Stock Code 8436

2024 Annual Report

tci 大江生醫

2025年5月31日刊印
公司網址：http://www.tci-bio.com
年報查詢網址：http://newmops.twse.com.tw

1. **Name, title, contact telephone number and e-mail address of the spokesperson and agent spokesperson:**

Spokesperson:	Agent spokesperson
Name: Yen-Chuan Chen	Name: Juen-Ying Chiou
Title: Chief Marketing Officer	Title: Group Stock Affairs Division Division Leader
Tel: (02)8797-7811	Tel: (02)8797-7811
E-mail: Anitayj.Chen @tci-bio.com	E-mail: Johnny.Chiou@tci-bio.com

2. **Address and telephone number of head office, branch office and factory:**

Name	Address	Tel
Head office	10F, No. 187, Kang Chien Rd., Nei Hu Dist., Taipei, Taiwan	(02) 8797- 7811
BioCosme PABP Branch and factory (S11)	No.21, Nongke Rd., Changzhi Township, Pingtung County 90846, Taiwan (R.O.C.)	(08) 762- 9158
TCI (TAIWAN) PABP Branch and factory (S5, S9, S12)	No.12, Shennong Rd., Changzhi Township, Pingtung County 90846, Taiwan (R.O.C.)	(08) 762- 9158
Shanghai Jinshan factory (S7)	No.9, Lane 285, Tiangong Rd., Jinshan Industrial Park, Shanghai, China	+86-21-3728-9211
Shanghai Jinshan factory (S8)	No.989, Jin Ge Rd., Jinshan Industrial Park, Shanghai, China	+86-21-3791-8811

3. **Name, address, website and telephone number of the stock transfer agent:**

   Name: Fubon Securities Co., Ltd. Stock Agency Department
   Address: 11F, No. 17, Xuchang Street Taipei City
   Website: https://www.fubon.com
   Tel: (02) 2361-1300

4. **Name, firm name, address, website and telephone number of the accountant certifying the most recent annual financial report**

   Name of accountant: Ping-Chun Chih and Chung-Hsi Lai
   Name of firm: PwC Taiwan
   Address: No. 333, Section 1, Keelung Rd, Xinyi District, Taipei City
   Website: https://www.pwc.tw
   Tel: (02) 2729-6666

5. **Name of the exchange where the overseas marketable securities are listed and how to check the information of the overseas marketable securities:**

   Not applicable.

6. **Company website:** http://www.tci-bio.com

TCI Co., Ltd.
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I. Letter to shareholders

Dear Shareholders,

In 2024, we will systematically and comprehensively evaluate the supply and demand situation and trade structure in various regions, complemented by flexible policies and strategies to undertake global layouts. In 2025, we will continue to strengthen the empowerment of our entire group and accelerate our progress.For the operation guidelines in 2025, we will implement the following:

1. Centering on science to drive the success of our company and clients:

Since the establishment of our company, a key foundation for our growth has been our emphasis on the spirit of science. We will systematically explore, validate, and reason through scientific evidence-based methods, proposing solutions and evidence claims for products based on evidence. We will continue to promote the spirit of science across all departments and units in the company, discover genuine market needs, and utilize big data analysis in combination with repeated practice and validation. This will enable our company to soar into a new era while grounding our endeavors in a scientific core amidst globalization and AI advancements.

2. Developing large international clients and establishing long-term strategic partnerships:

Due to the gradual decline of the mainland market, we strategically entered the European and American markets and successfully developed seven large clients, providing long-term and stable profit contributions. In 2024, we will readjust our client base, focusing on global large clients with potential. Although developing these types of clients may take longer, they can yield long-term and stable profits. We aim to enter more markets with our clients and introduce more unique products to establish long-standing partnerships, showcasing our services and value. Therefore, we are committed to this direction and will actively pursue it.

3. Expanding through a light-asset model, establishing production lines globally:

To provide faster, more precise, and more secure services, we plan to implement a light-asset expansion model in regions with significant development potential globally. This will involve setting up responsive small to medium-sized factories for production line layouts. India, the United States, and Taiwan are already in progress, applying strategies of low-volume, diverse automation, supported by air transport instead of sea transport. The light-asset global expansion plan will accelerate our company's globalization efforts.We look forward to 2025, fully executing our three new operational goals that will create new opportunities for the company, penning a new chapter. We will continue to advance on the path toward becoming 'the world's strongest - a global high-value customer, scientific research and development, leading manufacturing, customer trust, and professional talent,' bringing greater profits and returns to all shareholders.

2024 Financial Performance

1. Operational Results:

Unit: NT$ thousand

TCI Co., Ltd.				
Consolidated Income Statement				
Item	2024	2023	Difference	%
Net Revenue	7,240,266	8,015,649	(775,383)	-9.67%
Operating Costs	(4,062,460)	(4,799,114)	736,654	-15.35%
Gross Profit	3,177,806	3,216,535	(38,729)	-1.20%
Operating Expenses	(2,150,079)	(2,161,937)	11,858	-0.55%
Income from Operations	1,027,727	1,054,598	(26,871)	-2.55%
Other Operating Income and Expenses	106,736	120,097	(13,361)	-11.13%
Pre-tax Income	1,134,463	1,174,695	(40,232)	-3.42%
Income Tax Expense	(160,735)	(182,631)	21,896	-11.99%
Net Income	973,728	992,064	(18,336)	-1.85%
Net income attributable to parent company	851,499	896,258	(44,759)	-4.99%
Net income attributable to noncontrolling interests	122,229	95,806	26,423	27.58%

2. Analysis of Financial Performance

(1) The company's consolidated revenue for 2024 is 7,240,266 thousand yuan, a decrease of 10% compared to 8,015,649 thousand yuan in 2023; the operating net profit is 1,027,727 thousand yuan, down 3% from 1,054,598 thousand yuan in 2023; the net profit after tax is 973,728 thousand yuan, a decline of 2% from 992,064 thousand yuan in 2023.

(2) The gross profit margin for 2024 is 43.89%, an increase of 3.76% compared to 40.13% in 2023; the operating net profit margin is 14.19%, up 1.03% from 13.16% in 2023; the net profit margin after tax is 13.45%, an increase of 1.07% compared to 12.38% in 2023.

(3) The earnings per share for 2024 is 7.60 yuan, a decrease of 1.68% from 7.73 yuan in 2023.

Chairman: Yung-Hsiang Lin CEO: Yung-Hsiang Lin Accounting Manager: Chen-Chen Fu

II. Corporate Governance Report

1. Information of Directors, the President, Vice Presidents, Assistant Vice Presidents, and Heads of Departments and Branch Offices

(1) Information Regarding Board Members and Supervisors

A. Information Regarding Board Members

April 27, 2024

Title	Nationality or Place of registration	Name	Gender Age	Elect (in) Date	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Education and Experience	Selected Current Positions Other Companies	Other Heads, Directors, or Supervisors as Spouse or Kin within the Second Degree			If the chairman of the Board of Directors and the president or equivalent (top manager) are the same person, spouses or relatives of one another, the reasons, reasonableness, necessity and measures to be taken shall be stated.
							Number of shares (shares)	% Ratio (%)	Number of shares (shares)	% Ratio (%)	Shares (Shares)	% Ratio (%)	Shares (Shares)	% Ratio (%)			Title	Name	Relationship	
Chairman	R.O.C.	Yongjiang Investment Co., Ltd.	Legal Person	2023. 6.27	3 years	2017.5	5,099,623	4.31	6,789,248	5.74	0	0	0	0	None	None	None	None	None	None
	R.O.C.	Yung-Hsiang Lin	Male 46-50	2023. 6.27	3 years	2017.5	1,622,405	1.36	1,382,405	1.17	46,000	0.04	8,469,607	7.16	Bachelor's degree in Botany, National Chung Hsing University TCI Co., Ltd. Deputy General Manager Former Manager, Biomedical Department, TCI Co., Ltd. Former Deputy Manager, Marketing Department, Hsin-Fa International Biotechnology Inc.	(note 1)	None	None	None	None
Director	R.O.C	Yang Guang Investment Co., Ltd.	Legal Person	2023. 6.27	3 years	2017.5	4,659,053	3.89	3,987,053	3.37	0	0	0	0	None	None	None	None	None	None
	R.O.C	Representative：Pi-Shu Li	Female 61-65	2023. 6.27	3 years	2019.9	1,324	0.00	1,324	0.00	0	0	0	0	Master's degree in business administration, National Taiwan University EMBA School of Professional Education and Continuing Studies, National Taiwan University Deputy General Manager, PwC Taiwan Senior Associate, Ernst & Young Global Limited Liability Partnership Deputy Manager, Marketing Department, Hsin-Fa International Biotechnology Inc.	Chairman-cum-Director, Uchen Management & Consulting Co., Ltd. Independent Director, convener of Audit Committee and member of Remuneration Committee, Hong pu Real Estate Development Co., LTD. Independent Director, convener of Audit Committee, and convener of Remuneration Committee Everspring Industry Co., Ltd. Supervisor, Yung-Chiang Investment Co., Ltd. Supervisor, Sunshine Bless Association Supervisor, Scientific American Taiwan Co., Ltd.	None	None	None	None

Title	Nationality or Place of registration	Name	Gender Age	Elect (in) Date	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Education and Experience	Selected Current Positions Other Companies	Other Heads, Directors, or Supervisors as Spouse or Kin within the Second Degree			If the chairman of the board of directors and the president or equivalent (top manager) are the same person, spouses or relatives of one another, the reasons, reasonableness, necessity and measures to be taken shall be stated.
							Number of shares (shares)	% Ratio (%)	Shares (Shares)	% Ratio (%)	Shares (Shares)	% Ratio (%)	Shares (Shares)	% Ratio (%)			Title	Name	Relationship	
Director	R.O.C	MBI Co., Ltd.	Legal Person	2024. 6.25	3 years	2024.6	2,531,000	3.89	2,531,000	3.89	0	0	0	0	None	None	None	None	None	None
	R.O.C	Representative：Cindy Chen	Female 36-40	2024. 6.25	3 years	2024.6	69,985	0.06	70,985	0.06	0	0	0	0	National Taiwan University Department of Chemistry Master's Degree National Tsing Hua University Department of Chemistry Bachelor's Degree Manager at TCI Co., Ltd.	General Manager of MBI Biotechnology Co., Ltd. Member of the Risk Management Committee of MBI Biotechnology Co., Ltd.	None	None	None	None
Independent Director	R.O.C.	Sung-Yuan Liao	Male 71-75	2023. 6.27	3 years	2017.5	0	0	0	0	0	0	0	0	Ph.D., National Chung Hsing University Associate Professor, Department of Life Sciences, National Chung Hsing University	Member of Remuneration Committee, Convener of Audit Committee, Convener of Nomination Committee, Convener of Risk Management Committee, TCI Co., Ltd. Member of Remuneration Committee, Convener of Audit Committee, Convener of Nomination Committee, Convener of Risk Management Committee, Maxigen Biotech Inc.	None	None	None	None
Independent Director	R.O.C.	Chen-Yi Kao	Male 66-70	2023. 6.27	3 years	2017.5	0	0	0	0	0	0	0	0	Doctor Degree in Chemistry, Tufts University Professor at Graduate Institute of Biochemistry, National Chung Hsing University	Convener of Remuneration Committee, Member of Audit Committee, Member of Nomination Committee, Member of Risk Management Committee, TCI Co., Ltd. Professor at Graduate Institute of Biochemistry, National Chung Hsing University	None	None	None	None
Independent Director	R.O.C.	Shu-Min He	Female 66-70	2023. 6.27	3 years	2020.6	0	0	1,000	0	0	0	0	0	Master's degree in accounting, National Taiwan University Certified Public Accountant, PwC	Member of Remuneration Committee, Member of Audit Committee, Member of Nomination Committee, Member of Risk Management Committee, TCI Co., Ltd.	None	None	None	None

Note 1: General Manager at TCI Co., Ltd.; Chairman at MAXIGEN BIOTECH INC.; Chairman and General Manager at TCI Firstek Corp.; Chairman at TCI Gene Inc.; Chairman at BioTrade, Shanghai BioTech Group; Chairman and General Manager at BioScience, Shanghai BioTech Group; Chairman at BioFunction, Shanghai BioTech Group; Chairman at TCI Living Co., Ltd.; Director at GLUX HK LIMITED; Director at TCI HK LIMITED; Director at TCI BIOTECH LLC; Director at TCI BIOTECH USA LLC; Director at TCI Biotech Netherlands B.V.; Director at TCI JAPAN CO., LTD. (大江生醫JAPAN株式會社), Chairman at Quantum Biology Inc., Chairman at SMY INTERNET OF PACKAGE CO., LTD., Chairman at Petfood Biotechnology Co., Ltd., Chairman at Maxigen Biotech Inc. (Shanghai), Chairman at Horay Inc., Director at TCI LIVING Shanghai Co., Ltd., Chairman at BioCosme, Shanghai Biotech Group, Chairman at Scientific American Taiwan Co., Ltd.

Note 2: The chairman and the general manager of the company are the same person. It should be noted that the company has a total of four independent director positions (as of December 13, 2024), and more than half of the directors do not serve as employees or managers.

B. Major shareholders of corporate shareholders

April 28, 2025

Name of Corporate Shareholder	Major shareholders of corporate shareholders
Yong Jiang Investment Co.	Yung-Hsiang Lin (70.07%), Yung-Hao Lin (29.91%)
Yang Guang Investment Co., Ltd.	Wu-Nan Yang (50%) and Shu-Chun Kuan (25%)
MBI Biotechnology Co., Ltd.	TCI Co., Ltd. (27.51%), Taiwan Plastics Medical Technology Co., Ltd. (9.70%)

C. Authorized Representatives as major shareholders of corporate shareholders

April 28, 2025

Legal entity name	Major Shareholders
TCI Co., Ltd.	Yongjiang Investment Co., Ltd. (5.74%), Sunshine Investment Co., Ltd. (3.37%), and MBI Biotechnology Co., Ltd. (2.14%)
Taiwan Plastics Medical Technology Co., Ltd.	Taiwan Chemical Fiber Corporation (8.86%)

D. Director Information

D-1 Disclosure of professional qualifications of directors and independence of independent directors:

Condition / Name (note 1)	Professional qualifications and experience	Independence Criteria (note 2)	Number of Public Companies in which he or she also serves as an independent director
Yongjiang Investment Co., Ltd. Representative: Yung-Hsiang Lin (Nomination) Member (Risk) Convenor	Professional qualifications and experience: The chairman and general manager of our company, chairman of Dajiang Gene Medical Co., Ltd. and chairman of MBI Biotechnology Co., Ltd. (For major educational and work experience, please refer to the table on page 5). Possesses the work experience required for the company's business and leadership skills to lead the Dajiang Group towards becoming a global international enterprise. No circumstances as stipulated in Article 30 of the Company Law.	Not applicable	0

Condition / Name (note 1)	Professional qualifications and experience	Independence Criteria (note 2)	Number of Public Companies in which he or she also serves as an independent director
Yang Guang Investment Co., Ltd. Representative: Pi-Shu Li	Professional qualifications and experience: Representative of the Company's legal director and other duties (please refer to page 7 for detailed table of education and experience). Possesses the work experience necessary for the Company's business. There are no circumstances under Article 30 of the Company Act.	Not applicable	0
MBI Biotechnology Co., Ltd. Representative: Cindy Chen	Professional qualifications and experience: General Manager of MBI Biotechnology Co., Ltd. (Please refer to the table on page 8 for details on main academic and work experience). Possesses the work experience required for the company's business. No circumstances under Article 30 of the Company Law.	Not applicable	0
Shu-Min He (Remuneration) Member (Audit) Member (Nomination) Member (Risk) Member	Professional qualifications and experience: A judge, prosecutor, lawyer, accountant, or other professional and technical person who has passed the national examination required for the Company's business and has the necessary work experience for the Company's business (please refer to page 17 for detailed table of education and experience). There are no circumstances under Article 30 of the Company Act.	1. All independent directors meet the relevant regulations set forth by the Financial Supervisory Commission in Article 14-2 of the Securities Trading Act and the "Regulations Governing the Establishment and Compliance Matters of Independent Directors of Public Companies" (Note 2). 2. None of the independent directors have received remuneration for providing auditing or business, legal, financial, accounting, or other services to the company or its affiliated enterprises in the last two years.	0
Chen-Yi Kao (Remuneration) Convener (Audit) Member (Nomination) Member (Risk) Member	Professional qualifications and experience: Lecturer or above from a public or private college or university in a relevant discipline necessary for the Company's business (please refer to page 17 for detailed table of education and experience).		0

Condition / Name (note 1)	Professional qualifications and experience	Independence Criteria (note 2)	Number of Public Companies in which he or she also serves as an independent director
Sung-Yuan Liao (Audit) Convener (Nomination) Convener (Remuneration) Member (Risk) Member	Professional qualifications and experience: Lecturer or above from a public or private college or university in a relevant discipline necessary for the Company's business (please refer to page 17 for detailed table of education and experience).		1

Note 1: Functional committee: (Remuneration) Remuneration Committee, (Audit) Audit Committee, (Nomination) Nomination Committee, (Risk) Risk Management Committee.

Note 2: For each director or supervisor who has met each of the following criteria for the two years preceding his or her election and during his or her term of office, please "ü" in the box below each criteria code.

(1) Not an employee of the Company or its affiliates.

(2) Directors or supervisors who are not directors or supervisors of the Company or its affiliates (except in the case where the Company and its parent company, subsidiaries, or subsidiaries of the same parent company are appointed as independent directors in accordance with this Act or local laws and regulations).

(3) Natural shareholders who do not hold more than 1% of the total number of issued shares or the top 10 shareholdings in the name of themselves, their spouses, minor children, or others.

(4) Not a spouse, a relative within the 2nd degree kin relationship, or a relative within the 3rd degree kin relationship of a manager listed in (1) or a person listed in (2) or (3).

(5) Not a director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act (except in the case where the company and its parent company, subsidiary, or subsidiary of the same parent company serve concurrently as independent directors in accordance with this Act or local laws and regulations).

(6) A director, supervisor or employee of another company who is not controlled by the same person as more than half of the company's directors or voting shares (except in the case where the company and its parent company, subsidiary, or subsidiary of the same parent company serve concurrently as independent directors in accordance with this Act or local laws and regulations).

(7) Not a director, supervisor, or employee of a company of which the chairman or CEO (or equivalent) themselves or their spouse also serve as the company’s chairman or CEO (or equivalent);

(8) Not a director, supervisor, officer, or shareholder holding five percent or more of the shares of a specified company or institution that has a financial or business relationship with the company;

(9) Other than serving as a Remuneration Committee member of the company, not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides commercial, legal, financial, accounting services or consultation to the company or to any affiliate of the company, or a spouse thereof, and the service provided is an “audit service” or a “non-audit service which total compensation within the recent two years exceeds NTD 500,000”; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Act or to the Business Mergers and Acquisitions Act or related laws or regulations.

(10) No spouse or relative within two degrees of kin relationship with other directors.

(11) No circumstances under Article 30 of the Company Act.

(12) No election in the capacity of the government, a legal person, or a representative thereof, as provided in Article 27 of the Company Act.

D-2 Board Diversity and Independence:

1) Board Diversity:

Our company appointed the Taiwan Cheng Zheng Management Society to conduct an evaluation of the board of directors' performance on July 22, 2024, with completion on February 18, 2025. The evaluation report assesses the effectiveness of the board based on the following four main aspects: 1. Professional Competence of the Board (Composition and Structure of the Board, Appointment of Directors and Continuing Education): Assessment indicators include diversity of board composition, status of directors' continuing education, utilization of external resources, etc. 2. Decision-Making Effectiveness of the Board (Level of Involvement in Company Operations, Improvement of Decision-Making Quality): Assessment indicators include the level of director participation in meetings, directors' understanding of the company's operational conditions, management of company risks, sufficiency of information relied upon for decisions by directors, etc. 3. Attention to Internal Controls and Oversight by the Board: Assessment indicators include the establishment and enforcement of employee codes of conduct, oversight of internal audits, openness of communication channels for reporting, disclosure and avoidance of conflicts of interest, etc. 4. Attitude of the Board towards Sustainable Management: Assessment indicators include the disclosure of ESG information, planning for talent cultivation and succession, and actions taken towards sustainable management, etc. The diversity of our company is as follows: among the 7 board members, 4 are independent directors (including 1 female independent director; an additional independent director will resign for personal reasons on December 13, 2024, and we expect to complete the election of a new independent director by 2025), and 2 female representatives as directors. The board exhibits professional and gender diversity, which is beneficial for expanding international business. Additionally, the directors have various expertise and practical experience in areas such as management, accounting, economics, biomedical science, and industry markets, with the overall combination of talents on the board meeting the needs for the company's operational development and strategic goals. Currently, the ages of the board members are as follows: 1 director aged 36-40, 1 director aged 46-50, 1 director aged 61-65, 2 directors aged 66-70, and 1 director aged 71-75. The average age of all board members is 60 years.

2) Independence of the Board of Directors: The Board of Directors of the Company is quite independent.

(a) There are 7 directors, of which 4 are independent directors (57.14%).

(b) The term of office of independent directors shall not exceed three consecutive terms, and no more than three independent directors of other public companies shall serve concurrently.

(c) There is no spouse or consanguineous relationship within the second degree of kinship among the directors of the Company, and there are no cases as stipulated in Items 3 and 4 of Article 26-3 of the Securities and Exchange Act.

(d) The directors shall uphold a high degree of self-discipline and shall explain the important contents of their interests at the Board of Directors' meeting if they have an interest in the proposals listed in the Board of Directors' meeting or in the legal entity they represent, and shall not join the discussion and vote on the proposals if they are harmful to the Company's interests and shall recuse themselves from their interests.

(2) Information of the General Manager, Deputy General Manager, Associate, and Heads of Departments and Branch Offices

April 28 2025 Unit: Share; %

Title	Nationality	Name	Gender	Elect (in) date	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Education and Experience	Selected Current Positions at Other Companies	Other Managers as Spouse or Kin within the Second Degree		
					Shares	% Ratio	Shares	% Ratio	Shares	% Ratio			Title	Name	Relationship
General Manager	R.O.C.	Yung-Hsiang Lin	Male	2010.8	1,382,405	1.17%	46,000	0.04%	8,469,607	7.16%	Bachelor's degree in Botany, National Chung Hsing University Deputy General Manager, TCI Co., Ltd. Former Manager, Biomedical Department, TCI Co., Ltd. Former Deputy Manager, Marketing Department, Hsin-Fa International Biotechnology Inc. Specialist, General Manager's Office, Genesis Biotech Inc.	(note 1)	None	None	None
Accounting Supervisor	R.O.C.	Chen-Chen Fu	Female	2022.9	30,000	0.03%	0	0.00%	0	0.00%	Bachelor of Finance and Taxation, Feng Chia University Spokesperson & Executive Assistant to the Chairman, Formosa Epitaxy Inc. Director, Jiangsu CANYANG Optoelectronics Ltd	Legal Director's Representative, Maxigen Biotech Inc. Legal Director's Representative, TCI Gene Inc. (TCI) Legal Director's Representative, Petfood Biotechnology Co., Ltd. (TCI) Supervisor, TCI Living Co., Ltd. Legal Supervisor's Representative, TCI Firstek Corp. (TCI) Legal Supervisor's Representative, Quantum Biology Inc. (TCI) Supervisor, SMY Internet of Package Co., Ltd.	None	None	None
Chief Marketing Officer	R.O.C.	Yen-Chuan Chen	Female	2024.12	0	0.00%	0	0.00%	0	0.00%	Master of Business Administration from National Chengchi UniversityChief Operating Officer of Shanding Medical TechnologyDirector of Corporate Public Affairs and Spokesperson at Youhua Biotech Co., Ltd.Deputy Director of Media at PfizerDirector of Corporate Public Affairs at Wyeth Pharmaceuticals, USAPublic Relations Manager at OMD	None	None	None	None
Deputy General Manager of the Research and Development Design Center	R.O.C.	Shu-Ting Chan	Female	2022.4	20,148	0.02%	0	0.00%	0	0.00%	Doctor of Nutrition at Chung Shan Medical University, Director of the Innovative Advanced Research Institute at TCI Co., Ltd.	None	None	None	None
Head of Strategic Intelligence Center	R.O.C.	Sin-Liang Chen	Male	2023.12	3,474	0.00%	0	0.00%	0	0.00%	Bachelor's degree in Industrial Engineering and Management, Southern Taiwan University of Science and Technology Chief Strategy Officer and Cyber Security Director, TCI Co., Ltd. Rock Park, TCI Co., Ltd.	None	None	None	None
Head of Precise iManufacturing (PiM) Center	R.O.C.	Chiu-Yueh Li	Female	2022.4	0	0.00%	0	0.00%	0	0.00%	Bachelor of Management Information System, Wuhan University of Technology	None	None	None	None

Title	Nationality	Name	Gender	Elect (in) date	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Education and Experience	Selected Current Positions at Other Companies	Other Managers as Spouse or Kin within the Second Degree		
					Shares	% Ratio	Shares	% Ratio	Shares	% Ratio			Title	Name	Relationship
Head of Corporate Governance	R.O.C.	Zhen-Jia Huang	Male	2019.10	27,900	0.02%	0	0.00%	0	0.00%	Bachelor's degree in law, Soochow University Intellectual Property Certification Consultant, Friendly Law Office Legal Affairs Assistant Manager, TCI Co., Ltd.	None	None	None	None
Head of Stock Service Department	R.O.C.	Juen-Ying Chiou	Male	2020.7	0	0.00%	0	0.00%	0	0.00%	Bachelor Degree in Chinese Language, Soochow University Head of Stock Affairs and Acting Spokesperson of RICH DEVELOPMENT CO., LTD. Assistant Manager of General Management Office, UC Group Assistant Director, Entie Commercial Bank, Ltd.	None	None	None	None
Head of Internal audit	R.O.C.	Zhong-han Wu	Male	2024.12	0	0.00%	0	0.00%	0	0.00%	Ming Chuan University Master's in EconomicsAssistant Manager of Auditing at Taikoo Motors GroupAssistant Manager of Auditing at Chung Yuan Technology Co., Ltd.	None	None	None	None

Note 1: General Manager at TCI Co., Ltd.; Chairman at MAXIGEN BIOTECH INC.; Chairman and General Manager at TCI Firstek Corp.; Chairman at TCI Gene Inc.; Chairman at BioTrade, Shanghai BioTech Group; Chairman and General Manager at BioScience, Shanghai BioTech Group; Chairman at BioFunction, Shanghai BioTech Group; Chairman at TCI Living Co., Ltd.; Director at GLUX HK LIMITED; Director at TCI HK LIMITED; Director at TCI BIOTECH LLC; Director at TCI BIOTECH USA LLC; Director at TCI Biotech Netherlands B.V.; Director at TCI JAPAN CO., LTD. (大江生醫JAPAN株式會社), Chairman at Quantum Biology Inc., Chairman at SMY INTERNET OF PACKAGE CO., LTD., Chairman at Petfood Biotechnology Co., Ltd., Chairman at Maxigen Biotech Inc. (Shanghai), Chairman at Horay Inc., Director at TCI LIVING Shanghai Co., Ltd., Chairman at BioCosme, Shanghai Biotech Group, Chairman at Scientific American Taiwan Co., Ltd.

(3) Remuneration Paid to Directors, Supervisors, General Manager, Deputy General Managers in 2024

A. Remuneration Paid to Directors (including independent directors) in 2024

2024; Unit: NT$ Thousand; 1000 shares

Title	Name	Director's Remuneration								Total Remuneration (A+B+C+D) as a % of Net Income		Related Remuneration received by part-time employees								Total Compensation (A+B+C+D+E+F+G) as a % of Net Income		Receive a remuneration from a foreign invested business or parent company
		Remuneration (A) (note 2)		Retirement pension (B)		Compensation to Directors (C)		Allowances (D)				Base Compensation, Bonuses and Allowances (E)		Severance Pay and Pensions (F)		Employees' Profit Sharing Bonus (G)						
		From TCI	From All Consolidated Entities	From TCI	From All Consolidated Entities	From TCI	From All Consolidated Entities	From TCI	From All Consolidated Entities	From TCI	From All Consolidated Entities	From TCI	From All Consolidated Entities	From TCI	From All Consolidated Entities	From TCI		From All Consolidated Entities		From TCI	From All Consolidated Entities	
																Cash	Stock	Cash	Stock			
Director	Yongjiang Investment Co., Ltd. Yung-Hsiang Lin Yang Guang Investment Co., Ltd. Representative: Pi-Shu Li Dydo Group Holdings, INC Representative: Tomiya Takamatsu MBI Co., Ltd. Representative：Cindy Chen	0	0	0	0	1,800	1,800	160	160	0.23%	0.20%	22,230	22,230	0	0	20,128	0	20,128	0	44,338 5.20%	44,338 4.55%	None
Independent Director	Sung-Yuan Liao Chen-Yi Kao Shih-Ming Li Shu-Min He	0	0	0	0	2,400	2,400	680	680	0.36%	0.32%	0	0	0	0	0	0	0	0	3,080 0.36%	3,080 0.32%	None

1. Please state the policy, system, standards and structure of independent directors' remuneration payment, and describe the relevance to the amount of remuneration according to the responsibilities, risks, time invested, etc.:
   The performance evaluation and salary and remuneration of independent directors have been reviewed and approved by the Company's Remuneration Committee and determined by the Board of Directors, with reference to the normal level of the industry and the situation of payment, taking into account the results of individual performance evaluation, the time invested and the responsibilities that have been undertaken.
   The content and amount of compensation for independent directors are determined with consideration of their reasonableness. Additionally, the decision on compensation is not significantly deviated from the Company's financial performance.
2. Except the persons listed in the above table, if there is any director who receives the remuneration from the companies listed in the Financial Statements (e.g., the director provides consulting service for any person belonging to the companies listed in the Financial Statements): None

Brackets for Compensation Paid to Directors

Brackets for Compensation Paid to Directors	Name			
	Total Compensation (A+B+C+D)		Total Compensation (A+B+C+D+E+F+G)	
	TCI	From All Consolidated Entities H	TCI	From All Consolidated Entities I
Less than NT$ 1,000,000	Yung-Hsiang Lin, Pi-Shu Li, Tomiya Takamatsu, Sung-Yuan Liao, Chen-Yi Kao, Shih-Ming Li, Shu-Min He, Cindy Chen	Yung-Hsiang Lin, Pi-Shu Li, Tomiya Takamatsu, Sung-Yuan Liao, Chen-Yi Kao, Shih-Ming Li, Shu-Min He, Cindy Chen	Pi-Shu Li, Tomiya Takamatsu, Sung-Yuan Liao, Chen-Yi Kao, Shih-Ming Li, Shu-Min He, Cindy Chen	Pi-Shu Li, Tomiya Takamatsu, Sung-Yuan Liao, Chen-Yi Kao, Shih-Ming Li, Shu-Min He, Cindy Chen
NT$ 1,000,000 (inclusive) ~ NT$ 2,000,000 (exclusive)	-	-	-	-
NT$ 2,000,000 (inclusive) ~ NT$ 3,500,000 (exclusive)	-	-	-	-
NT$ 3,500,000 (inclusive) ~ NT$ 5,000,000 (exclusive)	-	-	-	-
NT$ 5,000,000 (inclusive) ~ NT$ 10,000,000 (exclusive)	-	-	-	-
NT$ 10,000,000 (inclusive) ~ NT$ 15,000,000 (exclusive)	-	-	-	-
NT$ 15,000,000 (inclusive) ~ NT$ 30,000,000 (exclusive)	-	-	-	-
NT$ 30,000,000 (inclusive) ~ NT$ 50,000,000 (exclusive)	-	-	Yung-Hsiang Lin	Yung-Hsiang Lin
NT$ 50,000,000 (inclusive) ~ NT$ 100,000,000 (exclusive)	-	-	-	-
NT$ 100,000,000 and above	-	-	-	-
People in total	8	8	8	8

B. Remuneration Paid to General Manager, Deputy General Managers in 2023

2024; Unit: NT$ Thousand; 1000 shares

Title	Name	Salary (A)		Severance Pay and Pensions (B)		Bonuses and Allowances (C)		Employees' Profit Bonus (D)				Total Remuneration (A+B+C+D) as a % of Net Income		Receive a remuneration from a foreign invested business or parent company
		From TCI	All companies in the financial report	From TCI	All companies in the financial report	From TCI	All companies in the financial report	From TCI		From All Consolidated Entities		From TCI	All companies in the financial report	
								Cash Amount	Shares Amount	Cash Amount	Shares Amount			
General Manager	Yung-Hsiang Lin	20,980	20,980	0	0	9,863	9,863	22,920	0	22,920	0	53,763 6.31%	53,763 5.52%	0
Deputy General Manager	Yung-Hao Lin													
Head of Precise iManufacturing (PiM) Center	Chiu-Yueh Li													
Head of Strategic Intelligence Center	Sin-Liang Chen													
Deputy General Manager of the Research and Development Design Center	Shu-Ting Chan													
Chief Marketing Officer	Yen-Chuan Chen													

Brackets for Compensation Paid to Directors

Brackets for Compensation Paid to General Manager & Deputy General Managers	Name	
	TCI	All companies in the financial report
Less than NT$ 1,000,000	Yung-Hao Lin Yen-Chuan Chen	Yung-Hao Lin Yen-Chuan Chen
NT$ 1,000,000 (inclusive) ~ NT$ 2,000,000 (exclusive)	-	-
NT$ 2,000,000 (inclusive) ~ NT$ 3,500,000 (exclusive)	Sin-Liang Chen	Sin-Liang Chen
NT$ 3,500,000 (inclusive) ~ NT$ 5,000,000 (exclusive)	Chiu-Yueh Li Shu-Ting Chan	Chiu-Yueh Li Shu-Ting Chan
NT$ 5,000,000 (inclusive) ~ NT$ 10,000,000 (exclusive)	-	-
NT$ 10,000,000 (inclusive) ~ NT$ 15,000,000 (exclusive)	-	-
NT$ 15,000,000 (inclusive) ~ NT$ 30,000,000 (exclusive)	-	-
NT$ 30,000,000 (inclusive) ~ NT$ 50,000,000 (exclusive)	Yung-Hsiang Lin	Yung-Hsiang Lin
NT$ 50,000,000 (inclusive) ~ NT$ 100,000,000 (exclusive)	-	-
NT$ 100,000,000 and above	-	-
People in total	6	6

C. Employee Compensation Amount Paid to Managers

2024; Unit: NT$ Thousand; 1000 shares

	Title (note 1)	Name (note 1)	Stock Bonus Amount	Cash Bonus Amount	Total	Ratio of Total Amount to Net Income (%)
Manager	General Manager	Yung-Hsiang Lin	—	69,378	69,378	8.15%
	Head of Cost Management Center	Chen-Chen Fu				
	Head of Research & Design Center	Shu-Ting Chan				
	Head of Precise iManufacturing (PiM) Center	Chiu-Yueh Li				
	Head of Strategic Intelligence Center	Sin-Liang Chen				
	Chief Marketing Officer	Yen-Chuan Chen				
	Head of Global Business Center	Tung-Wei Li				
	Head of Corporate Governance	Zhen-Jia Huang				
	Head of Stock Service Department	Juen-Ying Chiou				
	Head of Internal audit	Zhong-Han Wu				
	Deputy General Manager	Yung-Hao Lin				
	Associate	Min Yueh				
	Head of Investor Relations and Sustainable Development Department	Cian-Tian Huang				
	Head of Internal audit	Wei-Chiang Chi				

D. The Ratio of total remuneration paid by the Company and by all companies included in the consolidated financial statements for the two most recent fiscal years to directors, supervisors, president and vice presidents of the Company, to the net income; the policies, standards, and portfolios for the payment of remuneration, the procedures for determining remuneration, and the correlation with risks and business performance.

