Let's Spark the Future

TCI 2025 Sustainability Report

tci

About This Report

Starting in 2018, TCI Co., Ltd. (hereinafter referred to as TCI) publishes an annual Sustainability Report. This report was released in July 2026.
In addition to disclosing certain financial information, this report summarizes the previous year's management guidelines, investment, and performance on non-financial issues related to corporate governance, environmental protection, and social responsibility. The "ESG" section of the Company's website responds to address the concerns and expectations of global stakeholders on the issue of sustainable development. It aims to establish long-term partnerships with stakeholders to promote social inclusion and sustainable growth.

Reporting Period and Compliance

This report has been prepared in accordance with the 2021 Global Reporting Initiative (GRI) Standards. The reporting period covers January 1 to December 31, 2025, consistent with the reporting period of TCI Co., Ltd.' s 2025 Annual Report. Certain certifications and significant management developments occurred after the end of the reporting period but prior to the publication of this report. In the interest of transparency, these matters have been included and their respective dates of occurrence are indicated in the relevant sections.

Reporting Boundaries and Scope

This report covers TCI Co., Ltd.'s Taipei Headquarters; the Rock Park facilities in Pingtung, Taiwan (including the Agricultural Biotechnology Park Plant and the BioCosme Plant); the Golden Hill facility in Jinshan, Shanghai; and other offices in China, including Jing'an, Guangzhou, and Beijing. The reporting scope for quantitative environmental data—including greenhouse gas emissions, energy, water resources, waste, and air pollutants—is the same. The organizational boundary is defined using the operational control approach.
Environmental data collection mechanisms for the Utah, United States facility are still under development. Accordingly, this facility is not included in this year's quantitative environmental data. It will be incorporated into the reporting scope in phases, in line with the progress of the data collection system.
The reporting entity of this report differs from that of the consolidated financial statements. The reporting boundary is based on sites directly operated and managed by the Company. Other subsidiaries included in the consolidated financial statements are not included in this year's reporting scope because their sustainability data management systems have not yet been fully integrated. They will be incorporated in phases as the Group's sustainability data management system is established.
Where the organizational boundary for specific information differs from the above, this will be indicated in the relevant section.

✦ Company Headquarters：8F, No. 187, Kang Chien Rd., Nei Hu Dist., Taipei, Taiwan
✦ Pingtung Precise iManufacturing Center (Rock Park):
PABP BRANCH：No. 12, Shennong Rd., Dehe Vil., Changzhi Township, Pingtung County (S5 Functional Drink Factory, S9 Functional Food Factory, S12 Automatic Warehouse)
BioCosme PABP BRANCH： No. 21, Shennong Rd., Dehe Vil., Changzhi Township, Pingtung County (S11 Eco Facial Mask Factory)
✦ Shanghai Precise iManufacturing Center (Golden Mountain Park)：No.989, Jin Ge Rd., JinShan Industrial Park, Shanghai 201506, China (S8 Shanghai Dietary Supplements Factory)
✦ United States Precise iManufacturing Center (Beehive Park) ：737 E 1180 S American Fork, Utah 84003, United States (S16 Beehive Functional Drink Factory)

Report Assurance

The Company engaged Universal Certification Service Co., Ltd. (UCS) to perform reasonable assurance on selected key performance information in accordance with ISAE 3000. Please refer to the Appendix of this report for the assurance statement.

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Words from Management

The world never stops changing.
What should a company truly pursue—scale, or profitability?
My answer is the capability to own the future.
Not only in economic terms, but the ability to retain that capability every single day.

More than a decade ago, I led my team in bringing our products to the world.
In every country we visited, customers would ask: "We have excellent factories too. Why should we buy from TCI?"
I soon realized that what customers wanted was never to hear that "we work hard on R&D," but rather: "Show me the proof."
Knowledge makes differentiation provable.

Yet over the years, I have become increasingly certain of one thing: if knowledge remains only within a company, it can make only that company better.
I have a dream—to bring knowledge beyond the laboratory.
To let every child know that they, too, can ask questions, conduct experiments, and decide who they want to become.
In 2025, that dream reached Africa.

The distance was vast, and the languages were different. Yet a child's desire to find answers looks the same everywhere.

We cannot predict tomorrow, but we can create the future—
whether in a factory, across an ocean, or within a child.

This is the Spark spirit of TCI.
Let's Spark the Future—now.

Chairman, Vincent Lin

Let' s Spark the Future

TCI is guided by the corporate mission of "Longevity with Joy & Wellness," and is fully committed to sustainable development across the entire organization. The Company strives to strengthen corporate governance, promote environmental sustainability, and foster social prosperity. By collaborating closely with suppliers and partners across the value chain, TCI aims to create shared value for all stakeholders.

Through public alignment with global sustainability initiatives, TCI has made ambitious external commitments and continues to invest in the company's sustainable transformation, with the goal of driving positive influence across the industry value chain. TCI has already committed to leading initiatives in energy and climate action, and actively advances renewable energy adoption and carbon reduction measures.

Looking ahead, the Company will further expand its sustainability governance framework, integrate ESG goals into strategic decision-making, and translate its sustainability vision into tangible actions that generate positive impacts on both society and the environment.

✦ TCI' s Commitment

RE100

Affected companies must commit to using 100% renewable energy by 2050

2030

100% use of renewable energy by 2030
(Year Joined: 2018)

EP100

Affected companies must set targets for improving energy productivity or integrate energy management systems

2026

Integration of energy management system by 2026
Using 2016 as the base year, energy productivity will increase by 35% in 2040
*EP100 Energy Productivity Unit: Revenue/kWh
(Base Year: 2016; Year Joined: 2019)

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Commit to corporate carbon reduction targets with a rigorous methodology developed by the Science Based Targets initiative (SBTi)

2030

Reduce absolute Scope 1 and Scope 2 emissions by 51%, and reduce Scope 3 emissions from Purchased Goods and Services by 15%.
(Base Year: 2018; Year Joined: 2021)

ALLIANCE FOR WATER STEWARDSHIP

Improving the sustainable management of water resources: implementing internal (organizational) and external (watershed) measures to maximize the water resource benefits for society, the environment, and the economy.

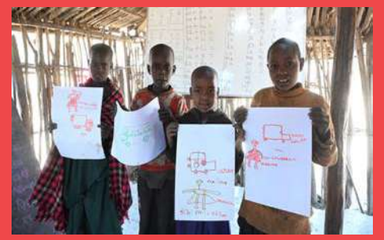
The first Taiwanese company has been granted permission to join the Alliance for Water Stewardship (AWS), an international organization for water resource management.

2025 Sustainability Highlights

01 | Taiwan's First Biotech Company to Achieve AWS Platinum Certification

AWS Platinum for the Panshi Site in Pingtung and AWS Gold for the Jinshan Site in Shanghai | Five factories covered by AWS certification

Note: The implementation and audit process for AWS Platinum certification at the Panshi Site in Pingtung was completed in 2025, and the certification was officially obtained on March 9, 2026, as a subsequent event after the reporting period.



04 | First Step into Africa, Supporting 1,000 Dreams

TCI has promoted science education for six years, reaching a cumulative total of 4,865 children. In 2025, the program expanded beyond Asia for the first time, supporting 1,000 children in Tanzania, Africa.

02 | Largest Scope 3 Hotspot: Full Coverage of All Category 1 Items

Scope 1, 2 and 3 inventories completed for both Taiwan and Shanghai, with the inventories verified by a third party | Group Scope 3 emissions totaled 70,518.41 tCO_2e, of which "Purchased Goods and Services" accounted for 77.9%, with no items excluded due to insufficient supplier data

05 | Early Alignment with IFRS S2

Disclosures structured around the four pillars of governance, strategy, risk management, and metrics and targets | Magnitude of impacts defined based on their proportion of annual revenue, with a financial quantification methodology to be established in 2026

03 | Double World Champion on the International Stage

The sea turtle conservation program was named Champion of Champions at both the International CSR Excellence Awards and the Green World Awards in the same year | Sea turtle hatching success rate reached 90%

06 | ISO/IEC 27001:2022 Transition Certification Completed, with Zero Major Cybersecurity Incidents

24/7 SOC monitoring and a Zero Trust architecture implemented | Zero major cybersecurity incidents and zero personal data breaches | 100% completion rate for corrective actions

Note: The updated ISO/IEC 27001:2022 certificate became effective on April 23, 2026, after the reporting period.

Figure: Interior Corridor of TCI' s U.S. Plant

I.

OUR BUSINESS

1.1 About TCI
1.2 Main Products and Value Chain
1.3 Organizational Overview
1.4 Operational Overview

GROUP tci

TCI upholds Trust as a guiding principle, places strong emphasis on Creation, and leverages Intelligence to develop and manufacture high-performance products and services that create long-term value for customers and consumers.

Building on its three core propositions—Integrated Bioscience Design (IBD) for science-driven innovation, Contract Development and Manufacturing Organization+ (CDMO+) for reliable intelligent manufacturing, and Global Total Solution (GTS) for customer trust—TCI aims to accelerate the development of higher-performance products through its Bio Resource Data Mining model, while continuing to expand rapidly across global markets and unlock new growth opportunities.

TCI Group consists of several subsidiaries, including TCI, MBI, TCI Gene, and TCI Living. The Group also forms strategic alliances with domestic and international well-known corporations in the fields of biotechnology and life science and looks forward to future expansion in the fields of health care, life science, and personal consumption to create a mutually beneficial business model. In the future, TCI will use cities as a unit to connect the customers in different cities; then form large and dense networks that link customers with their industry value chain with customers at its core.

MBI MAXIGEN BIOTECH INC. 大江基因 TCI GENE INC TCI LIVING 大江生活

1.1 About TCI

Founded in 1980, TCI launched its initial public offering in 2011 and has been listed on the OTC market since 2013. At the end of 2025, TCI employed a total of 746 people worldwide. Over the past decades, the Company has collaborated with numerous customer partners to create many best-selling products around the world. Each year, TCI produces hundreds of millions of tablets, capsules, and other dietary supplements; tens of millions of bottles of functional drinks; and millions of facial masks, essences, and other products. These products are sold in 68 countries worldwide.

Building upon three core commitments—Scientific Leadership (Integrated Bioscience Design, IBD), Reliable Manufacturing(Contract Development and Manufacturing Organization+, CDMO+), and Customer Trust (Global Total Solution, GTS)—TCI leverages its Bio Resource Data Mining model to accelerate the development of higher-performance products. Through the impact of high-quality products, TCI joins and improves the lives of hundreds of millions of people each year.

TCI provides Contract Development and Manufacturing Organization (CDMO+) services. Leveraging differentiated product design and R&D capabilities, TCI develops unique formulations for its customers and manufactures products with distinctive market appeal. In 2025, TCI transformed into a CDMO+ service model, using AI-driven data innovation to enhance the efficiency of product design, development, and manufacturing. By integrating AI technologies, TCI can analyze market needs more rapidly, optimize manufacturing processes, provide differentiated product design solutions, and offer market-entry and regulatory support to customers—significantly accelerating end-to-end product lifecycle planning and supply chain management.

1980 Founded

2013 Listed on OTC (Taiwan)

68 Sales countries

CDMO+ launched in 2025 — AI-Data-Driven Innovation

CDMO+ is TCI’s next-generation service model, extending beyond traditional contract development and manufacturing. By integrating scientific validation, intelligent manufacturing, and comprehensive customer services, TCI provides end-to-end product lifecycle support—from concept development to market launch. The Company supports product development, positioning, and design throughout the process, while extending product lifecycles and sustaining competitive advantage through formulation upgrades, packaging improvements, and market feedback analysis. TCI helps brands grow faster and smarter. More than a manufacturer, TCI works alongside its customers to create enduring, successful products through clinical validation, regulatory guidance, and market-launch support.

TCI is headquartered in Neihu Science Park, Taipei, Taiwan, with operations across Asia, Europe, and North America. In 2025, the Company reported consolidated revenue of NT$6.99 billion. TCI also actively develops innovative initiatives across the economic, environmental, and social dimensions to create sustainable value for industry, the environment, and society, while unlocking opportunities for shared prosperity.

1.2 Main Products and Value Chain

Functional Drink

Drink, liquid sachet, jelly drink

Weight management, boosting immunity, reducing blood lipids, lubricate joints, sleep quality, eye care, and supplement probiotics, vitamins and minerals for promoting health.

Dietary Supplement

Capsule, tablet, powder sachet

Nutritional supplements for skincare, anti-wrinkle, whitening, weight loss, collagen replenish- ment, breast enhancement, hair growth, etc.

Skincare Product

Facial mask, skincare product

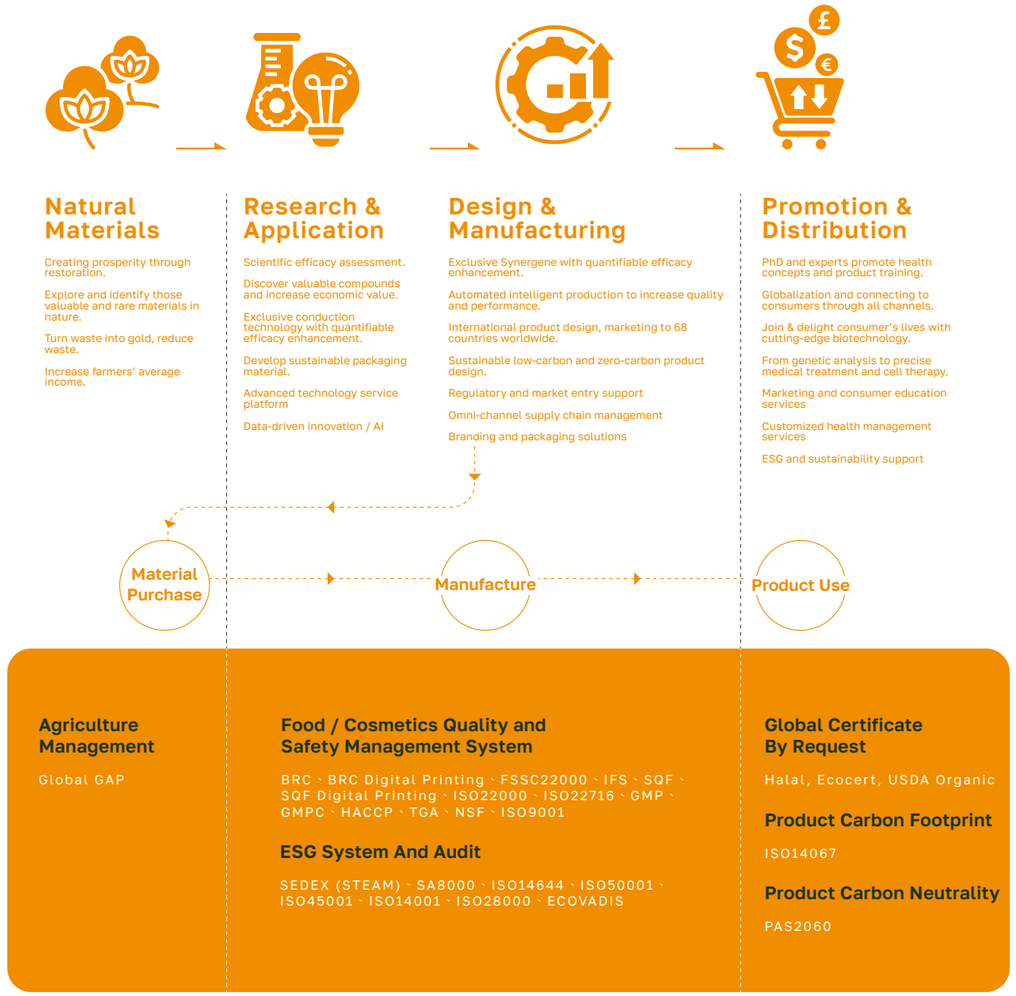
Moisturizing, anti-aging, whitening, anti-allergy and soothing, and topical skin care products of non-animal origin or organic formulas for external use skincare products.

TCI has 46 years of professional experience in Contract Development and Manufacturing Organization (CDMO) services, with a primary focus on the CDMO business model for health supplements and skincare products, providing differentiated, high-performance product design solutions. In 2025, TCI advanced to a CDMO+ service model, incorporating cutting-edge scientific validation and human clinical trials to ensure that consumers can genuinely benefit from products designed and manufactured by TCI. Our goal is for our products to become part of consumers' lives and improve them.

TCI serves customers worldwide, with products currently sold in 68 countries. The Company continues to invest annually in advanced research and development, building extensive databases through the exploration of natural functional ingredients while also introducing customers to distinctive applications in innovative delivery technologies and dosage forms. By developing world-class smart factories, maintaining a stable and responsible supply chain, pursuing the highest global quality standards, and optimizing digital management, TCI has become a trusted and reliable partner for international customers. Customers need only define their product launch plans, while TCI provides a continuous pipeline of market-ready products together with seamless, one-stop services across time zones.

TCI's S-Class factories represent Safety, Standard, and Speed. The Panshi Site in Pingtung and the Jinshan Site in Shanghai have progressively obtained a wide range of international certifications and management system standards, including Global GMP, GMPC, FSSC 22000, SQF (Safe Quality Food), HACCP, ISO 9001 Quality Management System (QMS), ISO 22000 Food Safety Management System, ISO 22716 Cosmetics Good Manufacturing Practices (GMP), ISO 14001 Environmental Management System, ISO 50001 Energy Management System, ISO 45001 Occupational Health and Safety Management System, ISO 14644 Cleanroom Standards, ISO 28000 Supply Chain Security Management System, and ISO 27001 Information Security Management System. The sites also undergo SMETA (Sedex Members Ethical Trade Audit) assessments through the Sedex ethical trade platform and hold BRC (British Retail Consortium) certification, as well as less common certifications such as NSF (National Sanitation Foundation) certification in the United States and TGA (Therapeutic Goods Administration) certification in Australia. TCI also participates in the annual EcoVadis corporate social responsibility assessment.

In addition, TCI can support customers with FDA registration, China food market approval, Indonesia BPOM registration, and HALAL certification applications, including certification schemes such as MUI, JAKIM, and THIDA. This enables customers to focus on market development and brand growth without having to manage the complexities arising from rapid market expansion, regional regulations, and local qualification requirements.



International Certifications at Our Sites

Category	Audit	Description	Country/Region	Rock Park (S5.S9.S12)	Rock Park (S11)	Golden Mountain Park(S8)	Beehive Park, Utah(S16)
GFSI	BRC	Food Safety Standards	International (EU & US)	✓	✓	✓	✓
	BRC	Food Safety Standards (Packaging Materials)	International (EU & US)	✓	✓	—	—
	FSSC22000	Food Safety Management System	International	✓	✓	✓	—
	IFS	International Food Safety Standards	International (DEU/FRA)	✓	✓	—	—
	SQF	Food Safety Standards	International	✓	✓	✓	✓
	SQF	Food Safety Standards (Packaging Materials)	International	✓	✓	—	—
	Global GAP	Good Agricultural Practices	International	✓	✓	—	—
ISO	ISO 9001	Quality Management System	International	✓	✓	✓	—
	ISO22000	Food Safety Management System	International	✓	✓	✓	—
	ISO14001	Environmental Management System	International	✓	✓	✓	—
	ISO45001	Occupational Health and Safety System	International	✓	✓	✓	—
	ISO50001	Energy Management System	International	✓	✓	In process	—
	ISO22716	Cosmetic Safety Management System	International	✓	✓	—	—
	ISO14644	Clean Room Standards	International	✓	✓	✓	—
	ISO27001	Information security management systems – Requirements	International	✓	✓	✓	—
	ISO13485	Medical Device Management System	International	✓	✓	—	—
	ISO28000	Secure Supply Chain Systems	International	✓	✓	—	—

Category	Audit	Description	Country/Region	Rock Park (S5.S9.S12)	Rock Park (S11)	Golden Mountain Park (S8)	Beehive Park, Utah (S16)
Others	TGA – GMP	Australian TGA Good Manufacturing Practice	International (AUS)	✓	✓	—	—
	NSF – GMP	US NSF Good Manufacturing Practice	International (US)	✓	✓	✓	✓
	HACCP	Hazard Analysis and Critical Control Points	International	✓	✓	✓	✓
	TQF – GMP	Taiwan Quality Food Certification Scheme	TAIWAN	✓	✓	—	—
	TFDA GMP	Taiwan Food and Drug Administration Good Manufacturing Practice	TAIWAN	✓	✓	—	—
	GMPC – GMP	Cosmetics Good Manufacturing Practice	International	✓	✓	—	—
	SMETA	Sedex Members Ethical Trade Audit	International	✓	✓	✓	—
	SA8000	Social Accountability Management System	International	✓	✓	✓	—
	AWS	Alliance for Water Stewardship	International	✓	✓	✓	—

Note: The implementation and audit for AWS Platinum certification at the Rock Park site in Pingtung were completed in 2025, and the certificate was obtained on March 9, 2026.

1.2.1 Exclusive Integrated Bioscience Design

TCI's corporate mission is to develop high-performance products that join and improve consumers' lives by responding to consumer needs. The Company is guided by three core commitments—Scientific Leadership through Integrated Bioscience Design (IBD), Reliable Manufacturing through Contract Development and Manufacturing Organization+ (CDMO+), and Customer Trust through Global Total Solution (GTS)—and leverages the Bio Resource Data Mining model to drive product innovation.

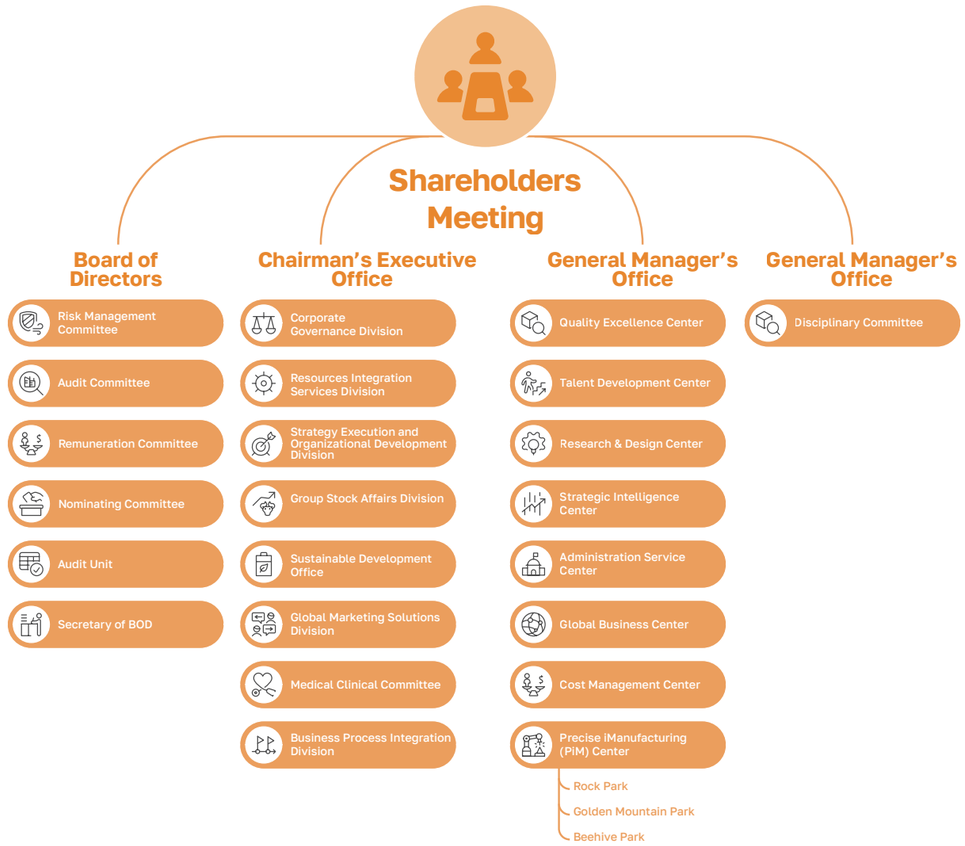
TCI was founded on the belief that products must be made well. Only products that are genuinely effective will be purchased and used by consumers, thereby becoming part of their lives. Only effective products can truly enhance consumers' health and well-being, thereby improving their lives. Therefore, TCI is committed to creating high-quality products that join and improve consumers' lives.

TCI has developed dietary supplements, skincare products, medical devices, and pharmaceutical products, which are sold in 68 countries worldwide. Through its CDMO+ business model, TCI helps brand customers create enduring best-selling products.

1.2.2 Create Differentiated Products

TCI adheres to the spirit of "loyal to customers." The Company designs and develops differentiated products for customers in the international market and assists customers in ensuring that their products satisfy consumer demands of different regions in terms of function, taste, user experience, and environmental sustainability. To create differentiated products, TCI assembles outstanding teams worldwide, including Taiwan, China, the U.S., Europe, Southeast Asia, and Oceania. In addition, the Company forms long-term and mutually beneficial partnerships with corporate customer partners through resource sharing, accumulating research and development, manufacturing, intellectual property, quality certification, and various intangible assets.

1.3 Organizational Overview



At least 5% of annual revenue is allocated to R&D each year.

1.4 Operational Overview

1.4.1 Key Operational Performance

	2023	2024	2025
Revenue (Billion NTD)	8.01	7.24	6.99
Gross Profit (Billion NTD)	3.21	3.17	3.08
Operating Income (Billion NTD)	1.05	1.02	1.16
Non-operating Income & Expense (Billion NTD)	0.12	0.10	0.07
Net Income Before Tax (Billion NTD)	1.17	1.13	1.23
Net Income After Tax (Billion NTD)	0.99	0.97	1.11
Earnings Per Share (NTD/Share)	7.73	7.60	8.68
Cash Dividends (NTD/Share)	7.0	10.0	7.0
Ratio of R&D Expense v.s. Revenue (%)	7.0%	9.0%	8.0%

Note: The financial figures related to operating performance are based on the consolidated financial statements of the TCI Group.

1.4.2 Biotechnology-focused Diversification Strategy

TCI invests at least 5% of its annual revenue in research and development. Over the years, the Company accumulated a large number of precious discoveries, which have the potential to upgrade the industry, whether applied to health care products, skincare products, pharmaceuticals, genetic platforms, biological materials, medical materials, and others. Therefore, TCI proactively prepares for strategic investments and mergers and acquisitions since 2021, intending to form a biotechnology alliance. Utilizing TCI's Technical IP, Capital, and International Channel resources to bring Taiwan's health food, skincare, personal products, medical devices, pharmaceuticals, and cutting-edge medical treatments towards internationalization.

TCI continues to build research and development capacity, upgrade industrial technology, invest in automated intelligent production, develop global sales channels, and create a business model in which local and international resources prosper together to achieve a biotechnology-focused diversification strategy.

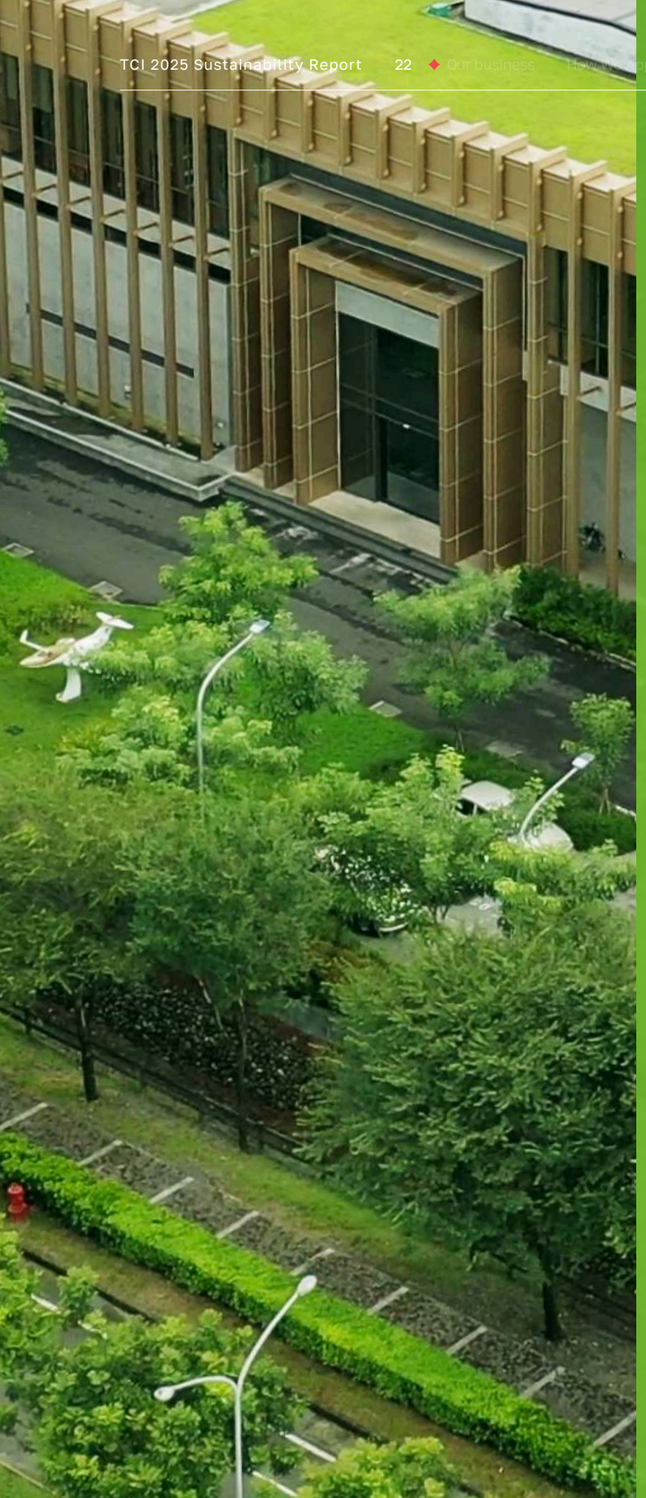


Figure: TCI Green Energy-Powered Beauty Plant

II.

HOW WE APPROACH SUSTAIN-ABILITY

2.1 Sustainability Key Performance
2.2 Sustainability Policy
2.3 In Response to International Sustainable Development
2.4 Stakeholder Engagement
2.5 Materiality Analysis

2.1 Sustainability Key Performance

Economic

7

Number of Directors

Number of Independent Directors

4

	2023	2024	2025
Company Revenue (NT$ billion)	8.01	7.24	6.99
Ratio of R&D expenses to total revenue	7.0%	9.0%	8.0%
Violation of ethics, integrity management incidents (case)	0	0	0
Number of Patents Obtained	104	34	29
Number of Trademarks Obtained	122	288	143

Environmental

Solar Panel Installation Capacity

Rock Park	Golden Mountain Park
1,362kw	689kw

- Participated in the S&P CSA in 2025 and scored in the top 15% of the world' s personal care products industry
- Pingtung Precise iManufacturing Center (Rock Park) - PABP Branch and BioCosme PABP Branch: Awarded Silver for EcoVadis、Shanghai Precise iManufacturing Center (Golden Mountain Park): Awarded Bronze for EcoVadis

	Electricity Intensity (MWh / USD million revenue)	Energy Consumption Intensity (GJ / USD million revenue)	Water Intensity (tons/$Million revenue)
Pingtung Precise iManufacturing Center (Rock Park) and Taipei HQ	151.3	983.8	2,436.6
Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Offices in China	109.1	932.2	1,775.0

Social

100.3
(NT$10 thousand)annually

The average salary of non-manager full-time employees

31.5
hours

Education training hours per capita (hours)

48.6%

Female management job ratio

8,685
completes lessons on the TCI App online learning platform

In 2025, TCI received the Accredited Healthy Workplace from the Health Promotion Administration, Ministry of Health and Welfare.

2.2 Sustainability Policy

Corporate Governance

- ESG management
- ESG Disclosure Transparency Enhancement, corporate governance assessment
- IR and public relations

Sustainable Operation

- Energy management: Energy saving and renewable electricity
- Carbon management: Carbon reduction and neutrality
- Product management: Circular economy and carbon footprint
- Water management
- Waste management
- Supply chain sustainability

Employee & Social Care

- Talent development
- Compensation and benefit increase
- Contribution for community
- Human rights protection

2.2.1 ESG Policy

TCI's corporate mission is to "become part of and improve consumers' lives." Guided by its core business principles of Trust, Creation, and Intelligence, TCI works closely with suppliers and other value chain partners to create value for diverse stakeholders. Sustainability is embedded across the Group under a consistent set of standards, with TCI, its subsidiaries, and affiliated companies committed to implementing aligned ESG policies, strengthening corporate governance, advancing environmental sustainability, and promoting shared social prosperity.
TCI establishes its sustainable development approach with reference to the United Nations Sustainable Development Goals (SDGs) and has identified 11 SDGs that are closely related to its operations. Across both its own operations and value chain, the Company continues to advance initiatives relating to economic development, environmental protection, ecological restoration, human rights, education, and business integrity, with the Board of Directors serving as the highest level of oversight for sustainability matters.

TCI's sustainability policies are aligned with international practices and cover the following areas:

- Restrictions on the use of hazardous substances
- Conflict minerals sourcing policy
- Pollution prevention, including air emissions, wastewater, waste, and noise
- Greenhouse gas management
- Food loss reduction
- Resource use and circular economy
- Biodiversity
- Human rights and equality
- Prohibition of sexual harassment and all forms of verbal, physical, stalking, and other harassment
- Consumer health and safety
- Product end-of-life management and circular economy

Consumer Health and Safety Policy

TCI is committed to managing consumer health and safety impacts throughout the product lifecycle, from research and development, raw material sourcing, manufacturing, and labeling to product use and end-of-life, while continuously reducing potential health and safety risks to consumers.
The Company's targets are to maintain zero product recalls due to quality or safety issues, zero major consumer health and safety incidents, and the continued validity of key quality and food/cosmetics safety certifications, including HACCP, ISO 22000, and GMP.
- Scientific Validation: Conduct human efficacy testing and scientific validation to ensure product safety and effectiveness.
- Raw Material Safety and Traceability: Require raw materials to be supported by specifications, certificates of origin, and Certificates of Analysis (COAs), with testing for heavy metals, microorganisms, and pesticide residues.
- Manufacturing Safety: Establish Critical Control Points (CCPs) in accordance with HACCP requirements, implement GMP, allergen management, and cleanroom controls, and manage product quality risks throughout the product lifecycle in accordance with the Quality Risk Management Procedure and Validation Management Procedure.
- Product Information and Customer Complaints: Provide ingredient information and Safety Data Sheets (SDS). Customer complaints are received and investigated in accordance with the Customer Complaint Handling Procedure, with responses provided within seven working days. Product recalls and recall drills are conducted where necessary.

Product End-of-Life and Circular Economy Policy

TCI is committed to reducing the environmental impacts of products and packaging at the end of their useful life. End-of-life considerations are incorporated from the product design stage, with circular economy principles implemented through the SR5C strategy: Safety, Reduce, Reuse, Recycle, Replace, Retain, and Cost.
The Company's targets include increasing the proportion of recyclable packaging year by year, achieving 30% of products using circular economy materials, and achieving zero waste from production by 2030.
- Eco-design and Material Reduction: Optimize primary packaging, promote mono-material packaging capable of achieving 100% material recyclability, and introduce carbon-reduction labeling.
- Circular and Recycled Materials: Use recycled plastics derived from marine waste (rPCR/PCR), FSC-certified paper, and bio-based materials derived from agricultural by-products.
- Consumer Recycling Information and External Collaboration: Provide recycling and sorting instructions on packaging and collaborate with external recycling organizations to promote packaging recovery, recycling, and reuse.

These policies are reviewed by the Sustainability Promotion Committee, approved by the Board of Directors, and reviewed and updated annually in conjunction with the Sustainability Report.

2.2.2 ESG Development Structure

The ESG Committee promotes the sustainability affairs of TCI, and the Chairman leads the ESG Committee as the Chairperson. The Chairman appoints members of the ESG Committee who represent the top executives of each department, consisting of 13 senior executives. The professional capabilities of the Committee members include fields such as finance, legal affairs, business development, information technology, ESG, corporate governance, human resources, etc., and participate and discuss ESG projects and provide cross-departmental resources. With the Board of Directors at the highest level, the Committee realizes corporate social responsibility on four primary levels by implementing corporate governance, promoting a sustainable environment, fostering social care, and strengthening information disclosure. The ESG Committee routinely convenes a meeting every quarter and reports to the Board of Directors at least once a year.
The Chief Sustainability Officer plans the Company's ESG strategy blueprint and action plans sets sustainability goals and allocates corporate resources. In addition, the Chief Sustainability Officer works with the ESG Committee to plan and promote sustainability projects within the company, track implementation progress, make timely adjustments per international sustainability trends, and respond to stakeholders' expectations. Under the President Executive Office, Sustainable Development Office studies international trends in sustainable development, grasps stakeholder needs, and identifies material issues proposes strategies to address or mitigate them, and presents them to the ESG Committee. In addition, The Sustainable Development Office prepares an annual Sustainability Report to address the economic, environmental, and social impact issues arising from operational activities as one crucial communication channel with external stakeholders.

2.3 In Response to International Sustainable Development

2.3.1 UN Sustainable Development Goals

2 Eliminate Hunger

The increased atmospheric carbon dioxide concentration expects to reduce plant protein content, including in major food crops. As a nutritional supplement solution provider, we research and development, design, and manufacturer with specific products and technologies. TCI helps solve the health problem of insufficient protein intake for the general public.

4 Quality Education

Culturing young talents is the foundation of the Company's long-term management. TCI applies its expertise and resources in biotechnology to promote science education in cooperation with external academic and industry partners. The Company has set up corner bookshelves in elementary and middle schools in the rural areas of Pingtung to encourage students to read.

7 Affordable and Clean Energy

As users of energy, companies should contribute to sustainable energy production methods. TCI takes action year by year to build renewable energy and energy storage facilities and improve energy use efficiency, playing the role of a promoter in energy transformation.

8 Suitable Work and Economic Growth

A friendly working environment and appropriate salary and benefits are the basis for the world's progress and the growth of the company's operations. TCI provides better than average market salary and benefits to create high-quality life for its employees.

9 Industry, Innovation and Infrastructure

Through innovative research and development, TCI promotes social progress through continuous product innovation; thus, the Company continues to refine industrial production processes to improve the efficiency of energy and resource utilization and gradually implement sustainable production.

10 Reducing Inequality

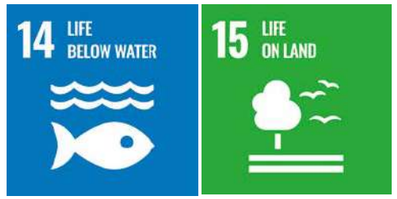
As an international company, "value diversity and inclusion" is among the eight TCI Spirits. The Company ensures that employees are not treated differently based on gender, nationality, physical or mental condition, race, religious beliefs, or political affiliation.

12 Responsible Consumption and Production

The deterioration of the ecological environment has led to an increasing concern for sustainable products worldwide. Therefore, providing environmentally friendly and sustainable products to customers and end consumers through green production is one of the essential strategies in the operation of TCI.

13 Climate Action

Mitigating the negative impacts of climate change is a shared responsibility of all businesses, and climate-related risks and opportunities interact with business operations. Therefore, TCI commits to promoting the construction of renewable energy, improving energy efficiency, and responding to international initiatives to start actions to mitigate climate change.



14 Marine Ecology Conservation
15 Terrestrial Ecology Conservation

The marine and terrestrial ecosystems provide abundant natural resources for human beings. The sustainability of food and nutrition depends on the sound functioning of natural ecological functions. TCI obtains raw materials for its products from nature and will continue to invest in biodiversity restoration projects.

17 Diverse Partnerships

By strengthening the cooperation between upstream and downstream of the value chain through multiple channels, TCI maintains effective communication between the Company's sustainability policy and its suppliers and customers, thus, enhancing the overall sustainability benefits of the value chain.

2.3.2 International Sustainability Initiatives

TCI maintains its focus on international sustainability issues and trends. The Company commits to ambitious sustainability goals by publicly responding to international initiatives. TCI continues to invest in the Company's sustainability transition and hopes to make an impact in the industry value chain. The Company has already committed itself to a landmark initiative in energy and climate change and is actively involved in renewable energy development and energy reduction.

Initiative Name	Member Since	Contents	TCI' s Commitment
RE100	2018	**Affected companies must commit to using 100% renewable energy by 2050**	100% use of renewable energy by 2030
EP100	2019	**Affected companies must set targets for improving energy productivity or integrate energy management systems**	Integration of energy management system by 2026 Using 2016 as the base year, energy productivity will increase by 35% in 2040 *EP100 Energy Productivity Unit: Revenue/kWh
SBTi	2021	**Commit to corporate carbon reduction targets with a rigorous methodology developed by the Science Based Targets initiative (SBTi)**	Using 2018 as the base year, reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 51% by 2030, and reduce absolute Scope 3 emissions from Purchased Goods and Services by 15%
Alliance for Water Stewardship, AWS	2022	**Improving the sustainable management of water resources: implementing internal (organizational) and external (watershed) measures to maximize the water resource benefits for society, the environment, and the economy.**	- Joined the Alliance for Water Stewardship (AWS) in 2022. - The Shanghai Precise iManufacturing Center (Golden Mountain Park) obtained AWS Gold Certification in 2025, while the Pingtung Precise iManufacturing Center (Rock Park) obtained AWS Platinum Certification after the reporting period.

Note: The AWS Platinum Certification for the Pingtung Precise iManufacturing Center (Rock Park) was issued on March 9, 2026. For details, please refer to Section 5.3.

2.4 Stakeholder Engagement

Through the ESG Committee, TCI invites interdepartmental colleagues to conduct stakeholder identification. In addition, the Committee identifies priority communication targets and responds to stakeholder concerns based on the five fundamental principles of the AA1000 Stakeholder Engagement Standard (2015): dependability, accountability, degree of concern, influence, and multiple perspectives. The six significant stakeholders identified include customers, investors, suppliers, employees, communities, and government.

2.4.1 Stakeholder Engagement Methods

To handle and respond to the issues of stakeholders' concerns, the ESG Committee collects communication information from each contact person, including but not limited to questionnaire surveys, telephone/video/physical meetings, e-mail communication, and others. Through diversified and unobstructed communication channels, TCI solicits the suggestions and expectations of stakeholders and reports the feedback to the ESG Committee which shall serve as an essential reference indicator for the formulation of operational and sustainable development strategies.

Stakeholders	Issues of Concern	Communication Channels	Communication Frequency	2025 Engagement Outcomes
Investors	3.2 Integrity management 3.4 Risk management 4.1 Innovative research and development 5.1 Climate change and carbon management 5.2 Energy management	**ESG website, ESG reports** **Annual shareholder meetings** **Investor conferences** **Financial reports** **Company website** **Email (for shareholder services)** **Investor forums** **Visits by institutional shareholders**	**Yearly** **Yearly** **Quarterly** **Yearly** **Irregular** **Irregular** **Irregular** **Irregular**	TCI held 1 Annual General Meeting TCI organized 4 investor conferences TCI attended 1 investor forums TCI hosted 1 institutional shareholder site visit TCI also responded promptly to investor conference calls and emails, maintaining open and effective communication channels.
Customers	3.5. Customer relationship management 3.7 Information security and management 5.1 Climate change and carbon management 4.1 Innovative research and development 5.5. Green products 6.4. Occupational health and safety 6.2 Labor rights equalit	**ESG website, ESG Reports** **Customer satisfaction surveys** **Technical reports** **Industry monthly reports** **Business review meetings with customers** **Customer audits** **Company website**	**Yearly** **Yearly** **Quarterly** **Monthly** **Irregular** **Irregular** **Irregular**	TCI conducted 11,297 customer engagement sessions. Customer needs were immediately feedbacked to senior executives of various departments. The Company formulated specific response policies after unobstructed engagement to rapidly respond to customer needs and expectations.
Suppliers	3.6 Supplier sustainability management 3.4 Risk management 5.1 Climate change and carbon management 6.2 Labor rights equalit	**ESG website, ESG Reports** **Questionnaires and annual audits and site visits** **Supplier conferences** **Regular business review meetings** **Instructions for environmental health and safety management**	**Yearly** **Yearly** **Yearly** **Quarterly** **Irregular**	TCI held 1 supplier meetings and engaged all supplier suggestions through open channels.
Employees	6.1 Talent employment and development 6.3 Joyful workplace	**Labor meetings** **Employee performance** **Meetings of the employee welfare committee** **Internal website of the company** **Email/Dedicated communications through TCI Service**	**Half-yearly** **Quarterly** **Irregular** **Irregular** **Real-time**	TCI received 887 proposals and opinions from employees in labor meetings, proposal meetings, internal communication channels, and TCI Service, and engaged all through open channels.
Communities	7.1 Social welfare 5.3 Water resource management 5.4 Waste management	**ESG website, ESG Reports** **Corporate donations or donations for welfare activities** **Industry-academia-research cooperation** **Company website** **Email**	**Yearly** **Irregular** **Irregular** **Irregular** **Irregular**	Invested NT$5,595,944 in social and environmental initiatives (see Section 8.6); conducted 212 industry-academia visits and engagement sessions; collaborated with the National Museum of Natural Science to promote science education and lectures in Pingtung, with cumulative participation in science-related activities exceeding 30,000 attendances; and sponsored 4 athletes, including 2 pole vaulters and 2 pickleball players, covering competition fees, nutritional supplements, and competition equipment.
Government	3.2 Integrity management 3.3 Legal compliance 5.1 Climate change and carbon management 5.2 Energy management 6.2 Labor rights equality 6.4. Occupational health and safety	**Official documents** **Market Observation Post System** **Company website** **Government-organized events**	**Real-time** **Real-time** **Irregular** **Irregular**	TCI continuously communicates and optimizes the management system for material issues such as corporate governance, environmental protection, labor rights, occupational health, safety, and others.

2.5 Materiality Analysis

Building on its existing material topic assessment process, TCI further references the concept of double materiality defined in the European Sustainability Reporting Standards (ESRS) under the EU Corporate Sustainability Reporting Directive (CSRD) and has introduced a two-dimensional assessment framework covering financial materiality and impact materiality.
In addition to considering the extent to which sustainability topics may affect the Company's revenue, costs, regulatory compliance, customer relationships, and operational resilience, TCI also evaluates the external impacts of its operations and value chain activities on the environment, society, and human rights. The results of the materiality assessment are reviewed by the Sustainability Promotion Committee and serve as a basis for the Company's risk management, annual target-setting, and subsequent sustainability disclosures.
TCI reviews the applicability of its material topic assessment results on an annual basis. Topics and materiality determinations are updated as appropriate in response to changes in stakeholder concerns, international disclosure frameworks, regulatory developments, customer requirements, and corporate business strategies, ensuring that the materiality assessment continues to reflect the Company's current operations and changes in the external environment.

Definitions of Materiality-Related Terms

The term "material" is used in different sections of this report based on different assessment criteria, evaluation units, and applicable frameworks, as defined below:

• Potential Topic: A candidate sustainability topic collected and included within the Company's materiality assessment scope.
• Topic Meeting the Materiality Threshold: A potential topic that is rated "High" on either the financial materiality or impact materiality dimension under the double materiality assessment criteria.
• Material Topic: A sustainability topic that is managed and disclosed as a standalone topic in this Sustainability Report.
• Topic under Observation: A topic that meets the materiality threshold but has already been incorporated into routine management mechanisms and is not designated as a standalone material topic for the current reporting year. Its management approach and performance are nevertheless disclosed in relevant sections.
• General Management Topic: A topic that does not meet the materiality threshold and is not integrated into another material topic for disclosure. Such topics continue to be managed through existing systems and are not designated as material topics in this Sustainability Report.

The Following Specialized Assessments Are Managed Separately from the Material Topic Assessment

• Climate-related Risks and Opportunities: Climate-related matters identified in accordance with the TCFD framework and IFRS S2 are evaluated based on risk matrix scores and impact/financial materiality levels and are classified as either "Priority Response" or "Routine Monitoring."
• High-Risk Items: Enterprise risks identified as requiring priority management under the Company's Risk Management Guidelines, based on a combined assessment of likelihood, impact severity, and the effectiveness of existing controls.
• High-Priority Human Rights Risks: Human rights issues prioritized based on their likelihood of occurrence and scale/scope of impact, and incorporated into the management of relevant material topics.

2.5.1 Process for Identification of Material Issues

TCI conducts a material topic analysis annually to identify both the financial impacts of sustainability issues on the Company's operations and the external impacts of the Company's operations and value chain on the environment and society. The results serve as the basis for prioritizing material topics, defining the disclosure boundaries of the Sustainability Report, and setting internal sustainability management objectives, while also strengthening communication with stakeholders.
From a risk and opportunity perspective, TCI considers sustainability issues across the three dimensions of economic, environmental, and social matters. The assessment incorporates relevant indicators from the GRI Standards (2021) and the Sustainability Accounting Standards Board (SASB), as well as key disclosure items referenced in international sustainability assessments such as CDP, DJSI, Sustainalytics, and EcoVadis. TCI also considers topics emphasized by international initiatives, the Company's business strategy, and the results of stakeholder engagement, resulting in a list of 23 potential topics.
Representatives from relevant departments on the Sustainability Promotion Committee assess the financial materiality and impact materiality of the 23 potential topics in accordance with the double materiality assessment criteria set out in Section 2.5.3, and determine the appropriate disclosure approach. The results are as follows:

• 21 topics met the materiality threshold: 11 were designated as Standalone Material Topics, 5 were integrated into other material topics because they share management approaches with those topics, and 5 were classified as Topics under Observation because they have already been incorporated into routine management mechanisms.
• 2 topics did not meet the materiality threshold: International Engagement is incorporated into a related topic for integrated disclosure in order to ensure completeness of reporting, while Business Performance is classified as a General Management Topic.

The 13 material topics disclosed externally consist of 11 standalone material topics, together with two consolidated topics: 4.1 Innovative Research and Development and VII. How We Advance Society. In accordance with GRI 3, multiple impacts may be grouped and disclosed under a single material topic. Therefore, the number of topics meeting the materiality threshold does not correspond on a one-to-one basis with the 13 material topics disclosed in the report. For details of the classification of each topic, please refer to Section 2.5.4.

Issues

Economic | 9 items	Environmental | 7 items	Social | 7 items
• Business Performance • Ethical Business Practices • Regulatory Compliance • Risk Management • Supply Chain Management • Customer Relationship Management • Product Quality and Safety • Innovation in Technology and Business Deployment • Innovative Business Models or Products	• Climate Change and Carbon Management • Energy Management • Water Resource Management • Waste Management • Pollution Prevention • Biological and Natural Resources • Green Products	• Labor Rights and Equality • Diverse Employment and Non-Discrimination • Talent Recruitment and Development • Happy Workplace and Employee Care • Workplace Health and Safety Management • Social Participation • International Participation

Process for Identification of Material Topics

Step1: Identification of potential issues	Using the AA1000 Stakeholder Engagement Standard (AA1000 SES), TCI identified six key stakeholder groups: customers, investors, suppliers, employees, communities, and government. The Company also identified stakeholder concerns and consolidated inputs from international sustainability ratings, global initiatives, corporate business strategies, and stakeholder engagement results to develop the list of potential topics.	**23 potential topics (Economic: 9 / Environmental: 7 / Social: 7)**
Step2: Analysis and Evaluation	The Sustainability Promotion Committee, comprising managers from relevant departments, assessed the financial materiality and impact materiality of each of the 23 potential topics in accordance with the double materiality assessment criteria set out in Section 2.5.3.	**21 topics met the materiality threshold (11 standalone / 5 integrated / 5 under observation) + 2 topics did not meet the threshold**
Step3: Approval of Material Issues	In 2025, TCI approved 13 material topics in accordance with the criteria set out in Section 2.5.3, comprising 11 standalone material topics and 2 consolidated material topics. The results were reported by the Sustainability Promotion Committee to the Board of Directors and serve as key annual management priorities for disclosure in the Sustainability Report.	

2.5.2 Material Issues and Value Chains

TCI identifies the primary value chain boundaries of its 13 material topics based on their actual areas of impact, determining whether each topic primarily occurs or generates impacts within the organization, upstream, or downstream. This serves as the basis for defining management responsibilities, disclosure boundaries, and topic-specific management approaches.
For topics spanning multiple stages of the value chain, the classification is determined based on the primary location of impact and the corresponding management responsibility.

