2002	10	370,000,000	3,700,000	370,000,000	3,700,000	Cash Capital Increase 1,000,000	-	Note 4
07/2003	10	530,000,000	5,300,000	420,000,000	4,200,000	Cash Capital Increase 500,000	-	Note 5
04/2004	10	530,000,000	5,300,000	470,000,000	4,700,000	Cash Capital Increase 500,000	-	Note 6
10/2004	10	530,000,000	5,300,000	486,000,000	4,860,000	Cash Capital Increase 160,000	-	Note 7
12/2005	10	610,000,000	6,100,000	551,000,000	5,510,000	Cash Capital Increase 650,000	-	Note 8
06/2008	10	610,000,000	6,100,000	551,373,392	5,513,734	Merge Capital Increase 3,734	New shares were issued to merge with subsidiary ScinoPharm Biotech Ltd.	Note 9
08/2010	20	610,000,000	6,100,000	610,000,000	6,100,000	Cash Capital Increase 586,266	-	Note 10
12/2010	10	1,000,000,000	10,000,000	610,000,000	6,100,000	To increase authorized capital	-	Note 11
10/2011	46	1,000,000,000	10,000,000	631,000,000	6,310,000	Cash Capital Increase 210,000	-	Note 12
08/2012	10	1,000,000,000	10,000,000	649,930,000	6,499,300	capital increase on retained earnings 189,300	-	Note 13
08/2013	10	1,000,000,000	10,000,000	675,927,200	6,759,272	capital increase on retained earnings 259,972	-	Note 14
08/2014	10	1,000,000,000	10,000,000	702,964,288	7,029,643	capital increase on retained earnings 270,371	-	Note 15
08/2015	10	1,000,000,000	10,000,000	731,082,860	7,310,829	capital increase on retained earnings 281,186	-	Note 16
08/2016	10	1,000,000,000	10,000,000	760,326,175	7,603,262	capital increase on retained earnings 292,433	-	Note 17
08/2017	10	1,000,000,000	10,000,000	790,739,222	7,907,392	capital increase on retained earnings 304,130	-	Note 18

Note 1: Approved No.: (86) Yuan Shang No. 23483  
 Note 2: Approved No.: (88) Yuan Shang No. 003454  
 Note 3: Approved No.: (88) Yuan Shang No. 027020  
 Note 4: Approved No.: Nan Erh No. 0910005896  
 Note 5: Approved No.: Nan Shang No.0920014152  
 Note 6: Approved No.: Nan Shang No.0930009753  
 Note 7: Approved No.: Nan Shang No.0930031092  
 Note 8: Approved No.: Nan Shang No.0950001220

Note 9: Approved No.: Nan Shang No.0970014601  
 Note 10: Approved No.: Nan Shang No.0990018156  
 Note 11: Approved No.: Nan Shang No.09900129213  
 Note 12: Approved No.: Nan Shang No.1000025207  
 Note 13: Approved No.: Nan Shang No.1010021098  
 Note 14: Approved No.: Nan Shang No.1020021135  
 Note 15: Approved No.: Nan Shang No.1030021574  
 Note 16: Approved No.: Nan Shang No.1040021085  
 Note 17: Approved No.: Nan Shang No.1050021651  
 Note 18: Approved No.: Nan Shang No.1060021942

### 3.1.1.2 Type of Stock

Share Type	Authorized Capital			Remarks
	Issued Shares (Note)	Un-issued Shares (Share)	Total Shares	
Common Stock	790,739,222	209,260,778	1,000,000,000	Listed Company Stock

### 3.1.1.3 Information for Shelf Registration: None

### 3.1.2 List of Major Shareholders

As of 2026.03.31

Shareholder's Name	Shares	Shares	Percentage
Uni-President Enterprises Corp		299,968,639	37.94%
National Development Fund, Executive Yuan		109,539,014	13.85%
Taiwan Sugar Corporation		32,581,963	4.12%
President International Development Corp.		28,673,421	3.63%
Tainan Spinning Co., Ltd.		23,605,921	2.99%
Prince Housing & Development Corp.		23,605,921	2.99%
Kao Chyuan Inv. Co., Ltd.		14,832,733	1.88%
Kai Yu Investment Co.		14,763,165	1.87%
Kai Nan Investment Co.		13,950,061	1.76%
Tong Yu Investment Corp.		10,587,166	1.34%

Note: The Name、Holding Shares and Holding Percentage of the Top Ten Shareholders.

### **3.1.3 Dividend Policy and Implementation Status**

#### **3.1.3.1 Dividend Policy:**

Since the business environment has been changing enormously, ScinoPharm is experiencing the steadily growth, the annual earnings distribution and should be considered in terms of future capital budget, long-term investment, and business funding needs, etc. in order to determine the amount to be retained and amount of distributed cash dividend.

If there are earnings for distribution at the end of each fiscal year, after offsetting any loss of prior year(s) and paying all taxes and dues, 10% of the remaining net earnings shall be set aside as legal reserve, but not limited if the legal reserve reach the company's actual capital received. And then would be appropriated as special reserve in accordance with Securities Exchange Law. The remaining net earnings can be distributed together with prion accumulated unappropriated retained earnings. The Board of Directors will consider the factors that were mentioned above to make the dividend distribution proposal. The dividend should be set in the range from 50% to 100% of the accumulated unappropriated retained earnings and the amount of cash dividend shall exceed 30% of the total amount of dividends distribution. The dividends could be distributed in accordance with the resolution that is approved by the Board of Directors and the Annual Shareholders' Meeting.

#### **3.1.3.2. Proposed Distribution of Dividend**

The proposal for distribution of 2025 profits is not approved by Annual Shareholders; Meeting: The proposal was approved at the Meeting of the Board of the Board of Directors (March 4<sup>th</sup> 2026). This proposal, a cash dividend of NTD 0.29 per share, will be discussed at annual shareholders' meeting and the ex-dividend date will be set after.

### **3.1.4 Influence of proposal of stock grant in shareholders' meeting on the company's business performance and earnings per share:**

There is no need to make the disclosure, as the company doesn't compile 2026 financial forecast and there's no proposal of stock grant in shareholders' meeting.

### **3.1.5 Employee Bonus and Directors' Remuneration**

#### **3.1.5.1. The limit or percentage of Director's Remuneration and Employee Bonus are regulated by Articles of Incorporation:**

Should the Company earn surpluses with the current term, at least two percent of surpluses should be set aside for employee compensation (compensation for grassroots employees shall be no less than one percent), and no more than two percent of surpluses should be set aside for Director compensation. However, if the Company has accumulated losses, surpluses should be held in reserve to make up said loss.

The surpluses within the current term of the previous paragraph refer to pre-tax profits prior to deduction of employees' and Director compensation.

#### **3.1.5.2. Appropriation of current compensations for employees and Directors is based on: amount of shares for stock payout for employees and accounting treatment for discrepancy between actual payout value and appropriated amount, if any.**

Appropriation of compensations for employees and Directors is based on certain percentage of the balance of current-year profits (or pretax profits before deduction of compensations for employees and Directors) after deduction of accumulated loss, plus recognition of current-year operating expense. The discrepancy between actual payout amount set by the board of Directors and appropriated amount, if any, is listed as current-year profit or loss associated with the board of Directors' resolution.

#### **3.1.5.3. Profit Distribution of Year 2025 Approved by Board of Directors Meeting for Employee Bonus and Directors' Remuneration**

A. Payout of employee remuneration and Director remuneration in cash or stock. If there is a difference between the amount recognized as expenses for the year and the estimated amount, the difference, reasons, and treatment should be disclosed."

(1) The employees' compensation for 2025 was NT\$14,732,544(total amount of compensation for grassroots employees is NT\$4,626,911); Directors' compensation was NT\$2,191,211, all compensation was distributed in cash form.

(2) The aforementioned amounts differed from budgeted amounts by 0 for both employees' and Directors' remuneration.

#### **3.1.5.4. The Actual Distributable compensation for employees and Directors for previous year (including distributable shares, distributable amount and share price):**

The Actual Distributable compensation for employees and Directors on 2024 was as following:

(1) The Distributable compensation for employees and Directors on 2024 was calculated according to Article 40 of the Articles of Incorporation: "Should the Company earn surpluses

within the current term, at least two percent of surpluses should be set aside for employee compensation, and no more than two percent of surpluses should be set aside for Director.

- (2) According to the Articles of Incorporation, the employee compensation for 2024 was NT\$41,293,370, Director Compensation was NT\$5,429,598, all compensation was distributed in cash form. The aforementioned amounts differed from budgeted amounts by 0 for both employees' and Directors' remuneration.

### 3.1.6 Buyback of Treasury Stock: None

### 3.2 Bonds: None

### 3.3 Status of Corporate Bonds, Preferred Stock, GDR, Employee Stock Option Plan, Employee Restricted Stock Plans, Mergers, Acquisitions, and Spin-Offs

1. Issuance of special shares: None
2. Issuance of global depository receipts: None
3. Issuance of stock-option warrants for employees: for details, refer to the following table and supplementary table in the next page
4. Issuance of restricted stock awards: None
5. Issuance of new shares for acquisition and merger or acquisition of shares of other companies: None

#### 3.3.1 The amount of employee stock options outstanding should be disclosed till the print of the annual report with its impact on shareholders' equity.

As of 2026.03.31

Type of Stock Option	First issuance of Employee Stock Options on 2016	First issuance of Employee Stock Options on 2017
Approval date	2016.10.12	2017.10.12
Issue date	2016.10.14	Issuance canceled (Note 3)
Units issued	1,500,000 Units	N/A
Shares of stock options to be issued as a percentage of outstanding shares	0.18970%	N/A
Duration	10years	N/A
Conversion measures	issue new shares	N/A
Conditional conversion periods and percentages	The ratios of stock options which could be exercised will reach 50%, 75% and 100%, respectively, after two, three and four years of issuance.	N/A
Converted shares	0 share	N/A
Exercised amount	0	N/A
Number of shares yet to be converted	473,000 shares	N/A
Adjusted exercise price for those who have yet to exercise their rights	NT\$35.55/share	N/A
Unexercised shares as a percentage of total issued shares	0.05982%	N/A
Impact on possible dilution of shareholdings	The stock options being issued can be exercised in three portions after two years, and the impact on shareholders' equity can be diluted gradually.	N/A

Note 1: Each unit of stock options is entitled to buy one common share.

Note 2: As calculated based on a total of 790,739,222 shares outstanding currently.

Note 3: Plan for the first issuance of stock-option warrants for employees, totaling 1,500,000 shares, in 2017 was canceled, a decision publicized on Oct. 1, 2018, due to the consideration of market price.

### 3.3.2 List of Executives Receiving Employee Stock Options and the Top Ten Employees with Stock Options

2026.03.31 ; Unit : share/NT\$

	Title	Name	No. of Stock Options A	Stock Options as a Percentage of Shares Issued (Note 1)	Exercised				Unexercised			
					No. of Shares Converted	Strike Price (NT\$)	Amount (NT\$ thousands)	Converted Shares as a Percentage of Shares Issued ((Note 1))	No. of Shares Converted A1	Strike Price (NT\$) B	Amount (NT\$ thousands) C=A1*B	Converted Shares as a Percentage of Shares Issued (Note)
Executives Officers	Vice-President	Li-Chiao Chang	254,000	0.03212%	—	—	—	—	254,000	35.55	9,029,700	0.03212%
	Vice President	Ling-Hsiao Lien										
	Senior Director	Yu-Fen Hung										
	Director	Yu-Wei Shen										
	Director	Bin Liu										
	Director	Chia-Chen Chen										
	Director	John Tsai										
	Director	Syray Wen										
	Director	Hui-Chun Chen										
	Director	Joyce Wang										
	Director	Ting Tsan Lee										
	Accounting Officer	Yao-Hui Wang										
Director	Chih-Wei Chien											
Employees	Senior Manager	Tsung-Yu Hsiao	179,000	0.02264%	—	—	—	—	179,000	35.55	6,363,450	0.02264%
	Senior Manager	Tsung-Cheng Hu										
	Project Manager	Ching Yi Wang										
	Senior Manger	Kathy Wu										
	Manager	ChenYi Wang										
	Manager	Una Kang										
	Senior Manger	JenHuang Kuo										
	Manager	Hsiung Chuan										
	Manager	Ukai Chiu										
	Manager	Senlin Wang										
	Supervisor	Joshua Wu										
Supervisor	DJ Yu											

Note: Calculation on the basis of the company's current share issuance totaling 790,737,222 shares

### 3.4 Financing Plans and Implementation

Any incomplete share issuance or private placement or any completed share issuance or private placement over the past three years from which benefits have not yet been reported up to end of previous season before the printed date of the Annual Report: None.

## IV. Operational Highlights

### 4.1 Business Activities

#### 4.1.1 Business Scope

4.1.1.1 The business items of the Company are as follows:

- A C802041 Manufacture of pharmaceuticals;
- B C801990 Manufacture of other chemical materials;
- C IG01010 Biotechnological services;
- D F601010 Intellectual property rights related services
- E F401010 International trade.

1. Research, development, production, manufacture and distribution of the following products:  
(1) generic APIs, (2) protein drugs, (3) oligonucleotide, (4) peptide, (5) injection formulation, (6) small-molecule new drugs.
2. Consulting, advisory and technical services relating to the above products.
3. International trade in connection with the above products.
4. Sale of reprocessed chemical materials recycled from the company's manufacturing process >>

#### 4.1.1.2 2025 Revenue distribution

Unit : thousand NTD ; %

Major Products	Year 2025	
	Total Sales	(%) of Total Sales
Manufacturing and sales of API	2,715,888	86%
Technical Services Income	240,238	8%
Injection formulation sales	174,554	5%
Other Income	32,742	1%
Total Sales	3,163,422	100%

#### 4.1.1.3 Categories of services available currently

ScinoPharm Taiwan Ltd. was set up to provide active pharmaceutical ingredient (API) manufacturing services to the global generic drug makers initially. Powered by its maturing analytic capability, organic synthesizing techniques, and its engagement in special synthetic technology for different therapeutic areas, ScinoPharm is currently able to provide small molecular drugs, complex natural molecules and its derivatives, synthesis services for major biochemistry molecules such as peptides and nucleic acids, as well as customized manufacturing process development from process research to commercial production and to subcontract manufacturing. The company also include the offerings of injection drugs and related services in order to expand its business lines. The main results are summarized as follows:

##### A. In-house APIs (active pharmaceutical ingredients) business:

1. Cancer-related application APIs totaling 44 items.
2. Central nervous system-related application APIs totaling 12 items.
3. Cardiovascular-related application APIs totaling 6 items.
4. Infection-related application APIs totaling 6 items.
5. Ophthalmology-related application APIs totaling 3 items.
6. Genitourinary-related application APIs totaling 2 items.
7. Gynecology-related application APIs totaling 2 items
8. Metabolism symptoms related application APIs totaling 2 items.
9. APIs for respiratory system related totaling 2 items.
10. APIs for immune system related totaling 1item.

##### B. Contract Development and Manufacturing business:

- API Contract Development and Manufacturing
  1. Commercialized production of APIs totaling 14 items (12 of them are new drugs).
  2. In addition, APIs under phase III clinical trials totaling 4 items, demonstrating future market potential.
  3. 4 new customized R&D and contract production projects were added this year, continue to strengthen CDMO services and customer partnership.
- Injection Contract Manufacturing
  4. In addition to the continued commercial production of existing injectable products, the development of a new dosage form for the product, along with the construction of advanced compounding facilities and technology transfer, will be completed in 2025. Furthermore, a radiotherapeutic oncology drug has completed the production of clinical and new drug registration batches and has been delivered to the client. Simultaneously, progress is being made on nanodrug-related development projects, continuously expanding the injectable product line and technical capabilities.

C. Proprietary Injectable drug business:

Regarding the proprietary pharmaceutical product strategy, the company focuses on high-value drug-device combination products, targeting therapeutic areas such as oncology, hematology, metabolism, and the central nervous system. It also actively expands into non-U.S. markets by promoting strategic partnerships in Europe, Asia, and emerging markets, continuously strengthening its global market presence.

In addition, in light of the National Health Insurance Administration (NHIA) of the Ministry of Health and Welfare's policy to enhance the resilience of domestic drug supply and expand incentives for generic cancer chemotherapy drugs, the company actively responds to the policy and leverages its technological advantages. It has formally submitted two drug license applications to the TFDA, actively positioning itself within the domestic drug supply system to seize policy opportunities while providing more diverse and high-quality treatment options for patients in Taiwan.

4.1.1.4 Roadmaps for new products:

New products on drawing board	Purpose
SPT1470	Cancer target drugs
SPT1499	Cancer target drugs
SPT1515	Gynecology-related drugs
SPT1516	Gynecology-related drugs
SPT1517	Metabolic drugs
SPC1523	Central nervous systems disease related drugs
SPT1526	Metabolic drugs
SPT1532	Urinary system drugs

## 4.1.2 Industry Overview

### 4.1.2.1 Current Situation and Future Development of the Industry

The global pharmaceutical market has continued to grow robustly in recent years. Driven by the prevalence of chronic diseases such as metabolic, immune, and cardiovascular disorders, as well as technological advancements facilitating the widespread adoption of disease diagnosis, prevention, and treatment, overall drug demand remains strong. According to Evaluate Pharma's 2024 World Preview Report, global prescription drug sales are projected to reach \$1.7 trillion by 2030, with a compound annual growth rate (CAGR) of approximately 7.7%. The oncology segment will exceed \$300 billion in sales, maintaining its position as the most valuable therapeutic area. Furthermore, GLP-1 RAs continue their strong rise in 2025, used not only for diabetes treatment but also providing cardiovascular protection and weight loss effects. The market size is projected to grow from \$70.08 billion in 2025 to \$201.79 billion in 2033, a CAGR

of 12.78%. In 2025, spending on GLP-1 RAs surged from \$13.7 billion in 2018 to \$71.7 billion in 2023, accounting for nearly 9% of prescription drug sales, and is projected to reach a market value of \$167 billion by 2030. Other drug categories, such as immunoinflammatory drugs, endocrine drugs, and central nervous system disease-related drugs, also remain on the list of the top ten therapeutic areas.