D-1 The Ratio of total remuneration paid by the Company and by all companies included in the consolidated financial statements for the two most recent fiscal years to directors, supervisors, president and vice presidents of the Company, to the net income.

Unit: NT$ thousand

Year	Brackets for Compensation Paid to Directors,Supervisor, President, and Vice President		Ratio of Total Remuneration to Net Income	
	From TCI	From All Consolidated Entities	From TCI	From All Consolidated Entities
2023	29,864	29,864	3.33%	3.01%
2024	59,033	59,033	6.58%	6.06%

D-2 Remuneration policies, standards and combinations, procedures for determining remuneration, and their correlation with operating performance and future risks

1) If the directors of the Company perform their duties, the Company has to pay remuneration to all directors regardless of the Company's operating performance. The Board of Directors is authorized to determine the remuneration for each director in accordance with his/her contribution to the Company, and the Board of Directors shall refer to the usual level of remuneration for its final decisions.

2) The remuneration for the general manager and the deputy general managers of the Company shall be determined in accordance with the provisions of Article 29 of the Company Act.

In summary, the policy and procedures for determining the compensation of the Company's directors, general manager, and deputy general managers are based on the usual standards within the industry. They consider the time invested by the individuals, their responsibilities, achievement of personal goals, performance in other roles, and the salary and rewards given to similar positions in recent years. Additionally, the assessment includes the achievement of the Company’s short-term and long-term business goals, the Company's financial status, and the correlation between individual performance, operating performance, and future risks. For the year 2024, the business performance is as follows: the total revenue (consolidated group calculation, the same below) is 7,240,266 thousand NTD, a decrease of 9.67% compared to 8,015,649 thousand NTD in 2023. The pre-tax net profit is 1,134,463 thousand NTD, down 3.42% from 1,174,695 thousand NTD in 2023. The after-tax net profit attributable to the parent company is 851,499 thousand NTD, a decrease of 4.99% from 896,258 thousand NTD in 2023. The earnings per share are 7.60 NTD, down 1.68% from 7.73 NTD per share in 2023. According to relevant laws and regulations disclosed in the annual report, the future risks should be limited.

2. Corporate Governance Operation

(1) Board of Directors Meeting Status

A. There were 6 (A) regular meetings convened in 2024 (term: June 27, 2023 to June 26, 2026). The directors' attendance status is as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate in Person (%)(B/A)	Notes
Chairman	Yong Jiang Investment Co. Representative: Yung-Hsiang Lin	6	0	100%	The Board of Directors was fully re-elected and assumed office on June 27, 2023.
Director	Yang Guang Investment Co., Ltd. Representative: Pi-Shu Li	6	0	100%	The Board of Directors was fully re-elected and assumed office on June 27, 2023.
Director	DyDo Group Holdings, Inc Representative: Tomiya Takamatsu	1	0	100%	The Board of Directors was fully re-elected and assumed office on June 27, 2023. The Director stepped down on April 15, 2024.
Director	MBI Co., Ltd. Representative： Cindy Chen	3	0	100%	Assumed office on the board of directors supplementary election on June 25, 2024.
Independent Director	Shu-Min He	6	0	100%	The Board of Directors was fully re-elected and assumed office on June 27, 2023.
Independent Director	Sung-Yuan Liao	6	0	100%	The Board of Directors was fully re-elected and assumed office on June 27, 2023.
Independent Director	Chen-Yi Kao	6	0	100%	The Board of Directors was fully re-elected and assumed office on June 27, 2023.
Independent Director	Shih-Ming Li	5	0	100%	Resigned on December 13, 2024 due to personal reasons.

Annotations:

1. If any of the following circumstances occur, the dates of the meetings, sessions, contents of motion, all independent directors' opinions and the Company's response shall be specified.
   (1) Matters referred to in Article 14-3 of the Securities and Exchange Act: because the Not applicable. The Company has already established an audit committee.
   (2) Other resolutions opposed or reserved by the independent directors with records or written statements: None
2. If there are directors' avoidance of motions in conflict of interest, the director's name, contents of motion, causes for avoidance and voting should be specified.

Meeting Date	Meeting No.	Proposal	Reasons for Recusal	Participation in Deliberation
March 15, 2024	2024 1st Board of Directors	Accountant remuneration case for the year 2024.	The attending accountant is to avoid conflicts of interest.	After the attending accountant declared a conflict of interest, this case was unanimously approved by the chairman after consulting all attending directors.
April 26, 2024	2024 2nd Board of Directors	Proposal for the nomination of candidates for the board of directors.	Candidates for non-executive directors to avoid conflicts of interest.	After the candidate for the attending director conducted a conflict of interest avoidance, this case was passed without objection by the chairman consulting all attending directors.
May 09, 2024	2024 3rd Board of Directors	Details of employee compensation distribution for the year 2023 (Managerial staff)	The attending managers recused themselves from any conflict of interest.	After the related party recused themselves from the conflict of interest, the case was approved without objection after the chairman consulted all attending directors.
December 19, 2024	2024 6th Board of Directors	The human resources adjustment plan for the audit supervisor of the company.	The attending managers recused themselves from any conflict of interest.	After the recusal, the chairman (or the acting chairman) consulted all attending directors, and the proposal was unanimously approved without objection.
December 19, 2024	2024 6th Board of Directors	The company spokesperson change case.	The attending managers recused themselves from any conflict of interest.	After the recusal, the chairman (or the acting chairman) consulted all attending directors, and the proposal was unanimously approved without objection.
December 19, 2024	2024 6th Board of Directors	The salary-related matters of the new manager of our company.	The attending managers recused themselves from any conflict of interest.	After the recusal, the chairman (or the acting chairman) consulted all attending directors, and the proposal was unanimously approved without objection.
December 19, 2024	2024 6th Board of Directors	Matter related to the distribution of the year-end bonuses for the Company's managers for 2024.	The attending managers recused themselves from any conflict of interest.	After the recusal, the chairman (or the acting chairman) consulted all attending directors, and the proposal was unanimously approved without objection.

3. The listed and OTC companies shall disclose information such as the evaluation frequency and period, evaluation scope, method, and evaluation content of the board's self (or peer) evaluation and fill out the attached form 2 (2) Board Evaluation Implementation Status.
4. The objectives of strengthening the functions of the Board of Directors in the current year and the most recent year (such as the establishment of an audit committee, the enhancement of information transparency, etc.) and the assessment of the implementation

Implementation of Board Evaluation

Frequency (note 1)	Period (note 2)	Scope (note 3)	Method (note 4)	Content (note 5)
Once a year	From January 01, 2024, to December 31, 2024	Board of Directors Performance evaluation of the Board of Directors, individual Board members and functional committees	Internal self-evaluation of the Board of Directors and functional committees and self-evaluation of board members	(1) Performance evaluation of the Board of Directors: including the extent of participation in the Company's operations, the quality of the board's decisions, the composition and structure of the Board of Directors, the selection and continuous training of Directors, internal control, etc. (2) Individual performance evaluation of Directors: including the Company's objectives and tasks, Directors' responsibilities, participation in the Company's operations, internal relationship management and communication, Directors' professional and continuous training, internal control, etc. (3) Performance evaluation of functional committees: the extent of participation in the company's operations, the recognition of the responsibilities of functional committees, the quality of decisions of functional committees, the composition of functional committees and the selection of members, internal control, etc. (4) Highlights of the eight major components and overall observation 1. Composition of the Board of Directors 2. Guidance of 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-regulation of the Board of Directors 8. Other (such as board meetings, support system, etc.)

(2) Audit Committee Meeting Status

A. The Company assembled an Audit Committee entirely of Independent Directors on May 30,2014. The Committee has the following responsibilities:

A-1 The appropriate expression of the Company's financial statements.

A-2 The independence and the performance of the CPAs; the selection (dismissal) of the CPAs.

A-3 The effective implementation of internal control.

A-4 Supervising the Company to comply with relevant laws and regulations.

A-5 Controlling the existing or the potential risks of the Company.

B. Audit Committee Meeting Status

There were 5 regular meetings convened in 2023 (A). The independent directors' attendance status is as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate in Person (%) (B/A)	Notes
Independent Director	Sung-Yuan Liao	5	0	100.00%	
Independent Director	Chen-Yi Kao	5	0	100.00%	
Independent Director	Shu-Min He	5	0	100.00%	
Independent Director	Shih-Ming Li	4	0	100.00%	

Annotations:

1. If any of the following situations occur in the operation of the Audit Committee, the date of the meeting, session, agenda items, dissenting opinions of independent directors, reserved opinions, or significant recommendations shall be specified.

(1) Matters referred to in Article 14-5 of the Securities and Exchange Act: None.

Audit Committee Date	Meeting No.	Proposal	Resolution	TCI's Response to Resolution
March 15, 2024	1st meeting of 2024	The Company's 2023 Internal Control System Statement.	Approved	Not applicable
		The Company's 2023 Annual Report and Financial Statements.	Approved	Not applicable
		The 2024 remuneration plan for the CPA.	Approved	Not applicable
		To be approved by the audit committee for the appointment of the company's representative as per Article 223 of the Company Law.	Approved	Not applicable
May 9, 2024	2nd meeting of 2024	The Company's Consolidated Financial Statements for the 1st quarter of 2024.	Approved	Not applicable
		Amend the Company's management procedures for certain internal control systems.	Approved	Not applicable

Audit Committee Date	Meeting No.	Proposal	Resolution	TCI's Response to Resolution
July 30, 2024	3rd meeting of 2024	The Company's Consolidated Financial Statements for the 2nd quarter of 2024.	Approved	Not applicable
		Our company plans to apply for a financing project with Baiyue Te Biotechnology (Shanghai) Co., Ltd.	Approved	Not applicable
		Our company is investing in the PT TCI Biotek Indo project.	Approved	Not applicable
		Our company invests in Wanlin Industrial Co., Ltd.	Approved	Not applicable
November 7, 2024	4th meeting of 2024	The Company's Consolidated Financial Statements for the 3rd quarter of 2024.	Approved	Not applicable
		Formulate the Company's audit plan for the year 2025.	Approved	Not applicable
		Amend the Company's management procedures for certain internal control systems.	Approved	Not applicable
		This company invests in securities.	Approved	Not applicable
		Amendment to the company's 'Authority Table for Decision Making'.	Approved	Not applicable
December 19, 2024	5th meeting of 2024	Formulate the Company's "2025 Business Plan" and "2025 Budget" proposal.	Approved	Not applicable
		Proposal to assess the independence and suitability of the Company's certified public accountant.	Approved	Not applicable
		The human resources adjustment plan for the auditing supervisor of the company.	Approved	Not applicable

(2) Other matters which were not approved by the Audit Committee but were approved by two-thirds or more of all directors: None.

2. If there are independent directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified: None.

3. Communications between the independent directors, the Company's audit committee and CPAs (e.g. the material items, methods and results of audits of corporate finance or operations, etc.)

(1) The audit committee of the Company is composed of all independent directors and convenes at least one meeting every quarter and may convene meetings at any time as needed.

(2) Communications between the Independent Directors and the audit committee:

A. On a regular basis－Reporting the audit findings and the progress of improvement of abnormal matters in audit meetings; replying to the questions raised by the independent directors and strengthening the audit work in accordance with its instructions to ensure the effectiveness of internal control.

B. On an irregular basis－Communicating the audit findings and how to increase the value of audits via telephone or e-mail, or in person; notifying the independent directors if any major violation is found.

C. The major matters of communication in 2024 are shown as following table:

Date	Content of Communication	Implementation
2024/3/15 Audit Committee	1. Report on the implementation status of the Company's audit plan from December 2023 to February 2024. 2. Review the Company's 2023 Internal Control System Statement.	1. Noted. 2. After review and approval, submit to the Board of Directors for resolution.

Date	Content of Communication	Implementation
2024/5/9 Audit Committee	Report on the implementation status of the Company's audit plan from March to April 2024.	Noted.
2024/7/30 Audit Committee	Report on the implementation status of the Company's audit plan from May to June 2024.	Noted.
2024/11/7 Audit Committee	1. Report on the implementation status of the Company's audit plan from July to September 2023. 2. Formulate the Company's 2025 Audit Plan.	1. Noted. 2. After review and approval, submit to the Board of Directors for resolution.
2024/12/19 Audit Committee	1. Report on the implementation status of the Company's audit plan from October to November 2024. 2. Evaluation of the suitability and independence of the Company's certified public accountant. 3. The human resources adjustment plan for the audit supervisor of the company.	1. Noted. 2. After review and approval, submit to the Board of Directors for resolution. 3. After review and approval, submit to the Board of Directors for resolution.

(3) Communications between the CPAs and the Audit Committee:

A. Regularly: The CPAs shall communicate with the audit committee on the audit plan, implementation status and results during the period before and after checking the semi-annual report and the annual report.

B. On an irregular basis: If there is any case related to business operations and internal control that need immediate communication and discussion, the meeting shall be arranged depending on the circumstances.

C. The major matters of communication in 2023 are shown as following table:

Date	Content of Communication	Implementation
March 15, 2024	Report on the audit results of the 2023 consolidated and individual financial reports.	The accountant will disclose matters that shall be revealed in the audit report in the financial statements.
May 9, 2024	Report on the review results of the Q1 2024 consolidated financial report.	The accountant will disclose matters that shall be revealed in the review report in the financial statements.
July 30, 2024	Report on the review results of the Q2 2024 consolidated financial report.	The accountant will disclose matters that shall be revealed in the review report in the financial statements.
November 7, 2024	Report on the review results of the Q3 2024 consolidated financial report.	The accountant will disclose matters that shall be revealed in the review report in the financial statements.

(3) The operation of corporate governance and the differences between it and the Code of Corporate Governance Practices of listed and listed companies and the reasons therefor

Assessment Item	Operation status			Differences from the Code of Corporate Governance Practices of listed and listed companies and the reasons for such differences
	Yes	No	Summary description	
1. Does the Company follow “Taiwan Corporate Governance Implementation” to establish and disclose its corporate governance practices?	✓		The Company has formulated the Corporate Governance Best Practice Principles and disclosed the relevant information on the official website and the Market Observation Post System (MOPS).	None
2. Shareholding Structure & Shareholders’ Rights				
(1) Does the Company have Internal Operating Procedures for handling shareholders’ suggestions, concerns, disputes and litigation matters. If yes, have these procedures been implemented accordingly?	✓		(1) The Company has a spokesperson and an agent spokesperson to deal with matters such as shareholder suggestions or disputes and has a legal department to consult relevant legal issues.	None
(2) Does the Company possess a list of major shareholders and beneficial owners of these major shareholders?	✓		(2) The Company has a dedicated staff to manage the relevant information and appoints a securities firm's stock agent to assist in the handling of share-related matters and to obtain a final list of the major shareholders and major shareholders of the actual control company.	None
(3) Has the Company built and executed a risk management system and “firewall” between the Company and its affiliates?	✓		(3) The Company has established a relationship transaction management method and a subsidiary company supervision and management approach to establish an appropriate risk control mechanism and firewall, and the audit personnel regularly check the implementation situation.	None
(4) Has the Company established internal rules prohibiting insider trading on undisclosed information?	✓		(4) The Company has established the “Measures for the Prevention of Insider Trading and Internal Major Information Processing Management”. The insiders of the Company shall not use undisclosed information on the market to buy and sell securities.	None
3. Composition and Responsibilities of the Board of Directors				
(1) Has the Company established a diversification policy for the composition of its Board of Directors and has it been implemented accordingly?	✓		(1) The Company has a "Nominating Committee" and adopts the "Nomination System for Candidates". The list of recommended candidates for directors and independent directors is reviewed by the Nominating Committee and finalized by the Board of Directors to provide in the shareholders' meeting. According to the Company's Code of Practice on Corporate Governance, the composition of the Board of Directors should be considered in a diversified manner. Except for the director who is also a manager of the Company, it is not appropriate to exceed one-third of the Board of Directors, and recruit talents with different professional backgrounds, including (but not limited to) skills, region, professional experience, cultural and educational background, gender and other traits to	None

<table>
<tr><th rowspan="2">Assessment Item</th><th colspan="3">Operation status</th><th rowspan="2">Differences from the Code of Corporate Governance Practices of listed and listed companies and the reasons for such differences</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>enhance the ability to operate the Board. The current Board of Directors consists of 7 directors, including 3 directors and 4 independent directors. The members have extensive experience and expertise in finance, business and management:
<table>
<tr><th>Title</th><th>Name</th><th>Gender</th><th>TCI's Employee</th><th>Accounting and financial analysis skills</th><th>Business Management</th><th>Industrial Knowledge</th><th>Risk Management</th><th>A Lecturer or Higher Position in a Public or Private College</th></tr>
<tr><td>Chairman</td><td>Yongjiang Investment Co., Ltd. Representative: Yung-Hsiang Lin</td><td>Male</td><td>V</td><td>V</td><td>V</td><td>V</td><td>V</td><td></td></tr>
<tr><td>Director</td><td>Yang-Guang Investment Co., Ltd. Authorized Representative: Pi-Shu Li</td><td>Female</td><td></td><td>V</td><td>V</td><td>V</td><td>V</td><td></td></tr>
<tr><td>Director</td><td>MBI Co., Ltd. Representative： Cindy Chen</td><td>Male</td><td></td><td>V</td><td>V</td><td>V</td><td>V</td><td></td></tr>
<tr><td>Independent Director</td><td>Shu-Min He</td><td>Male</td><td></td><td>V</td><td>V</td><td>V</td><td>V</td><td></td></tr>
<tr><td>Independent Director</td><td>Shih-Ming Li</td><td>Male</td><td></td><td></td><td>V</td><td>V</td><td>V</td><td></td></tr>
<tr><td>Independent Director</td><td>Sung-Yuan Liao</td><td>Male</td><td></td><td></td><td>V</td><td>V</td><td>V</td><td>V</td></tr>
<tr><td>Independent Director</td><td>Chen-Yi Kao</td><td>Male</td><td></td><td></td><td>V</td><td>V</td><td>V</td><td>V</td></tr>
</table>
◎Shih-Ming Li Resigned on December 13, 2024 due to personal reasons.</td><td></td></tr>
<tr><td>(2) Other than the Compensation Committee and the Audit Committee which are required by law, does the Company plan to set up other Board committees?</td><td>✓</td><td></td><td>(2) In addition to setting up the payroll committee and the audit committee according to law, the Company has set up a nomination committee in 2016 (Note 1). In 2022, the Company expects to establish a Risk Management Committee.</td><td>None</td></tr>
<tr><td>(3) Has the Company established a performance evaluation method for the Board of Directors and its evaluation procedures? Are these evaluations conducted regularly every year, with the results reported to the Board of Directors and used as a reference for individual directors' remuneration and reappointment nominations?</td><td>✓</td><td></td><td>(3) The Company established the "Board of Directors Self-Evaluation or Peer Evaluation Regulations." According to Article 3 of these regulations, the Company's Board of Directors must conduct an internal performance evaluation at least once a year. The internal evaluation shall be carried out at the end of each year based on the evaluation procedures and indicators outlined in Articles 6 and 8. The performance evaluation results for the past three years are as follows: At the end of 2021, the annual performance evaluation will be conducted, and on March 22, 2022,</td><td>None</td></tr>
</table>

Assessment Item	Operation status			Differences from the Code of Corporate Governance Practices of listed and listed companies and the reasons for such differences
	Yes	No	Summary description	
(4) Does the Company regularly evaluate its external auditors' independence?	✓		the self-evaluation of the board directors for the year 2021 will be submitted to the board for its knowledge. The same process will be followed at the end of 2022, with the self-evaluation submission for 2022 on March 30, 2023. At the end of 2023, the evaluation will again take place, and the self-evaluation for that year will be submitted to the board on March 15, 2024. Moreover, at the end of 2024, the performance evaluation will be carried out, and the board's self-evaluation for that year will be reported on March 15 and May 7, 2025. The company completed the registration procedure on December 15, 2021, for the Chinese Corporate Governance Association to conduct the board performance evaluation, and completed interviews on January 18, 2022, leading to the board's report on March 22, 2022. It is expected to conduct the external evaluation every three years starting in 2024. Additionally, on July 22, 2024, the company will commission the Taiwan Management Association to perform the board performance evaluation, with interviews completed by January 20, 2025, and the board's report scheduled for February 26, 2025. The next external performance evaluation is anticipated to occur in 2027. (4) The Company's accounting department independently assessed the independence of the certifying accountants and submitted the results to the Audit Committee and the Board of Directors for approval on December 19, 2023. After evaluating CPAs Ming-Chuan Hsu and Ping-Chun Chi of PricewaterhouseCoopers, the accounting department concluded that both meet the company's independence assessment standards (Note 2) and are suitable to serve as the company's certifying accountants. The accounting firm has also issued a statement (Note 3).	None
4. Has the Company established a full- (or part-) time corporate governance unit or assigned personnel to take charge of corporate governance affairs（ including but not limited to provide information required for business execution for directors and supervisors, handle matters related to board meetings and shareholders' meetings according to laws, handle corporate registration and amendment registration, record minutes of board meetings and shareholders meetings)?	✓		The Chairman's Office of the Company is responsible for corporate governance-related matters and the legal manager is the head of corporate governance. In order to strengthen the functions of the Board of Directors, the main duties of these staff members and the organization are to provide the directors with the information required to carry out the business and the latest regulatory developments related to the company's operations to assist the directors in legal compliance. The main duties are as follows: (1) Notifying board members of the Company's business scope and the latest developments in corporate governance-related regulations. (2) Conducting a course (taught by at-home tutors) of at least 6 credits for the board members; evaluating the purchase of appropriate liability insurance for directors and important staff members.	None

Assessment Item	Operation status			Differences from the Code of Corporate Governance Practices of listed and listed companies and the reasons for such differences
	Yes	No	Summary description	
			(3) Formulating the agenda of a Board Meeting, which shall be informed to the Directors seven days prior to the meeting; informing issues that require avoidance of interests and completing the minutes of the board meeting within 20 days after the meeting. (4) Conducting performance evaluations of the Board of Directors and individual directors annually. (5) Establishing diversified channels for the communication with investors. (6) Handling the pre-registration of the date of the shareholders' meeting in accordance with the law, making a notice of the meeting within the statutory time limit, discussing the proceedings, and recording the proceedings, and applying for change registration in the revised charter or director re-election.	
5. Has the Company established a means of communicating with its Stakeholders (including but not limited to shareholders, employees, customers, suppliers) or created a Stakeholders Section on its Company website? Does the Company respond to stakeholders' questions on corporate responsibilities?	✓		The Company has a spokesperson and an agent spokesperson, and has an investor section and shareholder column on the Company's website, providing a contact channel for stakeholders, including shareholders, bankers and other creditors, employees, customers, and suppliers so that both the business and the stakeholders of the Company may maintain smooth communications.	None
6. Has the Company appointed a professional registrar for its Shareholders' Meetings?	✓		The Company has appointed Fubon Securities Co., Ltd. to handle the affairs of the shareholders' meetings and hired full-time staff for the relevant tasks.	None
7. Information Disclosure				
(1) Has the Company established a corporate website to disclose information regarding its financial, business, and corporate governance status?	✓		(1) Through the Company's website, there is an investor's special section, where monthly financial information such as camping and collection is disclosed and a link to MOPS is provided for the public to obtain major information; and the Company's relevant regulations and the Company's relevant regulations and the self-assessment reports are put on the corporate governance section, and investors can use MOPS to obtain financial, business and corporate governance information.	None
(2) Does the Company use other information disclosure channels (e.g. maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investors conference)?	✓		(2) The Company has a spokesperson and spokesperson, and has a special person in the investor relations management department responsible for the collection and disclosure of company information. At present, all the corporate briefing sessions have been uploaded to the Company's website. Other relevant information that should be disclosed is revealed on MOPS.	None

<table>
<tr><th rowspan="2">Assessment Item</th><th colspan="3">Operation status</th><th rowspan="2">Differences from the Code of Corporate Governance Practices of listed and listed companies and the reasons for such differences</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td>(3) Does the Company announce and declare the annual financial report within two months after the end of the fiscal year, and announce and declare the first, second, and third-quarter financial reports and the monthly operating situation within the prescribed deadline?</td><td></td><td>✓</td><td>(3) The Company fails to announce and declare the annual financial report within two months after the end of the fiscal year, and announce and declare the first, second, and third-quarter financial reports and the monthly operating situation within the prescribed deadline.</td><td>No significant difference</td></tr>
<tr><td>8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (e.g. including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors’ training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors)?</td><td>✓</td><td></td><td>(1) Employees' Rights and Interests: The Company has established a staff welfare committee in accordance with the law, implemented a pension system, and handled various employee training courses, attaching importance to labor harmony.
(2) Employee care: The Company provides employee bonus, year-end bonus and other welfare measures, and protects the legitimate rights and interests of employees according to the labor law and other relevant regulations.
(3) Investor Relations: The Company has been legally required to provide honest and open information on the MOPS and to include the mail address for investor relations and the spokesperson's contact information to protect the interests of investors and maintain a benign and harmonious relationship between the Company and its shareholders.
(4) Supplier Relationship: The Company has a supplier management section in the internal control written system "Purchasing and Payment Cycle" to ensure that suppliers' delivery, quality and price are in line with the Company's needs, so that they have good communications and collaborative partnership.
(5) Rights of interested parties: The Company has a spokesperson and acting spokesperson, and the stakeholders have a smooth communication channel with the bank and other creditors, employees, customers, suppliers and stakeholders. Any legal issue will be handled by the legal department of the Company to safeguard the interests of interested parties.
(6) The Directors and the Supervisors are involved in the refresher course in accordance with the requirements of the “Listing Examples of the Directors and Supervisors of the Listed Companies.” The courses in 2024 are as follows:
<table>
<tr><th>Director</th><th>Course Date</th><th>Organizer</th><th>Course Name</th><th>Course Hours</th></tr>
<tr><td>Yung-Hsiang Lin</td><td rowspan="6">December 13, 2024</td><td rowspan="6">WBSD</td><td rowspan="3">Gender Equality Work Act and Practical Measures for the Prevention of Sexual Harassment</td><td rowspan="3">3</td></tr>
<tr><td>Cindy Chen</td></tr>
<tr><td>Pi-Shu Li</td></tr>
<tr><td>Shu-Min He</td><td rowspan="3">Trends in Artificial Intelligence Development and International Governance</td><td rowspan="3">3</td></tr>
<tr><td>Sung-Yuan Liao</td></tr>
<tr><td>Chen-Yi Kao</td></tr>
</table></td><td>None</td></tr>
</table>

Assessment Item	Operation status			Differences from the Code of Corporate Governance Practices of listed and listed companies and the reasons for such differences
	Yes	No	Summary description	
			(7) Implementation of risk management policies and risk measurement standards: The Company has established various internal regulations in accordance with the law and followed them to control risks. (8) Implementation of customer policy: The Company sets up the business department, provides services and consultations for customers' products, and maintains a smooth communication channel with customers and has a customer complaint handling procedure to protect customer rights. (9) The Company has purchased liability insurance for its directors.	

9. Please describe the improvements that have been made to the results of the corporate governance evaluation released by the Corporate Governance Center of the Taiwan Stock Exchange Corporation in the most recent year and propose priorities and measures to enhance those that have not yet been improved.

(1) The Company reviews the results of recent corporate governance evaluations and the Company governance evaluations released in the most recent year. It examines the indicators that are still in line with the scoring standards, arranges improvement schedules, and continuously improves most of the non-compliance projects.

(2) The Company will prepare a corporate social responsibility report in accordance with GRI4 this year.

(3) The Company will strengthen the Company's promotion of integrity management and internal work rules, strengthen the promotion of unethical behavior and its rectification system, and disclose relevant rules and regulations on the Company's website.

Note 1: To improve the nomination system for the directors and functional committee members of the Company, the Board of Directors resolved to establish a “nomination committee.” According to the organization rules of the nomination committee of the Company, the committee is composed of at least three directors, of which more than half of the independent directors should participate. At present, the nomination committee of the Company consists of the chairman and all four independent directors, according to the organization rules of the nomination committee. His duties include:

- The Committee establishes the criteria of diversity and independence in terms of expertise, skills, experience and gender required for board members, supervisors and senior managers, and to identify, review and nominate candidates for directors, supervisors and senior managers accordingly.
- Construct and develop the organizational structure of the Board of Directors and Committees, conduct performance evaluation of the Board of Directors, Committees, directors and senior managers, and evaluate the independence of independent directors.
- To establish and periodically review directors' continuing education programs and succession plans for directors and senior managers.
- Revise the Company's Corporate Governance Code of Practice.

A. The following table details the meetings of the Nominating Committee and the attendance rate of each member.

There are 5 members of the Nominating Committee of the Company.

Name	Nomination Committee
Chairman, Yung-Hsiang Lin	V
Independent Director, Song-Yuan Liao	V (chairperson)
Independent Director, Chen-Yi Kao	V
Independent Director, Shih-Ming Li	V
Independent Director, Shu-Min He	V

B. The Nominating Committee met 3 times (A) in the 4th term of 2023 (term: June 27, 2020, to June 26, 2023), and the attendance of members from January 01, 2023, to December 31, 2024, is as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate in Person (%) (B/A) (Note)
Chair	Sung-Yuan Liao	3	0	100%
Member	Yung-Hsiang Lin	3	0	100%
Member	Chen-Yi Kao	3	0	100%
Member	Shih-Ming Li	3	0	100%
Member	Shu-Min He	3	0	100%

◎Shih-Ming Li Resigned on December 13, 2024 due to personal reasons.

