懷特新藥
PhytoHealth

2024

PhytoHealth Corporation

Sustainability Report

Contents

Preface

About This Report

We are pleased to present the 2024 PhytoHealth Corporation Sustainability Report (hereinafter referred to as “this Report”), published in 2025 by PhytoHealth Corporation Co., Ltd. (hereinafter referred to as “PhytoHealth Corporation,” “the Company,” or “we”). This marks the Company’s inaugural sustainability report. Going forward, we will issue the report annually to consistently communicate our commitments and progress in advancing sustainable development to all stakeholders.

In adherence to the principles of transparency and accountability, this Report provides a comprehensive overview of our initiatives and performance on material sustainability topics. These include product quality and safety, regulatory compliance, information security, talent attraction and retention, energy and greenhouse gas management, research and development innovation, and customer relationship management. Aligned with our corporate vision for sustainable growth, we outline clear commitments and action plans designed to ensure that stakeholders gain a thorough understanding of our efforts. Through this, we reaffirm our determination to create long-term value and to continuously progress on our journey toward sustainable development

Reporting Period

This Report primarily discloses PhytoHealth Corporation’s sustainability commitments and performance in the areas of economy and governance, environment, people, and human rights for the year 2024 (January 1, 2024 to December 31, 2024). To ensure the completeness of sustainability information, certain content has been retrospectively included from 2023.

Publication date of this Report (for the year 2024): August 2025
Scheduled publication date of the next Report (for the year 2025): August 2026

Reporting Scope

This Report covers PhytoHealth Corporation’s relevant information for the period from January 1, 2024 to December 31, 2024. Economic and financial performance data are presented on a consolidated basis in accordance with the International Financial Reporting Standards (IFRS) and expressed in New Taiwan Dollars (NTD). Environmental performance indicators are disclosed based on the operations of the Yangmei Plant. Social performance indicators focus on PhytoHealth Corporation’s operations in Taiwan, including the Taipei Headquarters and the Yangmei Plant. Other invested entities are not included within the scope of this Report. Any information beyond Taiwan will be specifically noted in the relevant chapters.

Reporting Standards

This report followed and referenced the following standards:

Issuing Organizations of the Standards	Adopted Standards
Global Reporting Initiative, GRI	GRI Universal Standards 2021
Taiwan Stock Exchange, TWSE	Guidelines for the Preparation and Reporting of Sustainability Reports by Listed Companies
Sustainability Accounting Standards Board ,SASB	SASB HC-BP(Health Care - Biotechnology & Pharmaceuticals)
United Nations, UN	Sustainable Development Goals, SDGs

This Report has been prepared in accordance with the GRI Sustainability Reporting Standards (GRI Universal Standards 2021) issued by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) Standards for Biotechnology & Pharmaceuticals. It also complies with the Taiwan Stock Exchange (TWSE) Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE-Listed Companies and aligns with the United Nations (UN) Sustainable Development Goals (SDGs). The disclosed financial data are based on PhytoHealth Corporation's 2024 standalone financial statements, which have been audited and certified by independent accountants.

Report Review and Approval

The information and data disclosed in this Report were compiled by the Sustainability Steering Task Force, which convened cross-departmental managers to gather insights on domestic and international economic, governance, environment, and social sustainability issues. Through multiple channels, the Task Force identified topics of concern to stakeholders. Based on discussion and analysis, material topics relevant to the Company were determined, and corresponding management approaches and performance data were collected.The Sustainability Report was then compiled and submitted to the Sustainability Committee for review, followed by approval by the Board of Directors. In accordance with the publication schedule, the Report is released through public channels to ensure stakeholders gain a clear understanding of the Company's actions and commitments.

Principles and Guidelines for Report Preparation

PhytoHealth Corporation identifies and compiles key international economic, environmental, and social issues, and conducts analyses to determine the material topics of concern to stakeholders. Taking into account the Company's business strategies, relevant departments are engaged in discussions and evaluations to finalize these material topics. The outcomes of related initiatives and actions are then disclosed in this Report.