	Material Issues (Chapter)	Related GRI Specific Topics	Issue Boundaries		
			Within the Organization	Outside the Organization (Upstream)	Outside the Organization (Downstream)
Economic	3.2 Integrity management	GRI 205 Anti-corruption; GRI 206 Anti-competitive Behavior	◎	○	○
	3.4 Risk management	GRI 201 Economic Performance	◎	○	○
	3.5 Customer relationship management	GRI 416 Customer Health and Safety; GRI 418 Customer Privacy	◎		◎
	3.6 Supply chain sustainability	GRI 308 Supplier Environmental Assessment; GRI 414 Supplier Social Assessment	◎	◎	
	4.1 Innovation and R&D	GRI 201 Economic Performance	◎		◎
Environment	5.1 Climate change and carbon management	GRI 201 Economic Performance; GRI 302 Energy; GRI 305 Emissions	◎	○	○
	5.2 Energy management	GRI 302 Energy	◎	○	○
	5.3 Water Resource Management	GRI 303 Water and Effluents	◎		○
	5.5 Green product	GRI 302 Energy; GRI 306 Waste	◎		○
Social	6.1 Talent employment and cultivation	GRI 404 Training and Education	◎		
	6.2 Equality of labor rights	GRI 405 Diversity and Equal Opportunity; GRI 406 Non-discrimination; GRI 408 Child Labor; GRI 409 Forced or Compulsory Labor; GRI 412 Human Rights Assessment	◎	○	○
	6.4 Occupational Health and Safety Management	GRI 403 Occupational Health and Safety	◎	○	○
	7.1 Social Care	GRI 203 Indirect Economic Impacts	◎		○

◎ Direct impact ○ Indirect impact

2.5.3 Double Materiality Assessment Criteria
TCI' s double materiality assessment framework

TCI' s double materiality assessment framework for material topics is developed based on the concept of double materiality set out in the European Sustainability Reporting Standards (ESRS) issued by the European Financial Reporting Advisory Group (EFRAG) under the Corporate Sustainability Reporting Directive (CSRD). The framework also refers to the analytical logic of Impacts, Risks and Opportunities (IROs) as the basis for assessing potential topics and prioritizing material topics.
Financial materiality refers to the extent to which a topic may affect the Company' s revenue, costs, regulatory compliance, customer relationships, and operational resilience. Impact materiality refers to the extent of the external impacts of the Company' s operations and value chain activities on the environment, society, and human rights. In addition to considering the level of stakeholder concern, each potential topic is comprehensively assessed by the Sustainability Promotion Committee based on these two dimensions to determine whether it should be prioritized for management and disclosure as a material topic.
In conducting the double materiality assessment, TCI also considers the relevant value chain boundaries, including within the organization, upstream, and downstream, in order to identify the principal areas of impact and management responsibility associated with each material topic. Topics that meet the materiality threshold are further linked to the Company' s risk management, annual target-setting, management approaches, and performance disclosures in subsequent sections, serving as an important basis for sustainability management and decision-making.
Following the double materiality assessment, any potential topic rated "High" on either financial materiality or impact materiality is deemed to have met the materiality threshold. Topics rated "Medium" or below on both dimensions are classified as General Management Topics.
Topics that meet the materiality threshold are then classified into three disclosure approaches based on whether their management approaches, performance indicators, and responsible functions are independently established:
• Standalone Material Topic: A topic with an independent management mechanism and identified as a key concern of stakeholders.
• Integrated into Other Material Topics: A topic that shares management mechanisms with another material topic and is therefore disclosed together with that topic.
• Topic under Observation: A topic that has been incorporated into routine management mechanisms and for which no material management gaps were identified during the reporting year; such topics are reviewed annually.

All classifications are reviewed individually by the Sustainability Promotion Committee and reported to the Board of Directors.

Category	Core Assessment Factors	Key Assessment Considerations
Financial Materiality	Revenue, costs, regulatory compliance, customer relationships, operational resilience	Whether the topic may have a significant impact on the Company' s operations and financial performance
Impact Materiality	Environment, society, human rights	Whether the topic may generate significant external impacts on the environment and society
Value Chain Boundary	Within the organization, upstream, downstream	Where the topic primarily occurs or creates impacts across the value chain
Management Linkage	Risk management, annual targets, Sustainability Report disclosure	Whether the topic should be incorporated into management, monitoring, and disclosure mechanisms

2.5.4 Results of the Double Materiality Assessment of Potential Topics

In accordance with the double materiality assessment criteria set out in Section 2.5.3, TCI evaluated 23 potential topics from the perspectives of financial materiality and impact materiality. Taking into account the value chain boundaries, level of stakeholder concern, and management priorities, the Company determined whether each topic met the materiality threshold and the appropriate disclosure approach. The assessment results are presented in the table below.

Potential Topic	Dimension	Financial Materiality	Impact Materiality	Primary Value Chain Boundary	Material	Treatment	Corresponding Disclosure Topic / Section
Business Performance	Economic	Medium	Low	Within the organization	No	General Management Topic	1.4 Operational Overview
Integrity Management	Economic	High	High	Within the organization / Upstream / Downstream	Yes	Standalone Material Topic	3.2 Integrity Management
Regulatory Compliance	Economic	High	Medium	Within the organization	Yes	Topic under Observation	3.3 Legal Compliance
Risk Management	Economic	High	High	Within the organization / Upstream / Downstream	Yes	Standalone Material Topic	3.4 Risk Management
Supply Chain Management	Economic	High	High	Within the organization / Upstream	Yes	Standalone Material Topic	3.6 Supply Chain Sustainability
Customer Relationship Management	Economic	High	Medium	Within the organization / Downstream	Yes	Standalone Material Topic	3.5 Customer Relationship Management
Product Quality and Safety	Economic	High	High	Within the organization / Downstream	Yes	Integrated into another Material Topic (3.5 Customer Relationship Management)	3.5 Customer Relationship Management / 4.3 Product-Centric One-Stop Service
Innovative Technologies and Operational Footprint	Economic	High	Medium	Within the organization / Downstream	Yes	Integrated into another Material Topic (4.1 Innovative Research and Development)	4.1 Innovative Research and Development
Innovative Business Models or Products	Economic	High	Medium	Within the organization / Downstream	Yes	Integrated into another Material Topic (4.1 Innovative Research and Development)	4.1 Innovative Research and Development
Climate Change and Carbon Management	Environmental	High	High	Within the organization / Upstream / Downstream	Yes	Standalone Material Topic	5.1 Climate Change and Carbon Management
Energy Management	Environmental	High	High	Within the organization / Upstream / Downstream	Yes	Standalone Material Topic	5.2 Energy Resource Management
Water Resource Management	Environmental	High	High	Within the organization / Upstream	Yes	Standalone Material Topic	5.3 Water Resource Management
Waste Management	Environmental	Medium	High	Within the organization	Yes	Topic under Observation	5.4 Waste Management
Pollution Prevention	Environmental	Medium	High	Within the organization	Yes	Topic under Observation	5.4 Waste Management
Biodiversity and Natural Resources	Environmental	Medium	High	Upstream / Downstream	Yes	Topic under Observation	7.2 Let's Spark the Future of Our Land — Watersheds, Farmland and Biodiversity
Green Products	Environmental	High	High	Within the organization / Downstream	Yes	Standalone Material Topic	5.5 Green Products
Labor Rights and Equality	Social	High	High	Within the organization / Upstream / Downstream	Yes	Standalone Material Topic	6.2 Labor Rights Equality
Diversity in Employment and Non-Discrimination	Social	Medium	High	Within the organization	Yes	Integrated into another Material Topic (6.2 Labor Rights Equality)	6.2 Labor Rights Equality
Talent Employment and Development	Social	High	High	Within the organization	Yes	Standalone Material Topic	6.1 Talent Employment and Development
Employee Well-being and Care	Social	Medium	High	Within the organization	Yes	Topic under Observation	6.3 Joyful Workplace
Occupational Health and Safety Management	Social	High	High	Within the organization	Yes	Standalone Material Topic	6.4 Occupational Health and Safety
Social Inclusion	Social	Medium	High	Within the organization / Downstream	Yes	Integrated into another Material Topic (VII. How We Advance Society)	VII. How We Advance Society
International Engagement	Social	Low	Medium	Downstream	Yes	Integrated into another Material Topic (VII. How We Advance Society)	VII. How We Advance Society

Financial Materiality:
The extent to which a topic may affect the Company's revenue, costs, regulatory compliance, customer relationships, and operational resilience.
Impact Materiality:
The extent of the external impacts on the environment, society, and human rights arising from the Company's operations and value chain activities.
International Engagement:
Although International Engagement is not independently identified based solely on the double materiality assessment scores, it supports the completeness, external connectivity, and social impact of the Company's social engagement initiatives. It is therefore incorporated into and disclosed together with the material topic "VII. How We Advance Society."

Double Materiality Matrix

The Company assessed 23 potential topics using the two dimensions of financial materiality and impact materiality. Taking into account the level of stakeholder concern, disclosure integration, management priorities, and the existing report structure, the topics were classified into Standalone Material Topics, Topics Integrated into Other Material Topics, Topics under Observation, and General Management Topics.

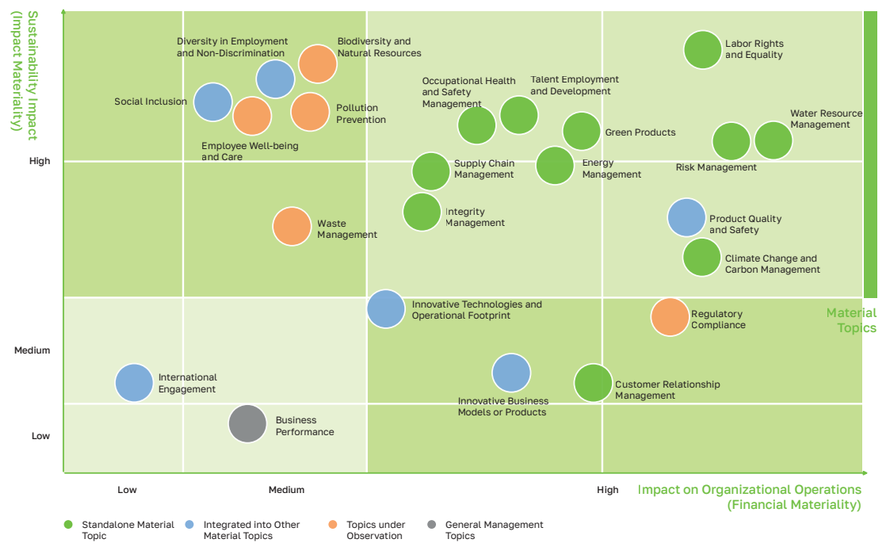
The matrix illustrates the relative positioning of each potential topic across the two materiality dimensions. Topics located in the high financial materiality and high impact materiality area represent the Company's core priorities. Although certain topics are not disclosed as standalone material topics, they remain closely related to other material topics and are therefore incorporated into the relevant sections for integrated disclosure and management.

It should also be noted that the matrix positions all 23 potential topics. Accordingly, in addition to Standalone Material Topics, the matrix also includes topics that are integrated into other material topics or classified as Topics under Observation. Therefore, the number of topics shown in the matrix as meeting the materiality threshold does not correspond on a one-to-one basis with the 13 material topics ultimately disclosed externally.

The materiality threshold is defined as follows: a topic is considered to have met the materiality threshold if either its financial materiality or impact materiality is rated "High." The final disclosure approach is then determined in accordance with the criteria set out in Section 2.5.3.

Assessment Criteria: A topic is considered material if either its financial materiality or impact materiality is rated High. The axes use three categorical levels—Low, Medium, and High—rather than continuous quantitative scores. The position of each bubble within a category is arranged solely to avoid label overlap and does not represent ranking or differences in scores within that category.

Data Source: Stakeholder engagement and internal impact assessments. Assessment Year: 2025.



Legend Description

- Standalone Material Topic: A topic ultimately identified as a material topic of the Company and disclosed and managed independently.
- Integrated into Other Material Topics: A topic that shares the same management approach, indicators, or responsible functions with another material topic and is therefore incorporated into that topic for integrated disclosure.
- Topic under Observation: A topic that has met the materiality threshold and has been incorporated into routine management mechanisms. As no material management gaps were identified during the reporting year, it is not disclosed as a standalone material topic at this stage and will be reviewed annually.
- General Management Topic: A topic that does not meet the materiality threshold and is not integrated into another material topic. It continues to be managed through existing systems and is disclosed, where relevant, in the corresponding sections of the report.

2.5.5 Linkage Between Material Topic Management and Governance

For topics identified as material topics, TCI not only treats them as key areas of disclosure in its Sustainability Report, but also incorporates them, as appropriate, into Board oversight and Sustainability Promotion Committee monitoring to strengthen the linkage between material topics and business management.

Each material topic is managed by the responsible functional unit, which develops relevant management approaches and implementation measures according to the nature of the topic. Where appropriate, these are further linked to the Company's risk management, annual target-setting, and performance monitoring mechanisms.

Material Topic	Corresponding Section	Key Management Approach
Integrity Management	3.2 Integrity Management	Maintain a zero-tolerance approach to corruption, bribery, conflicts of interest, and insider trading, supported by internal systems, contractual provisions, and employee training.
Risk Management	3.4 Risk Management	Identify, assess, and respond to material risks in accordance with the Risk Management Guidelines, with tiered oversight by the Risk Management Team, Sustainability Promotion Committee, and Board of Directors.
Customer Relationship Management	3.5 Customer Relationship Management	Maintain customer trust and long-term partnerships through customer satisfaction management, customer privacy protection, and timely response mechanisms.
Supply Chain Sustainability	3.6 Supply Chain Sustainability	Manage supply chain sustainability risks through the Supplier Code of Conduct, ESG self-assessments, annual evaluations, and on-site audits.
Innovative Research and Development	4.1 Innovative Research and Development	Continue investing in R&D, patents, and smart manufacturing to strengthen product differentiation and commercialization capabilities.
Climate Change and Carbon Management	5.1 Climate Change and Carbon Management	Manage transition and physical climate risks in line with the Task Force on Climate-related Financial Disclosures (TCFD) framework, while advancing carbon reduction and renewable energy targets.
Energy Resource Management	5.2 Energy Resource Management	Reduce energy consumption and exposure to energy cost risks through energy efficiency measures and increased use of renewable energy.
Water Resource Management	5.3 Water Resource Management	Reduce freshwater withdrawal, increase water recycling and reuse, ensure effluent quality, and strengthen response capabilities for water supply disruptions, while extending water management from TCI's own operations to watersheds and the supply chain.
Green Products	5.5 Green Products	Integrate green design, circular packaging, low-carbon solutions, and sustainable raw materials to enhance the environmental value and market competitiveness of products.
Talent Employment and Development	6.1 Talent Employment and Development	Strengthen organizational capabilities through recruitment, training, talent development, and key talent retention mechanisms.
Labor Rights Equality	6.2 Labor Rights Equality	Manage human rights risks relating to employees and the supply chain in accordance with TCI's Human Rights Policy and principles of equality and non-discrimination.
Occupational Health and Safety	6.4 Occupational Health and Safety	Operate an occupational health and safety management system and reduce occupational injury and disease risks through hazard identification, risk assessment, training, and incident investigation mechanisms.
Social Engagement	VII. How We Advance Society	Leverage TCI's core capabilities to advance philanthropy, education, ecological conservation, and community inclusion, creating positive social impact.

Figure: A View of TCI' s Golden Mountain Park

III.

HOW WE GOVERN

3.1 Enhancing the Functions of the Board of Directors

3.2 Integrity Management

3.3 Legal Compliance

3.4 Risk Management

3.5. Customer Relationship Management

3.6 Supply Chain Sustainability

3.7 Information Security Management

3.1 Enhancing the Functions of the Board of Directors

3.1.1Board Member Diversity and Professionalism

TCI stipulates in its Nomination Committee Charter and Procedures for Election of Directors that the selection of directors shall take into consideration the diversity of Board members' professional knowledge, skills, experience, gender, and other backgrounds. In accordance with Article 192-1 of Taiwan's Company Act, shareholder perspectives are also incorporated into the nomination process for members of the highest governance body. In addition, the Corporate Governance Officer attends meetings of both the Nomination Committee and the Board of Directors to help ensure the independence of director candidates. No directors have spousal relationships or relationships within the second degree of kinship with one another.

TCI's Board of Directors consists of 3 directors and 4 independent directors, each serving a three-year term, with an average tenure of 6.71 years. Among the 7 directors, 3 are women, including 1 female independent director and 2 female institutional representative directors, representing 42.86% of the Board. Board members possess diverse professional and practical experience in areas including business management, accounting, economics, biomedicine, and industry and market expertise. The overall mix of Board competencies is aligned with the Company's operational development needs and strategic objectives, enabling the Board to provide timely and effective advice for decision-making.

To avoid conflicts of interest, Board members comply with TCI's Rules of Procedure for Board of Directors Meetings. Where a director or managerial officer conducts, on behalf of themselves or others, activities falling within the Company's scope of business, or where a potential conflict of interest may arise, the matter shall be handled in accordance with the applicable Board procedures.

In addition to specific professional expertise and knowledge, the composition of the Board also takes into account broader capabilities such as business judgment, leadership, crisis management, and international perspective, thereby strengthening the oversight capabilities of the Company's highest governance body.

In accordance with the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE- and TPEx-Listed Companies, newly appointed directors are generally expected to complete at least 12 hours of continuing education in the year of appointment and at least 6 hours annually from the following year onward, while reappointed directors are expected to complete at least 6 hours annually during their term of office. All TCI directors met these requirements in 2025.

In line with industry trends and the Company's business strategy, the topics covered in directors' continuing education in 2025 included how Board functions can advance corporate sustainability, social responsibility, and corporate governance; risks arising from the development of AI in the market; and risk management for major corporate transactions.

Education and Training of Directors

Position	Name	Newly appointed or reappointed	Hours
Chairman	Yung-Hsiang Lin	Reappointed	6 hours
Director	Pi-Shu Li	Reappointed	6 hours
Director	Ching-Ting Chen	Reappointed	6 hours
Independent director	Shu-Min He	Reappointed	6 hours
Independent director	Sung-Yuan Liao	Reappointed	6 hours
Independent director	Chen-Yi Kao	Reappointed	6 hours
Independent director	Yun-Peng Zhang	Reappointed	6 hours

Evaluation Items of the Board of Director' s Performance by an External Organization

1. Composition of the Board of Directors
2. Guidance from the Board of Directors
3. Authorization of the Board of Directors
4. Supervision of the Board of Directors
5. Communication of the Board of Directors
6. Internal Control and Risk Management
7. Self-discipline of the Board of Directors
8. Others (Board of Directors meetings, support systems, etc.)

In accordance with the Company's Board Performance Evaluation Rules, which provide that a Board performance evaluation should be conducted by an external professional independent institution or a team of external experts and scholars at least once every three years, TCI commissioned the Taiwan Institute of Ethical Business and Forensics on July 22, 2024 to conduct an external Board performance evaluation. The interview process was completed on January 20, 2025, and the evaluation results were reported to the Board of Directors on February 26, 2025. The next external performance evaluation is scheduled for 2027, in line with the three-year cycle.

In addition, TCI has established the Rules for Self-Evaluation or Peer Evaluation of the Board of Directors, under which an internal Board performance evaluation is conducted at least once a year. The internal evaluation is carried out through self-assessment questionnaires.

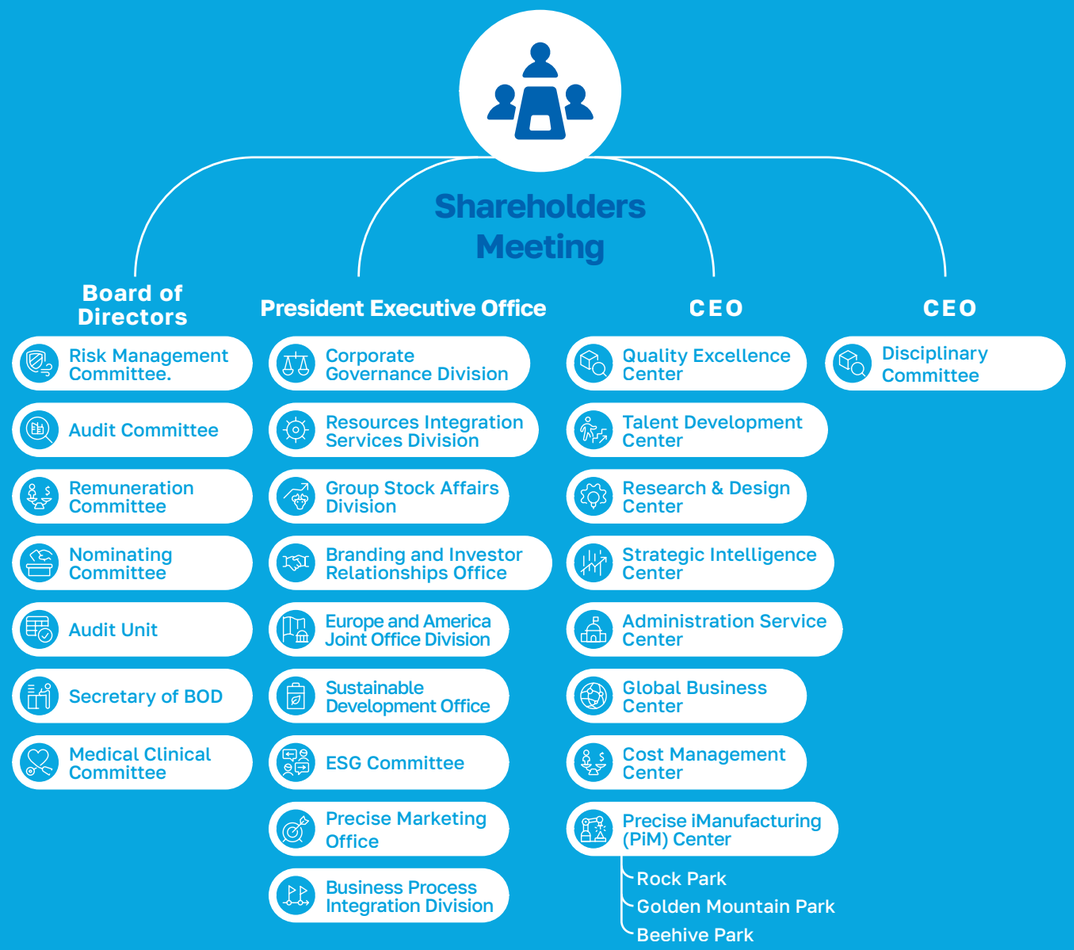
Areas Covered by the External Board Performance Evaluation

3.1.2 Board Structure and Functional Committees

The Structure of the Board of Directors and Functional Committees

	Responsibilities	Frequency of meetings
Audit Committee The Audit Committee consists of 4 ndependent directors.	The Audit Committee plays a pivotal role in supporting the Board by overseeing the Company's accounting, auditing, financial reporting processes, and financial controls to ensure their quality and integrity. It evaluates various matters such as financial reports, audit and accounting policies, internal control systems, significant asset or derivative transactions, loans and endorsements, issuance of securities, regulatory compliance, related party transactions, conflict of interest issues, employee grievances, fraud investigations, corporate risk management, and appointments or dismissals of certified public accountants, financial officers, and internal audit officers. Through its thorough examination and assessment of these critical areas, the Audit Committee helps uphold transparency, accuracy, and compliance within the Company's financial operations, safeguarding the interests of stakeholders and ensuring accountability at all levels.	At least 1 regular meeting per quarter, with online participation also counted towards attendance. A total of 6 meetings convened in 2025, with an average attendance rate of 100%.
Nominating Committee The Nominating Committee consists of the Chairman and 4 independent directors.	1. The Committee sets forth criteria encompassing expertise, skills, experience, and gender diversity essential for board members, supervisors, and senior managers. It undertakes the task of identifying, assessing, and nominating suitable candidates for directorial, supervisory, and senior management roles. 2. The Committee is tasked with shaping and refining the structure of the Board of Directors and its subcommittees. It conducts periodic performance evaluations of the Board, its committees, directors, and senior management, while also assessing the independence of independent directors. 3. The Company's "Nominating Committee" adopts the "Candidate Nomination System." In accordance with this system, the Nominating Committee reviews proposed candidate lists for directors and independent directors. Subsequently, the lists are deliberated upon in Board meetings before being presented for election at shareholders' meetings.	A total of 2 meetings convened in 2025, with an average attendance rate of 88%.
Remuneration Committee The Remuneration Committee consists of 4 independent directors.	1. Develop and periodically review performance evaluation criteria, annual and long-term performance objectives, as well as policies, systems, standards, and structures governing the compensation of directors, supervisors, and management personnel within the Company. 2. Conduct regular assessments of the performance of the Company's directors, supervisors, and management team, and determine the substance and level of their remuneration in alignment with the results derived from the performance evaluation criteria.	A total of 4 meetings convened in 2025, with an average attendance rate of 100%.
Risk Management Committee The Risk Management Committee consists of the Chairman and 4 independent directors.	1. Review the risk management policy. 2. Assess the appropriateness of the risk management framework. 3. Examine significant risk management strategies, including risk appetite or tolerance. 4. Review management reports on significant risk issues and oversee improvement mechanisms. 5. Provide regular reports to the Board on the implementation status of risk management.	A total of 1 meetings convened in 2025, with an average attendance rate of 100%.

3.1.3 Corporate Governance Structure



3.1.4 Significant Issues Reported to the Board of Directors

Stakeholder Communication

In managing stakeholder concerns, TCI's ESG Committee actively gathers feedback through various channels, including surveys, meetings, emails, and more. This comprehensive approach ensures open and diverse communication avenues. Stakeholder suggestions and expectations are carefully considered and reported to the ESG Committee, serving as vital inputs for shaping operational and sustainable development strategies. The outcomes of stakeholder engagement serve as crucial benchmarks for refining our strategies. For detailed information on stakeholder communication in 2025, please refer to section 2.4 Stakeholder Engagement.

Intellectual Property Management Plan

Intellectual property is an important intangible asset of the Company, while trade secrets are a critical source of competitive advantage. To continuously create and protect the value of its intellectual property and maximize the benefits derived from its intangible assets, TCI has established an Intellectual Property Management Plan aligned with its business objectives. The plan encompasses both an intellectual property rights management system and a trade secret protection and management system.
In 2025, TCI reported its intellectual property management performance to the Board of Directors. As of 2025, the Company had filed a total of 73 patent applications worldwide, of which 29 patents had been granted. No material irregularities or significant issues related to intellectual property management were identified during the year.

Risk Management Policy

In an effort to enhance corporate governance, uphold the proper functioning of the Company, and facilitate sustainable development, TCI developed the "Risk Management Regulations" in 2021. These regulations were subsequently approved by the Board of Directors and effectively implemented. For a detailed overview of our risk management initiatives, please consult section 3.4 titled "Risk Management."

Internal Audit Reports

The Company engages auditors certified as internal auditors in the Republic of China and Certified Internal Auditors (CIA) to produce quarterly internal audit reports for the directors.

Board of Directors and Key Management Succession Plan

In addressing the Board of Directors' succession plan, TCI focuses on nurturing senior management individuals for potential inclusion in the Board. This process involves equipping them with a comprehensive understanding of the Board's responsibilities, operations, regulatory compliance, and various business sectors within the Group. Job rotations are employed to deepen their industry expertise. Presently, the Group boasts a considerable number of senior management professionals who have undergone relevant education and training, thereby constituting a substantial talent pool for future directorship roles. Moreover, to ensure diversity, the Company limits the number of directors who concurrently hold managerial positions to no more than one-third. Priority is given to candidates from diverse gender backgrounds possessing the requisite knowledge, skills, and attributes essential for effective Board performance.

2025 Board of Directors and Key Management Succession Plan

Item	Number of people
Board of Directors' responsibilities and compliance Course	8
Business management related training	178
Management level interdepartmental job rotation	30
Number of Total	216

3.2 Integrity Management

At TCI, integrity stands as the cornerstone of our business ethos. We maintain a steadfast commitment to upholding the highest standards of conduct, with zero tolerance for corruption, malfeasance, or bribery. Our entire team, including employees and directors, strictly adheres to regulatory frameworks such as the Company Act, the Securities and Exchange Act, and the Business Entity Accounting Act. Furthermore, we have implemented robust measures including the Integrity Management Code, the Code of Conduct for Directors and Management, Integrity Procedures and Guidelines, and Management Measures for Preventing Insider Trading and Handling Internal Critical Information. These initiatives underscore our dedication to operating with integrity and professionalism at all times.

Key Actions

1. Enter into official agreements with external suppliers and business partners, ensuring the inclusion of integrity management clauses and terms.
2. Within the company, we have instituted the Integrity Management Code and Integrity Procedures and Guidelines.
3. All full-time employees are required to acknowledge and adhere to these guidelines.
4. Facilitate integrity management education and training programs for all staff members.

2025 Performance

1. Achieve zero instances of business violations related to integrity management regulations and conflicts of interest.
2. Ensure 100% participation in integrity management education and training among employees.
3. Attain a 100% completion rate for the signing of Integrity Procedures and Guidelines by full-time employees.

2026 Target

1. Sustain zero occurrences of business violations concerning integrity management regulations and conflicts of interest.
2. Maintain a 100% participation rate in employee integrity management education and training.
3. Ensure that 100% of full-time employees sign the Integrity Procedures and Guidelines.

3.2.1 Integrity Management Policy

TCI is fully committed to adhering to both international and domestic laws and regulations governing anti-corruption and anti-bribery practices. Upholding integrity as the cornerstone of our business operations, we maintain a zero-tolerance policy towards any form of violation or misconduct. Internally, TCI has established comprehensive management rules and regulations pertaining to integrity management, serving as guiding principles for employees and subject to regular audits by the Audit Office. Externally, we mandate that suppliers and partners agree to "contractual integrity clauses," enforcing stringent standards of anti-corruption and anti-bribery policies as essential prerequisites for collaboration. By implementing these measures, we aim to eradicate corruption and bribery at their roots and uphold the highest ethical standards in all our dealings.
In 2025, our company conducted anti-corruption audits across 100% of its global operations (including Taipei Headquarters, Pingtung Precise iManufacturing Center (Rock Park), Shanghai Precise iManufacturing Center (Golden Mountain Park), and other offices in China, as well as other overseas offices) , and no significant corruption risks or incidents were identified.

Integrity Management Policy

- TCI prohibits any bribery.
- TCI prohibits any unlawful political donation.
- TCI prohibits any improper donation or sponsorship.
- TCI prohibits the offering or acceptance of any unreasonable gift, unreasonable hospitality, or any improper benefit.
- TCI prohibits the leakage of trade secrets to protect customer data.
- TCI prohibits insider trading.
- TCI prohibits deception, misleading, fraud, and any behavior that undermines consumer trust and harms consumer rights.
- Directors and managers shall abide by the principles for avoidance of conflict-of-interest infringement regarding personal interests related to business affairs.
- TCI conducts necessary background checks on our customers, suppliers, and other stakeholders to avoid dishonest behavior that could damage the Company's interests.
- TCI prohibits directors, managers, employees and other insiders from using company property, non-public information or gaining illegal benefits by virtue of their position, and ensures that employees do not engage in fraud, misconduct or other misconduct.
- TCI prohibits directors, managers, employees and other insiders from engaging in or instructing others to engage in any illegal or unethical behavior for any reason
- Directors, managers, and employees must adhere to integrity and disciplinary standards, and clearly define the code of conduct for employee behavior.

Management Regulations

《Integrity Management Code》
《Code of Conduct of Directors and Management》
《Integrity Procedures and Guidelines》
《Management Measures for Preventing Insider Trade and Processing Internal Critical Information》

Integrity Management Education and Training

TCI mandates that all new employees partake in an 8-hour training program for new employee orientation. This program includes a 1-hour seminar on integrity and ethics, ensuring a 100% participation rate among new employees. Moreover, TCI periodically provides comprehensive integrity management courses to our staff. In 2025, TCI offered an integrity management course encompassing various subjects including legal matters, taxation, business transactions, and confidentiality, totaling 1,492 training hours with 746 participants.

3.3 Legal Compliance

Understanding of Regulations

TCI upholds compliance with all pertinent regulations through its specialized departments. These departments diligently monitor the evolving landscape of laws and regulations to ensure alignment of the Company's business and production activities with regulatory standards. They proactively make operational adjustments and develop countermeasures in response to updates or new legislations. Moreover, TCI conducts both regular and ad-hoc online and in-person training sessions, ensuring that employees are well-informed. Additionally, the Company promptly updates its intranet site with relevant information to facilitate seamless and comprehensive compliance with laws and regulations.

Legal Aspects	Laws	Tracking Unit
Company Management and Governance	The Company Act, the Securities and Exchange Law, Trade Secrets Act, and the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies formulated by the Taipei Exchange.	President Executive Office, Group Stock Affairs Division, Corporate Governance Division, Audit Unit, International Legal Intellectual Property Office
Labor	Labor Standards Act, Labor Pension Act, Regulations of Leave-Taking of Workers, Labor Insurance Act, Employment Insurance Act, Occupational Safety and Health Act, Act for Protecting Worker of Occupational Accidents, National Health Insurance Act, Act of Gender Equality in Employment, Employment Service Act	Talent Development Center, Corporate Governance Division, Precise iManufacturing (PiM) Center, International Legal Intellectual Property Office
Environmental Protection	Waste Disposal Act, Resource Recycling Act, Air Pollution Control Act, Noise Control Act, Water Pollution Control Act	Precise iManufacturing (PiM) Center, Corporate Governance Division, International Legal Intellectual Property Office
Quality Safety	Act Governing Food Safety and Sanitation, Cosmetic Hygiene and Safety Act, Patent Act, Trademark Act, Civil Code, Consumer Protection Act, Personal Data Protection Act	Quality Excellence Center, Corporate Governance Division, International Legal Intellectual Property Office

Legal Compliance Implementation

In 2025, TCI was not subject to any warnings or penalties from regulatory authorities due to material violations of laws related to corporate governance, labor practices, environmental protection, quality and safety management, or human rights. Additionally, there were no incidents involving insider trading by executives, nor any complaints from clients regarding breaches of personal privacy.

Non-Compliance Record (Material non-compliance incidents are disclosed in the table below.)

Non-Compliance Category	Penalty Amount
Environmental Protection	None
Labor	None
Human Rights	None
Quality Safety (Product Recall)	None
Equipment Control	None

Note: TCI defines a "material" event as one that may have a significant impact on shareholder interests or the company' s stock price. No material regulatory violations occurred in 2025. The incidents disclosed in this table are presented to align with the information disclosed in TCI' s annual shareholder report.

3.4 Risk Management

TCI has developed Risk Management Regulations to effectively manage enterprise-level risks and consistently enhance our risk management framework, thereby ensuring the stability of the company's operations.

13 CLIMATE ACTION

Key Actions

1.Recognizes, assesses, and addresses risks in alignment with our internal Risk Management Regulations.
2.Forms a dedicated risk management subgroup within the ESG Committee to spearhead discussions on risk-related matters.
3.Ratified the creation of a board-level risk management committee, 1 meeting was held in 2025.

2025 Performance

1. Invest NT$39 million in capital expenditures to address potential climate-related risks.
2. Adjust financial risk by managing the proportion of foreign currency liabilities relative to foreign currency assets, and hedge funds across different regions.

2026 Target

1. 10 % increase in capital expenditures for climate risk.
2. Identify 8 significant potential risks within the five major categories of global risks.

3.4.1 Risk Management Policy

The purpose of risk management is to effectively identify and manage internal and external factors that may affect the Company’s business strategies and performance. To strengthen corporate governance and ensure sound operations and sustainable development, TCI has established its Risk Management Guidelines with reference to the ISO 31000:2018 Risk Management Guidelines issued by the International Organization for Standardization (ISO). These Guidelines serve as the basis for managing and implementing various types of risk management activities. Within an acceptable level of risk exposure, TCI seeks to prevent potential losses, enhance shareholder value, and optimize the allocation of corporate resources.
In accordance with the Risk Management Guidelines, TCI’s risk management scope covers market risk, credit risk, liquidity risk, hazard risk, operational risk, legal risk, and other risks that may result in material losses.
TCI’s risk management governance structure comprises the Board of Directors, Office of the President, business units, and Internal Audit Office. The Board of Directors is the highest decision-making body for risk management and is responsible for approving the Company’s risk management policies and framework, fostering a risk management culture, and assuming ultimate responsibility for overall risk management.
The Office of the President is responsible for organizing and planning the Company’s overall risk management activities. Heads of individual business units are responsible for analyzing, assessing, and monitoring risks within their respective areas, and for ensuring the effective implementation of relevant controls and procedures. The Internal Audit Office, acting as an independent oversight function, conducts internal control assessments and internal audits and provides recommendations for improvement when appropriate.
losses and enhance the optimization of the Company's resource allocation.

Risk Management Process

The Risk Management Regulations oversee the company's risk management process across three tiers of management, encompassing risk detection and assessment, operational execution, and review procedures.

(1) Chaired by the Chairman, the ESG Committee evaluates risk warning mechanisms and response plans presented by operational departments. Upon resolution approval, the Chairman directs relevant departments, beyond the one identifying the risk, to collaborate on an interdepartmental risk response, mitigating potential impacts on the Company's overall operations. All directors, including non-executive directors, receive risk management training annually, comprising 3–6 hours of courses. Furthermore, the Internal Audit Department conducts annual audits on established response plans to ensure the efficacy of the risk alert mechanism.

(2) The supervisor of each operational department reports identified risks to the ESG Committee's Risk Management Team. Upon receipt, this team conducts an initial assessment of risks and proposed response plans, offering recommendations for discussion with the department. Subsequently, the Chief Sustainability Officer reports findings to the ESG Committee.

(3) Operating departments, serving as the primary risk controllers, identify and evaluate short, medium, and long-term risks associated with their business activities. Qualitative or quantitative risk assessments are conducted, leading to the formulation of preliminary risk warning mechanisms and response plans based on assessment outcomes.

In terms of risk identification and opportunity assessment, TCI not only identifies risks related to finance, regulatory compliance, supply chains, information security, and business operations based on the day-to-day activities of each functional unit, but also incorporates inputs from the Sustainability Promotion Committee, stakeholder engagement, and material topic assessment results.
The review further takes into account changes in the external environment, customer requirements, international initiatives, key sustainability rating criteria, and industry trends, enabling the Company to identify emerging risks and opportunities in a more comprehensive manner.

3.4.2 Risk Management List

TCI' s management of material topics and risks goes beyond simply listing individual topics or risk items. Instead, the Company follows a structured management logic of “Identification – Assessment – Prioritization – Response – Monitoring.”
At the risk and opportunity identification stage, TCI considers a broad range of internal and external factors, including internal operating conditions, risk inventories conducted by individual departments, stakeholder concerns, material topic assessment results, industry and market developments, regulatory and customer requirements, and key focus areas of international sustainability ratings and initiatives. These inputs are used to identify the principal risks and opportunities that may affect the Company' s operations and long-term development.

For risk assessment, TCI conducts risk identification and evaluation in accordance with its Risk Management Guidelines, with individual business units applying qualitative or quantitative assessment methods depending on the nature of the risk. The material topic assessment also incorporates references from international sustainability ratings and initiatives, including CDP, DJSI, Sustainalytics, and EcoVadis, together with engagement results from the Company’s six major stakeholder groups. These inputs are used to assess the level of stakeholder concern and the extent of potential impacts, serving as important inputs into the overall risk and opportunity assessment process.

TCI' s existing material topic assessment framework incorporates five impact factors: revenue, operational risk, customer and partner relationships, environmental impact, and social impact. This allows the materiality assessment to connect both business considerations and sustainability impacts.
In determining materiality and management priorities, TCI evaluates major risks based on a combination of likelihood of occurrence, severity of impact, and the effectiveness of existing controls. Responsible units first assess the inherent risk of each event based on its likelihood and potential impact on areas including finance, operations, regulatory compliance, supply chains, the environment, and society, and then consider the effectiveness of existing controls to evaluate the remaining level of risk exposure. The resulting assessment is used to determine the risk level and management priority.
Topics that have a high potential operational impact, attract significant stakeholder concern, or may affect the Company' s medium- to long-term resilience are prioritized as major risks or key management matters. This approach extends TCI’s existing materiality assessment and risk management processes and strengthens the linkage among material topics, major risks, and business decision-making.

For management strategies and mitigation measures, each business unit develops preliminary early-warning mechanisms and response plans based on the results of the risk assessment. These plans are reviewed by management and, where necessary, implemented through cross-functional collaboration, while the Internal Audit Office monitors the effectiveness of relevant control mechanisms.
Risk response measures include, but are not limited to:
• Financial risks: foreign exchange hedging and liquidity management;
• Supply chain risks: development of secondary suppliers and procurement diversification;
• Information security risks: ISO 27001-based management and cybersecurity drills;
• Compliance risks: regulatory monitoring and updates to internal policies and procedures; and
• Climate-related risks: energy management, renewable energy deployment, water resource management, supply chain decarbonization, and the development of low-carbon products and packaging.

For material risk items, TCI conducts regular reviews, internal audits, and management-level evaluations to continuously monitor the effectiveness of controls and progress of corrective actions, thereby strengthening the Company’s operational resilience and overall risk management maturity.

Risk Area	Risk Category	Risk Factor	Attribute: Strategic / Operational	Risk Assessment and Mitigation Measures	Likelihood and Trend	Risk Severity
Financial Resilience Management	Financial Risk	Foreign Exchange Risk	Strategic / Operational	TCI uses the U.S. dollar as its primary functional currency. As its products are sold in 68 countries worldwide, exchange rate fluctuations may result in foreign exchange losses and volatility in future cash flows. To mitigate this risk, the Company uses forward foreign exchange contracts for hedging purposes.	Low–Medium	Low
Customer Credit and Accounts Receivable Management		Credit Risk	Operational	Customers granted credit may delay payments or default, affecting accounts receivable and cash flow. TCI generally requires prepayment before shipment for both domestic and overseas customers. For the limited number of customers granted credit terms, the responsible unit evaluates their overall financial condition and business relationship before credit approval. The Company also arranges accounts receivable insurance, recognizes appropriate credit impairment provisions in its financial statements, and reviews credit risk prudently through weekly management meetings.	Low–Medium	Low
Funding and Liquidity Management		Liquidity Risk	Strategic / Operational	Improper management of short-, medium-, and long-term funding needs and borrowing limits may reduce operational flexibility. TCI has maintained a strong and healthy cash position over the years. Borrowing limits are strictly controlled by the Finance Department and the Chairman, while short-, medium-, and long-term funding requirements are reviewed and reported to the Board on a quarterly basis.	Low–Medium	Low
Sustainable Supply Chain Management	Supply Chain Risk	Shortage or Disruption of Raw Material Supply	Strategic / Operational	Supply may be disrupted due to regional constraints, lead times, production capacity, or shortages of critical materials, affecting production and delivery. TCI uses an online platform to transmit short- and medium-term demand forecasts to suppliers in real time, helping shorten lead times and reduce supply risks. Procurement contracts and purchase orders include standard clauses governing specifications, quality, and delivery obligations. TCI also diversifies sourcing countries and ensures that secondary suppliers are available for critical raw materials to address potential shortages. Critical raw materials are primarily sourced through direct procurement, enabling long-term partnerships and mutually beneficial supplier relationships.	Medium–High	Medium–High
Information Security Management	Information Security Risk	Phishing Threats / Cybersecurity Incidents	Operational	Phishing emails, malicious links, or account compromises may lead to data leakage, system disruption, or business interruption. TCI maintains ISO 27001 certification and has established an information security management system and policies based on its internal management needs. The Company also conducts regular cybersecurity drills and awareness activities to strengthen employees' information security awareness.	Medium–High	Medium
Climate and Energy Management	Climate Transition Risk	Competition for Renewable Energy Certificates	Strategic / Operational	Under TCI' s 2030 RE100 commitment, insufficient self-generated renewable electricity may require the Company to compete with other enterprises for limited renewable electricity or certificates, resulting in higher costs. TCI has identified this as a short- to medium-term climate transition risk. Management measures include developing self-owned renewable energy generation facilities and implementing greenhouse gas reduction projects. TCI maintains a long-term carbon footprint management plan and implements internal decarbonization actions in line with its reduction targets. Voluntary GHG inventories, low-carbon product development, and climate-related due diligence across the supply chain also support the management of transition risks.	Medium–High	Medium–High
Climate and Carbon Cost Management	Climate Transition Risk	Carbon Fee / Carbon Pricing	Strategic / Operational	The implementation of carbon fees or similar carbon pricing mechanisms may increase operating costs and pressure for decarbonization investment. TCI has identified carbon fees as a policy and regulatory risk and incorporated them into priority climate risk management; management priorities are detailed in Section 5.1. The Company maintains a long-term carbon footprint management plan, implements internal decarbonization initiatives based on reduction targets, conducts voluntary GHG inventories, develops low-carbon products, and carries out climate-related due diligence across the supply chain.	Medium–High	Medium–High
Business Continuity and Climate Resilience	Climate Physical Risk	Operational / Production Disruption Caused by Extreme Weather	Operational	High temperatures, heavy rainfall, typhoons, power outages, or facility damage may affect production capacity, shipments, and operational resilience. TCI conducts scenario-based emergency response drills in accordance with its Risk Management Guidelines, strengthens Company-wide agile response mechanisms, and reinforces crisis response procedures at each production site. All operating and manufacturing sites are equipped with essential disaster-preparedness supplies for emergency situations.	Medium–High	Medium–High
Water Resource Management	Climate Physical Risk	Water Scarcity or Water Quality Fluctuations	Operational	Water shortages or unstable water availability may affect production, cleaning processes, quality, and operating costs. TCI reduces dependence on freshwater withdrawal and enhances process water resilience through steam condensate recovery, rainwater harvesting, RO concentrate recovery, reclaimed water reuse, smart water metering, and effluent recovery planning. The medium- and long-term targets are to reduce water intensity by 25% by 2030 and 35% by 2050 compared with the 2022 baseline.	Medium	Medium
Regulatory Compliance and Market Access	Regulatory / Strategic Risk	Rapid Regulatory Changes	Strategic / Operational	Changes in domestic and international sustainability, climate, product, and supply chain regulations may increase compliance costs and affect customer requirements and market access. TCI has designated responsible units to monitor regulatory developments relating to corporate governance, labor relations, environmental protection, quality, and safety. Each unit continuously tracks regulatory amendments and adjusts internal procedures accordingly. The Company also provides regular and ad hoc online and in-person compliance training and communicates regulatory updates through its internal website. For market access, TCI incorporates regulatory compliance and market-entry support into product design, manufacturing, and commercialization processes, assisting customers with market authorization, product registration, and certification applications across different jurisdictions. This helps reduce compliance costs and market-entry risks arising from changes in product, packaging, labeling, supply chain, and sustainability regulations.	Medium–High	Medium–High

Risk Likelihood and Trend: The likelihood or frequency of the risk occurring during the assessment period × the severity of its impact on the Company if the risk occurs.
Risk Severity: The final risk rating determined after considering both the inherent nature of the risk and the effectiveness of existing controls.

Emerging Risks

Effective risk management requires the ability to dynamically adjust to changing conditions and should encompass the identification, assessment, and response to both risks and opportunities. Through its existing risk management framework and processes, TCI continuously reviews changes in the external environment and internal operating conditions to ensure that its risk management mechanisms remain timely, effective, and strategically relevant.

TCI identifies emerging risks from both external and internal risk sources. External risk sources include changes in international regulations and policies, global climate transition trends, technological developments, cybersecurity threats, customer and market requirements, supply chain changes, and geopolitical risks. Internal risk sources include operational activities relating to product development, manufacturing operations, information systems, raw material procurement, quality management, and customer service.

When assessing emerging risks, TCI primarily considers the following dimensions:

Assessment Dimension	Description
Risk Source	Whether the risk arises from global trends, regulatory changes, technological developments, climate transition, supply chain changes, or customer requirements
Time Horizon	Classification as short-, medium-, or long-term based on the expected timeframe in which impacts may occur
Potential Impact	Assessment of potential impacts on business interruption, financial costs, supply chain stability, regulatory compliance, customer trust, and corporate reputation
Controllability	Assessment of whether the Company can reduce the risk through systems, processes, investments, training, or cross-functional management
Strategic Relevance	Assessment of whether the risk may affect the Company's long-term growth, product competitiveness, global market footprint, or achievement of sustainability targets

TCI incorporates emerging risks into its overall risk management process. Relevant responsible units conduct the initial identification and assessment and, depending on the nature of the risk, report the findings to the Sustainability Promotion Committee and other relevant management meetings for discussion.

For emerging risks with significant potential impacts, the Company develops appropriate management measures, assigns responsible functions, and monitors implementation progress. Where necessary, such risks are also incorporated into the annual risk review, Sustainability Report disclosures, and matters reported to the Board of Directors.

Key Emerging Risks Identified by TCI

1. Increasingly Complex Cyber Environment and Advanced Cyber Threats

As TCI continues to expand its use of digital operations, cloud-based systems, supply chain data exchange, and emerging technologies such as Artificial Intelligence (AI), the cybersecurity risks facing the Company are becoming increasingly complex. Advanced persistent threats, cyber espionage, malware, data breaches, and supply chain cybersecurity incidents may affect not only TCI, but also the broader operating ecosystem comprising its suppliers, customers, and business partners.

If these risks are not effectively managed, they may result in business interruption, leakage of confidential information, supply chain delays, loss of business opportunities, regulatory compliance risks, and reputational damage.

To mitigate these potential impacts, TCI continues to strengthen multi-layered cybersecurity defenses, access controls, anomaly monitoring, cybersecurity awareness training, simulation exercises, and incident reporting mechanisms. The Company is also progressively enhancing supply chain cybersecurity management to improve overall operational resilience.

2. Insufficient Climate Transition Action

Climate change has become a long-term systemic risk shared by businesses worldwide. If industries, policymakers, markets, and value chains fail to advance the low-carbon transition effectively, the resulting impacts may include more severe extreme weather events, energy cost volatility, stricter regulatory requirements, rising carbon costs, increasing customer decarbonization expectations, and greater pressure on supply chains to adapt. These developments could affect TCI's operating costs, production stability, market competitiveness, and long-term growth.

TCI therefore regards insufficient climate transition action as a key emerging risk and continues to advance initiatives related to RE100, net-zero emissions, energy efficiency improvements, greenhouse gas inventories, supply chain decarbonization, and low-carbon product design.

At the same time, the Company continues to collaborate with external stakeholders, supply chain partners, and government authorities to strengthen climate governance, transition planning, and risk response capabilities, thereby reducing the potential operational and financial impacts associated with an unsuccessful climate transition.

Emerging Risk	Risk Sources	Time Horizon	Potential Impacts	Management Measures	Ongoing Monitoring
Increasingly Complex Cyber Environment and Advanced Cyber Threats	AI, cloud systems, supply chain data exchange, cyberattacks, ransomware, and data breaches	Short to Medium Term	Business interruption, data breaches, loss of business opportunities, regulatory compliance risks, and reputational damage	Information Security Management System (ISMS), access controls, multi-layered defenses, cybersecurity drills, incident reporting mechanisms, and supply chain cybersecurity management	Monitor cybersecurity incidents, vulnerability remediation, drill results, training implementation, and improvement progress
Insufficient Climate Transition Action	Net-zero policies, carbon costs, customer decarbonization requirements, renewable energy, supply chain carbon management, and product carbon footprints	Medium to Long Term	Higher energy costs, increased supply chain pressure, stricter customer requirements for business cooperation, and reduced competitiveness in low-carbon markets	RE100, net-zero emissions initiatives, GHG inventories, supply chain decarbonization, low-carbon product design, and climate-related financial impact assessments	Monitor energy use, emissions, supplier carbon data, product carbon footprints, decarbonization targets, and climate risk assessment results

Integration of Risk Assessment Criteria into the Product Development Process

TCI integrates risk assessment criteria into the early stages of the product development process, with reference to the ISO 31000 Risk Management Guidelines and the risk-based thinking approach of ISO 9001 Quality Management Systems. Potential risks are systematically identified throughout the stages of product concept design, raw material selection, formulation development, regulatory review, quality validation, packaging design, and mass production introduction.