Annotations:

Date	Meeting No.	Proposal	Resolution	TCI's Response to the Resolution
March 15, 2024	1st meeting of 2024	1. 2022 Board of Directors' performance evaluation report	1. Noted.	Not applicable
April 26, 2024	2nd meeting of 2024	1. Proposal for the election of one director. 2. Proposal for the nomination of director candidates.	1. After review and approval, submit to the Board of Directors for resolution. 2. After review and approval, submit to the Board of Directors for resolution.	Not applicable
May 9, 2024	3rd meeting of 2024	1. Review the list of nominated directors.	1. After review and approval, submit to the Board of Directors for resolution.	Not applicable

Note 2: TCI Co., Ltd. 2024Annual Evaluation Report on the independence of CPAs

The CPA Firm in 2024 PricewaterhouseCoopers Taiwan

The CPAs in 2024 Ping-Chun Chi and Chung-Hsi Lai

1. The appointed accountants have no significant financial interest in the Company.
2. The appointed accountants shall avoid any inappropriate relationship with the Company.
3. The appointed accountants shall ensure that their assistants are honest, impartial and independent.
4. The appointed accountant has not held the position of director, supervisor or manager of the company or any position that has a significant influence on the audit case within the past two years; it is also determined that he will not hold the relevant positions during the future audit period.
5. During the audit period, the appointed accountants and their spouses or dependent relatives have not served as directors and supervisors of the Company or have direct and significant influence on the audit work. During the audit period, the close relatives within the fourth degree of kinship of the appointed accountants who are the directors or managers of the Company or who have direct and significant influence on the audit work shall reduce their noncompliance with the independence procedures to acceptable extent.
6. No significant gifts or presents of substantial value have been received from the Company or its directors, supervisors, and managers (the value does not exceed the standard of general social etiquette).
7. The name of an appointed accountant shall not be used by others.
8. Loans between the appointed accountants and the Company are not allowed, excluding normal transactions with the financial industry.
9. The appointed accountants shall not concurrently engage in other businesses that may lead to the loss of their independence.
10. The appointed accountants shall not receive any commission related to the business.
11. The appointed accountants shall not hold shares of the Company.
12. The appointed accountants shall not concurrently serve as regular employees of the Company and shall be entitled to a fixed salary.
13. The appointed accountants shall not have a joint investment or share of interest with the Company.
14. The appointed accountants shall not be involved in the management functions of the Company in making decisions.

Evaluation results: all meet standards for independence.

Note 3: Auditor's Independence Statement

To: TCI Co., Ltd.

Issuance No.: PwC24007021

Subject: At the request of TCI Co., Ltd. (hereinafter referred to as the "Company"), PwC has evaluated its independence from the Company in accordance with the provisions of The Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China No.10 "Integrity, Objectivity and Independence." The evaluation results and the issuance of the statement are as follows for your review.

Explanation:

1. Per Article 4 of The Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China No. 10 (hereinafter referred to as "Bulletin No. 10"), when auditing or reviewing financial statements," the accountant needs to maintain independence, not only in substance but also in form. Accordingly, members of the audit service team, other certified public accountants in common practice, the firm, and affiliates of the firm (hereinafter referred to as members of the audit service team and affiliates of the firm) are required to maintain their independence from the audited client. In addition, Article 7 of Bulletin No. 10 states that "independence may be affected by self-interest, self-assessment, defense, familiarity, and coercion. Therefore, the Firm would like to declare to the Company that the independence of the Firm is not affected by any of the factors mentioned in Article 7 that may affect independence.
2. Independence from self-interest: The Firm declares that the members of the audit service team and affiliates of the firm do not have (i) direct or significant indirect financial interests, (ii) close business relationships, (iii) potential employment relationships, or (iv) financing or assurance practices with the Company or its directors and supervisors.
3. Independence is not affected by self-assessment: The Firm states that no member of the audit services team is currently or has been a director or supervisor of the Company or has held a position directly and materially affecting an audit case within the last two years. The Firm has not provided non-audit services that directly affect a material aspect of an audit case.
4. Independence not affected by advocacy: The Firm represents that members of the audit services team have not been engaged to advocate for the Company's positions or opinions or to act as intermediaries on behalf of the Company in coordinating conflicts with other third parties.
5. Independence not affected by advocacy: The Firm represents that members of the audit services team have not been engaged to advocate for the Company's positions or opinions or to act as intermediaries on behalf of the Company in coordinating conflicts with other third parties.
6. Independence is not affected by coercion: The Firm declares that the members of the audit service team have not been subjected to or perceived to be subjected to improper requests from the Company's management regarding the selection of accounting policies or the disclosure of financial statements, or the reduction of audit work to be performed on the grounds of reducing public expenses, which would affect the objectivity and professional doubt.
7. The above matters have been carried out per the relevant procedures of the Firm in relation to customer independence verification, and professional caution has been exercised.

PwC Taiwan

Ping-Chun Chih

Accountant

Chung-Hsi Lai

December 10, 2024

(4) If a company has a Remuneration committee, it shall disclose its composition, responsibilities and operation:

A. Information on Remuneration Committee Members:

Title (note 1)	Condition / Name	Professional qualifications and experience (note 2)	Independence Criteria (note 3)	Number of Other Taiwanese Public Companies Concurrently Serving as a Remuneration Committee Member
Independent Director	Shu-Min He	Professional qualifications and experience: A judge, prosecutor, lawyer, accountant, or other professional and technical person who has passed the national examination required for the Company's business and has the necessary work experience for the Company's business (please refer to page 10-11detailed table of education and experience). There are no circumstances under Article 30 of the Company Act.	Please refer to pages 10-11 of the annual report for the 'Disclosure of Directors' Professional Qualifications and Independence of Independent Directors'.	0
Independent Director	Shih-Ming Li	Professional qualifications and experience: A judge, prosecutor, lawyer, accountant, or other professional and technical person who has passed the national examination required for the Company's business and has the necessary work experience for the Company's business (please refer to page 10-11detailed table of education and experience). There are no circumstances under Article 30 of the Company Act.	Please refer to pages 10-11 of the annual report for the 'Disclosure of Directors' Professional Qualifications and Independence of Independent Directors'.	1
Independent Director	Sung-Yuan Liao	Professional qualifications and experience: Lecturer or above from a public or private college or university in a relevant discipline necessary for the Company's business (please refer to page 10-11 detailed table of education and experience).	Please refer to pages 10-11 of the annual report for the 'Disclosure of Directors' Professional Qualifications and Independence of Independent Directors'.	1
Independent Director	Chen-Yi Kao	Professional qualifications and experience: Lecturer or above from a public or private college or university in a relevant discipline necessary for the Company's business (please refer to page 10-11 detailed table of education and experience).	Please refer to pages 10-11 of the annual report for the 'Disclosure of Directors' Professional Qualifications and Independence of Independent Directors'.	0

◎Shih-Ming Li Resigned on December 13, 2024 due to personal reasons.

Note 1: Please state the identity as Director, Independent Director or others.

Note 2: For each member who has met each of the following criteria for the two years preceding his or her election and during his or her term of office, please "✓" in the box below each criteria code.

(1) Not an employee of the Company or its affiliates.

(2) Directors or supervisors who are not directors or supervisors of the Company or its affiliates (except in the case where the Company and its parent company, subsidiaries, or subsidiaries of the same parent company are appointed as independent directors in accordance with this Act or local laws and regulations).

(3) Natural shareholders who do not hold more than 1% of the total number of issued shares or the top 10 shareholdings in the name of themselves, their spouses, minor children, or others.

(4) Not a spouse, a relative within the 2nd degree kin relationship, or a relative within the 3rd degree kin relationship of a manager listed in (1) or a person listed in (2) or (3).

(5) Not a director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act (except in the case where the company and its parent company, subsidiary, or subsidiary of the same parent company serve concurrently as independent directors in accordance with this Act or local laws and regulations).

(6) A director, supervisor or employee of another company who is not controlled by the same person as more than half of the company's directors or voting shares (except in the case where the company and its parent company, subsidiary, or subsidiary of the same parent company serve concurrently as independent directors in accordance with this Act or local laws and regulations).

(7) Not a director, supervisor, or employee of a company of which the chairman or CEO (or equivalent) themselves or their spouse also serve as the company's chairman or CEO (or equivalent);

(8) Not a director, supervisor, officer, or shareholder holding five percent or more of the shares of a specified company or institution that has a financial or business relationship with the company;

(9) Other than serving as a Remuneration Committee member of the company, not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides commercial, legal, financial, accounting services or consultation to the company or to any affiliate of the company, or a spouse thereof, and the service provided is an "audit service" or a "non-audit service which total compensation within the recent two years exceeds NTD 500,000"; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Act or to the Business Mergers and Acquisitions Act or related laws or regulations.

(10) No circumstances under Article 30 of the Company Act.

B. Remuneration Committee Meeting Status

A-1 The Company has 4 members on the Remuneration Committee.

B-2 The term of the current committee members is from June 27, 2023, to June 26, 2026. In the most recent year (2024), the Remuneration Committee held 3 meetings (A). The qualifications and attendance of the committee members are as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate in Person (%) (B/A)	Notes
Member	Shu-Min He	3	0	100%	
Member	Sung-Yuan Liao	3	0	100%	
Member	Chen-Yi Kao	3	0	100%	
Member	Shih-Ming Li	2	0	100%	

Annotations:

1. The Operation of Remuneration Committee

Meeting Date	Meeting No.	Proposal	Resolution	TCI's Response to the Resolution
March 15, 2024	1st meeting of 2023	1. The proposal for the 2023 distribution of employee compensation and director remuneration of the Company.	Approved without objection	Approved by the Board of Directors
May 9, 2024	2nd meeting of 2024	1. Explanation of the Company's 2023 distribution of director's and employee remuneration.	Approved without objection	Approved by the Board of Directors
December 19, 2024	3rd meeting of 2023	1. Matter related to the distribution of the year-end bonuses for the Company's managers for 2024.	Approved without objection	Approved by the Board of Directors

2. If the Board of Directors does not accept or amend the suggestions of the Remuneration Committee, please state the Board meeting date, term, the motions, content of the resolutions of the Board, and the Company's handling of the opinions proposed by the Remuneration Committee: None.

3. For resolutions reached by the Remuneration Committee regarding which Independent Directors have voiced opposing or qualified opinions on the record or in writing, the Remuneration Committee meeting date, period, content of the resolution, opinions of all members, and the handling of the opinions of the members: None.

(5) Implementation of sustainable development and differences from the Code of Practice for Sustainable Development of listed and listed companies and reasons:

Item	Operational status			Differences from the Code of Corporate Social Responsibility Practices of listed and listed companies and the reasons therefore.
	Yes	No	Summary description	
1. Has the company established a governance structure to promote sustainable development and set up a special (part-time) unit to promote sustainable development, which is authorized by the board of directors to be handled by senior management, and is the board of directors supervising the situation?	V		1. Describe the company's governance structure to promote sustainable development. The Company has set up a sustainable development governance structure with the Board of Directors at the highest level, and the ESG Development Team of the ESG Development Department as a dedicated unit. At the same time, the ESG Committee, composed of senior executives and the Chief Sustainability Officer, is authorized to guide and oversee the Company's sustainable development plans and execution. **Board of Directors** The Board of Directors focuses on urging and advising on sustainability issues, including assessing financial risks arising from sustainability and climate issues, reviewing capital expenditures related to sustainability and climate issues, leveraging research and development to capture sustainability-related opportunities, and the company's participation in climate and energy initiatives. **ESG Committee** The Chairman is the chairman of TCI's ESG Committee, and a total of 13 senior executives from each business unit and each center are members of the committee. The ESG Committee is divided into the Sustainable Manufacturing Team, Sustainable Products Team, Stakeholders Team, Risk Management Team, Value Chain Management Team, Corporate Governance Team, Information Security Team, and Community Involvement Team. The Committee is responsible for overseeing the Company's implementation of each issue, and the Chief Sustainability Officer will make resolutions on sustainability-related projects in the Committee, including the risks and opportunities arising from sustainability, as well as response and mitigation measures. Each team also collects employee opinions from all relevant units throughout the Company as the main channel for all employees to proactively identify risks in the Company. The ESG Committee meets at least once a quarter and reports to the Board of Directors at least once a year.	No significant difference

Item	Operational status			Differences from the Code of Corporate Social Responsibility Practices of listed and listed companies and the reasons therefore.
	Yes	No	Summary description	
			ESG Development Office The ESG Development Office has set up an ESG Development Team, which is a dedicated unit for sustainable development in the Company and is directly under the President's Office. Internal management and transparent disclosure are conducted according to major international sustainability information disclosure frameworks such as GRI, TCFD, CDP, and SASB. 2024 Board of Directors' Supervision: The ESG Committee reported to the Board of Directors on December 19, 2024, focusing on stakeholder communication, risk management practices, succession planning for the Board of Directors and key management, intellectual property management plans linked to operational objectives, and internal audits. In addition, discuss the use of renewable energy, self-generation of green energy, and the sustainability due diligence results of the subject company of the investment or merger and acquisition. 2. Describe the performance of each organization of the Company, including but not limited to: (1) The name of the full-time (part-time) unit to promote sustainable development, the establishing time and the authorization of the Board of Directors. Our ESG Development Department has an ESG Development Team, which is a dedicated unit for sustainable development, led by the Chief Sustainability Officer and subordinate to the President Office. The Chief Sustainability Officer and ESG Development Department were set up in 2018 and were reorganized into the President Office in 2021 to facilitate the advancement of projects. (2) The composition, operation, and execution of the current year (e.g., work plan and execution) of the promotion unit members. The ESG Development Team consists of the Chief Sustainability Officer and ESG sustainability administrator with a background in corporate sustainable development and environmental engineering. 2024 implementation status: Supplier and customer satisfaction surveys for stakeholders, signing of the Supplier Code of Conduct, supplier ESG self-assessment form, employee signatures on the Procedures for Ethical Management and Guidelines for Conduct, employee satisfaction survey, approval of the energy saving plan for the Pingtung Rock Park, and assistance in convening meetings of the ESG Committee. The promotion unit also	

Item	Operational status			Differences from the Code of Corporate Social Responsibility Practices of listed and listed companies and the reasons therefore.
	Yes	No	Summary description	
			includes ESG Committee, which is composed of the top executives of each business unit and each central unit, convened by the Chairman, and meets at least once a quarter and reports to the Board of Directors at least once a year. (3) Frequency of reporting to the Board of Directors by the promotion unit (at least once a year) or the date of the current annual report to the Board of Directors. The ESG Committee reports to the Board at least once a year and in 2024 the ESG Committee reported to the Board on December 19. 3. Describe the supervision of the Board of Directors for sustainable development, including but not limited to: management policy, strategy and goal formulation, review measures, etc. 2024 Board Oversight Report: The Sustainability Advancement Committee reported to the Board on December 19, 2024, covering stakeholder communication, risk management practices, succession planning for the Board and key management, intellectual property management plans linked to operational goals, and internal audit reports. The report included discussions on stakeholder satisfaction surveys for suppliers and customers, signing of supplier guidelines, supplier ESG self-assessments, signing of integrity management procedures and employee conduct guidelines, employee satisfaction surveys, energy-saving project supervision at the Pingtung Rock Park, promotion of international rating participation, water governance projects, and watershed conservation. Additionally, topics such as the use of renewable energy, carbon reduction measures, and sustainability due diligence results for suppliers and potential investment or acquisition targets were discussed. Taking the environmental impact of climate change mitigation as an example, our company promotes biodiversity and low-carbon farming by setting up biodiversity parks, and has included this initiative as a key sustainability project since 2022. In 2023, we prepared to join a research program on tree planting to achieve high-quality natural carbon sinks. Board members have backgrounds in biochemistry and agriculture, as well as financial backgrounds with international consulting experience, allowing them to provide appropriate advice and oversight on climate-related adaptation measures, risks, and opportunities. In 2024, the sea turtle conservation project will expand from Taiwan to overseas, continuing our commitment to marine ecological preservation.	

Item	Operational status			Differences from the Code of Corporate Social Responsibility Practices of listed and listed companies and the reasons therefore.
	Yes	No	Summary description	
2. Has the Company conducted a risk assessment on environmental, social and corporate governance issues related to its operations in accordance with the principle of materiality, and establish relevant risk management policies or strategies?	V		1. Specify the boundaries of the risk assessment (scope of subsidiaries covered). The boundaries of this risk assessment should be the same as the boundaries of each subsequent environmental and social issue in this schedule, and if there are differences, the boundaries should be stated in each issue. 2. Describe the risk assessment criteria, process, results and risk management policies or strategies for identifying critical environmental, social and corporate governance-related issues. The Company's risk assessment procedures for environmental, social, and corporate governance issues related to the Company's operations have set the boundaries of Rock Park, which includes TCI Co., Ltd. PABP Branch and TCI Co., LTD. BioCosme PABP Branch. Through industry-focused issues and climate-related financial disclosure frameworks, analyzing the international trends of corporate governance, identifying climate-related risks such as entities and transformations, TCI's risk management process includes the following four steps: (1) Collecting risk issues, (2) Identifying significance, (3) Analyzing financial impacts, (4) Formulating response measures, as follows: (1) Collection of risk issues Through research reports on climate change published by international research institutions and stakeholder dialogues, we collect information on environmental, social, and corporate governance risks associated with the operation of TCI. (2) Identification of materiality Through interviews with senior executives at each unit, we compiled all risk issues that could affect operations and designed a risk assessment questionnaire. We described the possible impact on TCI in each questionnaire item, asked senior executives to respond to the questionnaire on the likelihood of occurrence and the degree of impact of each risk, and finally selected 6 key risks and 2 key opportunities. (3) Analysis of financial impact We further quantify the financial impact of key risks in a given scenario, understand the potential impact on our operations, adjust our established risk management mechanisms, and report to the Board of Directors at least once a year on specific strategies to address significant operational-related risks. (4) Development of countermeasures We propose management actions and programs to address the 6 key risks and 2 key opportunities identified and review the effectiveness of management annually.	No significant difference

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	Yes	No	Summary description	
3. Environment sustainability (1) Has the Company established a suitable environmental management system according to its industrial characteristics?	V		1. Describe how to implement an effective environmental management system and the regulations under which it is implemented. TCI has established internal regulations in accordance with the Waste Disposal Act, the Resource Recycling Act, the Air Pollution Control Act, the Noise Control Act, and the Water Pollution Control Act. Plus, TCI complies with the Act Governing Food Safety and Sanitation, the Cosmetic Hygiene and Safety Act, and the Consumer Protection Act. 2. Specify the international certification standards that the company has passed (which should be valid as of the date of printing of the annual report) and the scope of their coverage. The Company is concerned about global environmental issues and trends, and in addition to complying with environmental laws and regulations in the locations where it operates worldwide, it has also passed the following international certification standards: TCI Co., Ltd. - BioCosme PABP Branch: GMP, Quality Management System ISO 9001, Environmental Management System ISO 14001, Occupational Health and Safety System OHSAS 18001, Sedex, Greenhouse Gas Inventory Standard ISO 14064-1, and EcoVadis Silver rating. TCI (TAIWAN) PABP Branch: GMP, Food Safety Management System HACCP, Food Safety Management System ISO 22000, Food Safety Management System FSSC 22000, Energy Management System ISO 50001, Greenhouse Gas Inventory Standard ISO 14064-1, Sedex, and EcoVadis Silver rating.	No significant difference
(2) Is the company committed to improving the efficiency of resource utilization and using recycled materials with low impact on the environment?	V		Describe the Company's policy to improve energy efficiency and use of recycled materials, including but not limited to: base year data, initiatives, targets and achievements. TCI actively promotes energy conservation and gradually increasing the proportion of green power usage, moving toward a low-carbon, energy-efficient and sustainable production process. Target: To achieve the following targets by 2030: 100% use of renewable energy, zero waste to landfill, 25% reduction in water intensity Key Actions 1. Solar panels for self-generation of energy, enhance the application of renewable energy, green energy conversion contracts 2. Systematic management of energy efficiency through the international standard ISO 50001, enhanced digital energy management system, and enhanced structural optimization.	No significant difference

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			3. Commitment to the International Energy Initiative RE100 and EP100. 2024 Performance 1. TCI invested over 100 million yuan in building an intelligent manufacturing system and high-speed automated production lines to enhance production efficiency and energy savings. Advanced technology optimization and process improvements have significantly reduced energy consumption and increased production efficiency. By adopting more advanced technologies and high-efficiency equipment, the filling speed and production effectiveness have been enhanced, strengthening production line efficiency and resource utilization while reducing energy use. 2. Completed the replacement of large chiller units with equipment of first-class energy efficiency, which is expected to reduce electricity use by approximately 38% for the entire year. 3. Completed the installation of smart meters and the implementation of an online energy management system to optimize energy usage efficiency. 4. Agricultural waste as a raw material for health products is one of the regenerative materials that reduces environmental impact. Dajia Biotechnology continues to develop the use of agricultural waste. 5. Evaluated the optimization of water recovery systems and digitized carbon management systems to enhance the management of the company's resource utilization. Additionally, joined the international initiative Alliance for Water Stewardship, committed to optimizing water management. TCI leverages a bio-resource data mining platform to discover effective ingredients and compounds from nature. Through efficacy validation, it can "turn waste into gold," utilizing agricultural waste to achieve health benefits and promote a circular economy. For example, banana flower extract is used as a men's health ingredient, banana peel extract as a sleep aid, and peanut membrane extract as a blood sugar blocker. By meeting health efficacy needs, previously unused agricultural waste can be turned into economic value and sustainably recycled in the long term. In 2022, TCI received the TCSA Circular Economy Leadership Award for using recycled materials in functional health products. Simultaneously, TCI's aluminum mask bags made from recycled plastic have been exported to Europe, the United States, and other Asian countries. By using recycled plastic, the Company reduces the use of virgin plastic and reduces the impact on the environment.	

<table>
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<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>The ISO 50001 Energy Management System has been fully implemented in the Pingtung Precise iManufacturing Center, and the solar power system has been installed on the roof. The S11 green mask factory and the S12 fully automated warehouse of the TCI Co.,Ltd.- BioCosme PABP Branch have received LEED certification from the U.S. Green Building Council (USGBC) and are committed to reducing energy consumption and greenhouse gas emissions.</td><td></td></tr>
<tr><td>(3) Does the company assess the potential risks and opportunities of climate change for business now and in the future, and take measures to address climate related issues?</td><td>V</td><td></td><td>Describe how the Company has assessed the potential risks and opportunities of climate change for the business now and in the future, the results of the assessment and the measures taken to address them.
The Company has established an ESG Committee, and in 2021, a Risk Management Team has been added to the Committee to analyze international trends related to climate change and issues of concern to the industry. We adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework to identify risks (including transitional risks and physical risks) and opportunities and establish measurable and manageable indicators and targets based on the results of the identification, so that we can develop management measures such as mitigation and adaptation to address future issues related to climate change.
Major Climate Risks and Responses
Transition Risk
<table>
<tr><th>Risk Category</th><th>Potential Financial Impact</th><th>Risk Factor</th><th>Response</th></tr>
<tr><td>< Policies and Regulations> Green Energy Certificate Competition</td><td>Increased operating costs</td><td>TCI has set the goal of using 100% renewable energy by 2030, and if its own power plants are not sufficient, it may compete with other companies for a limited number of green power certificates.</td><td>Self-built renewable energy generation facilities
Implementing greenhouse gas reduction
Carbon credit acquisition plan</td></tr>
<tr><td>< Policies and Regulations> Carbon Fee Collection</td><td>New Operating Expenses</td><td>The draft domestic "Climate Change Response Act" is expected to levy carbon charges in phases, from large to small, depending on the size of the enterprise. There may be a new operating cost of “carbon fee” for TCI in the future.</td><td>Implementation of greenhouse gas emission reduction</td></tr>
</table></td><td>No significant difference</td></tr>
</table>

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<table>
<tr><th>Risk Category</th><th>Potential Financial Impact</th><th>Risk Factor</th><th>Response</th></tr>
<tr><td><Market>
Raw material yield and quality changes</td><td>Increased operating costs
Reduced shipment</td><td>TCI makes products by processing raw materials from nature, and the yield or quality of specific crops or plant and animal resources are affected by climate change, which may increase the price of raw materials or decrease the quantity shipped</td><td>Strengthen R&D technology and develop diversified products, reducing dependence on single raw materials.
Establish a stable supply of high-risk raw materials with suppliers through long-term contracts.</td></tr>
<tr><td><Business Reputation>
Customer expectations for a sustainable supply chain</td><td>Customer sustainability promotion disrupted, impacting revenue</td><td>TCI has been increasingly asked by customers to provide low and zero carbon products, or to respond to international climate related initiatives. The effectiveness of greenhouse gas reduction will impact customer trust and the Company's reputation.</td><td>Increase the proportion of renewable energy use year by year
Provide low carbon product solutions</td></tr>
</table>
Physical Risk
<table>
<tr><th>Risk Category</th><th>Potential Financial Impact</th><th>Risk Factor</th><th>Response</th></tr>
<tr><td><Chronic>
Water Scarcity</td><td>Decrease in production capacity, affecting revenue</td><td>According to the research conducted by Academia Sinica, the more severe the warming will be in the future, and the more obvious the phenomenon of uneven spatial and temporal distribution of rainfall in southern Taiwan will become. TCI’s factory in Pingtung may face the risk of water scarcity as a result.</td><td>Promote water management and water conservation programs to enhance the efficiency of water resources use</td></tr>
</table>
</td><td></td></tr>
</table>

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<tr><th>Risk Category</th><th>Potential Financial Impact</th><th>Risk Factor</th><th>Response</th></tr>
<tr><td>< Acute>
Flooding</td><td>Decrease in production capacity, impacting revenue and loss of capital</td><td>According to the assessment of the National Science and Technology Center for Disaster Reduction (NCDR), the frequency of flooding in Changzhi Township, where the TCI plant is located, is expected to increase as climate change becomes more severe, which could cause damage to raw materials, products or equipment if not prevented.</td><td>Improve drainage systems and invest in capital expenditures related to flood prevention.</td></tr>
</table></td><td></td></tr>
<tr><td>(4) Has the Company measured its greenhouse gas emissions, water consumption, and the total weight of waste in the past two years, and formulated policies for energy conservation and carbon reduction, greenhouse gas reduction, water use reduction, or other waste management?</td><td>V</td><td></td><td>1. Describe the statistics, intensity (e.g., per unit of product, service or revenue) and coverage (e.g., all factories and subsidiaries) for the last two years for the following items:
The area covered by the information is Rock Park, which includes the TCI Co., Ltd.-BioCosme PABP Branch and the TCI (TAIWAN) PABP Branch.
(1) Greenhouse gases: including carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, nitrogen trifluoride, and others announced by the central authority, etc., distinguishing between direct emissions (Scope 1, i.e., directly from sources owned or controlled by the company),indirect energy emissions (Scope 2,i.e., indirect greenhouse gas emissions from imported electricity, heat or steam),and other indirect emissions (Scope 3, i.e., emissions from the company's activities that are not indirect energy emissions, but from sources owned or controlled by other companies);
2020: Scope 1: 4,917.5 CO2e; Scope 2: 10,205.7 CO2e
2021: Scope 1: 4,259.5 CO2e; Scope 2: 10,536.3 CO2e
2022: Scope 1: 3,723.3 CO2e; Scope 2: 9,953.7 CO2e
2023: Scope 1: 3,645.5 CO2e; Scope 2: 9,669.2 CO2e; Scope 3: 5,297.7 CO2e
2024: Scope 1: 3,831.9 CO2e; Scope 2: 9,449.2 CO2e; Scope 3: 5,123.7 CO2e</td><td>No significant difference</td></tr>
</table>

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	Yes	No	Summary description	
			(2) Water consumption; 2020: 322,164 metric tons 2021: 283,017 metric tons 2022: 346,154 metric tons 2023: 324,405 metric tons 2024: 353,089 metric tons (3) Waste: The total weight of hazardous waste and non-hazardous waste are distinguished. For non-manufacturing industries, there is no need to differentiate, only the total weight of waste is disclosed, and the statistical method is explained according to the characteristics of the industry. 2020: Non-hazardous waste: 1098.3 metric tons Hazardous waste: 1.1 metric tons 2021: Non-hazardous waste: 719.7 metric tons Hazardous waste: 0.645 metric tons 2022: Non-hazardous waste: 770 metric tons Hazardous waste: 0.675 metric tons 2023: Non-hazardous waste: 1810 metric tons Hazardous waste: 0 metric tons 2024: Non-hazardous waste: 1299 metric tons Hazardous waste: 0 metric tons	

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			2. Describe the greenhouse gas reduction, water reduction or other waste management policies, including but not limited to: base year data, reduction targets, promotion measures and the achievement of the situation. **Greenhouse Gas Management** TCI commits to environmental protection and energy conservation and has established energy transformation and carbon reduction goals and strategies. By responding to international initiatives, TCI has joined international benchmarking initiatives such asRE100, EP100 and SBTi,and has publicly committed to green operations. In 2021, TCI's carbon reduction target was audited by SBTi, which committed to an absolute reduction of 51% in Scope 1 and 2 emissions by 2030, and an absolute reduction of 15% in Scope 3 "purchased goods and services," based on the most stringent 1.5°C pathway, with 2018 as the base year. Emission reductions in Scope 1 and 2 will be promoted gradually with the use of renewable energy and energy efficiency improvements; in Scope 3, reductions will be achieved through supplier screening mechanisms and monitoring to reduce emissions from the purchase of goods and services. Actual data is updated annually in the annual CSR report. **Water Resource Management** TCI Rock Park's industrial water sources are all tap water with an approved volume of 1, 500 CMD (including the TCI Co., Ltd.-Bio Cosme PABP Branch and the TCI (TAIWAN) PABP Branch). Depending on the purpose of use, it can be used in production after treatment with RO water purification system. S5 is a functional drink factory, S9 is a functional food factory, S11 is a green energy efficient mask factory, and S12 is an automated warehouse and office. S11 is designed with rainwater recovery piping for planting and irrigation, and the recovered RO concentrated water is used for toilet flushing. In addition, condensate water recovery is set up in the steam circuit of the PABP factory used for steam boiler water replenishment to improve the efficiency of use. In the future, TCI will continue to plan water conservation measures and water recycling programs to effectively manage water resources, with the goal of reducing water intensity by 25% by 2030, with a base year of 2022. Actual data is updated annually in the annual CSR report.	