Contact Information

To enhance the digital experience, promote paperless practices, and fulfill our corporate responsibility, a Traditional Chinese electronic version of this Report is available on the Company's website for public access. Should you have any questions or suggestions regarding this Report, please feel free to contact us.

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Email: service@phytohealth.com.tw
Tel: (02) 2545-3697 #2328
Address: 5F., No. 167, Fuxing North Road, Songshan District, Taipei City
Sustainability Section: https://www.phytohealth.com.tw/tw/esg/detail

Shaping a Vision and Deepening Sustainability to Demonstrate Core Corporate Values

Since its establishment in 1998, PhytoHealth Corporation has remained committed to innovative drug development, focusing on unmet medical needs in supportive cancer therapies and the enhancement of patients' quality of life. We firmly believe that new drug development is, at its core, a service to humanity. Every investment begins with patient needs, aiming to develop products that provide tangible therapeutic benefits and greater accessibility, thereby addressing real clinical challenges.

For the biotechnology and pharmaceutical industry, where research and development lie at the heart of our mission, sustainability goes beyond carbon reduction. It encompasses ethical and environmental considerations across the entire value chain—from raw material sourcing, clinical trial fairness, and manufacturing efficiency to information transparency. Only by deeply embedding sustainability principles into governance and product strategies can a company transform external pressures from climate and social challenges into opportunities, achieving shared value with stakeholders.

Innovation-Driven, Pioneering Taiwan's Path in Botanical New Drugs

Since our founding, PhytoHealth Corporation has pursued a challenging yet promising path—integrating the wisdom of Eastern herbal traditions with Western pharmaceutical science to develop botanical new drugs supported by clinical evidence.

New drug development is a marathon against time, resources, regulations, and technology. Our mission is to address the gaps in modern medicine and provide patients with more treatment options. Over the past decade, we have successfully launched two prescription medicines approved by Taiwan's Ministry of Health and Welfare: PhytoHealth PG2® (indicated for alleviating moderate-to-severe cancer-related fatigue) and PhytoHealth Oraphine® (indicated for the relief of acute moderate-to-severe pain). Notably, PG2® became Taiwan's first botanical new drug to be included in the National Health Insurance program in 2021, highlighting its clinical value while reducing patients' financial burden—an embodiment of our corporate responsibility.

Establishing Sustainable Governance and Strengthening Corporate Culture

Guided by principles of integrity and transparent communication, we have built a diverse governance structure and robust risk management mechanisms to ensure both technological strength and organizational resilience. We believe corporate sustainability is not only the continuation of products but also the accumulation of culture and values.

On the environmental front, we have implemented carbon inventory mechanisms, devised decarbonization pathways, and integrated climate risk assessments into our operations to prepare

for the emerging carbon-pricing era.

On the governance front, we have enhanced board functions and established a Sustainability Committee to ensure decision-making balances long-term value creation with stakeholder interests. These efforts strengthen our corporate reputation, attract strategic partners, and draw top talent.

From Taiwan to the World: Creating Value for Human Health

Looking ahead, PhytoHealth Corporation will continue to expand its research and development capabilities in botanical new drugs and strengthen international collaborations, showcasing Taiwan's innovative strength in pharmaceuticals on the global stage. We remain steadfast in our research-driven mission, advancing governance effectiveness, and delivering on our sustainability commitments. With steady determination, we strive to provide reliable care solutions for patients worldwide.

Chairman of PhytoHealth Corporation
Lee Yi-Li

Focusing on Operations and Strategy: Delivering Execution and Growth

For PhytoHealth Corporation, 2024 marked a pivotal year of both consolidation and expansion. We continued to strengthen our operational foundation while concentrating on the global promotion of our core products. By optimizing manufacturing processes, we enhanced quality control and supply flexibility, ensuring readiness for international market integration. These efforts further refined our products, processes, and teams, solidifying our vision of becoming a research-driven enterprise.