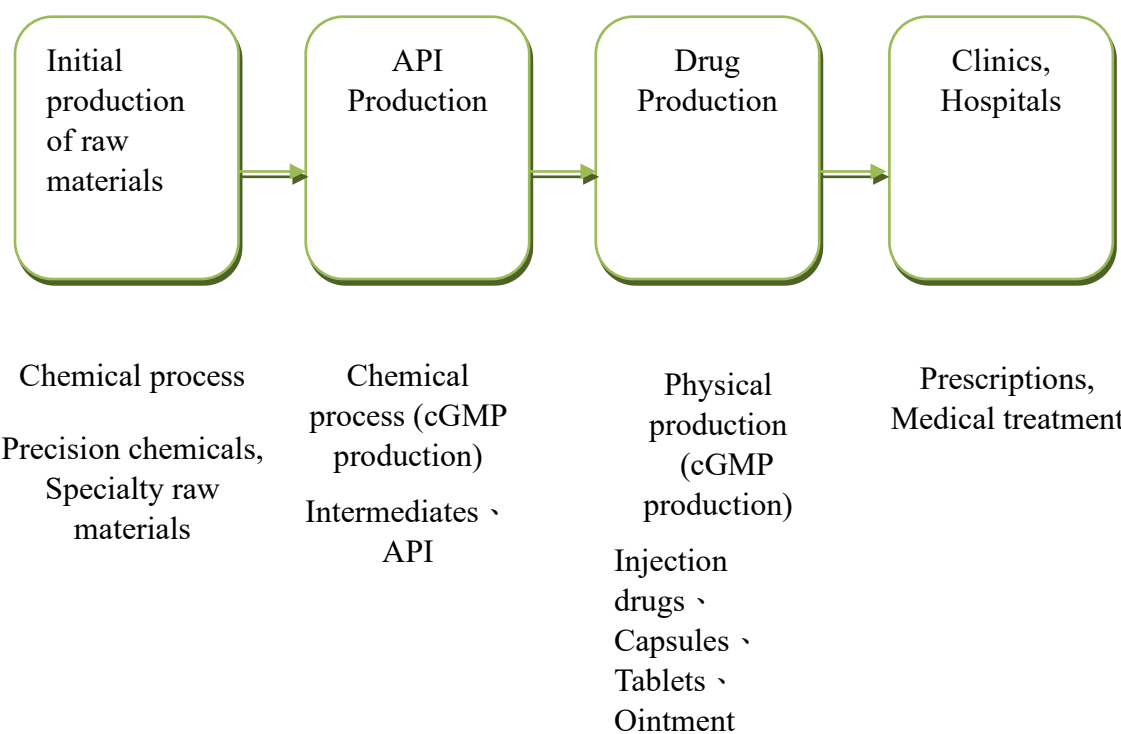
Faced with growing pressure on healthcare budgets and pharmaceutical expenditures, the questioning and discussion of the legitimacy of drug pricing continues to intensify. Major pharmaceutical companies still hold distinctly different philosophies and approaches on how to maintain a balance between value benchmarks, selling prices, sales volume, and market sustainability. The United States, as the leader in pharmaceutical spending, continues to promote the Inflation Reduction Act (IRA) in 2025, through drug price re-negotiation, expansion of government bargaining power, and review of cost-sharing agreements. In 2025, the IRA has selected 15 Part D drugs for the second round of negotiations, including GLP-1 drugs such as Ozempic and Wegovy (containing semaglutide API), which are expected to take effect in 2027. The negotiated prices for the first round of 10 drugs will take effect in 2026, estimated to save Medicare \$6 billion and beneficiaries \$1.5 billion in personal expenses. Despite controversies over biases in the negotiation of small molecule drugs and protein drugs that remain to be resolved, the impact of the IRA has prompted pharmaceutical companies to adjust their supply chain and pricing strategies, while also facing legal challenges.

The Hatch-Waxman Act of 1984 in the United States continues to drive the development of the global generic drug market, further propelled by healthcare budget pressures in various countries. In 2025, governments are actively revising laws, setting generic drug usage targets and plans, and encouraging the launch and use of generic drugs to reduce healthcare expenditures. The reform of Japanese health policies is particularly beneficial to generic drugs. The global generic drug market reached \$468.08 billion in 2025 and is projected to reach \$728.64 billion by 2034, a CAGR of approximately 5.04%. In the United States, the generic drug market was \$143.22 billion in 2025 and is expected to grow to \$196.9 billion by 2034, a CAGR of 3.6%, accounting for over 90% of prescriptions but only 18% of expenditures.

Intensified generic drug competition continues to drive demand for supply chain management and time-to-market in the pharmaceutical industry. Driven by considerations of cost control and risk diversification, the trend of outsourcing and manufacturing outsourcing is increasing, but in 2025, due to geopolitical and trade policy changes, the trend of transferring production from North America and Western Europe to Asia faces challenges. Drug price pressures have brought fierce price competition to the active pharmaceutical ingredient (API) field. According to Grand View Research, the global API market was \$214.2 billion in 2024, reached \$226.6 billion in 2025, and is projected to reach \$297 billion by 2030, a CAGR of 5.6%. The small molecule API market is estimated at \$206.9 billion in 2025 and is expected to reach \$374.03 billion by 2035, a CAGR of 6.1%. Mordor Intelligence forecasts the API market at \$232.13 billion in 2025 and \$328.94 billion by 2030, a CAGR of 7.22%.

In recent years, the restructuring of global supply chains has accelerated. While the rise of manufacturing in China and India has been observed, a new generation of geopolitical opposition is taking shape. In 2025, the US government's implementation of tariffs on China and India has prompted pharmaceutical companies to diversify production locations, increase self-sufficiency in key materials, and establish non-red supply chains to balance supply chain risks and national security. This wave of change has intensified the competition and cooperation among API suppliers and increased price competition. Key trends include reshoring and nearshoring, supplier diversification, contingency planning, and consideration of efficiency and sustainability. Our company hopes to seize more business opportunities and market share in this supply chain restructuring through business depth and breadth.

#### 4.1.2.2 Industrial supply chain of related pharmaceutical products in the up, middle and downstream sectors



#### 4.1.2.3 Global development trend and competition of the industry of active pharmaceutical ingredients.

##### A. Outsourcing trend for the production of active pharmaceutical ingredients of new drugs

Demands of preparations companies for active pharmaceutical ingredients can be classified, according to production and supply methods, into own production for own use and outsourcing production. Although majority of major international patented drug companies tend to produce active pharmaceutical ingredients for own use by themselves, for better grip of quality and time, they are intensifying focus on R&D, sales, and market grasp for new drugs, in order to speed up rollout of new drugs, in order to cope with threat of generic drugs and uphold market shares. In view of lesser role of active pharmaceutical ingredients in their profits and in order to massive capital outlays for plant production, growing numbers of major international patented drug companies have outsourced production of active pharmaceutical ingredients. By contrast, majority of smaller patented drug companies and new biotech companies have outsourced production of active pharmaceutical ingredients for different stages of new-drug development, including R&D and clinical tests. The outsourcing trend has been intensified by the following objective conditions:

- 1) With timing of marketing of NCEs (new chemical entities) being the primary concern of patented drug companies, outsourcing of production can shorten R&D process and advance materialization of extra revenue and profit.
- 2) Outsourcing production for active pharmaceutical ingredients can reserve limited resources for R&D and production with higher priorities, thereby maximizing profits.
- 3) Joint development of products and division of labor in mass production can lower production cost.
- 4) Outsourcing-production firms can cut cost, via economy of scale and form an industrial chain for higher efficiency, while patented drug companies can maintain flexible operation, in line with market needs. In 2025, this trend continues to strengthen. According to a report by Grand View Research, the global small molecule innovative drug API CDMO market was valued at approximately US\$32.25 billion in 2024, reaching US\$34.61 billion in 2025, and is projected to reach US\$47.14 billion by 2030, with a CAGR of 6.38%. Key drivers include the increasing trend of pharmaceutical companies outsourcing, growing

demand for small molecule drugs, and a surge in the number of clinical trials. The overall API CDMO market is approximately US\$116.8 billion in 2025 and is expected to reach US\$231.5 billion by 2034, with a CAGR of 7.9%. Outsourcing accounts for approximately 40% of the small molecule API demand in developed markets, and outsourcing can reduce capital expenditure by 30% and shorten time-to-market by 20%. Despite the impact of geopolitics and US tariffs on China and India, and the acceleration of supply chain restructuring (reshoring/nearshoring), the outsourcing trend has not weakened. Instead, it has become more reliant on specialized CDMOs due to the demand for complex molecules (such as HPAPI high-potency active pharmaceutical ingredients) and cost pressures. Particularly in the field of new drug development, small molecules still account for nearly 70% of new drug approvals by the FDA, driving outsourcing demand. Our company hopes to capitalize on this outsourcing trend and supply chain changes, leveraging our professional depth and breadth to capture more business opportunities and market share.

#### B. Trend of the market and competition of active pharmaceutical ingredients of generic drugs

Since Hatch-Waxman Act came into effect, the procedures for applying for generic drug licenses and launching such drugs have been much simplified and thus the time taken has been increasingly shortened. Therefore, the quicker the supply of APIs used to produce generic drugs, the more business opportunities the suppliers have.

Meanwhile, as for legal requirement of quality, member countries of ICH have substituted knowledge-based risk-management mode for inspection-based quality-control mode, with the U.S. even replacing past practice of itemized inspection with question-based inspection. Therefore, generic-drug companies must have more precise grip of quality of pharmaceuticals. Accordingly, suppliers of active pharmaceutical ingredients have to make concerted effort with generic-drug firms in upgrading quality-control system, so that quality concern would not cause delay in the obtaining of generic-drug licenses. Quality has become prerequisite for suppliers of active pharmaceutical ingredients in landing orders.

In 2025, the ICH Q9 (R1) Quality Risk Management guideline further strengthens risk-based decision-making, adjustments to the level of formality, and subjectivity management. It emphasizes supply chain risk assessment and knowledge management, encouraging API suppliers to adopt more advanced risk tools to improve quality consistency.

Studies show that in one year after the first generic drug maker launched products, the number of newcomers is almost twice the original generic drug makers in the initial period. Along with increasing competition is increasing demand for lowering cost, makers of APIs used to produce generic drugs have to not only supply quality APIs as early as possible but also be competitive in price to keep the business opportunity for current and the future market..

In 2025, the global generic drug market is projected to reach approximately US\$43-45 billion, and is expected to grow to US\$53-70 billion by 2030, with a CAGR of approximately 4-9%. Competition is intensifying, particularly in the small molecule generic drug sector, where price erosion continues, and placing greater cost pressure on latecomers.

Under pressure of earlier supply of APIs of better quality at lower prices, API makers should be more dedicated to R&D and strive to protect intellectual properties to eep business growth in supply chains of APIs used to generic drugs.

However, in recent years, due to various countries' strict control of medical outlays, especially pharmaceutical spending, pressure in price negotiation with new medicine manufacturers has been on the rise, as pharmaceutical firms have intensified protection of new medicine-related patent rights, in the face of shrinking benefits from new medicine development. Such protection covers a wide scope, including preparation, therapy, composition of materials, and crystal form, plus raising of the entry threshold for generic-drugs makers, postponement of generic drugs' marketing entry, and extension of new medicines' patent-protection period, which have blocked the appearance of new generic drugs.

In 2025, the "patent evergreening" strategy continues to be prevalent, as seen in Novo

Nordisk's creation of a patent thicket for semaglutide (Ozempic/Wegovy) or Merck's development of a new subcutaneous injection formulation for Keytruda to extend its exclusivity period. Meanwhile, the FTC and regulatory agencies are strengthening their review of improper Orange Book patent listings, and some successful patent challenges are accelerating the entry of generic drugs. However, overall barriers to entry remain high.

### **4.1.3 Technology and R&D status**

#### **4.1.3.1 Technological level and R&D for the engaged businesses**

Given the pharmaceutical industry's characteristics of high R&D investment and intense competition, our company has established a comprehensive intellectual property management system, deeply integrating IP policy objectives with operational development to build a long-term competitive advantage.

Under this governance framework, the company has specifically established the "Patent Affairs Management Regulations," which clearly regulate the operational processes for patent application, maintenance, and freedom-to-operate (FTO) analysis. This ensures that the company's R&D work, from topic selection to output, undergoes careful evaluation by the patent department regarding technical content, market layout, and launch timing. This evaluation informs the execution of the most appropriate IP management strategy to maximize the company's global market interests.

In addition to patent management, our company also rigorously implements the protection of trade secrets, formulating the "Confidential Information and Trade Secret Management Regulations" as the basic guideline for managing confidential information and trade secrets. The legal department regularly conducts related promotion and training to strengthen employees' awareness of and compliance with the protection of confidential information and trade secrets. Each unit conducts internal trade secret inventory, classification, and access control in accordance with these regulations. Through a management approach that combines system establishment and personnel awareness enhancement, the risk of trade secret leakage or inadvertent infringement of others' trade secrets is effectively reduced. In addition, regular and ad hoc audits ensure the implementation of various management measures, maintaining the company's core technological advantages and market competitiveness.

In terms of the number of intellectual property assets, after removing invention patents that are no longer maintained because they are irrelevant to the company's current long-term development, the company still owns a total of 37 inventions with 132 patents worldwide as of the end of 2025. In addition, there are 17 inventions with a total of 37 patent applications under review.

To more closely link intellectual property management with the company's operational goals, the company officially introduced the Taiwan Intellectual Property Management System (TIPS) in 2025. The TIPS system involves the systematic PDCA (Plan-Do-Check-Act) construction and review of the company intellectual property's acquisition, protection, maintenance, utilization, and risk management aspects.

The company used "patent management" as the primary verification target, formulated IP policy goals in line with the company's development blueprint, and passed the on-site review of a third-party verification institution on November 5, 2025, and obtained verification. The certification is valid from December 31, 2025, to December 31, 2026, demonstrating that the company's intellectual property management system has the ability to operate continuously and be effectively implemented.

The year-end review of the implementation of IP policy goals for the year is show in the table below:

2025 IP Goal	Implementation
Introduce TIPS and integrate the existing internal IP management system to comprehensively strengthen patent layout and maintenance management	<ul style="list-style-type: none"> <li>■ Using “patents” as the verification target, the TIPS system was introduced to integrate the company’s internal IP system, and the TIPS on-site review was passed on November 5, 2025</li> <li>■ Patent continuation meetings were held to strengthen patent layout and maintenance.</li> </ul>
In line with the company’s development blueprint, Prioritize patent applications for 505(b)(2) new drugs or key process technologies	Patent applications have been filed for 3 505(b)(2) new drugs and key process technologies in 2025.
Strengthen the exchange mechanism between R&D and IP departments, proactively identify R&D results suitable for patent of trade secret protection, and reduce the risk of infringing on the IP rights of others.	Establish regular communication channels with the R&D department to keep abreast of R&D progress, track patent information of competitors, analyze the timing of market launch in different markets, and identify patentable technical features.
Avoid design patents of the original manufacturer and submit PIV Certification to accelerate the launch of ANDA products.	Prepare PIV-related documents with lawyers to accelerate ANDA launch.
Raise objections or file invalidation actions against patents that affect the company’s freedom to operate	Actively cooperate with lawyers to plan to submit invalidation analysis opinions on patents the affect the company’s freedom to operate.
Actively promote the company’s IP culture, establish an IP knowledge zone, and regularly provide patent and trade secret courses to enhance employees’ IP awareness	Enhance employees’ IP awareness, establish the company’s IP culture, strengthen employees’ innovation capabilities, and improve employees’ legal compliance concepts to reduce the risk of IP infringement through the internal IP sharing zone and by holding 3 patent and trade secret education and training sessions.

The Company’s intellectual property-related management matters, such as IP management policy objectives and statistics on cumulative patent applications and approvals for the year, are regularly reported to the Board of Directors, at least once a year. The recent reporting date was November 3, 2025

#### 4.1.3.2. R&D Expenses for the latest Two Years as of Annual Report print date

Unit: NT\$ thousands

Year	2024	2025	Jan.~ March 2026
Combined R&D expense	459,358	497,277	85,545
Combined Net Operating Revenue	3,406,284	3,163,422	659,708
Combined R&D expense/ Combined Net Operating Revenue (%)	13.49	15.72	12.97

#### 4.1.3.3. Generic-drug active pharmaceutical ingredients or technologies successfully developed in recent five years.