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			Waste Management Waste management is carried out by the production unit and supervised by the environmental safety unit, with the goal of increasing the recycling rate of process waste and reducing the amount of waste generated at source. The disposal of waste is in accordance with the laws and regulations, and we apply for permission and report the quantity in accordance with the law and entrust the disposal to qualified vendors. The production unit strictly enforces waste classification and management. Valuable waste is sold through the procurement department and recycled by external organizations, while non-valuable waste is entrusted to qualified vendors for disposal and transportation. The qualifications of waste disposal vendors are strictly examined by TCI, and random waste disposal inspections are conducted sometimes. Hazardous business waste is stored in a dedicated hazardous waste storage facility and then entrusted to qualified vendors for handling and transportation, and randomly followed by inspection to ensure that the vendors comply with the regulations. TCI is moving toward the goal of 100% recycling of waste by 2030. In addition to recycling its own packaging materials, the Company also cooperates with recycling companies to collect packaging materials from domestic customers by qualified contracted recyclers, and then provides packaging materials in good condition to production bases for secondary use. TCI keeps monthly statistics on package recycling volume, recycling rate and achievement rate, and reviews items that do not meet the target. Through the package recycling management mechanism, we can extend the life cycle of materials, lower material usage and cost, and reduce waste generation at the same time. Actual data is updated annually in the annual CSR report.	
4. Social welfare (1) Has the Company stipulated management policies and procedures in accordance with the human right-related laws and regulations and international conventions on human rights?	V		Describe the policies and specific management plans for the protection of human rights (e.g., human rights assessment, human rights risk mitigation measures, education and training, etc.), and the relevant laws and regulations and the International Bill of Human Rights. The Company complies with the Labor Standards Act, the Employment Service Act and the Act of Gender Equality in Employment and has established a" Code of Conduct for Employees" that	No significant difference

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	Yes	No	Summary description	
			complies with these laws and regulations. In addition, to fulfill our corporate social responsibility and protect the basic human rights of all employees, customers and stakeholders, the Company complies with relevant labor laws and regulations and follows the International Bill of Human Rights to protect the legitimate rights and interests of employees and respect the internationally recognized basic labor human rights principles, including the Universal Declaration of Human Rights, the International Labour Organization Conventions, and the United Nations Global Compact. The objectives set out are to prohibit any form of discrimination, to prohibit forced labor and child labor, to prohibit hindering the freedom of association of employees, and other principles enshrined in the International Bill of Human Rights, to strictly prohibit the use of child labor and eliminate discrimination against women, and to protect the rights of persons with physical and mental disabilities. TCI commits to complying with international regulations related to social responsibility, labor laws and gender equality laws, and upholding the principles of "respect for human rights," "equal employment," and "hiring the right person for the right job," and not discriminating against employees based on gender, age, race, nationality, religion, marital status, or political affiliation. TCI is committed to building an operating environment that is honest, healthy, safe, and internationally competitive. To implement labor human rights, TCI promotes human rights concepts and policies in all training courses and teaching materials for new employees, and strengthens the promotion of sexual harassment prevention and control, as well as the promotion of diversified and smooth labor-management communication channels to ensure a quality and safe working environment for employees.	
(2) Has the company established and implemented reasonable employee benefit measures (including salary, leave and other benefits, etc.) and appropriately reflected operational performance or results in employee compensation?	V		1. Employee benefits shall include, but not be limited to, employee compensation, workplace diversity and equality (including, but not limited to, the percentage of female employees and senior executives), vacations, allowances, gifts and subsidies, etc. The Company provides employees with labor insurance and health insurance, contributes to labor pensions, and implements incentives such as employee bonuses and year-end bonuses. We have established an employee welfare committee to provide welfare benefits and statutory vacations in accordance with the law and hold regular meetings to formulate and promote various welfare measures, such as employee club subsidies and travel.	No significant difference

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			TCI is committed to diversity, tolerance and equal opportunities for workers seeking employment. Our corporate culture of "trust," "innovation" and "wisdom" attracts like-minded workers and builds solidarity, and we strive to provide high-quality, competitive career development for our employees. As of the end of December 2024, the total number of domestic and overseas employees of TCI was792, of which 52.3% were male and 47.7% were female. Based on the number of managers, the percentage of male colleagues was 48% and the percentage of female colleagues was 52%, which shows that TCI is committed to gender equality and prohibits any form of discrimination in the appointment, training, and promotion system. 2. Describe how operating performance or results are reflected in employee compensation policies and how they are implemented. The Company has a Remuneration Committee consisting of three members appointed by resolution of the Board of Directors, most of whom shall be independent directors. The professional qualifications and independence of the committee members shall be in accordance with Articles 5 and 6 of the Remuneration Committee Terms of Reference. The committee members shall regularly evaluate the achievement of the performance goals of the Company's directors, supervisors and managers and determine the content and amount of their individual remuneration based on the evaluation results obtained from the performance evaluation criteria. In addition, a disciplinary committee is established under the President Office to review the linkage between employee performance and bonuses at least once a quarter.	
(3) Does the Company provide employees with a safe and healthy work environment, and provide safety and health education for employees regularly?	V		1. Describe the measures for a safe and healthy working environment for employees, the education policy for employees and its implementation. The Company maintains and supervises the working environment of the factory and office in accordance with the relevant labor safety and health laws and regulations. In addition to the three-month health checkups required for new employees at the factory, both factories conduct regular employee health checkups in the middle of each year, and the Taipei Head Office has made it mandatory for employees to undergo a full health check up every two years, while simple health checkups are held from time to time depending on the annual status.	No significant difference

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	Yes	No	Summary description	
			To maintain office safety, no flammable and dangerous items are allowed to be placed in the office. In accordance with the Tobacco Hazards Prevention Act, smoking is banned in all indoor workplaces and public places, and drinking water facilities that meet drinking water standards are installed in the workplace and are regularly cleaned and maintained. The workplace environmental hygiene management and cleaning maintenance are regularly maintained by professional cleaning companies. The Precise iManufacturing Center conducts external environmental monitoring, firefighting and first-aid drills every six months. During the pandemic, the Company provided employees with vaccination supplies and transportation to and from work to avoid crowded transportation, and offered paid vaccination leave to maintain employee safety and health. For a safe and healthy working environment, the Company held labor safety and health education training at least every six months. 2. Describe the relevant certifications obtained by the company, which should be valid as of the date of printing of the annual report, and the scope of coverage. The Company has obtained the Occupational Health and Safety System certification OHSAS 18001 and passed the Sedex Supplier Ethical Data Exchange audit. 3. Describe the number of employee accidents, the number of employees, the ratio of the total number of employees, and the related improvement measures for the current year. The number of employee accidents in 2024 was 2 and will continue to strengthen employee occupational safety training and traffic safety promotion.	
(4) Has the Company established an effective career ability development program for the employees?	V		Every year, our supervisors and employees discuss the career development of our employees through performance appraisal and set up the next year's plan. To encourage lifelong learning, to enrich professional knowledge, to improve professional skills and humanities, and to improve service quality and performance, the Company provides all employees with multiple channels for further education. In addition to professional knowledge, the Company has designed in-house education and training programs on integrity management, human rights, sexual and other harassment, risk management, and ESG sustainability. All full-time employees who submit an application for further education, stating the subject matter, the method and professional relevance, and the benefits for future performance	No significant difference

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			improvement, can be supported by the Company to participate in various on-the-job education and training courses after approval by the human resources department and supervisors. The Company also follows a succession plan for critical senior management and arranges employees for on-the-job training in business management-related courses.	
(5) Does the Company comply with relevant laws and regulations and international standards in terms of the marketing and labeling of its products and services?	V		Describe the regulatory and international standards that govern each matter, and describe the name, content, and complaint procedures of the consumer or customer protection policy. The Company has quality contracts with key R&D and production suppliers to ensure the quality of the final products to be developed in the future, and has a laboratory for product testing and batch number traceability to ensure consumer safety. The Company has set up a sales department to provide customers with product services and consultation and maintain a smooth contact channel with customers. In the internal control system, there is a chapter on customer complaint handling process, in which project managers and quality control unit will help to clarify the customer's situation within the first time, quickly eliminate the dissimilarities and give customers improvement plans and answers to protect the rights of customers. For the marketing and labeling of our products and services, we follow the relevant laws and regulations and international standards. The maintenance of customer privacy is one of the key objectives of TCI's information security management. In accordance with the General Data Protection Regulation (GDPR), the Company has established a Privacy Protection Policy, which provides the contact information of the person in charge of the customer's privacy policy and allows the customer to make inquiries, read, correct, stop collecting or request deletion. The maintenance of customer privacy is one of the key objectives of TCI's information security management. In accordance with the General Data Protection Regulation (GDPR), the Company has established a Privacy Protection Policy, which provides the contact information of the person in charge of the customer's privacy policy and allows the customer to make inquiries, read, correct, stop collecting or request deletion. TCI strictly adheres to the contents of customer contracts and confidentiality commitments. Information, documents and data that are commercially confidential and related to customers are uploaded to the internal system through an encryption mechanism for strict control, and documents can only be viewed after logging in to the system with an account password and through online application for decryption.	No significant difference

<table>
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<tr><td>(6) Has the Company formulated supplier management policies that require suppliers to follow regulations related to environmental protection, occupational safety and health or labor rights, and ensured their implementation?</td><td>V</td><td></td><td>To strengthen the implementation of sustainable development of the supply chain, TCI has promulgated the Supplier Code of Conduct, which serves as an important reference for the overall evaluation of suppliers, ensuring that suppliers currently working with TCI comply with laws and regulations, including labor rights, health and safety, and environmental standards, in the course of providing products and services, and actively respond to current environmental protection and social issues, and assume corporate social responsibility and make continuous improvements and enhancements. The Company issues supplier self-assessment forms as a reference for evaluating cooperation, and includes ESG self-assessment items such as protection of human rights, labor rights, health and safety, and environmental protection in the supplier self-assessment forms as important points in the supplier assessment scores, to reduce sustainability risks arising in the supply chain and enhance the overall sustainability benefits of the value chain. Additionally, we continue to encourage suppliers to sign the Supplier Code of Conduct and conduct regular on-site audits of key suppliers with high procurement volumes.
Four Main Aspects of the Supplier Code of Conduct<table><tr><th>Labor</th><th>Health and Safety</th></tr><tr><td>• Prohibition of Unfair Labor Practice
• Labor Freedom
• Working hours
• Prohibition of Child Labor
• Wages and Benefits
• Humane Treatment
• Freedom of Association</td><td>• Safety and Operating Environment Specifications
• Emergency Preparedness
• Safeguarding
• Education and Training</td></tr><tr><th>Environment</th><th>Code of Ethics</th></tr><tr><td>• Environmental Conservation
• Labeling of Hazardous Substances and Safe Operating Specifications
• Water Management
• Management Policy for Greenhouse Gas Emissions</td><td>• 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</td></tr></table>The rate of new suppliers signing the Supplier Code of Conduct for 2023 was 100%.</td><td>No significant difference</td></tr>
</table>

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(5) Does the company reference international standards or guidelines for the preparation of reports, such as CSR report, which discloses non-financial information about the company? Has the report been certified by a third party? Has the aforementioned report obtained assurance or certification from a third-party verification entity?		V	1. Describe the international standards or guidelines to which the company refers and the reports it prepares that disclose non-financial information. The CSR report was compiled in accordance with GRI and TCFD, which are internationally accepted standards for the preparation of reports, to disclose non-financial information about the Company, and is expected to obtain third-party assurance. 2. If confirmation or assurance is obtained, the name of the verification unit, the item or scope of the verification and the standard to be followed shall be specified. The 2024 version of TCI's CSR report is expected to receive limited assurance from the accountants.	No significant difference
6. If the company has its own code of conduct for sustainable development in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies," please state the differences between its operation and the code: A CSR policy has been established, and it has been implemented in accordance with the order, and there are no differences.				
7. Other important information to help understand the implementation of promoting sustainable development: The Company uses collagen and hyaluronic acid extracted from cow tendons as raw materials and makes related products without violating relevant environmental regulations.				

(6) Climate-related information for listed and OTC companies:

A. Implementation of climate-related information

<table>
<tr><th>Item</th><th>Implementation</th></tr>
<tr><td>1. Oversight and governance of climate-related risks and opportunities by the Board of Directors and management.</td><td>The Company's risk assessment procedures for environmental, social, and corporate governance issues related to the Company's operations have set the boundaries of Rock Park, which includes TCI Co., Ltd. PABP Branch and TCI Co., LTD. BioCosme PABP Branch.

Through industry-focused issues and climate-related financial disclosure frameworks, analyzing the international trends of corporate governance, identifying climate-related risks such as entities and transformations, TCI's risk management process includes the following four steps: (1) Collecting risk issues, (2) Identifying significance, (3) Analyzing financial impacts, (4) Formulating response measures and reports to the Board of Directors at least once a year.

Taking the environmental impact of climate change mitigation as an example, our company promotes biodiversity and low-carbon farming by setting up biodiversity parks, and has included this initiative as a key sustainability project since 2022. In 2023, we prepared to join a research program on tree planting to achieve high-quality natural carbon sinks. Board members have backgrounds in biochemistry and agriculture, as well as financial backgrounds with international consulting experience, allowing them to provide appropriate advice and oversight on climate-related adaptation measures, risks, and opportunities. In 2024, the sea turtle conservation project will expand from Taiwan to overseas, continuing our commitment to marine ecological preservation.

Additionally, the Board of Directors established a "Risk Management Committee" which meets annually. This committee is responsible for formulating, promoting, and strengthening action plans and capital expenditures for the company's sustainable development, including climate-related issues. It reviews, tracks, and revises the implementation and effectiveness of sustainability and risk management practices, and reports to the Board of Directors.</td></tr>
<tr><td>2. Identified climate risks and opportunities are assessed for their potential impact on the Company's business, strategy, and financial (short, medium, and long term). This comprehensive approach ensures that the Company remains resilient and adaptive to climate change while seizing opportunities that may arise from evolving environmental conditions.</td><td>The Company actively devises solutions to evaluate short-term, medium-term, and long-term climate risks and opportunities. Measures are formulated to enhance climate resilience, ensuring stable operations and sustainable development.
<table>
<tr><th>Risk Factors/ Opportunities</th><th>Financial and Business Impact:</th><th>Period (Short, medium, long-term)</th><th>Response measures</th></tr>
<tr><td>< Policies and Regulations>
Carbon Fee Collection</td><td>The draft domestic "Climate Change Response Act" is expected to levy carbon charges in phases, from large to small, depending on the size of the enterprise. There may be a new operating cost of “carbon fee” for TCI in the future.</td><td>Short-term
Medium-term
Long-term</td><td>1. Purchasing green electricity to reduce greenhouse gases.
2. Integrating emission reduction processes with equipment and materials, while increasing the use of green energy.
3. Increasing carbon credits through nature-based projects.</td></tr>
</table>
</td></tr>
</table>

Item	Implementation

Risk Factors/ Opportunities	Financial and Business Impact:	Period (Short, medium, long-term)	Response measures
<Market> Changes in raw material production and quality	TCI makes products by processing raw materials from nature, and the yield or quality of specific crops or plant and animal resources are affected by climate change, which may increase the price of raw materials or decrease the quantity shipped	Short-term Medium-term Long-term	1. Strengthen research and development to create diverse products and reduce dependence on single raw materials. 2. Establish strategic partnerships with high-risk or key raw material suppliers. 3. Reduce reliance on natural resources.
<Chronic> Water Scarcity	According to the research conducted by Academia Sinica, the more severe the warming will be in the future, and the more obvious the phenomenon of uneven spatial and temporal distribution of rainfall in southern Taiwan will become. TCI's factory in Pingtung may face water scarcity as a result.	Short-term Medium-term Long-term	1. Promote water resource management and water-saving projects. 2. Increase the use of reclaimed water. 3. Implement watershed water resource protection and achieve full water resource recycling.
Regulation and policy change	Changes in regulatory requirements (e.g., carbon emission limits, energy efficiency standards) result in increased compliance costs and impacts on production and operations.	Short-term Medium-term	1. Continuously monitor and evaluate regulatory changes to adjust company strategy in advance. 2. Improve the efficiency of products and production processes.
Transitional Risk	The increase in market demand for environmentally friendly products may affect the sales of traditional products in the future, which may impact on the Company's financial and market competitiveness.	Short-term Medium-term Long-term	1. Strengthen investment in research and development to enhance our technological innovation capability. 2. Continuously monitor and synchronize market demand and trends, and quickly adjust market strategies. 3. Expand product lines and develop and promote environmental protection products.

Item	Implementation
3. Describe the financial impacts of extreme weather events and restructuring actions.	The Company's strategies to cope with the financial impacts of extreme climate events and restructuring actions are summarized below: 1. Strengthen the supply chain: Establish diversified supply chain management to reduce dependence on single suppliers and forming strategic partnerships with suppliers. Additionally, set up contingency plans and disaster response strategies to ensure the continuity of production and the supply chain, thereby reducing the risk of increased production costs. 2. Advance planning: Continuously monitor and evaluate changes in climate-related regulations and policies and carry out technological modifications and equipment upgrades in advance to ensure compliance. Reduce long-term compliance costs and minimize environmental impacts by introducing clean energy and improving energy efficiency. 3. Infrastructure upgrade: Upgrade infrastructure to withstand the impact of extreme climate events. For example, establishing backup power and water systems ensures the stability of production operations and minimizes financial losses due to disasters. 4. Enhance resource management and conservation: To address the issue of resource scarcity, the Company has implemented energy conservation and power reduction, and optimized production processes to improve resource utilization efficiency and reduce the impact of resource scarcity on production and costs. In addition, we promote recycling and reuse to reduce our reliance on natural resources. 5. Employee training and awareness enhancement: Enhance employee training on climate change and environmental protection to improve environmental awareness and the ability of all employees to respond to climate risks. Through in-house education and training, we promote the participation of all employees in energy saving, emission reduction and environmental protection.
4. Describe how climate risk identification, assessment and management processes are integrated into the overall risk management system.	The Company focuses on issues related to the climate change financial disclosure framework, analyzing international trends in corporate governance, and identifying climate-related risks including physical and transitional risks. TCI's risk management process includes the following four steps: (1) Collecting risk issues, (2) Identifying materiality, (3) Analyzing financial impacts, (4) Formulating response measures, as follows: (1) Collecting risk issues research reports on climate change published by international research institutions and discussions with stakeholders, TCI collects information on the risks the Company may face in the relevant of environmental, Social, and products. (2) Identifying materiality Through interviews with senior executives from various departments, TCI compiled all potential operational risks to design a risk assessment questionnaire. Each section of the questionnaire describes the possible impacts on the Company. Senior executives are asked to respond to the likelihood and impact of each risk. Ultimately, 6 key risks and 2 key opportunities. (3) Analyzing financial impacts In the given context, we further quantify the financial impact values of key risks to understand their potential impact on our operations. We then make necessary adjustments to our existing risk management mechanisms. At least once a year, we report specific response strategies for major operational risks to the Board of Directors. (4) Formulating response measures We have developed response management actions and plans for the 6 key risks and 2 key opportunities. Each year, we review the effectiveness of these management actions and adjust the plans on a rolling basis.

<table>
<tr><th>Item</th><th>Implementation</th></tr>
<tr><td></td><td>TCI’s "Risk Management Procedures" regulate the Company's risk management process, including risk detection and assessment, operational execution, and review. This is managed through three levels:
(1) The ESG Committee chaired by the Chairman is responsible for deciding on the risk warning mechanism and response plan proposed by the operating departments. After the resolution is passed, the Chairman will instruct other departments involved in the risk, in addition to the department that identified the risk, to make cross-departmental risk response to mitigate the possibility or impact of the risk on the company’s overall operation. Additionally, all our board members, including non-executive directors, regularly receive risk management education. This education is conducted annually and includes 3-6 hours of training courses. The audit department audits the established response plans every year to ensure the operation of the risk warning mechanism.
(2) The operating department supervisor is responsible for reporting risks to the Risk Management Team of the ESG Committee. Upon receipt of the notification, the Risk Management Team will conduct an initial review of the risks and response plans proposed by the department and make recommendations for discussion with the department. Then, the Chief Sustainability Officer reports it to the ESG Committee.
(3) The operating department is the first line of risk control and is responsible for identifying and evaluating short-, medium- and long-term risks related to its own business, conducting qualitative or quantitative risk assessments, and formulating preliminary risk warning mechanisms and response plans based on the assessment results.</td></tr>
<tr><td>5. If scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions, analyzing factors, and major financial impacts shall be described.</td><td>As of the date of the annual report publication, TCI uses climate scenario analysis to assess the resilience in facing climate change risks, currently conducting only qualitative analysis.</td></tr>
<tr><td>6. If the Company has a transformation plan for managing climate-related risks, the contents of the plan, as well as the indicators and targets for identifying and managing entity risks and transformation risks, will be disclosed in the annual report.</td><td>The Company has formulated the following plan contents, indicators and targets for identifying and managing physical risks and transformation risks for the transformation plan to manage climate-related risks:
1. Program description:
<table>
<tr><th>Item</th><th>Content</th><th>Implementation steps</th></tr>
<tr><td>Carbon reduction program</td><td>The Company will gradually reduce carbon emissions, promote low-carbon production technologies and processes, introduce clean energy and enhance energy efficiency.</td><td>1. Evaluate existing production processes and energy usage;
2. Set carbon reduction targets and select appropriate low-carbon equipment,
3. Implement technological renovation and equipment renewal in phases.</td></tr>
<tr><td>Resource management program</td><td>The Company will optimize its resource management, promote energy and water conservation programs, and implement a circular economy model.</td><td>1. Review existing resource usage and identify room for optimization
2. Setting targets for energy and water conservation and promoting the reuse of resources.
3. Introduce resource management technologies to enhance resource utilization efficiency.</td></tr>
</table></td></tr>
</table>

<table>
<tr><th>Item</th><th>Implementation</th></tr>
<tr><td></td><td>2. Indicators and objectives:
<table>
<tr><th>Item</th><th>Indicator</th><th>Objective</th></tr>
<tr><td>Carbon emissions</td><td>Carbon emission intensity (tons/$M)</td><td>Reduced by 1.5%</td></tr>
<tr><td>Electricity consumption</td><td>Energy intensity (MWh/$M)</td><td>Reduced by 3.5%</td></tr>
<tr><td>Use of recycled materials</td><td>Use of recycled materials (metric tons)</td><td>Increased by 4.5%</td></tr>
</table></td></tr>
<tr><td>7. If internal carbon pricing is used as a planning tool, the basis for price setting should be specified.</td><td>Not applicable.</td></tr>
<tr><td>8. If the Company has set climate-related targets, it shall provide information on the activities covered, the scope of greenhouse gas emissions, the planning period, and the annual progress of achievement; if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, it shall provide information on the sources and quantities of carbon reduction credits or renewable energy certificates (RECs) to be offset.</td><td>TCI has set the following climate-related targets:
Achieve 100% use of renewable energy, reduce water intensity by 25%, achieve zero landfill waste, reduce Scope 1 and 2 emissions by 51%, and reduce Scope 3 emissions from "purchased goods and services" by 15% by 2030, with 2018 as the baseline year.</td></tr>
<tr><td>9. Greenhouse gas inventory and confirmation status, reduction targets, strategies, and specific action plans.</td><td>The Company conducts annual greenhouse gas inventories, verified by a third party. The greenhouse gas inventory results for this year are as follows:</td></tr>
</table>

B. Greenhouse gas inventory & assurance

<table>
<tr><td colspan="2">Basic information of the Company
☐ Capitalization of over NT$10 billion, steel industry, cement industry
☐ Capitalization of over NT$5 billion but less than NT$10 billion.
■ Capitalization less than NT$5,000 million</td><td colspan="2">According to the sustainable development roadmap of listed companies, at least the following shall be disclosed
■ Parent company's individual inventory □ Consolidated financial report subsidiary's inventory
■ Parent company's individual assurance □ Consolidated financial reporting subsidiaries' assurance</td></tr>
<tr><td colspan="2">Scope of confirmation</td><td>2023</td><td>2024</td></tr>
<tr><td rowspan="3">TCI</td><td>Scope 1
Direct greenhouse gas emissions</td><td>3,646</td><td>3,831</td></tr>
<tr><td>Scope 2
Indirect greenhouse gas emissions</td><td>9,669</td><td>9,449</td></tr>
<tr><td>Total</td><td>13,315</td><td>13,280</td></tr>
<tr><td colspan="2">Assurance institution</td><td>AFNOR Asia Ltd.</td><td>AFNOR Asia Ltd.</td></tr>
<tr><td colspan="2">Statement of assurance</td><td>ISO 14064-1:2018 Reasonable assurance</td><td>ISO 14064-1:2018 Reasonable assurance</td></tr>
<tr><td colspan="2">Assurance opinion/conclusion</td><td>None</td><td>None</td></tr>
</table>

(7) Ethical Corporate Management

Evaluation Item	Implementation Status (Note)			Deviating from the "Corporate Social Responsibility Best-Practice Principles for TWSE/TAPEX Listed Companies" and the root causes
	Yes	No	Summary description	
1. Establishing integrity management policies and programs				
(1) Has the Company explicitly declared the ethical management policy and method in the Articles of Incorporation and external documents as well as the commitment of the Board of Directors and the management to actively implement the operating policies?	V		(1) The Company has formulated the "Ethical Corporate Management Best Practice Principles," and all business operations are based on the Principles.	None
(2) Has the Company adopted preventive measures in response to Paragraph 2, Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies or preventive measures for business activities within their business scope which are at a higher risk of being involved in unethical conduct?	V		(2) In addition to the prohibition of unethical conduct in the Ethical Corporate Management Best Practice Principles, regulations for compliance with the Principles and relevant policies have also been disclosed, and the Company's "Integrity Procedures and Behavior Guidelines" have been established.	None
(3) Has the Company stipulated the prevention programs to forestall unethical conduct and specified in the programs the operational procedures, guidelines, and punishments and the grievance system and implemented the programs?	V		(3) The Company has specified in the "Integrity Procedures and Behavior Guidelines" the scope and authority of the prevention programs and has stipulated in the "Work Regulations" that if an employee is confirmed to engage in unethical conduct, he or she will be dismissed.	None
2. Implementation of Ethical Management				
(1) Does the Company evaluate the integrity record of the counterparty and view of stipulate the terms of integrity in the contract signed with the counterparty?	V		(1) When the Company signs a contract with others according to the "Ethical Corporate Management Best Practice Principles", the Company should fully understand the other party's integrity management status and shall incorporate the content of ethical management into the contract terms or specify the ethical management-related matters.	None
(2) Has the Company set up a dedicated unit affiliated to the Board of Directors to promote ethical corporate management, which regularly (at least once a year) reports its implementation to the Board of Directors?	V		(2) It is clearly stipulated in the Ethical Corporate Management Best Practice Principles that the Company's Legal Affairs unit is responsible for the formulation of ethical management policies and prevention programs and that the internal auditors are responsible for supervising the implementation of the programs and submitting audit reports to the Board of Directors. The corporate governance officer also attended the Board meeting to respond to inquiries.	None

Evaluation Item	Implementation Status (Note)			Deviating from the "Corporate Social Responsibility Best-Practice Principles for TWSE/TAPEX Listed Companies" and the root causes
	Yes	No	Summary description	
(3) Has the Company developed policies to prevent conflicts of interest, provided adequate channels for communication and implemented the policies?	V		(3) Recusal-related regulations are clearly stipulated in the Ethical Corporate Management Best Practice Principles. Contact persons for all business operations are assigned, and the contact information (email) and relevant operating regulations are posted on the official website for query and compliance purposes.	None
(4) Has the Company established effective accounting systems and internal control systems to implement ethical management; also, have audits been performed by the internal audit unit on a regular basis or by the commission CPAs?	V		(4) The Company has a dedicated audit unit that regularly conducts internal audits and control, and the relevant operating regulations are announced on the official website.	None
(5) Does the Company regularly organize internal and external education and training programs on ethical management?	V		(5) The Company promulgates the relevant regulations on ethical management through regular supervisor meetings and internal department meetings.	None
3. The operation of the Company's whistleblowing system				
(1) Has the Company formulated a specific reporting and reward system, established convenient whistleblowing channels, and assigned appropriate persons in charge of handling the whistleblowing case according to the subject?	V		(1) The Company has specified the whistleblowing and punishment system in Ethical Corporate Management Best Practice Principles, and announced to all colleagues. Employees can submit whistleblowing reports to senior executives in any form.	None
(2) Has the Company established the standard operating procedures for whistleblowing investigations, the follow-up measures to be taken after the investigations are completed, and the relevant confidentiality mechanism?	V		(2) The investigation standard operating procedures and related confidentiality mechanisms have been stipulated in the Company's Integrity Procedures and Conduct Guidelines.	None
(3) Has the Company taken measures to protect the whistleblowers from improper treatment due to the whistleblowing?	V		(3) The Company adopts an anonymous whistleblowing policy to protect the whistleblower from improper treatment due to whistleblowing.	None
4. Enhancement of information disclosure Has the company disclosed on its website and MOPS the content of the Ethical Corporate Management Best Practice Principles and implementation results?	ü		The Company has disclosed the content of its Ethical Corporate Management Best Practice Principles on its website and MOPS.	None

5. If the Company has stipulated the “Ethical Corporate Management Best Practice Principles” in accordance with the “Ethical Management Best-Practice Principles for TWSE/TAPEX Listed Companies,” please state its deviation from the “Ethical Management Best-Practice Principles for TWSE/TAPEX Listed Companies” in operation: The Company's cooperation with various manufacturers and organizations is handled in accordance with the principle of integrity management, and the "Ethical Corporate Management Best Practice Principles" have been established and approved by the Board of Directors. The Board of Directors and management promised to actively implement ethical management in internal management and external business activities.
6. Other important information helpful understanding the ethical management operation: (e.g. reviews and revision of the Company's Ethical Corporate Management Best Practice Principles) The Company is based on honesty, and strives to be responsible for investors, users and society. In addition, the Company and related manufacturers and partners are mostly in long-term cooperative relationships and set up relevant full-time personnel to participate in business operations, maintain long-term stable cooperative relations and clearly define the code of conduct and rewards and punishments in the employee handbook, and strive to operate in good faith.

(8) Other important information helpful in understanding the corporate governance operation: https://mops.twse.com.tw/mops/web/index

(9) Implementation status of internal control system: For related information, please visit the Public Information Observation Station at [URL: https://mops.twse.com.tw], click on 'Major Information/Announcements → Announcements/Announcement Inquiry → Enter search criteria (Company Stock Code: 8436; Announcement Type: Internal Control Declaration Announcement)' to inquire.

(10) The material resolutions reached in the shareholders' meeting and board meeting in the most recent year and up to the publication of the annual report:

A. Important Resolutions Reached in the Shareholders' Meeting

May 31, 2025

Meeting Date	Important Resolution	Implementation
June 25, 2024	1. Adoption of the 2023 Business Report and Financial Statements	Approved
	2. Adoption of the proposal for distribution of 2023 profits.	1. The proposed dividend to shareholders is NT$7 per share. The total amount of distribution is NT $824,101,810. 2. The ex-dividend date is July 29, 2024, and the cash dividends were distributed on August 16, 2024.
	3. Proposal for the full re-election of the Board of Directors.	Election completed in accordance with the law.
	4. Removal of non-Competition restrictions for directors and Their representatives.	Approved

B. Important Resolutions of the Board of Directors May 31, 2025

Meeting Date:	Important Resolution	Implementation
March 15, 2024	1st Proposal: Company's 2023 Internal Control System Declaration Document. 2nd Proposal: Amendments to the Company's Internal Control System Management Regulations. 3rd Proposal: Certified Public Accountant's 2024 Annual Compensation. 4th Proposal: Proposed appointment of the company's representative for Article 223 of the Company Law by the Audit Committee. 5th Proposal: Company's 2023 Annual Business Report and Financial Statements. 6th Proposal: Distribution of Employee Compensation and Director Compensation for the Company for 2023. 7th Proposal: Proposed determination of the date, location, and agenda for the Company's 2024 Annual General Meeting.	The same as the resolution(s)
April 26, 2024	1st Proposal: Proposal to elect one additional director. 2nd Proposal: Proposal for the nomination list of director candidates. 3rd Proposal: Proposal to lift the non-compete restrictions on the newly appointed directors and their representatives. 4th Proposal: Proposal to add provisions regarding the reasons for convening the company's 2024 annual shareholders' meeting.	
May 9, 2024	1st Proposal: Amendment of certain internal control management measures of the company. 2nd Proposal: Consolidated financial statements for the first quarter of 2024. 3rd Proposal: Profit distribution plan for the company for the fiscal year 2023. 4th Proposal: Detailed allocation of employee compensation (management) for the company for the fiscal year 2023. 5th Proposal: Review of the list of nominated directors. 6th Proposal: Application for financing limits from financial institutions.	The same as the resolution(s)
July 30, 2024	1st Proposal: 2024 second quarter consolidated financial statements case. 2nd Proposal: The company intends to apply for financing from Baiyue Special Biotechnology (Shanghai) Co., Ltd. 3rd Proposal: Application for financing loan limit (extension renewal) from financial institutions. 4th Proposal: The company invests in PT TCI Biotek Indo.	The same as the resolution(s)

Meeting Date:	Important Resolution	Implementation
November 7, 2024	1st Proposal: Proposal for the consolidated financial statements for the third quarter of 2024. 2nd Proposal: Proposal to establish the company's audit plan for the 2025 fiscal year. 3rd Proposal: Proposal to amend certain internal control management regulations of the company. 4th Proposal: Proposal for the establishment of the company's "Sustainable Information Management Regulations." 5th Proposal: Proposal for the company's investment in listed securities. 6th Proposal: Proposal to apply for financing limits from financial institutions.	The same as the resolution(s)
December 19, 2024	1st Proposal: Draft the company's "2025 Annual Operation Plan" and "2025 Annual Budget". 2nd Proposal: Evaluation of the independence and suitability of the company's certified public accountant. 3rd Proposal: Draft the company's 2025 Risk Management Plan. 4th Proposal: Personnel adjustments for the company's audit supervisor. 5th Proposal: Changes regarding the company's spokesperson. 6th Proposal: Matters related to the company's management salary. 7th Proposal: Matters related to the distribution of the company's 2024 year-end bonuses for managers.	The same as the resolution(s)
February 26, 2025	1st Proposal: The company's internal control system statement for the 2024 fiscal year. 2nd Proposal: Compensation for the certified public accountant for the 2025 fiscal year. 3rd Proposal: Amendment to the 'Company Articles'. 4th Proposal: Amendment to the 'Procedures for Acquisition or Disposal of Assets'. 5th Proposal: Due to the internal adjustment needs of the PwC, the company will change its certified public accountant starting from the first quarter of 2025. 6th Proposal: The company's business report and financial statements for the 2024 fiscal year. 7th Proposal: Distribution of employee compensation and director compensation for the 2024 fiscal year. 8th Proposal: Election of an additional independent director. 9th Proposal: Nomination of a list of candidates for independent directors. 10th Proposal: Lifting the non-compete restrictions for the newly appointed director. 11th Proposal: The company's profit distribution for the 2024 fiscal year and provision of cash from capital reserves. 12th Proposal: To propose the date, location, and agenda for the 2025 shareholders' annual meeting.	The same as the resolution(s)
May 7, 2025	1st Proposal: Consolidated financial statements for the first quarter of 2025. 2nd Proposal: Detailed distribution of employee compensation (management) for the year 2024. 3rd Proposal: Acquisition of securities by the company. 4th Proposal: Handling the cancellation of repurchased treasury shares and determining the record date for the reduction of capital through the cancellation of treasury shares. 5th Proposal: Application for financing limits from financial institutions.	The same as the resolution(s)

(11) The contents of the Board resolutions regarding which independent, directors have voiced opposing or qualified opinions on the record or in writing in the most recent year or up to the publication of the annual report: None.