Advancing Clinical Education and Improving Cancer-Related Fatigue Care

PhytoHealth Corporation has maintained close collaboration with oncology medical associations to advance clinical care and health education related to Cancer-Related Fatigue (CRF). In 2024, we held approximately 350 academic promotion activities, engaging over 10,000 healthcare professionals. These sessions addressed the latest clinical treatment guidelines, care strategies, and early detection practices. Through continuing medical education (CME) and practical training, we strengthened the clinical application of CRF care, contributing to treatment stability and improved patient quality of life. In addition, we collaborated with partners to publish real-world evidence (RWE) data following the inclusion of PhytoHealth PG2® in Taiwan's National Health Insurance program. These findings were presented at multiple medical conferences, further reinforcing the confidence of the medical community in its efficacy and safety.

In 2024, we also partnered with leading medical centers and specialist societies to focus on CRF, pain management, stroke care, and post-illness rehabilitation. Together, we hosted nearly 600 promotional and educational activities, reaching a cumulative 14,000 participants, thereby promoting both medical education and clinical research development.

Launching Global Expansion and Strengthening Market Impact with Partners

PhytoHealth Corporation has taken proactive steps toward internationalization, collaborating with partners in Germany and Italy to advance the regulatory approval and commercialization of PhytoHealth Oraphine® and botanical healthcare ingredients in Europe. Upholding the principles of sustainability, we are committed to building a brand image that is both competitive and trustworthy, thereby extending our market influence globally.

We extend our sincere gratitude to our employees for their dedication, as well as to our shareholders, the medical community, and patients for their long-term trust and support. Moving forward, PhytoHealth Corporation will continue to progress with stability and determination—deepening our research in botanical new drugs, strengthening our brand and product capabilities, and cultivating teams with a global perspective. With safe, effective, and reliable products, we remain steadfast in fulfilling our commitment to human health.

General Manager of PhytoHealth Corporation
Lee Yi-Ling

About PhytoHealth Corporation

Company Profile

Founded in 1998, PhytoHealth Corporation is a subsidiary of the Maywufa Group and the first publicly listed company in Taiwan with a core focus on new drug research and development. The Company successfully developed and launched PhytoHealth PG2® and PhytoHealth Oraphine®, both of which have been approved by the Ministry of Health and Welfare for market release. PG2® is the world's first prescription drug specifically indicated for the treatment of Cancer-Related Fatigue (CRF), while Oraphine® is designed for patients suffering from acute moderate-to-severe pain.

To strengthen the integration of drug development and manufacturing, PhytoHealth Corporation established Asia's first "Botanical New Drug Purification Plant" compliant with both PIC/S (Pharmaceutical Inspection Co-operation Scheme) and U.S. FDA GMP standards. This achievement marked a significant milestone in Taiwan's biotech industry by pioneering the technology for injectable botanical new drugs. The plant has also been certified by the Taiwan Food and Drug Administration (TFDA) as a PIC/S GMP facility.

Guided by the philosophy of "Caring for Health, with Special Dedication," PhytoHealth Corporation continues to advance the development of new drugs and healthcare products, while actively expanding into international markets. Our mission is to provide patients around the world with better healthcare solutions and improved quality of life.

Company Name	PhytoHealth Corporation
Headquarters Location	5th-1 Floor, No. 167, Fuxing North Road, Songshan District, Taipei City, Taiwan
Capital Amount	1,986,189(Unit: New Taiwan Dollar (Thousands))
2024 Annual Revenue	100,459(Unit: New Taiwan Dollar (Thousands))
Stock Ticker Symbol	4108
Number of Employees	42 人(as of December 31, 2024)
Main Products/Services Description	Engaged in the sales and research & development of innovative cancer therapies, novel pain relief medications, prescription pharmaceuticals, as well as health and dietary supplements.
Geographical Locations of Products/Services	Our sales are primarily focused in Taiwan and across the Asian region

Products and Markets

PhytoHealth Corporation is dedicated to the research and development of botanical new drugs and innovative pharmaceuticals. Our key product portfolio includes oncology drugs, analgesics, and functional healthcare products.