Year	Products
2021	Osimertinib mesylate
	Ibrutinib
	Alpelisib
	Cyclophosphamide for Injection
2022	Apixaban
	Enzalutamide

Year	Products
	Cedazuridine
	Nelarabine Injection
2023	Abemaciclib
	Zanubrutinib
	Nelarabine
	Semaglutide injection
2024	Tucatinib
	Alectinib HCl
	Voclosporin
2025	Semaglutide
	SPT1509

#### 4.1.4 Long-term and Short-term Development

ScinoPharm is committed to implementing the company's business strategies, with patience and attentive focus on its main business activities. To maintain revenue and profit growth, we continuously expand and transform our business, extending our service scope from APIs to injectable products, thereby ensuring sustainable operations and creating a steady stream of economic benefits for all of our stakeholders in the long-term, including shareholders/investors, employees, customers, suppliers, the government, and society. ScinoPharm initially provided contract manufacturing services to generic drug manufacturers and patented pharmaceutical companies as part of its business strategy. Over time, the Company has expanded its R&D and production capacities to keep up with market changes and demands. Capitalizing on the trust relationships that the company has established with major pharmaceutical companies over the years, the Company subsequently formed strategic alliances with other companies to develop new drugs, integrate upstream/downstream resources (including R&D and manufacturing processes for APIs and injectable formulations). Meanwhile backed by the technological prowess and service quality, the company is capable of expanding markets by providing R&D and manufacturing service to pharmaceutical firms and create greater benefits. In seeking to maximize profits for the company, shareholders, and employees while ensuring the company's short/mid/long-term development, we will observe objective market demands and adopt the following business strategies:

--Near term:

1. Maintain the niche in generic drug API, actively deploy complex formulations with high technical barriers, and expand customer research and development to increase its future benefits.
2. Combine advantage of the injectable plant in Tainan to increase the value of ScinoPharm's API production lines and provide one-stop services for a wide range of customers.
3. The Company continues to deploy investments and promote the optimization and upgrading of its factories in Tainan and Changshu, enhancing its commercial competitiveness and enabling it to better meet the different needs of customers and seize business opportunities.

--Medium term:

1. Through strategic alliances, the Company seeks channel partners to expand the market and increase the Company's profit by sharing profits together.
2. Combined with the production capacity of the Changshu plant in Jiangsu, ScinoPharm increases its capacity to supply the global market. It will also join forces with partners and comply with Chinese regulations to accelerate the development of preparation products to enter the Chinese domestic market and increase the overall output value.

3. The Company cooperates with Japanese customers to cultivate the Japanese generic drug market and develop other emerging markets through agents.

--Long term:

Develop complete R&D and production capability covering both active pharmaceutical ingredients and injection drugs and cooperate with special-drug R&D units in foraying into quasi-new drug market.

## 4.2 Market and Sales Overview

### 4.2.1 Market Analysis

#### 4.2.1.1 Major Products (Services) by Region

Unit: NT\$ thousands ; %

Year Region		2024		2025	
		Amount	%	Amount	%
Abroad	Asia	1,944,606	57	1,388,865	44
	America	675,059	20	875,900	28
	EU	408,522	12	479,487	15
	Other	31,213	1	18,245	-
	Subtotal	3,059,400	90	2,762,497	87
Domestic Market		346,884	10	400,925	13
Total Combined Revenue		3,406,284	100	3,163,422	100

#### 4.2.1.2 Outlook of supply and demand in the market and growth potential

In recent years, due to increasing difficulty for new drug development and hefty price pressure, many pharmaceutical firms have resorted to acquisition and merger, in order to sustain growth power. Via M&A, enterprises can not only obtain new technologies, new drugs, and intellectual properties but also lower the risk for new drug development. Pharmaceutical M&A activity rebounded in 2025, with the total value of major megers reaching over \$70 billion by early October 2025, an increase compared to 2024. The focus was on areas such as oncology (e.g., Sanofi's acquisition of Blueprint's tumor-targeted drug Ayvakit (avapritinib)), neuroscience (deal value of approximately \$30.7 billion), and cell therapy. Large deals returned (e.g., Johnson & Johnson's \$14.6 billion acquisition of Intra-Cellular Therapeutics), and acceleration is predicted for 2026 as well. However, as M&A would affect the integration of supply chain, how to maintain the leading status for APIs and even injection pharmaceuticals amid M&As would pose as a major challenge to the company in the future.

Over the past years, ScinoPharm Taiwan has carved out a leading status, in terms of product variety and volume and customer service, on the global API market for cancer chemotherapy. Dividend from that status, however, has been thinning. In the wake of the emergence for new cancer therapies (Antibody-Drug Conjugates (ADCs), radiopharmaceuticals, and other biologics (large molecule drugs) enjoy a definitive leading edge in clinical development and the market. Meanwhile, biosimilars are becoming increasingly mature and poised to compete. The shifting trends in cancer treatment are undeniably a serious issue today. In 2025, antibody-drug conjugates (ADCs) will dominate new drug development in oncology, expanding to earlier stages of disease (as demonstrated by the significant efficacy of T-DXd in HER2-positive breast cancer in the Daiichi Sankyo and AstraZeneca-led DESTINY-Breast trial). Six peptide-drug conjugates (PDCs) will enter Phase III clinical trials. The radiopharmaceutical market will experience accelerated expansion, driven by the increasing adoption of theranostics and the significant success of drugs like Novartis' Pluvicto (lutetium Lu 177 vipivotide tetraxetan) in prostate cancer, fueling related R&D efforts and leading to continued market capitalization growth.

Targeted drugs featuring the use of monoclonal antibodies and immunotherapy have proven to be significantly effective in tumor control. It is evident that thanks to their curative effect and low side effects, those relatively expensive new treatments will make major inroads into cancer treatment market in developed nations, at the expense of small-molecule chemotherapy drugs. Another potential approach is the coupling of small-molecule targeted drugs with molecular diagnostic technology. Compared with chemotherapy drugs, small-molecule targeted drugs are more concentrated and have to take into account tumor mutation and the use of new targets. The trend poses a major challenge to ScinoPharm Taiwan in market evaluation and product selection.

In 2025, the small molecule active pharmaceutical ingredient (API) market will reach \$20.69 billion, projected to reach \$37.4 billion by 2035, with a CAGR of 6.1%. Supply and demand dynamics are driven by rising incidence and diagnosis rates of diseases such as cancer, cardiovascular diseases, and metabolic syndrome. However, supply chain restructuring (e.g., tariffs or geopolitical risks) leads to dispersed production locations, with the proportion of outsourced demand rising to 40%. Market growth is strong, but competition among manufacturers in process optimization and regulatory compliance is intensifying.

Moreover, based on the demands of pharmaceutical firms for cancer injection drugs and strained supply of such drugs, a result of the increasingly rigorous legislative requirements worldwide which have constrained the operation of many injection-drug firms, ScinoPharm Taiwan has been endeavoring to extend its operation to injection-drug production in recent years, resulting in a vertical integration, so as to consolidate its presence on the cancer drug market.

However, with technological progress and the spread of confirmed chronic diseases, oral drugs have gradually emerged as mainstream administration of drugs. In 2025, the oral delivery market will be dominant, still accounting for approximately 45-50% of the total market share, particularly with the maturation of oral GLP-1 peptide technology, which will become a major category in this type of drug. However, injectables are growing rapidly (e.g., Merck's Keytruda achieving breakthrough progress in 2025, transitioning from IV to subQ). The market size reached \$704.65 billion in 2024 (2025-2034 CAGR of 8.62%), while the long-acting delivery systems segment will have a market capitalization of \$13.7 billion in 2025, with a CAGR of 10.6% through 2033. How to achieve a balance APIs in different forms and injection drugs in the allocation of limited resources will become a major issue in the development of pharmaceutical firms.

#### 4.2.1.3 Competitive niche and development outlook

The company's competitive niche lies in:

- High-caliber R&D team:  
Members of the company's R&D team major in disciplines of synthesis or analysis, mostly with doctorate degree, under the leadership of veteran managers. It is the most R&D team among domestic peers.
- The company has reaped abundant R&D results:  
As mentioned previously (refer to 4.1.3 Technology and R&D status), the company owns multiple product patents worldwide and often publicizes research findings in academic journals, testifying to its R&D strength.
- Complete production facilities:  
For the purpose of pluralized functions, the company's production lines are capable of producing highly active pharmaceutical ingredients of cellular-toxin, steroid, hormone, and anti-cancer drugs. The R&D unit is furnished with a wide range of equipment, including nuclear magnetic resonance, crystal diffractometer, and mass spectrometer, enabling the company to overcome various barriers in producing unique active pharmaceutical ingredients;
- Seasoned operating skill:  
With veteran experience, operators can operate efficiently and effectively utilize solvents, reducing unnecessary expenses and thereby lowering cost;
- Excellent product quality:

Thanks to comprehensive manufacturing processing specifications provided by our R&D team, coupled with our strict adherence to GMP regulations, thus maintain excellent control over the product manufacturing process, resulting in superior quality.

- Good customer relationship and competent marketing capability:  
Our long-term provision of APIs to customers, combined with regular visits to understand their needs and address their urgent requirements, has fostered a mutually dependent relationship. Consequently, this has also contributed to the strong performance of our marketing team.
- Comprehensive Regulatory Support:  
Selling APIs requires not only product delivery but also acceptance by regulatory review agencies. The company actively addresses reviewers' concerns regarding APIs and proactively helps resolve regulatory concerns related to the finished drug product caused by the API. This accelerates our generic drug customers' drug approval process. Expediting market launch is a win-win for all and is the company's consistent principle.

In addition to the aforementioned niche, the company stresses market segmentation in developing strategy, as shown in its selection of development targets:

#### A. Highly active and low toxic products

When processing highly active and low toxic chemicals, many producers of active pharmaceutical ingredients often create serious polluting and workplace-safety problems, disrupting supply to customers. ScinoPharm already installed sufficient protective facilities for highly active products from the outset at its factories. Despite the high cost for the facilities, they can augment the company's edge in producing highly active products, such as steroid and toxic cellular compounds.

In view of the low-toxin requirement for injection drugs, the company is furnished with highly pure water supply system, capable of producing pure water similar to WFI (water for injection) in quality. As a result, ScinoPharm Taiwan's products boast very low toxin, another edge of the company. Industry insiders note that there are only a few companies capable of producing injection drugs on the market. Thanks to its manufacturing edge meeting market need, the company has been acknowledged as an injection-drug supplier, segmented from members of low-priced market. The company has become a reputed injection-drug supplier among international generic-drug pharmaceutical firms.

#### B. Raw materials/products with difficulty to obtain from supply chain

To secure raw materials, the company embrace a mode similar to development of new products, wherein it joins hands with long-term partners in the R&D of raw materials, to assure stable supply of raw materials for mass production. For instance, the company has signed contract with Chinese-yew (*Taxus chinensis*) plantation for supply of 10-DAB, contained in the plant's leaves, which is needed for producing paclitaxel and docetaxel, the company's two major products. Therefore, despite price drop of 10-DAB following increase of qualified suppliers, the company has enjoyed steady supply of the material, giving it an edge of head start.

#### C. Peptide

Thanks to gene sequencing, humans have more understanding of the function of genes and their association with peptide, paving the way for the rollout of more medicines containing peptide. Moreover, via constant improvement and progress in drug production, there will be increasing methods for transmission of peptide in human bodies, leading to more growth in both the number of and demand for peptide medicines. In the past, annual market demand for peptide reached only several kilos, resulting in substantial idled capacity, a problem which has been substituted by strained capacity, thanks to rapid increase in demand in recent years, Plus the Extraordinary success of Mounjaro(tirzepatide) from Eli Lilly and Ozempic and Wegovy(semaglutide) from Novo Nordisk, etc (high dose) GLP-1 medicines in the fields of diabetes and weight loss has spurred the need for refining peptide drugs, both synthesized and fermented ones. the

traditional solid-phase peptide synthesis can be applied in mass production but the production equipment is expensive, on top of the high cost and disposal problem for the solvent needed for its purification. In addition to solid-phase peptide synthesis, the company has introduced the technology for forecasting solubility and the technology of continuous parallel purification, which greatly simplifies purification process and slashes the use of solvent. In addition, a chemical reaction is applied for final assembly of peptide, following the use of solid-phase synthesis, thereby eliminating the problem of connection caused by solubility issue. Finally, carry out reaction via traditional liquid-phase chemical reactor to change chemical polarity and produce sediment, thereby achieving convenient purification. This constitutes the company third technology for peptide production, featuring even reaction and simple separation and purification.

Furnished with aforementioned technologies, the company can apply optimal technology for different kinds of peptide medicines, which enable it to catch up with major suppliers of active pharmaceutical ingredients of peptide medicines, such as UCB, Lonza, Bachem, and Polypeptide, thereby breaking their oligopoly of the market, an outcome aspired by generic-drug companies or developers of new medicines.

#### D. Injection drugs

ScinoPharm Taiwan specializes in the development and production of active pharmaceutical ingredients of anti-cancer medicines featuring high activity and high technological threshold. It is a leading supplier of raw materials for highly active anti-cancer injection drugs, with the largest variety of products in the field worldwide. Moreover, it has extended its operation to downstream production of injection drugs by building an injection-drug plant which meets the international cGMP standards.

Many cancer API customers need contract production service for cancer injection drugs, due to lack of sufficient capacities for manufacturing the drugs, but at present plants for contract injection drug production meeting international standard of cGMP have limited capacities only. Moreover, unable to meet the increasingly strict eGMP standard, many injection drug plants in the U.S. and Europe have received warning notice from the U.S. Food and Drug Administration (FDA), asking them to make improvement by a deadline or suspend operation, which has aggravated the situation. In addition to quality, stable delivery has become a major consideration for generic-drug firms in seeking business partners. Under the environment, provision of a one-stop shopping service covering APIs and injection drugs can not only consolidate and expand ScinoPharm's existing API business but also enhance the company's long-term competitiveness and growth potential.

Facilities of the company's injection-drug plant, situated in Tainan Science Park, have been completed. The plant consists of the operational sections of R&D, quality control, cleansing, sterilization, manufacturing, filling, freezing and drying, packaging, and warehousing, capable of producing injection drugs in various forms, including bottled liquid, bottled frozen dried powder, and injection drugs filled in syringes.

The transformation is meant to provide value-added service to customers, without causing conflict with customers' business. The plant will boast versatile functions, including contract manufacturing service for existing customers of active pharmaceutical ingredients, development of own medicines, registration and production of injection drugs for sale to customers, and custom service for international pharmaceutical firms.

#### 4.2.1.4 Favorable and adverse factors for development outlook

##### A. Favorable factors:

##### a. Government policy

The Chinese government amended GMP regulation in 2010, with the revised edition forcing lower quality pharmaceutical makers to withdraw from market, invest in improving manufacturing, or undertake corporate restructuring including via merger. In comparison, the new GMP regulation is favorable to healthy pharmaceutical makers.

At the end of 2015, the Chinese government issued a decree calling for intensifying the screening of imitation medicines and the review and approval of modified new medicines, improving the review and approval of clinical test, concentrating the review and approval of medicines of the same category, permitting applications to withdraw applications for unqualified medicines, strictly screening the safety and effectiveness of medicines, speeding

up the screening and approval of medicines in urgent need for clinical tests, permitting the request for clinical test and medicine application before the expiration of patents, strictly penalizing faking of clinical tests, inducing rational applications, and regulating review of medicine registration. These measures are meant to reform the review and screening system for medicines. One key objective is to enhance the quality of imitation medicines. As a result, the medicine review and screening system of China will link up with the international practice, facilitating the development of companies meeting international norms in the market.

In its 14th five-year national development plan, the Chinese government has set a 8% annual growth target for the nation's medicine market and encourage enterprises to build high-caliber plants, boosting the edge of its medicine industry. Another objective is to link China's biomedicine industry with the world. According to the seventh national census, publicized by the National Bureau of Statistics of China, China's total population stood at 1,411.78 million data generated from Nov. 1, 2020, including 264.02 million aged 60 or older, for a share of 18.70%, 5.44 percentage points higher than 10 years ago, exhibiting the trend of an aging society. The country will continue to face the challenge of keeping a balanced population growth in the end. The aged population has high demand for medical and hygiene service, as aged citizens are more vulnerable to disease due to weaker immune system. Presently, the aged 40-50% of the over-the-counter medicine market. Prompted by the rosy outlook, the company started to deploy in the Chinese market several years ago.

Passed in 1984, the U.S. Hatch & Waxman Act encourages in principle the application and usage of generic drugs, helping the latter achieve 70% market penetration rate in the U.S. (For every 100 prescriptions, 70 use generic drugs). The implementation of the "Patient Protection and Affordable Care Act," in October 2013 or known as "Obamacare," following its passage in March 2010, has further boosted the development of generic drugs.

b. Accelerated approval for marketing of new medicines and generic drugs

In 1992, the U.S. FDA promulgated the "Prescription Drug User Fee Act" (PDUFA), requiring pharmaceutical firms to pay fees to the FDA when applying for approval of new medicines, generating several tens of millions of U.S. dollar of extra income for the FDA for use in accelerating approval of applications for new medicines. Consequently, the majority of new drug applications (NDA) now need only one review cycle for approval, half of the previous duration.

In 2012, the "Generic Drug User Fee Amendments" (GDUFA) was promulgated, according to which pharmaceutical firms have to pay screening fee and fee for the cost of inspection facilities for applying the approval of generic drugs. The act has boosted the efficiency of the FDA in screening and approving applications for generic drugs, slashing backlog of applications awaiting approval, and shortening average screening time, on top of additional risk check, facilitating marketing of generic drugs and enabling the public to access safe and effective generic drugs. The proposition of GDUGA was prompted by the success of PDUFA, which had helped patients obtain safe and effective new prescription drugs more rapidly. The implementation of GDUFA has facilitating obtaining of information on generic-drug manufacturing facilities and sites worldwide, augmenting the safety of global supply chain.

c. Secure supply sources for key materials and cooperate closely with customers to speed approval of marketing for products

On the global prescription-medicine market, some active pharmaceutical ingredients most demanded by generic-drug pharmaceutical firms are very difficult to come by or are very difficult for certification and analysis. As a result, the market of generic drugs is still often in the firm grip of the original patent owners, despite the expiration of the patents. Therefore, in addition to effective planning for the sources of active pharmaceutical ingredients, the company has invested, in terms of manpower and fund, in related analytical work and actively cooperated with customers in obtaining approval of the marketing of medicines within the shortest time possible, thereby facilitating the company's development.

d. Complying with cGMP norm

Pertaining to contract manufacturing of active pharmaceutical ingredients, despite higher cost than mainland Chinese and Indian counterparts do, the company stands out on emphasis on patents and intellectual properties, cutting-edge facilities compliant with U.S. cGMP norm, in both hardware and software, and business mode and language compatible with the West. In China and India, only some large pharmaceutical firms can meet the requirements of quality and regulations in the U.S. and Europe, while great majority of companies there are incapable of large-scale investments for building plants compliant with the cGMP standard in the U.S. and Europe.