3. Information Regarding the Company's Audit Fee and Independence

(1) Audit Fee

CPA Firm	CPA name		Audit Period	Notes
PwC Taiwan	Ping-Chun Chih	Chung-Hsi Lai	Year of 2024	None

Unit: NT$ thousand

Amount Range / Public Expense Items		Audit fees	Non-audit fee	Total
1	Less than NT$2,000,000			
2	NT$2,000,0000 - 3,999,999	✓		
3	NT$4,000,0000 - 5,999,999		✓	
4	NT$6,000,0000 - 7,999,999			
5	NT$8,000,0000 - 9,999,999			✓
6	Over NT$10,000,000			

(2) If any of the following circumstances occurs, the Company shall disclose the relevant information of the issue:

A. If the amount of non-audit fees paid to the certified public accountant, the certified public accountant's firm, and its affiliates is more than one-fourth of the audit fees, the amount of audit and non-audit fees and the content of non-audit services shall be disclosed.

Unit: NT$ thousand

CPA Firm	Name of CPA	Audit fees	Non-audit fee					Audit Period	Notes
			System Design	Company Registration	Human Resources	Others	Subtotal		
PwC Taiwan	Ping-Chun Chih Chung-Hsi Lai	3,300	0	16	0	5,449	8,765	2024	Consulting services and transfer pricing services

B. If the replacement of the accounting firm and the audit fee amount paid in the year of the replacement is lower than the audit fee amount in the year before the replacement, the amount and reason for the audit fee amounts before and after the replacement shall be disclosed: None.

C. If the audit fee amount and ratio reduced and the root cause of the reduction: None.

4. Replacement of CPAs: https://mops.twse.com.tw/mops/web/index

5. The Company's Chairman, President, and Finance or Accounting Officer have held a position in the independent auditing firm or its affiliates over the past year: None.

6. Changes in the shares held and pledged by directors, supervisors, managers, and major shareholders holding over 10% of outstanding shares in the most recent year and up to the publication of the annual report

(1) Changes in equity transfer and pledge

For related information, please visit the Public Information Observatory at [Website: https://mops.twse.com.tw], click on 'Single Company ➔ Shareholder Changes/Securities Issuance ➔ Major Shareholder Holdings/Pledges/Transfer ➔ Details of Board Members' Shareholdings ➔ Remaining Holdings of Board Members 'Input Query Conditions (Company Securities Code: 8436)' to search.

(2) Information on related parties involved in equity transfers:None.

(3) Information on related parties involved in equity pledges: None.

7. The top-10 shareholders who are the spouses or relatives within second-degree to each other

April 28, 2025; Unit: Share; %

Name	Current shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top 10 Shareholdlers, or Spouses or Relatives Within the Two Degree of Kinship		Notes
	Shares	% Ratio	Shares	% Ratio	Shares	%	Name	Relationship	
Yong Jiang Investment Co.	6,789,248	5.74%	0	0	0	0	Maxigen Biotech Inc. TCI Gene Inc. Yong Long Capital Co., Ltd.	Same authorized personnel	
TCI GENE INC.	5,015,000	4.24%	0	0	0	0	Maxigen Biotech Inc. Yong Jiang Investment Co. Yong Long Capital Co., Ltd.	Same authorized personnel	
Yang Guang Investment Co., Ltd.	3,987,053	3.37%	0	0	0	0	None	None	
ProCommunication Development Co., Ltd.	2,601,000	2.20%	0	0	0	0	None	None	
MBI Biotechnology Co., Ltd.	2,531,000	2.14%	0	0	0	0	None	None	
Taiwan Cooperative Bank Insurance Group Yi Securities Investment Trust Fund	1,999,000	1.69%	0	0	0	0	None	None	
Zhuang Ming lang	1,913,000	1.62%	0	0	0	0	None	None	
Global Life Insurance Co., Ltd.	1,834,000	1.55%	0	0	0	0	None	None	
Yong Long Capital Co., Ltd.	1,634,359	1.38%	0	0	0	0	Maxigen Biotech Inc. Yong Jiang Investment Co. TCI Gene Inc.	Same authorized personnel	
Tsai Dai Rong	1,402,661	1.19%	0	0	0	0	None	None	

8. The shares of the invested company held by the Company, the Company's directors, supervisors, managers, and companies controlled directly or indirectly, and the aggregated overall shareholding ratio

April 28, 2025; Unit: Share；%

Name	Investment by TCI		Investment by TCI's Directors, Supervisors, Mangers and its directly or indirectly controlled business		Total Investment	
	Shares	%	Shares	%	Shares	%
Taiwan TCI Firstek Corp.	214,885,489	100%	-	-	214,885,489	100%
TCI Gene Inc.	11,173,692	42.23%	-	-	11,173,692	42.23%
BioCosme, BioTech Group	500,000	100%	-	-	500,000	100%
BioFunction, Shanghai BioTech Group	Note 1	100%	-	-	Note 1	100%
TCI HK LIMITED	Note 1	100%	-	-	Note 1	100%
TCI BIOTECH LLC	Note 1	100%	-	-	Note 1	100%
TCI BIOTECH USA LLC	Note 1	100%	-	-	Note 1	100%
TCI JAPAN CO., LTD.	Note 2	100%	-	-	Note 2	100%
PT TCI BIOTEK INDO	89,000	100%	—	—	89,000	100%
TCI Biotech Netherlands B.V.	6,592,950	100%	-	-	6,592,950	100%
Quantum Biology Inc.	3,000,000	100%	-	-	3,000,000	100%
Maxigen Biotech Inc.	24,670,762	27.51%	—	—	24,670,762	27.51%

Note 1: It is a limited company. There is no issuance of shares.

Note 2: The capital amount is 55 million JPY.

III. Business Capitalization

1. Capital and Shares

(1) Capitalization

A. Equity formation

April 28, 2025; Unit: 1000 shares; NT$ thousand

Year/ Month	Issue Price	Authorized Capital		Capital Stock		Remark		
		Shares	Amount	Shares	Amount	Source of Capital	Shares offset by property other than cash	Others
August 2006	10	12,000	120,000	5,380	53,800	Capitalization by Cash 10,000	-	Note 1
August 2007	10	12,000	120,000	6,380	63,800	Capitalization by Cash 10,000	-	Note 2
April 2008	12	12,000	120,000	7,380	73,800	Capitalization by Cash 10,000	-	Note 3
October 2009	10	12,000	120,000	8,618	86,180	Capitalization by Cash 5,000 Capitalization by Earnings 7,380	-	Note 4
August 2010	10	50,000	500,000	15,000	150,000	Capitalization by Cash 10,001 Capitalization by Earnings 53,819	-	Note 5
July 2011	10	50,000	500,000	20,042	200,420	Capitalization by Earnings 45,000 Capitalization by Employee Bonus 5,420	-	Note 6
December 2011	68	50,000	500,000	22,642	226,420	Capitalization by Cash 26,000	-	Note 7
September 2012	10 18	50,000	500,000	29,799	297,996	Capitalization by Earnings 67,926 Conversion by Stock Option 3,650	-	Note 8
April 2013	18	50,000	500,000	29,812	298,126	Conversion by Stock Option 130	-	Note 9
August 2013	10 18	50,000	500,000	39,423	394,234	Capitalization by Earnings 89,438 Conversion by Stock Option 6,670	-	Note 10
September 2013	93	50,000	500,000	43,880	438,804	Capitalization by Cash 44,570	-	Note 11
August 2014	10 18	100,000	1,000,000	51,024	510,244	Capitalization by Earnings 65,821 Conversion by Stock Option 5,620	-	Note 12
October 2014	72.3	100,000	1,000,000	55,624	556,244	Capitalization by Private Placement 46,000	-	Note 13
August 2015	10 18	100,000	1,000,000	61,202	612,028	Capitalization by Earnings 55,624 Conversion by Stock Option 160	-	Note 14
February 2016	36 88	100,000	1,000,000	65,276	652,764	Conversion by Stock Option 1,680 Conversion by Convertible Bonds 39,056	-	Note 15
May 2016	88	100,000	1,000,000	66,607	666,071	Conversion by Convertible Bonds 13,306	-	Note 16
August 2016	10 78.8	100,000	1,000,000	75,370	753,698	Capitalization by Earnings 78,332 Conversion by Convertible Bonds 3,295 Capitalization by Restricted Employee Shares 6,000	-	Note 17
October 2016	10 78.8	100,000	1,000,000	75,447	754,470	Conversion by Stock Option 10 Conversion by Convertible Bonds 761	-	Note 18
January 2017	10 78.8	100,000	1,000,000	75,621	756,213	Conversion by Stock Option 1,730 Conversion by Convertible Bonds 13	-	Note 19
April 2017	10 78.8	100,000	1,000,000	75,653	756,525	Conversion by Stock Option 300 Conversion by Convertible Bonds 13	-	Note 20
June 2017	10	100,000	1,000,000	75,669	756,685	Conversion by Stock Option 160	-	Note 21
July 2017	10	100,000	1,000,000	87,012	870,117	Capitalization by Earnings 113,432	-	Note 22
April 2018	10	100,000	1,000,000	87,070	870,701	Conversion by Convertible Bonds 584	-	Note 23
July 2018	10	200,000	2,000,000	100,122	1,001,219	Capitalization by Earnings 130,518	-	Note 24
November	10	200,000	2,000,000	102,232	1,022,321	Conversion by Stock Option 5,260	-	Note 25

Year/ Month	Issue Price	Authorized Capital		Capital Stock		Remark		
		Shares	Amount	Shares	Amount	Source of Capital	Shares offset by property other than cash	Others
2018						Conversion by Convertible Bonds 15,842		
January 2019	10	200,000	2,000,000	102,608	1,026,076	Conversion by Stock Option 420 Conversion by Convertible Bonds 3,335	-	Note 26
April 2019	10	200,000	2,000,000	102,742	1,027,422	Conversion by Convertible Bonds 1,347	-	Note 27
August 2019	10	200,000	2,000,000	102,792	1,027,920	Conversion by Convertible Bonds 497	-	Note 28
August 2019	10	200,000	2,000,000	118,183	1,181,831	Capitalization by Earnings 153,911	-	Note 29
October 2019	10	200,000	2,000,000	119,598	1,195,981	Conversion by Stock Option 5,210 Capitalization by Restricted Employee Shares 8,940	-	Note 30
February 2020	10	200,000	2,000,000	119,617	1,196,171	Conversion by Stock Option 260 Cancellation of Restricted Employee Shares 70	-	Note 31
June 2020	10	200,000	2,000,000	117,610	1,176,101	Cancellation of Restricted Employee Shares 70 Cancellation of Treasury Shares 20,000	-	Note 32
August 2020	10	300,000	3,000,000	117,610	1,176,101	Increase in total capital, amendments to the company's Articles of Incorporation, full re-election of directors	-	Note 33
September 2020	10	300,000	3,000,000	117,607	1,176,071	Cancellation of Restricted Employee Shares 30	-	Note 34
November 2020	10	300,000	3,000,000	118,190	1,181,901	Conversion by Stock Option 589 Cancellation of Restricted Employee Shares 60	-	Note 35
January 2021	10	300,000	3,000,000	118,220	1,182,201	Conversion by Stock Option 360 Cancellation of Restricted Employee Shares 60	-	Note 36
July 2021	10	300,000	3,000,000	118,239	1,182,398	Cancellation of Restricted Employee Shares 40 Conversion by Stock Option 230 Conversion by Convertible Bonds 6,610	-	Note 37
December 2021	10	300,000	3,000,000	118,239	1,182,398	Business Item Registration	-	Note 38
January 2022	10	300,000	3,000,000	118,244	1,182,448	Conversion by Stock Option 420	-	Note 39
April 2022	10	300,000	3,000,000	118,260	1,182,608	Conversion by Stock Option 160	-	Note 40
October 2022	10	300,000	3,000,000	118,260	1,182,608	Business Item Registration	-	Note 41
July 2023	10	300,000	3,000,000	118,260	1,182,608	Amendments to the company's Articles of Incorporation, full re-election of directors	-	Note 42
May 2024	10	300,000	3,000,000	118,260	1,182,608	Board Member Dismissal and Shareholding Changes	-	Note 43
August 2024	10	300,000	3,000,000	118,260	1,182,608	By-election of directors and changes in shareholding	-	Note 44
December 2024	10	300,000	3,000,000	118,260	1,182,608	Board Member Dismissal and Shareholding Changes	-	Note 45

Note 1: The approval letter, the Letter No. Taipei-City-Government-City-Construction-Bureau-09582279100 received on August 22, 2006.

Note 2: The approval letter, the Letter No. Taipei-City-Government-City-Construction-Bureau-09688717100 received on August 30, 2007.

Note 3: The approval letter, the Letter No. Taipei-City-Government-Office-of-Commerce-09783966800 received on April 25, 2008.

Note 4: The approval letter, the Letter No. Taipei-City-Government-Office-of-Commerce-09887803330 received on October 29, 2009.

Note 5: The approval letter, the Letter No. Taipei-City-Government-Office-of-Commerce-09985775230 received on August 16, 2010.

Note 6: The approval letter, the Letter No. Taipei-City-Government-Office-of-Commerce-10085576600 received on July 15, 2011.

Note 7: The approval letter, the Letter No. Taipei-City-Government-Office-of-Commerce-10090009810 received on December 9, 2011.

Note 8: The approval letter, the Letter No. Taipei-City-Government-Office-of-Commerce-10187001810 received on September 6, 2012.

Note 9: The approval letter, the Letter No. Taipei-City-Government-Office-of-Commerce-10282650710 received on April 10, 2013.

Note 10: The approval letter, the Letter No. Taipei-City-Government-Office-of-Commerce-10286556500 received on August 1, 2013.
Note 11: The approval letter, the Letter No. Taipei-City-Government-Office-of-Commerce-10288072500 received on September 25, 2013.
Note 12: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10301165180 received on August 15, 2014.
Note 13: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10301231620 received on November 5, 2014.
Note 14: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10401161750 received on August 6, 2015.
Note 15: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10501017880 received on February 2, 2016.
Note 16: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10501100670 received on May 17, 2016.
Note 17: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10501192080 received on August 5, 2016.
Note 18: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10501246530 received on October 18, 2016.
Note 19: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10601007940 received on January 19, 2017.
Note 20: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10601049900 received on April 18, 2017.
Note 21: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10601098480 received on July 17, 2017.
Note 22: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10601102940 received on July 28, 2017.
Note 23: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10701037100 received on April 11, 2018.
Note 24: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10701105450 received on August 23, 2018.
Note 25: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10701131780 received on November 5, 2018.
Note 26: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10801005770 received on January 28, 2019.
Note 27: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10801044030 received on April 22, 2019.
Note 28: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10801097590 received on August 2, 2019.
Note 29: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10801114380 received on August 20, 2019.
Note 30: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10801143300 received on October 28, 2019.
Note 31: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10901008680 received on Feburary 21, 2020.
Note 32: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10901080290 received on June 1, 2020.
Note 33: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10901122480 received on August 4, 2020.
Note 34: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10901155540 received on September 11, 2020.
Note 35: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-10901216090 received on November 27, 2020.
Note 36: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-11001009560 received on January 25, 2021.
Note 37: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-11001104180 received on July13, 2021.
Note 38: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-11001238990 received on December 24, 2021.
Note 39: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-11101008440 received on January 28, 2022.
Note 40: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-11101062660 received on April 18, 2022.
Note 41: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department- 11101187990 received on October 4, 2022.
Note 42: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department- 11230133320 received on July 25, 2023.
Note 43: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department-11330073350 received on May 30, 2024.
Note 44: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department- 11330121060 received on August 26, 2024.
Note 45: The approval letter, the Letter No. Ministry-of-Economic-Affairs-Commerce-Department- 11330222890 received on December 23, 2024.

B. Share Type

April 28, 2025; Unit: Share

Share type	Authorized Capital			Remark
	Issued shares	Unissued shares	Total	
Common Stock	117,728,830	182,271,170	300,000,000	The outstanding shares have deducted 532,000 treasury shares. Among them, 10,000,000 shares will be reserved for the issuance of employee stock option certificates to exercise the stock options. The Company's stocks are OTC stocks.

C. Information related to the raising and issuance of securities under the reporting system: Not applicable.

(2) List of major shareholders (shareholders who hold more than 5% or hold the top 10 shares)

April 28, 2025； Unit: Share；%

Name \ Shares	Current Shareholding	%
Yong Jiang Investment Co.	6,789,248	5.74%
TCI GENE INC.	5,015,000	4.24%
Yang Guang Investment Co., Ltd.	3,987,053	3.37%
ProCommunication Development Co., Ltd.	2,601,000	2.20%
MBI Biotechnology Co., Ltd.	2,531,000	2.14%
Taiwan Cooperative Bank Insurance Group Yi Securities Investment Trust Fund	1,999,000	1.69%
Zhuang Ming lang	1,913,000	1.62%
Global Life Insurance Co., Ltd.	1,834,000	1.55%
Yong Long Capital Co., Ltd.	1,634,359	1.38%
Tsai Dai Rong	1,402,661	1.19%

(3) Company dividend policy and implementation

A. Dividend policy as set out in the Articles of Incorporation

According to Article 18 of Article 18-2 of the Articles of Incorporation.

If the Company's annual final accounts show a net profit after tax for the current period, taxes shall first be paid, and any past losses shall be made up. Ten percent of the remaining amount shall be allocated as legal reserve. However, if the accumulated legal reserve has already reached the total capital of the Company, this restriction does not apply. Next, a special reserve shall be allocated or reversed in accordance with relevant laws and regulations. If there is still a remaining balance, the distributable surplus, calculated by adding the undistributed earnings at the beginning of the period (including adjustments to the undistributed earnings), will be proposed by the Board of Directors for distribution, subject to approval by the shareholders' meeting.

The industry the Company is engaged is at its growth stage and the competition is keener day by day. To maintain sustainable operation, growth of operation, capital needs and long-term financial planning as well as taking consideration of shareholders interest, 30% to 80% distributable earning each year will be provided for distribution as shareholders dividend. The dividend for shareholders of the Company may be in stock dividend or in cash or a combination of them. Cash dividend for shareholders shall basically be no less than 10% of total dividend for shareholders; however, when the Company has higher earnings or capital funds are sufficient, cash dividend ratio for shareholders may be increased. It depends on the earnings of the year.

B. The proposed dividend distribution of the shareholders meeting

The company's dividend for the year 2024 has been approved by the board of directors on February 26, 2025, resolving to allocate NT$835,874,693 from the 2024 earnings, with a cash dividend of NT$7.1 per share. In accordance with Article 241 of the Company Act, a cash distribution of NT$341,413,607 (NT$2.9 per share) will be made from the capital premium of ordinary shares issued at a premium over par value.

(4) The Effect on Business Performance, EPS, and ROE by the Company’s Stock Dividend Distributed as Bonus Shares in This Shareholders’ Meeting: Not applicable.

(5) Employee Compensation and Remuneration to Directors and Supervisors

A. The number or scope of compensation for employees, directors and supervisors as set out in the articles of association

According to the Company's articles of association, if the Company is profitable in the year (the so-called profit refers to the pre-tax profit minus the benefits before the employee is paid and the directors' compensation), it is distributed in the following order:

A-1 When the Company still has accumulated losses (including adjustment of undistributed surplus amount), the amount of compensation should be retained in advance.

A-2 Five to fifteen percent of the employees are paid and no more than three percent is directors' compensation.

Employee’s compensation may be distributed in the form of shares or in cash, and employees qualified to receive such compensation may include employees from affiliates companies who meet certain qualifications. The Board of Directors is authorized to determine the qualification of such employees. The remuneration to Directors shall be paid in cash.

B. The basis for estimating the amount of compensation and remuneration for employees, directors, and supervisors in the current period, the basis for calculating the number of shares for employee compensation for stock distribution and the accounting treatment when the actual distribution amount is different from the estimated.

B-1 The employee's remuneration and director's remuneration estimates are based on the pre-tax benefits as of the end of the period (net of the benefits prior to the distribution of employee compensation and directors' compensation), and the employee's remuneration and director's remuneration as set out in the articles of association. Within the scope of the number and based on the previous issue of the number of estimates and recognized as current operating costs and operating expenses.

B-2 The basis for calculating the number of shares in which the employees of the Company are allotted shares is based on the closing price of the day before the resolution of the

shareholders' meeting and considering the impact of the ex-dividend. The employee compensation proposed by the shareholders meeting was issued in cash on February 26, 2025, after resolution by the Board of Directors.

C. Information about the proposed distribution of employee bonus as approved by the Board of Director

C-1 The amount of the proposed distribution of employee bonus and remuneration to directors is shown below. If the amount referred to above differs from the employee bonus and remuneration to directors and supervisors recognized, please state the number of differences, causes of differences, and the treatment:

Unit: NT$ thousand

Item	Amount
Compensation for Employees in 2024	83,119,104
Compensation for Directors in 2024	4,100,000

The amount of employee compensation and directors' compensation to be proposed is not different from the fees recognized in 2022.

C-2 The proportion of the employee's remuneration distributed by the stock and the total net profit after tax and the total amount of employee compensation in the current period.

The remuneration of the proposed staff is paid in cash by the resolution of the Board of Directors on February 26, 2025. It is not applicable to the employee's stock remuneration.

D. If the amount referred to above differs from the employee bonus and remuneration to directors and supervisors recognized, please state the number of differences, causes of differences, and the treatment scenarios: None.

(6) The Company bought back the shares of the Company: None.

2. Corporate Bond: None.

3. Preferred Stock Issued: None.

4. Global Depositary Receipts Issued: None.

5. Employees Stock Options Issued: None.

6. Restricted Employee Shares: None.

7. Merger or acquisition or transfer of shares of other companies to issue new shares: None.

8. Funding plan implementation: Not applicable.

IV. Operational Highlights

1. Business Activities

(1) Business scope

A. The scope of business of the Company shall be as follows:

1. C104010 Sugar Confectionery and Bakery Product Manufacturing
2. C110010 Beverage Manufacturing
3. C199990 Other Food Manufacturing Not Elsewhere Classified
4. C307010 Apparel, Clothing Accessories and Other Textile Product Manufacturing
5. C802100 Cosmetics Manufacturing
6. CH01040 Toys Manufacturing
7. CN01010 Furniture and Fixtures Manufacturing
8. F102040 Wholesale of Nonalcoholic Beverages
9. F102170 Wholesale of Food and Grocery
10. F108040 Wholesale of Cosmetics
11. F203010 Retail sale of Food and Grocery
12. F208040 Retail Sale of Cosmetics
13. F401010 International Trade
14. F113010 Wholesale of Machinery
15. F213080 Retail Sale of Machinery and Equipment
16. F113990 Wholesale of Other Machinery and Equipment
17. F213990 Retail Sale of Other Machinery and Equipment
18. CE01990 Other Photographic and Optical Instruments Manufacturing
19. F113030 Wholesale of Precision Instruments
20. F213040 Retail Sale of Precision
21. CE01010 Precision Instruments Manufacturing
22. E601010 Electric Appliance Construction.
23. IG03010 Energy Technical Services.
24. D101060 self-usage power generation equipment utilizing renewable energy industry.
25. A101030 Special Crops
26. A102050 Crops Cultivation
27. A102060 Grain Commerce
28. C201010 Prepared Animal Feeds Manufacturing
29. C201020 Pet Food Processing
30. C801110 Fertilizer Manufacturing
31. F101050 Wholesale of Aquatic Products

32. F101990 Wholesale of Other Agricultural, Husbandry and Aquatic Products
33. F103010 Wholesale of Animal Feeds
34. F106060 Wholesale of Pet Food and Appliances
35. F107050 Wholesale of Manure
36. F201010 Retail Sale of Agricultural Products
37. F201030 Retail Sale of Aquatic Products
38. F201990 Retail Sale of Other Agricultural, Husbandry and Aquatic Products
39. F202010 Retail Sale of Animal Feeds
40. F206050 Retail of Pet Food and Appliances
41. F207050 Retail Sale of Manure
42. J101020 Pathogen Controlling Services
43. ZZ99999 All business items that are not prohibited or restricted by law, except those that are subject to special approval The Company's major business projects are research, development, sales, and manufacturing of functional drinks, dietary supplements and skin care products.

B. Sales Mix

Unit: NT$ thousand

Year / Product category	2023		2024	
	Annual Revenue	%	Annual Revenue	%
Dietary Supplements	7,100,193	88.6%	6,265,867	86.5%
Skincare Product	592,233	7.4%	708,649	9.8%
Others	323,223	4.0%	265,750	3.7%
Total	8,015,649	100.0%	7,240,266	100.0%

C. Major Product Categories

The Company's current major products are health foods and skin care products, providing a cross-border R&D platform for rapid R&D and manufacturing service. We bring experts together from many countries to provide the fastest service, the latest materials, and the safest process. We also provide comprehensive support including art design and a complete service mechanism featured our three core beliefs: Quality, Quick Manufacturing, and Optimal Quotation to achieve product quality and safety, fast delivery, and ideal quotation, which will meet various types of customer needs. Functional drinks include collagen drinks that supplement the loss of collagen; glucosamine drinks that lubricate joints, and other liquid drinks for various purposes such as whitening, breast enhancement, slimming, reducing blood fat levels and improving immunity. Dietary supplements include various types of products such as hard capsules, soft capsules, tablets, powders, liquid products, and jelly, which are used for whitening, anti-wrinkle, slimming, eye protection, liver protection, immunity improvement and nutritional supplementation. Skin care products include face care and body care products, such as: the LipoButyTM mask, eye masks, essences and cream.



D. New products (services) the Company plans to develop

Peptide Biomimicry

Through its peptide synthesis technology, TCI has developed the Black Widow Spider Venom Peptides and Blue-ringed Octopus Venom Peptides. The main effects of the Black Widow Spider Venom Peptides include increasing gene expression of basal collagen and hyaluronan synthase, maintaining the length of telomeres and prevent aging, enhancing the activity of dermal mitochondria and revitalize the skin, and significantly improving skin brightness. The main effects of the Blue-ringed Octopus Venom Peptides include increasing the gene expression of type IV collagen and elastin, increasing the gene expression of telomerase to protect telomeres and delay aging, enhancing the antioxidative capacity of the skin and fight environmental free radicals, and significantly improving skin elasticity.

However, TCI has been using liposome targeting technology to improve the problems of targeted cells. So far, TCI has completed research on lipid cells and continued to develop targeting liposomes for melanocytes and islet cells.

Spider Bio-cellulose Masks

Compared to common bio-cellulose face masks, the Spider Bio Cellulose Face Mask can improve skin hydration and elasticity and smooth wrinkles and fine lines more effectively. Using the CRISPR gene editing technology, TCI will continue to edit the DNA of Acetobacter xylinum to make it express special proteins, which will serve as unique composite bio-cellulose.

Banana Flower Extract

Apart from the clinical research on food and skincare products featuring the Banana Flower Extract, TCI will, through further research on active ingredients, identify the active compounds that effectively inhibit the secretion of dihydrotestosterone and promote the growth of hair follicle cells. Also, TCI will continue to conduct in vitro studies to find out all the regulatory mechanisms related to the effects of banana flower extract and its active compounds on hair growth to set the cornerstone for the development of hair growth medicine in the future. Meanwhile, TCI will further conduct clinical efficacy evaluations for commercialized banana flower extract, which will be the world's only hair loss prevention product featuring banana flowers. The use of banana flowers, an agricultural by-product, can greatly improve the agricultural value of bananas.

TCI 275 (TRILLION PROBIO)

TCI275 is a kind of Lactobacillus fermentum derived from breast milk, which is a major factor for the development of infants' gastrointestinal microbiome and can effectively degrade lactose and ease the symptoms of lactose intolerance.

TCI has selected from various types of milk and various strains the edible bacteria that can degrade lactose. The breast milk-derived TCI 275 Lactobacillus fermentum, resistant to gastric acid and bile salts, is the best solution for lactose intolerance.

(2) Industry Overview

A. Status Quo and the Development Trend

Through our unique methodology, "Integrated Bioscience Design (IBD)," the Company integrates R&D, production and marketing into a cross-border service platform by a comprehensive innovative service model, exploring consumer needs from the industry overview, and combining cross-disciplinary expertise and technologies into the brand. We develop high-performance products and shorten the time required from product development to launch for our customers and fulfill our corporate mission: "Join & Delight Consumer's Life." The Company's products can be divided into functional drinks, dietary supplements, skin care products and other related products. Because functional drinks and dietary supplements are in the scope of functional foods, the analysis of functional food market and skin care market is shown as follows:

A-1 Functional food

1) Global Market Is Showing Steady Growth

With the promotion and implementation of the concept of preventive medicine, people choose adjuvant and alternative therapies to prevent the occurrence of diseases. Among them, health care products and functional foods provide nutritional supplements, improve health and delay aging. The consumption and the use of health care products and functional foods have become a trend, especially in Europe and the Americas. According to Grand View Research and Statista, the global market size of nutraceutical industry in 2019 was US$391.8 billion. It is expected to grow to US$562.8 billion in 2018-2023. The compound annual growth rate (CAGR) is 7.3%, and the CAGRs of functional beverages, functional foods and dietary supplements are 5.8%, 7.9% and 8.2%, respectively.

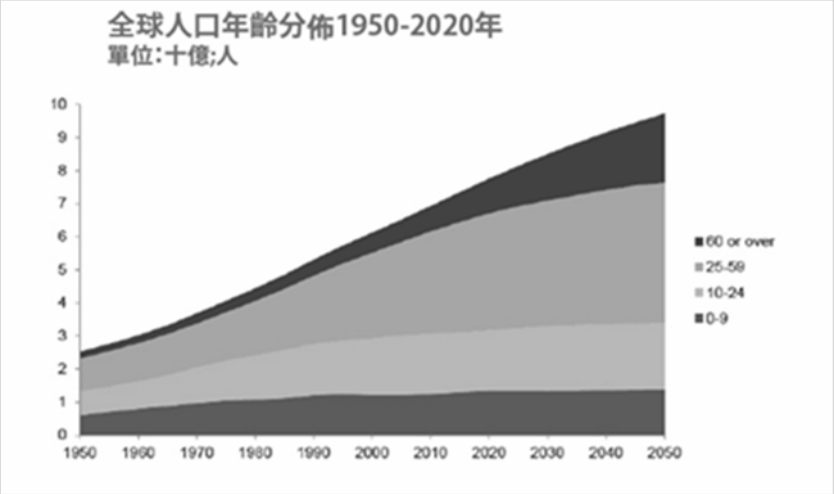
(US$ Billions)

Product	2018	2019	2024	CAGR
Functional Beverages	83.1	93.7	124.4	5.8%
Functional Food	161.5	174.8	255.6	7.9%
Dietary Supplements	72.7	123.3	182.8	8.2%
Total	317.3	391.8	562.8	7.3%

(Source: Grand View Research, Statista)

2) Acceleration of Aging in the Global Population

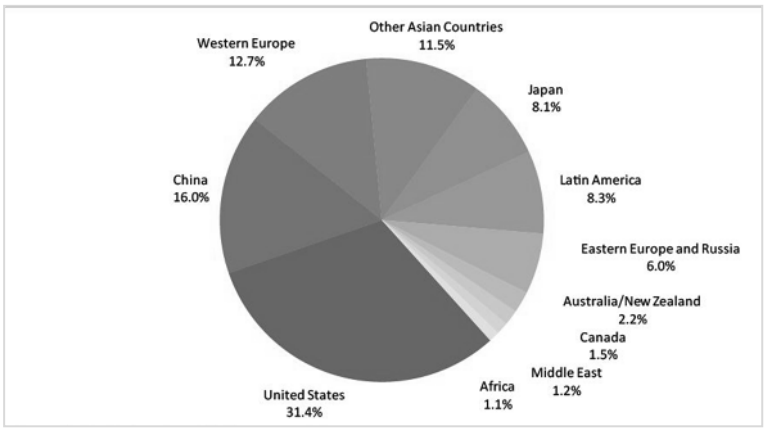
According to the latest UN report, the world population is estimated to reach 9.8 billion in 2050, of which more than 1.5 billion people will be over 65 years old, accounting for about 16% of the total population. Compared with the total population of 7.6 billion in 2017, the elderly population is 700 million, accounting for only 9% of the total population. The global population is rapidly aging. On the other hand, with the advancement of medical technology, the average life expectancy of human beings is getting longer and longer. The United Nations predicts that the average life expectancy of human beings in 2019 will be 72.3 years old and will reach 74.3 years in 2030. Preventive health care has become one of the most concerned issues for consumers around the world.