According to epidemiological studies in Taiwan, up to 92% of cancer patients experience cancer-related fatigue (CRF), with more than one-quarter suffering from moderate-to-severe fatigue. PhytoHealth Corporation developed and launched PhytoHealth PG2®, the world's first prescription drug specifically indicated for CRF, which has been granted market approval by Taiwan's Ministry of Health and Welfare. PhytoHealth Oraphine® offers an innovative therapeutic solution for acute moderate-to-severe pain, addressing unmet needs in the postoperative pain management market.

In addition, PhytoHealth Corporation is developing health supplements and functional food products, collaborating with international partners to co-develop high-performance bioactive ingredients and post-illness recovery supplements.

Looking ahead, we will continue to expand the indications of PG2® lyophilized injection, pursue the development of new products in oncology and neurology in collaboration with global pharmaceutical companies for introduction into Taiwan, and further strengthen upstream and downstream partnerships. These initiatives will establish a solid foundation in clinical development and capture emerging business opportunities in the botanical healthcare sector

PG2®	Obtained the first drug license from the Taiwan Food and Drug Administration (TFDA) of the Ministry of Health and Welfare for the treatment of Cancer-Related Fatigue (CRF); officially included in the National Health Insurance (NHI) reimbursement program in March 2021.
Oraphine®	In March 2020, obtained drug approval from the Ministry of Health and Welfare for the oral formulation indicated for the relief of moderate-to-severe pain
Nutritional supplement	**A. ReyeasCleanse ®** Health Food Permit No. A000006, Ministry of Health and Welfare. Certified to help reduce total cholesterol in the blood. **B. Energy Bean® Natto Extract Capsules** Health Food Permit No. A00092, Ministry of Health and Welfare. Certified to help reduce total serum cholesterol and low-density lipoprotein (LDL) cholesterol, and to lower risk factors for cerebrovascular and cardiovascular diseases. **C. PhytoHealth EnerCharge® Capsules®** Health Food Permit No. A00319, Ministry of Health and Welfare. Marketed as an “anti-fatigue” health food, with animal studies confirming its effectiveness in alleviating post-exercise fatigue. **D. AmazPower®** Formulated with precursor ingredients of PhytoHealth PG2® combined with special saccharides. It helps boost vitality, ease the side effects of chemotherapy and radiotherapy, and improve quality of life for cancer patients during treatment recovery. Positioned as a pharmaceutical-grade health supplement, AmazPower ® has been granted patents in Taiwan, Germany, and Japan. **E. PhytoHealth EnerCharge® Drink** Made from PhytoHealth Da Astragalus ® concentrated extract, blended with Siberian ginseng extract and red date concentrate. This convenient and palatable drink replenishes energy and enhances physical endurance, serving as a “vegetarian alternative to essence of chicken.” **F. Other Customized Astragalus Energy Drinks** Crafted with carefully selected premium Astragalus herbs and proprietary extraction technology, continuously developed into exclusive upgraded series of Astragalus-based health products

Value Chain

PhytoHealth Corporation encompasses a complete value chain from research and development to manufacturing, marketing, and sales. By ensuring professionalism and efficiency at every stage, we are committed to delivering safe and innovative medicines and healthcare solutions to patients worldwide.

Research and Development (R&D):

PhytoHealth Corporation focuses on the development of innovative drugs, supported by a strong R&D team and collaborations with leading global research institutions. Our efforts address clinical needs in oncology, pain management, and other therapeutic areas. We are dedicated to applying rigorous scientific methods to ensure drug safety and efficacy, while advancing preclinical and clinical-stage drug development.