## B. Adverse factors

### a. Price competition for generic drugs

Generic drugs refer to drugs with expired patents, enabling pharmaceutical firms other than original patent owners to produce, following approval, drugs with similar ingredients, dosage type, dosage amount, and curative effect. The scramble for the generic-drug market among pharmaceutical firms has driven downward their prices, thereby dampening prices of active pharmaceutical ingredients and the gross margin of their manufacturers.

Countermeasure:

The development of new generic drugs is a key strategy of ScinoPharm Taiwan, which selects development targets via analysis of market potential and possible competition. The company has been rolling out a number of generic drugs every year, focusing on those drugs that feature active pharmaceutical ingredients with high technological threshold, speedy R&D for synthetic method, and efficient process technology, so as to tap the market opportunities emerging after the expiration of patents. Following mass production, the company would continuously improve process technology, secure supply source for raw materials, and farm out front-end processing, so as to cut production cost. The company even develops process technology with cost lower than original patent owners, while upholding the purity and safety of products.

In general, the company would develop process technology for active pharmaceutical ingredients within one year following approval of original patent owners and then provide samples to generic-drug customers for conducting tests necessary for registration, in an effort to become their first supplier of active pharmaceutical ingredients. After setup of the partnership, the customers would need the approval of FDA for changing suppliers of active pharmaceutical ingredients, which would take two years and entail extra investments. The stable long-term partnership would help the company keep its overall gross margin at an adequate level.

Meanwhile, the company is building an injection-drug plant at the site of its existing Tainan plant, which will also accommodate the R&D on active pharmaceutical ingredients and preparations. Carry out integration of upstream and downstream operations to bolster the value of ScinoPharm's active pharmaceutical ingredients and the gross margin of its products, to cope with prices of generic drugs and active pharmaceutical ingredients trending downward. There are some 300 dedicated manufacturers worldwide capable of producing active pharmaceutical ingredients conforming to the standard set by the U.S. FDA. Only some 20 of them can provide highly active anti-cancer injection drugs, including ScinoPharm which boasts the largest product lineup in the pack, a market segmentation which constitutes a strong edge for the company in developing preparations and new anti-cancer medicines. As for active pharmaceutical ingredients, the company selects items featuring high technological threshold for early development and applies for patents for protecting process and crystal forms, upholding its edge. The development of preparations enables the company to take into account the schedule and steps for R&D on preparations in the R&D on active pharmaceutical ingredients enabling the company to have better grasp of the schedule for the marketing of drugs, compared with peers. The complete planning, on top of the market segmentation and timeliness for active pharmaceutical ingredients will furnish the company with a stronger edge than peers.

### b. Price competition from China and India

Taking advantage of their low manufacturing-cost edge, China and India produce bulk generic drugs with low adding value originally. Via imitation synthesis technology, they have grasp organic synthesis chemical technology and embraced low-price strategy in penetrating emerging markets.

Countermeasure:

Since its establishment, the company has targeted market of products featuring high technological threshold, such as active pharmaceutical ingredients for anti-cancer injection drugs. The company has been actively developing next-generation production technologies with higher efficiency, in order to supply active pharmaceutical ingredients at reasonable prices and help customer augment market competitiveness, while upholding the company's dominating status on the global market of active pharmaceutical ingredients.

The company specializes in special pharmaceutical ingredients featuring high technology, high price, and high activity. The Taiwan plant already passed nine times of inspections by the U.S. FDA and the certification of the hygienic agencies of various countries, while the

Changshu plant in China has also passed inspection by the FDA. In addition, the company has conducted rigorous control and management of public safety, hygiene, and the stability of process technology, to prevent intellectual-property infringement and harm to environmental ecology, while assuring stable supply. The purpose is to create a quality reputation for the company's products, thereby upholding their competitive edge and assuring business performance and growth.

ScinoPharm has shipped active pharmaceutical ingredients to Europe and the U.S. for many years, accumulating abundant experience in compilation of product information, inspection and certification registration (such as DMF registration for active pharmaceutical ingredients), communications with regulators, and reply to official documents, which enables the company to provide legal and technological service to customers. The expertise has given the company a strong edge, as customers invariably expect abundant legal experience from suppliers of active pharmaceutical ingredients capable of replying to regulators quickly, so as to speed up the screening and marketing of drugs.

- c. Laws/regulations on drug production feature strict standards and demand multiple inspections, as a result of which marketing of drugs has often been delayed, should the quality of their active pharmaceutical ingredients be doubted.

On top of protracted R&D process, as drugs are meant for application inside human bodies, the safety and effectiveness of active pharmaceutical ingredients are subject to rigorous screening and check of the regulator and have to pass certification before marketing. The end result is heavy pressure of development schedule and funding requirement, which often entrap small enterprises in financial difficulty.

Countermeasure:

The company has set up a legal unit for pharmaceutical affairs, in charge of import-related documents demanded by hygiene agencies of import countries or areas for approval of local sales. The company carries out internal auditing periodically, to assure compliance of the company's operation and internal procedures with cGMP standard. The regulation-compliance unit is in charge of affairs related to official inspection and customer auditing, cGMP education and training for staffers, stability testing plan, and annual product inspection. The company's quality assurance and control unit is responsible for the checking and testing of all products and samples, including raw materials, initiators, samples in process, and finished products, to assure compliance with set specifications. Since the company mainly produces pharmaceutical ingredients with high activity for anti-cancer injection drugs, monitoring and control of the water-supply system and manufacturing environment is crucial, in order to control the amount of particulate matters and microbes in equipment, to avoid contamination of medical-use pure water. In addition, the quality-control unit will stability test for samples, to assure that they are not affected by contamination of the external environment. Therefore, the company have fully prepared for meeting the strict standards of related laws/regulations for pharmaceutical production, enjoying a strong edge over peers.

- d. In order to postpone the stocking up of generic drugs after their marketing, original patent owners tend to file suits for patent infringement.

As innovation and R&D is the core competence of the biomedicine industry, pharmaceutical firms would spare no effort in prevent infringement of their intellectual properties by competitors. In order to safeguard their market share, original patent-owning firms would file suit related to patents or intellectual-property infringement, blocking stocking up by generic-drug firms or shipment by suppliers of active pharmaceutical ingredients.

Countermeasure:

The company strictly abides by the U.S. and international standards on intellectual-property right. For active pharmaceutical ingredients, process-technology patent is the most noteworthy intellectual property. A generic-drug firm may be sued by the original patent-owning firm for intellectual-property infringement, should it use active pharmaceutical ingredients implicated in infringement of process-technology patent. In order to avoid encroaching on others' intellectual properties, the company develops most of its patents by itself and licenses technologies from patent owners, when necessary. The company is furnished with advanced patent-searching software and subscribes to related services, to assure avoidance of infringing existing or expiring patents. In addition, it employs U.S. patent lawyers to provide legal protection of chemical process technologies. Meanwhile, it provides complete technological support to customers in product-marketing registration, minimizing

the impact of the adverse factor.

## **4.2.2 Important usages and production process of major products**

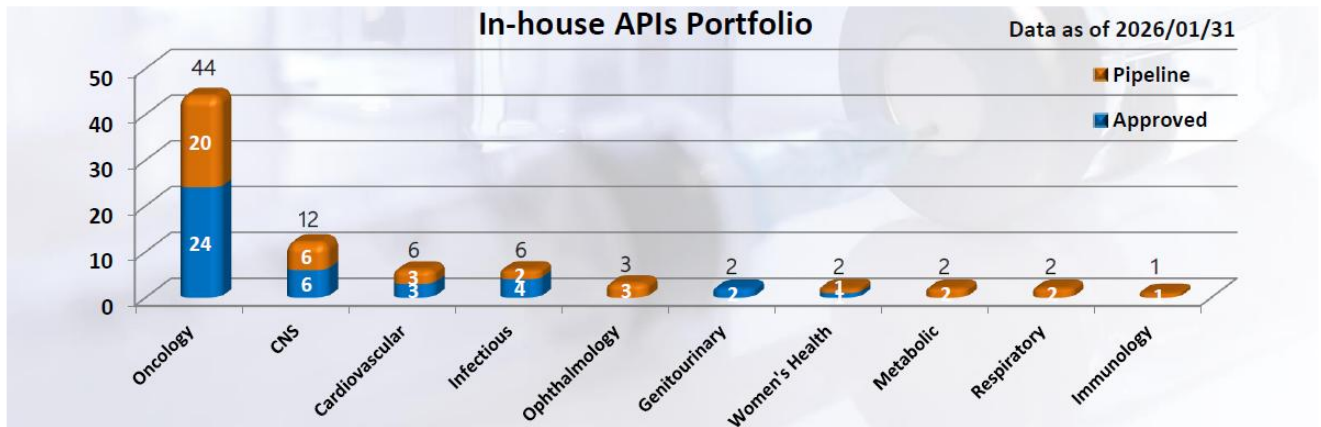
### **4.2.2.1. Important usages of major products**

In the API industry, unless possessing a highly competitive cost structure to compete on price in the commodity market, proactively collaborating with generic drug manufacturers, especially demonstrating sufficient agility and flexibility in the development and submission timelines for US Paragraph IV ANDA products, has become almost essential for API manufacturers to survive in recent years. This customer-oriented, market-demand-driven business model has consistently been a primary consideration for Scinopharm in product selection. Factors such as potential revenue size, patent restrictions, technological barriers, production costs, raw material availability, and occupational safety and environmental protection also constantly influence product selection, development timelines, product mix, and product lifecycle management.

In order to speed up the pace of R&D, in addition to the utilization of solid in-house R&D strength, the company also entrusts a number of domestic and foreign research bodies for initial R&D or establishment of platform technology. Up to now, the company has successfully developed more than 20 products via cooperation with 10 domestic and foreign research institutions, the latter mainly academic and research units in mainland China. From those cases, many technologies have been transferred to the company as initial technologies for amplification and the company has applied patents for them. In 2011, the company incorporated its Kunshan subsidiary in China's Jiangsu Province, set up in 2001, into SciAnda (Changshu) Pharmaceuticals, Ltd. in China, while recruiting excellent chemical and chemical-engineering specialists in China for R&D and operating pilot plant for producing key materials and intermediates. ScinoPharm (Changshu) Pharmaceuticals has not only integrates cross-strait resources for R&D, production, and management, but also become the parent company's operating base in China, which will provide large volume of quality active pharmaceutical ingredients for China Market and all-round R&D and contract manufacturing service, giving ScinoPharm a strong backing in its effort to expand international service.

In view of the acute competition in the market of active pharmaceutical ingredients, the company chooses active pharmaceutical ingredients featuring high prices and high demand for early development. The focus is on pharmaceutical ingredients featuring high activity for anti-cancer drugs, which have a high-growth market. Major usages, in terms of their shares, for the company's development products are listed below:

APIs:



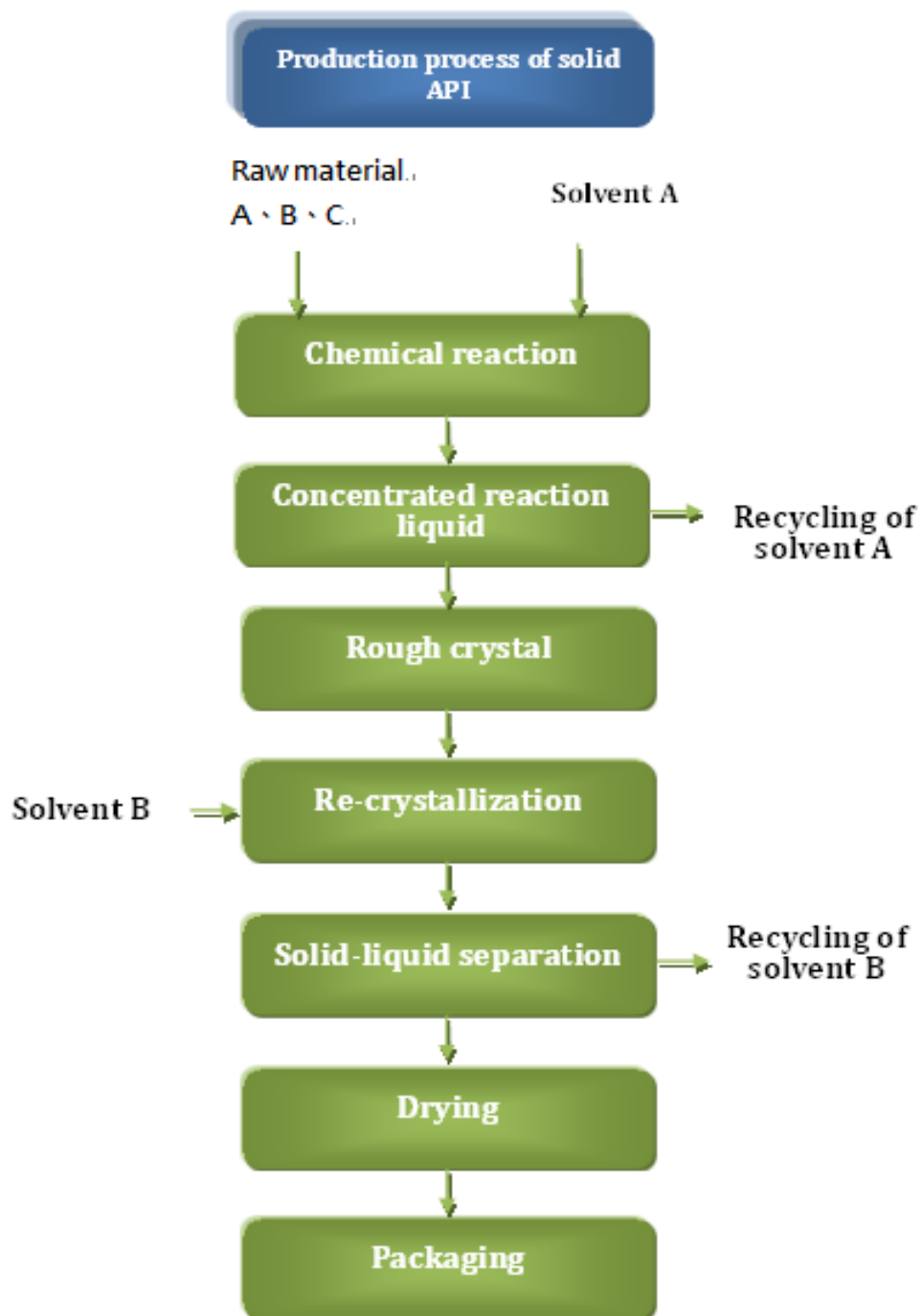
Injectable products:

Therapeutic Areas	Project Numbers	Indication	Under Development	Technical Package Ready	Under Registration	Approved
Oncology	11	<ul style="list-style-type: none"> <li>Multiple Myeloma</li> <li>Leukemia</li> <li>Myelodysplastic Syndromes</li> <li>Oncology</li> </ul>	1 1	1 6		$\frac{1}{1}$
CNS	2	<ul style="list-style-type: none"> <li>Multiple Sclerosis</li> <li>Reversal of Neuromuscular Blockade</li> </ul>		1		1
Cardiovascular	2	<ul style="list-style-type: none"> <li>Thromboembolic Disorders</li> <li>Medical Imaging Agents</li> </ul>		1		1
Metabolism	6	<ul style="list-style-type: none"> <li>Osteoporosis</li> <li>Diabetes Mellitus</li> <li>Chronic Weight Management</li> </ul>	1 1	1	1 $\frac{1}{1}$ *	

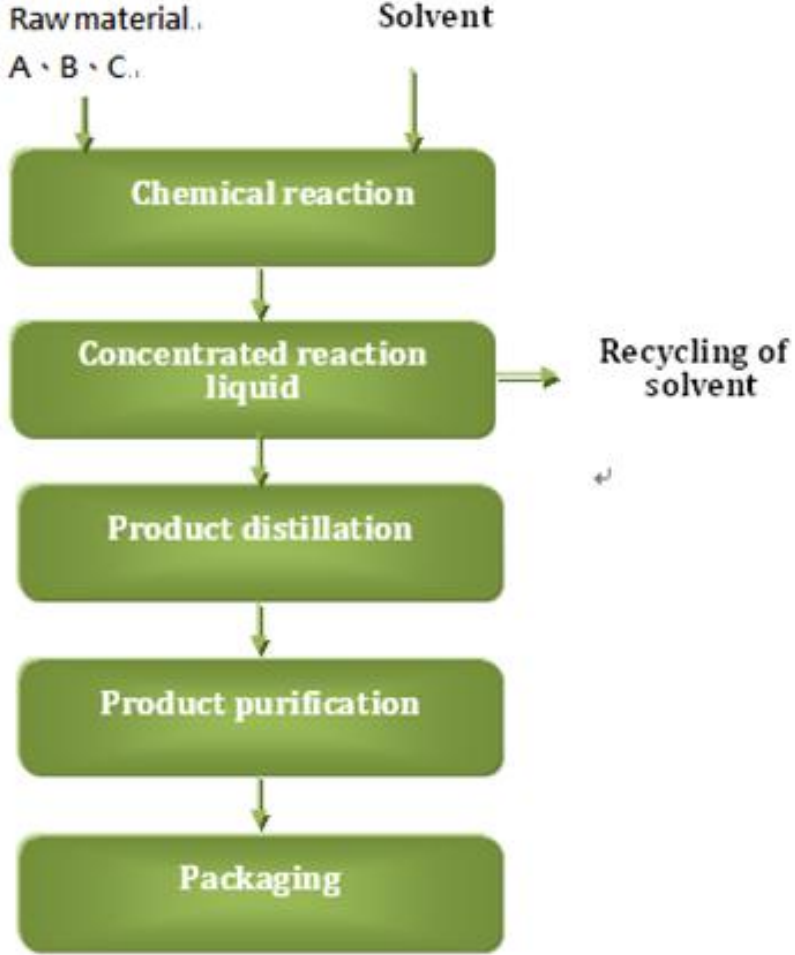
Note: The number mark in blue indicates the registration submission both in US and TW have been approved or are under review.