(Source: The United Nations, OECE, Macquarie Research)

3) Importance of Asia is Increasing

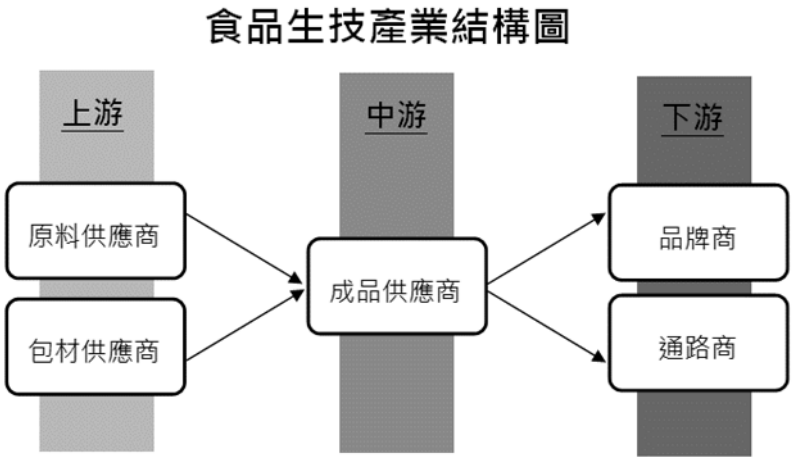
From the perspective of global health care products, the United States is still the world's largest health care market. According to data database established by the marketing research agency, Nutrition Business Journal, the US market share in the global market reached 31.4% in 2017. Asia has been developing rapidly in recent years. Among them, China's health care market has surpassed Western Europe and ranked second in the world. The Chinese market share accounts for 16.0% of the global market. Japan accounts for 8.1%, and other Asian regions account for 11.5. The influence of Asian countries is axiomatic. With the intensification of population aging in China, consumers have strengthened their awareness of nutrition and health care. In the future, the population and penetration rate of health care products will likely to be further improved.



(Source: Nutrition Business Journal)

B. Correlations between Upstream, Midstream, and Downstream Companies

Across the entire industry chain, the Company focuses on the development of new products, and the R&D and the manufacturing of functional beverages, health foods and beauty care products. We are at the upstream and the midstream of the overall supply chain. Our major business model is to search for bio-materials from different places around the world. We integrate the results to develop new types of bio-materials through our professional analysis, and then provide customized formulas according to different needs of customers. We use our own patented technology to conceptualize the idea from our customers. Through our research team, global procurement system and raw materials management, we have been developing competitive and market-oriented products for customers. The correlations between upstream, midstream, and downstream companies in biotechnology industry in Taiwan are shown as follows:

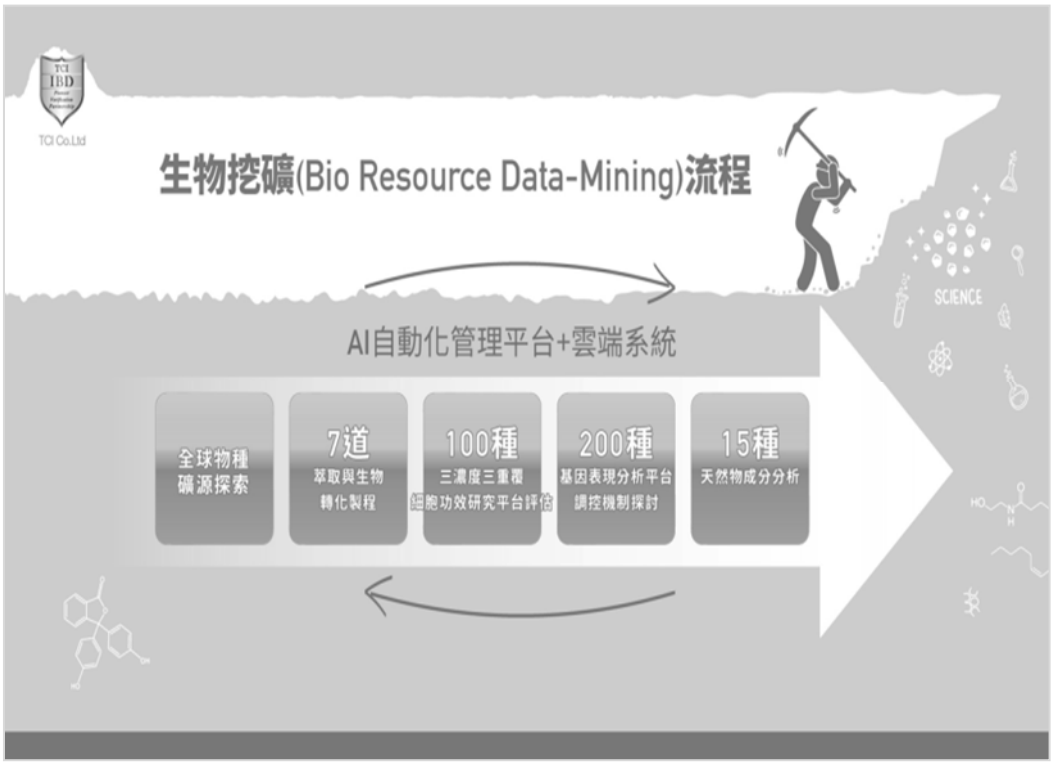


C. Development trends and forms of products

C-1 Trends of Product Development

The company's scope of R&D mainly covers 3 areas: the development of health foods and skin care products, innovative functional foods, and genetic testing platforms, products, and services. The raw materials of health food and skin care products have

been developed for many years and have achieved considerable results. At present, more than 90% of the company's products are formulated with the company's self-developed IBD raw materials. Through the "Bio-Resource Data Mining" business model, combined with an AI automated management platform plus a cloud system, plus 7 extraction and biotransformation processes, the efficacy of 100 types of cells is studied and evaluated, and the performance of 200 types of genes is analyzed to explore the regulation mechanism, and 15 kinds of natural ingredients have been analyzed. In 2020, the Company's Bio-Resource Data Mining process was upgraded again, incorporating proteomics, metabolomics, microbiology, and more automated identification of active ingredients. With this process, the company will conduct more in-depth and broad-spectrum research on the efficacy of raw materials and products. It is estimated that the future R&D efficiency will increase by more than 350 times to accelerate the exploration of the value of global biological resources.



In addition, in terms of genetic testing platforms and personalized health management services according to the human genetic variation, the G2 genetic analysis kit (for DNA) is used to conduct genetic risk assessment for 58 common diseases of Asian people. The R1 (for RNA) dynamic analysis kit is used to conduct real-time monitoring of relative expression levels of mRNAs. The B1 (for proteins) biochemical analysis kit is used to monitor physiological changes in our bodies. We predict and monitor health status through the analysis reports of DNA, RNA, and proteins, and establish personalized nutrition recipe and health management strategies for each customer with the physicians and the dietitians of our exclusive clinic.



DNA sequencing has entered into people's lives, and people's recognition of health has begun to change. Early detection, personalized monitoring, and timely treatment of cancer are the benefits brought by genetic technology. After human genome is decoded, everyone can more clearly understand the correlations between genes, nutrition and diseases. Each of us has 99% of the same genetic sequence, but about 1% of the remaining genetic sequences are different, which gives each of us unique physiological traits. We call this 1% difference in gene sequence Single Nucleotide Polymorphism (SNPs). To date, thousands of SNPs have been found to be related to nutrition. If this SNP is a gene that regulates nutrient absorption, environmental factors, or even metabolic drugs, it will greatly affect our health.

The Company's gene development laboratory is dedicated to gene-related research, from human DNA exploration to the genetic loci (SNPs) associated with health and even disease, to understand individual health situations. With the long-term accumulation of research energy on natural resources by the TCI team, we fully mine the natural materials, thoroughly understand the biochemical reactions (gene expression, biochemical values, etc.) of all natural substances on the cells, and we organize and calculate the correlation between genes, diet and diseases to develop personalized health management programs. From the perspective of preventive medicine, TCI strives to promote the concept of "early detection and better prevention", and makes good use of today's genetic technology, including genetic testing for analysis of innate DNA mutations, and tracking of health-related gene performance in the blood and biochemical analysis of protein, to provide customers with health from all aspects.

1) Raw Material Development for Dietary Supplements

Since 2011, the Company has been devoted to the development of autonomous special-purpose raw materials (referred to as IBD raw materials). We add raw materials to existing product formulas to improve its efficacy while ameliorating its safety, and we fully control the source of raw materials to ensure product quality. In addition to improving the competitiveness of the Company, it also increases the

economic benefits of domestic agriculture. So far, the following health products have been successfully developed and marketed from IBD raw materials:

(1) Happy banana® (Banana Peels): helps sleep and relieves stress

(2) Sugarlock® (Peanut Membrane): inhibits the increase of blood sugar and helps lose weight and improves the symptoms of diabetes

(3) Wbeauty® (Wasabi Leaf Extract): inhibits the formation of melanin and helps whiten the skin

(4) CitriSlim® (Ponkan Unripe Fruit): improves metabolism and assists in weight loss

(5) Liverguard® (Indian Jujube Unripe Fruit): improves liver function and relieves hangover symptoms

(6) JellySkin® (Jellyfish Extract): replenishes glycoprotein and helps improve skin hydration

(7) Formosal Ruby™ (Djulis): inhibits the formation of glycated proteins and delays sking aging

(8) Cleaner J™ (Flammuliavelutipes Extract): absorbs excess body fat and assists in weight loss

(9) Green Caviar® (Sea Grapes Extract): improves skin hydration, helps whiten the skin and fight oxidative stress

(10) O'Young (Broccoli Sprout): serves as a super antioxidant

(11) Guard U® (Cabbage Extract): contains vitamin U and inhibits gastric ulcers

(12) Ocean White® (Sargassum glaucescens Extract): serves as an antioxidant with anti-UV effect.

(13) Dragon Power® (Polygonatumkingianum Extract): increases male testosterone levels and helps improve sexual function

(14) Soba!® (Polygonatumkingianum Extract): increases high-density cholesterol levels and helps regulate blood lipids

(15) SugarCut® (Unripe Guava Fruit): inhibits the increase of blood sugar and helps lose weight and improves the symptoms of diabetes

(16) Happy Angel® (Banana Stamen Extract) : helps prevent prostate hypertrophy

(17) Dr.Lu (Sea Bass Extract) : promotes wound healing and enhance immunity

(18) Sun &Moon Enzyme® (FermentdDioscorea opposite): protects gastric mucosa and relieves gastric ulcers

(19) Block 2.5® (Pear Unripe Fruit Extract): repairs lung epithelial cells and removes PM 2.5 from the body

(20) DKM® (Eggshell Membrane): for degenerative arthritis care

(21) TCI633 (Streptococcus thermophilus): helps improve skin condition and self-production of hyaluronic acid

(22) TCI378 (Lactobacillus plantarum): Protects the intestines and reduces fat, lowers the rate of fat absorption, and accelerates the decomposition and metabolism of fat

(23) TCI028 (Lactobacillus plantarum): Manages and controls 3 highs and prevents atherosclerosis

(24) TCI507 (Lactobacillus plantarum): Manages and controls 3 highs, lower blood cholesterol levels, and reduces fat to help weight control

(25) TCI711 (Bacillus coagulans): Metabolizes alcohol, reduces ROS, and protects the liver

(26) TCI999 (Lactobacillus plantarum): Activates cells

(27) TCI058 (Lactobacillus casei): Increases muscles and reduce fat, produces CLA, and promotes lipolysis

(28) TCI357 (Lactobacillus helveticus): Removes PM2.5, improves respiratory allergies and lung cleansing

(29) Banana Fermentation: Regulates the intestinal microbiome, increases, through fermentation, the amount of water-soluble fiber, SOD, and organic acids

(30) Angelica dahurica Fermentation: Helps improve skin condition and inhibit melanin

(31) Gardenia jasminoides Fermentation: Reduces the anti-inflammatory factor NO content with anti-inflammatory effects

(32) Amomum villosum Fermentation: Improves hepatic lipid metabolism and inhibits the formation of the fatty liver

(33) Punica granatum Fermentation: Improves skin condition and helps increase collagen content

(34) Actinidia deliciosa Fermentation: Improves gastrointestinal health and digestion and relieves gastrointestinal discomfort

(35) Citrus reticulata Fermentation: Helps control weight and improve fat metabolism

(36) TCI Musicalzyme (pop): Helps control weight and improve fat metabolism

(37) Blackzyme: Reduces the damage of blue light to eyes with anti-blue light effects

(38) RhizomaImperatae Fermentation: Improves skin condition and helps increase collagen content

(39) Semen Raphani Fermentation: Improves cardiovascular health, reduces foam cells

(40) Watermelon Extract: Improves cardiovascular health, reduces foam cells

In addition to the above-mentioned developed IBD raw materials, the Company is conducting research on plant stem cells and investing in the research and development of drugs. It is expected to develop more natural and beneficial ingredients to human health. The TCI Plant Stem Cell Research and Development Center values the preservation of precious plant varieties through establishing the manner of constant moisture and temperature preservation and developing more than 30 kinds of sterile seedlings of feature plants of Taiwan, and gradually studies the effectiveness and function of the stem cells. This raw material is produced by the Company itself from plant introduction and disinfection, callus induction, cultivation of mass production, to the end of ultrasonic extraction, experimental analysis, clinical testing, as a complete raw material development process. We will develop more in situ or special plants, and use the effective substance of their stem cells to produce unique raw materials for skin care products and food products.

In addition to the use of solid-state tissue culture technology, the Company also develops new operation modes such as tidal and automated culture, and strengthens the control of production capacity and cost on the basis of existing stable production to create more effective IBD raw materials. Recently, TCI also developed skin care products that are different from the market, such as snowlotus stem cells and iceplant stem cells. Through cell experiments, gene platform to final skin test integration, TCI thoroughly presents the specificity and function of raw materials, so that customers can more clearly understand the true mechanism of effect.

In addition to being used as skin care products and food materials, plant stem cells are also investigating the use of botanicals (API), using special cultivation methods and compound identification techniques to identify specific ingredients, and further developing them into usable medicines, providing more natural and beneficial to the human body. The ingredients that have been developed are as follows:

Snow Lotus	Orchid	Ice Plant	Tea Leaf
Peach Blossom	Camellia	Hibiscus	Polygonum
Lavender	Rosemary	Ginseng	Ginkgo
Dendrobium officinale	Rhinacanthus nasutus		

2) Gene analysis platform and products and services

Genetic research is gradually bringing human cognition of medical and health care to the precise application of personalization. The Company's G2 gene detection kit has been developed for DNA genetic testing products specifically for Asian Chinese. Sixty chronic diseases can be detected at a time, which provides the risk of diseases as a reference for personalized health management. The G2 gene test kit for the assessment of inheritance risks includes tests for metabolic diseases such as diabetes, hypertension, hyperlipidemia, obesity, and cardiovascular related diseases such as stroke, coronary artery disease, and about 14 cancer such as colorectal cancer, liver cancer, and breast cancer. In addition to the genetic detection kits related to disease and health, the Company has paid more attention to the needs of

the public and created many consumer genetic testing kits. Designed several genetic testing kits aiming for different ethnic groups such as the OB obesity gene kit for the slimming group, the BS kit for the beauty group, the environmental toxic metabolism kit, the oral inflammation kit, the pregnant mommy stretch marks and the keloid kit, cell anti-aging kit. The Company has currently accumulated six thousand gene testing cases. Through the newly created health management e-platform, the public can obtain personal genetic testing information while maintaining personal privacy rights. In addition, through our e-platform, clients can choose individual health management strategies, including genetic nutrition specialties, genetic nutrition drips, gene exercise prescriptions, professional health consultation, medical health insurance, core health management plans and other diverse programs, to meet more needs of people for health care.

To enable people to more fully understand the health effects of personalized health management and the health applications of G2 gene detection products in preventive medicine, the Company also develops R1 dynamic gene tracking system and B1 protein biological indicators. Through regular blood tests, it provides timely examination of the physical status of the seven major items of blood tumors, cell anti-aging, neurodegenerative diseases, brain vascular diseases, cardiovascular risk, hepatitis and cirrhosis, immune rheumatism and allergies. Additionally, supplemented by high-level bioinformatics statistics, the results of the operations will enable the public to get early warning of disease when the physiological trait of traditional medicine is not obvious. The Company strives to develop a good prediction system and R1 tracking system through genetic technology and provides ODM personalized health management program for each person. With the health management of genetic nutrition specialties prescribed by the Company's professional physicians and dietitians, it helps people avoid high-risk diseases. In addition, the Company strives to improve the member service system to become a strong backing for the health of members. The efforts of the professional R&D team in the research and development of genetic technology are for the health of members. They introduce biomedical patented IBD raw materials into gene nutritional formulation system to achieve the most accurate and immediate health management.

3) Research and application of symbiotic microorganisms

Microbial immunology has a very important role in clinical practice, and it is also closely related to the health of people in daily life. The Company will invest more in the development of functional probiotics, and establish its own proprietary database of beneficial bacteria, including two series of self-produced strains and gene-regulated strains. For example, TCI633, which produces small molecule hyaluronic acid, is self-generated bacteria. According to the latest R&D data, TCI633 has a significant curative effect on initial degenerative arthritis. At the same time, through genetic research, TCI633 may slow down the initial degenerative arthritis swelling and pain by regulating the activity of osteoblast production. Our

R&D team will develop a more self-generated series of strains and use the metabolic products of beneficial bacteria to achieve the health care effects of nutritional supplementation. The gene-regulated strains will target chronic diseases such as hypertension, high blood fat, diabetes, obesity, etc., so that microorganisms can regulate the expression of certain specific genes in the human body. Therefore, in the future, people will continue to supplement with the good bacteria, so that the good bacteria can colonize the body and align with the physiological regulation mechanism of the human body. This utilized microbiology and human symbiosis to achieve the best benefits of health promotion. So far, the Company's proprietary probiotics scientifically proven with health benefits include:

(1) TCI633: relieves discomfort of degenerative arthritis and prevents the development of degenerative arthritis

(2) TCI378: reduces cholesterol production, increases fat metabolism, and helps with weight management

(3) TCI028: reduces TMAO in the blood, prevents cardiovascular disease, and is resistant to garlic

(4) TCI507: decreases the level of cholesterol in blood and helps regulate blood lipids

(5) TCI711: promotes liver function and helps toxins degrade and excrete, reducing the accumulation of toxins in the human body.

(6) TCI999: improves longevity gene expression and avoids aging

(7) TCI357: improves lung cell repair and PM2.5 clearance rate for respiratory health care

(8) TCI058: converts fatty acids in the diet to CLA (Conjugated Linoleic Acid) enhances the body's metabolic rate and helps prevent weight regain.

(9) TCI515: provides two-way regulation of immunity, prevention of allergies, and enhancement of resistance

C-2 The competition of products

In response to the needs of consumers, in recent years, the trend of functional food and beauty care products and formulas is that there will be star materials emerge almost every 2 to 3 years, such as peptide protein raw materials, fruit acid, vitamin A acid, botox, L-vitamin C, Q10, collagen, hyaluronic acid and deep ocean water. Functional foods and beauty care products are the soul of the entire beauty industry. How to seek new, change, and develop new raw material technologies, formulas, and R&D of new products is a major issue. Therefore, we should continue to pay attention to customer needs and develop innovative strategies in response to the trend of the times for future development opportunities.

Since 2018, the Company has created a new operation mode of “Bio-resource Data Mining,” which is manufactured by gene technology, big data, automation, smart formulation platform and industry 4.0. Therefore, starting from integrating large data

form the high-automation devices, which can only be seen in front of the screen including real-time fluorescence quantitative analyzer, AOI automatic optical detection, high speed and high throughput sample processing arm, fully automatic nucleic acid extraction, and fully intelligent six-axis arm, it turns artificial intelligence and automated laboratories into reality. It also combines global biotechnology resources to create high-performance products. Product development focuses on new materials and extraction, screening technology. Based on the extraction and screening conditions of raw materials, they are incorporated into the the experimental design according to the characteristics of the material, the required time, output power, temperature, material liquid ratio, material size and other variables. And the extraction and screening conditions are optimized, and stability and effective absorption are sought. In addition, through automated research and development, it combines seven kinds of extraction and biotransformation processes, 100 kinds of cell efficacy platform experiments, 200 gene regulation and expression mechanisms, 15 kinds of natural components analysis. Each effect component needs 17,700 experiments. After the vertical integrated automation of "bio-mining", it has increased efficiency by 70 times. Installing high-speed engines accelerates the value of global biological resources. The Company gradually increased the proportion of IBD raw materials automatically, actively distribute patents and increase the advantages that other competitors could not copy.

The Company has developed three core technologies for many years to create high-performance and differentiated products. Technology One, Double Nutri is the innovative technology of TCI, which creates the possibility of nutritional supplementation through emulsification + colloid bearing technology. Now we can use double-cylinder emulsification technology to combine dual-phase nutrition to create a more effective and convenient product. Technology Two, LipoButy™ is a technology that uses sub-micron molecules to accelerate the delivery of the essence and reach the bottom of the skin. LipoMask™ micro-lipid mask, the technology is originally used for pharmaceuticals, and the output is small and expensive. The Company takes the lead in expanding the production capacity with advanced processes. The essence component is the first in the industry to coat the whole liposome with superior characteristics such as small particle size and high permeation, so that the essence can quickly penetrate the skin cells. As the most effective mask in the industry today, the application time is shortened from 15 minutes to about 5 minutes to achieve the ultimate beauty and skin care effect. Technology Three, the Company conducts cell efficacy tests on the existing functional raw materials with the high-throughput methods from the unilateral to the compound. And we quickly explore whether it has the effect of multiplying or offsetting each other and integrate this large amount of data into Synergene™ database. According to the data, we design different functional appeals including the formulation of skin, immune regulation, cardiovascular health, blood sugar, exercise performance, etc., to develop commercial dosage forms, and then evaluate clinical efficacy. In the

future, for brand customers, whether it is in raw materials or terminal products, it can effectively provide scientific verification and integrated high-performance product solutions.

The Company has been developing collagen peptide products for many years and mastered the source and characteristics of upstream raw materials. It takes the lead in using technology to create a trace method for the source of collagen peptides and conducts supplier inspections at a strict genetic level. In addition to verifying the information provided by suppliers, the ultra-high resolution tandem mass spectrometer was used to analyze and detect the collagen peptide sequence, and the analysis results are compared with the international reference standard database. The first-order structural similarity of the protein is verified by artificial intelligence to trace the source of the collagen peptide extraction from pigs, fish and cattle. In addition, the difference in sequence can further identify the species, whether it is a breeding or wild pig, which of the cattle, buffalo, and yak, and which fish. It can analyze the mixed ratio of species. The ratio allows the collagen peptide consumers to eat with confidence, promotes the special function of collagen products, and promotes the healthy growth of the collagen peptide market. Accurate identification supports differences between collagen peptide sequences and creates more differentiated functional and scientifically certified products.

(3) Technology and R&D overview

A. Technical Level and Research Development of the Business

The Company's R&D and Design Center adjusts strategies following the Company’s decisions from designing products to meet the needs of customers to automatically actively developing raw materials and promotion of the “Bio-integrated Design” process. The Center is dedicated to the digging of various natural assets including feature plants, agriculture and food processing by-products, microorganisms and their metabolites, marine organisms, etc., and evaluates each material through extraction and biotransformation (fermentation) process, cell efficacy test analysis, and explores the gene regulation mechanism at the cellular level from the gene platform, and finally separates its unique active ingredients. After active ingredients are repeatedly verified, they enter the human clinical research and accelerate the research and development output through the introduction of various automation platforms, which makes the Company's research and development speed in the field of health and technology extremely advantageous. The Company's Research and Design Center has set up nine laboratories to jointly operate, including Q-ODM Lab, Clinical and Claims Laboratory (C&C Lab), and Human & Microbiome Laboratory (H&M Lab) , Molecular Identification & Analysis Laboratory (MIA Lab), ISO 17025 Lab, Packaging Materials Lab (PACK Lab), Advanced chemical synthesis and engineeringLab (ACE Lab), Maxi Lab, Q-Pharm Lab, Anti-age Institute for Stem Cell Technology and Experimental Medicine Lab (AI-STEM Lab), and Gene Lab. The energy of R&D is relayed and transmitted to meet the various needs of consumers from now to the future. And the

method of Bio-integrated Design follows the principle strictly and is focused and fast to continuously innovate and check.

The brief introduction to the 12 major laboratories of the Company:

A-1 Next Lab:

Next Lab focuses on forward-looking and innovative research and development topics, leveraging Group resources and combining advanced academic technologies to continually create new R&D opportunities. We possess plant stem cell engineering technology that enhances the activity and quality stability of rare and precious herbal medicines through tissue culture and stem cell mass production processes. These advancements are then applied to health supplements. In addition, the Lab utilizes micro-emulsion encapsulation technology to perfectly mix oil-soluble substances and water soluble ones to stretch product application and diversity. Through rigorous technological development and deployment of global patents, the Lab never stops innovating, experimenting and practicing, always solving potential problems for our customers before they even occur and foreseeing the needs of consumers by creating fully lifestyle integrated experiences.

A-2 H&M Lab

The Human Microbiome Laboratory (H&M Lab) focuses on the establishment of a strain library of multifunctional probiotics. Through active screening of probiotics and the natural flora function feedback loop, the development of target-specific micro floral adjustment and modification from selective bacterial manipulation truly benefits each individual and truly improves consumers' lives.



A-3 Molecular Identification & Analysis Laboratory (MIA Lab)

The Molecular Identification & Analysis Laboratory (MIA Lab) utilizes various high-tech instruments, such as GC/MSMS, LC/MSMS, NMR, UPLC and other internationally recognized methodologies to analyze and identify natural active substances and microbial metabolites. MIA Lab works closely with the GENE Lab to define the active substances responsible for benefiting effects based on the results of in vitro studies. All of the Company's extraction processes are designed to provide maximum yields of health benefiting substances, making our product highly function focused and efficacy driven.

A-4 Clinical and Claims Laboratory (C&C Lab)

By combining various techniques such as cell experiments, animal experiments, internal human trials, and external collaborative human trials, we ensure the product's safety and efficacy through scientifically validated effects, making it possible to provide marketable claims.

A-5 QODM LAB (Q-ODM stands for "Quality Quickness Quotation Original Design Manufacturer")

The Q-ODM LAB implements the formulations provided by the Product Design Department and crafts theoretical designs into reality so as to ensure optimal manufacturing processes and the most reliable mass production schedule, simultaneously adopting fine-tuning in the advancement of our production processes; the moment the initial samples are created, the planning for all considerations regarding production flow, and product optimization commences immediately. Through parametric analysis of all available sensory tests, flavor evaluations, skin reactions to sheet masks and dermatological referencing, the Lab helps achieve the highest Quality standards, while being the Quickest in awareness for new business opportunities and lastly providing the economics of rational Quotations.

A-6 ISO17025 Laboratory

The ISO17025 Lab is internationally recognized 17025-certified by the Taiwan Accreditation Foundation (TAF). It is equipped with GC-MS/MS and LC-MS/MS to safeguard the products with the fittest international criteria met, and to uphold the Company's insistence that all products conform to the high-efficacy standard. TCI is the leader that sets an industry changing implementation of "100% Safety" product traceability system which contains the entirety of product detailed specifications and every test report conducted from the ingredient to the finished products. The Lab conducts analyses and tests for over 300 test targets, those including but not limited to 3 major preservatives classes, 7 dominant microorganism groups, 9 main heavy-metals categories and 105 pesticide residues. The data sheet documents are attached to the finished products to reassure the customers of product quality and safety.

A-7 Gene Lab

The Lab has successfully developed a high-throughput cell screening platform to readily identify the ideal optimum target function of every raw material. Through a series of experimentation, the Lab is able to further clarify the interaction between active compounds and genetic groups. Also, the Lab has developed G2 technology, a new genetic tooling and analytical platform, which can predict the likelihoods of certain disease developments, including 58 types of chronic diseases (Diabetes, Hypertension, hyperlipidemia, obesity and other metabolic syndromes) and 14 major cancers. Moreover, the Lab utilizes the R1 Chip, which allows a current physical status examination, and B1 testing that provides dynamic tracking of genes and protein. The two-phase examinations are used to create a gene-centered personalized health management plan.





A-8 AI-STEM Lab (Anti-age Institute for Stem Cell Technology and Experimental Medicine)

In response to the amendments to the law concerning cell therapy in Taiwan in 2018, TCI established the AI-STEM (Anti-age Institute for Stem Cell Technology and Experimental Medicine) laboratory in September 2019, mainly responsible for the development of human cell therapy technology. By adopting exclusive cell culture technology, the laboratory produces cell preparations of the highest quality for the treatment or prevention of diseases. In the process of developing cell therapy, IBD raw materials developed by the unique Bio-resource Data Mining system will be combined with a "cell efficacy verification platform" to find out the impact of raw materials on human stem cell activity and functionality, so as to find the best raw materials for human cell activity.

A-9 PACK Lab

The PACK Lab is mainly responsible for the development of environmentally friendly packaging materials, the development of special materials, and the design of three-dimensional structures. As green environmental protection remains the focus that countries have attached great importance to in recent years, PACK Lab conducts research on how to make composite packaging materials recyclable and biodegradable and develop various environmental packaging materials that meet market needs. At the same time, the Lab also studies the appearance and packaging of products to make them more convenient for consumers to use and attract consumers' attention.

A-10 Q-Pharm Lab

The main purpose of The Q-Pharm Lab is to target TCI Group's existing IBD compounds, use disease-related screening platforms to explore the possibility of compound development into new ingredients and new drugs, and cooperate with the ACE Lab to perform pharmacological or toxicological adjustments of new drug molecules in response to an aging society. The Q-Pharm lab currently focuses on studying diseases related to aging and hopes to build strong protection for human health on the basis of TCI's development of dietary supplements.

A-11 ACE Lab (Advanced chemical synthesis and engineering)

The main task of the ACE (Advanced chemical synthesis and engineering) Lab is to analyze TCI Group's unique IBD compounds, develop a total synthesis route, and optimize the mass production process to meet the needs of future animal experiments and clinical trials. After combining the pharmacology and toxicology platform of the Q-Pharm Lab, the Lab can produce new compound molecules, with better efficacy and safety, as the core driver of new drug development. In addition, the team’s proficient organic synthesis technology can also provide technical support for the development of novel materials within the group and explore more possibilities.

A-12 Maxi Lab

The Maxi Lab mainly researches various medical materials that can be made from collagen and hyaluronic acid, including intra-articular injections, artificial bones, collagen regeneration dressings, skin fillings, and ophthalmic viscoelastic. The key technologies include collagen extraction and reconstruction, collagen ceramic compounding and shaping, and hyaluronic acid blending and cross-linking.

B. Research and development personnel and their education

In terms of personnel quality, 61.9% of the total number of R&D personnel were master's degree or above as of May 31, 2025.

Unit: person / year

Item \ Year		2023	2024	As of May 31, 2025
R&D Staff Education ratio	Ph.D	13	8	7
	Master	52	54	45
	College	31	37	32
	Below Senior High School (Included)	0	0	0
Total		96	99	84
Average Years of Service		3.1	2.5	2.8

Note: Manpower statistics of the whole TCI group (including subsidiaries, full-time dispatch and appointment, excluding temporary manpower).