Development Stage	Risk Assessment Focus	Management Actions
Product Concept Design	Assess target markets, product functions, customer requirements, sustainability requirements, and potential regulatory restrictions	Adjust product positioning, confirm eligible markets, and eliminate high-risk claims
Raw Material Selection	Assess raw material safety, supply stability, supplier qualifications, sustainability, and human rights risks	Replace raw materials, request supplementary supplier documentation, or establish secondary suppliers
Formulation Development	Assess formulation safety, efficacy feasibility, quality stability, and regulatory restrictions	Adjust formulation ratios and conduct additional safety or stability testing
Packaging Design	Assess packaging safety, regulatory labeling requirements, recyclability, material reduction opportunities, and customer packaging policies	Modify packaging materials, reduce packaging weight, and introduce recyclable or low-carbon packaging
Quality Validation	Assess product specifications, storage conditions, microbiological risks, contaminants, and mass-production stability	Add validation items, revise process conditions, or postpone product launch
Mass Production Introduction and Pre-Market Review	Confirm compliance with internal quality standards, regulatory requirements, customer specifications, and market-entry requirements	Approve launch, restrict target markets, require corrective actions before launch, or discontinue development

Risk assessment results serve as an important basis for product development decision-making. Where an assessment identifies significant regulatory, safety, quality, supply chain, or sustainability risks, TCI may take measures according to the level of risk, including redesigning the product, replacing raw materials, modifying packaging, conducting additional testing, requesting supplementary supplier evidence, postponing market launch, or discontinuing development.

Products with potential advantages in terms of low-carbon design, recyclability, sustainable raw materials, or reduced environmental impacts are given priority for incorporation into TCI's green product and low-carbon design initiatives.

By embedding risk assessment criteria at the front end of the product development process, TCI is able to identify and mitigate potential risks at an early stage, helping ensure that new products meet applicable quality, safety, regulatory, environmental, and sustainability requirements, while enhancing post-launch operational stability, customer trust, and market competitiveness.

3.5 Customer Relationship Management

TCI's three fundamental principles of customer relationship management consist of continuously creating value for our customers, growing with them, loyalty to them, and protecting the customers' privacy.

Key Actions

1. Annual customer satisfaction survey and routine customer business review meetings.
2. Per the Personal Data Protection Act and the European Union's General Data Protection Regulation (GDPR), TCI establishes an internal Information Security Policy and signs confidentiality agreements with our customers.
3. Information security awareness education and training

2025 Performance

1. Key customer satisfaction rate reached 90%.
2. 0 incidents of violation of privacy regulations, policies, or disputes.
3. 100% coverage rate of information security education and training

2026 Target

1. Key customer satisfaction rate reached 90%.
2. Maintain 0 violations of privacy regulations, policies or disputes.
3. Information security education and training coverage remains at 100%.

3.5.1 Customer Satisfaction Survey

TCI conducts an annual customer satisfaction survey through written questionnaires, in-person interviews, and telephone interviews to collect customer feedback on product R&D, pricing, quality, service, and delivery lead times. In 2025, key customer satisfaction reached 90%. Survey results are jointly reviewed by the sales, R&D, quality, manufacturing, and product development teams and serve as a basis for continuous improvement.

TCI adopts Integrated Bioscience Design (IBD) as the core of its R&D approach, translating customer needs into product design, quality management, and market support solutions. The Company also operates a dedicated "Immediate Business Support" hotline to respond promptly to customer requests.

For customer complaint management, TCI has established a process covering receipt, confirmation, handling, corrective action, and follow-up. After a complaint is received, TCI confirms acceptance of the case with the customer. In principle, general cases are handled within 14 days. Depending on the nature of the issue, root cause analysis and corrective and preventive actions are conducted and incorporated into the PDCA (Plan-Do-Check-Act) management cycle as a basis for the continuous improvement of product quality, service processes, and cross-functional collaboration.

To strengthen customer trust, TCI provides comprehensive product history and traceability information, enabling customers to understand relevant information concerning product R&D, manufacturing, and quality. TCI also complies with applicable regulations governing product labeling, advertising claims, and marketing communications in each market to ensure that product information is accurate, traceable, and not misleading. The Company avoids inappropriate or exaggerated product and sustainability claims and continuously incorporates customer feedback into the development of products and services to enhance customer satisfaction and long-term partnerships.

3.5.2 Customer Right and Privacy

Purpose of Privacy Management

TCI places paramount importance on earning the trust of individuals whose data is collected through its privacy policy statement and privacy protection management mechanism. By offering clear and transparent information about TCI's privacy policy, customers can make informed decisions about sharing their personal information. TCI's objective is to raise awareness about privacy management and foster a robust, mutually beneficial relationship built on privacy protection with our customers and other data collectors associated with TCI.

Privacy Management Practices

One of the primary objectives of TCI's information security management is to safeguard customer privacy. In compliance with Taiwan's Personal Data Protection Act and the European Union's General Data Protection Regulation (GDPR), the Company has established a comprehensive Privacy Protection Policy. This policy includes contact details for the individual responsible for overseeing customer privacy matters, allowing customers to make inquiries, access, rectify, cease collection, or request deletion of their data. Moreover, TCI diligently upholds the terms outlined in customer contracts and confidentiality agreements. Commercially sensitive information, documents, and all customer-related data are securely uploaded to the internal system using encryption protocols for stringent control. Access to these documents is restricted to authorized personnel with valid account credentials and passwords, necessitating an online decryption process for viewing. Notably, in 2025, TCI received no reports of privacy breaches or complaints.

3.6 Supply Chain Sustainability

Suppliers are required to ensure quality, supply stability, and regulatory compliance. In accordance with the TCI-W-QA-003 Supplier Evaluation Management Guidelines, TCI has established a supplier lifecycle management mechanism covering initial evaluation, supplier classification, risk rating, sustainability review, annual re-evaluation, on-site/document/video audits, corrective action follow-up, and Approved Supplier List management.

Suppliers must comply with requirements on environmental protection, greenhouse gas and water management, information disclosure, and business ethics. TCI prohibits child labor, forced labor, discrimination, sexual harassment, conflicts of interest, falsification of information, regulatory violations, antitrust or competition law violations, and other unethical conduct. Suppliers are also required to support biodiversity conservation, zero deforestation, and land rights.

Material supply chain risks are regularly reported to the Sustainability Promotion Committee and the Board of Directors.

Key Actions

1. Require cooperating suppliers to follow TCI' s Supplier Code of Conduct.
2. Key supplier site visits and audits.

2025 Performance

1. The effective commitment coverage rate for the Supplier Code of Conduct among Tier 1 suppliers remained at 92.2% or above, while the coverage rate for key Tier 1 suppliers remained at 100%.
2. 100% of annual supplier evaluations incorporated ESG criteria.

2026 Target

1. Achieve a 95% Supplier Code of Conduct signing rate among Tier 1 suppliers and maintain a 100% signing rate among key Tier 1 suppliers.
2. Achieve a 100% ESG self-assessment rate among Tier 1 suppliers.

3.6.1 Supplier Management Policy

TCI manages suppliers and contract manufacturers that provide raw materials, packaging materials, and contract manufacturing services in accordance with the TCI-W-QA-003 Supplier Evaluation Management Guidelines, with the aim of ensuring stable incoming supply, product quality, safety and regulatory compliance, and sustainability performance. These Guidelines apply to raw material suppliers, packaging suppliers, contract manufacturers, distributors, traders, and other business partners whose activities are relevant to product quality and supply stability.

Suppliers and contract manufacturers are required to hold valid company registration, factory registration, business registration, or other legally required operating documentation. Overseas suppliers and contract manufacturers must also comply with applicable laws and regulations in their respective jurisdictions. TCI gives preference to suppliers that have obtained and maintained internationally recognized standards and certifications, thereby strengthening supply quality and regulatory compliance. Suppliers and contract manufacturers are also expected to maintain sound management systems, robust quality management, independent inspection capabilities, production management, hygiene management, traceability systems, and healthy financial conditions. Through initial evaluations, annual re-evaluations, quality system assessments, sustainability reviews, and audit mechanisms, TCI continuously verifies whether suppliers meet the Company's management requirements.

To strengthen sustainable supply chain development, TCI has established a Supplier Code of Conduct as an important basis for overall supplier assessment and business relationship management. The Code requires suppliers to comply with applicable laws and regulations and to actively address environmental, social, and governance (ESG) issues in the provision of products and services. TCI has also incorporated the Supplier Sustainability Self-Assessment Questionnaire, Climate Action Initiative Letter, Supplier Greenhouse Gas Inventory Form, and Material Topics and Satisfaction Survey into its sustainable supplier management framework. These tools serve as a basis for new supplier onboarding, annual evaluation, risk identification, and subsequent capacity-building and improvement support.

Since 2024, the Pingtung Precise iManufacturing Center (Rock Park) has implemented the ISO 28000 Supply Chain Security Management System to strengthen supply chain security, logistics stability, and operational resilience. The system is also linked with the Company's supplier evaluation, auditing, and risk management mechanisms.

Four Main Aspects of the Supplier Code of Conduct

Code of Ethics

- Information Disclosure and Prohibition of Falsification and Misrepresentation
- Fair Competition
- Employee Whistleblowing Channels
- Privacy and Information Security Policy
- Avoid Conflicts of Interest
- Assignment of Right
- Legal compliance

Labor

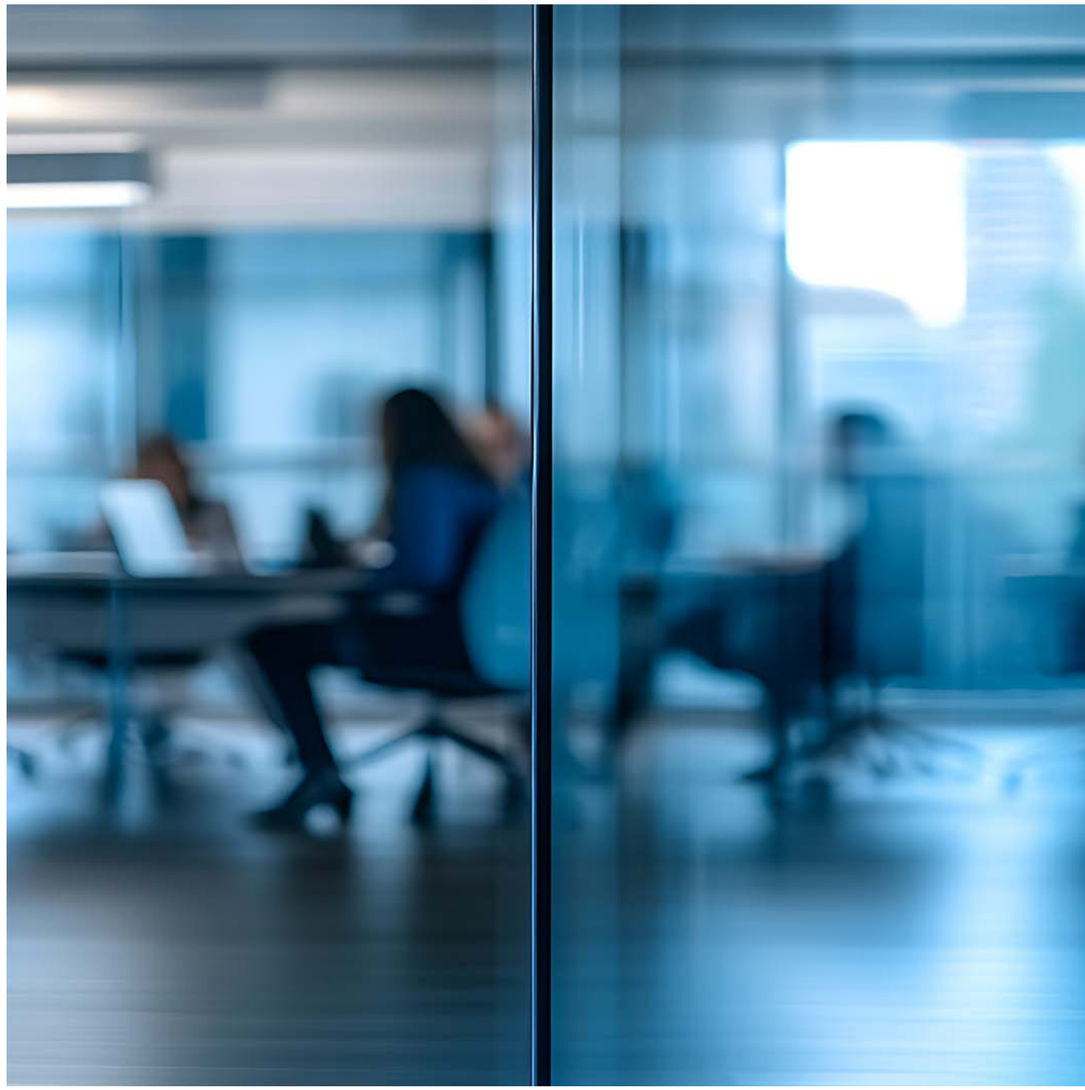
- Prohibition of Unfair Labor Practice
- Labor Freedom
- Working Hours
- Prohibition of Child Labor
- Wages and Benefits
- Humane Treatment
- Freedom of Association
- Prohibition of sexual harassment and various types of harassment

Environment

- Environmental Conservation
- Water Resource Management
- Greenhouse Gas Management Policy
- Waste Management

Health and Safety

- Safety and Operating Environment Specifications
- Emergency Preparedness
- Safeguarding
- Education and Training
- Hazardous Materials Labeling and Safe Operating Procedures



3.6.2 Supply Chain Management Process

TCI divides supplier management into two major processes: initial evaluation of new suppliers and annual re-evaluation of existing suppliers. The supplier management framework incorporates quality, regulatory compliance, supply stability, ESG, human rights, and greenhouse gas (GHG) management to reduce potential supply chain risks and enhance the overall sustainability of the value chain.

Initial Evaluation of New Suppliers

Before being approved as a qualified supplier, a new supplier must complete qualification review, confirmation of quality standards, sample analysis, quality management system review, production validation, sustainability review, comprehensive evaluation, and final approval by Quality Assurance.

After the Procurement or Sales and Production Coordination unit obtains information on a prospective supplier, it collects the Supplier Document Review Evaluation Form, supporting documents for qualification and quality review, and relevant sustainability documentation. Following preliminary comments from Procurement or Sales and Production Coordination, the documents are submitted to the head of the Quality Assurance unit for document review.

Based on factors including supplier size, quality yield risk, transaction frequency, product/category risk, and human rights risk, TCI then determines whether an on-site audit is required.

Initial Evaluation Process for New Suppliers

Process	Review Content
New Supplier Application	The Procurement or Sales and Production Coordination unit contacts the prospective supplier and completes the Supplier Basic Information Form.
Basic Information Submission and Initial Screening	Collect the Supplier Document Review Evaluation Form, supporting documents for qualification and quality review, and relevant sustainability documentation.
Qualification Review	Verify business registration, factory registration, regulatory qualifications, product categories, and other required supporting documents.
Quality Standards Confirmation	Confirm that the supplier is capable of meeting TCI's quality specifications and outgoing inspection requirements.
Sample Analysis	Samples are tested by the inspection unit to confirm compliance with quality specifications. If samples fail to meet requirements two or more times, the supplier will be disqualified from supplying the product.
Quality Management System Review	Conduct a document review or on-site audit to confirm the effective operation of the supplier's quality management system.
Production Validation	Confirm production volume, manufacturing processes, product quality standards, and production stability.
Sustainability Review	Review the Supplier Sustainability Self-Assessment Questionnaire and Supplier Greenhouse Gas Inventory Form to verify document completeness and the reasonableness of reported data.
Comprehensive Evaluation	The Procurement or Sales and Production Coordination unit completes the Supplier Comprehensive Evaluation Form, which is submitted to the head of the Quality Assurance unit for approval.
Registration as an Approved Supplier	Suppliers that successfully pass the initial evaluation are added to the Approved Supplier List.

New Supplier Sustainability Review

When onboarding new suppliers, TCI requires them to complete and submit the Supplier Sustainability Self-Assessment Questionnaire and the Supplier Greenhouse Gas Inventory Form. The Company reviews the submissions to verify the completeness of the documentation and the reasonableness of the reported data.

The Supplier Sustainability Self-Assessment Questionnaire covers areas including human rights, labor practices, environmental management, and business ethics, and is used to identify any material deficiencies or high-risk issues. If a supplier is unable to complete the required corrective actions within the specified timeframe, TCI will review and discuss the case before determining whether the supplier may be approved and included on the Approved Supplier List.

The Supplier Greenhouse Gas Inventory Form is subsequently followed up by the Sustainability Department and serves as a basis for strengthening supply chain carbon management and improving the quality of Scope 3 emissions data.

Annual Re-evaluation of Existing Suppliers

Existing approved suppliers are subject to an annual re-evaluation. TCI's annual supplier evaluation covers quality yield, delivery accuracy, sustainability performance, and coordination/collaboration, with assessments conducted by the relevant functions, including Quality Assurance, Procurement, Packaging Procurement, and Sales and Production Management, according to their respective responsibilities.

The results of the annual evaluation serve as a basis for updating the Approved Supplier List, supplier classification, corrective action follow-up, and procurement decision-making.

Annual Supplier Evaluation Criteria

Evaluation Item	Weighting	Key Assessment Criteria
Quality Yield	40%	Assess supply quality stability based on the number of non-conforming batches and total delivered batches during the evaluation period.
Delivery Accuracy	25%	Assess supply reliability based on the number of delayed batches and total delivered batches.
Sustainability Evaluation	25%	ew suppliers are required to complete the Supplier Code of Conduct Acknowledgement Form, Climate Action Initiative Letter, and Supplier Sustainability Self-Assessment Questionnaire. Suppliers subject to annual evaluation are required to complete the Supplier Sustainability Self-Assessment Questionnaire and Supplier Greenhouse Gas Inventory Form.
Coordination and Collaboration	10%	Assess responsiveness, cooperation, communication effectiveness, and timeliness in providing required documentation.

Where deficiencies are identified through the supplier evaluation, the supplier is required to propose corresponding corrective actions, which are subsequently reviewed by the Quality Assurance unit.

If a supplier receives a Grade D evaluation result, Procurement will work with Quality Assurance to require the supplier to implement corrective actions within a specified timeframe and to verify the effectiveness of the improvements. Where the corrective actions are confirmed to be effective, the supplier may retain its qualified supplier status subject to approval by the responsible manager.

If the supplier fails to complete the required improvements within the specified timeframe, or if the corrective actions are deemed ineffective, the supplier's qualification to supply TCI will be revoked and the supplier will be removed from the Approved Supplier List.

Supplier Risk Classification and High-Risk Supplier Management

In accordance with the Supplier Evaluation Management Guidelines, TCI has established a high-, medium-, and low-risk supplier classification mechanism. The overall assessment takes into account factors including supplier size, quality yield risk, procurement value or transaction frequency risk, product/category risk, and human rights risk.

Supplier human rights risks are assessed in accordance with TCI's Human Rights Policy and Human Rights Due Diligence Procedures, taking into consideration the supplier's country risk, industry risk, and estimated procurement weighting to determine whether the supplier is classified as high, medium, or low risk. A supplier is classified as high risk if it is identified as having high human rights risk, or if two or more quality and operational risk factors are rated as high risk. High-risk suppliers are required to undergo an on-site audit or another alternative audit method deemed appropriate following assessment.

This risk-based approach enables TCI to identify potential supplier risks at an early stage of supplier onboarding and determine the appropriate management measures, including document review, on-site audits, video audits, corrective action follow-up, or other risk mitigation measures.

Supplier Risk Assessment Logic

Risk Dimension	Low Risk	Medium Risk	High Risk
Quality Yield Risk	Passes the first sample inspection	Fails the first sample inspection but passes upon resubmission	Fails sample inspection two or more times
Transaction Frequency Risk	Fewer than 3 transaction batches per year	3–11 transaction batches per year	12 or more transaction batches per year
Product / Material Risk	General raw materials	Chemical raw materials	Materials with relatively higher risks of microbiological contamination, heavy metal contamination, or pesticide residues
Human Rights Risk	Classified as low risk in accordance with the Human Rights Policy and Human Rights Due Diligence Procedures	Classified as medium risk in accordance with the Human Rights Policy and Human Rights Due Diligence Procedures	Classified as high risk in accordance with the Human Rights Policy and Human Rights Due Diligence Procedures

Supplier human rights risks are assessed under TCI's Human Rights Policy and Human Rights Due Diligence Procedures, based on country risk, industry risk, and estimated procurement weighting, and classified as high, medium, or low risk. Suppliers are classified as high risk if they have high human rights risk, or if two or more quality and operational risks are rated high. High-risk suppliers must undergo an on-site audit or other appropriate alternative audits.

TCI will continue to strengthen disclosure of high-risk supplier management, including suppliers assessed, high-risk suppliers and their percentage, corrective actions completed or pending, and whether assessments are linked to GHG data, ISO 14064, ESG self-assessments, or human rights due diligence data.

High-Risk Supplier Management Measures

Risk Level	Assessment Criteria	Management Measures
High Risk	Two or more quality and operational risk factors are rated as high risk, or the supplier is classified as high human rights risk	Conduct on-site audits, document reviews, or video audits; require a corrective action plan; and include the supplier on the priority list for annual audits
Medium Risk	Certain documentation, quality, or transaction-related risks require improvement	Require supplementary documentation, written corrective actions, and ongoing follow-up
Low Risk	Documentation is complete, quality performance is stable, and no material risks are identified	Include the supplier in annual evaluations and routine management

Supplier Audits and Corrective Action Follow-up

At the beginning of each year, TCI develops an annual supplier audit plan based on the approved and effective Approved Supplier List. Using 30 suppliers per year as the baseline, TCI conducts risk assessments based on factors such as procurement value, non-conformance rate, and product risk to select suppliers for audit. Where an on-site audit cannot be conducted due to geographical distance, significant unexpected events, or other special circumstances, TCI may assess whether the audit can be performed through document review or video audit instead.

The audit team may comprise representatives from the Quality Assurance unit, Quality Audit unit, Procurement, Packaging Procurement, Sales and Production Management, Inspection, R&D, Process Introduction, relevant production units, Quality Assurance units of affiliated companies, or third-party certification bodies.

Supplier audits are divided into two main areas: documentation and records and on-site environmental management. The audit scope covers areas including supplier qualification verification, quality control and inspection capabilities, employee training, pest control, process and environmental monitoring, allergen management, inbound and outbound material management, non-conformance handling, control of non-conforming products, and traceability.

For suppliers or contract manufacturers whose materials or processes come into direct contact with products, audit priorities include foreign matter prevention, cross-contamination prevention, and quality risk controls for shared production lines. For suppliers of general packaging materials or contract manufacturers whose processes do not directly contact products, the audit focuses on material mix-up prevention and line-clearance management.

At the conclusion of each audit, the audit team communicates the findings to the supplier and records identified deficiencies in the evaluation form. Suppliers are required to submit corrective action responses within 14 working days and complete the Supplier / Contract Manufacturer Corrective Action Response Form.

TCI continues to monitor the effectiveness of corrective actions and uses the results to determine whether the supplier may be approved, retained, or continue to remain on the Approved Supplier List.

Scenario	Management Measures
Supplier receives a Grade D evaluation and fails to complete corrective actions within the required timeframe	Revoke the supplier' s approved status and identify an alternative supplier.
Supplier fails an audit and corrective actions are ineffective	Do not approve the supplier, or revoke its existing approved supplier status.
A major food safety incident occurs Supplied raw materials fail to meet specifications and affect final product quality	Complete a Supplier Qualification Revocation Application and revoke the supplier' s qualification upon approval. Assess the extent of the impact, determine whether the materials may be conditionally accepted, and identify an alternative supplier where necessary.
Procurement resumes after three or more years without any purchase record	Conduct a new supplier evaluation before resuming procurement.
Material changes occur in raw material sources, manufacturing processes, specifications, quality standards, or testing methods	Reassess the supplier' s risk profile and qualification to continue supplying TCI.

Approved Supplier and Delisting Management

Each December, TCI prepares its annual Approved Supplier List based on supplier evaluation results, with approval from the responsible supervisor. Suppliers that pass evaluation or receive change approval are promptly added to the list.

Suppliers that fail re-evaluation or audits, are involved in major food safety incidents, or lose supply eligibility due to company policy are removed in accordance with established procedures. For disqualified suppliers, TCI records the reason and date of disqualification to support future procurement risk management and supplier decisions.

TCI Group conducts supply chain due diligence and applies robust supplier evaluation and audit mechanisms to identify potential risks at an early stage. By working closely with suppliers on continuous improvement, TCI strives to deliver safe, stable, and high-performance products to consumers.

Supplier Management Overview

Supplier Type	Management Method	Execution Ratio	Future Management Focus
First Tier Supplier	Evaluation rate of ESG self-assessment form	Effective assessment rate maintained at 90.6%	Strengthen on-site audits
	Sign the Supplier Code of Conduct	Effective commitment coverage rate maintained at 92.2% or above	Continue to increase the percentage of supplier signatures Strengthen on-site audits
Audit of Existing Suppliers	On-site audits	100%	Strengthen on-site audits

1. Maintain an effective commitment rate of at least 92.2% for the Supplier Code of Conduct among Tier 1 suppliers, and 100% among key Tier 1 suppliers.

2. Achieve 100% coverage of ESG criteria in the annual supplier evaluation.

3.6.3 Sustainable Supply Chain

TCI has proactively promoted a sustainable supply chain since 2021 by providing suppliers with a comprehensive ESG Self-Assessment Questionnaire. The questionnaire covers suppliers' environmental data and management programs, human rights, regulatory compliance, and other sustainability-related topics. The results help TCI evaluate suppliers' sustainability performance across economic, social, and environmental dimensions and are incorporated as an important component of supplier evaluations. This approach helps reduce sustainability risks across the supply chain and enhance the overall sustainability performance of the value chain.

TCI also provides suppliers with sustainability-related recommendations and corresponding solutions. Through monthly supplier meetings, the Company supports supply chain partners in developing and advancing their sustainability objectives.

Supply Chain Greenhouse Gas Inventory and Human Rights Due Diligence

TCI incorporates both supply chain greenhouse gas management and supplier human rights risk identification into its supplier evaluation process. New suppliers and suppliers subject to annual evaluation are required to submit the Supplier Sustainability Self-Assessment Questionnaire and the Supplier Greenhouse Gas Inventory Form, enabling TCI to assess their performance in areas including human rights, labor practices, environmental management, business ethics, and carbon management.

For human rights management, TCI evaluates supplier risks in accordance with its Human Rights Policy and Human Rights Due Diligence Procedures, taking into consideration country risk, industry risk, and estimated procurement weighting to determine the supplier's overall human rights risk level. Suppliers identified as having high human rights risk are incorporated into high-risk supplier management and are required to undergo on-site audits or other appropriate forms of review.

For greenhouse gas management, TCI collects supplier GHG data through the Supplier Greenhouse Gas Inventory Form. The data are subsequently reviewed, monitored, and tracked by the Sustainability Department. These data serve as a basis for managing Scope 3 emissions from Purchased Goods and Services, strengthening suppliers' carbon management capabilities, and supporting ongoing supply chain decarbonization engagement.

Suppliers demonstrating outstanding ESG performance are recognized at the Supplier Conference, and their ESG scores are linked to future cooperation and procurement considerations. TCI also supports high-performing suppliers in establishing connections with major strategic biotechnology industry partners to expand potential business opportunities. TCI continues to strengthen sustainability due diligence across the supply chain, identify high-risk suppliers, and actively engage with supply chain partners to improve their sustainability performance.

TCI recognizes that land is the foundation of sustainable development and the source of essential natural resources. To fulfill its long-term commitment to ecological protection and food security, the Company works with local farmers and supply chain partners to promote environmentally friendly farming practices, including organic cultivation and reduced-pesticide farming techniques. These measures help reduce agricultural impacts on soil and water resources while improving the safety and quality of agricultural products.

TCI has also obtained GLOBALG.A.P. (Global Good Agricultural Practices) certification, strengthening product traceability and international market confidence. In parallel, the Company applies the GHG Protocol to advance greenhouse gas inventories for agricultural land, progressively building a carbon emissions data foundation and strengthening climate management for agricultural operations.

In addition, TCI has installed solar panels on agricultural land, integrating renewable energy resources to improve land-use efficiency and energy self-sufficiency. Through these initiatives, TCI continues to advance its core objectives of responsible agriculture, climate resilience, and sustainable resource use, supporting a long-term vision of sustainable agriculture in which the environment and industry can thrive together.

3.7 Information Security Management

Information security is a key operational risk for TCI and has been identified and monitored in the risk management list under Section 3.4.2 Risk Management. The Company has established its information security management system in accordance with ISO 27001, and this section provides dedicated disclosure of the corresponding management practices.

Information Security Policy and Governance Structure

TCI has established an Information Security Management Committee, with the Chief Executive Officer (CEO) serving as the highest-level executive responsible for overseeing the overall information security strategy and allocation of relevant resources. The management process is supported by dual certification under ISO 27001 and CNS 27001. Based on evolving management needs and cybersecurity threat trends, the Company has established stringent internal information security policies.

The primary purpose of the Information Security Policy is to comprehensively manage the security of information systems and operational services and to protect the confidentiality, integrity, and availability (CIA) of critical personal information, trade secrets, and transaction data. TCI is committed to safeguarding the information security and privacy rights of both the Company and all external stakeholders, including customers, suppliers, and business partners. Through continuous enhancement of information security governance and upgrades to system, equipment, and network defense mechanisms, TCI seeks to protect the overall service quality and business reputation of the Group.

ISMS and ISO/IEC 27001:2022 Transition and Certification

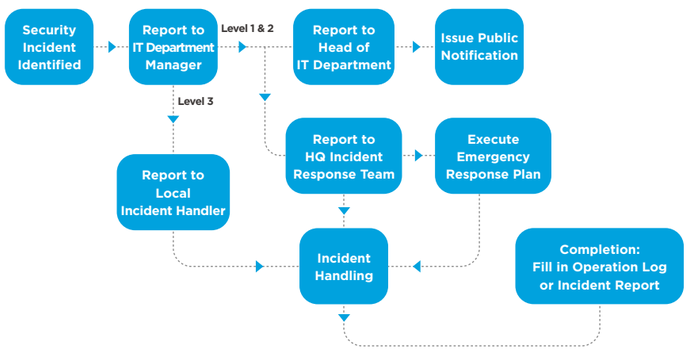
TCI has implemented a comprehensive Information Security Management System (ISMS) and established a cross-functional information security organization supported by dedicated personnel to ensure business continuity, system availability, and operational resilience. The Company regularly conducts information security risk assessments to proactively identify potential threats and improve the effectiveness of cybersecurity defenses. Internal information security audits and independent external verification are also performed to ensure the effectiveness of information security controls and support the Group's continued and sustainable operations.

In day-to-day operations, all business activities are required to comply with the Company's information security policies and applicable laws and regulations. Through a continuous Plan-Do-Check-Act (PDCA) management cycle, TCI ensures the effective operation and ongoing improvement of the system while maintaining relevant documentation and system logs. All information security incidents and abnormalities are assessed, confirmed, and addressed in a timely manner in accordance with established procedures.

In response to increasingly complex cyberattacks and digital transformation challenges, TCI maintained its ISO/IEC 27001 Information Security Management System certification throughout 2025, with no major information security incidents reported during the year. To align with the latest international standards, TCI subsequently underwent a recertification audit conducted by SGS and transitioned its information security management system to ISO/IEC 27001:2022. The transition further strengthened controls relating to threat intelligence, cloud service security, data privacy protection, and coordinated cybersecurity defense. The renewed certificate, Certificate No. TW23/00000155, became effective on April 23, 2026. As the transition audit and issuance of the new certificate were completed after the end of the reporting period, this information is disclosed in accordance with the principle of transparency.

Information Security Management Practices

1. Information Security Risk Management:
The Strategic Data Center, which is responsible for information security management, maintains an inventory of information assets and assigns designated owners. Risk assessments are conducted according to the classification level of each information asset, and risks exceeding the acceptable threshold are subject to appropriate risk treatment and management measures.
2. Information Security Awareness:
All new employees are required to complete information security training as part of the onboarding process. Employees are also required to participate in regular information security awareness activities and complete an information security training assessment every six months.
3. Software and Hardware Controls:
Firewalls and demilitarized zones (DMZs) are deployed across internal and external networks, while critical equipment is supported by appropriate backup or monitoring mechanisms. Employee computers are required to have antivirus software installed and virus definitions regularly updated, and the use of unauthorized software is prohibited. Access controls and rules governing the movement of equipment and materials are also enforced for laboratories and information security-controlled areas.
4. Information Security Incident Reporting Procedures:
Employees are required to proactively report information security incidents. Incidents are classified into three severity levels, with responses handled by local incident response personnel or information security management depending on severity. Based on the assessment, the Company determines whether to activate the emergency response plan or proceed with routine incident handling. After the response is completed, an incident report is prepared to support root cause review and prevent recurrence.



2025 Information Security Management Performance

Indicator	Performance
Personal Data Breach Incidents	0 incidents
Personal Data Complaints	0 customer complaints
Personal Data Incident Reports	0 internally reported cases
Corrective Action Completion Rate	100%
Cybersecurity Drills	2 exercises conducted
Vulnerability Scans	2 scans conducted

2025 Information Security Management Actions

Action Programs	Action Plan	Implementation Results
Information Security Defense	Implemented a Security Operations Center (SOC) to enable continuous 24-hour monitoring and real-time incident response, ensuring comprehensive detection and handling of abnormal behaviors and cybersecurity threats.	Through continuous monitoring and real-time response mechanisms, abnormal connections and suspicious emails are proactively detected and blocked, significantly reducing the potential risks of hacking and data breaches.
	Established a three-layer email filtering architecture, covering source authentication, content analysis, and behavioral detection, to provide multi-layer protection against phishing emails and malicious links, significantly reducing cybersecurity risks.	
	Participated in cybersecurity intelligence alliances such as TWCC and HKCC, establishing mechanisms for threat intelligence sharing and collaborative defense to enhance early warning and response capabilities against emerging threats.	
	Achieved certification under the latest ISO 27001 standard and continued expanding its implementation across subsidiaries, promoting unified group-wide cybersecurity management to improve overall security maturity and resilience.	Beyond regulatory compliance, these measures demonstrate top management' s strong commitment to information security, thereby strengthening the information governance framework and enhancing overall cybersecurity effectiveness.
	Integrated SASE and MDR services to enforce a zero trust security architecture, while strengthening privileged account management, thereby building a multi-layered security framework across networks, endpoints, and identities to improve threat detection and response efficiency.	Enhanced security operations for both personal computers and servers, incorporating threat behavior analysis and malware detection mechanisms to improve the identification and response to potential attacks.
	Conducted regular penetration testing to assess system defense capabilities, identify and remediate security vulnerabilities early, and continuously improve risk control and protection effectiveness.	Annual penetration testing is conducted to thoroughly assess the system' s stability and incident response capabilities under high-pressure scenarios, ensuring the timeliness and effectiveness of cybersecurity measures in compliance with relevant regulations and operational requirements.
	Performed ongoing system vulnerability scanning, including management of third-party software vulnerabilities, to ensure timely patching and risk mitigation, maintaining overall system security and stability.	Regular vulnerability scanning and patch management are carried out to continuously mitigate risks associated with publicly known vulnerabilities, while ad hoc remediation is performed for critical security flaws to strengthen system resilience and defense capabilities.

In 2021, TCI established a dedicated information security unit responsible for coordinating, managing, and overseeing information security activities across the Group. Dedicated information security engineers are assigned to manage cybersecurity operations and regularly conduct vulnerability scans, social engineering drills, effectiveness reviews of security protection systems, and other cybersecurity assessments. The Company also provides ongoing information security awareness communications and training programs.
In 2023, TCI experienced a single cybersecurity intrusion incident. The incident was promptly assessed and addressed and did not result in any material impact on the Company' s operations.
In 2025, TCI recorded no major information security incidents.

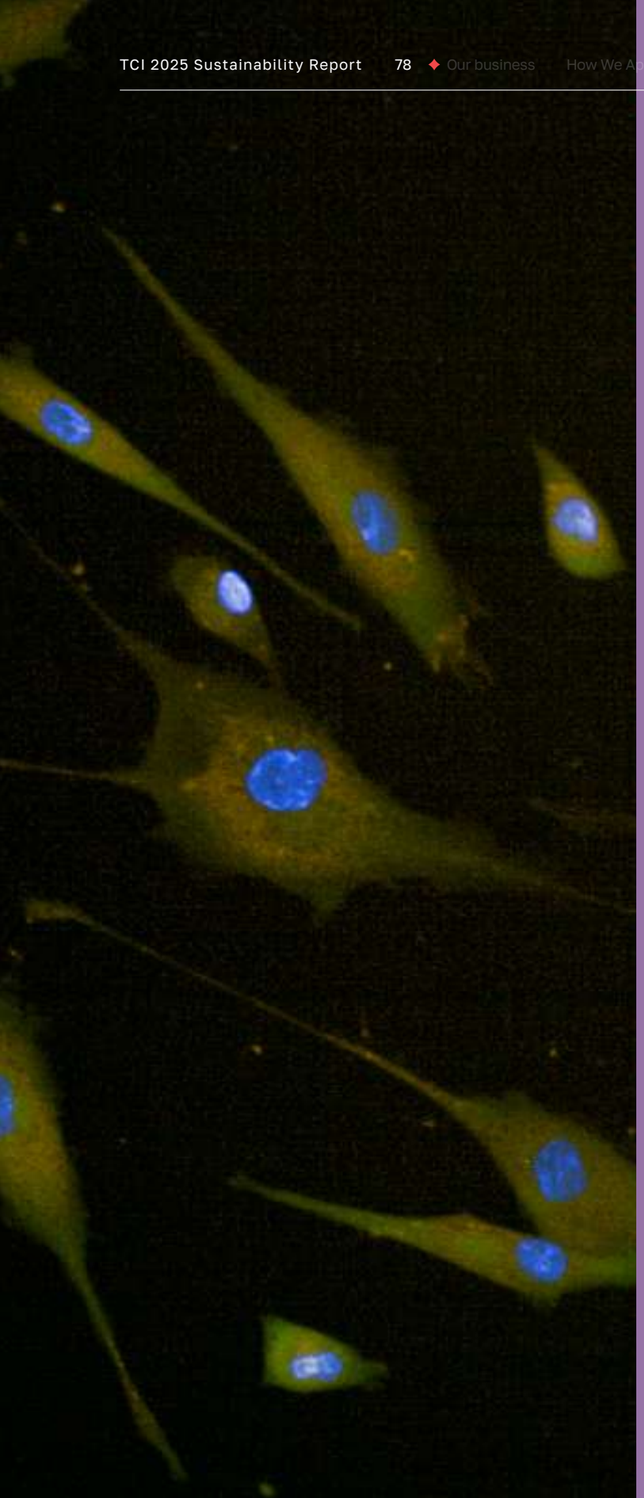


Figure: Results of the Mitochondrial Activity Assay in Hair Follicle Cells

IV.

WHAT WE CREATE

4.1 Innovative Research and Development
4.2 Innovative Incubation
4.3 Product-centric One-stop Service

4.1 Innovative Research and Development

The Company remains committed to allocating resources towards scientific research and manufacturing development, aimed at producing premium dietary supplements and skincare products, while also offering comprehensive Contract Development and Manufacturing Organization (CDMO) services worldwide. Furthermore, TCI prioritizes investments in global patent protection and trademark strategies, safeguarding our research and design outcomes. This strategic approach aligns our innovations with business goals, fortifying our competitive edge and fostering intellectual property innovation.

7 AFFORDABLE AND CLEAN ENERGY
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Key Actions

1. Conduct human clinical trials in collaboration with academic, research, and medical institutions to strengthen the scientific evidence base for IBD ingredients
2. Advance regulatory approval applications for IBD ingredients in major global markets, supporting customers' cross-border product launches
3. Pursue global patent and trademark filings to protect R&D outcomes and reduce infringement risk

2025 Performance

1. R&D expenditure of NT$577 million, representing 8.0% of consolidated operating revenue
2. 11 human clinical trials on IBD ingredients, with results from 4 published in journals
3. Regulatory approvals for IBD ingredients obtained in 4 markets
4. 648 patents across 25 countries; 1,080 registered trademarks across 30 countries

2026 Target

1. Maintain R&D expenditure at 8% or more of consolidated operating revenue
2. Complete no fewer than 10 human clinical trials
3. Submit regulatory approval applications for IBD ingredients in 3 additional markets

4.1.1 R&D Results of Integrated Bioscience Design

2025Innovation and Research Development Achievements

Process and Dosage Form Innovation

In 2025, TCI completed a human clinical study on calcium absorption in collaboration with a university. The results showed that Double 2 Nutri® Solid improved both the rate and extent of calcium absorption. The area under the blood calcium concentration curve was 1.56 times that of the conventional calcium powder group, and the effect was sustained for up to eight hours after administration. The findings were published in the Journal of Medical & Clinical Nursing (2026; 7(4): 1–5).

Targeted Liposome Technology Platform

To overcome the limitations of conventional liposomes, which primarily provide encapsulation and enhanced permeability, TCI established a targeted liposome technology platform with cell-specific recognition capabilities. Two targeting systems were developed for adipocytes and melanocytes, respectively. Cell-based validation showed that targeted liposomes generated significantly stronger fluorescence signals in target cells than conventional liposomes, while showing no significant increase in non-target cells. These findings demonstrate that targeted modification can effectively enhance affinity for, and recognition specificity toward, target cells. This technology has also been validated through human clinical studies.

Plant Cell Culture

Development of Cell Young® Snow Lotus Stem Cell Extract for Healthy Aging Applications

Plant cell culture technology was used to establish a sustainable source of snow lotus raw material, thereby avoiding harvesting pressure on wild populations. In 2025, optimization of the cultivation process was completed, resulting in enhanced accumulation of bioactive compounds, with total polyphenols and flavonoids reaching up to 398 ppm. This ingredient has been commercialized under the Cell Young® brand, and human clinical studies have been completed. The innovative findings from this research have been formally published in the international academic journal American Journal of Phytomedicine and Clinical Therapeutics. This technological breakthrough demonstrates the Company's core R&D competitiveness in green biotechnology and establishes a robust foundation—grounded in both sustainability value and scientific evidence—for the global healthy-aging market and the development of everyday green skincare products.

MAXICollal™

Sustainable Collagen

MAXI Collagen Small-Molecule Tripeptide Collagen

TCI has established a small-molecule tripeptide technology platform designed to support high absorption and bioavailability. Nine functional collagen peptides have been identified, covering multiple collagen types and related functional proteins. The molecular weight of the product is controlled within the range of 250–500 Da, with peptides below 500 Da accounting for more than 70% of the total.

In 2025, TCI completed a randomized, double-blind, parallel-controlled human clinical study in collaboration with a university, involving 75 participants aged 35 to 65. The results showed that, after seven consecutive days of supplementation, skin collagen density increased by 7.6%, representing 1.8 times the improvement observed in the conventional collagen group. After 28 days of continued supplementation, collagen density increased by 14.0%, skin moisture content increased by 12.9%, and transepidermal water loss (TEWL) decreased by 18.0%. The findings were published in Current Synthetic & Systems Biology (2025; 13(4):1000122).

The platform has also been extended to develop a high-concentration version, increasing the effective collagen content to 50%. This enables a reduction in product volume and packaging material use while maintaining the same intake of active peptides, and also reduces transportation weight per unit.

Development of Functional Probiotics and Their Food Applications

Targeted Prebiotic Screening Platform

In 2025, TCI established a novel high-throughput screening platform for functional prebiotics, targeting next-generation probiotic strains. Through high-throughput growth-monitoring technology, the platform builds a strain–prebiotic matching database. It addresses the limitation of existing prebiotic products in precisely modulating specific gut microbiota, while improving screening efficiency and accelerating formulation development.

Development of TCI153 Sialic Acid Postbiotics for Skincare Applications

From thousands of microbial strains, TCI screened Ligilactobacillus salivarius TCI153 for its high sialic acid-producing capability. The Company established a functional ingredient development model that uses probiotic fermentation as an alternative to conventional animal-derived bird's nest sources, enhancing supply stability, quality consistency, and the sustainability value of the ingredient. TCI153 originates from a healthy human breast milk-derived strain and demonstrates tolerance to gastric acid and bile salts. Third-party testing confirmed that the live bacterial powder contains 4.98% sialic acid, establishing a quantifiable quality specification. This ingredient has completed a randomized, double-blind, placebo-controlled human clinical study. After eight consecutive weeks of supplementation, blood sialic acid concentrations increased to approximately twice their pre-supplementation levels.

Innovative and Sustainable IBD Ingredients

Jabuticaba (Brazilian Grape Tree) Extract

Jabuticaba extract was evaluated in cell-based studies across three areas: epithelial barrier protection, immunomodulation, and inhibition of inflammatory mediators. The results showed that the extract promoted the expression of tight junction proteins in epithelial cells, modulated the expression of inflammation-related cytokines, and inhibited the production of inflammatory mediators. As these findings are based on cell-level studies, further human clinical trials will be conducted to validate its practical application value.

Good Sleep Fruit (Black Nightshade Fruit) Extract

Using neuronal and intestinal cell models, Good Sleep Fruit extract was evaluated for its effects on antioxidant activity, neuroprotection, and sleep-related metabolic pathways. The results showed that the extract enhanced the expression of antioxidant enzyme genes, stabilized mitochondrial membrane potential in neuronal cells, and promoted the expression of genes associated with tryptophan metabolism pathways. As these findings are based on cell-level studies, formulation design and dosage evaluation will be conducted to determine whether to proceed with human efficacy validation.

Skincare Products

Development of Dissolvable, Color-Changing Hydrogel Sheet Mask Technology

TCI developed dissolvable, biodegradable hydrogel sheet masks made from natural saccharides and free of petrochemical-derived polymers. The masks dissolve in hot water after use, reducing solid waste, and feature a white-to-transparent transformation during use.

Development of Green and Sustainable Sheet Mask and Essence Formulations

TCI developed sheet masks and essences with a Natural Origin Index exceeding 90% by replacing petrochemical-derived ingredients with natural-source and bio-based alternatives. The products maintain efficacy, safety, and user experience while supporting reducing reliance on non-renewable resources. Cumulative sales have exceeded 2.8 million sheet masks.

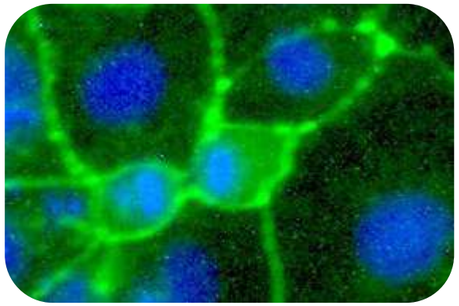
Packaging

Development of Sustainable Packaging Materials for Sheet Mask Pouches

TCI developed sheet mask pouches using plastic reduction, lightweighting, and material substitution, reducing plastic use by approximately 50% per package while maintaining performance and mass-production feasibility.

The project also established a cross-functional material evaluation process and key performance criteria to support future sustainable packaging selection.

2026 Innovation and R&D Objectives



Sustainable Collagen

Composite Collagen Ingredient

TCI will develop a composite collagen ingredient centered on Type III collagen and MAXI Collagen small-molecule tripeptide collagen. Designed to provide both high absorption and high bioactivity, the ingredient will be applied to support skin collagen synthesis, elasticity maintenance, and skin barrier repair.

The technology will upcycle collagen sources derived from fisheries processing by-products, including fish skin and scales. This approach enhances marine resource utilization efficiency while reducing waste generation.

High-Branched-Chain Amino Acid Sports Nutrition Ingredient

Using whey resources generated by the dairy industry, TCI will establish processing technologies for high-branched-chain amino acids (BCAAs) and highly digestible hydrolyzed whey protein. The project will develop high-performance sports nutrition ingredients that support rapid absorption and post-exercise recovery, and will complete efficacy evaluations related to exercise recovery.

This technology upcycles lower-value by-products into high-value ingredients, addressing demand for high-quality protein nutrition among athletes, older adults, and the health management market.

Plant Cell Culture

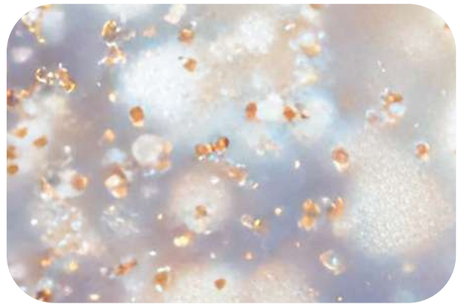
Lilium speciosum var. gloriosoides is a rare and endangered plant endemic to Taiwan. Rather than developing this resource through wild harvesting, the project applies plant stem cell culture technology and cellular totipotency. A single tissue collection enables continuous propagation in the laboratory, establishing a closed-loop sustainable ingredient model from "Lab-to-Skin" while avoiding disruption to natural habitats and depletion of wild plant populations.

In 2026, TCI will invest in the development of low-temperature delivery dosage forms for heat-sensitive key active components, as well as efficacy validation relating to moisturization, protection against photoaging, and intracellular antioxidant activity.

2026 Strategic Roadmap for Functional Dietary Supplement Ingredient Development

In response to the dietary supplement market's shift from conventional nutritional supplementation toward functional benefits, segmented consumer needs, and precision health, consumer expectations have expanded from single-benefit products to multi-dimensional applications covering daily wellness, emotional stress management, physiological regulation, and overall health maintenance.

In 2026, TCI's R&D strategy will focus on four key application areas: beauty and skin health, neurological health, women's health, and men's health. The Company will develop next-generation botanical extracts for dietary supplement applications, establish differentiated ingredient and product-positioning advantages, and strengthen the foundation for subsequent efficacy validation and commercialization.



Packaging - Sustainable Packaging

TCI will establish a comprehensive development and management framework for food and dietary supplement packaging materials, built around three core priorities: regulatory safety, sustainable packaging, and mass-production implementation.

From a regulatory perspective, the Company will establish food-contact packaging checklists covering key markets, including Taiwan, the European Union, and the United States. Regulatory risk assessments will be conducted at the early stages of development, while regulatory developments relating to PFAS, plasticizers, heavy metals, and recyclability labeling will be continuously monitored.

From a materials perspective, TCI will research recyclable flexible packaging, mono-material structures, reduced-aluminum-foil structures, and high-barrier alternative materials. Comparative data will be established for different sustainable packaging solutions, including barrier performance, sealability, heat resistance, cost, and mass-production feasibility.

From a validation perspective, TCI will verify oxygen barrier properties, moisture barrier properties, light protection, heat resistance, seal strength, compression resistance, drop-test performance, and storage stability. The Company will also collaborate with suppliers, manufacturing sites, quality assurance, and production teams to confirm material processability, equipment compatibility, and mass-production stability.

Skincare Products - Development of Multi-Pack Sheet Mask Products

To reduce packaging waste and resource consumption associated with single-use beauty products, TCI will develop multi-pack sheet mask products in 2026. Through innovative product design, the initiative aims to reduce the amount of packaging materials required per use.

Compared with conventional single-use sheet masks, which require individual pouches, multi-pack products can improve packaging efficiency and reduce packaging material consumption and waste generation. Packaging materials will prioritize composite packaging containing 35% post-consumer recycled (PCR) plastic, as well as recyclable mono-material containers, to increase the use of circular materials. Product formulations will continue to follow TCI's green and sustainable R&D principles by adopting high natural-origin formulation designs and reducing reliance on petrochemical resources.

2025 Key Awards and Recognitions

Category	Award Name	Award-Winning Product	Awards Received
	2025 Foodaily iSEE Award	Innovative Technology of the Year : TCI GLP-1 Formula	
	2025 50th International Exhibition of Inventions of Geneva	TCI IBD 1. IGF-1 Formula_IGF-1 Formula_GOLD MEDAL + SPECIAL AWARD 2. Safflower Extract_ GOLD MEDAL	2 Gold Medals 1 Special Awards
	The 39th World Genius Convention & Education Expo 2025	TCI IBD 1. FlowBoost+ Formula_GOLD MEDAL 2. Chrysophyllum Cainito Extract_GOLD MEDAL	2 Gold Medals
	2025 124th Concours Lépine International Paris	TCI IBD 1. TCI818 Ketogenic Probiotic_BRONZE MEDAL 2. TCI973 Relief Probiotic_ BRONZE MEDAL	2 Bronze Medals
	2025 6th American All Da Vinci International Inventors Show and Innovation Competition	TCI IBD Calming Ferment _Gold Medal	1 Gold Medal
	The 10th International Invention Innovation Competition in Canada, iCAN 2025	TCI837 Iron Absorption Probiotic — Gold Medal and Grand Prize	1 Gold Medal 1 Grand Prize
	2025 Silicon Valley International Invention Festival	1. IBD TCI666 Chondroitin Sulfate Probiotic — Silver Medal 2. IBD Pitaya Ovule — Silver Medal	2 Silver Medals
	2025 International Invention & Trade Expo London	Limosilactobacillus reuteri TCI850 _Gold Medal and Canada Special Award	1 Gold Medal 1 Special Award(Canada)

Note: Please refer to the Appendix for the complete list of TCI's awards for 2025.