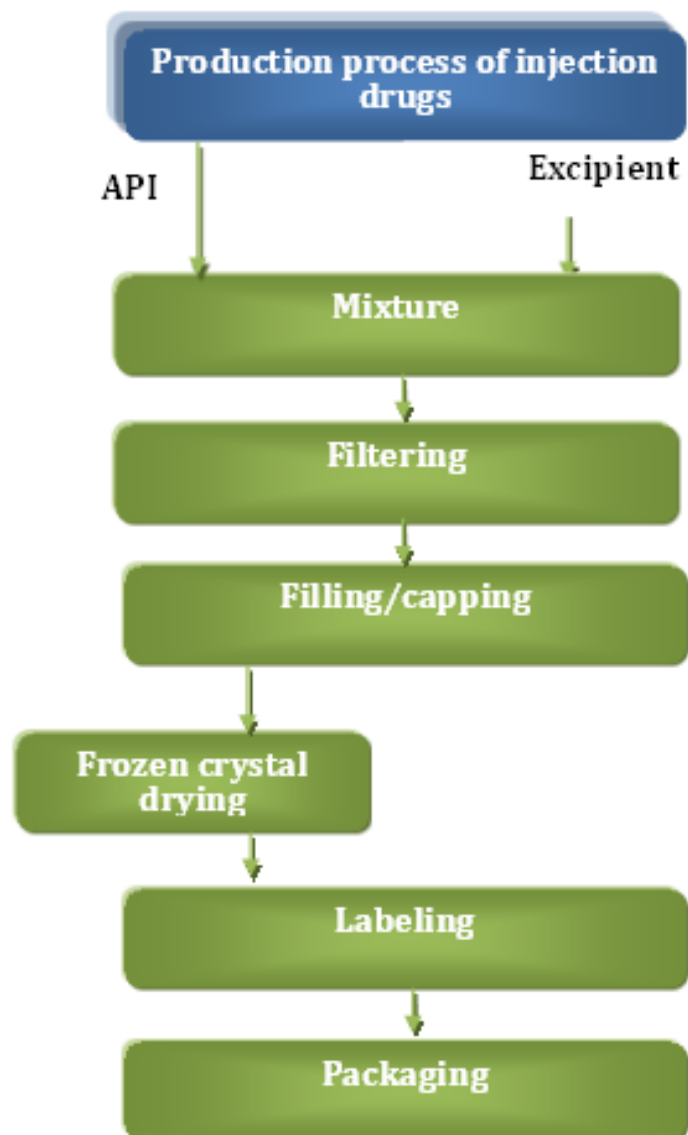
\* Submitted to FDA for ANDA approval in 2026/02

#### 4.2.2.2. Production process of major products



# Production process of liquid API





#### 4.2.2.3 Supply status of major raw materials

As a dedicated manufacturer of active pharmaceutical ingredients, the company is very demanding for the quality of raw materials, in order to uphold the stability of the quality of products. It requires suppliers, once selected, to comply with the need of production. The relationship between the company and suppliers is based on long-term cooperation, which will not be changed easily. Meanwhile, to avoid disruption of supply, the company has also been continuously seeking alternative suppliers to meet emergent situation.

#### 4.2.2.4 Information on major suppliers/clients who have accounted for at least 10% of sales/procurement in either of the past two years

##### A. List of suppliers that have accounted for at least 10% of procurement over the past two years:

Unit: NT\$ thousands; %

Item	2024				2025				2026 First Quarter			
	Company Name	Amount	Percent	Relation with Issuer	Company Name	Amount	Percent	Relation with Issuer	Company Name	Amount	Percent	Relation with Issuer
1	C Supplier-	91,114	12	None	C Supplier-	84,831	14	None	B Supplier-	35,744	16	None
2	A Supplier	87,586	11	None				None	C Supplier-	26,667	12	None
3	Others	608,824	77	-	Others	503,377	86		Others	155,509	72	
	Net Supply	787,524	100	-	Net Supply	588,208	100		Net Supply	217,920	100	

##### 1. Explanation on the increase and decrease of purchases:

The primary reason for the decrease in Supplier A's imports in 2025 is due to still have material in stock.

B. List of clients that have accounted for at least 10% of sales over the past two years:

Unit: NT\$ thousands; %

Item	2024				2025				2026 First Quarter			
	Company Name	Amount	Percent	Relation with Issuer	Company Name	Amount	Percent	Relation with Issuer	Company Name	Amount	Percent	Relation with Issuer
1	Customer A	386,554	12	None	Customer A	315,889	11	None	Customer B	86,936	14	None
2	Customer B	183,200	6	None	Customer B	301,641	10	None	Customer A	41,954	7	None
	Others	2,531,863	82	None	Others	2,272,912	79	None	Others	481,450	79	None
	Net Sales	3,101,617	100	-	Net Sales	2,890,442	100	-	Net Sales	610,340	100	-

Explanation for change in sales: N/A

1. The increase in sales revenue for Customer B in 2025(fiscal year) was primarily due to increased demand on anti-cancer drug.

### 4.3 Human Resources

As employees are an enterprise's most important partners for sustained development, ScinoPharm Taiwan has been providing, in a friendly, open, and equal manner, providing employees fair development opportunities via human-resources management, thereby fulfilling the fundamental commitment to international human-rights standard and behavioral guidelines and creating a working place with assured safety, respect for plurality, and gender harmony.

ScinoPharm Taiwan is a world-class pharmaceutical plant and engaged in a knowledge and technology-intensive line, a feature which has been reflected in its manpower structure. As of March 31, 2026, the company and its subsidiaries had a workforce of 914, compared with 919 in 2025.

The following are the workforce statistics for our company as of the end of March, 2026

Year		2024	2025	2026.03.31
Number of Employees	Executive Officers	97	104	106
	Professionals	282	283	275
	Technical personnel	318	300	303
	Administration Personnel	43	42	42
	Total	740	729	726
Gender	male	68%	66%	67%
	Female	32%	34%	33%
Average Age		39.4	39.9	40.05
Average Years of Service		9.87	10.47	10.54
Education	Ph.D.	4.9%	4.7%	4.7%
	Masters	33.9%	34.2%	33.7%
	Bachelor's Degree	48.9%	49.2%	49.4%
	Senior High School (include under Senior High School)	12.3%	11.9%	12.1%

### 4.4 Environmental Protection Expenditure

The company has spared no effort in combating environmental pollution, including installation of air-pollution prevention equipment, such as condenser and scrubbing tower, as well as waste-water treatment devices, such as membrane reactor, Strathtox activated sludge respirometer. Alleviation of environmental pollution can reduce outlay for waste processing, complies with legal requirement and customer demand for API (active pharmaceutical ingredients) plant in treatment of high toxic waste liquid or waste water, and augments the company's competitiveness in the API industry.

4.4.1 For the most recent fiscal year and up to the date of printing this annual report, the Company has not incurred any losses due to environmental pollution, including compensation and matters related to violations of environmental regulations resulting from environmental protection inspections in fiscal year 2025.

4.4.2. In the most recent year and as of the publication date of the annual report, The Company's capital expenditures related to environmental protection were as follows:

- (1) The Company and its affiliated companies divides the types of pollutants into the five major categories of air pollution, wastewater, waste, energy conservation and carbon reduction, and soil pollution prevention.

A. Air pollution: The Company has no environmental protection capital expenditures for air pollution in 2025. The cost of air pollution prevention is approximately NT\$200,000

per year. The cost for affiliated companies is approximately NT\$1,300,000 per year.

B Waste water: In fiscal years 2025, the Company invested approximately NT\$3.8 million in environmental protection capital expenditures related to wastewater, installing a wastewater regulation station to control the pH of process wastewater. Wastewater operation and maintenance costs for 2025 (chemicals, electricity, and analysis) amounted to NT\$4.7 million. Affiliated companies incur approximately NT\$1.11 million annually.

C. Waste: In 2025 the Company invested approximately NT\$8.59 million in environmental capital expenditures for waste, and constructed processes for reusing waste liquids to facilitate related waste handling. Annual waste treatment costs amount to NT\$30.10 million. Affiliated companies incur approximately NT\$11.31 million annually..

D. Energy conservation, carbon reduction: In 2025 the Company invested approximately NT\$0.79 million in environmental capital expenditures for energy conservation and carbon reduction, including planning and installation of an energy management system, replacement of high-efficiency energy-saving motors, and upgrading plant lighting systems for energy savings.

E. Soil pollution prevention: In 2025 the Company invested approximately NT\$2.63 million in environmental capital expenditures for soil and groundwater pollution prevention and control, including anti-seepage measures and repair works for the Mini Bay and Mini wastewater temporary storage tanks and drainage pipelines.

(2) Investments in, uses, and possible benefits of major equipment to prevent environmental pollution:

Unit: NT\$ thousands

Item	Year	Cost of investment	Purpose and expected potential benefits
Add wastewater control station	2025	3,800	Wastewater improvement
Steam Stripper improvement project	2025	8,594	Waste improvement
Energy Management System DIAENERGIE, adds plant area air conditioning wind turbine motor power consumption records, software planning	2025	400	Energy saving and carbon reduction
Replace EF-4040 with IE4 high-efficiency energy saving motor	2025	102	Energy saving and carbon reduction
Replace plant lighting with explosion-proof LED lights	2025	290	Energy saving and carbon reduction
Repair SUMP wastewater temporary storage tank(FRP) and refurbish drainage piping	2025	1,650	Soil and pollution improvement
MB 1F-SUMP outer tank refurbishment and inner tank FRP replacement	2025	980	Soil and pollution improvement

## 4.5 Labor Relations

### 4.5.1 The company's various employee welfares, advanced study, training, and retirement system and their execution, as well as labor-management agreements and various measures upholding employee rights and interests

#### 1. Employee Benefits:

In order to create a good and harmonious working environment, actively provide employees various caring measures, on top of legally required measures, such as labor insurance and health insurance:

- (1) Sound corporate regime: There are set measures governing promotion, award/penalty, performance appraisal, leave, and salaries and related operational and management regulations are upgraded timely, in line with change of laws/regulations, so as to assure legal compliance of business activities, consolidate corporate management, and safeguard employees' interests.
- (2) Fair, reasonable, and competitive compensations system: Continuously appropriate a set portion of earnings as employee compensations, and provide performance bonus and year-end bonus to employees. In addition, multiple incentives are available to encourage good performance, on top of compensations regime addressing both internal fairness and external competitiveness, for retention of excellent talent.
- (3) Multiple fringe benefits: In line with legal requirement, establish employees' welfare committee, appropriate employee welfare fund, and push contracted stores, employee clubs, annual employee travel, and other activities promoting employee exchange, on top of provision of subsidy for employee study, scholarship for employees' children, subsidies for child birth and child care, bonuses for Spring Festival, Dragon Boat Festival, and Mid-Autumn Festival, and free company bus and parking space. Festival, and Mid-Autumn Festival, as well as free commuting bus and parking space.
- (4) Plan for promotion of employee health: In addition to mandatory insurance for employees, the company has also taken out various group insurances for their families, including life insurance, injury insurance, medical insurance for accidental injuries, and insurance for major diseases. Moreover, the company arranges physical check for employees every year and has medical staffers track the health status of employees continuously, on top of other health betterment activities, such as lectures on health issues, weight loss, and walking. To promote balanced diet among employees, the employee restaurant pays much attention to the nutrition of meals and safety of foodstuff, striving to achieve a balance between caloric value and nutrition.
- (5) Secure and friendly workplace: In addition to a flextime, enabling employees to take good care of family and work simultaneously, a well-furnished breastfeeding room and special parking space for pregnant employees are available. There are massage therapists stationed in the plant to give employees timely relief from their works, as well as contracted consulting service, to help employees handle their troubles in work, daily life, or health.
- (6) LOHAS (lifestyles of health and sustainability): Hold employee well-being month and family days, for exchanges among employees and their families; subsidize employee clubs, to encourage hobbies and activities among employees in their leisure time and cement employee bond.

#### 2. Advanced training

As a demonstration of its high regard for talent cultivation and in line with strategic human-resources management and the need of organizational development, the Company, in addition to on-the-job training, has arranged professional management courses, for the purpose of enhancing management skills and work performance, supplemented by one-on-one coaching and instruction, job rotation, and project assignment, in the hope of strengthening the expertise of individual employees at various levels and improving the execution performance of teams.

As for professional expertise and knowledge, conduct internal or external training on GMP quality system, environmental protection, industrial safety, and hygiene, whose execution

is also incorporated into ERP system for management and regular tracking:

(1) Business and management training:

Upon its inception, the company already established Professional Management Training (PMT) system, designing tailor-made courses for managerial staffers at various levels and cultivation of other talents, which is supplemented coaching by senior superiors for dissemination of corporate culture, facilitating passing of experience and attaining sustainable development of the company.

(2) GMP training: To uphold high product quality and assure compliance of all production-related operations with legal requirement, every employee has to undertake set hours of GMP training, according to their different positions. It is mandatory to undertake certain hours of GMP (good manufacturing practice) every year.

(3) Industrial safety/hygiene training: To provide employees a safe working environment, in addition to enforcement of workplace-safety management, fire-fighting safety management, and employee health management, the company holds education and training on safety and hygiene for employees regularly, so that they can possess necessary safety and hygiene knowledge.

(4) Training for core and professional skills: To help employees in different job categories enhance their knowledge or operating skills for smooth execution of their duties, analyze necessary core and professional skills for different kinds and levels of jobs before formulating corresponding study roadmaps and training plans. Individual education and training budget is appropriated for every employee, for him/her to attend job-related workshop/training or professional technology seminars, domestic or overseas ones. The technology department also arrange on-the-job training to pass on professional knowledge and experience.

(5) Person(6al development: Given frequent contact with international pharmaceutical firms in the company's operation, the company has cooperated with English-language training institutions for the provision of English-language courses, Assistance for self-learning: In order to help employees augment their job-related knowledge and skills, formulate encouragement measures subsidizing study by employees themselves, in addition to holding study courses and artistic and literary lectures regularly, to facilitate self-learning by employees.

(6) New employee training: New employees would take basic instruction on factory safety/hygiene and GMP upon reporting to job, so that they can understand the company and job-related requirements in a short time, in addition to arrangement of introductory training courses, to help them fit in with the working environment.

ScinoPharm Taiwan conducted training sessions for 8,540 person/times totaling 66,234 hours in time in 2025, with training items and results listed below:

Items	Person/times	Total hours
Business and management	819	2,352
GMP training	1,562	46,619
Training on industrial safety, hygiene, and environmental protection	1,352	3,108
Training on professional skills	4,407	12,555
Personal development series	400	1,600

### 3. Retirement system

Based on the Labor Standards Act and the Labor Pension Act, the company has formulated measures on employee retirement, stipulating retirement conditions and the criteria for the calculation for retirement payment. Accordingly, the company has made monthly appropriation for retirement reserve fund and set up supervisory committee for the fund, to assure payment for retired employees.

The company appropriates 2% of monthly pay expense for retirement reserve fund, deposited at a dedicated account with the Central Trust of China. Following implementation of the Labor Pension Act on July 1, 2005, the company has been making monthly

appropriations equivalent to 6% of employees' salaries for deposit into their personal pension accounts, as well as extra appropriations made by employees themselves. Up to March 31 2026, accumulated retirement reserve fund is NT\$101,675 thousands, accumulated New Pension fund up to 2025 is NT\$ 30,603 thousands.

For employees suited to application of the Labor Standards Act or who keep the front part of service years for application of the Labor Pension Act, their pension is calculated according to article 84-2 and article 55 of the Labor Standards Act.

For employees suited to the application of the Labor Pension Act, the company has made proportionate appropriations for deposit into their personal pension accounts.

According to the company's retirement measures, employees meeting one of the following conditions can apply for retirement:

- (1) 55 years of age or older with over 15 years of service at the company;
- (2) More than 25 years of service at the company;
- (3) 60 years of age.

The company can ask employees to retirement, upon 65 years of age or incapability to fulfill their responsibilities, due to mental or physical disability. In the latter case, they will be entitled to 20% markup for pension, if their disability is job-related.

#### 4. Labor-management consultation and upholding of employee benefits

In reflection of the company's high regard for harmony and mutual communications between management and labor, in addition to regular meeting at various units and levels, the company holds a meeting attended by all the employees every year, to acquaint employees with the company's latest business development and enable them to propose suggestions, thereby boosting their identification with the company.