C. R&D Expense incurred in the most recent year and up to the publication of the annual report

Unit: NT$ thousand

Item \ Year	2022	2023	2024
R&D Expenses (A)	670,095	573,009	616,498
Operating Revenue*	7,432,514	8,015,649	7,240,266
Ratio of Research and Development Expense to Operating Revenue (%) (A/B)	9%	7%	9%

D. Technology and products that have been successfully developed in the most recent year and as of the date of annual report publication

Year	Major Achievements
2017	1. Application research of young pear fruit extract in respiratory health care and detoxification products 2. TCI378 reduced fat probiotics 3. Black tomato extract in eye care health food application development 4. Xueyan extract in the development of tight skin care products 5. Sailboat grape extract in the development of the compact anti-aging effect 6. Eclipta extract in the development of whitening skin care products 7. Orange peel fermentation in body fat management product development 8. Application of mango fruit extract to anti-glycation and fat-reducing products 9. TCI711 detox probiotics 10. Fucus algae extract that enhances skin elasticity and anti-aging
2018	1. Tree tomato extract in eye care health food application development 2. Liulan extract in the development of moisturizing skin care products 3. Cyperus rotundus extract for skin care products development 4. Peach gum extract for the development of elastic care products 5. Prickly pear extract in the application of full-effect antioxidant health food development 6. Banana stamen extract in the development for hair care products 7. Buckwheat hull extract in the development for anti-glycation health food 8. Tenaka bark extract is used to prevent skin aging and skin care products development 9. Red dragonfruit extract for anti-glycation health food application development 10. Durian carpel extract in development for anti-fatigue health food applications 11. Paramita white core extract in development for women's health care food applications 12. Dendrobium candidum extract for skin care application development 13. Kaempferia parviflora extract in the development for anti-aging products 14. Daidai flower extract for the health food of beauty skin and fat loss development 15. Jinhua tea extract is used in the application of the health food of skin fat reduction 16. Purple citronella extract for Qingfei health food development 17. Stem cells from tea trees are in development for skin care products 18. Coffee cherry for the health food of beauty skin development 19. TCI507 orange bacteria can reduce blood lipids and regulate intestinal bacteria 20. TCI357 pear bacteria can repair lung epithelial cells and enhance the ability of macrophages to phagocytose PM2.5.

Year	Major Achievements
	21. TCI028 good heart bacteria can prevent atherosclerosis and reduce the risk of new blood vessel diseases 22. Pomegranate fermented foods and skin care products for whitening and skin firming.
2019	1. Dill extract in brain health food application development 2. Gold raspberry extract in the application of beauty health food application development 3. Traveler tree extracts for anti-aging health food application development 4. Wild cherry blossom extract is applied to the beauty health food application development 5. Acerola Cherry Extract for Skin Care Food Application Development 6. Indiana extract is applied to antioxidant health food application development 7. Banana Extract in health food application development 8. Peanut Skin Extract in health food application development 9. Wasabi Leaf Extract in beautycare health food application development 10. Ponkan Unripe Fruit Extract in health food application development 11. Indian Jujube Unripe Fruit Extract in health food application development 12. Jellyfish Proteins Extract in health food application development 13. Sargassum glaucescens Extract in health food application development 14. Djulis Extract in beauty care health food application development 15. Flammulia velutipes Extract in health food application development 16. Sea Grapes Extract in beauty care health food application development 17. Broccoli Sprout Extract in health food application development 18. Cabbage Extract in health food application development 19. Polygonatum kingianum Extract in health food application development 20. Buckwheat Husk Extract in health food application development 21. Unripe Guava Fruit Extract in health food application development 22. Banana Stamen Extract in health food application development 23. Sea Bass Extract in health food application development 24. Fermented Dioscorea opposite in health food application development 25. Pear Unripe Fruit Extract in health food application development 26. Eggshell Membrane Extract in health food application development 27. Streptococcus thermophilus in beautycare health food application development 28. Lactobacillus plantarum TCI378 in health food application development 29. Lactobacillus plantarum TCI028 in health food application development 30. Lactobacillus plantarum TCI507 in health food application development 31. Bacillus coagulans TCI711in health food application development 32. Lactobacillus plantarum TCI999 in health food application development 33. Lactobacillus casei TCI058 in health food application development 34. Lactobacillus helveticus TCI357 in health food application development 35. Banana Fermentation in health food application development 36. Angelica dahurica Fermentation in beautycare health food application development 37. Punica granatum Fermentationin health food application development 38. Amomum villosumFermentationin health food application development 39. Punica granatum Fermentation in beautycare health food application development 40. Actinidia deliciosa Fermentation in health food application development

Year	Major Achievements
	41. Citrus reticulata Fermentation in health food application development 42. TCI Musicalzyme (pop) in health food application development 43. Blackzyme in health food application development 44. Rhizoma Imperatae Fermentation in health food application development 45. Semen Raphani Fermentation in health food application development 46. Watermelon Extract in health food application development
2020	1. Nostoc Commune Extract in beauty-care health food application development 2. Cyclocarya Paliurus Extract in fat-reducing health food application development 3. Blackberry Extract in beauty-care health food application development 4. Dandelion Flower Extract in fat-reducing and edema-reducing health food application development 5. Peony Flower Extract in beauty-care health food application development 6. White currant extract in beauty-care health food application development 7. Plum unripe fruit extract in fat-reducing health food application development 8. Crystal Roselle Extract in beauty-care health food application development 9. Persimmon Unripe Fruit in oral health food application development 10. Pineapple custard apple extract in beauty-care health food application development 11. KetoZyme Ferment in health food application development 12. White Mulberry Ferment in health food application development 13. Yellow Pitaya in health food application development 14. Chiogga beetroot in health food application development 15. Euterpe Oleracea Ferment in health food application development 16. Elderberry Ferment in health food application development 17. Guarana Ferment in health food application development 18. Solanum muricatum ferment in health food application development 19. Ancient Sleep Ferment in health food application development 20. Prunus Domestica Ferment in health food application development 21. Anti-Allergy Ferment in health food application development 22. Annona Muricata Ferment in health food application development 23. Lonicera japonica ferment in health food application development 24. Red ferment in health food application development 25. Magnetic Energy Ferment in health food application development 26. Ginseng Cordyceps Complex Ferment in health food application development 27. Indian Gooseberry Ferment in health food application development 28. Citrus japonica complex fermentation in health food application development 29. TCI999 in health food application development 29. TCI515 in health food application development 29. TCI604 in health food application development 29. TCI275 in health food application development 29. TCI366 in health food application development 29. TCI250 in health food application development 29. TCI058 in health food application development 29. TCI188 in health food application development

Year	Major Achievements
	29. TCI803 in health food application development 38. AKK formula in health food application development 39. AKK plus W in health food application development 40. AKK plus P in health food application development 41. Golden formula in health food application development 42. Black Widow Venom Peptide in skin care product application development 43. Blue Ring Octopus Venom Peptide in skin care product application development 44. TCI LPO in health food application development 45. Diamond Bovine Collagen in health food application development
2021	1. Gentiana scabra Extract in health food application development 2. Nepeta catariaExtract in health food application development 3. Dioscoreapolystachya Extract in health food application development 4. White jade pomegranate Extract in health food application development 5. Queen Garnet Plum Extract in health food application development 6. Blood peach Extract in health food application development 7. Sophora japonica Extract in health food application development 8. Mangosteen peel Extract in health food application development 9. Hulless barley Extract in health food application development 10. Black diamond apple Extract in health food application development 11. Rose apple Extract in health food application development 12. Terminalia catappaleaf Extract in skin care product application development 13. Egyptian lotus Extract in skin care product application development 14. Zinnia elegans Extract in skin care product application development 15. French White Gold Enzyme in health food application development 16. Golden melon Ferment in health food application development 17. Noni Fruit Enzyme in health food application development 18. Probio-Kombu black tea in health food application development 19. Turmeric Enzyme in health food application development 20. 3-in-1 Hyaluronic Acid Enzyme in health food application development 21. White wax appleEnzyme in health food application development 22. Lepteam Enzyme in health food application development 23. Static Cocoa Enzyme in health food application development 24. White cherry Enzyme in health food application development 25. Rice green grain prebiotic in health food application development 26. NMN in health food application development 27. TCI943 in health food application development 28. TCI357 in health food application development 29. TCI507 in health food application development 30. TCI007 in health food application development 31. TCI904 in health food application development 32. TCI405 in health food application development 33. TCI988 in health food application development 34. TCI904 in health food application development

Year	Major Achievements
	35. Swim bladder Extract 36. MAXI Collagen 37. Salmon milt in health food application development 38. Gold Clams Peptide in health food application development 39. Pigeon pea protein 40. Pink algae protein 41. Human-like Collagen 42. White Collagen 43. Pro-Skin Six Peptide 44. Pineapple Enzyme in health food application development
2022	1. Kanzan cherry anti-glycation and skin beauty product 2. Star apple bone protection health product 3. Kiwi berry anti-aging skin beauty health product 4. Giant pumpkin calcium absorption boosting health product 5. Plant ceramide skin beauty and anti-aging product 6. Chocolate habanero chili circulation promoting health product 7. Ampelopsis grossedentata anti-aging health food 8. Rosehip blood enriching, anti-aging, and skin beauty product 9. Rockit apple fat loss and slimming health product 10. Manor grape fermentation skin beauty and anti-aging health product 11. TCI850 intestinal membrane protection and immune regulation probiotics 12. TCI250 female intimate health probiotics 13. TCI604 constipation relief and gut anti-inflammatory probiotics 14. TCI188 oral health probiotics 15. TCI907 Saccharomyces cerevisiae health product 16. TCI007 allergy and immunomodulatory probiotics 17. TCI153 Lactobacillus salivarius probiotics 18. TCI943 Lactobacillus gasseri probiotics 19. TCI904 metabolism promoting and fat burning probiotics 20. TCI988 GABA sleep and mood enhancer probiotics 21. Natural source NMN live yeast anti-aging product 22. TCI727 calcium absorption promotion probiotics health product 23. TCI147 spermidine-production anti-aging energy probiotics 24. TCI757 irisin secretion promoting and sport performance improving probiotics 25. TCI857 L-carnitine producing joint care probiotics 26. TCI666 Chondroitin sulfate producing joint care probiotics 27. TCI853 scalp care probiotics 28. TCI anti-inflammatory and anti-bacterial compound health product 29. TCI761 GLP-1 promoting appetite suppressing probiotics 30. TCI083 teichoic acid producing cardiovascular health care probiotics 31. TCI077 acne management probiotics 32. V338 skin microbiota modulating and anti-aging skin care probiotics 33. TCI999 hair growth probiotics ferment

Year	Major Achievements
	34. Vecollal plant-based biomimetic collagen product 35. MAXI HA biosynthetic hyaluronic acid 36. SlimBT Formula fat reduction and weight loss prebiotics 37. ClpB appetite suppressing probiotics 38. DelighTS Formula sleep aid and skin beauty prebiotics 39. PV Formula Cardiovascular health prebiotics 40. Longevity formula gut anti-aging prebiotics
2023	1. Development of Sea Grapes Extract for use in beauty care supplements 2. Development of Ponkan Unripe Fruit Extract for use in weight loss supplements 3. Development of Djulis Extract for use in beauty care supplements 4. Development of Mango Unripe Fruit Extract for use in beauty care supplements 5. Development of Buckwheat Husk for use in cardiovascular health supplements 6. Development of Banana Stamen Extract for use in hair supplements 7. Development of Wasabi Leaf Extract for use in beauty care supplements 8. Development of Indian Jujube Unripe Fruit Extract for use in alcohol detoxification supplements 9. Development of Probio-Kombu black tea for use in beauty supplements 10. Development of Mango Unripe Fruit Extract for use in beauty and whitening supplements 11. Development of Purple citronella Extract for use in immunity supplements 12. Development of Paramita white core extract for use in women's health care supplements 13. Development of Golden Champagne Extract Liquid for use in beauty supplements 14. Development of cashew husks for use in hair health supplements 15. Development of Kiwi Berry for use in beauty care supplements 16. Development of Sparassis crispa for use in beauty care supplements 17. Development of Potentilla glabra for use in womens' health care supplements 18. Development of Queen Garnet Plum for use in beauty care supplements 19. Development of Black Hulless Barley for use in immunity supplements 20. Development of Xinjiang Red Pear for use in beauty care supplements 21. Development of TCI604 for gut health 22. Development of TCI147 spermidine-producing probiotic supplement for anti-aging 23. Development of Antrodia Cinnamomea probiotic supplement for acne treatment 24. Development of the Delight Formula prebiotic supplement for sleep aid 25. Development of the PV Formula prebiotic supplement for cardiovascular health 26. Human trials for VeCollal, a plant-based biomimetic collagen product 27. Development of flounder collagen for use in beauty and muscle gain supplements 28. Development of MAXI HA anti-inflammatory and immune boosting supplement 29. Development of chlorella for use in beauty and iron supplement 30. Development of fish collagen (Norwegian salmon collagen) for beauty and hair growth supplement 31. Development of pollen peptide beauty and anti-aging supplement 32. Development of krill peptide timeless anti-aging supplement 33. ProtoCollal recombinant collagen skincare product 34. Development of plant-based collagen (rice protein, pea protein, fava bean, chickpea, pumpkin)

Year	Major Achievements
	35. Development of TCI802 probiotic supplement 36. Development of TCI818 probiotic supplement 37. Development of TCI333 probiotic supplement 38. Development of tangerine peel probiotic supplement for fat reduction and weight loss 39. Development of active ginseng probiotic supplement for yin nourishment and beauty
2024	1. IGF-1 Formula for anti-aging and children's growth health food application development 2. Guanxi Honey Pomelo Extract for appetite suppression and weight loss health food application development 3. Apple Peel Extract for muscle gain and fat loss health food application development 4. Jabuticaba Extract for immune support and fat loss health food application development 5. Cocoa Extract for health food application development 6. Wild Ginger Flower Extract for women's health food application development 7. Solanum Muricatum Extract for anti-anxiety health food application development 8. Golden Berry Young Fruit Extract for anti-anxiety food application development 9. Chocolate Chili Extract for weight loss health food application development 10. Rainbow Pear Ferment for skin health food application development 11. Kaibos Fruit Membrane Extract for hair health food application development 12. Giant Pumpkin Extract for bone health food application development 13. Black Cumin Extract for hair health food application development 14. Arctic Sweet Shrimp Peptide health food application development 15. Astaxanthin biomass health food application development 16. Safflower Extract for hair health food application development 17. Golden Champagne Plum Extract for skin health food application development 18. VeCollal Type II Joint Cartilage health food development 19. VeCollal Type III Baby Smooth Skin health food development 20. Norwegian Ocean Material Protein Nucleic Acid anti-aging health food development 21. Berry Seed Protein Extract for antibacterial eye care health food development 22. Immuno Formula immune-modulating prebiotic health food development 23. Grape Fiber AKK Formula for weight loss prebiotic health food development 24. TCI761 GLP-1 weight loss postbiotics health food development 25. TCI378 weight loss postbiotics health food development 26. TCI507 postbiotics for cardiovascular health food development 27. TCI777 youth bifidobacteria anti-aging health food development 28. TCI550 good sleep memory probiotics for sleep aid health food development 29. Tianshan Snow Lotus EXOSOME anti-aging beauty skin product development
2025	1. Growth of safflower seedlings and development of women's vitality products 2. Development of the Intestinal Motility Formula for laxative food applications 3. Development of TCI666 chondroitin sulfate probiotic joint health food applications 4. Development of intestinal regeneration postbiotics for intestinal health food applications 5. Development of TCI973 soothing probiotic pain management food applications 6. Development of TCI150 estrone probiotics for women's and anti-aging health food applications 7. Development of saffron extract for women's health food applications

Year	Major Achievements
	8. Development of sleep repair (joint) formula for joint repair and sleep aid health food applications 9. Development of ice lake berry extract for skin beauty health food applications 10. Development of fast-acting fat-burning formula for metabolism-enhancing health food applications 11. Development of microecological fast-acting anti-acne probiotic essence products 12. Development of microecological fast-acting soothing probiotic cream products 13. Development of targeted technology for melanocyte rapid brightening products 14. Development of 7 types of natural colored biocellulose eye masks.

(4) Short-Term and Long-Term Development Plans

A. Short-Term Development Plans

A-1 Rapidly develop new products with opportunities for market trends, continuously strengthen formula design and intensify product efficacy to enhance product efficiency. Meet market needs with production cost control and innovative product packaging design to expand market share.

A-2 Continue to strengthen the development of local materials in Taiwan and aim to become exclusive raw materials. Especially strengthen, scientize and value-add Taiwan's native agriculture.

A-3 Devote to improving the product design capability and technical level of R&D personnel to increase market competitiveness.

A-4 Use a bioreactor in a liquid culture manner to cultivate plant callus (stem cells) in a large scale, develop optimum production conditions for each product, strengthen product efficiency and reduce production costs.

B. Long-term Development Plans

B-1 Continue to communicate and cooperate with universities and hospitals, and research and develop more new materials, products and efficacy verification in combination with academic resources.

B-2 Fully integrate raw materials, establish its own experimental extraction plant at the processing end, and plant plants with development potential on its own to achieve full-scale integration of raw materials.

B-3 Research and development of genetic testing, research on the relationship between genetic and genetic diseases, and related clinical trial projects.

B-4 The relationship between the application of microbial immunology to clinical medicine and personal health.

2. Market, production and sales overview

(1) Market analysis

A. Target Regions

Unit: NT$ thousand, %

Year / Region	2023		2024	
	Amount	%	Amount	%
Domestic Customers	1,094,545	13.66%	1,155,309	15.96%
Overseas Customers	6,921,104	86.34%	6,084,957	84.04%
Total	8,015,649	100.00%	7,240,266	100.00%

B. Market Share

Unit: US$ billion

Item	The Company's Annual Revenue in 2024 (Note)	Market share
Dietary supplements and functional foods	2.03	0.09%
Skincare products	0.22	0.003%

Source: Grand View, mordorintelligence

Note: The currency exchange rate between US$ and NT$ was 1: 32.1251.

C. Market supply and demand situation and growth in the future

According to forecasts by Statista, the global health supplement market is expected to reach $185.1 billion. The market is projected to grow at a compound annual growth rate (CAGR) of about 8.8%, reaching $211.6 billion by 2025 and $415.6 billion by 2033. With rising health awareness, consumers are increasingly inclined to opt for preventive healthcare and personalized nutrition, which creates new opportunities for market expansion. There is a rising demand for plant-based, natural, and organic products, particularly types such as protein, fish oil, Omega-3 fatty acids, and probiotics. According to a report by Vogue Business, one of the major consumer trends for 2025 is 'longevity,' as consumers seek healthier lifestyles, driving demand for health and beauty products. The beauty industry is undergoing a disruptive transformation, with brands utilizing innovative strategies to stand out in the market and emphasizing new retail models such as sun care and social e-commerce.

D. Competitive niche

D-1 Continuous development of new materials:

In response to the needs of consumers, in recent years, the trend of functional food and beauty care products and formulas is that there will be star materials emerge almost every 2 to 3 years, such as peptide protein raw materials, fruit acid, vitamin A acid, botox, L-vitamin C, Q10, collagen, hyaluronic acid and deep ocean water. Functional foods and beauty care products are the soul of the entire beauty industry. How to seek new, change, and develop new raw material technologies, formulas, and R&D of new products is a major issue. Therefore, we should continue to pay attention to customer needs and develop innovative strategies in response to the trend of the times for future development opportunities.

TCI focuses on new materials and extraction, and screening technology. Based on the extraction and screening conditions of raw materials, they are incorporated into the experimental design according to the characteristics of the material, the required time, output power, temperature, material liquid ratio, material size and other variables. And the extraction and screening conditions are optimized, and stability and effective absorption are sought. In the future, the Company will gradually increase the proportion of autonomous IBD raw materials, actively distribute patents, and increase the advantages that other competitors cannot replicate.

D-2 Actively layout overseas markets:

The bottleneck in the scale of the domestic food biotechnology industry lies in the fact that its market size is too small to rely solely on the Taiwan market. It is necessary to focus on the Asia-Pacific market and the global market, otherwise it will be difficult to survive and grow. The domestic manufacturers should strategically focus on economies of scale as the primary task, and actively develop the Asian markets of many potential consumers. In particular, the Chinese mainland market can be used to develop markets first, to identify differences, adapt to local conditions and complement Taiwan's advantages. Making consumers' peace of mind and healthy eating become an important trend of product development. When Taiwanese manufacturers enter the mainland market, because of the stable quality and beautiful design, and the safety of Taiwanese manufacturers is generally trusted by mainland consumers, they can be launched. Special products such as products with Taiwan characteristics or advantages are used to cut into the layout of business opportunities.

The Southeast Asian market, including Malaysia, Indonesia and other countries, has a large Muslim population. Therefore, based on religious beliefs, the Muslim population attaches great importance to the source of raw materials for the demand for functional foods. Healthy foods or beauty products developed by food biotechnology companies must avoid alcohol and pig extracts to gain the favor of local consumers.

The Company commits to the development of the international market and has established a service base in the existing mainland China market. For the Southeast Asian market, considering the Muslim population in Malaysia and Indonesia, in addition to applying for halal certification and developing products in line with local conditions, 2017 Jakarta, Indonesia, reached an office and went deep into the local market. In addition, we are also actively developing regions such as Japan, US, Europe, Australia and India to expand our customer base.

D-3 Product quality assurance and validation:

The Company's entire products have passed the inspection, and the Company's quality verification laboratory has passed ISO17025 and TAF certification, and the credibility is equivalent to the third-party inspection unit. In 2015, LC-MS/MS and GC-MS/MS were newly purchased to establish product history. The system consists of five preservatives, eight major microorganisms, nine heavy metals and 310 pesticide residues, six plasticizers, and a "product resume" containing product specifications and various measurement items. Attached with the goods, so that customers are more at ease.

E. Advantages, Disadvantages and Countermeasures of Developing Prospects

E-1 Favorable factors

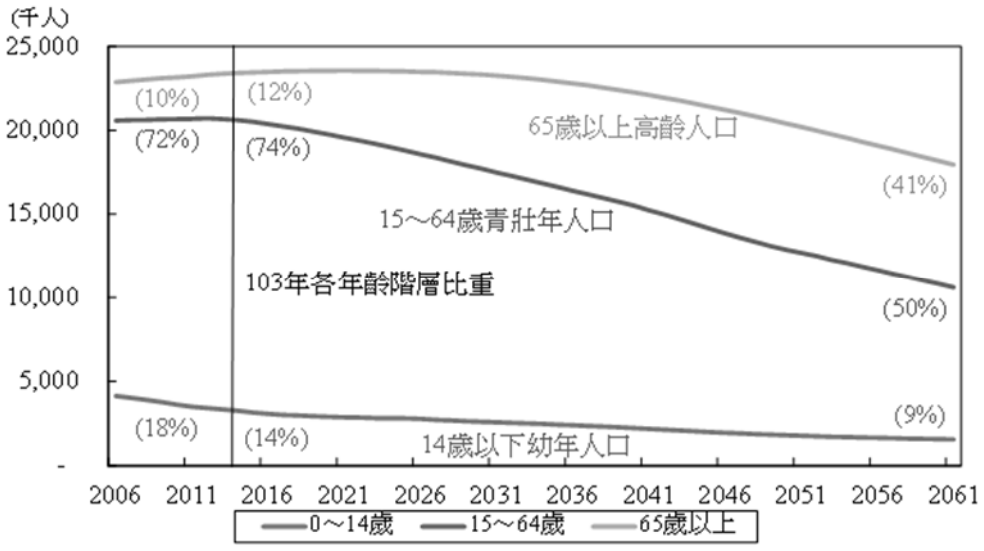
1) Development of preventive medicine and adjuvant therapy

Chronic diseases, including cardiovascular diseases, hypertension, cancer, chronic respiratory diseases and diabetes, threaten human health. As the number of chronic diseases increases, it becomes a major concern for medical expenses and social welfare burdens in various countries. Health and function from the perspective of preventive medicine, food has the functions of increasing nutrition, promoting health and delaying aging. It is gradually favored by governments and consumers in the context of expecting health care and functional foods to reduce medical expenses and health awareness.

2) Health awareness and the elderly population increase to increase market demand

Chinese people are affected by social and people's livelihood problems such as long-term stagnation of real wages and high housing prices. Coupled with the rise of Chinese singlism and the gradual decline of the concept of raising children, the people's fertility will decline for a long time, and the population structure of China continues to be aging. According to the Ministry of the Interior. According to statistics, the proportion of the elderly population in Taiwan increased to 14.09% in 2017, officially entered the old age society, and entered the super senior age (more than 20%) in 2035. As the elderly population pays more attention to their own health and the food consumption budget is higher, it will drive the market scale of domestic health food, nutritional supplement food, natural grain, fruits and vegetables and fresh food to continue to expand.

Taiwan's demographic trends



Source: Ministry of the Interior, R.O.C. (Taiwan)

Population estimation of the Republic of China: collected by Topology Research Institute, 2015/04

3) Consumer self-care awareness

As the concept of “self-care” is taking shape, consumers are encouraged to build a sense of health awareness and continue to recognize that food can provide health benefits and help with disease management, such as improving cardiovascular function and strengthening body energy. Increased purchasing confidence with endurance, maintenance of overall health and improved digestive system, especially for certified and clinically proven products.

4) Increased income in China and the emphasis on health awareness

In recent years, with the high growth of the Chinese mainland economy, with the increase in consumer disposable income, the expenditure on improving health and living standards will also increase. In the next few years, the mainland vitamin and health food market are expected to continue to maintain its ideal momentum. According to data provider Euromonitor, as of the end of 2017, the mainland market for vitamins and health supplements has reached RMB 160 billion, and with the release of consumption power in second- and third-tier cities, it will become a new force for consumption growth. The market for food and beauty care products has great potential for development in the future.

5) Increased female spending power

Women’s economic and life autonomy makes them invest more to improve their external problems. External improvements can increase interpersonal relationships, and beautiful appearances can be appreciated by others. In addition, there may be more job opportunities. The advantages brought by external advantages make women willing to invest money and time to receive various kinds of beauty care services to become beautiful. The sales volume of beauty drinks market is growing year by year. It shows that Taiwan women's requirements for beauty are not limited to the face. Instead of pursuing all-round beauty, the future will be a big business opportunity for the health food and beauty care products market.

6) The rise of genomics

Scientists are currently studying the interrelationship between genes, diets, and diseases of "personal genomics," so-called nutrigenomics, to achieve life management and disease prevention, and even predictive purposes. Personal genetic testing confirms whether it is prone to metabolic syndrome or other diseases, and provides health measures for life, diet, and health food applications to achieve preventive effects.

E-2 Unfavorable factors and countermeasures:

1) The health and functional food market has flourished, causing large domestic and foreign manufacturers to enter, and many competitors in the industry.

Action Plans:

a) The Company is guided by the needs of consumers. In the development process, the products assist customers to conduct feasibility analysis and produce specific

marketing plans, and to grasp the analysis of target group preferences, so that products can grasp market trends before production and can avoid Develop highly competitive products.

b) The Company set up a function verification laboratory to conduct experimental verification on product efficacy, give scientific data and proof with high reference value, and cooperate with various medical centers or professional institutions to open a complete professional verification report to enhance customer confidence and satisfaction.

c) The Company conducts molecular-level DNA and RNA research on raw materials and products, understands how raw materials and products work in the human body, and understands the synergy between the various materials for efficacy, which can be used to design the most effective products.

d) The Company has applied for patents in Taiwan, the United States, China, South Korea, Hong Kong, Japan, Thailand, Malaysia, England, Germany, France, Spain, Russia, India, Singapore, Australia and Europe. Up to now, 596 patents have been approved and 323 applications have been approved to prevent research and development. Infringed by others, innovative products ensure the competitive advantage of the Company and its customers.

e) The Company has two GMP-certified factories, such as a capsule tablet factory and a functional beverage factory, which have improved the Company's self-made rate. Currently, we are actively expanding the domestic demand market and other overseas markets in China, and we have established health food factories and mask factories in Jinshan District, Shanghai, China to directly serve local and international customers with high efficiency and competitive prices.

f) The Company uses a variety of autonomous IBD (Integrated Bio-science Design) raw materials such as banana peel and peanut film. In 2014, it also used 12 kinds of health care products (including Formosa RubyTM, Cleaner J™, Dragon Power™, etc.). Won the international invention awards, through the differentiation of raw materials and dosage forms, develop unique products to lead the market and avoid competition among peers.

2) The Taiwan market is limited in scale and food hygiene management regulations (such as food hygiene management laws, health food application licensing methods, etc.) tend to be strict.

Action Plans:

a) China's market will increase its market size with the increase of people's income. Therefore, the Company has established a large-scale service base to gradually promote the entire line of products to the Mainland China area.

b) At present, sales in the US and Europe account for a gradual increase in the overall proportion of the Company. Through the successful model of business development, we actively strive for orders from internationally renowned manufacturers.

c) The Company is also actively developing the Southeast Asian market. Considering that there are many Muslims in Indonesia and Malaysia, in addition to applying for HALAL certification, and developing new products that meet local customs, such as fish collagen drinks, to enhance consumer purchasing willingness.

d) The Company's Legal and Intellectual Property Department has collected and organized the laws on health food and beauty care products in Taiwan, China, Malaysia, Hong Kong, the United States and Europe to ensure that the Company's products can fully comply with regulations and reduce legal risks.

3) The characteristics of health foods belong to a product that is directly consumed by consumers, so the safety of products is a consideration that consumers will pay attention to when purchasing,

Action Plans:

a) The R&D department laboratory of the Company is responsible for raw material development, formula design and efficacy verification, and manufactures according to SOP specifications. After being issued by the Quality Assurance Center, it can be listed to ensure the safety and efficacy of the products.

b) Because the Health Department of the Executive Yuan has strict specifications for healthy foods, if the Company's products want to obtain the certification of healthy foods, it must undergo a rigorous review process, indicating that the certified products have passed the quality control of government units, making it easier. With the recognition of consumers, the Company has obtained ISO9001, ISO22000, ISO17025, HACCP, Sedex, FSSC22000, food GMP, functional food GMP, HALAL and other quality certifications at home and abroad, and established standardized production processes and strict production in the production plant. Quality control, so the product is highly competitive.

(2) Important use of the main products and production process

A. Major functionalities

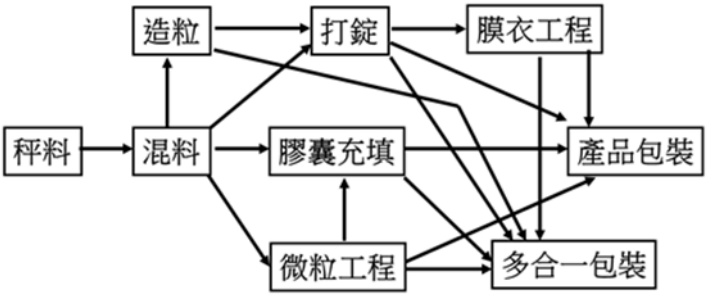
Product Category	Major functionalities
Functional Drink	Supplements the loss of body collagen, breast enlargement, whitening, slimming, lubricating joints, lowering blood fat and enhancing immunity
Dietary Supplements	Various types of whitening, anti-wrinkle, slimming, eye protection and immune enhancement
Skincare Product	Skin and facial skin care

B. Production process

B-1 Functional Drink



B-2 Capsules, tablets, powders



(3) Supply of main raw materials

The Company's raw materials are supplied by domestic and foreign manufacturers. To obtain a stable source of purchase, the Company and suppliers have always maintained close cooperative relations and actively developed new suppliers.

(4) List of major suppliers and sales customers in the last two years

A. The name of the supplier and its purchase amount and ratio, which accounted for more than 10% of the total purchase amount in any year in the last two years, and the reason for the increase or decrease: the Company did not purchase a single supplier in 2021 and 2022. The amount accounts for more than 10% of the total purchase.

B. The name of the customer and its sales amount and ratio, which accounted for more than 10% of the total sales in any of the previous years, and the reasons for the increase or decrease.

Unit: NT$ thousand

Item	2023				2024			
	Name	Amount	%	Relationship	Name	Amount	%	Relationship
1	Customer D	871,525	10.87	None	Customer D	436,096	6.02	None
2	Others	7,144,124	89.13	-	Others	6,804,170	93.98	-
	Annual Revenue	8,015,649	100.00	-	Annual Revenue	7,240,266	100,00	-

Reasons for increase or decrease:

Customer D is an American client, and multiple factors such as product line restructuring, cost control measures, and overall pressure in the global biotechnology industry have led to lower-than-expected revenue performance in 2024, decreasing compared to the same period last year.

3. Employees' employment, average length of service, average age and academic distribution ratio of employees in the last two years and up to the annual report

Unit: person

Item \ Year		2023	2024	As of May 31, 2025
No. of Employees	Support Staff	82	90	78
	Management Staff	92	130	129
	R&D Staff	86	99	84
	Salesperson	22	48	40
	Production Staff	293	228	226
	Total	575	595	561
Average Age		36.8	34.5	35.5
Average Years of Service		4.5	4	4
Education ratio (%)	Ph.D.	2.4%	1.3%	1.2%
	Master	23.4%	21.3%	20.3%
	College	45.3%	54.5%	55.4%
	Below Senior High School (Included)	28.9%	22.9%	23.1%
	Total	100.00	100.00	100.0

Note: Manpower statistics of the whole TCI group (including subsidiaries, full-time dispatch and appointment, excluding temporary manpower).