Manufacturing:

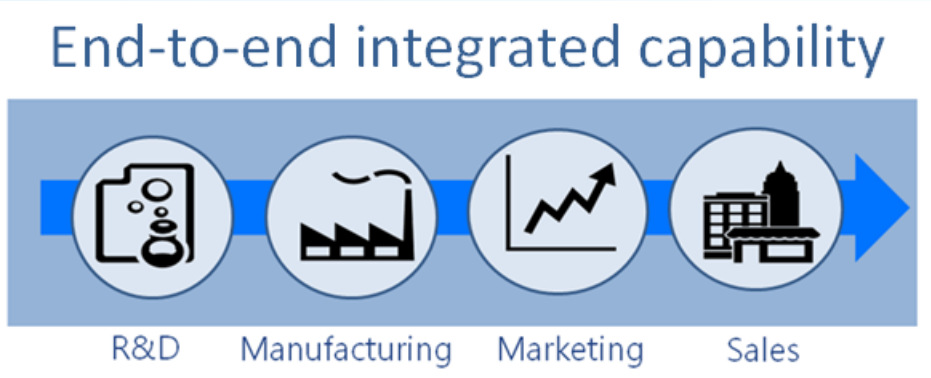
Our production is carried out at a botanical purification plant that complies with international GMP standards. By leveraging advanced manufacturing technologies and stringent quality control systems, we ensure consistent quality and safety in every batch of medicine, while meeting certification requirements for global markets.

Marketing:

The Company adopts a diversified marketing approach, integrating digital promotion strategies to enhance brand visibility and expand market share.

Sales:

PhytoHealth Corporation's professional sales team works closely with medical institutions to drive effective market penetration of our products. In addition, the team provides medical education support, enabling healthcare professionals to make better use of our products and thereby improve patient outcomes.



Participation in Industry Associations

PhytoHealth Corporation has long been actively engaged in various industry associations and external initiatives, maintaining close and effective communication with government, academia, and industry stakeholders. In 2024, PhytoHealth Corporation played an active role in 10 associations, holding key positions and participating in numerous meetings and activities to advocate for the sustainable development of Taiwan's biotech and new drug industry.

By collaborating with industry peers, we strive to create broader and more profound impact, driving industrial innovation and sustainable growth. PhytoHealth Corporation is committed to serving as both a cornerstone and a forward-looking force within the industry.

Item number	Names of Associations and Organizations	Strategic Significance	Membership Status
1	Taiwan Society of Aseptic Preparations	Collaborated with professional organizations in the field of sterile formulations to enhance product quality and safety, while promoting the advancement of sterile formulation technologies.	Member
2	Taiwan Product Quality Research Institute	Strengthened engagement in the field of pharmaceutical quality management to ensure regulatory compliance and enhance market competitiveness.	Member
3	Taiwan Bio Industry Organization (TBIO)	Promoted academia–industry collaboration to drive biotechnology innovation and advance the internationalization of Taiwan's biopharmaceutical industry.	Supervisor
4	Institute for Biotechnology and Medicine Industry (IBMI)	Collaborated with government and industry partners to facilitate policy alignment and resource support, fostering the development of the biotechnology and healthcare sector.	Supervisor
5	Taiwan Functional food Industry Association	Identified market needs to enhance product quality standards and strengthen brand influence.	Member
6	Business Accounting Association, R.O.C.	Enhanced financial management and accounting practices to strengthen corporate transparency and operational stability.	Director
7	Taiwan Federation of Industry, R.O.C.(TFI)	Linked resources from the industrial sector to promote cross-industry collaboration and innovation, advance policy advocacy, and strengthen overall competitiveness and growth momentum.	Honorary President
8	National Association of Small and Medium Enterprises, R.O.C.	Facilitated the development of small and medium-sized enterprises (SMEs) by serving as a communication bridge between SMEs and the government, helping to improve the business environment, promote collaboration, and support SME growth.	President
9	Taiwan Women on Directors Association	Supported companies in increasing the representation of women directors in decision-making, and established a database of female board members as a symbol of	Executive Director

		leadership. Encouraged members to serve as international speakers in global organizations, acting as thought leaders. Organized lectures and forums to raise social awareness of policy issues and generate meaningful impact.	
10	Taiwan Health Foundation	Committed to advancing disease prevention, health promotion, and medical research, while mobilizing collective efforts to safeguard public health.	Honorary Director

Economic Performance

In 2024, PhytoHealth Corporation continued to strengthen its presence in the healthcare and pharmaceutical industry. From a financial perspective, the Company's paid-in capital reached NT$1.986 billion, while operating revenue amounted to NT$100,459 thousand, representing a 3.3% increase compared with the previous year.