4.1.2 "Bio-Resource Data Mining" Model

In 2018, the Company embarked on a groundbreaking business model termed "Bio-Resource Data Mining," leveraging genetic technology, big data analytics, automation, an intelligent formulation platform, and Industry 4.0 manufacturing techniques. This initiative incorporates cutting-edge technologies such as real-time fluorescence quantitative analyzers, AOI (automated optical inspection), and fully automated nucleic acid extraction systems, ultra-high-speed high-throughput sample handling arms, and fully intelligent six-axis robotic arms. By integrating these advanced tools with global biotechnology resources, we develop high-performance products. The "Bio-Resource Data Mining" model orchestrates seven extraction and biotransformation processes, 100 cellular efficacy platform evaluations, 200 gene regulation mechanisms, and 15 natural substance composition analyses through automated R&D. Each active ingredient undergoes 17,700 experiments, driving a remarkable 70-fold increase in efficiency through vertical integration and automation.

4.1.3 Intellectual Property Deployment

TCI conducts thorough market assessments and intellectual property evaluations for each IBD material developed, ensuring a deep understanding of consumer markets and future product development potential. Comprehensive evaluations of patents, trademarks, copyrights, fair trade, and other aspects are also conducted to secure maximum intellectual property protection globally. This strategic approach safeguards TCI's products from infringement, enhancing their market competitiveness. Patent and trademark applications are meticulously managed to align with the company's R&D efforts, ensuring the complete protection of research achievements.

As of the end of 2025, TCI had filed a cumulative total of 1,663 patent applications and obtained 648 granted patents. Its patent applications span 25 countries and regions worldwide, including Taiwan, China, Hong Kong, Japan, India, Indonesia, Singapore, Malaysia, South Korea, Thailand, Vietnam, the Philippines, Russia, Germany, France, Belgium, Spain, Türkiye, Mexico, New Zealand, the United Kingdom, the United States, Brazil, Canada, and Australia.

By the end of 2025, TCI had also filed a cumulative total of 1,888 trademark applications and obtained 1,080 registered trademarks, with trademark applications spanning 30 countries worldwide.

CN TW EU/US Other

Number of patent applications and regional statistics in the past 3 years

Patent Filed

Number of granted patents and regional statistics in the past 3 years

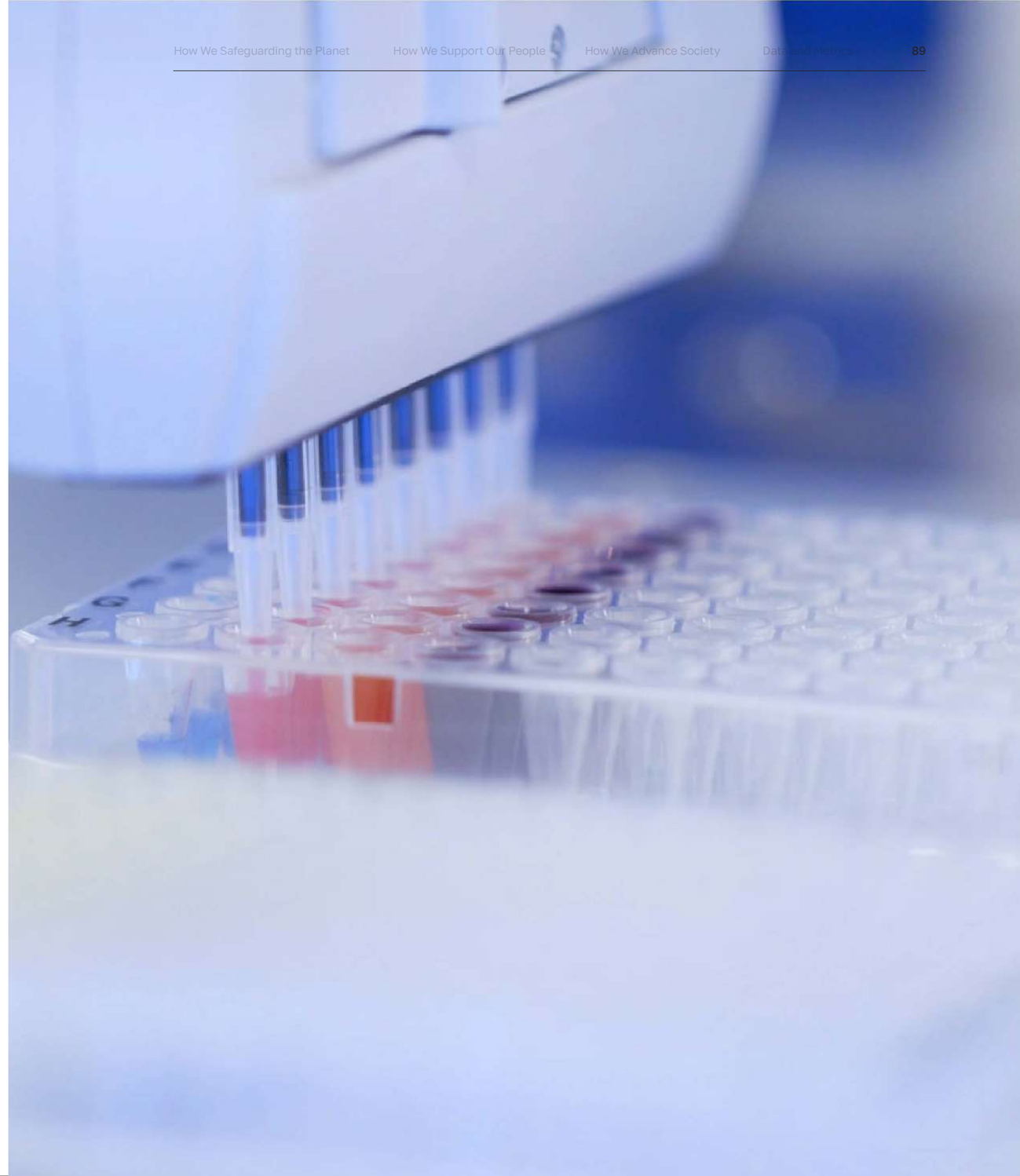
Patent Granted

Number of trademark applications and regional statistics in the past 3 years

Trademark Filed

Number of approved trademarks and regional statistics in the past 3 years

Trademark Registered



4.2 Innovative Incubation

4.2.1 12 Main Laboratories

QODM Lab

The QODM Lab is dedicated to translating theoretical designs into practical solutions, ensuring seamless manufacturing processes and establishing efficient mass production schedules. We align product formulations, mass production plans, stability testing, and production optimization to deliver top-quality products. Our experts optimize manufacturing models to ensure smooth production flows and provide competitive quotations.

E.V.E. Lab

Efficacy, Value, and Experience are the pillars of success. Partnering with major medical centers and universities, the E.V.E Lab pioneers innovative visualization technology for clinically validated products, ensuring scientific efficacy and safety.

Next Lab

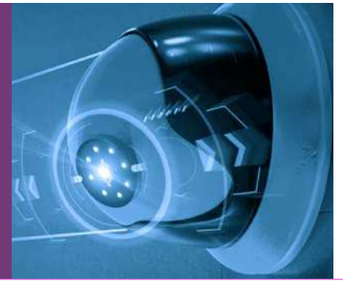
The Next Lab explores global bio-mineral sources with healing potential, employing sustainable extraction technology to obtain effective ingredients for high-performance products.

Cell Validation Lab

Utilizing the Cell Validation platform, our Cell Validation Lab conducts extensive cellular experiments to validate ingredient efficacy, providing scientific data to create top-tier products.

Eagle Eye Lab

Through precise visual recognition systems, the Eagle Eye Lab ensures product safety compliance with a 99.9% detection rate, maintaining comprehensive quality control throughout the production process.



H&M Lab

With a strain database of over 4,981 functional microorganisms, the H&M Lab screens probiotics to enhance consumer health, striving to improve lives through beneficial bacterial flora regulation.

Clean Beauty Lab

The Clean Beauty Lab crafts high-performance beauty products using rigorous ingredient selection, proven efficacy, and zero-carbon automated production, delivering sustainable beauty solutions.

GMA Lab

The Genetic Medical Application Lab (GMA Lab) utilizes a health genetic database to develop advanced personalized products, combining DNA, mRNA, and protein analysis for accurate detection technologies.

ARMTE Lab

The ARMTE Lab focuses on regenerative medical devices, utilizing biomaterials for tissue repair and manufacturing collagen, bioceramics, and hyaluronic acid.

MIA Lab

Employing cutting-edge automated equipment, the MIA Lab identifies natural substances and microbial metabolites beneficial to consumers, enhancing product effectiveness.

ART Lab

The Advanced Regenerative Therapy Lab (ART Lab) develops cell therapy technologies, combining bio-resource data mining with cellular efficacy validation to produce high-quality cellular preparations.

Synthetic B. Lab

The Synthetic Biology Lab (SBL Lab) pioneers the development of human collagen and hyaluronic acid for medical applications, utilizing big data and AI to produce sustainable biomaterials through non-animal fermentation purification.

4.2.2 Internal Innovation

In order to infuse continuous momentum into TCI's research and development (R&D) innovations, an internal R&D interaction platform has been established within the company. This platform hosts regular R&D proposals, breaking through organizational frameworks to encourage colleagues to suggest innovative ideas. Proposals aligned with the company's development direction and subsequently developed and invested in may be rewarded with R&D bonuses.
Annually, a group innovation proposal competition is held, with internal mentors assigned to assist teams in optimizing proposal content, facilitating the practical implementation of cross-departmental creativity. Winning teams that proceed to implementation are awarded the "TCI Coin" R&D innovation bonus, incentivizing internal innovation and stimulating the development of various novel solutions within the organization.

4.2.3 Intelligent Manufacturing

The effectiveness of our information systems relies heavily on robust research and development practices. TCI's Strategic Data Center prioritizes ongoing investments in optimizing both our corporate intranet and factory production processes. Each year, we allocate resources towards upgrading our hardware and software infrastructure. In 2025, TCI undertook 7 significant system upgrade initiatives. These projects will center on enhancing customer experience and collaboration, streamlining product development and management processes, and refining production data monitoring and optimization capabilities. These strategic investments underscore our commitment to operational excellence and continuous improvement.

System Name	Optimizing Content and Benefits
APP System	• Adjust and optimize the raw materials section, enhance the promotion of patent and trademark applications, and improve business professionalism and customer trust. • Continuously optimize and strengthen the quick quotation system, and integrate AI applications.
BI System	• Factory cost analysis now incorporates AI-driven insights and recommendations. • Production work order data analysis with AI automation.
Document Management System	• Automated Certificate Management System for the Group: Integrates multiple internal platforms and cross-departmental certificate validity maintenance with automated notifications to ensure consistency and validity of all platform certificates. • AI-Powered Certificate Document Retrieval: Enhances efficiency and accuracy in accessing certificate-related documents. • Automated Procedure Document Directory Updates: Enables conditional searches to improve query efficiency and facilitates version control. • Official Document Management System Launched: Features automatic numbering and document tracking, significantly reducing manual processing time and the risk of document loss, while ensuring complete document archiving.
SAP	• Successful integration of the project management timetable system nodes has significantly reduced operational time for both sales and procurement teams. • The new related-party transaction process enhances transparency and traceability of cash flow and information flow, effectively reducing manpower needs • Import duties are categorized to facilitate tax refunds and report analysis. • Cost simulation is provided for use on the TreasureIsland system, ensuring consistency with the sales app for more accurate cost estimation. • Customer approval process has been added.
Factory Management System	• Multiple Eagle Eye AOI systems have been launched, with partial integration of AI models to reduce manpower and enhance inspection capability and accuracy. • The TMS system has been implemented to speed up the shipping process and reduce communication bottlenecks. • IBD COA is now automatically generated, reducing manual labor and accelerating shipment. • FPS has been digitized to streamline data integration across systems and further expedite shipping.
Information Security System	• Implemented SASE framework, enabling three-layer email filtering, real-time vulnerability patching, enhanced MDR, and zero trust architecture control. • The SOC ensures continuous 24-hour monitoring, adopting an attack surface reduction approach to enhance overall cybersecurity protection.
Virtual Reality System	• Enhance global customer experience, allowing customers from Europe and the United States to have a realistic factory visit and production line tour without being physically present.

4.2.4 External Innovation Incubation

Beyond pursuing R&D innovation internally, TCI is also committed to nurturing the startup ecosystem. Since 2024, Chairman Vincent Lin has served as a mentor for the AAMA Cradle Program, providing multidimensional support to startups and social enterprises from the perspective of an industry mentor—accompanying entrepreneurs as they grow and develop.
As Taiwan faces intensifying international competition, it needs more innovative solutions. TCI believes that supporting startups and fostering unicorn companies are important ways for businesses to develop industrial talent in Taiwan and give back to society.

TCI Supports Taiwanese Entrepreneurs

1. Direct investment: TCI currently invests in three startup companies. As startups often face challenges in securing their first major customers, TCI supports them in obtaining initial large-scale applications and expanding into international sales channels.

2. Incubation support funding: In collaboration with accelerators, TCI provides incubation funding to promising startups following evaluation, while identifying suitable resources and offering practical guidance to support their development.

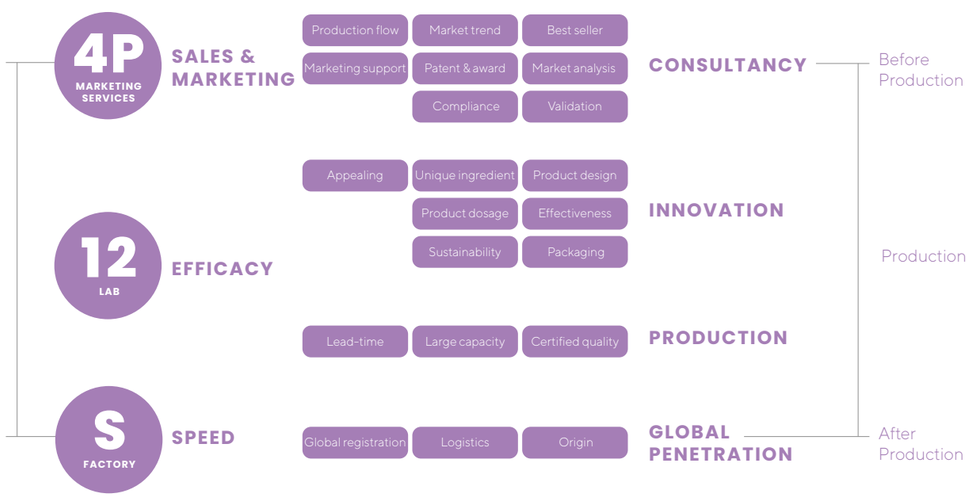
3. Industry resource matching: TCI connects startups with customers, suppliers, potential investors, and other partners through its business network. We also help startups and social enterprises integrate relevant resources and identify opportunities for further industry collaboration.

4.3 Product-centric One-stop Service

TCI is built on three core principles: Scientific Leadership (Integrated Bioscience Design, IBD), Reliable Intelligent Manufacturing (Contract Development and Manufacturing Organization+, CDMO+), and Customer Trust (Global Total Solution, GTS). Driven by AI-driven innovation, TCI provides global clients with full product lifecycle development planning—from product concept to market launch. This includes comprehensive services such as raw material R&D, risk assessment, product planning, manufacturing, quality management, regulatory consultation, and post-sales value-added support, helping clients accelerate production and time-to-market.

During the pre-development phase, TCI's Research and Development Center meticulously evaluates product efficacy and conducts thorough market analyses in collaboration with customers. This includes studying market trends and regional regulations. Additionally, experimental designs are validated, and effect mechanisms are discussed with customers. TCI prioritizes selecting the best raw materials and devising comprehensive product designs leveraging the global supply chain. Following numerous product development workshops, trial production and rigorous quality and efficacy tests ensue. Throughout this process, patent and intellectual property protection evaluations are integral to ensure full safeguarding of research outcomes. Upon product confirmation, TCI finalizes product documentation, manuals, and marketing resources. Subsequently, the product is launched into the market. Utilizing the "Dropshipping service," TCI facilitates direct shipping to distributors/agents and end consumers worldwide, enhancing service efficiency and minimizing carbon emissions during transportation.

END-TO-END PRODUCT DEVELOPMENT & MANUFACTURING SERVICE



END-TO-END PRODUCT DEVELOPMENT & MANUFACTURING FLOW

V.

HOW WE SAFE-GUARDING PLANET

5.1 Climate Change and Carbon Management
5.2 Energy Resource Management
5.3 Water Resource Management
5.4 Waste Management
5.5 Green Products

5.1 Climate Change and Carbon Management

TCI pledges its climate commitments and targets, cooperate with international climate advocacy organizations, and actively leads corporate climate action.

2 ZERO HUNGER
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

Key Actions

1. Establish an organizational greenhouse gas (GHG) inventory system in accordance with the GHG Protocol, with the inventory independently verified annually in accordance with ISO 14064-3:2019.
2. Establish a climate governance and climate risk management framework based on the four pillars of the TCFD, while progressively aligning with IFRS S2 in accordance with the applicable implementation timeline.

2025 Performance

1. Completed GHG inventories for TCI’s Taiwan and Shanghai operations, assessed the applicability of all 15 Scope 3 categories, and obtained third-party verification.
2. Completed the identification of climate-related risks and opportunities, scenario analysis, and management prioritization, covering a total of 8 climate-related issues.
3. Strengthened supplier engagement on carbon reduction for Purchased Goods and Services, the largest emissions hotspot within Scope 3.

2026 Target

1. Deepen climate scenario analysis and establish a methodology for financial quantification as the foundation for subsequent quantitative assessments.
2. Continue expanding the GHG inventory boundary, complete the integration of sustainability data systems across subsidiaries, and progressively align the reporting boundary with the consolidated financial statements.
3. Introduce supplier GHG inventory training and progressively replace industry-average emission factors with supplier-specific primary data.
4. Reduce GHG emissions intensity by 1.5% compared with 2025.

5.1.1 Climate Related Financial Disclosure Recommendations

Climate-related Financial Disclosure Framework and TCI’s Response Measures

TCI follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and identifies climate-related risks and opportunities across the four core pillars of Governance, Strategy, Risk Management, and Metrics and Targets. The Company assesses the potential impacts of climate-related risks and opportunities on its operations, financial performance, supply chain stability, and product strategy, and incorporates the assessment results into its enterprise risk management, sustainability governance, and business decision-making processes.

In 2025, TCI completed the identification of climate-related risks and opportunities, management prioritization assessment, scenario analysis, and development of corresponding management approaches in accordance with the TCFD framework. The results are summarized in this section.

TCFD Framework and TCI' s Response Measures	
Governance	**The Board of Directors** The Board of Directors primarily oversees and advises on assessing financial risks arising from climate issues, climate related capital expenditures, research and development to grasp opportunities related to climate issues, and the Company's participation in climate and energy initiatives. In 2022, the Board of Directors proposed that in evaluating future mergers, acquisitions or investments, the Company must conduct due diligence on climate issues related to the Company's operations as a necessary assessment for the Board of Directors to approve mergers, acquisitions, and investments. **ESG Committee** The ESG Committee, chaired by the Chairman, reviews the risk warning mechanism and response plan proposed by the operating departments. After the resolution passes, the Chairman instructs other departments involved in the risk, in addition to the department that identified the risk, to make an interdepartmental risk response to mitigate the possibility or impact of the risk on the Company's overall operation. The ESG Committee reports to the Board of Directors at least once a year. **Climate Performance and Remuneration Linkage** Management’s annual performance evaluation takes into account progress toward the annual targets set by the ESG Committee, including climate-related items such as greenhouse gas inventory and reduction and renewable energy adoption. At present, no separate weighting has been established to directly link climate performance to remuneration. TCI will evaluate the establishment of such a mechanism in line with the implementation timeline of IFRS S2. **Risk Management Team** The supervisor of the operating department reports the risks to the Risk Management Team of the ESG Committee. Upon receipt of the notification, the Risk Management Team conducts an initial review of the risks and response plans proposed by the department and makes recommendations for discussion with the department. Then, the Chief Sustainability Officer reports it to the ESG Committee. **Sustainable Development Office** The Sustainable Development Office, under the Chief Sustainability Officer, identifies ESG-related risks, including climate risks. The ESG Development Department closely monitors risk information from sources such as the Global Risks Report, published annually by the World Economic Forum (WEF), and mainstream sustainability information disclosure frameworks or proposed plate changes, which reference indicators such as GRI, CDP, TCFD, and TNFD.
Strategies	**Defining Short, Medium, and Long-Term Risks and Opportunities** Based on the Company' s financial planning, strategic direction, and visionary goals, short (within 3 years), medium (more than 3 years and up to 10 years), and long (more than 10 years), all calculated from the reporting year (2025), and long (more than 10 years) term risks and opportunities, respectively, and adjusts the Company's operation planning yearly by combining the analysis results of the Sustainable Development Office and sustainability trends. **Deepen TCFD Applications** Using the TCFD framework as the basis for assessing climate risks and opportunities, TCI continues to strengthen the Company's overall management system for addressing climate issues based on the results of our established analysis. **Strengthen Situational Analysis** Follow the latest IPCC assessment report to plan risk and opportunity responses for at least two climate scenarios of varying severity.

TCFD Framework and TCI' s Response Measures	
Risk management	**Information Mastery** Continuously track information, resources, and tools related to domestic and international weather risks. For example, the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) provides information on climate change projections, which assists TCI in updating basic risk data for physical risk hazard assessment and adjustment of risk response measures. **Implementation in Stages** Based on the current risk materiality assessment results, TCI will gradually introduce risk response measures based on the short, medium, and long-term projections of expected risk occurrences. **Effectiveness Review** Review the implementation results against the goals set for the project. Submit significant motions to the Board of Directors for review and rolling adjustments.
Indicators and Goals	**Key Management Indicators** TCI established environmental performance indicators, such as carbon emission intensity, electricity consumption intensity, water consumption intensity, and total waste, and managed them with ISO or other common international standards and tools. **International Initiative Goals** Publicly responding to international energy and carbon reduction initiatives such as RE100, EP100, AWS (Alliance for Water Stewardship) and SBTi serves as the Company's climate goal and as a commitment and declaration to external stakeholders.

Climate Risk and Opportunity Assessment Process

TCI follows the TCFD framework and refers to the ISO 31000:2018 Risk Management Guidelines and IPCC climate scenario data to establish a climate-related risk and opportunity management process comprising six key steps:

Step1 Collect climate-related risk and opportunity topics

TCI collects potential climate-related risks and opportunities relevant to its operations, environment, and products by reviewing climate change research reports published by international institutions and incorporating insights obtained through stakeholder engagement.

Step2 Identify Climate-related Risks and Opportunities

Through interviews with relevant business units, TCI consolidates potential climate-related topics and develops a Climate Risk and Opportunity Assessment Questionnaire. Relevant units assess each topic based on its potential impact on the Company’s operations, financial performance, value chain, and external environment, including the likelihood of occurrence and magnitude of impact.

Step3 Management Priority Assessment Method and Results

With reference to IFRS S2 Climate-related Disclosures, TCI established a management priority assessment framework for climate-related risks and opportunities.

The classification criteria are as follows:

- Topics with a risk matrix score of 16 or above are classified as Priority Response items.
- Topics with a risk matrix score of 12 and rated High for both impact materiality and financial materiality are also classified as Priority Response items.
- All other topics are classified as Routine Monitoring items.

In 2025, TCI identified 5 key climate-related risks and 3 key climate-related opportunities. Based on the above criteria, 3 opportunities and 2 risks, totaling 5 topics, were classified as Priority Response items, while the remaining 3 risks were classified as Routine Monitoring items.

Topics under Routine Monitoring will continue to be tracked for changes in relevant scenarios. If subsequent financial quantification results meet the Priority Response threshold, or if the Company’s risk management mechanism determines that a higher level of management attention is required, the topic will be reclassified as a Priority Response item.

Climate Risk and Opportunity Management Priority Assessment Table

Topic	Type	Primary Scenario	Time Horizon	Value Chain Boundary	Type of Financial Impact	Impact Materiality	Financial Materiality	Linked to Risk Management List	Management Level
Rising Renewable Energy Certificate Prices	Risk	Transition scenario: Rising renewable energy costs	Short to Medium Term	Direct perations	Operating Expenses	Medium	High	Yes	Priority Response
Sustainable Products and New Market Expansion	Opportunity	Transition scenario: Growing demand for sustainable consumption	Short to Medium Term	Downstream Value Chain	Revenue	High	High	N/A (Opportunity)	Priority Response
New Market Opportunities for Plant-based Collagen	Opportunity	Transition scenario: Growing demand for non-animal-derived products	Medium to Long Term	Downstream Value Chain	Revenue, Cash Flows	Medium	High	N/A (Opportunity)	Priority Response
Rising Carbon Fees and Compliance Costs	Risk	Transition scenario: Tightening carbon pricing	Medium to Long Term	Direct Operation	Operating Expenses, Cash Flows	Medium	Medium	Yes	Routine Monitoring
Reduced Operating Costs through Low-carbon Raw Materials and Green Financing	Opportunity	Transition scenario: Low-carbon processes and green finance	Short to Medium Term	Direct Operation	Operating Expenses, Financing	Medium	High	N/A (Opportunity)	Priority Response
Low-carbon Transition and Renewable Energy / Equipment Investment	Risk	Transition scenario: Energy transition investment	Short to Medium Term	Direct Operation	Capital Expenditures	Medium	Medium	Yes	Routine Monitoring
Site Flooding / Water Resource Risk	Risk	Physical scenario: Heavy rainfall and flooding	Short to Medium Term	Direct Operation	Assets, Operating Expenses, Capital Expenditures	High	Medium	Yes	Routine Monitoring
Upstream Raw Material Shortages and Cost Increases	Risk	Physical scenario: Volatility in natural raw material supply	Long Term	Upstream Value Chain	Revenue, Operating Expenses, Market Access Opportunities	High	High	Yes	Priority Response

Note 1: Time horizons are defined as follows: short term refers to within 3 years, medium term refers to more than 3 years and up to 10 years, and long term refers to more than 10 years. All periods are calculated from the reporting year of this Sustainability Report (2025).
Note 2: The amounts presented represent potential financial impacts or the upper bounds of opportunities under the relevant scenario assumptions. They do not constitute the Company' s financial forecasts, revenue commitments, or public earnings guidance.
Note 3: Rising carbon fees and compliance costs and site flooding / water resource risks are included in the annual financial impact assessment of climate-related risks.

Likelihood of Occurrence

Score	Assessment Criteria
1	Expected to occur more than 30 years from now, or currently considered only a long-term hypothetical scenario.
2	Expected to potentially occur more than 10 years from now.
3	Expected to potentially occur within 10 years.
4	Expected to potentially occur within 3 years.
5	Has already occurred, is ongoing, may occur annually, or is considered highly certain to occur.

Magnitude of Impact

Score	Revenue Threshold
1	< 0.1% of the previous year's revenue
2	0.1% to < 0.5% of the previous year's revenue
3	0.5% to < 1% of the previous year's revenue
4	1% to < 3% of the previous year's revenue
5	≥ 3% of the previous year's revenue, or the impact has already affected the Company' s material operational decision-making

Step4 Climate Scenario Analysis

For the key climate-related risks and opportunities identified, TCI establishes scenario assumptions for transition risks, physical risks, and climate-related opportunities to assess potential impacts on the Company's operations, financial performance, value chain stability, and product strategy under different climate policies, market demand conditions, energy prices, extreme weather events, and changes in upstream raw material supply.

Scenario Settings and Parameters

• Transition Scenarios: TCI refers to the Net Zero Emissions by 2050 Scenario (NZE) and the Stated Policies Scenario (STEPS) in the International Energy Agency's (IEA) World Energy Outlook (WEO) to establish a High-Intensity Low-Carbon Transition Scenario and a Stated Policies Continuation Scenario. For Taiwan's carbon fee, TCI applies the rates announced by the Ministry of Environment on October 21, 2024 and effective from January 1, 2025. The general rate is NT$300 per metric ton of CO_2e, with preferential rates of NT$50 and NT$100 subject to applicable conditions. TCI uses the general rate as the basis for its assessment. International carbon price ranges are based on estimates under the two IEA scenarios described above.

• Physical Scenarios: TCI refers to the Shared Socioeconomic Pathways (SSPs) in the IPCC Sixth Assessment Report (AR6), using SSP1-2.6 as the low-emissions scenario and SSP5-8.5 as the very high-emissions scenario. Projections for extreme precipitation, temperature increases, and drought are based on publicly available data published by the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) under these scenarios.

• Climate-related Opportunities: Scenario assumptions are based on growing demand for sustainable consumption, increasing customer demand for low-carbon products, the development of low-carbon raw materials and green finance, and rising demand for non-animal-derived ingredients.

Detailed descriptions of each scenario, the corresponding climate-related topics, and the key differences among scenarios are presented in the table on the right.

Strategic Resilience Assessment

Under the High-Intensity Low-Carbon Transition Scenario, the main pressures arise from the costs of renewable electricity and renewable energy certificate procurement, carbon fees, and investment in low-carbon equipment. TCI has taken measures to diversify and mitigate these pressures through RE100 renewable electricity procurement planning, assessment of self-owned renewable energy generation, energy-efficiency projects, and low-carbon product development. Nevertheless, the Company will continue to monitor fluctuations in renewable electricity prices and carbon fee rates.

Under the Very High-Emissions Scenario (SSP5-8.5), the principal pressures arise from extreme rainfall and flooding risks at the Pingtung Precise iManufacturing Center (Rock Park), as well as fluctuations in the quality and availability of upstream natural raw materials. TCI has implemented measures including site drainage and flood prevention facilities, backup water sources, supplier diversification, and the development of alternative raw materials. In the long term, however, capital expenditure planning will continue to be adjusted on a rolling basis in response to actual climate developments.

Overall, TCI's current business model, product portfolio, energy mix, and supply chain configuration demonstrate sufficient flexibility to adapt under the scenarios analyzed. No circumstances requiring an immediate change to the Company's business model were identified. Going forward, TCI will periodically review its strategic resilience based on changes in scenario parameters and the results of financial quantification and report the findings to the Sustainability Promotion Committee.

Scenario Type	Scenario / Reference Source	Scenario Description	Corresponding Topics	Differences in Risks or Opportunities under Different Scenarios
Transition Risk: High-Intensity Low-Carbon Transition	Based on the logic of the IEA Net Zero Emissions Scenario (NZE)	Global and customer-driven decarbonization requirements accelerate, increasing pressure related to renewable energy, renewable energy certificates, carbon fees, and low-carbon investments	Rising renewable energy certificate prices; low-carbon transition and renewable energy/equipment investment; rising carbon fees and compliance costs	Greater pressure from renewable electricity procurement, renewable energy certificate costs, carbon fees, and low-carbon equipment investment, potentially increasing operating expenses, capital expenditures, and cash flow pressure
Transition Risk: Stated Policies Continuation	Based on the logic of the IEA Stated Policies Scenario (STEPS)	Policy implementation progresses at a relatively slower pace, while competition in renewable energy markets, tightening regulations, and customer decarbonization requirements continue to increase gradually	Rising renewable energy certificate prices; low-carbon transition and renewable energy/equipment investment; rising carbon fees and compliance costs	Short-term transition pressure is relatively lower, but renewable energy procurement, carbon fee exposure, and low-carbon equipment investment still need to be incorporated into medium- and long-term operational planning
Physical Risk: Low-Emissions Scenario (SSP1-2.6)	Based on the IPCC AR6 SSP low-emissions scenario	Global decarbonization action is relatively ambitious, keeping long-term physical climate risks comparatively more manageable	Site flooding/water resource risk; upstream raw material shortages and cost increases	Flooding, water stress, and volatility in natural raw material supply still require ongoing monitoring. Key management priorities include water conservation, drainage, disaster preparedness, supplier risk identification, and development of alternative raw materials
Physical Risk: Very High-Emissions Scenario (SSP5-8.5)	Based on the IPCC AR6 SSP very high-emissions scenario	Higher temperature increases, extreme precipitation, drought, and climate variability may intensify	Site flooding/water resource risk; upstream raw material shortages and cost increases	Risks of operational disruption, water stress, and fluctuations in the quality and availability of natural raw materials increase, potentially leading to higher asset losses, operating expenses, disaster-prevention investment, and supply chain management costs
Climate Opportunity: Growing Sustainability Demand	Based on customer demand for low-carbon products, sustainable consumption trends, and the development of green finance	Market demand increases for low-carbon products, environmentally friendly packaging, sustainable raw materials, non-animal-derived ingredients, and traceable products	Sustainable products and new market expansion; reduced operating costs through low-carbon raw materials and green financing; new market opportunities for plant-based collagen	Supports expansion of sustainable product sales, new market development, low-carbon raw material applications, green financing opportunities, and long-term product portfolio differentiation

Step5 Analyze Financial Impacts

Based on the relevant scenario assumptions, TCI assesses the potential types of financial impacts associated with each climate-related topic, including impacts on revenue, operating expenses, capital expenditures, cash flows, financing, assets, and market access opportunities. The assessment results are incorporated into annual operational planning, capital expenditure evaluation, and product portfolio management.

The financial impacts disclosed for the current reporting year are based on a qualitative assessment of the direction and type of potential impacts. Quantitative financial assessments will be completed in phases in accordance with the Company's IFRS S2 implementation timeline.

Step6 Develop Response Measures

For the identified climate-related risks and opportunities, TCI establishes corresponding management approaches and response measures according to their assigned management priority. The classification methodology is described in Step 3.

Management Approaches for Climate-related Topics

Climate-related Opportunities and Management Approaches

Opportunity Category	Primary Type of Financial Impact	otential Financial Impact	Management Level	Drivers of Opportunity	Management Approach
Sustainable Products and New Market Expansion	Revenue	Increased sales of sustainable products, access to new customers, and revenue growth	Priority Response	Global sustainable consumption trends are accelerating, while customers and end markets are increasingly demanding low-carbon products, environmentally friendly packaging, sustainable raw materials, and green product solutions. By integrating product R&D, packaging design, and low-carbon manufacturing, TCI can deepen collaboration with existing customers and expand into new markets with sustainability-driven demand.	Progressively increase the use of environmentally friendly packaging and reduce product carbon and environmental footprints; develop low-carbon and sustainable product solutions; strengthen product carbon footprint data, sustainable packaging information, sustainable raw material data, and efficacy validation to support customers in adopting sustainable products and enhancing market competitiveness.
Reduced Operating Costs through Low-carbon Raw Materials and Green Financing	Operating Expenses, Financing	Reduced operating costs and improved access to financing through low-carbon raw materials, energy-efficient processes, and green finance instruments		Investors, financial institutions, and international customers are placing greater emphasis on corporate climate performance. Demonstrated achievements in decarbonization, energy efficiency, low-carbon raw materials, and climate governance may improve access to green or sustainability-linked financing, while low-carbon manufacturing and resource efficiency improvements may reduce operating expenses.	Continue implementing energy efficiency, carbon reduction, and low-carbon raw material initiatives; identify projects eligible for green financing, sustainability-linked loans, or other sustainable finance instruments; and establish a sustainability performance management framework using decarbonization results, resource efficiency, and climate management performance as a basis for financing and investment engagement.
New Market Opportunities for Plant-based Collagen	Revenue	Growing demand for non-animal-derived products drives new product sales and customer adoption		Global demand for non-animal-derived, low-carbon, environmentally responsible, and traceable raw materials is increasing. Plant-based collagen provides opportunities to reduce reliance on animal-derived materials, respond to customer demand for sustainable products, and develop new application markets.	Strengthen the R&D, efficacy validation, and commercialization of plant-based synthetic collagen; establish supporting data on low-carbon characteristics, non-animal origin, traceability, and market applications; promote customer adoption and expand applications across health supplements, beauty and skincare products, and other high-value products.
New Market Opportunities for Plant-based Collagen	Revenue, Cash Flows	Long-term expansion of new product lines and customer portfolios, supporting more stable revenue and cash flows		Non-animal-derived raw materials and sustainable biotechnology can reduce reliance on conventional animal-derived materials and associated supply volatility while supporting the development of a differentiated, long-term low-carbon product portfolio. As demand for sustainable ingredients and low-carbon products grows, these technologies may become an important source of long-term growth.	Continue investing in non-animal-derived raw materials, precision fermentation, and related technology platforms; expand patents, efficacy validation, customer application cases, and international market development; and incorporate plant-based collagen into the long-term sustainable product portfolio as a key direction for low-carbon product and new market development.

Note 1: The financial impacts presented above are classified for management purposes based on the scenario assumptions set out in the Climate Risk and Opportunity Management Priority Assessment Table.
Note 2: The matrix and tabular analyses presented for the current reporting year provide a qualitative assessment of the direction of potential financial impacts. Models and data collection mechanisms for the quantification of financial impacts are currently being developed in alignment with IFRS S2.

Climate-related Risks and Management Approaches

Risk Category	Primary Type of Financial Impact	Potential Financial Impact	Management Level	Risk Drivers	Management Approach
Policy and Regulation: Rising Renewable Energy Certificate Prices	Operating Expenses	Higher procurement costs for renewable energy certificates, resulting in increased operating costs	Priority Response	TCI has set a target to achieve 100% renewable electricity use by 2030. If self-generated renewable electricity is insufficient, the Company may need to procure renewable electricity or renewable energy certificates externally. As corporate demand for renewable energy continues to grow, intensified competition in renewable electricity and certificate markets may increase procurement costs.	Continue evaluating a combination of self-owned renewable energy generation and external renewable electricity procurement; regularly monitor renewable electricity and certificate market prices; implement GHG reduction projects to reduce reliance on external certificate purchases; and incorporate renewable electricity costs into medium-term operating cost planning and climate-related financial impact assessments.
Policy and Regulation: Rising Renewable Energy Certificate Prices	Operating Expenses	Increased short-term spending on renewable electricity certificates, affecting annual operating costs	Priority Response	To meet RE100 commitments and customer expectations regarding renewable energy use, TCI may continue to rely on purchased renewable electricity or renewable energy certificates in the short term to address renewable energy gaps. Limited market supply or price volatility may directly increase annual operating expenses.	Establish annual renewable electricity and certificate procurement plans; prioritize renewable energy sources suitable for self-generation and self-consumption or long-term procurement agreements; continue implementing energy efficiency and carbon reduction projects to reduce baseline electricity consumption and certificate demand; and regularly report procurement progress and cost changes to the Sustainability Promotion Committee.
Low-carbon Transition and Renewable Energy / Equipment Investment	Capital Expenditures	Increased investment in low-carbon equipment, energy-efficiency systems, renewable energy facilities, and related management systems	Routine Monitoring	To achieve TCI's 2030 renewable energy and SBTi emissions reduction targets, while responding to customer expectations for low-carbon supply chains, the Company must progressively invest in low-carbon manufacturing processes, energy-efficient equipment, energy management systems, renewable energy facilities, and related information management tools, potentially increasing capital expenditures in the short to medium term.	Implement investments in phases based on equipment replacement cycles and energy-saving benefits; incorporate emissions reduction potential, energy-saving benefits, investment payback periods, and capital expenditures into investment evaluations; prioritize equipment with strong energy-efficiency benefits and the ability to support emissions reduction targets; and report major investment projects to the Sustainability Promotion Committee or Board of Directors for monitoring, where appropriate.
Policy and Regulation: Rising Carbon Fees and Compliance Costs	Operating Expenses, Cash Flows	Increased carbon fees, carbon credit procurement costs, or compliance management expenses, affecting operating expenses and cash flows	Routine Monitoring	Taiwan's Climate Change Response Act has established a carbon fee mechanism. If TCI' s emissions or applicable organizational boundary reaches the regulatory threshold in the future, the Company may incur carbon fees, carbon credit procurement costs, or related compliance expenses. International carbon pricing, customer decarbonization requirements, and supply chain disclosure requirements may also increase compliance costs.	Continue assessing applicable boundaries, emissions baselines, and potential carbon fee assumptions; implement GHG reduction projects to reduce future carbon cost exposure; incorporate carbon fee estimates into the annual climate-related financial impact assessment; and continuously monitor domestic and international carbon pricing, carbon fee developments, and customer supply chain decarbonization requirements, adjusting response measures on a rolling basis.
Acute and Chronic Physical Risks: Site Flooding / Water Resource Risks	Assets, Operating Expenses, Capital Expenditures	Production capacity losses, equipment or asset damage, business interruption, and increased disaster-prevention investment	Routine Monitoring	Climate change may increase the risk of extreme rainfall, flooding, and uneven regional precipitation, potentially affecting production stability, equipment safety, water availability, and operational resilience at the Pingtung site. Flooding or water shortages may result in production losses, business interruption, asset damage, or additional disaster-prevention expenditure.	Improve site drainage systems and flood-prevention facilities; advance water resource management, water conservation, and water recycling initiatives; strengthen disaster preparedness drills, backup water sources, and business continuity management; regularly review flooding, water scarcity, and disaster-prevention conditions at higher-risk sites; and incorporate necessary improvements into capital expenditure planning.
Value Chain Physical Risk: Upstream Raw Material Shortages and Cost Increases	Revenue, Operating Expenses, Market Access Opportunities	Higher raw material costs, supply instability, and shipment constraints, potentially affecting revenue, operating expenses, and customer business opportunities	Priority Response	TCI's product formulations rely to a certain extent on natural raw materials. Agricultural crops, plant-based ingredients, and animal-derived resources may experience quality fluctuations, lower yields, supply interruptions, or price increases due to climate change. Instability in the supply of critical raw materials may affect product delivery, cost structures, customer relationships, and market access opportunities.	Strengthen R&D capabilities and diversify formulation design to reduce dependence on individual raw materials; establish alternative sources and secondary suppliers for high-risk raw materials; enter into long-term cooperation or supply agreements with key suppliers to improve supply stability; introduce supplier climate risk assessments and raw material risk classification; and continue developing plant-based, synthetic, and low-carbon alternative materials.

Note 1: The financial impacts presented above are classified for management purposes based on the scenario assumptions set out in the Climate Risk and Opportunity Management Priority Assessment Table.
Note 2: The matrix and tabular analyses presented for the current reporting year provide a qualitative assessment of the direction of potential financial impacts. Models and data collection mechanisms for the quantification of financial impacts are currently being developed in alignment with IFRS S2.
Note 3: Topics classified as "Routine Monitoring" will be reclassified as "Priority Response" if subsequent financial quantification results meet the Priority Response threshold or if the Company' s risk management mechanism determines that a higher level of management attention is required.

Integration with the Risk Management List

The identification, assessment, and monitoring of TCI's climate-related risks are integrated into the Company's enterprise-wide risk management framework. After climate-related topics are identified by the Sustainability Development Office, they are managed in accordance with the risk management process described in Section 3.4. Heads of relevant operating departments report the identified risks to the Risk Management Team under the Sustainability Promotion Committee. Following an initial review by the Risk Management Team, the Chief Sustainability Officer submits the matters to the Sustainability Promotion Committee, while issues involving material operational impacts are further reported to the Board of Directors.
Climate-related topics classified as Priority Response items are also incorporated into the Risk Management List in Section 3.4.2 for ongoing monitoring. Their risk attributes, likelihood of occurrence, and severity assessments are disclosed in that section.
Climate-related opportunities, on the other hand, are managed by the Sustainability Promotion Committee and relevant operating departments through existing decision-making processes relating to product development, green financing, and market expansion, and are therefore not included in the Risk Management List.

Transition Plan

Item	Description	Implementation Steps
Carbon Reduction Plan	The Company will progressively reduce carbon emissions, promote low-carbon production technologies and processes, introduce clean energy, and improve energy efficiency.	1. Assess existing production processes and energy consumption. 2. Establish carbon reduction targets and select appropriate low-carbon equipment. 3. Implement manufacturing technology improvements and equipment upgrades in phases.
Resource Management Plan	Optimize resource management, advance energy conservation and water resource management programs, and implement circular economy practices.	1. Review current resource use and identify opportunities for optimization. 2. Establish energy- and water-saving targets and promote resource reuse. 3. Introduce resource management technologies to improve resource efficiency.

Metrics and Targets

2026 Targets	Medium- and Long-Term Targets
1. Increase the share of renewable electricity use. 2. Continue expanding the GHG inventory boundary across manufacturing sites and operating locations to align with the consolidated financial reporting boundary, with third-party verification conducted in accordance with ISO 14064-3. 3. Continue optimizing energy efficiency management and water resource management programs. 4. Progressively introduce electric vehicles for Company use. 5. Continue reducing overall GHG emissions and electricity intensity. 6. Launch supplier GHG inventory training programs.	1. Regularly report climate-related matters, including climate risks and GHG inventory progress, to the Board of Directors. 2. Continue expanding the use of 100% renewable electricity across manufacturing sites and operating locations, with the goal of achieving 100% renewable electricity use by 2030 (RE100). 3. Continue evaluating diversified renewable energy sources and establish an optimal renewable electricity procurement portfolio to support achievement of the 2030 RE100 target. 4. By 2030, reduce absolute Scope 1 and Scope 2 GHG emissions by 51%, and reduce absolute Scope 3 emissions from Purchased Goods and Services by 15%, compared with the 2018 base year, in accordance with TCI's SBTi-validated targets.

5.1.2 Greenhouse Gas Management

Short-, Medium-, and Long-Term Greenhouse Gas Management Targets

2025 2026 2030 2050

2025 PERFORMANCE

Completed full-scope greenhouse gas inventories (Scopes 1, 2, and 3) for TCI's operations in Taiwan and Shanghai, with both inventories independently verified by a third party.

SHORT TERM 2026

Continue improving the completeness of Scope 3 activity data and increasing the coverage of supplier-specific data. Establish a GHG emissions intensity baseline using a consistent organizational boundary to strengthen annual emissions reduction performance tracking.

MEDIUM TERM 2027-2030

In accordance with TCI's SBTi-approved targets, using 2018 as the base year, reduce absolute Scope 1 and Scope 2 emissions by 51% by 2030, and reduce absolute Scope 3 Category 1 – Purchased Goods and Services emissions by 15%. This target covers 85.35% of Scope 3 emissions.

LONG TERM 2031-2050

Continue advancing renewable energy, energy efficiency, process improvements, equipment electrification, refrigerant management, low-carbon raw materials, and supply chain decarbonization, with priority given to actual emissions reductions. TCI's previously established 2040 net-zero target is currently being recalibrated under the SBTi Corporate Net-Zero Standard following the expansion of the GHG inventory boundary. The revised base year and target year will be disclosed upon approval.

Since TCI's climate transition plan was approved by the Science Based Targets initiative (SBTi) in 2021, implementation progress has been overseen by the Sustainability Promotion Committee and reviewed annually through the Sustainability Report.
Achievement of the above targets may be influenced by the following external conditions:
1. Renewable Electricity Supply in Taiwan: Under TCI's 2030 RE100 commitment, if self-generated renewable electricity is insufficient, the Company will need to procure renewable electricity or certificates externally and may face upward price pressure.
2. Available Rooftop Area: Solar installations at the Pingtung Precise iManufacturing Center (Rock Park) currently cover 7,940 m^2 with an installed capacity of 1,362 kW, leaving limited room to further expand on-site self-generation capacity.
3. Differences in Renewable Energy Certificate Mechanisms: The renewable energy certificate mechanism applicable to the Shanghai Precise iManufacturing Center (Golden Mountain Park) differs from that in Taiwan and therefore requires separate feasibility assessment.
4. Supplier Decarbonization Capacity: As Scope 3 emissions account for a significant share of TCI's total emissions, reduction performance is highly dependent on the willingness and technical capabilities of upstream suppliers to decarbonize.
5. Commercial Maturity of Low-Carbon Process Technologies: The pace and extent of emissions reductions may also depend on the commercial readiness and scalability of emerging low-carbon manufacturing technologies.

Greenhouse Gas Inventory System

In response to Taiwan's Climate Change Response Act, sustainability disclosure requirements for listed companies, international climate initiatives, and customers' supply chain decarbonization expectations, TCI continues to strengthen its organizational greenhouse gas inventory and emissions reduction management system. TCI has designated 2025 as the inventory base year for its new organizational boundary and will use the same inventory boundary, calculation methodology, and financial denominator to track annual GHG emissions intensity going forward. TCI's SBTi emissions reduction targets continue to use 2018 as the target base year; the two base years serve different purposes.
In 2025, TCI conducted its GHG inventory in accordance with the GHG Protocol and applied the operational control approach to define its organizational boundary. Accordingly, 100% of GHG emissions from operating locations and facilities over which TCI has operational control are included in the inventory. The reporting period covers January 1 to December 31, 2025, and the organizational boundary includes the following locations:

Region	Location	Nature of Operations
Taiwan	Taipei Headquarters	Office
Taiwan	Pingtung Precise iManufacturing Center (Rock Park) – S5, S9, S12	Functional food / beverage production
Taiwan	Pingtung Precise iManufacturing Center (Rock Park) – S11	Facial mask production
China	Shanghai Precise iManufacturing Center (Golden Mountain Park) – S8	Functional food / beverage production
China	Shanghai Jing'an, Guangzhou, and Beijing operating locations	Office

The inventory scope includes:
1. Scope 1: Direct GHG Emissions
Includes emissions from stationary combustion, mobile combustion, process emissions, and fugitive emissions.
2. Scope 2: Energy Indirect GHG Emissions
Includes indirect emissions arising from purchased electricity consumed at operating locations.
3. Scope 3: Other Indirect GHG Emissions
Value chain emissions are identified in accordance with the 15 Scope 3 categories of the GHG Protocol and quantified based on activity applicability and data availability.

GHG emissions are primarily calculated by multiplying activity data by applicable emission factors and Global Warming Potential (GWP) values. For certain categories of purchased goods and services and capital goods where complete supplier-specific data are not yet available, TCI applies the Environmentally Extended Input-Output (EEIO) method, using procurement expenditure and industry-average emission factors for estimation.
For 2025, expenditure-based calculations use TCI's 2025 average exchange rate of US$1 = NT$31.1663. Global Warming Potential (GWP) values are based on the Intergovernmental Panel on Climate Change Sixth Assessment Report (IPCC AR6).

2025 Greenhouse Gas Emissions

According to the results of TCI's 2025 greenhouse gas inventory, as verified by an independent third party, total GHG emissions from the Pingtung Precise iManufacturing Center (Rock Park) and Taipei Headquarters amounted to 77,160.88 metric tons of carbon dioxide equivalent (tCO_2e), while total emissions from the Shanghai Precise iManufacturing Center (Golden Mountain Park) and other office locations in China amounted to 11,743.30 tCO_2e.

Pingtung Precise iManufacturing Center (Rock Park) and Taipei Headquarters

Emission Scope	2025 GHG Emissions (tCO_2e)	Share of Total Emissions
Scope 1: Direct GHG Emissions	3,866.63	5.01%
Scope 2: Energy Indirect GHG Emissions	9,820.37	12.73%
Scope 3: Other Indirect GHG Emissions	63,473.88	82.26%
Total GHG Emissions	77,160.88	100.00%

Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Office Locations in China

Emission Scope	2025 GHG Emissions (tCO_2e)	Share of Total Emissions
Scope 1: Direct GHG Emissions	825.67	7.03%
Scope 2: Energy Indirect GHG Emissions	3,873.10	32.98%
Scope 3: Other Indirect GHG Emissions	7,044.53	59.99%
Total GHG Emissions	11,743.30	100.00%

Note 1: The organizational boundary, inventory categories, and certain calculation methodologies applied in 2025 differ from those used in previous years. Therefore, changes in total emissions should not be interpreted as direct year-on-year increases or decreases.
Note 2: Due to rounding, the sum of individual percentages may differ slightly from 100%.

Scope 1: Direct GHG Emissions

Pingtung Precise iManufacturing Center (Rock Park) and Taipei Headquarters
In 2025, Scope 1 emissions amounted to 3,866.63 tCO_2e, representing a 0.9% increase from the previous year. The primary emission source was stationary combustion of natural gas used in gas-fired boilers at functional food and facial mask production facilities. Other emission sources included process emissions from activities such as product filling, mobile combustion from gasoline used by Company vehicles, and fugitive emissions from refrigerant equipment and septic tanks.
To reduce direct emissions, TCI implements measures including boiler efficiency management, fuel consumption monitoring, regular equipment maintenance, process improvements, refrigerant equipment inventory management, and assessment of low-carbon vehicles. In 2025, natural gas consumption decreased by 10.31% year on year, equivalent to 7,176 GJ, resulting in an estimated emissions reduction of approximately 403 tCO_2e (Note 3). No additional diesel was purchased during the year, and diesel consumption decreased significantly compared with the previous year. Emergency generators remain included in the stationary combustion source inventory, while TCI continues to evaluate lower-carbon alternatives.

Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Office Locations in China
In 2025, Scope 1 emissions amounted to 825.67 tCO_2e. The majority of emissions arose from sources newly recognized following the completion of the inventory boundary, including fugitive emissions from refrigerant equipment using R32, R410, and R507, fire suppression systems, and methane emissions from septic tanks. The remaining emissions were primarily attributable to mobile combustion from gasoline used by Company vehicles.
The increase compared with the previous year mainly reflects improved completeness in the identification and recognition of emission sources, rather than an actual increase in operational emissions.

Scope 2: Energy Indirect GHG Emissions

Pingtung Precise iManufacturing Center (Rock Park) and Taipei Headquarters
In 2025, Scope 2 emissions amounted to 9,820.37 tCO_2e, primarily attributable to purchased electricity used in operations. TCI continues to implement a range of energy-saving initiatives, including self-generated and self-consumed solar power, purchased renewable electricity, replacement with high-efficiency equipment, optimization of compressed air, chilled water, air-conditioning, and production equipment parameters, smart meters and energy monitoring, LED lighting, equipment start-stop management, and identification and reduction of unnecessary electricity consumption.
In 2025, total renewable energy use reached 736.9 MWh, corresponding to an estimated emissions reduction of approximately 364 tCO_2e (Note 3).

Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Office Locations in China
In 2025, Scope 2 emissions were primarily attributable to purchased electricity and purchased steam used at the Shanghai Precise iManufacturing Center (Golden Mountain Park). Through three major energy-saving and carbon reduction initiatives, the site achieved cumulative annual emissions reductions of 280.51 tCO_2e:
1. AI-enabled Intelligent Platform Control:Completed an intelligent control upgrade for office air-conditioning systems and established a remote time-based control system. Air-handling unit fans on the beverage production line were also connected to the AI energy intelligent control platform, enabling dynamic matching of energy supply with production loads and achieving emissions reductions of 113 tCO_2e.
2. Introduction of Advanced Energy-saving Technologies: Upgraded compressed-air storage tanks with zero-air-loss drains to eliminate compressed-air leakage and losses. Energy-saving modifications were also implemented for the regeneration process of adsorption dryers, reducing compressed-air and electricity consumption during regeneration and achieving emissions reductions of 159 tCO_2e.
3. Use of Clean Energy: All streetlights within the site were replaced with solar photovoltaic lighting systems, substituting grid electricity with clean energy and reducing emissions by 8.51 tCO_2e.

Scope 1 and Scope 2 Emissions Intensity

	Pingtung Precise iManufacturing Center (Rock Park) and Taipei Headquarters			Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Office Locations in China		
	2023	2024	2025	2023	2024	2025
Direct GHG Emissions (tCO_2e)	3,646	3,831	3,867	7.41	11.93	825.67
Energy Indirect GHG Emissions (tCO_2e)	9,669	9,449	9,820	6,051	4,551.27	3,873.10
Total Scope 1 and Scope 2 Emissions (tCO_2e)	13,315	13,280	13,687	6,059	4,563.2	4,698.77
Emissions Intensity (tCO_2e / USD million revenue)	83	87	96.5	75	71	121.3

Note 1: Emissions intensity is calculated by dividing the combined Scope 1 and Scope 2 GHG emissions by the annual operating revenue attributable to the respective operating locations.
Note 2: The denominator used for emissions intensity is the annual operating revenue of the respective operating locations, converted into USD millions. The USD/NTD exchange rate is calculated using the monthly average historical exchange rates published by the Bank of Taiwan for each year.
Note 3: Beginning in 2025, the statistical boundary was expanded to include the Taipei Headquarters and the Shanghai Jing' an, Guangzhou, and Beijing office locations. Data for 2023 and 2024 have not been restated. As both the reporting boundary and the revenue calculation basis differ from those applied in 2025, the figures are not directly comparable across years.

Scope 3 GHG Emissions

Pingtung Precise iManufacturing Center (Rock Park) and Taipei Headquarters

TCI has progressively expanded its Scope 3 greenhouse gas inventory since 2022. In 2025, TCI completed an applicability assessment covering all 15 Scope 3 categories under the GHG Protocol and quantified emissions from 10 categories: Category 1 Purchased Goods and Services, Category 2 Capital Goods, Category 3 Fuel- and Energy-related Activities, Category 4 Upstream Transportation and Distribution, Category 5 Waste Generated in Operations, Category 6 Business Travel, Category 7 Employee Commuting, Category 9 Downstream Transportation and Distribution, Category 12 End-of-Life Treatment of Sold Products, and Category 15 Investments.
Total Scope 3 emissions in 2025 amounted to 63,473.88 tCO_2e. Of this amount, Purchased Goods and Services accounted for 53,951.97 tCO_2e, representing approximately 85.00% of total Scope 3 emissions, making it TCI' s most significant value chain emissions hotspot.

Scope 3 Category	2025 GHG Emissions (tCO_2e)	Primary Calculation Method
Category 1: Purchased Goods and Services	53,951.97	Procurement expenditure, industry-average emission factors, and selected actual activity data
Category 2: Capital Goods	1,914.70	Capital expenditure and industry-average emission factors
Category 3: Fuel- and Energy-related Activities	2,925.15	Activity data for electricity, natural gas, gasoline, tap water, and other energy-related sources
Category 4: Upstream Transportation and Distribution	931.17	Freight weight, transportation distance, mode of transport, or transportation expenditure
Category 5: Waste Generated in Operations	207.60	Waste weight, treatment method, and transportation distance
Category 6: Business Travel	170.87	Mode of transport, travel distance, or business travel expenditure
Category 7: Employee Commuting	346.72	Commuting mode, commuting distance, and number of working days
Category 9: Downstream Transportation and Distribution	10.68	Available data for logistics paid for or designated by customers
Category 12: End-of-Life Treatment of Sold Products	2,904.30	Packaging weight estimated based on packaging procurement expenditure, combined with sales market distribution of 40% in the United States and 60% in Europe and material-specific end-of-life emission factors
Category 15: Investments	110.72	Revenue of investee companies, ownership percentage, and industry-average emission factors
Total Scope 3 Emissions	63,473.88	—

Note 1: Due to rounding, the sum of individual category emissions may differ slightly from the reported total Scope 3 emissions.
Note 2: The main emissions hotspots within Category 12 were dispensing/spray components, PE bottles, printed cartons, cushioning materials, and corrugated cartons/outer boxes. Together, these five packaging categories accounted for 2,111.7 tCO ☒ e, representing 72.7% of Category 12 emissions.
Note 3: Category 8 Upstream Leased Assets, Category 13 Downstream Leased Assets, and Category 14 Franchises were assessed as not applicable. Category 10 Processing of Sold Products and Category 11 Use of Sold Products have not yet been quantified due to incomplete data. TCI will continue strengthening data collection mechanisms covering products, packaging, and the downstream value chain.

Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Office Locations in China

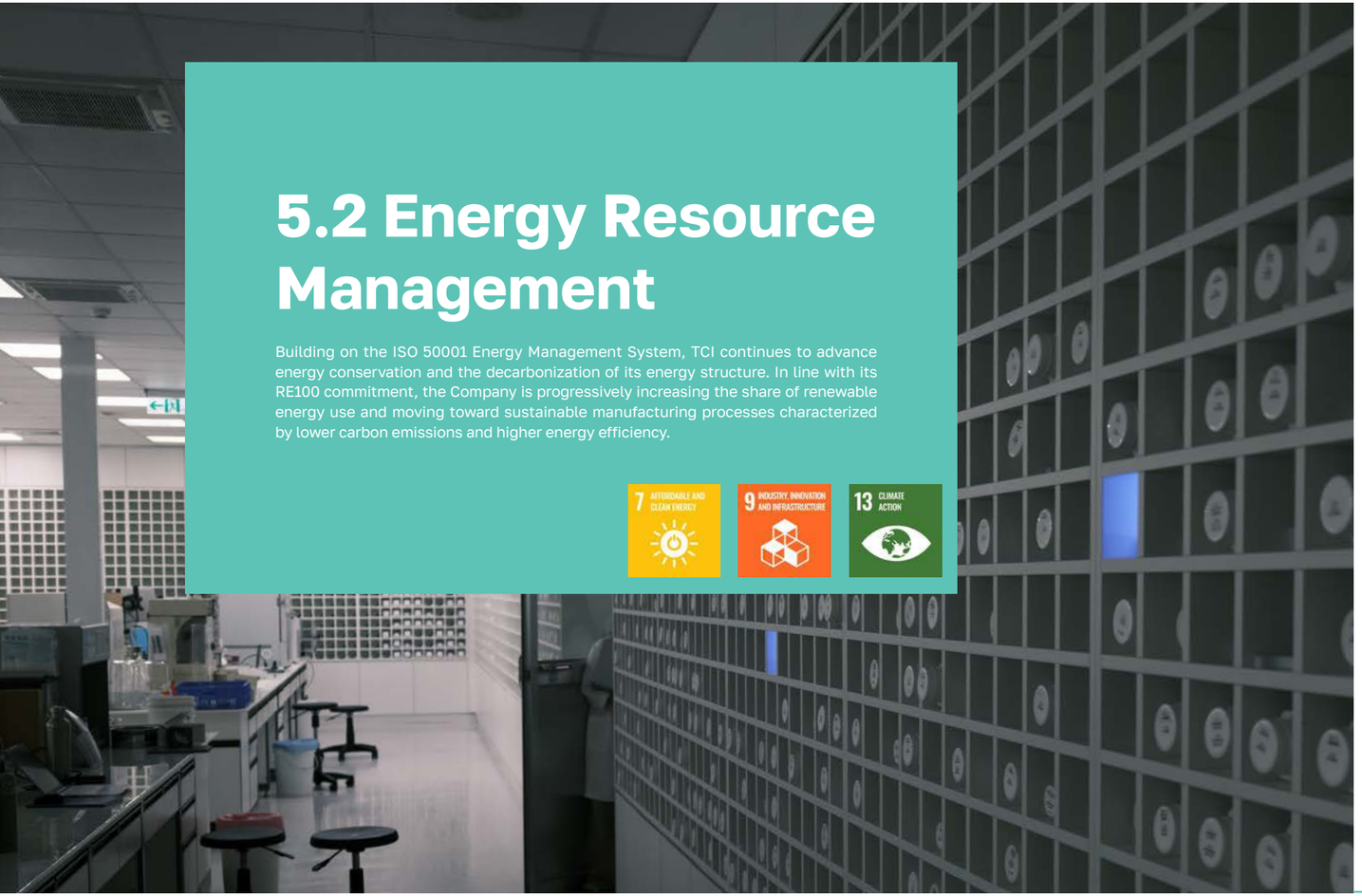
In 2025, TCI quantified emissions from eight Scope 3 categories under the GHG Protocol, with total Scope 3 emissions amounting to 7,044.53 tCO_2e.

Scope 3 Category	2025 GHG Emissions (tCO_2e)	Primary Calculation Method
Category 1: Purchased Goods and Services	1,014.79	Procurement weight and industry-average emission factors
Category 2: Capital Goods	4,677.56	Capital expenditure and industry-average emission factors
Category 3: Fuel- and Energy-related Activities	432.03	Activity data for purchased electricity, purchased steam, and other energy-related sources
Category 4: Upstream Transportation and Distribution	150.39	Freight weight, transportation distance, and mode of transport
Category 5: Waste Generated in Operations	15.71	Waste weight, treatment method, and transportation distance
Category 6: Business Travel	341.54	Mode of transport, accommodation, and business travel expenditure
Category 7: Employee Commuting	34.77	Commuting mode, distance, and type of transportation
Category 9: Downstream Transportation and Distribution	377.75	Finished product weight, transportation distance, and mode of transport

Note: Category 12 End-of-Life Treatment of Sold Products and Category 15 Investments have not yet been included in the quantified Scope 3 boundary for the Shanghai Precise iManufacturing Center (Golden Mountain Park) and other office locations in China. TCI will progressively align the inventory methodology with the Group-wide approach. The remaining Scope 3 categories were assessed as not applicable. Due to rounding, the sum of individual category emissions may differ slightly from the reported total.

International Climate Initiatives

TCI actively supports international climate action and has joined the RE100 global renewable electricity initiative, the EP100 energy productivity initiative, and the Science Based Targets initiative (SBTi). The Company has also joined the Alliance for Water Stewardship (AWS), using internationally recognized initiatives and benchmarks to publicly demonstrate its commitment to green operations.
TCI's emissions reduction targets have been approved by the SBTi. The Scope 1 and Scope 2 targets were established in alignment with the most ambitious 1.5 ° C pathway, while the Scope 3 target for Purchased Goods and Services was set in accordance with a 2 ° C pathway. Details of the targets are provided in the preceding table. Scope 1 and Scope 2 reductions are being advanced progressively through increased renewable energy use and improvements in energy efficiency. Scope 3 reductions are being pursued through supplier screening and engagement mechanisms, together with supplier GHG inventory training, to reduce emissions associated with Purchased Goods and Services.
In 2025, TCI's Scope 1 and Scope 2 emissions were higher than the 2018 base year, primarily due to production line expansion, improved completeness of the GHG inventory boundary, and expansion of the organizational boundary. During this transitional period, in which absolute emissions have increased alongside business growth, TCI uses GHG emissions intensity as an interim performance tracking indicator and has set a target to reduce GHG emissions intensity by 1.5% in 2026 compared with 2025.
As the magnitude of the organizational boundary change has reached the SBTi threshold for base-year recalculation, TCI plans to initiate the recalculation of base-year emissions and submit an application to update its targets in accordance with SBTi requirements. Following SBTi review and approval, TCI will reset its absolute emissions reduction pathway and disclose year-by-year progress accordingly.



5.2 Energy Resource Management

Building on the ISO 50001 Energy Management System, TCI continues to advance energy conservation and the decarbonization of its energy structure. In line with its RE100 commitment, the Company is progressively increasing the share of renewable energy use and moving toward sustainable manufacturing processes characterized by lower carbon emissions and higher energy efficiency.

Key Actions

1. Continue operating the ISO 50001 Energy Management System at the Pingtung Precise iManufacturing Center (Rock Park). Implementation has commenced at the Shanghai Precise iManufacturing Center (Golden Mountain Park), although third-party certification has not yet been completed.
2. Deploy smart meters and an AI-enabled energy intelligent control platform to monitor energy consumption in real time and dynamically match energy supply with production loads.
3. Optimize operating parameters and progressively replace major energy-consuming equipment, including boilers, compressed-air systems, and chilled-water systems, with higher-efficiency alternatives.
4. Increase the share of renewable energy used across operating locations through self-generated and self-consumed solar power and renewable power purchase agreements (PPAs).

2025 Performance

1. Beginning in 2025, the energy reporting boundary was expanded to include the Taipei Headquarters and other office locations in China, aligning it with the GHG inventory boundary.
2. Natural gas consumption at the Pingtung Precise iManufacturing Center (Rock Park) decreased by 10.31% year on year, representing the largest reduction among individual energy sources.
3. Total energy consumption across the two manufacturing sites decreased by a cumulative 10.3% over the past three years.

2026 Target

1. Complete third-party certification of the ISO 50001 Energy Management System at the Shanghai Precise iManufacturing Center (Golden Mountain Park).
2. Continue optimizing the management of significant energy uses and reduce total energy consumption across the two manufacturing sites by 5% compared with 2025.

2026 2030 2050

SHORT TERM 2026

Continue expanding the energy inventory boundary with the goal of aligning it with the financial reporting boundary to enable complete and transparent disclosure. Complete an inventory of major energy-consuming equipment; continue managing unnecessary electricity consumption and optimizing equipment operating parameters; conduct annual reviews of proposed energy-saving projects, prioritizing implementation based on electricity-saving benefits and investment payback periods; complete measurement and verification of electricity savings and reconcile results with annual energy performance; complete implementation and third-party certification of the ISO 50001 Energy Management System at the Shanghai Precise iManufacturing Center (Golden Mountain Park); and expand renewable energy use, with the share of renewable energy at the Pingtung Precise iManufacturing Center (Rock Park) targeted to increase progressively each year.

MEDIUM TERM 2027-2030

Continue operating and improving the ISO 50001 Energy Management System; implement Energy Service Company (ESCO) projects and equipment efficiency improvement initiatives to achieve significant electricity savings; and, in line with the RE100 commitment, achieve 100% renewable energy use across TCI by 2030.

LONG TERM 2031-2050

In accordance with the EP100 commitment, increase energy productivity by 35% by 2040, using 2016 as the base year, and establish an annual energy productivity tracking mechanism. Continue advancing energy efficiency, equipment electrification, smart energy management, and the transition to renewable energy, prioritizing actual emissions reductions to support TCI's long-term net-zero direction.

5.2.1 Energy Use

TCI operates an ISO 50001 Energy Management System at the Pingtung Precise iManufacturing Center (Rock Park) and is implementing the system at the Shanghai Precise iManufacturing Center (Golden Mountain Park). Through the application of international standards, TCI systematically manages energy efficiency while strengthening its digital energy management systems to further optimize energy conservation performance.

Energy use at the Pingtung Precise iManufacturing Center (Rock Park) includes fossil fuels (natural gas and gasoline) and purchased electricity. In terms of consumption, natural gas used in boilers to generate steam represents the largest energy source, followed by electricity used by site equipment. Gasoline, which is used for Company vehicles, accounts for a relatively small share. In 2025, due to production line expansion, total electricity consumption at the Pingtung Precise iManufacturing Center (Rock Park) reached 21,060.4 MWh. Including 394.5 MWh consumed by the Taipei Headquarters, combined electricity consumption for the Pingtung site and Taipei Headquarters totaled 21,454.9 MWh. The site also continued implementing energy-saving action plans and investing in the electrification of Company vehicles and automated equipment such as robotic arms, using automation to improve production efficiency per unit of energy consumed.

Electricity intensity increased compared with the previous year, mainly reflecting three factors: new production lines had not yet reached full capacity during the initial expansion period; the Taipei Headquarters was newly included in the reporting boundary beginning this year; and base-load systems such as cleanrooms, chilled-water systems, and compressed-air systems have relatively fixed electricity consumption requirements. As production capacity from the new lines gradually ramps up, energy-use efficiency is expected to improve.

Energy use at the Shanghai Precise iManufacturing Center (Golden Mountain Park) includes purchased electricity, purchased steam, and gasoline used by Company vehicles. In 2025, total electricity consumption at the Shanghai site was 4,138 MWh, representing a 19.3% decrease from the previous year. Including 87.6 MWh consumed by the Shanghai Jing' an, Guangzhou, and Beijing operating locations, combined electricity consumption totaled 4,225.6 MWh. Total energy consumption decreased to 36,075.3 GJ, representing a 34.1% reduction compared with 2023, primarily reflecting the combined effects of production capacity adjustments and energy-efficiency improvement measures.

	Pingtung Precise iManufacturing Center (Rock Park) and Taipei HQ			Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Offices in China		
Year	2023	2024	2025	2023	2024	2025
Purchased Non-renewable Electricity (MWh)	19,536	19,935	20,718.1	6,161	4,495	3,639.4
Non-renewable Electricity Consumption (MWh)	19,536	19,935	20,718.1	6,161	4,495	3,639.4
Total Renewable Electricity Consumption (MWh)	468	472	736.9	648	630.248	586.2
Total Electricity Consumption (MWh)	20,004	20,407	21,454.9	6,809	5,125.248	4,225.6
Electricity Consumption Intensity (MWh/USD$ Million)	125	133	151.3	85	80	109.1
Natural Gas (GJ)	66,492	69,605	61,812.8	0	0	0
Diesel (GJ)	85	16.11	0	0	0	0
Gasoline (GJ)	213	285	422.7	143	161.49	117.4
Steam (GJ)	0	0	0	30,114	22,757.5	20,619.1
Electricity (GJ)	72,014	73,465	77,237.8	24,512	18,451	15,338.9
Total Energy Consumption (GJ)	138,804	143,371	139,473.3	54,769	41,370	36,075.3
Energy Intensity (GJ/USD$ Million revenue)	862	937	983.8	680	645	932.2

Note 1: Group energy consumption is calculated based on the actual quantities purchased or consumed at each operating location. For fuel calorific values, priority is given to supplier invoices, certificates of quality, or qualified testing data. Where such information is unavailable, the calorific values published for the reporting year by the competent authority in the jurisdiction where the energy is supplied are used. If these are also unavailable, the latest official statistics, national standards, or reliable default values are applied. Total Group energy consumption is aggregated on a consistent lower heating value / net calorific value (LHV / NCV) basis. Where source data are provided on a higher heating value (HHV) basis, they are converted using documented and consistently applied conversion rules. For purchased steam, the heat quantity stated on the invoice is used where available. Where only steam mass is available, energy consumption is calculated based on the enthalpy difference under the actual steam and condensate return conditions. All calorific values, conversions, data sources, versions, and review records are incorporated into the annual data control process.

Note 2: Purchased non-renewable electricity refers to electricity purchased from Taiwan Power Company. No unbundled renewable energy certificates were purchased during the reporting year; therefore, non-renewable electricity consumption is equal to purchased non-renewable electricity.

Note 3: Total renewable electricity consumption includes self-generated and self-consumed renewable electricity and electricity purchased through Power Purchase Agreements (PPAs).

Note 4: Electricity energy consumption is converted using 1 MWh = 3.6 GJ.

Note 5: The denominator used for intensity calculations and the basis for exchange-rate conversion are the same as those described in Note 2 of Section 5.1.2.

Note 6: Beginning in 2025, the statistical boundary was expanded to include the Taipei Headquarters and the Shanghai Jing' an, Guangzhou, and Beijing office locations. Data for 2023 and 2024 have not been restated. As both the reporting boundary and the revenue calculation basis differ from those applied in 2025, the figures are not directly comparable across years.

5.2.2 Energy Management Initiatives

TCI operates an ISO 50001 Energy Management System at the Pingtung Precise iManufacturing Center (Rock Park) and is implementing the system at the Shanghai Precise iManufacturing Center (Golden Mountain Park). Solar photovoltaic systems have also been installed on factory rooftops. Among TCI's facilities, the S11 Green Facial Mask Plant and S12 Automated Warehouse have obtained Leadership in Energy and Environmental Design (LEED) green building certification from the U.S. Green Building Council (USGBC).

In response to the trend toward Industry 4.0, TCI has introduced AI-enabled process optimization since 2023. By integrating IT and OT data, the Company has established a production scheduling center that enables real-time monitoring of production progress, equipment utilization, and information relating to manpower, machinery, and materials. In 2025, TCI established an AI-enabled energy intelligent control platform at the Shanghai Precise iManufacturing Center (Golden Mountain Park), connecting production-line air-conditioning systems to the platform so that energy supply can be dynamically adjusted according to production loads. TCI plans to progressively expand this system to the Pingtung Precise iManufacturing Center (Rock Park), integrating smart meters and cloud computing to advance toward a smart manufacturing base with lower energy consumption.

To achieve its target of 100% renewable energy use by 2030, TCI continues to invest in energy-efficiency projects and related capital expenditures, including upgrades to high-efficiency equipment, replacement with LED lighting, and deployment of smart meters and energy monitoring systems, thereby strengthening overall energy management.

On-site Solar Photovoltaic Development

TCI has installed rooftop solar photovoltaic systems at the Pingtung Precise iManufacturing Center (Rock Park), with a total installed capacity of 1,362 kW and an installation area of 7,940 m^2. Of this capacity, 400 kW is installed on the rooftop of the S12 Automated Warehouse, which was completed in 2019.

In 2025, total solar photovoltaic generation reached 648,235 kWh, of which 479,567 kWh was self-generated and self-consumed for site operations, while the remainder was exported to the grid. Given the limited rooftop space available at the manufacturing site, TCI is evaluating opportunities to develop renewable energy facilities outside the site and is establishing an optimal renewable electricity procurement portfolio based on site-specific electricity consumption characteristics to support achievement of its RE100 transition target.

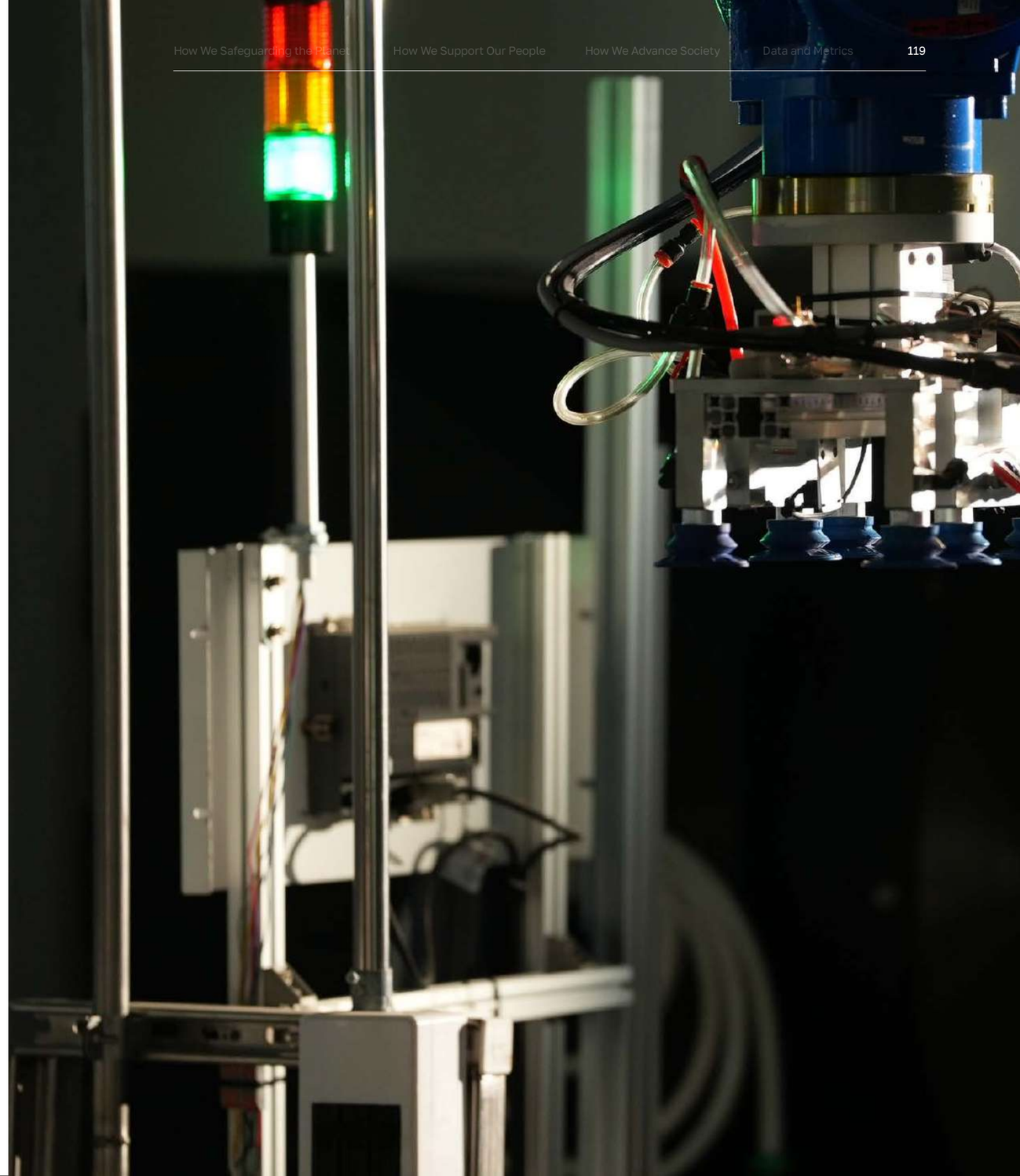
International Energy Initiatives

RE100 and EP100 are corporate initiatives led by The Climate Group, focusing respectively on renewable electricity and energy productivity. Participating companies establish ambitious energy-related commitments and targets.

TCI became the first company in Taiwan to join RE100 in 2018, committing to achieve 100% renewable energy use by 2030. The Company currently advances this commitment through three approaches: purchasing Taiwan Renewable Energy Certificates (T-RECs), entering into Power Purchase Agreements (PPAs) with renewable energy generators, and using self-generated and self-consumed solar electricity at its facilities. In 2025, renewable electricity consumption at the Pingtung Precise iManufacturing Center (Rock Park) reached 736.9 MWh, accounting for 3.50% of the site's total electricity consumption. Going forward, TCI will prioritize self-generation and self-consumption while continuing to assess diversified renewable energy sources, including solar, wind, and hydropower.

TCI also joined EP100 in 2019, committing to increase energy productivity by 35% by 2040, using 2016 as the base year. The Company continues to invest in energy-efficiency initiatives, including upgrades to high-efficiency equipment, LED lighting replacement, smart meters, and energy monitoring systems, while establishing an annual energy productivity tracking mechanism to strengthen the management of energy-saving performance.

In 2025, TCI's total renewable electricity consumption reached 1,323.1 MWh, comprising 736.9 MWh at the Pingtung Precise iManufacturing Center (Rock Park) and 586.2 MWh at the Shanghai Precise iManufacturing Center (Golden Mountain Park). This represented 5.15% of the Company's total electricity consumption of 25,680.5 MWh, serving as the annual progress indicator toward TCI's RE100 target.



5.3 Water Resource Management

TCI regards water as a critical resource for manufacturing operations, product quality, and watershed resilience. The Company continues to reduce demand for freshwater withdrawal, increase water reuse and recycling, ensure wastewater quality, and strengthen preparedness for droughts, heavy rainfall, and water supply disruptions. TCI is also progressively extending water resource management beyond its own operations to the watershed and supply chain.

Key Actions

1. Establish water balance and performance tracking mechanisms covering water withdrawal, discharge, consumption, and recycled water.
2. Promote the recovery and reuse of condensate, rainwater, reverse osmosis concentrate, nanofiltration concentrate, and clean process wastewater.
3. Use sub-metering and smart monitoring systems to identify abnormal water consumption and high water-consuming equipment.
4. Strengthen wastewater pretreatment, water quality testing, and water pollution control permit management.
5. Incorporate drought, water supply interruption, heavy rainfall, flooding, and liquid leakage into emergency response management.
6. Advance watershed stewardship, stakeholder engagement, and supply chain water risk management in accordance with the Alliance for Water Stewardship (AWS) Standard.

2025 Performance

1. The Pingtung Precise iManufacturing Center (Rock Park) completed AWS Platinum-level certification, covering four factories within the Gaoping River Basin; the certificate was issued on March 9, 2026. The Shanghai Precise iManufacturing Center (Golden Mountain Park) obtained AWS Gold certification. Both manufacturing sites have therefore completed verification against the AWS Standard.
2. Beginning in 2025, the water resource reporting boundary was expanded to include the Taipei Headquarters and the Shanghai Jing' an, Guangzhou, and Beijing office locations, aligning it with the GHG inventory boundary.
3. Water withdrawal totaled 345,458 metric tons for the Pingtung Precise iManufacturing Center (Rock Park) and Taipei Headquarters, and 68,747 metric tons for the Shanghai Precise iManufacturing Center (Golden Mountain Park) and other office locations in China. Due to the expanded reporting boundary, these withdrawal figures are not directly comparable with prior years.
4. TCI completed typhoon disaster preparedness and water damage response drills and established an Emergency Response Center (ERC).

Short-, Medium-, and Long-Term Water Resource Management Targets

2026 2030 2050

SHORT TERM 2026

Following achievement of AWS Platinum certification, continue operating the water stewardship management system and undergo annual surveillance audits; introduce treatment and reuse of nanofiltration concentrate to increase the water recycling rate at the Pingtung Precise iManufacturing Center (Rock Park); and improve the measurement and data management of water withdrawal, discharge, consumption, and recycled water to enhance the accuracy of the site water balance.

MEDIUM TERM 2027-2030

Continue expanding the reuse of process recycled water, rainwater, and treated effluent, with year-on-year reductions in absolute water withdrawal as a management principle. Achieve a 25% reduction in water-use intensity by 2030 compared with the 2022 base year.

LONG TERM 2031-2050

Continue expanding the recovery and reuse of reclaimed water, clean process wastewater, rainwater, condensate, and treated effluent; deepen watershed-level water stewardship; strengthen the resilience of operating sites and surrounding watersheds to water scarcity and extreme climate events; and pursue a long-term target of reducing water-use intensity by 35% by 2050 compared with the 2022 base year.

Water Use Statistics

	Pingtung Precise iManufacturing Center (Rock Park) and Taipei Headquarters			Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Office Locations in China		
	2023	2024	2025	2023	2024	2025
Water Withdrawal (metric tons)	324,405	353,089	345,458	101,111	77,170	68,747
Water Discharge (metric tons)	-	176,165	158,927	-	69,453	61,872
Water Consumption (metric tons)	108,128	176,924	186,531	10,112	7,717	6,875
Water Intensity (metric tons / USD million revenue)	2,020	2,307	2,436.6	1,256	1,203	1,775

Note 1: Water consumption is calculated as water withdrawal minus water discharge.
Note 2: The denominator used for intensity calculations and the basis for exchange-rate conversion are the same as those described in Note 2 of Section 5.1.2.
Note 3: Beginning in 2025, the statistical boundary was expanded to include the Taipei Headquarters and the Shanghai Jing' an, Guangzhou, and Beijing office locations. Water discharge for these locations is estimated at 90% of water withdrawal. Data for 2023 and 2024 have not been restated. As both the reporting boundary and the revenue calculation basis differ from those applied in 2025, the figures are not directly comparable across years.
Note 4: The Shanghai Jing' an, Guangzhou, and Beijing office locations are located in leased office spaces without independent water meters; therefore, separately metered water consumption data are unavailable. Water use at these locations is estimated based on actual water use at the Taipei Headquarters, adjusted according to the average number of employees, and does not represent directly metered consumption.

Water Management

Pingtung Precise iManufacturing Center (Rock Park) and Taipei Headquarters

All industrial water used at the Pingtung Precise iManufacturing Center (Rock Park) is supplied by the municipal water system, with an approved water-use capacity of 1,500 cubic meters per day (1,500 CMD). The Taipei Headquarters is an office location, where water is used solely for domestic purposes and no process water is consumed.

The manufacturing site has established water recycling loops within its production facilities. Waste steam heat generated during production is converted into condensate and reused as make-up water for steam boilers. The facial mask production facility is equipped with a rainwater harvesting system, with collected rainwater used for landscape irrigation, while reverse osmosis (RO) concentrate is reused for toilet flushing. Water meter readings are recorded monthly, and a water balance analysis is conducted annually.

In terms of equipment replacement, the high-water-consumption sterilization and cooling equipment on the first beverage production line was replaced in November 2024. Replacement of the remaining production lines is planned for 2027 and 2028, respectively, to progressively reduce water consumption per unit of product. TCI has identified increasing the proportion of recycled water reuse as a key improvement priority. The Company plans to introduce nanofiltration concentrate recovery in 2026 and further expand the reuse of RO concentrate in 2028, thereby progressively reducing water consumption.

Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Office Locations in China

The Shanghai Precise iManufacturing Center (Golden Mountain Park) joined the Alliance for Water Stewardship (AWS) in 2023 and obtained AWS Gold certification in 2025. The site recovers RO bottle-rinsing water for reuse as make-up water in cooling equipment, uses an intelligent water-saving system to remotely monitor water meter data at scheduled intervals, and reuses first-stage reclaimed water from the water treatment system for the site' s cooling towers and toilets. These measures are expected to save approximately 1,050 metric tons of water per month.

Going forward, TCI will continue implementing water conservation measures and water recycling projects, with plans to initiate a reclaimed water program within the next three years. The management principle is to achieve a year-on-year reduction in absolute water withdrawal.

Wastewater Management and Water Recycling

Pingtung Precise iManufacturing Center (Rock Park)

Wastewater generated at the Pingtung Precise iManufacturing Center (Rock Park) is ultimately treated by the wastewater treatment facility operated by the Pingtung Agricultural Biotechnology Park Administration. Production facilities are also equipped with on-site wastewater treatment systems to reduce key water quality parameters prior to discharge, including water temperature, pH, suspended solids, chemical oxygen demand, and biochemical oxygen demand.

TCI commissions an inspection institution accredited by the Ministry of Environment to conduct wastewater quality testing every six months. In 2025, the average effluent quality was 26.4 mg/L for chemical oxygen demand (COD) and 18.7 mg/L for suspended solids (SS), equivalent to only 5.3% and 6.2%, respectively, of the park control limits of 500 mg/L and 300 mg/L. These results were substantially better than regulatory requirements. No leakage, overflow, or water quality violation incidents occurred during the year.

TCI plans to introduce nanofiltration concentrate recovery in 2026, expand reverse osmosis concentrate reuse in 2028, and promote the purification and reuse of production effluent by 2030. In 2025, total water use was 73,990 metric tons, of which 1,501 metric tons was recycled water, resulting in a water recycling rate of 22.8%. As food manufacturing regulations restrict the reuse of recycled water within production processes, TCI has set an ongoing target of maintaining the water recycling rate at above 20%.

Shanghai Precise iManufacturing Center (Golden Mountain Park)

Industrial wastewater generated at the Shanghai Precise iManufacturing Center (Golden Mountain Park) is treated at the site’s wastewater treatment station and subsequently discharged together with domestic wastewater to Shanghai Jinshan Marine Discharge Engineering Co. for further treatment before final discharge into the East China Sea. The site applies internal control standards that are more stringent than statutory requirements, maintaining pollutant concentrations, including biochemical oxygen demand, suspended solids, ammonia nitrogen, total nitrogen, and total phosphorus, within 90% of the applicable statutory discharge limits. In 2025, the site achieved 100% compliance with its internal control targets.

Online real-time monitoring systems for chemical oxygen demand, pH, and flow rate are installed at the discharge outlet. The internal laboratory performs daily testing, while third-party laboratories are commissioned to conduct periodic inspections. All results met and outperformed the site’s internal control standards. No leakage, overflow, or water quality violation incidents occurred during the year.

The site also upgraded its wastewater treatment station to an advanced treatment system incorporating ultrafiltration and reverse osmosis, enabling treated water quality to approach municipal water standards for reuse in production operations. In 2025, through two initiatives involving reclaimed water reuse and replacement of reverse osmosis membranes in the purified water system, total water use was 68,192 metric tons, recycled water amounted to 7,498 metric tons, and the water recycling rate reached 9.9%. Together, the two projects saved approximately 2,400 metric tons of water.

AWS Water Stewardship

In 2025, TCI implemented water stewardship at the Pingtung Precise iManufacturing Center (Rock Park) in accordance with Version 2.0 of the Alliance for Water Stewardship (AWS) Standard. The certification scope covered the S5 Functional Beverage Plant, S9 Functional Food Plant, S11 Green Facial Mask Plant, and S12 Automated Warehouse. Verification was conducted by TÜV Rheinland, and the site obtained AWS Platinum certification on March 9, 2026 (Certificate No. AWS000877).

During the AWS implementation process, TCI strengthened the following management measures:

1. Establish a comprehensive water balance, clearly distinguishing between directly measured and estimated data, and conduct an annual variance analysis.
2. The Chairman signed TCI's water stewardship commitment, which has also been publicly disclosed on the Company's official website.

5.4 Waste Management

TCI adopts source reduction, waste segregation and recycling, resource circulation, and proper treatment and disposal as the core principles of its waste management approach. Through process improvements, packaging reduction, and circular use of materials, the Company seeks to reduce both waste generated from its operations and the amount ultimately disposed of.

Key Actions

1. Manage waste by category, engage legally qualified waste treatment service providers, and track the final destination of waste.
2. Promote composting of plant-based residues, food waste reuse, and recycling of metals, plastics, glass, and paper.
3. Collaborate with suppliers to advance packaging reduction, circular packaging, and the recovery and reuse of raw material packaging.
4. Integrate data on waste weight, treatment methods, and transportation with the management of GHG Protocol Scope 3 Category 5 – Waste Generated in Operations emissions.

2025 Performance

1. Continued reducing the volume of waste requiring off-site collection and treatment, with plant-based residues reduced by 10%.
2. Achieved a waste recycling rate of 52.3% at the Pingtung Precise iManufacturing Center (Rock Park) and Taipei Headquarters.
3. Achieved a waste recycling rate of 56.2% at the Shanghai Precise iManufacturing Center (Golden Mountain Park) and other office locations in China.

2026 Target

1. Continue reducing the volume of waste requiring off-site collection and treatment, with a target to reduce plant-based residues by 10%.
2. Increase the waste recycling rate to 60%.
3. Continue improving the data quality for Scope 3 Category 5 – Waste Generated in Operations.

5.4.1 Waste Management

For general industrial waste, TCI obtains the required permits, reports waste quantities in accordance with applicable regulations, and engages qualified service providers for collection and treatment. The Company aims to increase the recycling rate of process waste and reduce waste generation at source. In terms of waste management responsibilities, production departments are responsible for waste disposal and segregation, including rigorous qualification reviews of waste treatment service providers. The environmental, health and safety unit is responsible for oversight and inspection, conducting periodic spot checks on waste collection and treatment activities to ensure that waste is properly managed.

To implement waste reduction at source, TCI not only collaborates with suppliers to develop sustainable packaging materials, but also prioritizes the procurement of sustainable packaging. The Company also works to reduce excessive packaging for raw materials and independently recovers raw material packaging for reuse. Qualified recycling service providers collect packaging materials from domestic customers, and packaging in suitable condition is returned to production sites for circular reuse. TCI tracks packaging recovery volumes, recovery rates, and target achievement rates on a monthly basis and reviews items that fall short of established targets. Through this packaging recovery management mechanism, TCI extends the useful life of materials, reduces material consumption and costs, and decreases waste generation.

Linkage Between Waste and GHG Emissions

In 2025, in accordance with the Greenhouse Gas Protocol (GHG Protocol), TCI included emissions arising from the third-party collection and treatment of operational waste under Scope 3 Category 5 – Waste Generated in Operations. Scope 3 Category 5 emissions totaled 207.60 tCO_2e in 2025, covering emissions from waste transportation, incineration, and other applicable waste treatment processes.

Short-, Medium-, and Long-Term Waste Management Targets

2026 2030 2050

SHORT TERM 2026

Complete a review of waste classification and measurement mechanisms at the two manufacturing sites, standardize the methodology for calculating recycling volumes, and maintain zero waste to landfill.

MEDIUM TERM 2027-2030

Progressively increase the recycling and reuse rate of general industrial waste, with the Pingtung Precise iManufacturing Center (Rock Park) targeted to achieve an 80% recycling rate by 2030. Continue maintaining zero waste to landfill, while prioritizing reductions in final disposal volumes.

LONG TERM 2031-2050

Continue expanding material circularity and packaging reduction, deepen collaboration with suppliers on circular packaging, maintain zero waste to landfill, and further reduce final disposal volumes.

Waste Statistics

General Industrial Waste

		Pingtung Precise iManufacturing Center (Rock Park) and Taipei HQ			Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Offices in China		
Year		2023	2024	2025	2023	2024	2025
Reuse/recycle		1,211	806.8	688.3	271	208	58.3
reusable/non-recyclable	Incineration	599	493	627.1	175	53.19	45.4
	Landfill	0	0	0	0	0	0
	Other disposal	0	0	0	0	0	0
Total Amount(tons)		1,810	1,299.8	1,315.4	446	261.19	103.7
Waste Intensity (tons/USD$ Million revenue)		11.3	8.5	9.3	5.53	4.06	2.68

Note 1: Waste intensity is calculated as total waste generated (metric tons) divided by revenue in USD millions.
Note 2: In 2025, the recycling/reuse rate for general industrial waste was 52.3% for the Pingtung Precise iManufacturing Center (Rock Park) and Taipei Headquarters, calculated as 688.3 metric tons ÷ 1,315.4 metric tons × 100%. The corresponding rate for the Shanghai Precise iManufacturing Center (Golden Mountain Park) and other office locations in China was 56.2%, calculated as 58.3 metric tons ÷ 103.7 metric tons × 100%.
Note 3: The denominator used for intensity calculations and the basis for exchange-rate conversion are the same as those described in Note 2 of Section 5.1.2.
Note 4: Beginning in 2025, the statistical boundary was expanded to include the Taipei Headquarters and the Shanghai Jing' an, Guangzhou, and Beijing office locations. Data for 2023 and 2024 have not been restated. As both the reporting boundary and the revenue calculation basis differ from those applied in 2025, the figures are not directly comparable across years.
Note 5: Waste generated at the Shanghai Jing' an, Guangzhou, and Beijing office locations is collected and handled centrally by building management, and separately metered waste data are therefore unavailable. Waste generation at these locations is estimated based on actual waste collection data from the Taipei Headquarters and does not represent directly measured data.

Hazardous Industrial Waste

		Pingtung Precise iManufacturing Center (Rock Park) and Taipei Headquarters			Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Office Locations in China		
Year		2023	2024	2025	2023	2024	2025
Reuse / Recycling		0	0	0	0	0	0
Non-reusable / Non-recyclable	Incineration	0	0	0	1.2	1.1077	1.0
	Landfill	0	0	0	0	0	0
	Other Disposal	0	0	0	0	0	0
Total Waste (metric tons)		0	0	0	1.2	1.1077	1.0

Note 1: Waste is classified in accordance with Taiwan' s Standards for the Storage, Clearance, and Disposal Methods and Facilities for Industrial Waste and applicable local regulations. All waste codes reported by the Pingtung Precise iManufacturing Center (Rock Park) fall under the category of general industrial waste; therefore, no hazardous industrial waste was generated from 2023 to 2025.

5.4.2 Air Pollutant Management

Policy Basis

TCI has established internal procedures for air pollutant management in accordance with Taiwan's Air Pollution Control Act, providing the basis for related management activities.

Management Practices

• Pingtung Precise iManufacturing Center (Rock Park) and Taipei Headquarters: TCI obtains permits for the installation and operation of stationary pollution sources, files air pollution control fee declarations, and conducts periodic testing in accordance with the Air Pollution Control Act. The Taipei Headquarters has no stationary pollution sources.

• Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Office Locations in China: The Shanghai site has obtained a pollutant discharge permit in accordance with the Regulations on the Administration of Pollutant Discharge Permits. Annual testing of organized exhaust emissions is conducted by a CMA-qualified testing institution in accordance with the Integrated Emission Standard of Air Pollutants (DB 31/933-2015) and the Emission Standards for Odor Pollutants (DB 31/1025-2016). The Shanghai Jing'an, Guangzhou, and Beijing office locations have no stationary pollution sources.

Pollution Prevention and Monitoring

Source Management

• The Pingtung Precise iManufacturing Center (Rock Park) manages raw material consumption and process losses to reduce the generation of air pollutants. Discarded raw materials are handled by qualified service providers.

• The Shanghai Precise iManufacturing Center (Golden Mountain Park) promotes raw material substitution and introduces chemicals with lower volatile organic compound content.

Emission Control Equipment

• Production areas at the Pingtung Precise iManufacturing Center (Rock Park) operate under enclosed negative-pressure conditions. Process exhaust gases are collected and directed to a regenerative thermal oxidizer (RTO) for treatment. The system has a design treatment efficiency of 90%.

• Activated carbon adsorption systems are installed at the DA001 and DA002 emission outlets at the Shanghai Precise iManufacturing Center (Golden Mountain Park). Activated carbon is replaced at the prescribed frequency to maintain adsorption efficiency.

2025 Implementation

Beginning in 2025, TCI systematically disclosed annual air pollutant emissions for the first time, covering all manufacturing sites. Testing results at all applicable sites complied with the relevant statutory emission standards.

Differences in Pollutant Types among Operating Sites

At the Pingtung Precise iManufacturing Center (Rock Park), volatile organic compound (VOC) emissions primarily arise from organic solvents used in manufacturing processes and represent the Company's largest single air pollutant emission category. The Shanghai Precise iManufacturing Center (Golden Mountain Park) does not use the same types of highly volatile organic solvents in its production processes; its organized exhaust emissions are primarily regulated for non-methane hydrocarbons (NMHC) and hydrogen chloride (HCl).

Differences in pollutant types and emission volumes between the two sites reflect differences in process configurations and applicable regulatory parameters, rather than omissions in the reporting scope.

Air Pollutant Emissions

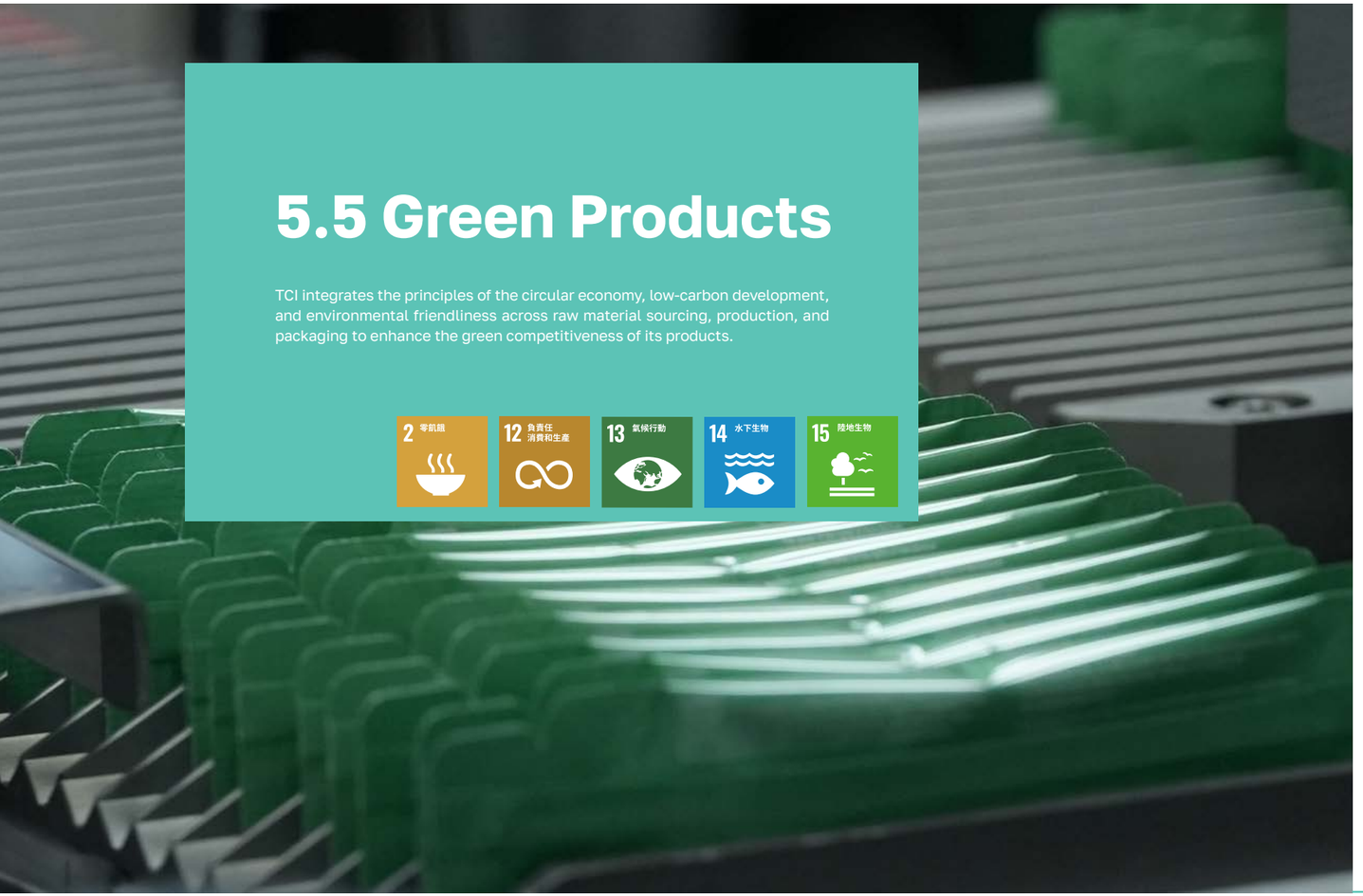
	Pingtung Precise iManufacturing Center (Rock Park)	Shanghai Precise iManufacturing Center (Golden Mountain Park)
Year	2025	2025
Nitrogen Oxides (NOx)	2,640.61	N/A (Note 2)
Sulfur Oxides (SOx)	0	N/A (Note 2)
Particulate Matter (PM)	79.61	N/A (Note 2)
Volatile Organic Compounds (VOCs)	49,885.19	— (Note 3)
Non-methane Hydrocarbons (NMHC)	— (Note 3)	50.73 (Note 1)
Hydrogen Chloride (HCl)	— (Note 3)	Not Detected (ND) (Note 2)
Lead (Pb)	0	N/A (Note 2)
Cadmium (Cd)	0	N/A (Note 2)
Mercury (Hg)	0	N/A (Note 2)
Arsenic (As)	0	N/A (Note 2)
Hexavalent Chromium (Cr^{6}+)	0	N/A (Note 2)
Dioxins	0	N/A (Note 2)

Note 1: For the Pingtung Precise iManufacturing Center (Rock Park), nitrogen oxide and particulate matter emissions are calculated using published emission factors. The emission factors for natural gas are 1.602 kg/1,000 m^3 for NOx and 0.048 kg/1,000 m^3 for PM, while the corresponding process gas emission factors are 0.012 kg/1,000 m^3 and 0.001 kg/1,000 m^3, respectively. Fuel sulfur content is 0%. VOC emissions are calculated using the mass balance method, based on the amount of organic solvent input multiplied by its VOC content. For the Shanghai Precise iManufacturing Center (Golden Mountain Park), NMHC emissions are calculated by multiplying the measured hourly emission rate at the DA002 emission outlet by annual operating hours.