Moreover, the company has asked human-resources management unit to organize labor-management meeting, for communication and discussion on various major issues related to labor-management relationship, on top of multiple platforms for internal communications, including corporate website, regular e-bulletin, employee opinion box, cross-level dining, and dedicated employee- complaint mailbox. Employees can freely propose suggestions on various measures and management system via various channels, as major reference for related units in business promotion. Chiefs at various levels also respond to employee opinions regularly, to uphold a harmonious labor-management relationship and consolidate employee identification with the company.

The company didn't suffer loss from labor-management dispute in 2025 and as of the date of the publication of the annual report.

#### **4.5.2 Protective measures for workplace and personal safety of employees**

To enhance autonomous management capability for safety and hygiene, the company has passed entirely the systematic certification of the management guidelines of the Taiwan Responsible Care Association (TRCA) SINCE 2007, including safety management of contractors, distribution management, product management, emergency response management, process safety management, waste management, and reduction management, as well as the acknowledgement by the vocational safety and hygiene management system for enterprises of the Ministry of Labor. Also since 2019, we have been submitting annual environmental, health, and safety (EHS) performance data and process safety indicators in accordance with the ICCA's global Harmonized Process Safety Metrics (PSE Pilot Reporting) initiative. TRCA is currently reviewing and evaluating its management system verification mechanism. Once a new verification system is proposed, the Company will immediately submit verification requirements. Furthermore, in response to the unique characteristics of the pharmaceutical industry and to protect personnel from exposure hazards caused by handling potent compounds, we have been certified by SafeBridge, an international third-party organization, for our potent compound handling management system since 2009. We are currently operating and improving our potent compound handling management system based on SafeBridge's standards. Through the participation of all employees in the operation of the safety and health management system, we implement various safety and health management measures, and utilize hazard identification, risk assessment, and risk control as tools to create a comfortable and safe working environment to achieve our goal of zero accidents. Details of ScinoPharm Laboratories' work environment,

personnel safety measures, and monitoring controls are as follows:

### 1 Status of dedicated units or staffers for safety/hygiene and environmental management

For fulfillment of corporate social responsibility, linkage to the world, contribution to progress in environment, society, and economy, and evaluation and management of risks deriving from the aforementioned issue, so as to attain the goal of sustainable development and management, the company has formulated the organizational charter of the sustainable development committee. According to the charter, the committee is chaired by the company's president and consists of "sustainable development office and risk management task force" and "vocational safety and hygiene management commission," with the former headed by vice president of the production center, overseeing an environmental sustainability section with the mission of integrating the tasks of environmental protection, safety and hygiene, energy conservation, water saving, and greenhouse-gas management. Under the section three sub-sections dedicated to various tasks, namely safety, waste abatement, energy conservation, and greenhouse-gas inventory. The "vocational safety and hygiene management commission" is headed by the chief of the industrial safety, hygiene, and environmental protection department, set up according to the "measures governing vocational safety and hygiene," with the mission of establishing the company's vocational safety and hygiene management system and attaining the goal of safety and hygiene management, via planning, execution, evaluation, and improvement measures, so as to enhance safety and hygiene management level. The hope is to consolidate corporate foundation via upholding employee health, forging a safety and friendly workplace, and incorporating environmental protection into corporate goal.

### 2 Control of the hazard of active pharmaceutical ingredients

For controlling the exposure to the hazard of active pharmaceutical ingredients, the company embraces common management mode among pharmaceutical firms worldwide. The mode calls for setup of exposure ceiling for active pharmaceutical ingredients and grading of hazards, planning for engineering protection for different grades of hazards, definition of the use and management of engineering-protective measures, and measurement of the effectiveness of the function and operating environment of engineering protection, the latest for ascertaining the sufficiency of engineering protection for different grades of hazards and the need for improvement or upgrading. In order to correctly identify the grades of hazards of active pharmaceutical ingredients and determine the exposure ceiling for active pharmaceutical ingredients, the company has set up an evaluation panel consisting of in-house and external experts in pharmacy, toxicology, chemical, and industrial hygiene for the task. Meanwhile, in order to assure protective engineering measures attaining expected containment, the company has established method for air sampling for analysis, by its own or outsourcing, carried out sampling via ISPE practice guide, for evaluating the actual effect.

### 3 Management of process safety

To prevent unacceptable risk of process hazard during the stages of R&D through mass production, embrace four-stage analysis for process hazard: analysis of process hazard at laboratory (Lab PHA), analysis of intrinsic hazard (PHA1), analysis of reactive hazard (PHA2), and analysis of operating hazard (PHA3). Meanwhile, for evaluating safety issue resulting from thermal hazard induced by chemical reaction, carry out safety-test analysis with such laboratory equipment as differential scanning calorimeter, reaction calorimeter, and adiabatic calorimeter, in addition to conducting hazard forecast for chemicals without sufficient toxicological data with pharmaceutical-toxin forecast software Derek for Windows.

In addition, to ensure the implementation of process hazard analysis, we not only integrate the shift production schedule with critical hazardous operations to highlight key daily production hazard information to relevant personnel, but also established a Process Safety Committee composed of internal professionals to review and audit product processes with inherent, reactive, or operational hazards, inviting external experts to participate when necessary.

Before process production, high-risk operational steps are selected from the Process Hazard Analysis (PHA3), and related safety protection measures and response procedures are discussed. Before proceeding with these steps, relevant personnel and the central control room are notified via email. Central control room personnel confirm that safety protection practices comply with regulations during inspections.

Change management procedure to evaluate and lower potential risks connected with

modification of process engineering change. For control of operating safety, there have been norms for hazardous operations, such as procedural document for hazardous-operation permit, document for locking/tagging operational procedure, and document for restrictive-space operating procedure.

For in-plant use of chemicals, control its inventory at safe level and put in place standard procedure for separate bottling, with complete personal protective gear ready for use by operators, to assure safety in the use and stockpiling of chemicals.

#### 4 Emergency response management

To assure effective response to and removal of accidents, install three-stage emergency-response mechanism: initial accident-handling stage, emergency response and handling stage, and major disaster management stage. Since emergency response is a comprehensive incident, in addition to two whole-plant drills, there are nighttime drills and drill for dispersal without alert, with the drills covering not only employees but also staffers of contractors stationed in the plants. Moreover, install the mechanism of emergency-response and disaster-relief experts by providing long-term training of disaster-relief skills to staffers selected by various plants, so as to carry out rapid and effective emergency response and disaster relief.

Alarmed by the outbreak of serious explosion and fire at SCI Pharmtech Inc. and Syn-Tech Chem. & Pharm. Co., Ltd. during holiday and after hours on Dec. 21, 2020 and May 20, 2021, respectively, the company planned the setup of a monitoring and response center for around-the-clock safety monitoring and emergency response, inaugurated in Jan. 2022, according to internal evaluation and outside expert's suggestion.

The center's major achievements in the first year(2022), included establish of a good communications and contact mechanism with in-house disaster-relief experts and review and improvement response flow, according to actual cases, as well as discovery and rectification of unsafe operations related to inflammable gases with safety monitoring tools.

During the second year (2023), in order to strengthen safety monitoring, combustible gas detectors were added to critical areas in the factory, and a continuous power supply system was set up for monitoring systems to ensure continuous monitoring. Additionally, patrols were intensified in high-risk areas of the factory, laboratories conducting overnight experiments, and highly hazardous operations.

In the third year (2024), efforts will be strengthened in personnel training and emergency response management, including familiarization with chemical spill response procedures and the handling of personnel injuries. High-risk areas within the plant will be reviewed, and explosion-proof cameras and combustible gas detectors will be added.

In addition to regular emergency response assessments of the monitoring and response center by the EHS department to ensure it functions as intended and expected, external experts, the Chief Public Safety Officer, and technical teams from Uni-President Enterprises Corp. will be invited to re-evaluate the role and function of the monitoring and response center and incorporate it into long-term planning.

#### 5 Monitoring of operating environment

For detecting operating environment, formulate operating-environment detection plan containing sampling strategy, which starts with basic data collection and check of raw materials, process procedure, and hazardous materials, to be followed by observation, interviews and recording, investigation, planning of similar exposure groups, and sampling of staffers with largest chance of exposure. Detection items include CO<sub>2</sub>, noise, and organic solvent.

Meanwhile, in line with the features of the pharmaceutical industry, in order to shield staffs from the exposure to hazard resulting handling active drugs, set up air-sampling method for analysis, by its own or outsourcing, which adopts the aforementioned procedure for detecting operating environment, to evaluate the effect of exposure to hazard.

#### 6 Training for industrial safety, hygiene, and environmental protection

To strengthen staffers' concept of industrial safety, hygiene, and environmental protection and prompt them to continuously strengthen and improve the safety of their own operating environment, in addition to holding legally required courses, the company formulate educational and training program on industrial safety, hygiene, and environmental protection according to actual needs inside the plants, the company also conduct related courses regularly or irregularly,

so as to intensify the responsibility and awareness of staffs for industrial safety and hygiene.

#### 7 Management of contractors

Integrate the information on the management of contractors via the e-contractor management system, so as to actually control the number of contractor staffers, as well as their authorized rights, entering the plant compound, in order to intensify admission control and enhance the efficiency of industrial safety and dispersal of staffers for emergency response. In addition, contractors are required to convene related units for safety meeting before start of construction works, as well as tool-box meeting daily, informing related workers, orally or in written form, on noticeable items for safety and hygiene. All contractors are required to carry out safety-protective and control measures for construction works, in line with the requirements set out in the document on the procedure for hazardous-operation permit.

#### 8 Augmentation of employee health

To safeguard the health of staffers and shield them from the risk of exposure to hazard in operation and contraction of vocational diseases, in addition to provision of various protective equipment and semi-annual detection of operating environment, arrangement regular physical exam for staffers, including management and rank-and-files, clinical service, promotion and provision of breastfeeding space, and the provision of messaging service to relieve the pressure of staffers, so as to strengthen staffers' immunity from diseases and work efficiency. Moreover, to prompt staffers forming the habit of regular exercise, via the encouragement and inducement of organization, for upholding their physical and mental health and vigor. In addition, with an eye on enhancing the awareness of own health management among staffers, the infirmary conducts various health lectures and promotional events for health enhancement.

#### 9 Establishment of safety culture

In order to formulate a safety corporate culture via enhancement of employees' safety awareness and knowledge, in addition to regular safety meetings promoting safety norms and disseminating safety incidents, the production division has been evaluating monthly various sectors' safety performance, in the aspects of risk management, employee discipline, and safety management and practices, giving the top three performances with prize money quarterly. Sector chiefs are encouraged to inspect safety practices of factories and employees under their jurisdiction regularly and find out unsafe behaviors/environments, along with improvement suggestions, so as to forge a safety workplace and augment sector performance in the safety competition.

In order to boost autonomous management capability, the mainland Chinese company invested by the company has conducted certification of standard corporate-safety management system for hazardous chemicals, including safety management for contractors, distribution management, product management, emergency response management, process safety management, and waste management and reduction management. Meanwhile, in line with the features of pharmaceutical business, the mainland Chinese company has had SafeBridge, an international fair third party, audit the system and has improved the system according to the opinions of SafeBridge auditors, so as to shield employees from exposure to the hazard of potent compound handling. The mainland Chinese company has been striving to build up a comfortable and safe working environment, free from accident, via participation in the operation of safety and hygiene management system by all staffers, enforcement of various safety and hygiene management measures, and the use of such tools of hazard detection, risk assessment, and risk control.

### **4.5.3 Estimated Losses from Labor Relation Conflicts in the recent year and as of the publication date of the annual report:**

The company has faithfully complied with and implemented related laws/ regulations of the government, dedicated to set up complete systems and safeguard employees' right and interests, and regarded highly two-way communication with employees, leading to harmonious management-labor relationship, as a result of which there has been no loss caused by labor-management disputes up to now.

## **4.6. Information security management**

### **4.6.1 Information security risk management structure, information security policy, information security management program, and input of resources for information**

## security:

As an API (active pharmaceutical ingredient) maker, ScinoPharm Taiwan has been dedicated to the establishment of a complete and competent information security system, in conformance to GMP specifications, in order to safeguard R&D and intellectual properties, while upholding normal operation and production and assuring product quality.

### 1. Management structure

The company's information technology department under the administrative and management center is in charge of information security, handling related policy formulation, execution, risk management, and compliance auditing and regular report on execution to President of the Company to strengthen the Company's Information management.

Overall information-security management is carried out via annual review of the system plus constant upgrading of execution measures and equipment, introduction of information-security services with new technology, regulation, auditing, and strict restriction of information access, in terms of both personnel and equipment, auditing mechanism for tracking and checking various abnormal activities, and institution of various backup and disaster-recovery mechanism, so as to assure GMP compliance.

### 2. Information Security Policy

The Company has established an internal control system for "Computerized Information System Operations" and pays attention to the latest legal dynamics related to information security from competent authorities to review compliance with their requirements, thereby enhancing the Company's information security management mechanism.

By engaging PwC as our ISO27001:2022 implementation consultant, and by implementing ISO international certification, we ensure information security self-management and control, verify that our information security management system meets international standards, and improve the overall maturity of our information security governance.

### 3. Information Security Management Program

In the face of various new and changeful information-security threats, such as botnet, zero-day attack, and ransomware, the company has introduced various advanced information-security systems to greatly boost our anti-hacking ability, including next-generation firewall, IPS, URL filtering, antivirus wall, and anti-spam to strengthen response ability, plus institution of network partitioning and multi-level network isolation, to prevent penetration of internal network by hackers, restriction of remote access, flow sniffing and auditing, thereby detecting network abnormality for interdiction of threat and prevention of disaster and reducing risk and potential loss.

In the wake of the vigorous development of digital technology and change in office mode in recent years, threat to endpoint security has increased significantly; for which the company has adopted various measures protecting endpoint computer equipment, including graded management, such as access control, authorized limit for personal accounts, and privileged accounts, institution of next-generation antivirus system, increase of password strength and use of multi-factor verification, to as to ward off malicious software and ransomware. In addition, we have continued to mend and renovate programs and devices, utilize legal software and systems conforming to information-security norms, and introduce document encryption, to prevent data leakage.

In response to recent risk alerts regarding "Generative AI Language Models" issued by national cybersecurity authorities, and to strengthen overall corporate information security and data protection, we have adjusted and implemented usage guidelines for generative AI tools. These guidelines clearly define the scope of use and data input restrictions to prevent sensitive information leakage or misuse. Employees are required to adhere to internal guidelines to ensure that the application of generative AI technology complies with information security policies and regulatory requirements.

Moreover, the company has installed various backup and recovery mechanisms, on top of regular recovery drill, in line with current data integrity norm for pharmaceutical plants. To materialize the company's information-security policy, it holds information-security education and training program for employees, so as to strengthen their information-security concept and ability for identifying information-security threat. The company has also collaborated with information-security Company in instituting information-security contact network, assisting enterprises to

handle information-security issues in real time, so as to prevent spread of disaster.

#### 4. Resources invested in Information Security Management:

The company has invested management resources in information security mainly in the following aspects recently:

1. Software inventory: once a year, to assure employment of legally licensed software and upgrade information in risk identification database.
2. Data recovery drill: Carry out disaster recovery drill for core systems once a year.
3. Enhanced Management of Privileged Accounts and Remote workers' Access:
  - \* Two-factor authentication is implemented for privileged account logins to core system servers.
  - \* Strengthening privileged access management (PAM) security systems eliminates common complexities and time-consuming processes in privileged account management and access control, reducing human error.
  - \* Enhanced two-factor authentication measures for remote workers' accounts.
4. Collaboration with third-party cloud-end monitoring center
  - \* Collaborate with third-party cloud-end monitoring center for deployment of information-security system featuring multi-facet detection and response, so as to conduct comprehensive monitoring of the company's key information systems and making timely detection and response for various abnormal situations.
5. Joining of TW-ISAC
  - \* TW-ISAC membership enables the company to access the organization's intelligence and information-security precautionary measures and attack methods, published irregularly for members, to intensify employee's information-security awareness.
  - \* The Company has joined the Science Park Information Sharing and Analysis Center (SP-ISAC) for collaborative information security defense, regularly exchanging industry information security risk intelligence, helping the Company stay informed about new technologies and attack threats in information security at all times.
  - \* In 2025, the Company's information security team participated in 6 external information security-related training events, and three information security colleagues have completed a total of 6 hours of training through the Taiwan Academy of Banking and Finance, specifically in "The Impact of AI on Information Security and Countermeasures", "Information Security Attack Methods, Defense Techniques and post-Incident Handling and Remediation Measures" and "Hacker Attack Methods and Defense key points". This training has enabled them to understand the latest cybersecurity threats and attack methods, thereby reducing information security risks and allowing them to take more effective preventive measures.
6. Publication of information-security precautionary measures and attack methods, to strengthen employees' information-security awareness and literacy.
  - \* Internal Announce information-security precautionary measures and attack methods to all employees from time to time to strengthen employees' information awareness, literacy and information security knowledge.
  - \* New employees are required to complete and pass the new employee training course during on boarding. The course content includes "Information Security - IT Related Obligations" to enhance new employees' responsibilities for information security.
  - \* Physical general education training courses on information security are held every quarter to improve the information security literacy of employees.

In 2025, the Information Technology Department provided "Information Security Education Training" through internal e-Learning online courses, with a duration of approximately 0.5 hours. In addition, social engineering exercises were conducted to strengthen information security concepts and identify information security threats, with approximately 755 employees participating. The department also periodically issued internal announcements explaining information security precautions and attack methods, with a total of 27 announcements issued in 2025.

**4.6.2 Information security-related loss in the recent year and as of the publication date of the annual report, possible influence, and countermeasure: None**

## 4.7 Important Contracts

Currently valid and recently expired supply and marketing agreements, technology cooperation agreements, construction contracts, long-term loan agreements, and other material contracts that may affect investors' rights.