4. Environmental expenditure information

(1) According to the law, the instructions for applying for, paying or setting up the requirements for the application, payment or establishment of the pollution facility permit or pollution discharge permit or the need to pay the pollution prevention cost or the establishment of the environmental protection special unit:

The Company has no special pollution in its manufacturing process, so it does not need to apply for a pollution installation permit or a pollution facility discharge permit. The Company's factory affairs department, environmental safety department, and legal department assist the Company in complying with environmental protection-related laws and regulations to ensure that it fulfills its corporate social responsibility and works for the mutual benefit of the community.

(2) Investment in the prevention and control of major environmental pollution equipment and its use and possible benefits:

The Company has invested approximatelyNT$22 million in wastewater treatment equipment and construction work related to wastewater treatment in the factory and has installed waste gas treatment equipment and RTO in the digital printing line for a total of approximately NT$15 million. The Company invests nearlyNT$40 million in major equipment for environmental pollution prevention and control and spends approximatelyNT$1 million per year on regular inspections and monitoring of environmental pollution, such as high temperature and water

quality. We are committed to high quality manufacturing and at the same time strengthen the interests of our stakeholders, provide a safe and pollution-free working environment for our employees, and work together with the community to ensure that we are committed to reducing and controlling the impact that may be caused to the environment.

(3) For the last two years and up to the printing date of the annual report, the Company has improved the environmental pollution process, and should explain the treatment process if there is a pollution dispute: The Company used digital printing extensively in 2021 to provide customers with customized product packaging and design. Yet, the emissions from digital printing need to be treated by specific equipment. The Company's total amount payable is approximately NT$15 million for the purchase of waste gas treatment equipment. For the last two years and as of the date of the annual report, there have been no environmental pollution disputes and no fines or compensation for pollution disputes.

(4) The total amount of losses (including compensation) and dispositions suffered by the Company due to environmental pollution in the last two years and the end of the annual report, and the future response measures (including improvement measures) and possible expenditures (including failure to take countermeasures) The estimated amount of loss, disposition and compensation that may occur, if it cannot be reasonably estimated, should state the fact that it cannot be reasonably estimated): None.

(5) The impact of the current pollution situation and its improvement on the Company's earnings, competitive position and capital expenditures and the estimated major environmental capital expenditures for the next two years: Upholding the high standards of a world-class CDMO factory, the Company has adopted green building, energy-saving and carbon-reduction, and environmental protection measures during the construction of the factory, and has been recognized by The Green Organization in the United Kingdom with Green World Award and invited to become the Green World Ambassador, effectively promoting the company as a leading manufacturer of health care and skincare products in the world.

The Company anticipates the following environmental improvement measures for the next two years:

A. Water Saving Plan

The Company's goal is to achieve a 25% reduction in water withdrawal intensity by 2030, with a base year of 2022. Therefore, the Company will actively evaluate the construction of water recycling facilities and expects to invest approximately NT$5 million to NT$8 million in drainage water recycling equipment in the next two years.

B. Waste reduction and circular economy

1) Rock factory waste reduction measures: Waste sorting for general business waste, drying and dewatering for plant waste, changing the amount of dosing for sewage treatment to achieve sludge reduction, secondary use for external packaging materials, and reducing the use of non-recyclable materials, with the goal of achieving zero waste at the

production end by 2030.

2) Circular Economy: The Company continues to promote the reuse of agricultural by-products to maximize the efficiency of resource use and help farmers reduce greenhouse gas emissions from waste disposal. In 2021, the sales of health care products and skin care products made from functional raw materials derived from agricultural by-products contributed approximately NT$1.9 billion to the Company's revenue in that year. The Company expects to invest in product sales and increase the use of recycled raw materials to increase the contribution of recycled raw materials by 25% in the next two years.

C. Energy Saving Plan

Since 2022, our company has launched an energy-saving plan in the Panshi Park, with a total investment of approximately NT$50 million, including the replacement of chillers, installation of smart meters, and an energy management platform. It is expected that the electricity savings will reach over 38%.

D. Construction of solar photovoltaic power generation facilities

The Company plans to increase the proportion of renewable energy use by building its own power plants. The construction cost of1KW of solar power capacity is approximately NT$50,000 to NT$60,000. To achieve the target of 100% renewable energy use by 2030, it is expected that an additional 20% to 30% of the total energy use will be obtained in the next two years.

5. Labor Relations

(1) The Company’s employee welfare measures, education, training, retirement system and its implementation, as well as the agreement between the employers and the employees, and the implementation of the employee’s right protection.

A. Employee Welfare Measures

The Company and subsidiaries in Taiwan, except for the law and related laws and regulations, all employees are involved in labor insurance, universal health insurance, group accident insurance, and provide wedding and funeral allowances and various allowances, and hold regular birthday celebrations. In addition to special festivals, staff gifts (goods), year-end tails, year-end bonuses, employee subscriptions and dividends, etc., and the establishment of the employee welfare committee to coordinate various employee welfare plans; in addition to paying social fees for employees in accordance with Chinese laws and regulations. In addition to insurance and housing provident fund, it also provides benefits such as wedding and funeral benefits and various allowances, year-end tails, and year-end bonuses.

B. Education and training

The Company and its subsidiaries provide a variety of training courses and various professional on-the-job education training, including new staff training, on-the-job training courses, labor safety and health education training, professional courses, etc., and department heads and staff can also send staff as needed. Or self-study courses organized by external organizations to enhance the professional competence and core competitiveness of employees and strengthen the staff's complete training and training channels.

C. Retirement System and Its Implementation

To promote retirement and strengthen the relationship between the Company and the Taiwanese companies, the Company and its subsidiaries in Taiwan are all based on the completion pension regulations. The Company provides a retirement reserve of 6% of the total monthly salary, and deposits it into the management bureau of the Bureau of Environmental Protection; The Company pays basic endowment insurance premiums monthly in accordance with the Social Insurance Law.

D. The agreement between the employers and the employees

The Company and its subsidiaries have always complied with various government laws and regulations, and paid attention to labor rights and interests. The employment, separation, retirement and various welfare measures of employees are based on the Labor Standards Law and relevant laws and regulations. To maintain a good interaction between the employer and the employee, there has not been any dispute that has caused an agreement between the employers and the employees. However, the Company will continue to make good efforts to make welfare measures more harmonious, to eliminate the possibility of disputes over capital disputes.

E. The agreement between the employers and the employees, and the implementation of the protection of employee rights

The Company and its subsidiaries have established a comprehensive system and system, which sets out various management measures, which clearly define employee rights and obligations and welfare items, and regularly review the revised benefits to safeguard all labor rights.

(2) In the most recent year and the end of the annual report, the losses suffered by labor disputes, and the current and future estimated amounts and response measures may be disclosed. If it cannot be reasonably estimated, the facts that cannot be reasonably estimated should be stated.

Labor / Employer dispute loss incurred in the most recent year and up to the publication of the annual report; also, disclosing estimated current and future loss and its countermeasure: None.

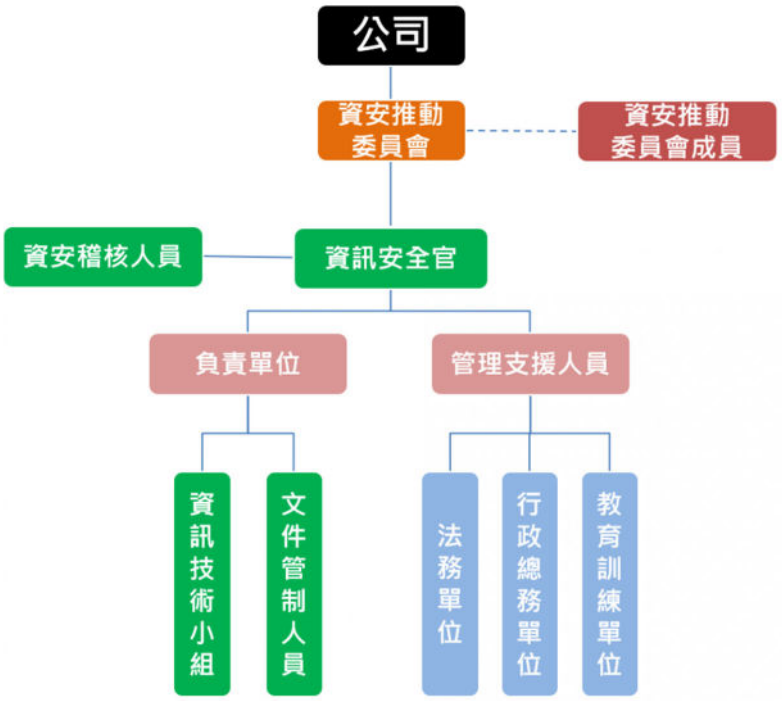
6. Cyber Security Management

(1) Describe the information security risk management framework, information security policies, specific management plans, and resources devoted to information security management.

(2) The Company shall set forth the losses, possible impacts, and responses to material information and communications security incidents in the most recent year and up to the date of printing of the annual report, and if the losses cannot be reasonably estimated, the facts that cannot be reasonably estimated.

(3) The risk management framework for information and communications security, information and communications security policies, specific management plans and measures for information and communications security management.

A. Risk Management Structure



B. Security Policy

The Company uses ISO 27001 and BS7799 as reference standards and formulates information security policies based on actual internal management needs. The main information security management requirements are the basis for the establishment, and the relevant information services provided by the Strategic Intelligence Center and the Company's related departments are the main scope.

To maintain the Company's competitive advantage, all employees are expected to manage themselves per the relevant information protection regulations promulgated by the Company and to be aware of information security. In addition to information security control measures for information system services, we also focus on protecting the confidentiality, integrity, and availability of important personal and transaction information. At the same time, we strengthen information security management, ensure the security of hardware and software

information such as data, systems, equipment, and networks, create a healthy information environment, deploy innovative information security protection technologies, and implement and promote information security management operations to enhance the quality of services provided by TCI.

C. Specific management solutions

In addition to setting up an Information Security Management Committee to coordinate, manage and supervise all the Group's information security operations, the Company has dedicated information security engineers to handle information security work and regularly conduct vulnerability scans, social engineering drills, protection system effectiveness checks, and other related information security tests, and provide related information security promotion and education training courses. Although the Company has not purchased information security insurance for the time being, it can still provide a safe and secure environment through the operation of the Information Security Management Committee and implementing information security policies to protect the information security of the Company's services. The next goal is to complete each factory's information security expert system to strengthen the Group's information security protection network and establish a joint defense mechanism for information security. In the future, in addition to the expansion of information security personnel, the Company plans to conduct training and certification so that the Company's information security can be completer and more reliable in terms of manpower and capability.

(4) The loss suffered because of a material information security incident, the possible impact and the response measures for the most recent year and as of the printing date of the annual report, and if the loss cannot be reasonably estimated, the fact that it cannot be reasonably estimated: None.

7. Important contracts: As of the publication date of the annual report, the important contracts that are still valid and expired in the most recent year are listed as follows:

Contract Type	Signatory	Contract Counterpart	Date of Contract	Main content	Restrictions
Agency Contract	TCI	Cyanotech Corporation	2024/04/02~2027/04/01	BioAstin Astaxanthin Exclusive Distribution Agreement	None
Procurement Contract	TCI	江苏仪一联合智造有限公司	2024/07/23~2026/12/31	High-speed intelligent strip bag packaging system	None
Contract for Work	TCI	力揚系統科技工程有限公司	2024/10/28~2026/10/26	TDN3 General Contracting Project	None
Procurement Contract	TCI	邦暉企業股份有限公司	22024/04/15~2024/04/30	Purchase 400 lines of arm peripheral equipment.	None
Procurement Contract	TCI	亞碩實業股份有限公司	2024/10/01~2025/12/31	Dry air filter	None
Contract for Work	TCI	貫一興業股份有限公司	2024/09/18~2024/10/18	Beverage line equipment disassembly and assembly	None
Procurement Contract	TCI	科瑞股份有限公司	2024/07/11~2026/12/31	Liquid Packaging Production Line Processing System	None
Lease Agreement	TCI	大同股份有限公司高雄分公司	2024/03/01~2027/02/28	Firewall leasing (capital leasing)	None

V. Review of Financial Conditions, Financial Performance, and Risk Management

1. Financial Conditions

(1) Consolidated Balance Sheet Analysis

Unit: NT$ thousand

Item \ Year	2024	2023	Difference	
			Amount	%
Current Assets	7,681,936	7,885,412	(203,476)	(2.58%)
Financial assets measured at fair value through other comprehensive income	67,524	62,966	4,558	7.24%
Available-for-sale Financial Assets	4,814,920	4,940,470	(125,550)	(2.54%)
Property, Plant and Equipment	643,021	691,149	(48,128)	(6.96%)
Intangible Assets	507,344	521,506	(14,162)	(2.72%)
Other Assets	13,714,745	14,101,503	(386,758)	(2.74%)
Total Assets	2,825,526	3,280,013	(454,487)	(13.86%)
Current Liabilities	1,168,998	746,929	422,069	56.51%
Long-term Liabilities	232,045	196,619	35,426	18.02%
Other Liabilities	4,226,569	4,223,561	3,008	0.07%
Total Liabilities	1,182,608	1,182,608	0	0.00%
Paid-in Capital	2,893,400	2,900,420	(7,020)	(0.24%)
Capital Surplus	1,060,208	970,582	89,626	9.23%
Legal Reserve	298,894	194,104	104,790	53.99%
Special Reserve	3,324,916	3,491,839	(166,923)	(4.78%)
Retained Earnings	(153,980)	(283,533)	129,553	(45.69%)
Other Equity Interests	8,096,098	8,223,057	(126,959)	(1.54%
Shareholder’s Equity Attributable to Parent Company	9,488,176	9,877,942	(389,766)	(3.95%)
Total Equity	7,681,936	7,885,412	(203,476)	(2.58%)

Recently, those with changes exceeding 20% in the last two years and an amount exceeding NT$10 million:

(1) Long-term liabilities: primarily due to the need for long-term loans to respond to international market layouts, capital expenditures, and research and development investment funding requirements. These measures aim to support the company's long-term growth and competitiveness.

(2) Special surplus reserve: resulting from adjustments in profit distribution.

(3) Other equity: due to foreign currency translation differences. Future response plans: The above changes have no significant impact on the company.

2. Financial Performance

(1) Analysis of Financial Status

Unit: NT$ thousand

Item \ Year	2024	2023	Increased or Decreased Amount	Change (%)
Net Revenue	7,240,266	8,015,649	(775,383)	(9.67%)
Operating Costs	(4,062,460)	(4,799,114)	736,654	15.35%
Gross Profit	3,177,806	3,216,535	(38,729)	(1.20%)
Operating Expenses	(2,150,079)	(2,161,937)	11,858	0.55%
Income from Operations	1,027,727	1,054,598	(26,871)	(2.55%)
Non-operating income	99,349	163,703	(64,354)	(39.10%)
Other Gains and Losses	63,866	10,223	53,643	524.73%
Financial Costs	(45,289)	(46,350)	1,061	2.29%
Non-Operating Income and Expenses	106,736	120,097	(13,361)	(11.13%)
Pre-tax Income	1,134,463	1,174,695	(40,232)	(3.42%)
Income Tax Expense	(160,735)	(182,631)	21,896	11.99%
Net Income	973,728	992,064	(18,336)	(1.85%)

In the last two years, changes have reached over 20%, with the amount exceeding NT$10 million:

(1) Other income: This is due to a decrease in subsidy income for the year 2024.

(2) Other gains and losses: This is mainly due to favorable exchange rate movements of the New Taiwan Dollar against the US Dollar and other major operating currencies, leading to a favorable exchange rate environment. As the company expands its international business, the proportion of foreign currency receipts increases, resulting in considerable exchange gains, further boosting financial revenue.

(2) Expected sales volume and its basis, possible impact on the Company's future financial business and response plan

We are actively developing new immune products in response to the pandemic and are actively selling them worldwide. Based on the existing and future customers and taking into consideration the new product development plan and the worldwide consumer demand, we will set the related operation target to ensure that our group's production capacity can match.

In addition to developing more effective and competitive raw materials, we are also developing digital printing to diversify our products. Plus, the Company has been actively expanding its business in Europe and the United States and has also stepped up its efforts to explore the domestic market in China, which is expected to benefit from the economies of scale in the future and will significantly boost revenue and profitability.

Moreover, the Company will use financial leverage appropriately to reduce operating costs and build trust and reciprocity with banks to improve the performance of financial utilization.

3. Cash flow

(1) Liquidity Analysis within the last 2 years

Unit: NT$ thousand

Item \ Year	2024	2023	Increased or Decreased Amount	Change (%)
Cash Inflow (Outflow) from Operating Activities	1,480,562	1,905,226	(424,664)	(22.29%)
Cash Inflow (Outflow) from Investment Activities	(810,511)	(377,959)	(432,552)	114.44%
Cash Inflow (Outflow) from Financing Activities	(1,227,668)	(1,973,702)	746,034	(37.80%)

Analysis of changes in cash flow:

(1) Net cash inflow from operating activities: Mainly due to the collection of accounts receivable, inventory liquidation, and a decrease in income tax payments during the current period.

(2) Net cash outflow from investing activities: Mainly due to the increase in financial assets measured at amortized cost.

(3) Net cash outflow from financing activities: Mainly due to the repayment of short-term loans and the distribution of cash dividends during the current period.

(2) Analysis of changes in cash flow in the coming year

	Forecast Net Cash Inflow from Operating Activities	Forecast Net Cash Flow from Investing Activities	Forecast Net Cash Flow from Financing Activities	Forecast Cash Balance (Deficit)	Source of Funding for Negative Cash Balance	
					Investment Plan	Financial Plan
5,363,426	1,905,226	(377,959)	(1,973,702)	4,916,991	-	-

1. Analysis of changes in cash flow in the coming year:
   Business activity: Net cash inflow due to stable profit.
   Investment activities: Mainly to purchase cash outflows from real estate, plant and equipment
   Fundraising activities: Mainly paying shareholders' cash dividends
2. Remedial measures and liquidity analysis for estimated cash shortfalls: Not applicable.

4. The effect of major capital expenditure on finance in the most recent year: None.

5. Recent Year's Reinvestment Policy, Main Reasons for Profit or Loss, Improvement Plan, and Investment Plan for the Next Year

(1) Recent Year's Reinvestment Policy:

In response to the development of global customers, the Company's investment strategy is to expand into overseas markets and deepen its presence in major countries to increase overseas revenue and market share.

(2) Main Reasons for Profit or Loss from Reinvestment Business in the Recent Year and Improvement Plan:

In 2024, TCI's reinvestment profit amounted to NT$238,187 thousand. The primary reasons for this profit include strong momentum in the European and American markets throughout 2024 and the gradual recovery of shipment volumes in China as the overall economy improved.

(3) Investment Plan for the Next Year: None.

6. Risk Analysis and Assessment for the Recent Year and Up to the Annual Report Publication Date

(1) Interest rates, exchange rates, and inflation, their impact on the Company's profit or loss, and future countermeasures.

A. Effect of interest rate changes

The financial costs of the Company for 2024 and 2023 were NT$45,289,000 and NT$46,350,000 respectively, accounting for 4.41% and 4.40% of the net operating profit, respectively; the Company has maintained good relations with banks to obtain preferential interest rates and is always available. The Company has been observing changes in the financial market interest rate and adjusting the use of funds in a timely manner, and the interest rate changes have not had a significant impact on the Company's profit and loss.

Unit: NT$ thousand

Item	2024	2023
Financial Costs	45,289	46,350
Operating Profit	1,027,727	1,054,598
Ratio between the Financial Cost and the Operating Profit	4.41%	4.40%

Source: The 2023 Financial Statements approved by CPAs

B. Effect of currency exchange rates

The Company's foreign currency exchange gains amounted to $128,814 thousand and $17,740 thousand for 2023 and 2024, respectively, accounting for 1.73% and 0.22% of net operating revenues. In addition to the sales expenses of the same currency, the Company supports the purchase expenses and then achieves the natural hedging function. For those holding more foreign currency, it adopts safe-haven measures for buying and selling forward foreign exchange and pays close attention to the information on exchange rate fluctuations. Real-time understanding of exchange rate trends, timely adjustment of foreign currency assets and liabilities based on the global economy, exchange rate prices and future capital needs, to mitigate the impact of exchange rate fluctuations on the Company's revenue and profit.

Unit: NT$ thousand

Item	2024	2023
Net Exchange Loss/Profit	67,310	17,740
Operating Income	7,240,266	8,015,649
Ratio between the Net Exchange Loss/Profit and the Operating Revenue	0.93%	0.22%

Source: The 2024 Financial Statements approved by the CPAs

C. Effect of inflation

In recent years, due to the impact of rising global raw materials, the overall economic environment has shown a slight inflation trend, but the Company has not yet had a significant impact on profit and loss due to inflation. In addition to paying close attention to fluctuations in market prices and maintaining good interaction with customers and suppliers, the Company should appropriately adjust the price of products and the inventory of raw materials, which should effectively reduce the impact of inflation on the Company.

(2) The policy of engaging in high-risk, highly leveraged investments, lending of funds to others, endorsement and guarantee, and derivative transactions, the main reasons for profit or loss, and future measures to address them.

A. The Company has not engaged in high-risk and highly leveraged investments based on the principle of conservative and sound.

B. The Company's procedures for engaging in loans and others are handled in accordance with the “Measures for the Management of Funds and Others” set by the Company. The Company has not been able to lend money to others in the most recent year and up to the date of the annual report.

C. The Company's procedures for endorsement guarantees for others are handled in accordance with the “Endorsement Guarantee Management Measures” set by the Company.

D. The Company is engaged in the use of forward foreign exchange and option transactions for derivative financial products. If other commodities are required, they must be approved by the Board of Directors before they can be traded.

(3) Future research and development plans and estimated investment in research and development

The Company expects that the amount of R&D expenses will be gradually arranged according to the R&D unit's R&D new products and new technology development progress, in order to support future R&D plans; the Company's estimated R&D expenses are based on the Company's “Budget Management Measures” before the end of each year. The R&D unit estimates the scale of manpower requirements and the R&D plan, and estimates the estimated investment in R&D. In 2024, it is estimated to invest NT$600,000,000 in R&D expenses. The main factors affecting the R&D project in the future are the research and development

capabilities of the R&D team and the development and design of its own star products for the needs of customers. In the future, the Company will continue to cultivate excellent R&D talents and actively invest in R&D resources to respond to the changing market pulsations and improve its competitiveness.

(4) The impact of significant domestic and international policy and legal changes on the Company's financial operations and measures to address them:

The implementation of the Company's various businesses is handled in accordance with the laws and regulations of the competent authorities and pay attention to the important policy development trends and regulatory changes at home and abroad and provide management with timely reference as a strategy to fully grasp and respond to changes in the market environment. In the most recent year and at the end of the annual report, the Company has not been affected by important policies and laws at home and abroad and has affected the financial business.

(5) Impact of technological changes and industry changes on the Company's financial operations and measures to address them

The Company always pays attention to the development and changes of industry-related technology, understands market trends, evaluates its impact on company operations, and invests considerable research and development funds and manpower to take measures such as developing new products, improving product quality, and reducing production costs. In the most recent year and as of the publication date of the annual report, the company has not been affected by technological changes and industrial changes that have affected its financial business.

(6) Impact of corporate image change on corporate crisis management and response measures

Since the establishment of the Company, the Company adheres to the business tenet of stable and honest, actively strengthens internal management and maintains harmonious labor relations, to establish a good corporate image, and after planning to develop into the capital market, it can absorb more talents to enter the Company's services. With the strength of the management team, it will be quite positive for the Company's image. In the most recent year and up to the annual report's publication date, there has been no such thing as affecting the corporate image of the Company.

(7) Expected benefits, possible risks and countermeasures of mergers and acquisitions:

The Company publicly acquired Maxigen Biotech INC. in March 2021, integrating R&D energy, professional technology and sales channels and other resources of both parties for complementary benefits. In the future, TCI will focus on the biotechnology industry, including health care, medical materials, pharmaceuticals, pets, etc., with a focused diversification strategy, and seek like-minded partners in the United States, Japan and other parts of the world to build the future Taiwan Biotechnology Alliance to serve global customers.

(8) The expected benefits of a plant expansion, the possible, and the countermeasures

Although the expansion of the plant has risks such as fundraising, technology acquisition, talent cultivation and market changes, the expansion of the Company's plant has undergone the evaluation process of complete, prudent and dedicated units, and has fully considered the investment recovery benefits and possible risks.

(9) Risks faced by the centralized purchase or sales and the countermeasures

A. Risks faced by the centralized purchase and the countermeasures

The main purchase items of the Company are related to raw materials of various health foods and skin care products. In the most recent year and up to the date of publication of the annual report, there is no concentration of the purchase of a single supplier. The Company maintains long-term good cooperative relations with various suppliers, and the source of supply is still stable. There is no shortage of production operations due to shortage of supply. As we continue to develop new products in the future, TCI will gradually increase its supply sources to ensure a stable production capacity.

B. Risks faced by the centralized sales and the countermeasures

The Company's main sales target is the brand of well-known health food and skin care products at home and abroad. In the most recent year and up to the date of publication of the annual report, there is no single customer's proportion of sales of goods. It is obvious that customers are still scattered, but the Company also continues Actively develop new customers, so the risk of sales of goods to the Company is limited.

(10) The impact of the massive equity transfer or exchange by the directors, supervisors, or shareholders holding more than 10% shareholding on the Company, the risk, and the countermeasures: None.

(11) The impact of the changes in the ownership on the Company, the risk, and the countermeasures: In the recent year and up to the date of this annual report publication, there have been no changes in the management control of the company. Therefore, this section is not applicable.

(12) Litigation and non-litigation events

A. For litigation or non-litigation events, the closed or in-pending material litigation, non-litigation, or administrative contentious events in the most recent year and up to the publication of the annual report, which may have a significant impact on the shareholder’s equity or security price, of the Company, the Company’s directors, supervisors, President, responsible person, shareholders holding more than 10% shareholding, and the subsidiaries should be illustrated: None.

B. The Company's directors, supervisors, general managers, substantive principals, major shareholders and subordinate companies with a shareholding ratio of more than 10%, and the most recent major lawsuits that have been determined or are still in the system, In the

case of a non-litigation or administrative dispute, the result may have a significant impact on the shareholders' equity or the price of the securities. The facts of the dispute, the amount of the subject matter, the commencement date of the lawsuit, the parties involved in the proceedings and the date of publication of the annual report shall be disclosed: None.

(13) Other Important Risks and Countermeasures:

Information Security Risk Management (ISRI):

The Company has long been committed to the implementation of information security and personal data protection management and has a clear and strict internal control system for internal construction, which specifies the clear division and implementation of the functions and responsibilities of the information management department.

Taking system program development as an example, detailed system development or program modification should be handled after approval by the competent authority, and the acceptance should be checked and signed by the relevant department. In the internal file permission section, all personnel are set according to each department's authority. When the personnel change is confirmed, the information management department immediately changes its various rights; when leaving the Company, the information management department immediately cancels its various rights, and each person is required to 6 months need to change the password to improve the security control. The system and files operated by the Company have established a complete backup mechanism, and a detailed system recovery plan and backup system has been established. On the personal information equipment, in addition to the unified installation of antivirus software for prevention, the Company does not open the self-installation software. All software installations require the approval of the department head, and the information department evaluates the risk-free installation.

The Company adopts the best security technology for customer privacy and trade secret protection. TCI strictly abides by the client contract content and confidentiality commitments. The information, documents and materials related to customers and with trade secrets are uploaded to the authority control mechanism. The internal system is strictly regulated, and the account registration system must be used. The application can be accessed through it, and the central department supervisor approves the documents to enhance the confidentiality of customer information. In terms of trading behavior, all data transmission is based on the protection of 128-bit key encryption to ensure there are no concerns about leaks of transaction information between the parties.

7. Other Important Items: None.

VI. Annotation

1. Information of the Company's Affiliates

For relevant information, please visit the Public Information Observatory at [URL: https://mops.twse.com.tw], select 'Single Company　Electronic Document Download Related Party Transaction Form Area Input Company Stock Code (8436) and Inquiry Year' to search.

2. The status of issuing private placement securities in the most recent year and up to the publication of the annual report: None.

3. Acquisition or disposal of the Company's stock shares by subsidiaries in the most recent year and up to the publication of the annual report: None.

4. Other necessary supplementary notes: None.

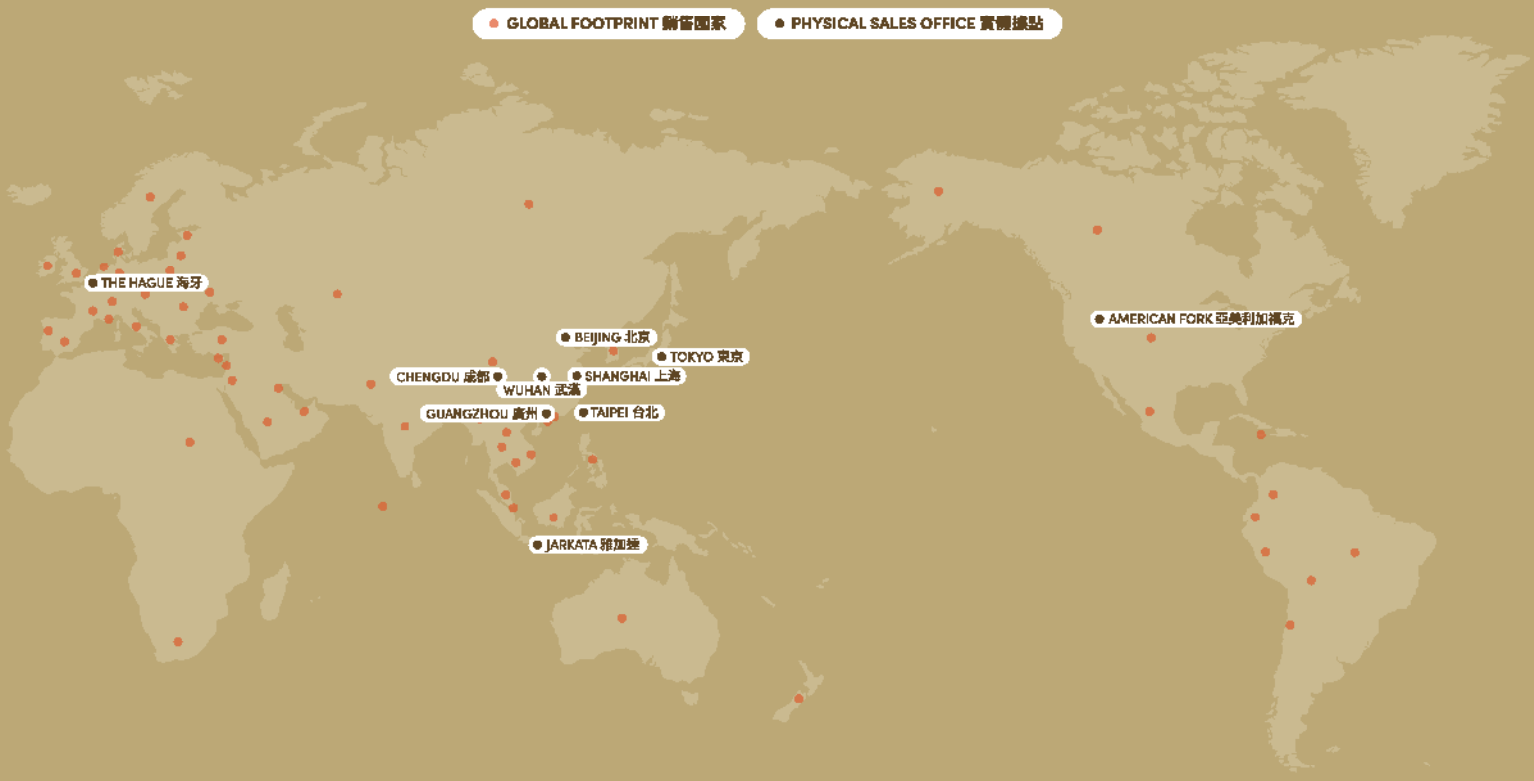
VII. The occurrence of any events as stated in Section 3 Paragraph 2 in Article 36 of the Securities Exchange Act and had significant impact on shareholders' equity or securities prices in the most recent year and up to the publication of the annual report: None.

TCI Co., Ltd.

Chairman of the Board

Yung-Hsiang Lin

Let's Spark



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