Note 2: The Shanghai Precise iManufacturing Center (Golden Mountain Park) has no Company-owned combustion equipment, as described in Section 5.2. Hydrogen chloride concentrations were below the detection limit of the applicable testing method; therefore, annual HCl emission mass was not quantified.

Note 3: As the definitions and calculation bases of regulated pollutants differ between the two sites, the emissions are not aggregated, and no air pollutant emissions intensity is calculated.

Note 4: The reporting scope covers the regulated stationary pollution sources at the Pingtung Precise iManufacturing Center (Rock Park) (Control Nos. T47A0511 and T47A2408) and the Shanghai Precise iManufacturing Center (Golden Mountain Park). TCI began disclosing air pollutant emissions in 2025.



5.5 Green Products

TCI integrates the principles of the circular economy, low-carbon development, and environmental friendliness across raw material sourcing, production, and packaging to enhance the green competitiveness of its products.

Key Actions

1. Invest in the development of low-carbon products and continue expanding the carbon inventory boundary to identify and improve major emissions hotspots.
2. Progressively increase the use of recyclable packaging materials.
3. Develop functional ingredients from agricultural by-products to advance circular economy applications in biotechnology products.
4. Link green product management with GHG Protocol Scope 3 – Purchased Goods and Services, prioritizing reductions in the environmental impacts of high-emission raw materials and packaging.

2025 Performance

1. The proportion of products using recyclable packaging materials reached 42.9% in 2025.
2. The proportion of products using raw materials based on circular economy concepts reached 30% in 2025.
3. Continued advancing the SR5C Sustainable Packaging Program, including the development of mono-material facial mask packaging.

2026 Target

1. Increase the proportion of products using recyclable packaging materials to 55% in 2026.
2. Increase the proportion of products using raw materials based on circular economy concepts to 38% in 2026.
3. Continue advancing the SR5C Sustainable Packaging Program and develop mono-material packaging solutions applicable to a wider range of dosage forms and product formats.

5.5.1 Creating a Circular Economy from Agricultural By-products

With approximately one-third of food produced globally being lost or wasted, food loss and waste occur throughout the supply chain between production and consumption. In support of the global goal to reduce food loss and waste by 50% by 2030, TCI began developing applications for agricultural by-products in 2017. The Company has successfully transformed materials including banana peels, banana stems, Taiwan red quinoa, cashew testa, apple peels, and apple pomace into health supplements, skincare products, packaging materials, and other applications.

As of 2025, functional ingredients derived from agricultural by-products had been incorporated into 1,884 products, with cumulative end-market sales reaching 1.451 billion bottles/packages and generating more than NT$10 billion in market sales. Agricultural residues that would otherwise be discarded during harvesting and processing are transformed through extraction and formulation technologies into functional ingredients with commercial value. This creates new product value without requiring additional land or agricultural inputs, while reducing agricultural waste treatment volumes and associated environmental burdens.

TCI continues to invest in scientific validation to enhance the application value of agricultural by-products. In 2025, TCI collaborated with a medical university on a clinical study of banana peel extract. The results showed that four consecutive weeks of supplementation helped reduce the LF/HF ratio, regulate autonomic nervous system balance, and increase serum serotonin and melatonin levels, indicating potential benefits in promoting relaxation, deeper sleep, and regulation of the circadian rhythm. The findings were published in the Journal of Depression & Anxiety (2025; 14(02):1000569).

Scientific validation enables agricultural by-products to be transformed from low-value waste into high-value functional ingredients supported by efficacy evidence, further strengthening the tangible benefits of the circular economy.

5.5.2 Sustainable Collagen

Collagen is one of TCI's major product ingredients. The Company continues to enhance the sustainability value of this material through two principal approaches aimed at reducing environmental impacts:

1. Alternative Sources

The VeCollal® series replaces conventional animal-derived collagen with non-animal-derived amino acids and utilizes precision fermentation technology to produce collagen through microorganisms at scale. This approach reduces dependence on livestock and fishery resources, thereby lowering associated land use, water consumption, and carbon emissions.

2. Improved Efficiency

TCI applies small-molecule technologies to improve the absorption efficiency of collagen in the human body. A 2025 clinical study conducted in collaboration with a leading university showed that supplementation with MAXI Collagen for seven consecutive days significantly increased skin collagen density, outperforming conventional collagen. Continued supplementation for 28 days further improved skin hydration and transepidermal water loss. The findings were published in Curr Synth Syst Biol (2025; 13(4):1000122).

Improved absorption efficiency means that less raw material may be required to achieve the same intended benefits, thereby reducing the environmental footprint associated with raw material procurement, packaging materials, and transportation. By advancing both alternative sourcing and efficiency improvements, TCI seeks to continuously reduce the environmental impact per unit of product while maintaining the efficacy of collagen-based products.

5.5.3 Sustainable Raw Materials and Fair Trade

About 60% of TCI's revenue comes from products containing fish-skin-derived collagen. Since 2021, TCI has increased procurement of MSC-certified sustainable marine raw materials and, in 2022, commercialized a vegan collagen alternative while continuing to develop synthetic collagen.

TCI integrates health, safety, and environmental considerations into raw material procurement. Suppliers must provide relevant certifications, and materials are subject to standardized quality inspection and acceptance procedures. Testing is aligned with major international regulations and customer requirements, including EU REACH, while avoiding the use of 233 SVHCs identified under REACH.

TCI also promotes local sourcing and fair trade. Locally sourced materials are used across 100% of product categories, with Taiwan-native plants and fruits supporting R&D innovation.

For coffee beans and acerola cherries, TCI applies fair trade principles by providing smallholder farmers with guaranteed purchasing prices, technical support, and resources for environmentally friendly and regenerative farming. Through long-term partnerships, TCI aims to create shared environmental and social value.

5.5.4 Packaging Lightweighting – SR5C: Delivering on Sustainability Commitments through Product Packaging

From 2025 to 2030, TCI is advancing sustainable packaging through its SR5C program, integrating Safety, Reduce, Reuse, Recycle, Replace, Retain, and Cost.

SR5C focuses on reducing packaging weight, increasing recycled materials, improving recyclability, and replacing conventional materials with more sustainable alternatives, while maintaining product safety, quality, and regulatory compliance.

TCI also promotes digital printing to reduce energy use, carbon emissions, and paper-based promotional materials. Combined with its unique-code-per-product platform, digital campaigns can replace physical marketing materials and reduce travel while increasing customer engagement.

For beverage bottles, TCI reduced label size from 106 × 64 mm to 55 × 35 mm. Per 100,000 labels, this is estimated to reduce emissions by approximately 212.76 kgCO_2e, representing a 71% reduction compared with conventional labels.

5.5.5 Green Products

Recognizing the irreversible impacts of plastic packaging on the environment and marine ecosystems, and in pursuit of its goal of achieving low-waste production by 2030, TCI established an Eco-friendly Packaging Materials Laboratory in 2022 and began working closely with supplier partners to reduce waste through packaging design.

The Company incorporates circular economy principles and bio-based materials into packaging development, with the objective of enabling packaging to be biodegradable or readily recyclable after use. For facial mask packaging, TCI has developed recyclable aluminum-plastic composite packaging and facial mask pouches made from post-consumer recycled (PCR) plastic recovered from marine waste. Following repeated testing, these materials demonstrated stable quality and compliance with international safety standards, allowing TCI to reduce plastic use at source while extending circular material applications and reducing pressure on marine ecosystems.

In selecting product packaging, TCI collaborates with packaging suppliers and international customers to increase the use of Forest Stewardship Council (FSC)-certified paper materials and develop lightweight glass packaging for product applications.

At the finished-product level, TCI has begun designing waterless facial masks for customers, reducing packaging requirements and the carbon footprint associated with transportation. In 2021, TCI also supported a customer in China in obtaining carbon-neutral certification for a health beverage product. The product was the first zero-carbon product in China certified under the PAS 2060 standard and was independently verified by the China Quality Certification Centre (CQC).

Beyond packaging reduction and material substitution, TCI also addresses the resource efficiency of the product itself. Improving the human absorption rate of active ingredients can reduce the amount of product required to achieve the same health benefit, thereby lowering raw material inputs, packaging requirements, and transportation-related resource use. This represents another pathway for green product design.

A TCI clinical study of Double Nutri® Solid Calcium demonstrated a significant early increase in blood calcium concentration following supplementation, with elevated levels maintained for up to eight hours after administration. The area under the blood concentration curve was 1.56 times that of conventional calcium powder. The research findings were published in the Journal of Medical & Clinical Nursing (2026, 7(4):1–5).

This product design approach is also aligned with TCI's Scope 3 decarbonization priorities. Purchased Goods and Services represents the Company's largest emissions category; therefore, improving product performance per unit of input can directly reduce upstream raw material demand and help reduce value chain carbon emissions at the product design stage.

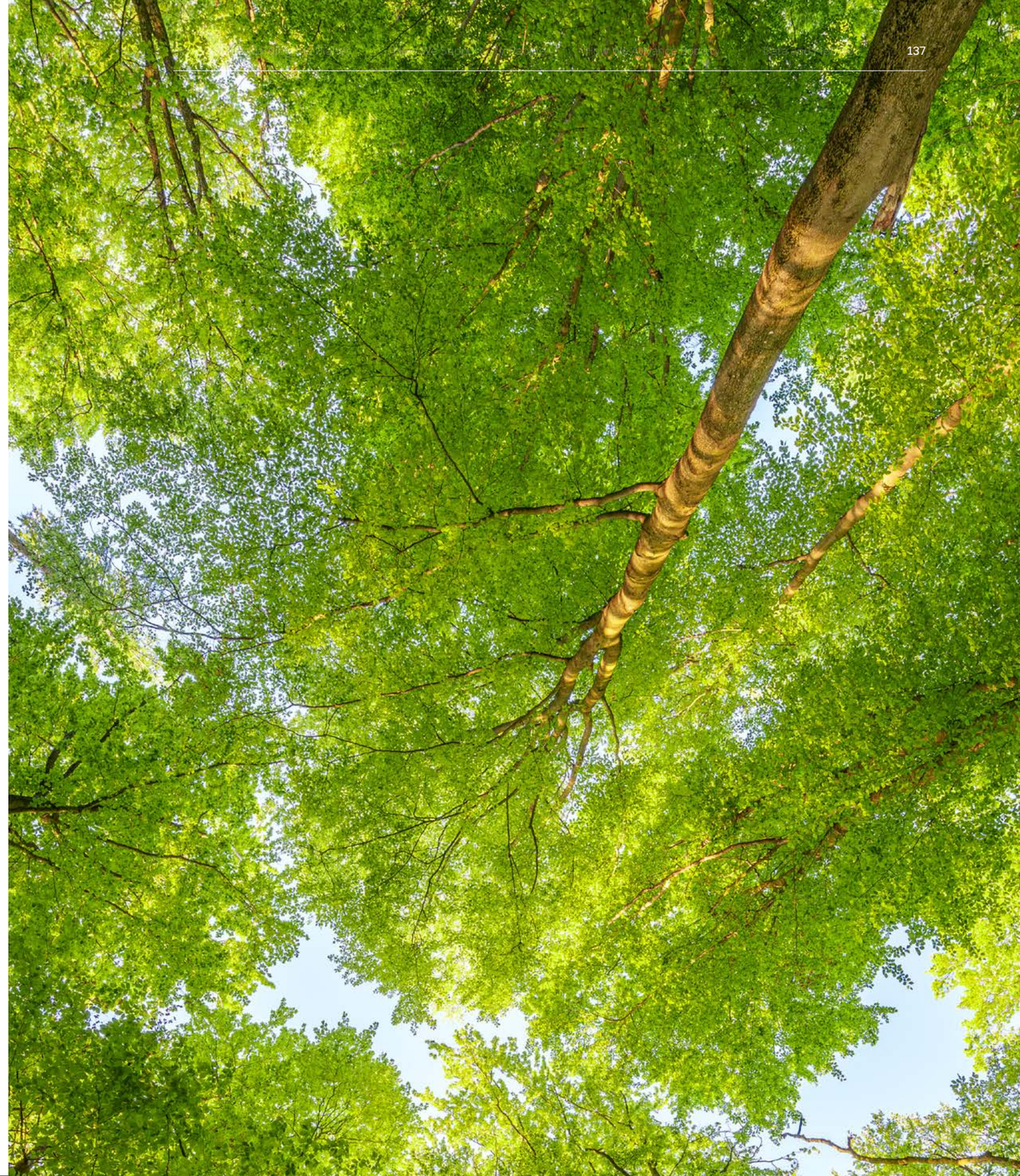
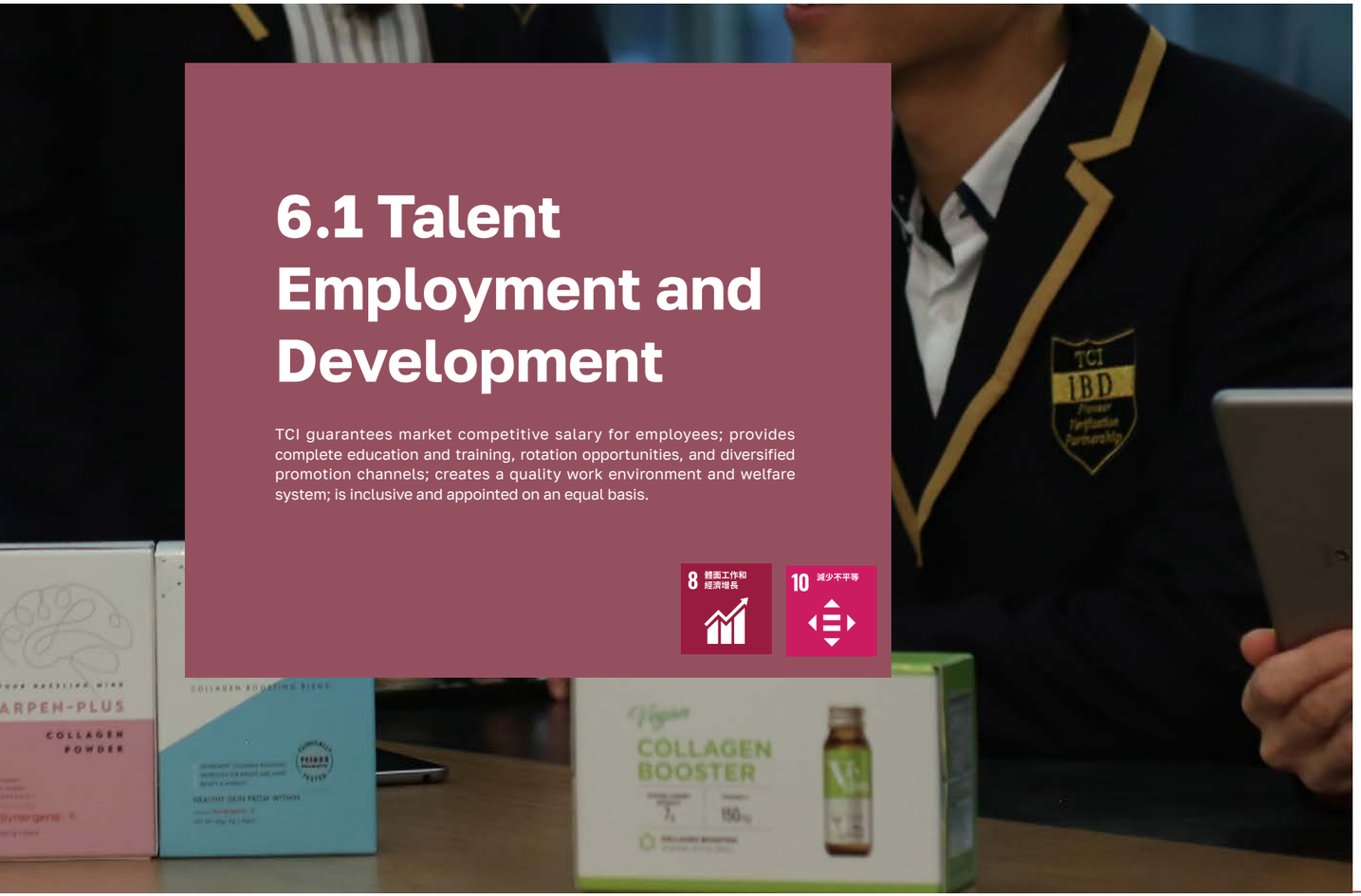


Figure: Mitochondrial activity assay of hair follicle cells

VI.

HOW WE SUPPORT OUR PEOPLE

6.1 Talent Employment and Development
6.2 Labor Rights Equality
6.3 Joyful Workplace
6.4 Occupational Health and Safety



6.1 Talent Employment and Development

TCI guarantees market competitive salary for employees; provides complete education and training, rotation opportunities, and diversified promotion channels; creates a quality work environment and welfare system; is inclusive and appointed on an equal basis.

8 體面工作和經濟增長

10 減少不平等

Key Actions

1. Compensation and Incentives: Provide competitive compensation above listed-company and industry benchmarks, supported by an integrated incentive system combining instant rewards, flexible benefits, and long-term employee share ownership.
2. Talent Development: Offer diverse training programs covering professional skills, legal affairs, facility operations, and ESG sustainability, while introducing AI workshops and cross-functional collaboration programs to strengthen employees' AI-enabled collaboration capabilities.
3. Diversity and Inclusion: Promote the recruitment of talent aged 60+ and international professionals, fostering an inclusive workplace across generations and nationalities.

2025 Performance

1. Average training hours per employee reached 31.5 hours, with a total of 23,465 training hours delivered throughout the year, and an overall course satisfaction rate of 95.6%.
2. Received the Overall Winner award at the 2025 International CSR Excellence Awards in the UK, and was ranked Top 5 among Mid-Sized Enterprises in the 2025 CommonWealth Corporate Citizenship Awards.
3. Obtained the "Healthy Workplace Certification" from Taiwan's Health Promotion Administration, Ministry of Health and Welfare.

2026 Target

1. Continue enhancing the quality of employee training programs and course satisfaction.
2. Implement the AI Agent Career Ladder framework and strengthen AI collaboration capabilities across the organization.
3. Expand international talent recruitment and further foster a diverse and inclusive workplace.
4. Continue optimizing employee benefits and the workplace environment while maintaining high employee satisfaction.

6.1.1 Employee Structure

As of the end of 2025, TCI had a total of 746 full-time employees worldwide, including 408 male employees (54.7%) and 338 female employees (45.3%). Among management positions, 36 were held by women, accounting for 48.6% of all managers, demonstrating that opportunities for promotion and career development are not limited by gender. Given the nature of TCI’s business in the design and manufacturing of beauty, wellness, and functional health products, the Company maintains a relatively balanced gender composition. TCI also fulfills statutory requirements for the employment of persons with disabilities and is committed to providing a supportive and inclusive working environment.

In terms of age distribution, 189 full-time employees were under the age of 30, accounting for 25.3% of the workforce; 523 employees were aged 31–50, representing 70.1%; and 34 employees were over the age of 50, accounting for 4.6%. TCI’s diverse and equitable workplace continues to attract younger generations, bringing new perspectives and driving continuous innovation. Guided by the values of Trust, Creation, and Intelligence (TCI), the Company remains committed to delivering high-performance products and services to customers and consumers while attracting talent who share the same values. As TCI continues its global expansion and rapid growth, it is also dedicated to providing younger generations with sustainable talent development programs and competitive career development opportunities.

Age Distribution of Full-time Employees (include overseas offices)

Full-time Employees	Taipei Headquarters and Pingtung Precise iManufacturing Center (Rock Park)	Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Offices in China	Other Overseas Offices	Total	Ratio
Age under 30	106	64	19	189	25.3%
Age 31-50	361	124	38	523	70.1%
Age 50 and up	16	3	15	34	4.6%

Total number of employees by employment contract and by region

Total: 746 people

	Male	Female
Pingtung Precise iManufacturing Center (Rock Park) and Taipei HQ	285	198
Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Offices in China	96	95
Other Overseas Offices	27	45

Ratio of Male to Female (include overseas offices)

	Male	Male to Female Ratio	Female
Junior Management	29	0.93 : 1	30
Top Management	9	1.50 : 1	6
Business Department	33	0.43 : 1	77
STEM-related Employees	25	0.40 : 1	62
All Full-time Employees	408	1.21 : 1	338

Recruitment Policy

TCI is committed to developing products that effectively improve consumers' lives, and this corporate philosophy is embraced and put into practice by employees throughout the organization. The Human Resources Department works closely with hiring departments to continuously attract outstanding professionals across various fields who share TCI's values. The Company emphasizes diversity and equal opportunity and complies with applicable domestic and international laws and regulations, including human rights policies prohibiting child labor and discrimination. The internal audit function also conducts annual reviews of recruitment practices to ensure that recruitment processes comply with relevant regulations. In 2025, one audit of the recruitment process was conducted, with no related risks or findings identified.

Recruitment personnel also receive ongoing interview-related training, including diversity recruitment, interview skills, and the use of professional assessment tools. Throughout the recruitment process, TCI adopts open and transparent selection procedures to ensure that all candidates have equal opportunities and to enhance the fairness and effectiveness of recruitment decisions. In addition to posting vacancies through internal and external recruitment platforms, TCI actively collaborates with colleges and universities through campus engagement programs and Taiwan's R&D Substitute Service program, helping students gain early exposure to industry structures while recruiting young professionals with diverse expertise and strong development potential.

TCI has established a six-month mentorship and care program for new employees. Each new hire is assigned two mentors—one from the same department and one from another department—to provide support through monthly gatherings and regular interactions, helping new employees build relationships with colleagues and adapt more quickly to the corporate culture. In addition, the Chief Human Resources Officer holds a one-month onboarding luncheon with new employees, providing an informal setting to understand their adjustment progress and gather feedback.

New Hire Rate Statistics

Region	Gender	Age Group	Total Employees (Beginning of 2025)	Total Employees (End of 2025)	New Hires		
					Managerial	Non-Managerial	New Hire Rate (Note 1)
TW	Male	Under 30	59	52	0	22	39.6%
		30-50	216	226	4	67	32.1%
		Over 50	4	7	0	0	0.0%
	Female	Under 30	86	54	0	42	60.0%
		30-50	154	135	6	39	31.1%
		Over 50	7	9	2	4	75.0%
CN	Male	Under 30	38	33	0	18	50.7%
		30-50	59	62	3	13	26.4%
		Over 50	3	1	0	0	0.0%
	Female	Under 30	31	31	0	15	48.4%
		30-50	56	62	3	13	27.1%
		Over 50	2	2	0	1	50.0%
Others	Male	Under 30	6	3	0	2	44.4%
		30-50	19	14	2	5	42.4%
		Over 50	10	10	2	1	30.0%
	Female	Under 30	14	16	0	8	53.3%
		30-50	24	24	2	8	41.7%
		Over 50	4	5	0	0	0.0%
Total			792	746	24	258	36.7%

Note 1: Calculation method: Number of new hires during the year ÷ [(Number of employees at year-end + Number of employees at the beginning of the year) ÷ 2]

Employee Structure by Location

Category	Item	Total number of employees at the beginning of the year		Total number of employees at the end of the year	
		Male	Female	Male	Female
Region	Taipei Headquarters and Pingtung Precise iManufacturing Center (Rock Park)	279	247	285	198
	Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Offices in China	100	89	96	95
	Other Overseas Offices	35	42	27	45

6.1.2 Diversity and Non-Discrimination

"Valuing multiculturalism and inclusion" is one of TCI's core corporate principles. Guided by the principles of respect for human rights and merit-based employment, TCI adopts a diverse recruitment approach and complies with applicable national laws and regulations, including Taiwan's Labor Standards Act and Gender Equality in Employment Act, with professional competence serving as the primary criterion for candidate selection. In line with the principles advocated by the Universal Declaration of Human Rights, International Labour Organization (ILO) Conventions, United Nations Global Compact, TCI safeguards employees' freedom of association and welfare, provides compensation above local living wage levels, and prohibits discrimination, forced labor, child labor, and other practices that infringe upon human or labor rights, thereby fostering a friendly and inclusive workplace.

In 2025, TCI employed people from 20 different nationalities, bringing diverse perspectives to the Company's operations and supporting the continued development of its global business. TCI also organizes a monthly "International Cuisine Day", featuring specialty meals from different countries. Through sharing food and learning about different culinary cultures, employees gain greater cultural understanding and mutual respect across nationalities, further demonstrating TCI's commitment to diversity and inclusion.

6.1.3 Employee Retention and Development

Employee Retention

To retain outstanding talent, TCI provides a broad range of employee development and incentive measures tailored to employees with different levels of experience and professional expertise. These include new-hire orientation, employee care and recognition programs, long-service and outstanding employee awards, internal job transfers, promotions, salary structure adjustments, and performance-based employee profit sharing. Through these initiatives, TCI strives to foster a professional, rewarding, and supportive workplace where employees can thrive.

In 2025, a total of 54 employees underwent internal job transfers, including internal appointments and promotions. Based on 85 job openings during the year, internal mobility accounted for 63.5% of positions filled. Through cross-functional experience and competency development, TCI helps employees explore their potential within the organization, enhance job fit, and further strengthen overall team capabilities. At the same time, the Company continues to optimize its performance evaluation and feedback mechanisms to ensure that each employee's contribution is fairly recognized and to create a workplace that supports long-term career growth.

In addition, to support the Company's long-term growth and employees' lifelong learning needs, employees may access professional counseling services through the Employee Assistance Program (EAP) according to their individual needs, including support in areas such as psychological well-being, legal matters, and financial planning.

Employee Development

The purpose of learning and development is to cultivate employees who are capable of self-directed growth, proactive action, and a strong sense of belonging and responsibility toward the Company. Through continuous individual learning and development, employees can improve their job performance and contribute to the achievement of organizational goals. Accordingly, employee training and development is one of TCI' s key areas of focus. TCI encourages employees to "keep learning and solve problems", continuously strengthening their professional knowledge and skills, enhancing service quality, and bringing new momentum to innovation.

Each year, the Training Team of the Talent Development Center reviews the learning and development needs of individual business units and develops tailored training roadmaps for each department. The implementation of training programs is regularly reviewed, and training effectiveness is assessed to ensure continued improvement.

To recognize and further develop high-performing employees, TCI has established the "TCI Star" and "Outstanding Manager" awards. Candidates are nominated quarterly by department managers and Human Resources, with award recipients selected following review by the Rewards and Disciplinary Committee. Each year, eight outstanding employees are further selected from among the TCI Star recipients as the "Global Excellence 8" to participate in the "V PROJECT." Through this program, participants join the Chairman in high-level meetings with key overseas business partners and CEO strategy meetings, broadening their international perspectives while building business management and succession capabilities.

In terms of talent development, TCI also plans promotions and job rotations based on employees' performance, capabilities, and individual strengths. By prioritizing internal talent development and advancement, TCI seeks to place employees in roles where they can best apply their strengths while supporting diverse and continuous career development.

For key talent, TCI implements development initiatives through its Succession Plan for Board Members and Key Management Personnel. Under the plan, senior executives are developed as potential Board candidates by enhancing their understanding of Board responsibilities and operations, regulatory compliance, and the business functions of the Group's various centers. Their industry experience is also strengthened through job rotation. Implementation of the succession plan is reported to the Board of Directors at least once a year.

In addition, TCI identifies and selects potential successors through its Key Management Succession Program. Through a systematic talent-pipeline management mechanism, the succession readiness of each candidate is reviewed annually. Senior management and Human Resources jointly develop and implement individualized development plans, which may include secondments or overseas assignments to affiliated companies, project leadership opportunities, cross-functional job rotations, management training programs, individual development plans, and mentoring. These measures are designed to strengthen succession readiness and shorten the time required for candidates to assume key leadership roles.

2025 Board and Key Management Succession Plan

Implementation Items	Number of Participants / Attendances
Training on Board Responsibilities and Regulatory Compliance	8
Business Management Training	178
Cross-Departmental Job Rotation	30
Total Training Attendances	216

Training and Diverse Learning Opportunities

TCI provides diverse learning channels that combine on-the-job training (OJT), instructor-led courses, workshops, live online sessions, and pre-recorded courses. The Company has also developed its own digital learning platform, the TCI App, enabling employees worldwide to access online courses, complete assessments, and submit course satisfaction surveys anytime via computers, tablets, or mobile devices, thereby overcoming time and geographical constraints.

In 2025, TCI's training programs covered a wide range of areas, including professional competencies, sales, general education, legal affairs, facility operations, and ESG and sustainability, with new programs focusing on digital transformation and artificial intelligence (AI). As part of its AI training initiatives, TCI introduced the "AI Tutor" program, which teaches employees how to use AI tools and develop AI-based programs. To encourage employees to embrace AI, pursue innovation, and continue learning, the Company fully subsidizes AI tool subscriptions and book purchases, minimizing barriers to learning.

In 2025, TCI delivered a total of 23,465 training hours, equivalent to an average of 31.5 training hours per employee, with an overall course satisfaction rate of 95.6% or above. In addition to Company-provided training, full-time employees may proactively propose further education plans. Upon approval, TCI provides full tuition reimbursement. In 2025, the Company provided a total of NT$3.58 million in continuing education scholarships and subsidies.

Global Sales Training

TCI brings together sales professionals from around the world and facilitates cross-cultural and cross-regional knowledge sharing through team-based proposal competitions. These activities not only strengthen employees' capabilities to work effectively across international markets, but also provide them with broader perspectives and deeper business insights in support of TCI's global growth strategy.

Manufacturing Operations Internship

TCI conducts a monthly manufacturing operations internship program for new employees, providing participants with an in-depth understanding of the entire product journey, from the design stage through to mass production. Participants also gain hands-on exposure to the various equipment and systems used in smart manufacturing.

The program not only strengthens collaboration between front-end sales and R&D teams and on-site manufacturing teams, but also helps participants develop a mindset of continuous improvement that they can apply in their daily work.

Course Content

Items	Content Overview	Participants	Rank
TCI Academy	Company development direction, the TCI 8 Spirits of enterprise, core values, and TCI leadership science	All employees	All
Technical Course	Introduction of our patented technology	Dedicated department R&D departments Business departments	
Product Course	Product knowledge, formula design, proposal design, packaging artwork	Dedicated department R&D departments Business departments	
Raw Materials Course	IBD raw material knowledge and application	R&D departments Business departments	
Sales Course	Product selling points, sales tips, experience sharing	Business departments	
Industry Analysis Course	Monthly special reports, TCI Industry Weekly and Monthly	All employees	
Legal Course	Legal disputes, trade secrets, contracts and trademark practices	All employees	
Process Course	Business process, delivery confirmation, product development process, MES	All employees	
General Course	Knowledge forums, health nutrition, English classes, tax filing courses	All employees	
Factory Course	Production line advantage, manufacturing, quality management	All employees	
Information Security Course	Phishing intrusion, social network and information security, information life and its risk management, protection of personal privacy	All employees	
Market Trends Course	ESG Sustainability and AI Digitalization	All employees	
AI Courses	Corporate AI Strategic Thinking, Understanding the Fundamentals of AI, and Business Thinking in the AI 2.0 Era	All employees	

Training Hours

	Management		Professional Jobs		Total	Number of trainees as a percentage of total employees
	Male	Female	Male	Female		
Number of Employees	38	36	370	302	746	100%
Total Training Hours	1,195	1,132	11,638	9,499	23,465	
Average Training Hours			31.5			

Note: Total training hours for the year were aggregated for all employees and allocated to each employee category based on the proportion of employees in each category. As a result, the average training hours are the same across categories. Actual training hours by job level and gender will be disclosed in future years following enhancements to the digital learning system.

Training Hours per Capita (hours)

2021	2022	2023	2024	2025
26.9	23	30.4	30.6	31.5

Annual Expense for Employee Education and Training (NT$)

Item	2021	2022	2023	2024	2025
General Training and Seminars	696,342	535,242	850,588	1,056,980	1,152,000
External Training	767,246	1,581,280	872,930	281,719	130,100
Scholarship for further studies	271,578	536,592	342,852	2,949,607	3,580,000
Total	1,735,166	2,653,114	2,066,370	4,288,306	4,862,100

Integrity Management, Information Security, and Human Rights Training Programs

TCI requires all new employees to complete an eight-hour new-hire orientation program after joining the Company, including one hour of business ethics and integrity training. The training participation rate for new employees is 100%. For existing employees, TCI also regularly provides in-depth training on topics such as ethical business conduct, risk awareness, information security, human rights, and other relevant areas.

In 2025, TCI provided the following training programs:

- Ethical Business Conduct: 2 hours per employee, totaling 1,492 training hours, with 746 attendances and a 100% training coverage rate.
- Risk Awareness: 2 hours per employee, totaling 1,492 training hours, with 746 attendances and a 100% training coverage rate.
- Information Security: 3 hours per employee, totaling 2,238 training hours, with 746 attendances and a 100% training coverage rate.
- Human Rights: 2 hours per employee, totaling 1,492 training hours, with 746 attendances and a 100% training coverage rate.
- Privacy: 1 hour per employee, totaling 746 training hours, with 746 attendances and a 100% training coverage rate.

TCI conducts an annual Human Rights and Employee Satisfaction Survey to understand employees' current working conditions and workplace experiences. In 2025, the survey primarily covered the Company's human rights policies and working environment.

The human rights policy section addressed the prevention of unlawful workplace misconduct, sexual and non-sexual harassment, various forms of inappropriate harassment, bullying, discrimination, and occupational accidents, as well as policies protecting employees' freedom of association and the availability of internal grievance and complaint channels. The workplace section covered areas including job satisfaction, employee well-being, and work-related stress.

The 2025 employee survey also assessed employees' awareness and understanding of key Company policies and mechanisms, including training on unlawful workplace misconduct, internal grievance channels, occupational health and safety management policies, occupational accident prevention communication and training, sexual harassment prevention policies, occupational accident compensation and benefits, labor safety, labor-management meetings, and the Company's alignment with the principles of the Universal Declaration of Human Rights.

Through the survey, TCI evaluates employees' understanding of relevant policies and requirements so that additional communication and awareness initiatives can be strengthened where necessary. The 2025 survey covered TCI's headquarters and its global overseas operations.

6.1.4 Performance Management System

For newly hired employees and regular employees who have successfully completed their probationary period, TCI has established the New Hire Core Card Assessment Mechanism and the Employee Performance Evaluation Guidelines, respectively. These mechanisms integrate management by objectives, multi-dimensional performance assessment, team performance evaluation, and agile performance conversations, taking into account individual contributions, team results, professional capabilities, corporate culture, and career development.

New Hire Core Card Assessment Mechanism

After joining the Company, new employees work with their direct supervisors to establish specific, measurable, and time-bound work objectives, project assignments, and role competency expectations. For the first three consecutive months of employment, TCI monitors employees' goal achievement, professional capabilities, work results, collaboration, and alignment with corporate culture. Regular feedback and two-way communication are used as the basis for performance assessment, training needs, job placement, and career development.

Employee Performance Evaluation Guidelines

At the beginning of each year, upon job reassignment, or at the start of a new project, employees and their supervisors jointly establish individual and team objectives, together with relevant performance indicators, completion timelines, and assessment weightings. Performance evaluations comprehensively consider individual objectives, work results, professional capabilities, team performance, cross-functional collaboration, corporate values, and talent development outcomes.

Both individual performance and team performance weightings are incorporated into the evaluation framework, with team results included in employees' overall performance ratings and compensation decisions. In addition to employee self-assessments and supervisor evaluations, TCI incorporates multiple sources of feedback according to the nature of each role. This approach enables the Company to assess leadership capabilities, professional performance, communication and collaboration, and value creation, while improving the completeness, fairness, and objectivity of performance evaluations.

TCI has also established a year-round agile performance conversation mechanism. Each eligible employee holds at least one one-on-one performance and career development discussion with their supervisor every two months, equivalent to at least six discussions per year. These conversations cover goal progress, work priorities, resource requirements, performance obstacles, competency gaps, training needs, and career planning. Objectives may also be adjusted in response to changes in organizational strategy, customer needs, and working conditions.

The Company conducts quarterly interim performance reviews and formal performance and career development evaluations every six months, creating a continuous feedback and real-time adjustment mechanism. Following each evaluation, employees and supervisors engage in two-way discussions regarding performance results, areas for improvement, and development objectives. Evaluation results are submitted to the Rewards and Disciplinary Committee for review and serve as a basis for bonuses, salary adjustments, promotions, job rotations, training, succession development, and broader talent development decisions. Individual development plans are also used to continuously track competency gaps, training actions, and improvement outcomes.

In 2025, 746 employees completed regular performance and career development evaluations, representing 100% of eligible employees. TCI continues to monitor evaluation coverage by region, gender, and job level to ensure that employees receive fair, transparent, and development-oriented performance feedback.

The Rewards and Disciplinary Committee is composed of the Chairman and the heads of each center and meets on a monthly basis.

6.2 Labor Rights Equality

TCI adheres to protecting the fundamental human rights of employees and complying with international human rights conventions without discrimination or unequal treatment based on "sex, sexual orientation, age, race, color, national origin, religion, disability, marital status, or political affiliation."

10 REDUCED INEQUALITIES

Key Actions

1. Align human rights practices with the Universal Declaration of Human Rights, ILO Core Conventions, United Nations Global Compact.
2. Promote diversity and inclusion, together with fair and equitable recruitment and employment practices.
3. Establish a human rights due diligence process covering TCI's own operations, supply chain, contractors, contract manufacturing sites, and other business partners.
4. Maintain anonymous grievance channels, dedicated hotlines, physical complaint boxes, and non-retaliation mechanisms.

2025 Performance

1. Zero incidents of human rights or labor rights violations, including discrimination, child labor, and forced labor.
2. Conducted at least four labor-management meetings during the year.

2026 Target

1. Maintain zero incidents of human rights or labor rights violations, including discrimination, child labor, and forced labor.
2. Conduct at least four labor-management meetings annually.

6.2.1 Human Rights Policy

Talent is TCI's most important asset. TCI is committed to respecting and upholding internationally recognized human rights standards, including the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organization (ILO) Core Conventions, and the OECD Guidelines for Multinational Enterprises. TCI also takes into account evolving international practices in corporate human rights due diligence, such as the European Union's Corporate Sustainability Due Diligence Directive (CSDDD), in establishing its Human Rights Policy and Human Rights Due Diligence (HRDD) procedures.

TCI's Human Rights Policy applies to all of its operating locations and extends to suppliers, contractors, contract manufacturing sites, and other business partners. The Board of Directors serves as the highest level of approval and oversight for human rights matters, with responsibility for approving the Human Rights Policy and integrating human rights considerations into corporate governance and decision-making. The Sustainability Development Office is responsible for coordinating human rights risk assessments, supplier human rights risk classification, and annual disclosure. The Procurement Department is responsible for collecting Supplier Codes of Conduct and sustainability self-assessment questionnaires, while the Quality Assurance Department conducts on-site supplier audits or follows up on corrective actions based on the assigned risk level.

TCI is committed to prohibiting all forms of forced labor, human trafficking, debt bondage, and modern slavery, as well as the employment of child labor. The Company respects employees' freedom of association and right to collective bargaining, and is committed to maintaining a discrimination-free workplace, with no differential treatment based on race, gender, age, nationality, religion, disability, gender identity, marital status, or political opinion. TCI also safeguards reasonable working hours, statutory leave entitlements, legally compliant wages and overtime compensation, and prohibits all forms of workplace violence, harassment, and bullying.

Human Rights Management Approach

TCI adopts Policy Commitment, Risk Identification, Preventive Measures, Monitoring and Detection, and Impact Mitigation as its human rights management approach, establishing a continuous human rights management cycle to reduce potential impacts on employees, the supply chain, and other stakeholders.

Management Stage	Management Focus	TCI' s Approach
Policy Commitment	Establish human rights policies and governance responsibilities	The Board of Directors approves the Human Rights Policy, while the Sustainability Development Office coordinates the HRDD process and integrates human rights requirements into supplier management.
Risk Identification	Identify material human rights issues and affected stakeholders	Potential human rights risks are identified through human rights risk questionnaires, supplier sustainability self-assessments, internal grievance channels, audit findings, and stakeholder engagement.
Preventive Measures	Establish systems and provide training	Human rights incidents are prevented through the Human Rights Policy, sexual harassment prevention measures, occupational safety management, protection of migrant workers' rights, the Supplier Code of Conduct, and related training programs.
Monitoring and Detection	Conduct regular assessments and follow-up	TCI regularly reviews working hours, wages, migrant worker management, grievance cases, supplier questionnaires, and audit results.
Impact Mitigation	Implement corrective and remedial actions	Where deficiencies are identified, corrective action plans are required. Impacts are mitigated through grievance remediation, training, supplier downgrading, or termination of business relationships, as appropriate.

6.2.2 Human Rights Due Diligence Process

To proactively identify, prevent, mitigate, and monitor actual and potential human rights risks, TCI has established an ongoing Human Rights Due Diligence (HRDD) process and integrated it into its corporate governance, risk management, and supply chain management processes. The HRDD process covers TCI's own operations, employees, migrant workers, contractors, suppliers, contract manufacturing sites, local communities, and other business partners related to its operations. Human rights risk assessments are also incorporated when establishing new business relationships, undertaking significant procurement activities, or onboarding new suppliers. The implementation of HRDD is consolidated by the Sustainability Development Office and regularly reported to the Sustainability Development Committee and the Board of Directors.

TCI' s Human Rights Due Diligence process consists of the following six steps:

1. Policy Commitment: Establish a Human Rights Policy based on international human rights standards, subject to approval by the Board of Directors.
2. Risk Identification: Conduct a systematic human rights risk assessment at least once a year, covering TCI' s own operations, supply chain, contractors, and other business partners.
3. Risk Classification: Assess risks based on country risk, industry risk, and procurement weighting, and classify the results into High Risk (Red), Medium Risk (Amber), and Low Risk (Green).
4. Mitigation Actions: Apply appropriate measures according to the assigned risk level, including document reviews, remote assessments, on-site audits, training, supplier corrective action support, and strengthened contractual requirements.
5. Effectiveness Tracking: Monitor indicators including the supplier self-assessment response rate, progress in addressing audit findings, corrective action plan closure rate, human rights training coverage, and grievance case handling timeliness.
6. Grievance and Remediation: Receive cases through channels including anonymous grievance mechanisms, dedicated hotlines, physical complaint boxes, and direct reporting, and handle them in accordance with the principles of confidentiality, non-retaliation, impartial investigation, and timely resolution.

6.2.3 Human Rights Issues and Risk Assessment

TCI identifies human rights issues associated with its business operations, supply chain, and stakeholder interactions with reference to international human rights standards and human rights due diligence frameworks. The Company assesses potential human rights risks faced by different stakeholder groups through employee human rights risk questionnaires, supplier sustainability self-assessments, grievance and whistleblowing channels, internal audits, occupational health and safety management, supplier audits, and stakeholder engagement. The findings are then used to develop appropriate preventive, mitigation, and remediation measures.

Stakeholder	Affected Groups	Human Rights Issues Potentially Affected	Annual Assessment Methods	Audit, Grievance and Communication Channels
All TCI Employees	All employees, female employees, persons with disabilities, migrant workers, new employees, and interns	Privacy protection; health, safety and personal liberty; occupational safety; freedom to choose employment / voluntary employment; freedom of speech and expression; freedom of assembly and association; protection of working conditions; prevention of child labor and protection of young workers; forced labor; non-discrimination and diversity & inclusion; right to family life; unlawful workplace misconduct and sexual harassment	Internal health and stress surveys, annual assessment of unlawful workplace misconduct risks, internal DEI surveys, human rights risk questionnaires, and training satisfaction surveys and assessments	Internal grievance channels, labor-management meetings, labor inspections, legal and regulatory compliance reviews, and internal audits
Subsidiaries and Overseas Operations	All employees, female employees, persons with disabilities, migrant workers, new employees, and interns	Privacy protection; health, safety and personal liberty; occupational safety; freedom to choose employment / voluntary employment; freedom of speech and expression; freedom of assembly and association; protection of working conditions; prevention of child labor and protection of young workers; forced labor; non-discrimination and diversity & inclusion; right to family life; unlawful workplace misconduct and sexual harassment	Human rights risk questionnaires, regulatory compliance reviews, and reviews of local working conditions	Internal grievance channels, labor-management communication mechanisms, labor inspections, and internal audits
Tier 1 Suppliers	Supplier employees, female employees, migrant workers, and third-party workers	Prevention of child labor, forced labor, working hours and wages, occupational safety, freedom of association, non-discrimination, unlawful workplace misconduct, and sexual harassment	Supplier Sustainability Self-Assessment Questionnaire (SAQ), supplier human rights risk classification, and supplier audit results	Supplier grievance mailbox, scheduled and ad hoc audits, Sedex Members Ethical Trade Audit (SMETA), or third-party verification. For details of TCI’s supplier management mechanism, please refer to Section 3.6 Supply Chain Sustainability
Contractors	Contractor employees, female employees, and third-party workers	Privacy protection, occupational safety, forced labor, protection of working conditions, non-discrimination and diversity & inclusion, unlawful workplace misconduct, and sexual harassment	Contractor risk assessments, human rights risk questionnaires, and site-entry safety management checks	Contractor meetings, on-site audits, grievance mailbox, and occupational safety reporting channels
Local communities	Communities surrounding major operating sites, vulnerable groups, Indigenous peoples, and other potentially affected groups	Environmental, health and safety impacts; traffic and noise; chemical management; impacts on quality of life; and impacts on land, culture, and livelihoods	Stakeholder engagement, collection of community feedback, and human rights risk questionnaires	Corporate website and grievance mailbox, environmental complaint hotline, and regular site visits or community engagement

6.2.4 Human Rights Risk Identification and Assessment Results

TCI adopts a risk-based approach to identify groups that may be affected by human rights risks. The scope covers TCI’s own operations, employees, migrant workers, female employees, third-party workers, contractors, supplier employees, local communities, Indigenous peoples, and other vulnerable groups.
Even where the assessment identifies no material adverse human rights impacts, TCI continues to include these groups within its annual risk identification process and monitors potential risks on an ongoing basis through grievance mechanisms, stakeholder engagement, supplier sustainability self-assessment questionnaires, audit results, and internal management records.

Risk-Focus Group	Potential Human Rights Risks	Management Approach
Local Employees	Working hours, wages, occupational safety, harassment, discrimination, and unlawful workplace misconduct	Review of working-hour and wage records, occupational health and safety training, grievance channels, awareness training, and non-retaliation mechanisms
Migrant Workers	Recruitment fees, retention of identity documents, accommodation conditions, language barriers, freedom to terminate employment, working hours, and wages	Ensuring workers retain possession of their identity documents, reviewing accommodation conditions, providing multilingual communication, maintaining grievance channels, and safeguarding the right to terminate employment
Female Employees	Discrimination, sexual harassment, fairness in promotion and compensation, and pregnancy- or childcare-related rights	Sexual harassment prevention, equal pay for equal work, grievance and non-retaliation mechanisms, parental leave, and family care support
Third-Party Workers and Contractors	Occupational safety, working hours, insufficient training, and unlawful workplace misconduct	Contractor management, site-entry safety training, on-site inspections, occupational safety reporting, and grievance mechanisms
Supplier Employees	Child labor, forced labor, working hours and wages, occupational safety, freedom of association, and non-discrimination	Supplier Sustainability Self-Assessment Questionnaire, risk classification, document review, remote assessment, on-site audits, and corrective action follow-up
Local Communities	Environmental impacts, health and safety, traffic, noise, chemical management, and impacts on quality of life	Stakeholder engagement, grievance mechanisms, environmental and occupational safety management, and monitoring of operational impacts
ndigenous Peoples and Vulnerable Groups	Potential impacts on land, culture, livelihoods, employment opportunities, or community rights	Inclusion in the annual risk identification scope, with ongoing monitoring through stakeholder engagement and grievance mechanisms

For supplier human rights risks, TCI applies a three-dimensional assessment model covering country risk, industry risk, and procurement weighting. Suppliers are classified into different risk levels based on the aggregated assessment results, which then serve as the basis for subsequent document reviews, remote assessments, on-site audits, third-party verification, and corrective action follow-up.

Risk Dimension	Assessment Indicators	Data Sources
Country Risk	Human rights risk level of the country in which the supplier is located	Global Slavery Index, International Trade Union Confederation Global Rights Index (ITUC Global Rights Index), and United States Department of Labor List (US DoL List)
Industry Risk	Labor intensity, proportion of migrant workers, level of chemical exposure, and seasonal fluctuations in labor demand	International Labour Organization (ILO) industry risk reports and Sedex Members Ethical Trade Audit (SMETA) results
Procurement Weighting	Supplier' s share of procurement spend, criticality, and substitutability	Internal procurement data and supplier classification records

Following the risk assessment, TCI classifies supplier human rights risks into three levels: High Risk (Red), Medium Risk (Amber), and Low Risk (Green), and applies differentiated management measures according to the assigned risk level.

Risk Level	Score	Management Measures
High Risk (Red)	7–9 points	Complete an on-site audit or third-party verification within six months. Where necessary, suppliers are required to submit a Corrective Action Plan (CAP), with follow-up on improvement progress and case closure.
Medium Risk (Amber)	5–6 points	Complete a document review or remote assessment within 12 months, and require supplementary information or improvement measures based on the review results.
Low Risk (Green)	3–4 points	Conduct regular questionnaire-based monitoring and reassess the supplier at least once every two years.

This section discloses TCI' s methodology for identifying supplier human rights risks. For the complete supplier management mechanism, including supplier onboarding, annual evaluation, audits, corrective action follow-up, Approved Supplier List management, and supplier exit management, please refer to Section 3.6 Supply Chain Sustainability.

In 2025, based on the Company' s human rights risk assessment, existing grievance records, occupational health and safety records, Supplier Sustainability Self-Assessment Questionnaires, supplier audit results, and stakeholder engagement, TCI preliminarily identified the key human rights risks as including workplace misconduct and sexual harassment risks, forced labor and excessive working hours risks, occupational safety risks, working hours and wage risks, migrant worker rights risks, and supplier occupational safety and labor condition risks.

TCI will implement prevention, mitigation, remediation, and follow-up measures according to the relevant risk levels and disclose implementation progress in its annual Sustainability Report.

6.2.5 Stakeholder Human Rights Risk Matrix

TCI prioritizes human rights risks based on likelihood of occurrence and scale/scope of impact. The Company considers information from internal grievance records, labor compliance review results, occupational health and safety records, supplier sustainability self-assessment questionnaires, supplier audit findings, and stakeholder engagement to establish its Stakeholder Human Rights Risk Matrix.

The risk matrix is used to identify human rights issues requiring priority management and serves as a basis for determining annual preventive measures, audit arrangements, training programs, grievance and remediation actions, and follow-up on supplier corrective actions.