### ■ ScinoPharm Taiwan, Ltd.

Contract Type	Counterparty	Contract Period	Major Content	Restriction
Supply Agreement	A drug company in the USA	2010.08.19~7 <sup>th</sup> anniversary after commercial launch	Supply of API for depressive disorder	Non-disclosure agreement
Collaboration Agreement	A drug Company in the USA	2012.03.27 ~ 7 <sup>th</sup> anniversary after commercial launch	Supply of oncology API	Non-disclosure agreement
Lease Agreement	Southern Taiwan Science Park Bureau	2018.03.01~2038.02.28	Land Renting for Building ScinoPharm	1.Contract term is up to 20 years 2. Contract can be renewed after expiration
Collaboration Agreement	A drug Company in the USA	2017.02.27 ~10 <sup>th</sup> anniversary after commercial launch	Development and Sales of oncology drug	Non-disclosure agreement
Non-Exclusive License Agreement	A local research institution and a local university	2013.12.10 ~ expiration of the licensed patents (2029/11/16)	License of the patents for manufacture of API for Cardiovascular diseases	Receive Royalties & Non-disclosure agreement
Collaboration Agreement	A drug company in China	2014.11.06 ~ 10 <sup>th</sup> anniversary after commercial launch	Development, Manufacture and sale of the drug for Myocardial Perfusion Imaging.	Non-disclosure agreement
Development and supply agreement	A drug company in the USA	2014.03.06 ~10 <sup>th</sup> anniversary after commercial launch	Development and Sales of drug for leukemia	Non-Competition & Non-disclosure agreement
Supply Agreement	A drug company in China	2018.12.10~	Sales of API	Non-disclosure agreement
Supply Agreement	A drug Company in USA	2020.05.21 ~ 2027.05.20	Sales of API	Non-disclosure agreement Exclusive supply
Contract for outsourcing of R&D and production	A drug company in France	2020.09.28 ~ 2027.09.27	Contract for outsourcing of R&D and production	Non-disclosure agreement
Supply Agreement	A drug company in Taiwan	2020.12.02~2027.12.01	Contract for outsourcing production	Non-disclosure agreement Exclusive supply
Contract for outsourcing of R&D and production	A new drug company in USA	2021.10.18~2026.10.17	Contract for outsourcing of R&D and production	Non-disclosure agreement
Supply Agreement	A drug company in German	2022/01/01~	Sales of multiple API	Non-disclosure agreement
Co-Development authorization and sales agreement	A drug company in Taiwan	2022.01.28~7 <sup>th</sup> anniversary after commercial launch	Product Co-Development , manufacturing and sales	Non-disclosure agreement Exclusive supply
Supply Agreement	A drug company in USA	2022.03.25 ~ 2032.03.24	Sales of API	Non-disclosure agreement
Contract for outsourcing of R&D and production	A New drug company in Taiwan	2022.07.01 ~ 2027.06.30	Contract for outsourcing of R&D and production	Non-disclosure agreement
Contract for outsourcing of R&D and production	A New drug company in Taiwan	2022.07.15 ~ 2027.07.14	Contract for outsourcing of R&D and production	Non-disclosure agreement

Contract Type	Counterparty	Contract Period	Major Content	Restriction
Supply Agreement	A drug company in USA	2022.08.26 ~5 <sup>th</sup> anniversary after commercial launch	Sales of API	Non-disclosure agreement
Co-Development authorization agreement	A New drug company in Taiwan	2022.11.30 ~	Co-Development and patent authorization	Non-disclosure agreement
Contract for outsourcing of R&D and production	A New drug company in Taiwan	2023.07.17~2027.07.16	Contract for outsourcing of R&D and production	Non-disclosure agreement
Contract for outsourcing of R&D and production	A drug company in Taiwan	2023.10.11~2026.10.10	Contract for outsourcing of R&D and production	Non-disclosure agreement
Contract for outsourcing of R&D and production	A New drug company in Taiwan	2023.12.01~2028.11.30	Contract for outsourcing of R&D and production	Non-disclosure agreement
Co-Development and Supply Agreement	A drug company in Taiwan	2023.12.26~	Co-Development and Supply	Non-disclosure agreement
Technology Collaboration Agreement	A New drug company in Taiwan	2025/01.02~2030.01.01	Technology Collaboration	Optional Non-disclosure agreement
Development Authorization Agreement	A drug company in USA	2025.02.13~	Development Authorization	Non-disclosure agreement
Share Purchase Agreement	A New drug company in Taiwan	2025.02.21~	Share Purchase	Non-disclosure agreement
Contract for outsourcing of development and production	A drug company in USA	2025.06.23~2030.06.22	Contract for outsourcing of R&D and production	Non-disclosure agreement
Co-Development and Supply Agreement	A New drug company in Taiwan	2025.08.12~	Co-Development	Non-disclosure agreement
Supply Agreement	A drug company in Israel	2025.11.28	Sales of API	Non-disclosure agreement

■ SciAnda (Changshu) Pharmaceuticals, Ltd.

Contract Type	Counterparty	Contract Period	Major Content	Restriction
Supply Agreement	A drug company in China	2018.04.13~2028.04.13	manufacturing for API	According to the stipulation of the contract
Service Agreement	A drug company in the USA	2019.06.03~2024.06.02 Extend one more year afterward automatically	APIs Contract Development & Manufacturing	Non-disclosure agreement
Service Agreement	A drug company in Europe	2019.04.12~2024.04.11. Extend two more year afterward automatically	Customized drugs Contract development & manufacturing	Non-disclosure agreement
Manufacture Agreement	A drug company in China	2025.07.14 ~	Contract manufacturing for API	Non-disclosure agreement
Manufacture Agreement	A drug company in China	2025.11.27 ~	Contract manufacturing for API	Non-disclosure agreement

## V .Review of Financial Conditions, Operating Results, and Risk Management

### 5.1 Analysis of Financial Status

#### Consolidated Financial statement

Unit: NT\$ thousands

Item \ Year	2025	2024	Difference	
			Amount	%
Current Assets	5,490,721	6,608,090	(1,117,369)	(16.91)
Property, Plant and Equipment	3,408,782	3,738,889	(330,107)	(8.83)
Intangible Assets	15,363	17,130	(1,767)	(10.32)
Other Assets	2,942,859	1,578,629	1,364,230	86.42
Total Assets	11,857,725	11,942,738	(85,013)	(0.71)
Current Liabilities	709,843	767,682	(57,839)	(7.53)
Other Liabilities	623,145	649,252	(26,107)	(4.02)
Total Liabilities	1,332,988	1,416,934	(83,946)	(5.92)
Total Stockholders' Equity	10,524,737	10,525,804	(1,067)	(0.01)

#### Parent Company Only Financial statement

Unit: NT\$ thousands

Item \ Year	2025	2024	Difference	
			Amount	%
Current Assets	5,215,019	6,315,677	(1,100,658)	(17.43)
Property, Plant and Equipment	2,263,728	2,489,060	(225,332)	(9.05)
Intangible Assets	9,467	11,328	(1,861)	(16.43)
Other Assets	4,159,945	2,954,254	1,205,691	40.81
Total Assets	11,648,159	11,770,319	(122,160)	(1.04)
Current Liabilities	501,055	597,627	(96,572)	(16.16)
Non-current Liabilities	622,367	646,888	(24,521)	(3.79)
Total Liabilities	1,123,422	1,244,515	(121,093)	(9.73)
Total Stockholders' Equity	10,524,737	10,525,804	(1,067)	(0.01)

#### 5.1.1 Explanation for variance (if the variation is 20 % or more):

Consolidated Financial Statements and Parent Company Only Financial statement:

##### ■ Consolidated Financial Statements:

1. Other Assets increased : Mainly due to participation in Handa Biotechnology's private Placement and subscription of share capital.

##### ■ Parent Financial Statements:

1. Other Assets increased : Mainly due to participation in Handa Biotechnology's private Placement and subscription of share capital.

#### 5.1.2 Effect of said changes on the company:

The aforementioned changes did not affect the Company significantly.

#### 5.1.3 Future response plans: Not applicable.

## 5.2 Analysis of Operation Results

### Consolidated Financial statement

Unit: NT\$ thousands

Item	2025	2024	Difference	(%)
Net Operating Revenue	3,163,422	3,406,284	(242,862)	(7.13)
Operating Costs	(2,066,983)	(2,106,074)	(39,091)	(1.86)
Net Operating Margin	1,096,439	1,300,210	(203,771)	(15.67)
Operating Expenses	(987,533)	(979,169)	8,364	0.85
Operating Profit	108,906	321,041	(212,135)	(66.08)
Non-operating Income And Expenses	38,469	91,976	(53,507)	(58.17)
Profit Before Income Tax	147,375	413,017	(265,642)	(64.32)
Income Tax Expense	(10,424)	(73,667)	(63,243)	(85.85)
Profit For the Year	136,951	339,350	(202,399)	(59.64)
Net Other Comprehensive Income (Loss) For The Year (After Tax)	138,741	59,246	79,495	134.18
Total Comprehensive Income(Loss) For The Year	275,692	398,596	(122,904)	(30.83)

### Parent Company Only Financial statement

Unit: NT\$ thousands

Item	2025	2024	Difference	(%)
Net Operating Revenue	3,108,908	3,139,056	(30,148)	(0.96)
Operating Costs	(2,006,119)	(2,002,206)	3,913	0.20
Net Operating Margin	1,102,789	1,136,850	(34,061)	(3.00)
Operating Expenses	(855,673)	(835,800)	19,873	2.38
Operating Profit	247,116	301,050	(53,934)	(17.92)
Non-operating Income And Expenses	(99,790)	111,884	(211,674)	(189.19)
Profit Before Income Tax	147,326	412,934	(265,608)	(64.32)
Income Tax Expense	(10,375)	(73,584)	(63,209)	(85.90)
Profit For the Year	136,951	339,350	(202,399)	(59.64)
Net Other Comprehensive Income (Loss) For The Year (After Tax)	138,741	59,246	79,495	134.18
Total Comprehensive Income (Loss) For The Year	275,692	398,596	(122,904)	(30.83)

#### 5.2.1 Explanation for variance (if the variation is 20 % or more):

##### Consolidated financial statement

1. Non-operating expenses increased : Primarily due to increased exchange loss.
2. Operating Profit - Profit before Income Tax decreased : Primarily due to decreased Operating Revenue.
3. Income Tax Expense decreased : Primarily due to decreased Profit before Income Tax.
4. Net Other Comprehensive Income (Loss) and Total Comprehensive Income (Loss) increased primarily due to valuation gains on financial assets measured at fair value through other comprehensive income.

Parent financial statements:

1. Non-operating expenses increased : Primarily due to an increase in investment losses under the equity method and exchange loss.
2. Operating Profit \ Profit before Income Tax decreased : Primarily due to an increase in investment losses under the equity method and exchange losses.
3. Income Tax Expense decreased : Primarily due to decreased Profit before Income Tax.
4. Net Other Comprehensive Income (Loss) and Total Comprehensive Income (Loss) increased primarily due to valuation gains on financial assets measured at fair value through other comprehensive income.

### 5.2.2 Sales forecast and basis

The forecast of sales amounts in the following table is based on the needs of customers for the company's products, the company's capacity, and status of new-product development, and the schedule for the introduction of new products.

Forecast of sales amount

Item	Amount(kg/batch/piece)
API	27,034
Injections Products	570,365
Total	597,399

**5.2.3 Effect of said changes on the Company: The aforementioned changes did not affect the Company significantly.**

**5.2.4 Future response plans: Not applicable.**

## 5.3 Analysis of Cash Flow

### 5.3.1 Cash Flow Analysis for the Current Year

Unit: NT\$ thousands

Cash and Cash Equivalents, Beginning of Year(1)	Net Cash Flow from Operating Activities (2)	Cash Outflow (3)	Cash Surplus (Deficit) (1)+(2)-(3)	Countermeasure for insufficient cash	
				Investment Plans	Financing Plans
4,165,987	595,908	1,651,821	3,110,074	-	-

- (1) Operating activities: Operating activities generated NT\$595,908 thousand dollars' net cash inflow in 2025, attesting to the company's good business status.
- (2) Investment activities: The net cash outflow from investing activities is expected to be NT\$1,451,496 thousand that includes:
  - (a) To proactively position itself in the field of improved new drugs, the company subscribed to Handa Pharmaceuticals, Inc. for its private placement of common shares in February 2025, acquiring an equity stake of approximately 10% for a total subscription amount of NT\$1,156,000 thousand dollars.
  - (b) In 2025, in addition to capital expenditures for equipment replacement and annual maintenance, the main investments will be in drug purification equipment for the Taiwan plant and electrical and mechanical cabinet projects for the Changshu plant.
- (3) Financing activities: Financing activities caused NT\$202,299 thousand dollars of net cash outflow, mainly due to cash-dividend payout.
- (4) Effect of change in exchange rate to cash and cash equivalent cash inflow was 1,974

thousand dollars.

### 5.3.2 Remedy for Cash Deficit and Liquidity Analysis

Countermeasure for insufficient cash: There was no shortage of cash in the year.

### 5.3.3 Cash Flow Analysis for the Coming Year-budget and Cash Flow combined

Unit: NT\$ thousands

Estimated Cash and Cash Equivalents, Beginning of Year(1)	Estimated Net Cash Flow from Operating Activities (2)	Estimated Cash Outflow (Inflow) (3)	Cash Surplus (Deficit) (1)+(2)-(3)	Countermeasure for insufficient cash	
				Investment Plans	Financing Plans
3,110,074	515,004	604,624	3,020,454	-	-

#### 5.3.3.1 Analysis of change in cash flow in the coming year:

- (a) Operating activities: Anticipates stable development in operational net income, it is estimated that the net cash inflow from operating activities for the coming year will be NT\$515,004 thousand dollars.
- (b) Investment activities: The net cash outflow from investing activities is expected to be NT\$358,518 thousand dollars in 2026 that includes:  
Purchase of air pollution control equipment and injection related equipment components, in addition to equipment replacement and annual maintenance capital expenditures in 2026.
- (c) Financing activities: The estimated net cash outflow from financing activities in 2026 is NT\$246,106 thousand dollars, mainly including cash dividend distribution, loan repayment, lease principal repayment, etc.

5.3.3.2 Countermeasures for insufficient cash and liquidity analysis: Not applicable, since the situation is nonexistent.

## **5.4 Major Capital Expenditure Items and Source of Capital: None**

## **5.5 Investment Policy in Last Year, Main Causes for Profits or Losses, Improvement Plans and the Investment Plans for the Coming Year**

### 5.5.1. Equity investment policy and Profitability:

Investment Policy and Profitability: The Company's investment policy is centered on providing comprehensive process research, development, and manufacturing services for Active Pharmaceutical Ingredients (APIs) and intermediates. With a professional technical team, we supply generic and innovative drug development clients with high-value, high-quality APIs that do not infringe on patents. We also provide patent drug manufacturers with cost-effective commercial-scale manufacturing services.

1. ScinoAnda (Changshu) Pharmaceutical Co., Ltd.: Net loss after tax for 2025 was RMB 32,637 thousand, a decrease of RMB 39,767 thousand or a decline of 558% compared to a net profit of RMB 7,130 thousand in 2024. This was mainly due to a 41% decrease in revenue, resulting in the production scale not reaching economic benefits, which in turn affected gross profit.

As of 2025, SciAnda (Changshu) has obtained 20 drug production licenses for APIs from the China National Medical Products Administration (NMPA) and has passed audits by several key customers also. Currently, it is primarily focused on the development and production of new API products and is continuously undergoing audits by the US FDA, Japan PMDA, and cooperating with customers to apply for on-site verification by China's

Center for Drug Evaluation (CFDI). In 2026, it will focus on controlling cost expenditures and focusing on production projects that can increase capacity utilization and generate revenue in the short term.

2. SciAnda (Shanghai) Biochemical Technology, Ltd.: Net profit for 2025 was RMB 202 thousand, a decrease of RMB 143 thousand or a decline of 41% compared to RMB 345 thousand in 2024. This was mainly due to changes in the revenue structure.

SciAnda (Shanghai) primarily aims to capture and develop opportunities in the Chinese domestic market and to serve European and American customers locally in Shanghai. In addition, it can provide agency, sales, import and export services for APIs, intermediates, and other products in mainland China, as well as biotechnology R&D consulting services.

#### 5.5.2. Future Investment Plans: None

### 5.6 Analysis of Risk Management

#### 5.6.1. Risk-management policy and organizational structure

To strengthen the corporate governance and to implement the risk management process, the company set "Risk-management policy". The Company's highest governing body of risk management, the Board of Directors is charged with developing risk management policies and framework, and ensuring that the developed policies are aligned with the direction of the company's business strategy so as to facilitate the effective operation of risk management. The Sustainable Development Committee, which reports to the Board of Directors, is tasked with supervising the mechanisms of operation in relation to risk management, while the Sustainable Development Office works on managing and to assess risks associated with company operations (e.g., strategy, operations, finance, IT, compliance, product quality, safety, health, and environmental protection, as well as climate change impact/opportunities/risks, etc.) and reports on the same to the Board of Directors on an annual basis.

The company also has a Business Continuity Plan (BCP) that assesses and analyzes various risks that could disrupt operations. Relevant response measures are established based on risk frequency, risk severity, and risk level.

Significant operational decisions of the company are evaluated and analyzed by the appropriate responsible departments and then executed according to the Board of Directors' resolutions. Furthermore, the Audit Office, through risk assessments and legal regulations, develops an annual audit plan and self-assessment procedures and methods. Through the execution of the audit plan and self-assessment activities, various potential risks are continuously controlled, and the results are reported to the Board of Directors regularly.