Risk Level	Human Rights Issues	Primary Affected Groups	Management Approach
High-Priority Risks	Risks of unlawful workplace misconduct and sexual harassment, forced labor, and excessive working hours	Employees, migrant workers, supplier employees, and contractor employees	Strengthen grievance and non-retaliation mechanisms, sexual harassment prevention, working-hour reviews, supplier human rights audits, and corrective action follow-up
Medium-Priority Risks	Occupational safety, protection of working conditions, working hours, and wages	Employees, migrant workers, contractors, and supplier employees	Occupational health and safety training, health examinations, on-site inspections, hazard identification, and reviews of working-hour and wage records
Risks Subject to Ongoing Monitoring	Privacy protection, freedom to choose employment, freedom of speech and expression, freedom of assembly and association, non-discrimination and diversity & inclusion, and the right to family life	Employees, female employees, local communities, and vulnerable groups	Policy communication, training, stakeholder engagement, grievance mechanisms, and regular monitoring

For high-priority and medium-priority risks, TCI gives priority to measures such as strengthening management systems, providing training, conducting document reviews and on-site audits, implementing grievance and remediation mechanisms, and tracking corrective actions. For risks subject to ongoing monitoring, TCI maintains oversight through regular communication, grievance mechanisms, policy awareness initiatives, and annual risk assessments.

If any actual or potential adverse human rights impact is identified, TCI will initiate appropriate investigation, corrective action, remediation, and recurrence-prevention procedures based on the nature of the case, and will work with relevant stakeholders where necessary.

6.2.6 Preventive and Mitigation Measures and Remediation Mechanisms

Based on the results of its human rights risk assessments, TCI has established preventive measures covering both its own operations and supply chain. The key preventive measures implemented in 2025 were as follows:

Management Topic	Preventive Measures	Scope of Application
Human Rights Policy	Establish the Human Rights Policy and Human Rights Due Diligence Procedures, explicitly prohibiting forced labor, child labor, discrimination, workplace violence, and harassment, while safeguarding freedom of association, collective bargaining, reasonable working hours, and fair compensation	TCI' s own operations and supply chain
Prevention of Sexual Harassment and Unlawful Workplace Misconduct	Establish prevention measures, grievance procedures, and non-retaliation mechanisms for sexual harassment and unlawful workplace misconduct, and provide relevant training	All employees, migrant workers, and third-party workers
Occupational Health and Safety	Implement the ISO 45001 Occupational Health and Safety Management System, conduct occupational safety training, hazard identification, health examinations, and corrective actions following incidents	Employees and contractors
Protection of Migrant Workers' Rights	Ensure workers retain possession of their identity documents, apply the Employer Pays Principle, provide equal treatment, safeguard the right to terminate employment freely, and manage accommodation conditions	Migrant workers
Supply Chain Human Rights Management	Require suppliers to sign the Supplier Code of Conduct, complete the Supplier Sustainability Self-Assessment Questionnaire, and classify suppliers as Red / Amber / Green based on country risk, industry risk, and procurement weighting	Tier 1 suppliers, key suppliers, with gradual extension to non-Tier 1 suppliers
Supplier Corrective Action Follow-up	Where non-conformities are identified, suppliers are required to submit a Corrective Action Plan (CAP) within 14 working days, with TCI tracking remediation progress and case closure	Suppliers and contractors

TCI has established multiple grievance and reporting channels for use by employees, migrant workers, supplier employees, and external stakeholders. These channels include an online grievance mailbox, dedicated hotline, physical complaint boxes, and direct reporting mechanisms. All cases are handled in accordance with the principles of confidentiality, non-retaliation, impartiality, timeliness, and proper record retention.
Upon receipt of a grievance, TCI assigns a responsible case handler within one working day. In principle, the investigation and handling process is completed within 14 working days, with the outcome communicated to the complainant or publicly announced, as appropriate, within three working days thereafter.

Monitoring, Detection, and Impact Mitigation Results

Groups Requiring Special Attention	Human Rights Issue	Mitigation Measures	Remediation Measures	2025 Performance	2026 Management Target
All TCI Employees	Unlawful workplace misconduct and sexual harassment	Grievance channels, training, and non-retaliation mechanisms	Investigation and case handling, work adjustments, psychological support, disciplinary action, and recurrence prevention	Zero cases of unlawful workplace misconduct or sexual harassment	100% case closure rate
All TCI Employees	Risk of excessive working hours	Working-hour records, overtime application procedures, and supervisor reminders	Compensatory leave or overtime pay, and system improvements	Zero material violations	Zero material violations
Employees / Contractors	Occupational safety	Occupational safety training, hazard identification, health examinations, and site-entry management	Medical assistance, incident investigation, and engineering improvements	Zero major occupational accidents	Zero major occupational accidents
Migrant Workers	Recruitment fees, retention of identity documents, accommodation conditions, and freedom to terminate employment	Employer Pays Principle, workers retaining possession of their identity documents, accommodation reviews, and multilingual communication	Compensation, grievance handling, and system improvements	-	Zero material violations
Supplier Employees	Forced labor, child labor, working hours and wages, and occupational safety	Supplier self-assessments, document reviews, on-site audits, and third-party verification	Submission of a Corrective Action Plan (CAP) within 14 working days	See Section 3.6	100% follow-up of high-risk suppliers

Medium- and Long-Term Quantitative Targets for Human Rights Management

Management Topic	2025 Baseline / Current Status	Quantitative Target	Base Year	Target Year
Living Wage	• 100% of full-time employees are paid in compliance with local statutory minimum wage requirements. • Living wage assessments have been completed for all operating locations, with the lowest monthly salary for entry-level employees reaching 100% of the local living wage benchmark for a typical family.	• 2026–2030: Maintain the lowest monthly salary for full-time entry-level employees at or above 100% of the applicable local living wage benchmark, with annual reviews. • By 2030: Complete living wage benchmarking for contractor employees.	2025	2030
Occupational Health and Safety	Recordable injury rate per million working hours: • Pingtung site and Taipei headquarters: 1.87 • Shanghai Jinshan site and other China operations: 2.34	• Achieve zero occupational injuries. • Reduce the recordable injury rate by 30% from the 2025 baseline.		
Human Rights Training	100%	Maintain 100% annual training coverage for all employees.		2027
Grievance Handling	0 cases; closure rate not applicable	Where cases arise, achieve a case closure rate of ≥95% within 14 working days.		
Supplier Audits	100%	Maintain 100% coverage of on-site or alternative audits for high-risk suppliers.		
Social Dialogue	4 meetings	Conduct at least 4 labor-management meetings annually.		Ongoing

6.2.7 Supplier Human Rights Due Diligence

TCI includes supplier employees within the scope of its Human Rights Due Diligence (HRDD) process, with priority given to key Tier 1 suppliers and suppliers identified as having high human rights risks. Supplier human rights risk assessments are conducted in accordance with TCI' s Human Rights Policy and Human Rights Due Diligence Procedures, taking into account country risk, industry risk, and procurement weighting. Based on the assessment results, suppliers are classified as High Risk (Red), Medium Risk (Amber), or Low Risk (Green).
The supplier human rights self-assessment questionnaire covers areas including forced labor, prevention of child labor, working hours and wages, health and safety, grievance mechanisms, freedom of association, non-discrimination, and corrective actions following audits. For high-risk suppliers, TCI prioritizes improvement and capacity building through document reviews, remote assessments, on-site audits, Sedex Members Ethical Trade Audits (SMETA) or other third-party verification, training, and corrective action plans.
Where material or recurring non-compliance is identified, suppliers are required to submit a Corrective Action Plan (CAP) within 14 working days. Suppliers that fail to implement corrective actions within the required timeframe, or whose corrective actions are deemed ineffective, may be subject to supplier downgrading, suspension of procurement, or termination of the business relationship in accordance with TCI' s procedures.
For details regarding the Supplier Code of Conduct signing rate, supplier ESG self-assessment rate, audit coverage rate, CAP closure rate, and annual supplier evaluation results, please refer to Section 3.6 Supply Chain Sustainability.

6.2.8 Parental Leave

TCI encourages employees to contribute their professional strengths while also fulfilling family responsibilities, supporting a healthy work–life balance. When employees need additional time to care for a new child and are temporarily unable to balance work and family responsibilities, TCI provides a comprehensive parental leave program in accordance with Taiwan's Act of Gender Equality in Employment. During the legally eligible period, employees who qualify for parental leave may receive benefits equivalent to 80% of their insured monthly salary. TCI also provides support to help employees transition smoothly back to work and readjust to the workplace following parental leave.

Over the past five years, a total of 127 employees were eligible to apply for parental leave, of whom 69 employees actually submitted applications.

To further support employees in starting and raising families, employees or their spouses who give birth may apply, within three months of the child's birth and upon submission of the birth certificate, for a childbirth allowance of up to NT$22,000, together with a baby stroller. Through these measures, TCI proactively provides care and support to employees during important stages of family life.

Parental Leave Application and Retention Statistics for the Past Five Years

		2021	2022	2023	2024	2025
Number of people eligible for parental leave	Male	15	15	14	21	12
	Female	8	8	9	7	18
	Total	23	22	23	28	30
Actual number of applicants	Male	1	5	5	6	8
	Female	7	6	8	11	12
	Total	8	11	13	17	20
Number of people who should be reinstated	Male	1	5	5	5	7
	Female	10	6	8	8	10
	Total	11	11	13	13	17
Actual number of reinstatements	Male	1	1	3	5	7
	Female	6	2	4	5	7
	Total	7	3	7	10	14
Reinstatement rate[1]	Male	100%	20%	60%	100%	100%
	Female	60%	33%	50%	63%	70%
	Total	64%	27%	54%	77%	82%
Number of people reinstated for one year in the previous year	Male	1	2	1	2	4
	Female	3	3	3	4	5
	Total	4	5	4	6	9
Retention rate[2]	Male	100%	100%	100%	66%	80%
	Female	43%	50%	70%	100%	100%
	Total	50%	71%	85%	85%	90%

Note 1: Reinstatement rate = Actual number of reinstatements / Number of people who should be reinstated

Note 2: Retention rate = Number of people reinstated for one year in the previous year / Actual number of people reinstated in the previous year

6.3 Joyful Workplace and Employee Care

6.3.1 Competitive Compensation

To provide employees with market-competitive compensation, attract and retain outstanding talent, while also considering shareholder interests, employees' living standards, and the Company's long-term sustainable development, TCI regularly reviews and adjusts compensation levels based on factors including cost of living, labor market supply and demand, market salary benchmarks, and local regulatory requirements. The Company also provides a comprehensive promotion system.

In 2025, the average annual salary of full-time non-managerial employees at TCI reached NT$1.003 million, representing an increase of 7.16% compared with 2024, while the median annual salary reached NT$916,000, an increase of 7.26%. According to 2025 data published on Taiwan's Market Observation Post System (MOPS), the average annual salary of all TCI employees was NT$1.023 million, approximately 7.7% higher than the industry average of NT$950,000, demonstrating TCI's competitive position in the labor market.

In addition to fixed compensation, the Company provides year-end bonuses and mid-year profit-sharing bonuses based on annual operating performance. In 2025, the average employee benefit expense per employee was NT$1.205 million.

TCI also uses local living wage levels as the minimum benchmark for compensation management and reviews wage levels annually against the latest available benchmarks. In 2025, TCI completed a wage gap assessment covering all 746 full-time employees across its operating locations. The assessment used the living wage for a typical family as the benchmark, representing the wage required for one worker to support the basic needs of a typical household and therefore applying a more stringent standard than an individual living wage benchmark. The results showed that the lowest monthly salary for entry-level employees at every operating location exceeded the applicable local living wage for a typical family, achieving a 100% compliance rate. (Note)

To recognize and motivate high-performing full-time employees and teams, TCI has established a diverse range of incentive programs, including sales bonuses, production bonuses, proposal awards, restricted stock awards, quarterly opportunities for performance-based salary adjustments, quarterly TCI Star awards for outstanding employees, and annual long-service awards. In 2025, the Company's average salary increase was 4.40%, while the average increase for non-managerial employees was 4.38%. According to a 2025 survey by 104 Job Bank, the average salary increase among companies in Taiwan was 3.2%, indicating that TCI's salary adjustment rate exceeded the market average. TCI provides regular opportunities for salary adjustments on a quarterly or semiannual basis and authorizes managers to determine the frequency and magnitude of salary adjustments for team members, encouraging regular performance discussions between managers and employees.

In addition, "i8436" derives its name from TCI's Taiwan stock code, 8436, which sounds similar to the Chinese phrase meaning "Love TCI." It is a virtual share-based profit-sharing and employee incentive mechanism. Each year, the Company grants virtual shares based on operating performance and individual employee performance. Where an employee demonstrates outstanding project performance or generates significant benefits for the Company, the head of the relevant center may submit an incentive proposal to the Rewards and Disciplinary Committee for additional i8436 virtual shares.

Employees with at least three months of service are eligible to receive i8436 awards, encouraging new employees to actively pursue project opportunities and demonstrate strong performance. The i8436 bonus is calculated by multiplying the previous year's earnings per share (EPS) by the number of i8436 virtual shares held. Accordingly, amounts paid in 2025 were calculated based on 2024 EPS. Since 2023, i8436 awards have been distributed quarterly, enabling more timely recognition of employee contributions. In 2025, total i8436 payments amounted to NT$16,304,222, providing timely recognition of employee performance and project contributions.

Note: Living wage benchmarks are based on the latest available international references applicable to each operating location, including the WageIndicator Labour Rights Index, the Anker Methodology developed by the Global Living Wage Coalition (GLWC), and the MIT Living Wage Calculator. The assessment covers full-time employees at all operating locations, including migrant workers, but excludes temporary agency workers and contractor employees. TCI plans to complete living wage benchmarking for contractor employees by 2027.

Full-time Salaries for Non-managerial Employees

(NT$ thousand)

	2021	2022	2023	2024	2025
Number of Pople	569	499	482	557	486
Average Salary	949	916	817	935	1,003
Median Salary	842	811	753	854	916

Ratio of Average Annual Employee Salary Between Men and Women

	Male	Female
Taipei Headquarters	1.11	1
Pingtung Precise iManufacturing Center (Rock Park)	0.98	1
All Employees	1.08	1

6.3.2 Retirement System

TCI safeguards employees' retirement benefits in accordance with Taiwan's Labor Standards Act and Labor Pension Act. Most employees in Taiwan are covered by the new labor pension scheme, under which the Company contributes no less than 6% of each employee's monthly wages to the employee's individual labor pension account.

For employees who remain subject to, or retain service years under, the old pension scheme, TCI makes the required contributions to the labor pension reserve fund and regularly reviews the fund balance and projected benefit obligations to ensure the sound operation of the retirement system.

Where an employee is required by law to retire due to a physical or mental disability resulting from the performance of job duties, the employee's retirement payment is increased by 20% in accordance with applicable regulations.

6.3.3 Benefit System

TCI Coin Benefits

As a leader in the biotechnology and healthcare industry, TCI provides a wide range of health-focused benefits designed to support employees' physical and mental well-being.

In terms of nutritional support, TCI has established self-service "Full Energy Refill Stations" in office areas, where employees can freely access Company-produced functional beverages, foods, skincare products, and customized nutritional drinks. These products are provided to help employees meet their daily nutritional needs, relieve eye fatigue caused by prolonged screen use, and support skin health.

In terms of medical support, TCI leverages the Group's resource network through its Biotech Alliance, which brings together leading biotechnology and pharmaceutical companies to provide employees with a broad range of healthcare resources. These include large-scale health seminars and regular updates on the latest medical information. Through the "Immediate Assistance Center," TCI also connects employees with healthcare institutions to assist with professional medical appointments, emergency medical care, and hospitalization arrangements. These services are also extended to employees' family members.

To support mental health, TCI provides an Employee Assistance Program (EAP) that subsidizes up to three sessions of external professional psychological counseling per year and arranges on-site consultations with professional counselors. The Company also provides paid leave for health examinations, enabling employees to complete medical check-ups during working hours.

TCI Coin Events

Regular TCI Coin Activities	Dynamic TCI Coin Activities
• TCI Coin Massage • TCI Coin Car Wash • TCI Coin Laundry Service • TCI Coin Haircut • TCI Coin Manicure • TCI Coin Skincare Treatment • TCI Coin Ear Cleaning • TCI Coin Home Cleaning Services • TCI Coin Juice / Afternoon Tea / Multicultural Global Cuisine	• Domestic and Overseas TCI Coin Travel Programs • Spin Class with Instructor • Pilates Class • Brazilian Jiu-Jitsu Experience • Aerobic Dance Class • K-Pop Dance Class • Drum Set Experience Class • CDJ Electronic Music Basic Mixing Course

Health and Welfare Measures

As a leader in the biotechnology and healthcare industry, TCI provides a wide range of health-related benefits to support employees' physical and mental well-being from all aspects.

In office areas, TCI has established self-service "Full Energy Refill Stations", offering employees free access to Company-produced functional beverages, foods, skincare products, and customized nutritional drinks. These products are designed to meet employees' diverse nutritional needs, support overall health, relieve eye fatigue caused by prolonged screen use, and help maintain healthy skin.

In addition, TCI provides free healthy dinners every day at 6:00 p.m. The menu changes daily, with at least four different meal options available each day, helping ensure that employees can maintain regular meal times even during busy working periods.

Leveraging the resource network of the TCI Group, employees also have access to a broad range of medical support through the Biotech Alliance, which brings together leading biotechnology and pharmaceutical companies. The Company organizes large-scale health seminars and regularly shares the latest medical information with employees. Through the Immediate Assistance Center, TCI also connects employees with healthcare institutions and assists with professional medical appointments, emergency medical care, and hospitalization arrangements. These services are also available to employees' family members.

To further support employees' physical and mental health, TCI provides an Employee Assistance Program (EAP), including subsidies for up to three external psychological counseling sessions per year as well as on-site counseling services. The Company also provides paid leave for health examinations: employees receiving health examination subsidies of NT$15,000 or more are granted one full day of paid leave, while those receiving subsidies of NT$8,000 or less are granted a half day of paid leave.

TCI Welfare System

Category	Description
Insurance	Medical insurance, group insurance, business travel insurance
Cash/Monetary	• Mid-Autumn Festival, Dragon Boat Festival bonuses, year-end bonuses, long-term service bonuses, performance bonuses, special contributions • Bonuses, proposal bonuses • Employee rewards (bonuses), employee stock options, treasury stock, restricted stock
Social/Work-Life Balance	• Various sports clubs • TCI Coin activities (discounted employee purchases, five-star travel, Michelin-starred dining, exclusive cinema screenings, DIY classes, sports classes) • Library, concerts, birthday celebrations, marathons, family days • Employee travel accommodations
Subsidies	• Marriage grants • Funeral assistance • Housing subsidies • Car/motorcycle parking, private car for public use subsidy, official telecommunications fee subsidy • External training subsidies, in-service scholarship • Overseas assignment allowance, overseas family allowance • Information equipment subsidy • Graduation gift for employees' children
Health	• Professional massages from the visually impaired • Employee health check-ups/genetic testing discounts • Gym/shower facilities • On-site health counseling and services by doctors, nurses, occupational therapists, and psychologists
Other	• TCI Dream Plan: Full-time employees who have served the company for more than two years are eligible to apply for interest-free loans

6.4 Management of Occupational Health and Safety

TCI has set "Zero Major Occupational Accidents and Zero Occupational Diseases" as its occupational health and safety management goal. The Company operates in accordance with its occupational health and safety management system and integrates hazard identification, risk assessment, training, health management, and incident investigation into daily operations. The scope of occupational health and safety management is also extended to contractors, ensuring that all individuals working at TCI premises are provided with a safe and healthy working environment.

Key Actions

- Regularly conduct hazard identification and risk assessments at each operating site, and implement engineering controls, administrative controls, and personal protective measures based on the assessment results.
- Establish mechanisms for the reporting, investigation, corrective action, and prevention of occupational injuries and near-miss incidents.
- Provide annual occupational health and safety training, with specialized training for employees engaged in specific or higher-risk operations.
- Provide employees with health examinations and health management programs, with follow-up arrangements for abnormal findings.
- Integrate occupational health and safety requirements into contractor management.

Occupational Health and Safety Objectives

- Treat occupational health and safety policy as a key component of corporate management to ensure employees are provided with a safe workplace.
- Comply with applicable occupational health and safety laws and regulations, and implement ESG management through an established occupational health and safety management system.
- Strengthen employees' occupational health and safety knowledge and training to foster a comprehensive safety culture, with 100% employee training coverage achieved.
- Ensure that senior executive management serves as the highest decision-making authority for occupational health and safety programs and policies.

6.4.1 Occupational Health and Safety Policy and Management

To safeguard the fundamental human rights of employees, TCI complies with applicable labor laws and regulations and adheres to international human rights conventions to protect employees' legitimate rights and interests. In accordance with the Plan-Do-Check-Act (PDCA) cycle of its occupational health and safety management system, TCI systematically implements occupational health and safety management practices. Both the Pingtung Precise iManufacturing Center (Rock Park) and the Shanghai Precise iManufacturing Center (Golden Mountain Park) have obtained ISO 45001 certification, helping ensure a high-quality and safe working environment for employees.

TCI has also undergone external assessment based on Sedex's SMETA (Sedex Members Ethical Trade Audit) methodology, covering areas including human rights standards, labor rights, working conditions, employment practices, and environmental health and safety management. In 2025, TCI obtained the Healthy Workplace Certification from the Health Promotion Administration, Ministry of Health and Welfare, and continues to implement initiatives aimed at creating a healthier and safer workplace.

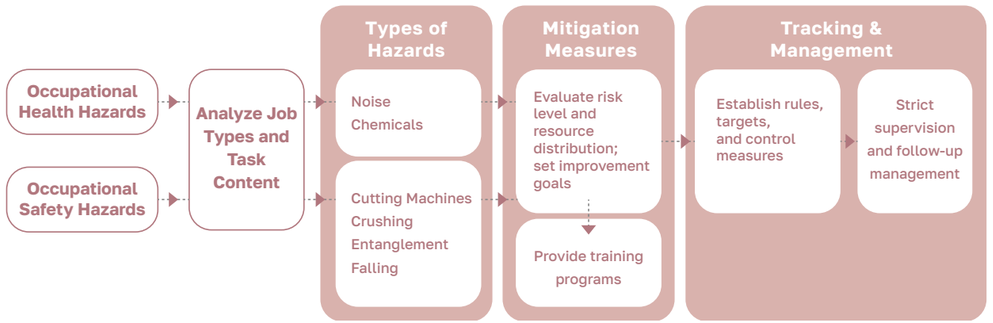
Each manufacturing site has established a dedicated occupational health and safety management unit, staffed with qualified occupational health and safety professionals and administrators responsible for planning and implementing related management activities. Relevant occupational health and safety training is required to achieve a coverage rate of at least 90%, while plant managers are responsible for management, supervision, and compliance oversight.

In accordance with applicable local regulations, each manufacturing site establishes an Occupational Health and Safety Committee composed of both labor and management representatives. The committee meets every three months to review, coordinate, and provide recommendations on occupational health and safety matters. In 2025, the Pingtung Precise iManufacturing Center (Rock Park) held four regular meetings, while the Shanghai Precise iManufacturing Center (Golden Mountain Park) also held four regular meetings. These meetings focused on reviewing occupational health and safety improvement proposals and developing action plans to support implementation of the occupational health and safety management system.

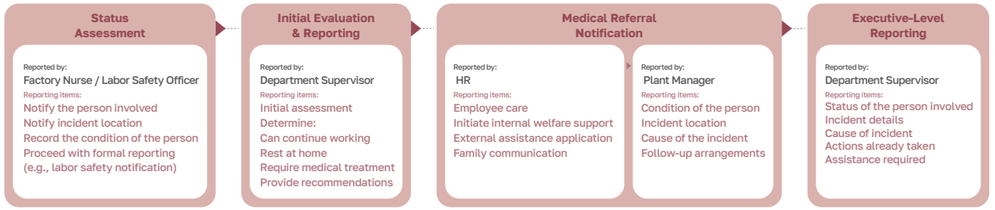
Work Safety Measures at the Factory

Regularly	Irregular
• Monthly online disaster report • Quarterly outsourced high-temperature environmental monitoring • Semi-annual outsourced work environment and noise monitoring • Conduct semi-annual fire drills and first aid drills. In addition, conduct annual fire maintenance reports and building public safety reports per law • Labor health and safety education and training at least once every six months	• Formulate labor health and safety and work regulations • Develop and publicly disclose sexual harassment prevention measures • Labor health and safety education and training • Continuous health and safety education and training for contractors • Irregular factory safety inspections

Hazard Identification and Risk Assessment Process at TCI's Manufacturing Sites



Injury and Illness Emergency Reporting Mechanism at TCI' s Manufacturing Sites



6.4.2 Occupational Injury and Disease Statistics

In 2025, the Pingtung Precise iManufacturing Center (Rock Park) recorded 2 occupational injury cases, with no fatalities, serious occupational injuries, or occupational diseases.
The Shanghai Precise iManufacturing Center (Golden Mountain Park) recorded 1 occupational injury case, with no fatalities, serious occupational injuries, or occupational diseases.

		Pingtung Precise iManufacturing Center (Rock Park) and Taipei HQ			Shanghai Precise iManufacturing Center (Golden Mountain Park) and Other Offices in China		
		2023	2024	2025	2023	2024	2025
Employee	Incidence of fatalities due to occupational injuries	0	0	0	0	0	0
	Incidence of severe occupational injuries	0	0	0	0	0	0
	Total Recordable Injury Frequency Rate	0	2.84	1.87	1.79	0	2.34
	Lost Time Injury Frequency Rate	0	2.84	1.87	0	0	2.34
	Incidence of death due to occupational diseases	0	0	0	0	0	0
	Recordable incidence of occupational diseases	0	0	0	0	0	0
All non-employees whose jobs and/ or workplaces are under the control of the organization	Incidence of fatalities due to occupational injuries	0	0	0	0	0	0
	Incidence of severe occupational injuries	0	0	0	0	0	0
	Total Recordable Injury Frequency Rate	0	0	0	0	0	0
	Lost Time Injury Frequency Rate	0	0	0	0	0	0
	Incidence of death due to occupational diseases	0	0	0	0	0	0
	Recordable incidence of occupational diseases	0	0	0	0	0	0

Note 1: Occupational injury and occupational disease statistics cover the Pingtung Precise iManufacturing Center (Rock Park), Taipei Headquarters, Shanghai Precise iManufacturing Center (Golden Mountain Park), and other office locations in China for the respective reporting years.
Note 2: The statistics exclude commuting accidents. Incidence rates are presented to two decimal places, with digits beyond the second decimal place truncated.
Note 3: Fatality rate resulting from occupational injuries = Number of fatalities resulting from occupational injuries ÷ Total hours worked × 1,000,000.
Note 4: Serious occupational injury rate = Number of serious occupational injuries ÷ Total hours worked × 1,000,000.
Note 5: Total Recordable Injury Frequency Rate (TRIFR) = Number of recordable occupational injuries ÷ Total hours worked × 1,000,000.
Note 6: Lost Time Injury Frequency Rate (LTIFR) = Number of lost time injuries ÷ Total hours worked × 1,000,000.
Note 7: Fatality rate resulting from occupational diseases = Number of fatalities resulting from occupational diseases ÷ Total hours worked × 1,000,000.
Note 8: Recordable occupational disease rate = Number of recordable occupational diseases ÷ Total hours worked × 1,000,000.
Note 9: Total hours worked are calculated based on the number of employees at the end of each month × the number of official working days in that month × standard working hours (nine hours per day).
Note 10: Non-employee workers include temporary agency workers, contractors, subcontractors, equipment maintenance personnel, cleaning personnel, security personnel, and other external workers who perform work at TCI operating locations and whose work activities or workplaces are controlled or jointly controlled by TCI. This does not include supplier employees who work at suppliers' own premises where neither the work activities nor the workplaces are controlled by TCI.

Figure: TCI sea turtle conservation site

VII.

HOW WE ADVANCE SOCIETY

7.1 Let' s spark the future of Ocean - Marine Restoration, Starting with Sea Turtles
7.2 Let' s spark the future of Land - Watersheds, Farmland and Biodiversity
7.3 Let' s spark the future of Education - Science Equity and Intergenerational Sustainability

7 How We Advance Society

TCI has always believed that a company's value comes not only from its products, but from a deep sense of care for society. Over the years we have invested continuously in a broad range of social initiatives — speaking up for the disadvantaged, lighting the way in education, and bringing new vitality to the environment through concrete action.

In marine and terrestrial ecological conservation, our work centers on sea turtle protection, support for ecological agriculture, and river basin recovery. By combining local resources with the strength of cross-sector partners, we put into practice a vision of sustainability shared with the natural environment and with local communities. In recent years we have extended our marine conservation work from Taiwan to the Philippines, continuing to broaden the reach of our biodiversity protection efforts.

In education, we focus on the futures of children in remote areas and Indigenous communities, promoting career exploration, resilience building, reading resources, and health education, in the hope of instilling hope and confidence in the next generation. In 2025 we extended our philanthropic reach further, to Africa, where we are supporting the educational development of children in the Maasai community by helping improve their learning environment and access to educational resources.

Sustainability is not only a balance between the environment and the economy; it is also the connection between people and the continuation of goodwill. TCI aspires to be an industry benchmark, cultivating employees' awareness of social issues and capacity for sustainable action through industry–academia collaboration, science education, and philanthropic participation, and working with partners across sectors to create positive impact, deliver substantive returns to our communities and to society, and move toward a shared and prosperous sustainable future.

Key Actions

1. Marine conservation and international cooperation:
Advance sea turtle conservation from Orchid Island to the Philippines through partnerships in marine research and habitat protection.
2. Nature-positive and local development:
Promote river restoration, ecological agriculture, and ecological parks while supporting Indigenous culture and sustainable communities.
3. Educational equity and sustainability talent:
Expand science, career, reading, and health education, providing learning resources to remote, Indigenous, and disadvantaged communities.

2025 Performance

1. Sea turtle conservation: Expanded the Taiwan–Philippines conservation network. In the Philippines, 34,894 eggs were protected and 31,641 hatchlings hatched, raising the hatching rate to 90%. Cumulatively, more than 64,647 sea turtles have been hatched.
2. Terrestrial restoration: Promoted pesticide-free cultivation and ecological monitoring, recording 47 animal species in 2025. Partnered with 103 environmentally friendly farms, including GGAP-certified farms in Pingtung and Kaohsiung.
3. Circular economy: AgriUpcycling has cumulatively procured 2,234 metric tons of agricultural by-products, developed 1,884 products, and generated sales of 1.451 billion units.
4. Science education: Science activities have reached over 30,000 participants, while educational outreach expanded to the Maasai community in Africa through donations of learning resources.

2026 Target

In 2026, we will continue to deepen sea turtle conservation efforts and maintain a nest hatching success rate of over 90%.
Industry–academia collaboration and science education: Conduct collaborative science education activities, targeting 20,000 cumulative participant visits.
Rural and international educational outreach: Support children' s nutrition and education in remote areas of Pingtung and expand the Maasai education program in Africa, benefiting more than 1,000 students.

7.1
Let' s spark the future of Ocean —— Marine Restoration, Starting with Sea Turtles

Sea turtles worldwide face threats including plastic pollution, fisheries bycatch, habitat loss, and climate change, with many species classified as threatened by the IUCN. As important indicators of marine ecosystem health, their survival reflects the impacts of human activities on the ocean.

In Taiwan, 330 sea turtle strandings were reported in 2025, with around 60% found dead, highlighting continued pressure on marine ecosystems. As sea turtles migrate across national boundaries, effective conservation requires international cooperation.

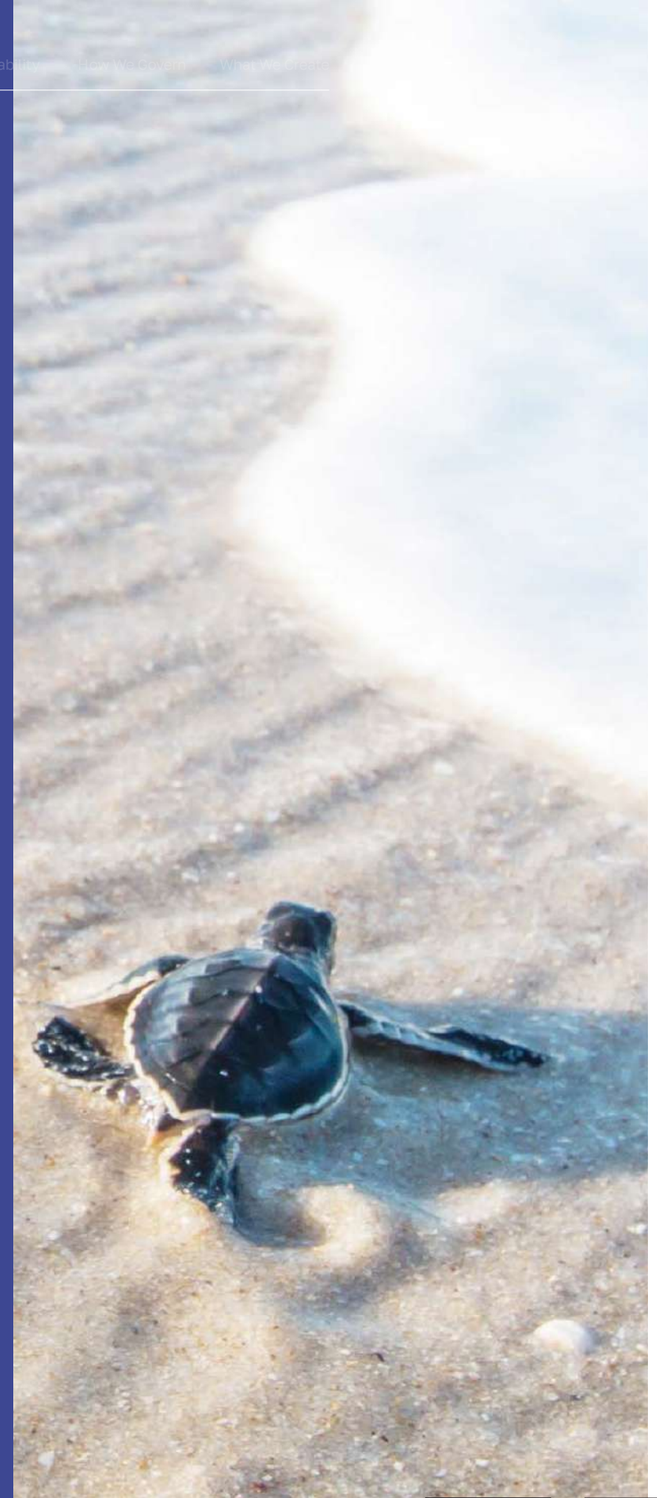
TCI began supporting sea turtle conservation in 2018 and formally joined conservation efforts in Taiwan in 2019. In 2024, the program expanded to the Philippines, where we work with local organizations on nest patrols, hatching monitoring, and community education. In 2025, we further deepened these partnerships and expanded our conservation impact, reinforcing our long-term commitment to marine sustainability.

7.1.1 Sea Turtle Protection

Since 2019, TCI has supported sea turtle conservation through employee participation in sea turtle release activities and sponsorship of rehabilitation pools, helping fund rescue, medical treatment, rehabilitation, and release back into the ocean.

Since 2022, TCI has also supported long-term research on sea turtle reproductive ecology and conservation on Orchid Island. To date, monitoring has recorded 35 nesting females, 62 nests, and 3,050 successfully hatched sea turtles, highlighting Orchid Island' s growing importance as a key sea turtle breeding site in Taiwan.

Recognizing that sea turtles migrate across national borders, TCI expanded its conservation efforts to the Philippines in 2024, working with local conservation organizations to establish a cross-border conservation network. In 2025, 34,894 eggs were protected and 31,641 hatchlings successfully hatched, raising the hatching success rate from 81% in 2024 to 90%. TCI will continue strengthening Taiwan–Philippines cooperation through patrols, nest protection, and hatching monitoring to safeguard marine biodiversity.



TCI Sea Turtle Conservation Timeline

- October 2019 — First Sea Turtle Release
- 2022 — Sponsored Research Programs
- June 2023 — Second Sea Turtle Release
- 2024 — Expanded to the Philippines
- Launched Sea Turtle Protection Initiatives

64,647
sea turtle hatchlings recorded

71,876
sea turtle eggs rescued

90%
hatching rate

7.1.2 Marine Sustainability — Recycled Marine Plastics and Sustainable Collagen

TCI advances marine sustainability on multiple fronts, from packaging innovation and sustainable sourcing to the value-added use of marine by-products.

Recycled plastics

Discarded fishing nets and plastic waste recovered from the ocean are converted through reprocessing technology into a single recyclable material, and developed into facial mask pouches meeting international safety standards, reducing plastic use at the source (see 5.5.5 for product applications).

Sustainable raw material sourcing

Approximately 60% of TCI's revenue comes from products containing fish skin-derived collagen. To ensure that raw material sources align with marine sustainability principles, since 2021 we have continued to increase the proportion of sustainable marine raw materials procured with Marine Stewardship Council (MSC) certification, supporting responsible fisheries and the conservation of marine resources. In parallel, in response to rising global consumer demand for sustainable products, since 2022 TCI has commercialized a Vegan Collagen Alternative, and continues to invest in synthetic collagen technology R&D to offer more diverse, lower-impact product options.

Building on this technology, TCI has continued to invest in collagen innovation and has further developed a second-generation plant-based collagen, VeCollal® Type II. Compared with the first generation, which focused on the concept of collagen supplementation, VeCollal® Type II focuses more specifically on supporting the body's production of type II collagen. It has been experimentally shown to promote type II collagen gene expression in chondrocytes by 1.5-fold and to markedly increase glycosaminoglycan secretion while inhibiting inflammatory factors, offering older adults and active populations an innovative product that combines joint health benefits with low-carbon, sustainable characteristics.

In addition, TCI is committed to developing technologies for the high-value use of marine by-products. Using by-product resources generated in aquatic product processing — such as fish skin and fish scales — as collagen raw materials, and applying high-efficiency enzymatic hydrolysis processes and small-molecule peptide technology, we convert by-products of low economic value into high value-added functional ingredients. This technology not only effectively improves the efficiency of marine resource use and reduces waste generation and environmental burden, but also establishes a high-specification collagen solution that combines beauty and health benefits, circular economy value, and the spirit of sustainable development, putting into practice the United Nations Sustainable Development Goals (SDGs) and the principles of marine sustainability.

7.2
Let' s spark the future of Land —— Watersheds, Farmland and Biodiversity

Terrestrial ecosystems face ecological pressures and crises just as severe as those in the ocean. We have therefore extended our sustainability practice into deeper questions of land stewardship and agricultural transformation. With "environmentally friendly farming," "resource circularity," and "species restoration" at its core, this work connects the symbiotic relationship among water, land, and people — rebuilding trust between the land and those who depend on it, and safeguarding biodiversity.

From environmentally friendly tea gardens in the Feitsui Reservoir watershed in New Taipei City, to naturally farmed red quinoa in Majia Township, Pingtung, TCI works hand in hand with local smallholder farmers to promote toxin-free agriculture and restore soil and water, allowing wildlife to return to its habitat, ecosystems to regain vitality, and the emotional bond between culture and land to endure. At the same time, we apply our own core technologies to upcycle agricultural by-products, turning agricultural waste into value and realizing a circular food economy. Let the land breathe, let species flourish, let farmers benefit — sustainability means all things thriving together.

7.2.1 Watershed-Friendly Agriculture

Pingtung Majia Township: Pesticide-Free Red Quinoa Farming and Upcycling

TCI adopted land in Majia Township, Pingtung County, to promote pesticide-free cultivation of red quinoa and millet, while upcycling agricultural by-products such as red quinoa husks into functional health ingredients. Through pesticide-free farming, the initiative supports soil health and ecological restoration, reduces the risk of pesticide accumulation in the food chain affecting apex predators such as mountain hawk-eagles, and creates a sustainable agricultural model integrating biodiversity conservation, circular economy, and cultural preservation.

To deepen local engagement, TCI partnered with Changrong Baihe Elementary School to launch the "Who' s in the Field? Biodiversity Action Program," engaging teachers and students in participatory ecological monitoring on and around the school grounds. The latest monitoring in October 2025 recorded 47 species, seven more than the 2022 baseline. The first recorded sightings of the pesticide-sensitive narrow-mouthed frog and greater green snake provide strong biological indicators of improving habitat quality.

The aquatic ecosystem at the site has also remained stable, with several frog species observed consistently each month. Meanwhile, the number of days feral cats were detected declined from 20 to 12 per month, reducing predation pressure on native small animals. To date, the program has attracted approximately 3,500 participant visits, demonstrating meaningful progress in both ecological restoration and community engagement.

Sustainable Farming in the Feitsui Reservoir Watershed

According to statistics from Taiwan' s Ministry of Agriculture, pesticide use in Taiwan reaches as much as 13.6 kilograms per hectare, causing not only soil and water pollution but also serious harm to biodiversity. Keenly aware of the urgency of, and responsibility for, restoring ecological balance, TCI supports tea farmers in the Feitsui Reservoir watershed in New Taipei City in advancing pesticide-free, environmentally friendly agriculture and the ecological restoration of watersheds in order to rebuild the sustainability of natural ecosystems.

To this end, TCI sources tea from farmers in the Feitsui Reservoir watershed in New Taipei City who use toxin-free, environmentally friendly cultivation methods, ensuring that the tea passes pesticide residue testing. This not only protects the habitat of the Taiwan blue magpie and other native flora and fauna but also improves soil health. Through consumption grounded in shared values, the program brings more farming households and young people into environmentally friendly cultivation, bringing vitality to the local economy and laying a solid foundation for sustainable development.

Procured 2,234 metric tons of agricultural by-products for circular resource utilization.

Revitalized 19 types of agricultural waste, transforming discarded materials into value-added ingredients.

Reduced CO_2e emissions by 413 metric tons through sustainable sourcing and upcycling.

7.2.2 Upcycle! AgriUpcycling — Turning Waste to Wealth

Roughly one-third of the world's food is lost or wasted across production, transport, and consumption. In response to UN Sustainable Development Goal 12.3, since 2017 TCI has worked with Taiwanese farmers, purchasing sub-grade fruit and agricultural by-products and using extraction and biotechnology to convert them into health foods, personal care products, and packaging materials — reducing food loss while creating additional income for farmers (see 5.5.1 for a description of the business model).

Dawn Farm network

TCI now operates 103 Dawn Farms across counties and cities in Taiwan, supplying 300–500 metric tons of local agricultural raw materials annually. Among these, the banana orchard in Nanzhou, Pingtung and the guava orchard in Yanchao, Kaohsiung obtained Good Agricultural Practices (GGAP) certification in 2022; the banana orchard has also completed a greenhouse gas inventory. TCI continues to guide Dawn Farm farmers in transitioning to environmentally friendly farming methods in order to enhance natural carbon sink benefits.

Cumulative results

Building on agricultural by-products, TCI has developed 19 functional ingredients. As of 2025, a cumulative total of 1,884 unique products have been developed and 1.451 billion units sold (period covered: 2017–2025). In 2024, the program received a Reuters Sustainability Award for circular transformation.

Scientific evidence is central to adding value to agricultural by-products. Human clinical trial results show that peanut skin extract can lower postprandial blood glucose peaks and narrow the range of blood glucose fluctuation, while banana peel extract helps improve autonomic nervous system balance and increases serotonin and melatonin expression, demonstrating application potential in sleep health and circadian rhythm regulation. This evidence base has driven access to international markets: in 2025, wasabi leaf ingredients passed review by Canada's Natural and Non-prescription Health Products Directorate (NNHPD) and the Thai Food and Drug Administration (Thai FDA); upcycled ingredients including red quinoa, buckwheat seed coat, immature guava, immature Indian jujube, and dragon fruit ovules were also introduced to the Malaysian, Philippine, and Thai markets. TCI will continue to follow the pathway of "R&D — clinical validation — regulatory approval — market expansion," converting agricultural by-products of low utilization value into high value-added ingredients.

7.3 Let's Spark the Future of Education — Science Equity and Intergenerational Sustainability

Education is the vehicle through which the ideal of shared good is transmitted and culture is carried forward. Alongside its work in environmental protection and social welfare, TCI continues to invest in educational assistance in remote areas, STEAM learning for young people, and the promotion of reading and health knowledge, and supports athletes and culturally grounded hands-on programs.
From science reading and career exploration camps to school lunches and scholarships, we put into practice our commitment to "shared good in education, equity in knowledge" through concrete action. At the same time, by integrating sustainability planning, agricultural education, and athletic development, we are building a co-nurturing platform that brings together learning and culture.

Science activities held to date have drawn a total of 4,865 participants

While online instructional videos have accumulated 4,240 views.

Education programs have reached more than 30,000 people.

科學人

TAIWAN

7.3.1 Science Education and Public Outreach Program

Since 2023, TCI has partnered with Scientific American (Traditional Chinese edition) to promote science education, inviting young students, employees in Taiwan and overseas, and value chain partners to develop the habit of reading science magazines. The goal is to help Taiwan become an island of science, using the power of scientific knowledge to nurture scientific talent and to create greater commercial value and services. Alongside promotion of the print magazine, a number of in-person events have also been held.
In 2025, Scientific American, as the advocacy media partner for The Green Book, continued to promote sustainability and science literacy, building a cross-generational platform for scientific exchange through international forums, youth camps, and campus lectures. The "IPCC International Forum" and the "ASE Youth Sustainability Innovation Competition Camp — Sustainability and Science Lecture" were held to share trends in climate change and sustainable development with students and the general public, drawing more than 200 participants. In addition, campus lectures titled "The Last Ice in the Arctic: Seeing Our Future through Greenland" were held at The Affiliated Senior High School of National Taiwan Normal University in Taipei and at Kaohsiung Senior High School, using first-hand observations of polar environmental change to help students understand the effects of global warming on ecosystems and human society, while promoting science reading and sustainability thinking; approximately 250 students took part. Science lectures have now drawn more than 1,000 participants since their inception.
TCI has partnered with the Yungchiang Education Foundation since 2021 to advance a diverse educational support program. Through activities such as the "Taichung Science Camp," the "Dream Exploration Camp," and "LEGO Robotics and 3D Printing Instruction," the program provides children in remote areas with more diverse learning opportunities, cultivating scientific literacy, career exploration skills, and innovative thinking.
The "Taichung Science Camp" gives students from the Pingtung area the opportunity to visit the National Museum of Natural Science, where exhibitions on science, space, and flora and fauna guide them in exploring the mysteries of the natural sciences and broadening their horizons. TCI provides the meals, accommodation, and transportation resources required during the activity, easing the burden on schools and families so that more children can enjoy equal access to quality educational resources. Since its inception, the Taichung Science Camp has subsidized more than 2,500 students.
To help students explore their future direction, TCI also holds a two-day, one-night "Dream Exploration Camp," inviting professionals from fields including healthcare, craft and design, technological innovation, culinary arts, and lifestyle services to share industry trends and work experience, guiding students to understand the substance of different occupations and their development paths, and to better understand their own interests and future career choices. In 2025, TCI fully funded 187 secondary school students and opened its world-class green factory as a learning venue, allowing students to gain first-hand familiarity with the biotechnology industry and the operation of a sustainable factory through on-site visits and interactive experiences, helping them sketch out a blueprint for their future. Since its inception, the exploration camp has had 427 participants in total.
In addition, technology education courses in LEGO robotics and 3D printing were planned for 2025, combining mechanical structures, programming, digital modeling, and maker practice to help students understand scientific principles and engineering concepts through everyday life. In the LEGO robotics course, students learn about mechanical operation and logical thinking through assembly and operation; in the 3D printing course, they learn the complete process from creative concept to finished work through digital design and physical model making, experiencing the appeal of technological innovation. The activities drew a total of 310 participants.

7.3.2 From Ocean Evolution to Space Exploration: Expanding Scientific Horizons

To strengthen the scientific literacy and spirit of inquiry of children in remote areas, TCI has continued to invest in science education outreach, partnering with the National Museum of Natural Science since 2021 to hold a number of public-interest special exhibitions. So that children in the Pingtung area could access quality science education resources close to home and encounter knowledge of the natural sciences through rich exhibition content and interactive learning, TCI brought the museum's exhibitions to its Pingtung Panshi plant, hosting the "Museum Meets Pingtung" education program.

In 2021 and 2024, TCI partnered with the National Museum of Natural Science to hold the public-interest special exhibitions "From Sea to Land" and "By the Sea," which used fossil specimens, full-scale models, and expert-guided tours to illustrate the evolutionary journey of life from ocean to land and then to the sky. Exhibits included an authentic placoderm fossil dating back roughly 400 million years, as well as cave bears, saber-toothed cats, crinoids, and large ammonites, taking children on a journey across hundreds of millions of years to explore the mysteries of the evolution of life. As of the end of 2024, the "From Sea to Land" and "By the Sea" exhibitions had cumulatively drawn 2,220 visits, and related online instructional videos had surpassed 4,000 views.

In 2025, under the theme "A Walk through the Solar System," science education was extended from the evolution of life to the exploration of the universe. Through solar system models, scientific commentary, and interactive experiences, students were guided to learn about the formation, orbital characteristics, and cosmic environment of each planet, to understand Earth's unique position in the solar system, and to further develop curiosity about astronomy and the natural world. A total of 1,327 students took part.

Through sustained investment in science education, TCI hopes to narrow the gap in educational resources between urban and rural areas and to cultivate the next generation's curiosity about, and capacity to explore, the natural sciences, nurturing more talent with scientific literacy and an innovative spirit for the future.

7.3.3 Sustainability Education: Courses of Agricultural Education

TCI works with Silin Elementary School and Chaonan Elementary School in Pingtung to run the "Shennong Program," which centers on "organic diets, land education, and hometown identity." Through school-farm cultivation, food and agriculture education, and the study of local culture, the program guides students to understand the land, understand where food comes from, and build a connection with the natural environment. In 2025, a total of 2,981 teacher and student participations were recorded, with 960 minutes of instruction delivered, along with 4 off-campus study visits and 2 teacher co-preparation sessions. Since it began in 2022, the program has had more than 15,000 participants.

The curriculum is built on the concept of "one school, one school farm," combining animal and plant ecology, insect observation, solar-term culture, artistic creation, and food experiences. Students take part directly in the growth cycle of crops — from sowing and cultivation to observation and harvest — learning about environmentally friendly farming and sustainability. At the same time, through industry–academia collaboration and farm visits, students come to understand how the local agricultural value chain operates, from seedling cultivation and planting, harvesting and sorting, processing and packaging, to sales, marketing, and biotechnology applications, building a broader awareness of local industry and future careers.

In addition, by visiting local organic farms and environmental education sites, students deepen their identification with their home land and culture and come to understand the interaction between people and nature. The Shennong Program not only roots food and agriculture education in remote areas but also helps schools develop distinctive local curricula and strengthen community ties, injecting new vitality into local sustainable development.

7.3.4 Educational Support for Rural and Underserved Children

Recognizing that educational resources and access to nutrition are relatively limited in remote areas, TCI has supported the "Fresh Milk Every Week Program" since 2016, providing an annual fresh milk subsidy for children at the Xuhai Life Elementary Academy and Wangjia Elementary School. This helps children obtain a stable and balanced source of nutrition during their growth years, improving the physical energy and concentration they need for learning and allowing them to grow and learn in a healthier environment.

Alongside its continued attention to the needs of children in remote areas of Taiwan, in 2025 TCI extended its philanthropic outreach to the Maasai community in Africa. The Maasai live mainly in Kenya and Tanzania and have long relied on traditional pastoralism as their way of life. Because some settlements are located in remote areas, transportation, infrastructure, and educational resources are relatively limited, and schools commonly face challenges such as insufficient teaching equipment, shortages of teaching materials, and rudimentary learning environments. Many children must complete their studies with limited educational resources, which in turn affects their future opportunities.

To help improve local educational conditions, TCI provided school desks and chairs, books, and related learning resources to help build a safer and better-equipped learning environment and reduce the constraints that inadequate educational resources place on children's learning. By improving basic learning conditions, we hope to enable more children to receive an education consistently and to develop knowledge and skills, creating more possibilities for individual and community development.

The program is planned over a five-year horizon, with educational support measures expanded progressively based on regular tracking of student learning outcomes and school needs. In addition to continuing to provide learning resources, we will also assess the feasibility of establishing scholarships or international educational exchange opportunities, in the hope of helping promising students gain access to a broader stage for learning and development and cultivating more future talent for the local community.

TCI believes that education is a powerful force for transforming the future. Whether supporting the healthy development of children in remote areas of Taiwan or helping disadvantaged children overseas gain better learning opportunities, we hope to advance educational equity through concrete action, building the next generation's knowledge and capabilities and creating a longer-lasting, positive impact for communities and society.

7.3.5 Empowering Athletic Dreams, Cultivating Future Champions

TCI has long supported Pingtung-based pole vaulters Huang Cheng-chi (黃 正 琦) and Lin Chih-cheng (林 志 成), providing nutritional supplements, training subsidies, funding for overseas competitions, and professional equipment. In 2025, TCI sponsored the purchase of professional vaulting poles for both athletes, enabling them to train with new equipment.

Both athletes achieved breakthroughs in the 2025 season. Huang Cheng-chi won the men's pole vault at the National Games with a mark of 5.25 m, breaking the meet record (22 October 2025), and recorded a season best of 5.30 m (2025 Nantou Sun Moon Lake International Pole Vault Invitational, 2nd place); he also represented Chinese Taipei at the 2025 Philippines Pole Vault Challenge, taking 3rd place (5.15 m). Lin Chih-cheng won the Taipei City Spring National Athletics Open with a mark of 5.26 m, breaking the meet record (13 February 2025), and took 2nd place at the National Intercollegiate Athletics Open with 5.25 m.

In addition, as pickleball has grown into a globally popular sport, from 2025 TCI has sponsored pickleball players Tseng Yung-hsin (曾詠歆) and Ko Jou-yu (柯柔妤) in competition. Ko Jou-yu delivered on expectations, taking the mixed doubles runner-up title at a 2025 Vietnam international invitational and reaching the junior women's doubles semifinals at the 2025 Hengqin Pickleball Open. At the Shangyou, Jiangxi stop of the 2025 China Pickleball Tour, Ko and her partner also won the mixed doubles title. TCI will continue to provide nutritional supplements and funding to help outstanding Pingtung athletes with relatively limited resources reach the international competitive stage.

Note: Competition results are cited from the Chinese Taipei Athletics Association results database.

7.3.6 Healthy Aging Initiatives: Enhancing the Well-being of Older Adults

TCI has long attended to the needs of an aging society. Drawing on its expertise in bone and joint health, the company continues to invest in health promotion for older adults and community outreach, using health lectures and cross-sector collaboration to help seniors build sound health knowledge and improve their quality of life and well-being.

In 2025, TCI and its customers jointly held 4 public-interest health lectures at a senior care home in Jinshan District, Shanghai, with total attendance exceeding 400. Health experts were invited to speak on "Key Points for Managing the Three Highs in Older Adults," offering an accessible introduction to the prevention and management of common chronic conditions such as hypertension, hyperglycemia, and hyperlipidemia, helping seniors build sound health concepts. The events were led by TCI with support from the Jinshan Industrial Park and local organizations, and neighboring enterprises took part, conveying care and warmth through concrete action.

TCI believes that health should be limited by neither age nor geography. Going forward, we will continue to combine professional resources with the strength of local partners to advance healthy aging initiatives and build a healthier, more supportive living environment for older adults, fulfilling our commitment as a company to safeguarding public health.

VIII .

Data and Metrics

8.1 GRI Standard Index
8.2 The UN Global Compact
8.3 Sustainability Accounting Standards Board (SASB) Index
8.4 TCFD Task Force on Climate Related Financial Disclosures
8.5 2025 TCI List of Awards
8.6 Annual Donation Record
8.7 Association Member
8.8 ISAE 3000 Assurance Item Summary Sheet
8.9 Third-party Assurance Statement and Assurance Report
8.10 The GHG Emissions Validation Statement

8.1 GRI Standard Index

Statement of Use	TCI’s 2025 Sustainability Report has been prepared in accordance with the GRI Standards 2021 issued by the Global Reporting Initiative (GRI). The reporting period is from January 1, 2025 to December 31, 2025.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No applicable GRI Sector Standards had been issued for TCI during the reporting period covered by this report.

GRI 2：General Disclosures 2021

Disclosure Topic	Disclosure No.	Disclosure Indicator	Corresponding Section in the Report	Page	Notes
The Organization and Its Reporting Practices	2-1	Organizational details	1.1 About TCI	15	
	2-2	Entities included in the organization’s sustainability reporting	About This Report	2	
	2-3	Reporting period, frequency and contact point	About This Report	2	
	2-4	Restatements of information	-		No restatement
	2-5	External assurance	About This Report 8.8 ISAE 3000 Assurance Item Summary Sheet 8.9 Third-party Assurance Statement and Assurance Report	2 207 208	
Activities and Workers	2-6	Activities, value chain and other business relationships	1.2 Main Products and Value Chain	16	
	2-7	Employees	6.1.1 Employee Structure	142	
	2-8	Workers who are not employees	-		No workers who are not employees
Governance	2-9	Governance structure and composition	3.1.2 Board Structure and Functional Committees 3.1.3 Corporate Governance Structure	47 48	
	2-10	Nomination and selection of the highest governance body	3.1.1 Diversity and Professional Expertise of Board Members	46	
	2-11	Chair of the highest governance body	3.2.1 Integrity Management Policy	52	The Chairman concurrently serves as the President
	2-12	Role of the highest governance body in overseeing the management of impacts	2.5.1 Process for Identification of Material Issues	36	
	2-13	Delegation of responsibility for managing impacts	2.2.2 ESG Development Structure 2.5.1 Process for Identification of Material Issues	29 36	
	2-14	Role of the highest governance body in sustainability reporting	2.5.1 Process for Identification of Material Issues	36	
	2-15	Conflicts of interest	3.2.1 Integrity Management Policy	52	
	2-16	Communication of critical concerns	2.4.1 Stakeholder Engagement Methods	34	
	2-17	Collective knowledge of the highest governance body	3.1.1 Diversity and Professional Expertise of Board Members	46	
	2-18	Evaluation of the performance of the highest governance body	3.1 Enhancing the Functions of the Board of Directors	46	Introduced in 2022
	2-19	Remuneration policies	3.1.2 Board Structure and Functional Committees	47	
	2-20	Process to determine remuneration	3.1.2 Board Structure and Functional Committees	47	
	2-21	Annual total compensation ratio	-		Not disclosed due to personal privacy considerations

GRI 2：General Disclosures 2021

Disclosure Topic	Disclosure No.	Disclosure Indicator	Corresponding Section in the Report	Page	Notes
Strategy, Policies and Practices	2-22	Statement on sustainable development strategy	2.2.1 ESG Policy TCI Official Website	28	
	2-23	Policy commitments	2.2.1 ESG Policy TCI Official Website	28	
	2-24	Embedding policy commitments	2.2.1 ESG Policy 2.2.2 ESG Development Structure TCI Official Website	28 29	
	2-25	Processes to remediate negative impacts	Management Approach for Material Topics in each chapter		
	2-26	Mechanisms for seeking advice and raising concerns	2.4.1 Stakeholder Engagement Methods	34	
	2-27	Compliance with laws and regulations	3.3 Legal Compliance	53	
	2-28	Membership associations	8.7 Association Member	206	
Stakeholder Engagement	2-29	Approach to stakeholder engagement	2.4.1 Stakeholder Engagement Methods	34	
	2-30	Collective bargaining agreements	-		Not applicable

GRI 3：Material Topics 2021

Economic

Disclosure Topic	Disclosure No.	Disclosure Indicator	Corresponding Section in the Report	Page	Notes
GRI 201: Economic Performance 2021	201-1	Direct economic value generated and distributed	1.4 Operational Overview	21	
	201-2	Financial implications and other risks and opportunities due to climate change	5.1.1 Recommendations of the Task Force on Climate-related Financial Disclosures	100	
	201-3	Defined benefit plan obligations and other retirement plans	6.3.1 Competitive Compensation 6.3.2 Retirement System 6.3.3 Employee Benefits	163 164 164	
	201-4	Financial assistance received from government			TCI received no financial assistance from the government in 2025.
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	VII. How We Advance Society	172	
	203-2	Significant indirect economic impacts	3.4 Risk Management 3.4.1 Risk Management Policy 3.4.2 Risk Management List VII. How We Advance Society	54 56 57 172	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	3.2.1 Integrity Management Policy	52	
	205-2	Communication and training about anti-corruption policies and procedures	3.2.1 Integrity Management Policy	52	
	205-3	Confirmed incidents of corruption and actions taken	3.2.1 Integrity Management Policy	52	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.2.1 Integrity Management Policy	52	

Environment

Topic Standard	Disclosure No.	Disclosure Indicator	Corresponding Section in the Report	Page	Notes
GRI 302: Energy 2016	302-1	Energy consumption within the organization	5.2 Energy Resource Management	114	
	302-2	Energy consumption outside of the organization	5.2 Energy Resource Management	114	
	302-3	Energy intensity	5.2 Energy Resource Management	114	
	302-4	Reduction of energy consumption	5.2 Energy Resource Management	114	
	302-5	Reductions in energy requirements of products and services	5.5 Green Products	132	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	5.3 Water Resource Management	120	
	303-2	Management of water discharge-related impacts	5.3 Water Resource Management	120	
	303-3	Water withdrawal	5.3 Water Resource Management	120	
	303-4	Water discharge	5.3 Water Resource Management	120	
	303-5	Water consumption	5.3 Water Resource Management	120	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	5.1.2 Greenhouse Gas Management	109	
	305-2	Energy indirect (Scope 2) GHG emissions	5.1.2 Greenhouse Gas Management	109	
	305-3	Other indirect (Scope 3) GHG emissions	5.1.2 Greenhouse Gas Management	109	
	305-4	GHG emissions intensity	5.1.2 Greenhouse Gas Management	109	
	305-5	Reduction of GHG emissions	5.1.2 Greenhouse Gas Management	109	
	305-6	Emissions of ozone-depleting substances (ODS)	-		Relevant substances not used
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	5.4.2 Air Pollutant Management	130	

Topic Standard	Disclosure No.	Disclosure Indicator	Corresponding Section in the Report	Page	Notes
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	5.4 Waste Management	126	
	306-2	Management of significant waste-related impacts	5.4 Waste Management	126	
	306-3	Waste generated	5.4 Waste Management	126	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	3.6 Supply Chain Sustainability	66	
	308-2	Negative environmental impacts in the supply chain and actions taken	3.6 Supply Chain Sustainability 3.6.2 Supply Chain Management Process	66 70	

Society

Topic Standard	Disclosure No.	Disclosure Indicator	Corresponding Section in the Report	Page	Notes
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	6.1 Talent Employment and Development 6.1.3 Employee Retention and Development	140 146	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	6.3 Joyful Workplace	163	
	401-3	Parental leave	6.2.8 Parental Leave	162	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	6.4.1 Workplace Safety Policy and Management	167	
	403-2	Hazard identification, risk assessment, and incident investigation	6.4.1 Workplace Safety Policy and Management	167	
	403-3	Occupational health services	6.4.1 Workplace Safety Policy and Management	167	
	403-4	Worker participation, consultation, and communication on occupational health and safety	6.4.1 Workplace Safety Policy and Management	167	
	403-5	Worker training on occupational health and safety	6.4.1 Workplace Safety Policy and Management	167	
	403-6	Promotion of worker health	6.4.1 Workplace Safety Policy and Management	167	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6.4.1 Workplace Safety Policy and Management	167	
	403-8	Workers covered by an occupational health and safety management system	6.4.1 Workplace Safety Policy and Management	167	
	403-9	Work-related injuries	6.4.2 Occupational Injury and Occupational Disease Statistics	169	
	403-10	Work-related ill health	6.4.2 Occupational Injury and Occupational Disease Statistics	169	

Topic Standard	Disclosure No.	Disclosure Indicator	Corresponding Section in the Report	Page	Notes
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	6.1.3 Employee Retention and Development	146	
	404-2	Programs for upgrading employee skills and transition assistance programs	6.1.3 Employee Retention and Development	146	
	404-3	Percentage of employees receiving regular performance and career development reviews	6.1.3 Employee Retention and Development	146	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	6.1.1 Employee Structure 6.1.2 Diversity and Non-Discrimination	142 145	
	405-2	Ratio of basic salary and remuneration of women to men	6.3.1 Competitive Compensation	163	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	6.2.1 Human Rights Policy	154	No incidents of discrimination occurred
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	6.2.1 Human Rights Policy	154	No incidents of child labor occurred
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	3.6 Supply Chain Sustainability	66	
	414-2	Negative social impacts in the supply chain and actions taken	3.6 Supply Chain Sustainability 3.6.2 Supply Chain Management Process	66 70	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.5.2 Customer Rights and Privacy	64	

8.2 The UN Global Compact

Category	Principle	The Ten Principles	TCI's Actions	Related Sections
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	TCI places strong emphasis on labor and human rights and strives to create a friendly workplace in accordance with the principles advocated by the Universal Declaration of Human Rights, International Labour Organization Conventions, and The UN Global Compact. Human rights and labor practices include: • Preventing all forms of discrimination, sexual harassment, forced labor, workplace bullying, and child labor. • Protecting employees' freedom of association and freedom of expression, while providing diverse communication channels and grievance mechanisms. • Safeguarding freedom of expression and freedom of assembly and association, and holding regular labor-management meetings to facilitate two-way communication. • Ensuring equal employment opportunities and providing reasonable compensation and working conditions.	6.1 Talent Employment and Development 6.2 Labor Rights Equality 6.3 Joyful Workplace
	Principle 2	Businesses should make sure that they are not complicit in human rights abuses.		
Labor	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.		
	Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor.		
	Principle 5	Businesses should uphold the effective abolition of child labor.		
	Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.		
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges.	• Develop and provide customers with green products and solutions. • Incorporate circular economy principles by utilizing agricultural by-products as raw materials. • Establish carbon reduction targets and implement energy management mechanisms. • Improve resource efficiency and strengthen water and waste recycling.	5.2 Energy Resource Management 5.3 Water Resource Management 5.4 Waste Management 5.5 Green Products
	Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.		
	Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.		
Anti-Corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	• Conduct regular annual training on Integrity Management. • Strengthen internal regulations and procedures for integrity management. • Include integrity and anti-corruption clauses in agreements with business partners.	3.2 Integrity Management

8.3 Sustainability Accounting Standards Board (SASB) Index

(Personal & Household Products)

Disclosure Topic	Code	Accounting Metric	Unit of Measure	Data	Corresponding Section
Water Management	CG-HP-140a.1	Total water withdrawn	Cubic meters (m^3)	414,205	5.3 Water Resource Management
		Total water consumed	Cubic meters (m^3)	193,406	5.3 Water Resource Management
		Percentage of the above in regions with High or Extremely High Baseline Water Stress	Percentage (%)	16.6% of water withdrawal / 3.6% of water consumption	5.3 Water Resource Management
	CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Qualitative analysis	TCI places strong emphasis on water source quality management and commissions SGS annually to conduct external water quality sampling and testing. In 2025, TCI continued to increase the recovery of RO concentrate to improve water-saving performance and reduce environmental impacts. In addition, TCI became the first company in Taiwan to join the Alliance for Water Stewardship (AWS), implementing both internal organizational measures and external watershed-level actions to generate optimal social, environmental, and economic benefits from water stewardship.	5.3 Water Resource Management

Disclosure Topic	Code	Accounting Metric	Unit of Measure	Data	Corresponding Section
Environmental, Health, and Safety Performance of Products	CG-HP-250a.1	Revenue from products that contain REACH Substances of Very High Concern (SVHCs)	Reporting currency	TCI is committed to ensuring that raw materials used in its products do not contain any of the 233 Substances of Very High Concern (SVHCs) identified under the EU REACH Regulation. TCI also applies strict supplier management and conducts due diligence on substances of very high concern through its supplier management system. Based on the 2025 assessment, none of the raw materials contained the relevant substances.	5.5.3 Sustainable Raw Materials and Fair Trade
	CG-HP-250a.2	Revenue from products that contain substances on the California Department of Toxic Substances Control Candidate Chemicals List	Reporting currency	TCI has no products containing substances included on the California Department of Toxic Substances Control Candidate Chemicals List.	5.5.3 Sustainable Raw Materials and Fair Trade
	CG-HP-250a.3	Discussion of the process to identify and manage emerging materials and chemicals of concern	Qualitative analysis	TCI's ISO 17025 Quality Verification Laboratory is accredited by TAF and certified to ISO 17025, as well as recognized by the Taiwan Food and Drug Administration under the Ministry of Health and Welfare. The laboratory is equipped with high-resolution liquid chromatography mass spectrometry, gas chromatography mass spectrometry, inductively coupled plasma spectrometry, and electron microscopy. TCI has also established a P2 laboratory to enhance microbiological testing for foodborne pathogens and professional testing capabilities, increasing the number of available testing items by 4.3 times. TCI also established the industry-leading "100% Assurance" product traceability system, which records product specifications and test results for targeted substances. Raw materials and finished products are batch-tested across more than 300 testing items, including plasticizers, three major preservatives, eight major microorganisms, nine heavy metals, and 373 pesticide residues. Test records are provided with products upon shipment to enhance customer and consumer confidence.	
	CG-HP-250a.4	Revenue from products designed according to green chemistry principles	Reporting currency	TCI currently does not use substances defined under green chemistry principles; therefore, the reported amount is 0.	
Packaging Lifecycle Management	CG-HP-410a.1	Total weight of packaging	Metric tons (t)	3,738 metric tons in 2025	
		Percentage made from recycled and/or renewable materials	Percentage (%)	In 2025, 1,603 metric tons of product packaging were made from environmentally friendly materials, representing 42.9% of total packaging weight.	
		Percentage that is recyclable, reusable, and/or compostable	Percentage (%)	In 2025, 1,932 metric tons of product packaging were recyclable or reusable, representing 51.7% of total packaging weight.	

Disclosure Topic	Code	Accounting Metric	Unit of Measure	Data	Corresponding Section
Packaging Lifecycle Management	CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Qualitative analysis	1. TCI launched the SR5C Program as its strategic approach to sustainable packaging from 2025 to 2030. SR5C integrates Safety, Reduce, Reuse, Recycle, Replace, Retain, and Cost to develop packaging solutions that meet environmental responsibility and regulatory requirements.2. In line with its commitment to environmental sustainability, TCI works with packaging suppliers to encourage international customers to procure FSC-certified paper materials for product outer packaging.3. At the finished-product level, TCI has begun designing waterless facial masks for customers to reduce packaging requirements and transportation-related carbon footprints.	
Environmental and Social Impacts of the Palm Oil Supply Chain	CG-HP-430a	Amount of palm oil sourced under RSPO Identity Preserved supply chain certification	Metric tons (t)	TCI products do not use palm oil.	
		Amount sourced under Segregated certification	Metric tons (t)	0	
		Amount sourced under Mass Balance certification	Metric tons (t)	0	
		Percentage certified through Book & Claim certificates or other certification mechanisms	Percentage (%)	0 %	
Activity Metric	CG-HP-000.A	Units of products sold and total weight of products sold	Metric tons (t)	In 2025, total product sales volume was 7,509,138 units, and the total weight of products sold was 73,628.99 metric tons.	
	CG-HP-000.B	Number of manufacturing facilities	Number of facilities	6	

8.4 TCFD Task Force on Climate Related Financial Disclosures

Category	Topic	Related Sections
Governance	Board oversight of climate-related risks and opportunities	1.3 Organizational Overview 3.1 Enhancing the Functions of the Board of Directors 5.1 Climate Change and Carbon Management 5.2 Energy Resource Management 5.5 Green Products
	Management's role in assessing and managing climate-related risks and opportunities	2.5 Materiality Analysis 3.4 Risk Management 5.1 Climate Change and Carbon Management 5.2 Energy Resource Management 5.5 Green Products
Strategy	Climate-related risks and opportunities identified over the short, medium, and long term	2.3 In Response to International Sustainable Development 3.4 Risk Management 5.1 Climate Change and Carbon Management
	Climate-related risks and opportunities that have a material impact on the organization's businesses, strategy, and financial planning	3.4 Risk Management 5.1 Climate Change and Carbon Management
	Potential impacts of different climate scenarios on the organization's businesses, strategy, and financial planning	3.4 Risk Management 5.1 Climate Change and Carbon Management 5.2 Energy Resource Management 5.5 Green Products
Risk Management	Processes for identifying and assessing climate-related risks	3.4 Risk Management 5.1 Climate Change and Carbon Management
	Processes for managing climate-related risks	3.4 Risk Management 5.1 Climate Change and Carbon Management 5.2 Energy Resource Management 5.5 Green Products
	How processes for identifying, assessing, and managing climate-related risks are integrated into overall risk management	3.4 Risk Management 5.1 Climate Change and Carbon Management
Metrics and Targets	Disclosure of Scope 1, Scope 2, and Scope 3 GHG emissions and related risks	3.4 Risk Management 5.1 Climate Change and Carbon Management
	Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	3.4 Risk Management 5.1 Climate Change and Carbon Management 5.2 Energy Resource Management
	Targets used by the organization to manage climate-related risks and opportunities and performance against targets	3.4 Risk Management 5.1 Climate Change and Carbon Management 5.2 Energy Resource Management

8.5 2025 TCI List of Awards

ESG Awards

	Award Name	Award / Recognition
	2025 Foodaily iSEE Award	Excellence in Business Practice – Entry: TCI: Building a Net-Zero Factory to Create Low-Carbon Products Sold in 65 Countries Worldwide
	2025 Green World Awards	1. SUSTAINABLE DEVELOPMENT: CONSERVATION/WILDLIFE – GREEN WORLD CHAMPION – TCI, TAIWAN 2. ENGINEERING & MANUFACTURE – GOLD – TCI, TAIWAN 3. FOOD & DRINK: INNOVATION – GOLD – TCI, TAIWAN 4. ENVIRONMENTAL IMPROVEMENT: CSR – SILVER – TCI, TAIWAN
	2025 The International CSR Excellence Awards	1. Champion of Champions 2. Entry Category: Initiatives – Gold Winner 3. Entry Category: Sustainability – Silver Winner 4. Entry Category: Community Commitment – Bronze Winner
	2025 Corporate 1.5° C Forum and Award Ceremony	TCI (1.500° C)• Recognized under CommonWealth Magazine's Corporate Carbon Reduction Thermometer• Awarded the highest rating of "Outstanding Performance"
	2025 4th Asia-Pacific Sustainability Action Awards (APSAA)	SDG04 Let's Spark the Future of Education: Igniting Science Education Seeds in Remote Areas -Gold SDG14 Let's Spark the Future of Our Oceans: Starting with Sea Turtles, TCI Restores Marine Ecosystems-Bronze
	2025 5th Taiwan Sustainability Action Awards (TSAA)	SDG 04 – Launching Seeds of Science Education in Remote Areas – Gold SDG 13 – Net-Zero Factory Driving the Circular Economy – Gold SDG 14 – Let's Spark the Future of Our Oceans: Restoring Marine Ecosystems – Bronze
	CSR Excellence in Corporate Social Responsibility	2025 CommonWealth Corporate Citizenship Award – 5th Place, Mid-Sized Enterprise Category
	2025 18th Taiwan Corporate Sustainability Awards (TCSA)	Overall Performance: Taiwan Sustainable Enterprise ExcellenceSustainability Performance Awards: Social Inclusion Leadership Award; Circular Economy Leadership AwardSustainability Report: Silver Award

R&D Awards

Award Name	Awarded Project	Award
2025 Foodaily iSEE Award	Innovation Technology of the Year – Entry: TCI GLP-1 Formula	-
2025 50th International Exhibition of Inventions of Geneva	TCI IBD 1. IGF-1 Formula – Gold Medal + Special Award 2. Safflower Extract – Gold Medal	2 Gold Medals 1 Special Award
The 39th World Genius Convention & Education Expo 2025	TCI IBD 1. FlowBoost+ Formula – Gold Medal 2. Chrysophyllum Cainito Extract – Gold Medal	2 Gold Medals
2025 124th Concours Lépine International Paris	TCI IBD 1. TCI818 Ketogenic Probiotic – Bronze Medal 2. TCI973 Relief Probiotic – Bronze Medal	2 Bronze Medals
2025 6th All Da Vinci International Invention Exhibition and Competition, USA	TCI IBD – Calming Enzyme	1 Gold Medal
2The 10th International Invention Innovation Competition in Canada, iCAN 2025	TCI837 Iron Absorption-Promoting Probiotic – Gold Medal and Grand Prize	1 Gold Medal 1 Grand Prize
2025 Silicon Valley International Invention Festival, USA	1. IBD TCI666 Chondroitin Sulfate Probiotic – Silver Medal 2. IBD Red Dragon Fruit Ovule – Silver Medal	2 Silver Medals
2025 International Invention & Trade Expo London	Limosilactobacillus reuteri TCI850 – Gold Award and Canadian Special Awards	1 Gold Award 3 Special Awards

8.6 Annual Donation Record($/NTD)

Item/ Year	2021	2022	2023	2024	2025
Industry association or tax-exempt group expenditure	881,100	2,471,516	871,591	371,428	450,000
Community Care and Public Welfare Activities	1,326,120	5,077,238	4,894,138	3,891,183	2,470,944
Environmental Research and Ecological Conservation	3,886,975	2,567,624	328,000	3,292,000	3,125,000

8.7 Association Member

Classification	Association	Purpose of Participation
Enterprise	International Life Sciences Institute Taiwan Taiwan Bio Industry Organization Institute for Biotechnology and Medicine Industry Taiwan Chamber of Commerce & Industry Importers & Exporters Association of Taipei National Association of Small & Medium Enterprise, R.O.C. Total Quality Food Association Taiwan Listed Company Association National Innovation and Entrepreneurship Association, R.O.C. Winner’s Fellowship of the Award of Outstanding SMes (Affiliated with National Association of Small & Medium Enterprises) Pingtung County Industrial Association Taiwan Sunshinebless Association European Chamber of Commerce Taiwan Chinese Non-Store Retails Association	To grasp the changes in import and export patterns in the market, various industrial certifications, related regulations and policies of enterprises to respond to industry trends and comply with various regulations in a timely manner.
ESG	CommonWealth Sustainability Society European Chamber of Commerce Taiwan – Low Carbon Initiative	To understand international sustainability trends, innovative technologies, and domestic and international sustainability or climate-related regulatory developments.
Cosmetics	Taiwan Beauty Valley Industry Innovation Alliance Taipei Cosmetics Industry Association Taiwan Cosmetics Industry Association	To exchange the latest market trends, grasp the changes in supply and demand and technical information, and pursue product innovation.
Food	Taiwan Canners Association Health Food Society of Taiwan Taiwan Association for Food Science and Technology Winner’s Fellowship of the Taiwan Association for Food Science and Technology Taiwan Functional Food Industry Association Food Distributors Association of Taiwan Food Association of Taiwan Agricultural Chemical Society of Taiwan Taiwan Elderly Care Industry Association	To exchange the latest market trends, grasp the changes in supply and demand and technical information, and pursue product innovation.
Industry-academia	Academia Industry Consortium for Science Parks in Central Taiwan Academia-Industry Consortium for Agricultural Biotechnology Park	To promote industry-academia cooperation and youth development, integrate cross-sectoral technological innovation in industry-academia research.
Certification	Taiwan Halal Integrity Development Association Taiwan Accreditation Foundation	To understand certification standards and specifications to provide customers with quality certified products.
Gene	A Community Of Minds Pushing Forward Advancements In Precision Medicine Taiwan Research-based Biopharmaceutical Manufacturers Association	To grasp the changes in regulations and policies related to industry certification and enterprise-related regulations and policies to respond to industry trends and comply with various regulations promptly.

8.8 ISAE 3000 Assurance Item Summary Sheet

No.	Assurance Item	Applicable Criteria	Page
1	P.117 “Energy and Electricity Statistics” discloses that total energy consumption in 2025 was 139,473.3 GJ at the Pingtung Precise iManufacturing Center (Rock Park) and 36,075.3 GJ at the Shanghai Precise iManufacturing Center (Golden Mountain Park).	Energy intensity (A) is calculated as “Total Energy Consumption (GJ)” (B) divided by “Revenue in USD millions” (C).	117
2	P.117 “Energy and Electricity Statistics” discloses that renewable energy consumption in 2025 was 736.9 MWh at the Pingtung Precise iManufacturing Center (Rock Park) and 586.2 MWh at the Shanghai Precise iManufacturing Center (Golden Mountain Park) .P.117 “Energy and Electricity Statistics” discloses that the renewable energy share in 2025 was 3.43% at the Pingtung Precise iManufacturing Center (Rock Park) and 13.87% at the Shanghai Precise iManufacturing Center (Golden Mountain Park).		117
3	P.123 “Water Use Statistics” discloses that water withdrawal in 2025 was 345,458 metric tons at the Pingtung Precise iManufacturing Center (Rock Park) and 68,747 metric tons at the Shanghai Precise iManufacturing Center (Golden Mountain Park).	Water intensity (D) is calculated as “Water Use (metric tons)” (E) divided by “Revenue in USD millions” (C).	123
4	P.124 discloses that the water recycling rate in 2025 was 22.8% at the Pingtung Precise iManufacturing Center (Rock Park) and 9.9% at the Shanghai Precise iManufacturing Center (Golden Mountain Park).	The water recycling rate is calculated using the R2 formula:R2 = (Total Reused Water + Total Recirculated Water − Cooling Tower Internal Circulation + Rainwater Withdrawal + Condensate Withdrawal) / (Total Water Use + Total Reused Water + Total Recirculated Water − Cooling Tower Internal Circulation)	124
5	P.129 “Waste Statistics” discloses that total waste generated in 2025 was 1,315.4 metric tons at the Pingtung Precise iManufacturing Center (Rock Park) and 103.7 metric tons at the Shanghai Precise iManufacturing Center (Golden Mountain Park).		129
6	P.46 discloses that women represented 42.86% of the Board of Directors in 2025.P.142 discloses that women represented 45.3% of total employees in 2025. P.142 discloses that women represented 48.6% of total management personnel in 2025.	Calculated based on employee information for domestic and overseas operations recorded in the HR system as of December 31, 2025. Management personnel are defined as employees serving as team leaders or above.	46& 142
7	P.142 discloses that TCI met the statutory employment quota for persons with disabilities in 2025.	In accordance with the People with Disabilities Rights Protection Act, TCI is required to employ at least 4 persons with disabilities.	142
8	P.163 discloses that the 2025 living wage assessment covered 100% of operating locations.P.161 discloses that 0% of employees earned below the living wage benchmark in 2025, and the living wage shortfall gap was 0%.	The living wage shortfall gap refers to the percentage difference where the actual minimum salary falls below the applicable local living wage benchmark. In 2025, the minimum salary at every operating location exceeded the applicable benchmark; therefore, the shortfall gap was 0%.	163
9	P.169 “Occupational Injury and Occupational Disease Statistics” discloses that the rate of severe occupational injuries in 2025 was 0 at both the Pingtung Precise iManufacturing Center (Rock Park) and the Shanghai Precise iManufacturing Center (Golden Mountain Park). P.169 “Occupational Injury and Occupational Disease Statistics” discloses that the recordable occupational injury rates in 2025 were 1.87 and 2.34 for the Pingtung Precise iManufacturing Center (Rock Park) and the Shanghai Precise iManufacturing Center (Golden Mountain Park), respectively.	The rate of occupational injuries resulting in fatalities is calculated as “Number of Severe Occupational Injuries (cases involving incapacity exceeding six months)” divided by “Total Working Hours” × 1,000,000.The recordable occupational injury rate is calculated as “Number of Recordable Occupational Injuries” divided by “Total Working Hours” × 1,000,000. Recordable occupational injuries exclude injuries resulting from commuting accidents involving transportation not arranged by TCI.Total working hours are calculated based on the number of employees at the end of each month × the number of official working days in each month × standard working hours (nine hours per day).	169

Measurement Criteria and Calculation Methodology
(1) Electricity Consumption Intensity (A) = “Electricity Consumption (MWh)” (B) divided by “Revenue in USD millions” (C), where:
B = The sum of 2025 electricity consumption at the Pingtung Precise iManufacturing Center (Rock Park) based on electricity bills issued by Taiwan Power Company, electricity consumption at the Shanghai Precise iManufacturing Center (Golden Mountain Park) based on statements issued by State Grid Shanghai Electric Power Company, and 2025 electricity generation at the S12 Automated Warehouse of the Pingtung Precise iManufacturing Center (Rock Park) retrieved from the Chunghwa Telecom Smart Green Energy Management System, together with electricity generation at the Shanghai Precise iManufacturing Center (Golden Mountain Park) based on statements issued by State Grid Shanghai Electric Power Company.
C = Revenue reported in the 2025 audited separate financial statements of TCI Co., Ltd. and the audited separate financial statements of Baiyue Special Biotechnology (Shanghai) Co., Ltd., converted into USD using the 2025 average NTD/USD and RMB/USD exchange rates, respectively.
(2) Water Intensity (D) = “Water Use (metric tons)” (E) divided by “Revenue in USD millions” (C), where:
E = 2025 water use at the Pingtung Precise iManufacturing Center (Rock Park) based on water bills issued by Taiwan Water Corporation, and water use at the Shanghai Precise iManufacturing Center (Golden Mountain Park) based on statements issued by Shanghai Jinshan Water Co., Ltd.

8.9 Third-party Assurance Statement and Assurance Report

Assurance No.: 26UCSESA17328-1/1

環球國際驗證股份有限公司
UNIVERSAL CERTIFICATION SERVICE CO., LTD.

Independent Reasonable Assurance Statement

In accordance with ISAE 3000 (Revised)

To: TCI Co., Ltd.

1. Subject Matter, Scope and Basis of Assurance

Universal Certification Service Co., Ltd. (the "Assurance Provider") was engaged by TCI Co., Ltd. (the "Company") to perform an independent reasonable assurance engagement on selected sustainability information prepared by management and included in the Company's 2025 Sustainability Report. The subject matter information is limited to the items specified in Appendix 1, which forms an integral part of this Statement. No assurance conclusion is expressed on the Sustainability Report as a whole.

Reporting period	1 January 2025 to 31 December 2025
Assurance standard	ISAE 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information, issued by the IAASB
Level of assurance	Reasonable assurance
Applicable criteria	The criteria, indicator definitions, calculation methodologies and boundaries specified in section 8.8, "ISAE 3000 Assurance Item Summary Sheet ", of the 2025 Sustainability Report. The relevant information must be available to the intended users.

2. Materiality

For quantitative indicators expressed as absolute amounts, overall materiality (OM) was set at 5% of the reported value and performance materiality (PM) at 4%. Proportions, qualitative information and other information not expressed as absolute amounts were assessed according to their nature, context and potential influence on the decisions of intended users. Materiality does not represent an acceptable level of error for management.

3. Responsibilities

Management's responsibilities: Management is responsible for preparing and fairly presenting the subject matter information in accordance with the applicable criteria; defining the reporting boundaries; establishing and maintaining appropriate governance, internal controls and data-review procedures; making reasonable estimates and judgements; providing complete records, supporting evidence and written representations; and evaluating and correcting misstatements or departures from the applicable criteria identified during the assurance engagement.

Assurance Provider's responsibilities: Our responsibility is to plan and perform the engagement in accordance with ISAE 3000 (Revised) to obtain sufficient appropriate evidence as to whether the subject matter information is free from material misstatement, whether due to fraud or error, and to express a reasonable assurance conclusion in a positive form. Reasonable assurance is a high level of assurance, but is not an absolute guarantee.

4. Independence, Professional Ethics and Quality Management

The Assurance Provider and the assurance team complied with the independence and professional ethical requirements applicable to this engagement, including integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. The Assurance Provider applies a system of quality management that is at least as rigorous as International Standard on Quality Management 1 (ISQM 1, which superseded ISQC 1), covering engagement acceptance, assignment of personnel, direction, supervision, review, independent technical review and documentation management.

1. This Statement is the property of Universal Certification Service Co., Ltd., 4F-1, No.21, Sec.4, Nanjing E. Rd., Taipei, Taiwan. TEL: (02)2715-5577.
2. The registration information and authenticity of this Statement can be confirmed at www.ucscert.com.tw
3. This Statement is not valid without the full verification scope, objectives, criteria and findings available on the Statement.

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Assurance No.: 26UCSESA17328-1/1

5. Assurance Approach and Principal Procedures

We designed and performed our procedures using a risk-based approach. Principal procedures included:

- Understanding the business context, sustainability governance, reporting processes, data systems, significant assumptions and relevant internal controls, and identifying and assessing the risks of material misstatement.
- Examining data collection, aggregation, approval and disclosure processes through interviews, observation, inspection of documents, process walkthroughs, and on-site or remote verification.
- Tracing selected reported data, on a sample basis, to source records or external supporting documentation, and performing recalculations, analytical procedures, reconciliations and consistency checks.
- Evaluating whether estimates, assumptions, conversion factors, classification methods and reporting boundaries were reasonable and consistent with the applicable criteria.
- Verifying management's corrections and supplementary evidence relating to identified matters, obtaining written representations, and completing an independent technical review.

6. Inherent Limitations of the Subject Matter Information

Sustainability information may involve management judgement, estimates, sampling, conversion factors, third-party data and methodological choices. Different but acceptable assumptions or methods may produce different results. In addition, because of the inherent limitations of sampling and internal control, and because fraudulent misstatement may involve collusion or management override of controls, an engagement performed in accordance with ISAE 3000 (Revised) may not detect every material misstatement. The subject matter information should be understood together with the criteria, methodologies, boundaries, assumptions and limitations disclosed in the Appendix.

7. Unmodified Reasonable Assurance Conclusion

In our opinion, the 2025 subject matter information listed in section 8.8, "ISAE 3000 Assurance Item Summary Sheet ", of TCI Co., Ltd.'s 2025 Sustainability Report has been prepared, in all material respects, in accordance with the applicable criteria specified in that section.

8. Other Matters

This conclusion applies solely to the 2025 subject matter information listed in section 8.8, "ISAE 3000 Assurance Item Summary Sheet ", of TCI Co., Ltd.'s 2025 Sustainability Report. Recommendations for improvement or management matters raised during the assurance engagement do not form part of, and do not affect, this conclusion. This Statement must be read together with Appendix 1. Any quotation or extract must not present the conclusion separately from its full scope, criteria and context.

9. Signatures

Lead Assurance Practitioner	Independent Technical Reviewer	Date of Issue / Location
		21 August 2026 4 F.-1, No. 21, Sec. 4, Nanjing E. Rd., Songshan Dist., Taipei City, TAIWAN, R.O.C.

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8.10 The GHG Emissions Validation Statement

Assurance opinion no.: 26UCSGPA17328-1/1

Greenhouse Gas Statement Assurance Opinion

The 2025 inventory of Greenhouse Gas emissions of TCI CO., LTD.
has been conducted in accordance with ISO 14064-3:2019 and fund to be
in compliance with the reporting criteria of:

- **Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)**
- **Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)**

Summary of Corporate Greenhouse Gas Emissions (metric tons of CO_2e):

Scopes		
Scope 1: Direct GHG emissions		3,866.63
Scope 2: Electricity indirect GHGemissions	Location Based Method	9,942.32
	Market Based Method	9,820.37
Scope 3: Value chain GHG emissions	Category 1 Purchased Goods and Services	53,951.97
	Category 2 Capital Goods	1,914.70
	Category 3 Fuel and energy-related activities	2,925.15
	Category 4 Upstream transportation and distribution	931.16
	Category 5 Waste generated in operations	207.59
	Category 6 Business Travel	170.87
	Category 7 Employee commuting	346.72
	Category 8 Upstream leased assets	N/A
	Category 9 Downstream transportation and distributions	10.68
	Category 10 Processing of sold products	N/A
	Category 11 Use of sold products	N/A
	Category 12 End-of-life treatment of sold product	2,904.30
	Category 13 Downstream leased assets	N/A
	Category 14 Franchises	N/A
	Category 15 Investment	110.72
Total Emissions	77,282.83(Location Based Method)	
	77,160.88(Market Based Method)	

For and on behalf of UCS
Chief Executive Officer UCS, Sangem Hsu
Date of issue: 07/14/2026

UCS UNIVERSAL CERTIFICATION SERVICE CO., LTD.

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Assurance opinion no.: 26UCSGPA17328-1/1

Universal Certification Services Co., LTD. (UCS) have been contracted by TCI CO., LTD. (organization) for the assurance of greenhouse gas emissions statement in accordancewith ISO 14064-3:2019. The full contents of the assurance engagement are described as below:

Roles and Responsibilities
The management of the organization ensures that the development, record keeping and documentation procedures of the organization's greenhouse gas information system meet the requirements of the reporting criteria, is responsible for assessing, determining and reporting greenhouse gas emission information, and providing other information required to support greenhouse gas claims to the UCS.

Assurance services were provided between: May 6, 2026 to June 22, 2026

Assurance Scope, Level of Assurance and materiality:
- Greenhouse gas emissions information covers the period from January 1, 2025 to December 31, 2025
- Included facilities and company:
  8F., No. 187, Gangqian Rd., Neihu Dist., Taipei City, TAIWAN, R.O.C.
  No. 12, Shennong Rd., Changzhi Township, Pingtung County, TAIWAN, R.O.C.
  No. 21, Nongke Rd., Changzhi Township, Pingtung County, TAIWAN, R.O.C.
- Types of greenhouse gases emission: Carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), nitrogen trifluoride (NF_3)
- Global Warming Potential (GWP) refers to the global warming potential value in the IPCC 2021 sixth assessment report.

Level of Assurance and materiality:
- Scope 1 and Scope 2: Reasonable assurance level, with a materiality threshold of 5% for accuracy.
- Scope 3: Limited assurance level.
  - Materiality threshold for historical data: Moderate-to-low audit risk and with at least 90% of material weight included in the calculation.
  - Materiality threshold for future data: Basic degree of Reasonableness assessment and with at least 90% of material weight included in the calculation.

Assurance Methodology
The assurance engagement team conducted:
- Combined strategic analysis, risk analysis and benchmark analysis at organizational level to develop theoverall approach of assurance plan.
- Desk review of GHG statement with supporting document, and systems and methodologies to collect and aggregate information and data
- Risk assessment at emission source level (particular facilities, emission categories, emission sources) to develop the assurance plan and evidence-gathering plan
- Execution of assurance plan with site visit or remote to gather sufficient evidence to reach a conclusion
- Review and evaluate the corrective actions against nonconformities and material misstatement issued during the execution phase (if any)
- Independent technical review by a competent reviewer different from the persons conducted the assurance

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Assurance opinion no.: 26UCSGPA17328-1/1

Assurance Opinion

☑ **Assurance without reservations (Unmodified).**

- Scope 1 and Scope 2 - the GHG emissions are prepared, in all material respects, in accordance with the applicable criteria.
- Scope 3 Category 1, 2, 3, 4, 6, 7, 15 (historical data) - There is no evidence that the relevant GHG statement is not materially incorrect or does not fairly reflect the GHG data and information.
- Scope 3 Category 5, 9, 12 (future data)- nothing comes to our attention which causes us to believe that the assumptions, methods and stated limitations do not provide a reasonable basis at limited level for the forecast. However, actual results may be different from the forecast since anticipated events may not occur as expected and the variation may be material.

☐ Assurance with reservations (Modified): (specify the departure from the requirements of the criteria)

☐ Unable to assure opinion.

Confidentiality Statement

This document and its attachments may contain confidential information belonging to TCI CO., LTD., without the written consent of TCI CO., LTD. other individuals, groups or companies are prohibited from copying or distributing it.

Assurance Team

Lead Validator/Verifier:

1. This Statement is the property of Universal Certification Service Co., Ltd., 4F-1, No.21, Sec.4, Nanjing E. Rd., Taipei, Taiwan. TEL: (02)2715-5577.
2. The registration information and authenticity of this Statement can be confirmed at www.ucscert.com.tw
3. This Statement is not valid without the full verification scope, objectives, criteria and findings available on the Statement.

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Statement CN26/00004442

Greenhouse Gas Verification Statement

The inventory of greenhouse gas emissions from
01 Jan. 2025 to 31 Dec. 2025 of

TCI Biotech Co., LTD.

Business address: No. 989, Jinge Road, Jinshan Industrial Zone, Shanghai
Organization boundary: Detail organization boundary information has been listed in Annex, for multi-site statement

has been verified in accordance with ISO 14064-3:2019 as meeting the requirements of

ISO 14064-1:2018

Direct Emissions
825.67 tonnes of CO_2e
Indirect Emissions
10,917.62 tonnes of CO_2e
Total Emissions Quantified
11,743.30 tonnes of CO_2e

The specific categories of indirect greenhouse gas emissions are detailed in the appendix of this statement, which is an integral part of this statement

Authorised by
David Xin
Sr. Director - Business Assurance
DATE: 11 Jun. 2026

SGS-CSTC Standards Technical Services Co., Ltd.
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GHG INVENTORY VERIFICATION ISO 14064-1 SGS

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SGS has been contracted by TCI Biotech Co., LTD. (hereinafter referred to as "CLIENT"), for the verification of direct and indirect Greenhouse Gas emissions in accordance with

ISO 14064-3:2019

as provided by TCI Biotech Co., LTD. (hereinafter referred to as "RESPONSIBLE PARTY"), in the Greenhouse Gas (GHG) Assertion in the form of GHG Report covering GHG emissions of the period 01 Jan. 2025 to 31 Dec. 2025 (hereinafter referred to as "REPORT PERIOD").

Roles and responsibilities
The management of the RESPONSIBLE PARTY is responsible for the organization's GHG information system, the development and maintenance of records and reporting procedures in accordance with that system, including the calculation and determination of GHG emissions information and the reported GHG emissions.
It is SGS's responsibility to express an independent GHG verification opinion on the GHG statement as provided by the RESPONSIBLE PARTY for the REPORT PERIOD.

According to ISO 14064-3:2019, SGS has conducted a third-party verification of the provided GHG statement by RESPONSIBLE PARTY against the requirements of
ISO 14064-1:2018 in the period 10-11 Jun. 2026. The verification is based on the verification scope, objectives and criteria as agreed between the CLIENT and SGS on 10 Jun. 2026.

Level of Assurance
The level of assurance agreed is that of Reasonable assurance.

Scope
The CLIENT has commissioned an independent verification by SGS in according to ISO 14064-3:2019 to assure the reported GHG emissions of RESPONSIBLE PARTY, in conformance with ISO 14064-1:2018 requirements within the scope of the verification as outlined below. The data and information supporting the GHG statement is historical in nature.

This engagement covers verification of emission from anthropogenic sources of greenhouse gases included within the organization's boundary:

- The organizational boundary is established following Operational control approach
- Location/boundary of the activities: detail boundary information has been listed in Annex
- Physical infrastructure, activities, technologies and processes: Production of fruits and vegetables beverage and their drinks (fruits and vegetables drinks, mixed fruits and vegetables drinks, fermented fruits and vegetables drinks) and other drinks (plant drinks and flavored drinks)
  Production of solid drinks (lactic acid bacteria solid drink)
  Production of pressed confectionery tablets
  Production of other special dietary food (sports nutrition supplements)
- GHG sources, sinks and/or reservoirs included: GHG sources as presented in the GHG inventory and report of the RESPONSIBLE PARTY
- Types of GHGs included: CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3
- GHG information for the following period was verified: 01 Jan. 2025 to 31 Dec. 2025
- GWP adopted: IPCC 6 Assessment Report
- Intended user of the verification statement: Stakeholders

Objective
The purposes of this verification exercise are, by review of objective evidence, to independently review:

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- Whether the GHG emissions are as declared by the organization's GHG statement
- The data reported are accurate, complete, consistent, transparent and free of material error or omission.

Criteria
Criteria against which the verification assessment is undertaken are the requirements of ISO 14064-3:2019.

Materiality
The materiality required of the verification is considered by SGS to 5%, based on the needs of the intended user of the GHG statement.

Verification approach
SGS's approach is risk-based, drawing on an understanding of the risks associated with reporting GHG emissions information and the controls in place to mitigate these. Our examination includes assessment of evidence relevant to the amounts and disclosures in relation to the organization's reported GHG emissions

We plan and perform our work to obtain the information, explanations and evidence that we considered necessary to provide a reasonable level of assurance that the GHG emissions for the REPORT PERIOD are fairly stated.

We conduct our verification with regard to the GHG statement of GHG Report of the RESPONSIBLE PARTY which includes assessment of GHG information system and reporting plan/protocol. This assessment includes the collection of evidence supporting the reported data, and checking whether the provisions of the protocol reference, are consistently and appropriately applied.

Verification opinion conclusion
The RESPONSIBLE PARTY provided the GHG statement based on the requirements of ISO 14064-1:2018 that total emission 11,743.30 tonnes of CO_2e in the organization boundary for the REPORT PERIOD.

The verification opinion as below is issued by SGS after an independent verification for RESPONSIBLE PARTY's GHG statement base on agreed Reasonable assurance:

☒ Unmodified
The GHG statement submitted by RESPONSIBLE PARTY is prepared in accordance with ISO 14064-1:2018 on GHG quantification and reporting, is a fair representation materially, the GHG data and information in statement are explicit and supported by adequacy and appropriate evidence.

☐ Modified
The GHG statement submitted by RESPONSIBLE PARTY has no material misstatement, however has some deficiencies which will prevent the issuance of unmodified verification opinion.

☐ Adverse opinion
The GHG statement submitted by RESPONSIBLE PARTY:
- has no material misstatement or
- there is insufficient or inappropriate evidence to support an unmodified or modified opinion.

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☐ Disclaiming the issuance of an opinion
It is unable to obtain sufficient and appropriate objective evidence to form an opinion as to whether the GHG statement submitted is presented fairly in accordance with ISO 14064-1:2018

This statement shall be interpreted with the GHG statement of GHG Report of the RESPONSIBLE PARTY as a whole.

Note: This Statement is issued by SGS-CSTC Standards Technical Services Co., Ltd. ("SGS") under its General Conditions for Greenhouse Gas Validation & Verification Services. The findings recorded hereon are based upon a verification performed by SGS. A full copy of this statement, the findings and the supporting GHG Assertion may be consulted from RESPONSIBLE PARTY. This Statement does not relieve Client from compliance with any by laws, federal, national or regional acts and regulations or with any guidelines issued pursuant to such regulations. Stipulations to the contrary are not binding on SGS and SGS shall have no responsibility vis-à-vis parties other than its Client.
The verification statement of greenhouse gases is concluded in English. Any translation differences, the English version shall prevail.

Appendix A: List of Organizational Boundaries

List of Organizational Boundaries

Organization name	Description of organizational boundary
TCI Biotech Co., LTD.	No. 989, Jinge Road, Jinshan Industrial Zone, Shanghai, P.R. China
Shanghai Jing'an Business Center	Room 801, No. 100, Yutong Rd., Intercontinental Business Center, Jing'an District, Shanghai, P.R. China
Beijing Business Center	Room A2-1111B, Junhao Central Park Plaza, Yard 10, Chaoyang Park South Road, Chaoyang District, Beijing, P.R. China
Guangzhou Business Center	Room 803, East Tower, Tianying Plaza, No. 222, Xingmin Road, Tianhe District, Guangzhou City, Guangdong Province, P.R. China

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Appendix B Greenhouse Gas Emissions Inventory (ISO14064-1:2018)

Greenhouse Gas Emissions Inventory (ISO14064-1:2018)

Organization name	TCI Biotech Co., LTD.	
Organizational boundary	Please refer to Appendix A for the list of organizational boundaries	
Reporting period	01 Jan. 2025 to 31 Dec. 2025	
Report boundary		Greenhouse gas emissions (Unit: tonnes of CO_2e)
Category		
Direct GHG emissions	Category 1 direct GHG emissions	825.67
Indirect GHG emissions	Category 2 indirect GHG emissions from imported energy	3,873.10
	Category 3 indirect GHG emissions from transportation	904.49
	Category 4 indirect GHG emissions from products used by organization	6,140.04
	Category 5 indirect GHG emissions associated with the use of products from the organization	/
	Category 6 indirect GHG emissions from other sources	/

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Appendix C Greenhouse Gas Emissions Inventory (GHG protocol)

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Greenhouse Gas Emissions Inventory (GHG protocol)

Organization name	TCI Biotech Co., LTD.
Organizational boundary	Please refer to Appendix A for the list of organizational boundaries
Reporting period	01 Jan. 2025 to 31 Dec. 2025

Operational boundaries		Greenhouse gas emissions (Unit: tonnes of CO_2e)
Category		
Scope1 direct GHG emissions		825.67
Scope2 indirect GHG emissions from imported energy		3,873.10
Scope3 other indirect GHG emissions	Category1-Purchased goods and services	1,014.79
	Category2-Capital goods	4,677.56
	Category3-Fuel and energy-related activities (not included in scope1 and scope2)	432.03
	Category4-Upstream transportation and distribution	150.39
	Category5-Waste generated in operations	15.71
	Category6-Business travel	341.54
	Category7-Employee commuting	34.77
	Category8-Upstream leased assets	/
	Category9-Downstream transportation and distribution	377.75
	Category10-Processing of sold products	/
	Category11-Use of sold products	/
	Category12-End-of -life treatment of sold products	/
	Category13-Downstream leased assets	/
	Category14-Franchises	/
	Category15-Investments	/

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