#### 5.6.2 Effects of Changes in Interest Rates, Foreign Exchange Rates and Inflation on Corporate Finance, and Future Response Measures

Unit: NT\$ thousands

Item	2025 Parent Company Only Financial statement	2025 Consolidated Financial statement
Net interest income (expense) –(1)	45,722	43,509
Operating revenue-(2)	3,108,908	3,163,422
Operating profit -(3)	247,116	108,906
Net interest income (expense) to operating revenue-(1)/(2)	1.47%	1.38%
Net interest income (expense) to operating profit-(1)/(3)	18.50%	39.95%

In line with the plan for future capital expenditures, the company and its affiliates will be monitoring closely change in interest rate, to ward off adverse effect of change in interest rates on the company's business development. In view of possible funding need in the future, the company will adopt the following countermeasures according to actual need, to sidestep the effect of change in interest rate:

- A. Funding from financial institutions: The Company has maintained a good relationship in

dealing with financial institutions, such as banks and bills finance companies, retained proper loan quota, and periodically evaluate the discrepancy between loan rate and average market rate, ready to secure most preferential interest rates when it needs to borrow from financial institutions.

- B. Taking advantage of the capital market: The Company is ready, whenever necessary for business development, to float corporate bonds or convertible bonds for direct finance or carry out cash capital increment, to lower funding cost.
- C. Plural fund-raising channels: In line with the scale of capital expenditures, the company can also secure syndicated banking loan. It can also borrow foreign currency-denominated loans or float overseas convertible bonds, to meet the need of foreign currency-denominated funds, maintaining a flexible fund-funding method.
- D. Effect of change in laws/regulations: As for the Chinese subsidiary, it is necessary to notice the effect of change in laws/regulations on funding method, as well as possible overall effect resulting from change in interest and exchange rates, in order to seek optimal funding channel.

(1). Effect of change in foreign exchange rate

From the perspective of the Taiwan parent company's financial statements, the net exchange loss for 2025 was NT\$31,322 thousand, accounting for -1.01% of annual Operating Revenue and -12.68% of Operating Profit, respectively. After the United States initiated preventive interest rate cuts in the second half of 2024, the market expected the subsequent rate cuts to be concentrated in the second half of 2025, leading to a relatively strong US dollar in the first quarter. However, in April and May, the sudden announcement by US President Trump of reciprocal tariffs, along with subsequent market rumors, triggered a significant and rapid depreciation of the US dollar against the New Taiwan dollar. This continued until it bottomed out in early July before rebounding. Subsequently, although the United States implemented three further interest rate cuts, causing the US dollar index to fluctuate around 100, the exchange rate gradually rose due to substantial buying support. As President Trump continued to pressure the issue of interest rate cuts, and the US-Taiwan tariff negotiations remained unresolved, the stock and currency markets remained volatile. In response to changes in exchange rate trends, the company adjusted its hedging strategies accordingly. We will continue to closely monitor exchange rate fluctuations and, when appropriate, use forward exchange contracts and other methods to hedge against exchange rate risks, thereby reducing the impact of exchange rate fluctuations on profitability.

From the perspective of the consolidated financial statements, the net exchange loss for 2025 was NT\$30,011 thousand, accounting for -0.95% of annual operating revenue and -27.56% of operating profit, respectively. The main reasons for this were the market's expectations regarding the timing of US interest rate cuts influencing the US dollar's trend, as well as a series of effects triggered by President Trump's sudden announcement of reciprocal tariffs, which caused significant fluctuations in the US dollar against the New Taiwan dollar. In China, under the guidance of the government's continued policies to boost domestic demand, the exchange rate of the US dollar against the RMB generally trended downwards, but the degree of volatility and fluctuation during the period had a considerable impact on exchange rate trends and hedging decisions. In the face of the impact of various countries' interest rate policies, economic conditions, and unforeseen variables on exchange rate changes, the company will continue to monitor relevant changes and take appropriate exchange rate hedging measures, such as forward exchange contracts, to reduce the impact of exchange rate fluctuations.

Unit: NT\$ thousands

Item	2025 Parent Company Only Financial statement	2025 consolidated financial statement
Net currency exchange gain (loss)-(1)	(31,322)	(30,011)
Operating revenue-(2)	3,108,908	3,163,422
Operating profit-(3)	247,116	108,906
Net currency exchange gain (loss) to operating revenue-(1)/(2)	(1.01%)	(0.95%)
Net currency exchange gain (loss) to operating profit- (1)/(3)	(12.68%)	(27.56%)

With its output mainly for overseas markets, the Taiwanese parent company's sale revenue is denominated mostly in U.S. dollar, different from payment that is mainly in New Taiwan dollar, except some portion of U.S. dollar and euro. For subsidiaries in mainland China, with the gradual unfolding of the operation of SciAnda (Changshu) Pharmaceuticals, revenue is denominated mainly in the U.S. dollar, with a portion in RMB, different from payment which denominated mainly in RMB, with a portion in U.S. dollar and other foreign currencies. Therefore, revaluation of the U.S.cn dollar against the New Taiwan dollar and RMB would bring favorable influence on the revenues and profits of the company and subsidiaries and vice versa, with the extent of influence proportionate to the scale of exchange-rate swing and the variation of exchange rate trend.

The company has adopted the following countermeasures for the possible effect of change in exchange rate:

- A. The financial unit keeps close contact with the foreign exchange departments of financial institutions, constantly collects information on change in exchange rate, and have firm grip on the international trend of exchange rates and political and economic development, as reference for engagement in foreign-exchange trading and counter the adverse effect of exchange-rate fluctuation.
- B. The financial unit engages in certain extent of forward forex trading for risk hedging and proposes evaluation report periodically, as reference for the management to make judgment.
- C. Make general evaluation of the effect of exchange/interest rates and adjust currency denominations for debt position properly, so as to ward off the adverse effect of exchange-rate fluctuation.
- D. Make payment for procurements in currencies similar to the denominated currencies for proceeds from sales, so as to achieve a risk-hedging effect automatically.
- E. Business or procurement units should consult financial unit on trend of exchange rates and other factors of influence before offering quotes, to facilitate overall consideration and evaluation.

## (2) The effect of inflation

According to data released by Directorate General of Budget of the Executive Yuan, the Consumer Price Index (CPI) and Wholesale Price Index (WPI) in 2025 increased by 1.66% and decreased by 1.84%, respectively, compared to 2024, indicating a generally stable price level in Taiwan. In contrast, data from China's National Bureau of Statistics shows that in 2025, China's overall Consumer Price Index (CPI) remained unchanged and the Producer Price Index (PPI) decreased by 2.6% compared to 2024, indicating that China's price level continues to hover at a low level due to its sluggish economy. the Central Bank of Taiwan has implemented several interest rate hikes and housing market control measures since 2022. Currently, it is assessed that global raw material prices have not continued to rise, the problem of inflation is no longer significant, and the overheated housing market has also cooled down. Furthermore,

China originally faced concerns about deflation due to overcapacity and a persistently weak economy, after the Chinese government has continuously introduced various control measures in recent years, price issues have gradually eased. Although there is no obvious inflation problem at present, the Company continues to monitor changes in raw material prices and actively seeks multiple sources of supply. In the future, if inflationary conditions reemerge, the company will also negotiate appropriate selling prices with customers and adjust raw material inventory levels to mitigate the impact of cost pressures on profitability.

### **5.6.3 Policies, Main Causes of Gain or Loss and Future Response Measures with Respect to High-risk, High-leveraged Investments, Lending or Endorsement Guarantees, and Derivatives Transactions**

(1) High-risk and high-leveraged investment

In line with the principle of stability for business development, the company shuns high-risk and high-leveraged investments.

(2) Lending, endorsement, and guarantee

In response to operating need of the business group, the company and subsidiaries in China has formulated, according to the regulations of competent authority, "procedure for loan extension to others" and "procedure for provision of endorsement and guarantee," as the basis in execution and risk assessment and effective control by related units. Meanwhile, according to the "Regulations Governing Establishment of Internal Control System by Public Companies," the auditing unit has instituted related system, to carry out risk management and auditing works.

In loan extension, the group had no outstanding loans extended to others as of the end of 2025.

In endorsement and guarantee, the company's board of Directors resolved in February 2024 continuing to extend endorsement and guarantee to subsidiary SciAnda (Changshu) Pharmaceuticals, Ltd. However, the extend endorsement expired on March 26 2025 and was decided not to extend. Therefore the company's outstanding amount for endorsement and guarantee is 0 at the end of 2025.

(3) Trading in derivate

The parent company ScinoPharm Taiwan, Ltd. and its subsidiaries in China have formulated their respective "procedure for acquisition and disposal of assets" as basis governing transactions in derivatives, which are mainly for the purpose of hedging market risk deriving from fluctuation in exchange rate for foreign currency-denominated assets (liabilities), excluding arbitrage and speculation.

Based on the financial statements of the Taiwanese parent company and the consolidated statements, the financial instrument valuation loss in 2025 amounted to NT\$5,810 thousand. This was mainly due to the parent company in Taiwan using forward foreign exchange contracts to manage risks arising from exchange rate fluctuations. In April and May 2025, the US experienced President Trump's announcement of reciprocal tariffs and subsequent market rumors, which triggered a sharp and rapid decline in the US dollar to New Taiwan dollar exchange rate, which bottomed out in early July. Subsequently, although the United States experienced three interest rate cuts and the US dollar index fluctuated back and forth below 100, the exchange rate gradually rose with the support of substantial buying. As President Trump continued to put pressure on the issue of interest rate cuts, and the US-Taiwan tariff negotiations have not yet been finalized, the exchange rate outlook is still full of variables, and the large interest rate difference between the US and Taiwan has caused

hedging costs to remain high, making hedging operations relatively difficult. The mainland China subsidiary has not yet engaged in derivative transactions.

In the future, the company will still engage in derivatives trading for lowering risks from fluctuation in exchange rate and interest rate, while shunning speculative trading. and will adjust risk-hedging strategy properly in the future, in line with the company's business status and market trend. Meanwhile, according to "procedure for acquisition or disposal of assets, the company evaluates trading status monthly for report to management as basis for decision making.

#### **5.6.4 Future Research & Development Projects and Corresponding Budget**

Given the lengthy product development cycles and high uncertainty inherent in the pharmaceutical industry, ScinoPharm leverages its robust research development foundation and technological advantages to continuously invest a high proportion of its resources in R&D. This is combined with cGMP production equipment adhering to high international standards and extensive accumulated experience to develop products with market potential. In response to anticipated trends in the global market, ScinoPharm continues to adjust its R&D resource allocation to strengthen its contract development and manufacturing organization (CDMO) business model. Furthermore, with the increasing number of peptide new drugs year by year, ScinoPharm will be able to demonstrate outstanding achievements in the subsequent high-tech peptide drug substance/CDMO product development, building on its foundation of over a decade of peptide drug development technology. At the same time, we continue to refine our existing small molecule active pharmaceutical ingredient (API) business by introducing green chemistry and new process technologies to develop timely and cost-effective products, consolidating our market leadership.

In addition to solidifying our core API business, ScinoPharm has also demonstrated outstanding results in the field of injectable formulations and process development, continuously obtaining Abbreviated New Drug Application (ANDA) approvals in the US and European markets. More recently, we have jointly developed a Nano-platform technology with partners, which is expected to create significant advantages and value for subsequent new formulation development and drug delivery technologies, making the development of patented niche drugs imminent. In the future, ScinoPharm will leverage its vertical integration advantages to incorporate new dosage form drugs into its mid- to long-term strategic plan, focusing on improving the clinical convenience and therapeutic compliance of existing drugs. Through optimized dosage form and process design, without changing the active pharmaceutical ingredient, we will enhance the safety, stability, and clinical value of drugs. We will also carefully evaluate adopting strategies to simplify clinical development to shorten time to market, gradually building a differentiated and high value-added new dosage form product portfolio, leading the company towards a new milestone in high-value pharmaceutical development.

The company's R&D outlay is based on business plan and product development plan. The company expects to invest NT\$500 million~ 600 million of R&D expense in 2026.

#### **5.6.5 Effects of and Response to Changes in Policies and Regulations Relating to Corporate Finance and Sales:**

While government policies and legal changes in Taiwan and abroad had limited effect on the operation of the company this year, the company will continue monitoring such

changes closely and adopt proper countermeasures timely, to alleviate the impact.

#### **5.6.6 Effects of and Response to Changes in Technology and the Industry Relating to Corporate Finance and Sales**

The company's R&D team outperforms peers in product development and closely monitors, along with marketing and planning teams, general trend for pharmaceutical development and technological progress, as the basis for medium- and long-term development plan. Since the company's APIs are self-developed ones entirely, there is no any problem concerning patent infringement. The company has spared no effort in technological innovation and development of patented progress, to uphold product competitiveness. Taking advantage of established basis, the company has been developing new products actively every year, so as to expand product lineup and support the company's global deployment. In addition to APIs, the company has stepped into the realm of production of preparations and, via joint venture, new drug development, gradually becoming an all-round pharmaceutical firm. The company has adhered to the principle of balancing efforts for short-, medium-, and long-term development, capable of coping with technological and industrial changes, without affecting financial soundness.

For the sake of information security, we employ cloud-end service platforms conforming to information-security norms, in addition to multiple information-security measures, including multi-factor verification to intensify password protection, remote-access restriction, encrypted only transmission and data access, multi-layer network structure to protect laboratory and production line via blockage and isolation, and anti-virus software for laboratory computers, so as to safeguard the company's key assets and cope with diversified and unpredictable information-security impact associated with the development of new technologies.

In addition to utilize new technology to augment operating efficiency, it is necessary to prevent cyber safety threat. The company has adopted the following measures to safeguard its key intellectual properties and has followed PDCA (plan-do-check-act) circular management to attain its information safety target:

1. Employment of cloud-end service platform which conforms to information safety norms;
2. Employment of multi-factor verification to strengthen password protection;
3. Restriction on DC access;
4. Restriction on access equipment to remote services;
5. Limit on GPO dispatch;
6. Limit on USB usage;
7. Regular disaster recovery (DR) drill;
8. Strengthening of information-safety awareness among employees by periodic publication of information-safety cases;
9. Encrypted online transmission and data access;
10. Employment of multi-layer network framework for active blockage and isolation to protect laboratory and production equipment;
11. Deployment of next-generation antivirus software to protect office and laboratory computers;
12. Construction of safety protection detection mechanism, such as DDI (deep discovery inspector), deep security, XDR (extended detection and response), monitored by professional third party.

### **5.6.7 The Impact of Changes in Corporate Image on Corporate Risk Management, and the Company's Response Measures**

In adherence to the concept of sustainable development and long-term partnership with customers and communities, the company regards highly corporate image and risk management, publicizing business status at shareholders' meeting and investors' conference regularly, so as to increase financial transparency. In addition, the company has taken part actively in communal and public-service events, fulfilling its social responsibilities. There are designated staffers to handle various unexpected happenings, minimizing uncertainty for corporate operation. Therefore, there was no major incident which harmed corporate image and caused corporate crisis.

### **5.6.8 Expected Benefits from, Risks Relating to and Response to Merger and Acquisition Plans**

As of the date for the publication of the yearbook, the company had no other M&A plan. Should there be any such plan in the future, the company will cautiously evaluate, according to the company's "measures for acquisition and disposal of assets," whether it can bring concrete synergy to the company, so as to uphold the interest of the company and shareholders.

### **5.6.9 Expected Benefits from, Risks Relating to and Response to Factory Expansion Plans**

The company's factory expansion project has to undergo complete and cautious evaluation, including investment returns and possible risks.

### **5.6.10 Risks Relating to and Response to Excessive Concentration of Purchasing Sources and Excessive Customer Concentration**

The company has stable supply and sales channels that bears no overconcentration risk.

### **5.6.11 Effects of, Risks Relating to and Response to Large Share Transfers or Changes in Shareholdings by Directors, Supervisors, or Shareholders with Shareholdings of over 10%: None**

### **5.6.12 Effects of, Risks relating to and Response to the Changes in Management Rights: There is no change in operating right in the most recent years and as of the print date of the annual report.**

### **5.6.13 Litigation or Non-Litigation Matters:**

1. The Company shall disclose, for the last two years and as of the printing date of the annual report, the facts of the dispute, the amount of the subject matter, the date of commencement of the litigation, the principal parties involved in the litigation and the current status of the litigation, if the outcome of the litigation, non-litigation or administrative dispute has been determined or is still pending : None.

2. List major litigations, non-contentious cases, administrative litigations, including those with settled ruling or still in progress, involving the company's Directors, supervisors, president, actual responsible person, major shareholders with over 10% shareholding, and subordinated companies in recent two years and as of the date of the publication of

the annual report, whose outcomes may have major influence on shareholders' equity or security prices: None.

**5.7 Other Important Matters: None**

## **VI. Special Disclosure**

### **6.1 Summary of Affiliated Companies**

#### **6.1.1 Consolidated Business Report of Affiliated Companies**

The information can be located on the website, Market Observation Post System (TWSE MOPS). Please access and select “basis information” -“Electronics Books”- “Three Forms for Affiliates (Affiliation Report)”

### **6.2 Private Placement Securities in the Most Recent Years: None**

### **6.3 Other Supplementary Disclosure**

If any of the situations listed in Article 36, paragraph 2, subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the company's securities, has occurred during the most recent fiscal year or during the current fiscal year up to the date of printing of the annual report, such situations shall be listed : None.

# **ScinoPharm Taiwan, Ltd.**

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