Financial Information

Unit: NT$ Thousand

Category	Item	2024
Generated Economic Value	Operating Revenue	100,459
Distributed Economic Value	Cost of Goods Sold	69,386
	Employee Salaries and Benefits (Operating Expenses)	40,713
	Total	110,099
Retained Economic Value		(9,640)

KEY SUSTAINABILITY PERFORMANCE

Corporate Governance	● Practiced sustainability governance through the Sustainability Steering Task Force. ● Convened 4 Board of Directors meetings with an attendance rate of 97.92%. ● Total of 51 hours of director training in 2024. ● No incidents of corruption, anti-competitive behavior, antitrust or monopoly practices, and no violations of environmental, social, or economic laws and regulations.
Customer Value	● No incidents of customer privacy violations or personal data breaches. ● As of the end of 2024, a total of 76 patents and 141 trademarks had been granted worldwide.
Employee Care	● No incidents of human rights violations or discrimination were reported. ● Female employees accounted for an average of 61.9%, while women in managerial positions reached 68.42%. ● A total of 205 participants joined internal and external training

	programs, with 1,086.2 cumulative training hours, averaging 5.3 training hours per person.
Social Welfare	● Sponsored clinical medical associations, with nearly 700 academic promotion activities held in 2024, providing training for approximately 18,000 healthcare professionals. ● Sponsored the Taiwan Anti-Cancer Association's "Never Down Knights" cycling event for cancer patients, supporting 75 participants in strengthening their physical endurance.
Environmental Sustainability	● Implemented the Task Force on Climate-related Financial Disclosures (TCFD) framework, establishing a climate governance structure and identifying key climate-related risks and opportunities relevant to operations. ● Replaced all lighting at the Yangmei Plant with LED lights. ● Completed the establishment of the Yangmei Plant in compliance with PIC/S GMP standards and successfully obtained certification.

Awards and Honors

— Products —

- PG2® Injection obtained TFDA approval for market launch in 2010.
- PG2® Injection was included in the clinical guideline for cancer-related fatigue in 2017.
- PG2® Lyo.Injection won the 2019 National Quality Award (the only one of its kind in Taiwan).
- PG2® Injection was officially included in the National Health Insurance reimbursement list in March 2021.
- In 2018, ASCO presented a clinical trial report on PG2® Lyo.Injection regarding its effect on breast cancer chemotherapy.
- In 2024, ESMO published positive clinical trial results on PG2® Lyo.Injection regarding its impact on neoadjuvant chemoradiotherapy for esophageal cancer.
- Oraphine® Soft Capsules won the Silver Award (highest honor) in the 2020 Pharmaceutical Science and Technology R&D Awards.
- Oraphine® Soft Capsules obtained TFDA approval for market launch in March 2020.
- AmazPower®Sachet was awarded the 2024 SNQ National Quality Award.
- In 2016, PhytoHealth's new pharmaceutical plant passed PIC/S GMP certification.
- In 2017, PhytoHealth Pharmaceutical won the National Innovation Award for Innovative Manufacturing Process.

CHAPTER 1. SUSTAINABILITY STRATEGY

1.1 SUSTAINABILITY DEVELOPMENT FRAMEWORK

Organizational Structure of the Sustainability Development Task Force

To enhance its sustainability momentum and performance, PhytoHealth Corporationceuticals established the Sustainability Development Committee in 2024, under which the Sustainability Development Task Force was formed. This task force identifies sustainability issues relevant to the company's operations and stakeholders, formulates corresponding strategies and work guidelines, allocates budgets related to sustainability across departments, and plans and implements annual initiatives. It also monitors execution results to ensure that sustainability strategies are fully integrated into the company's daily operations.

The Board of Directors regularly receives reports from the management team. Management is responsible for submitting strategic proposals to the Board, while the Board evaluates the likelihood of success, frequently reviews the progress of these strategies, and, when necessary, urges management to make timely adjustments.

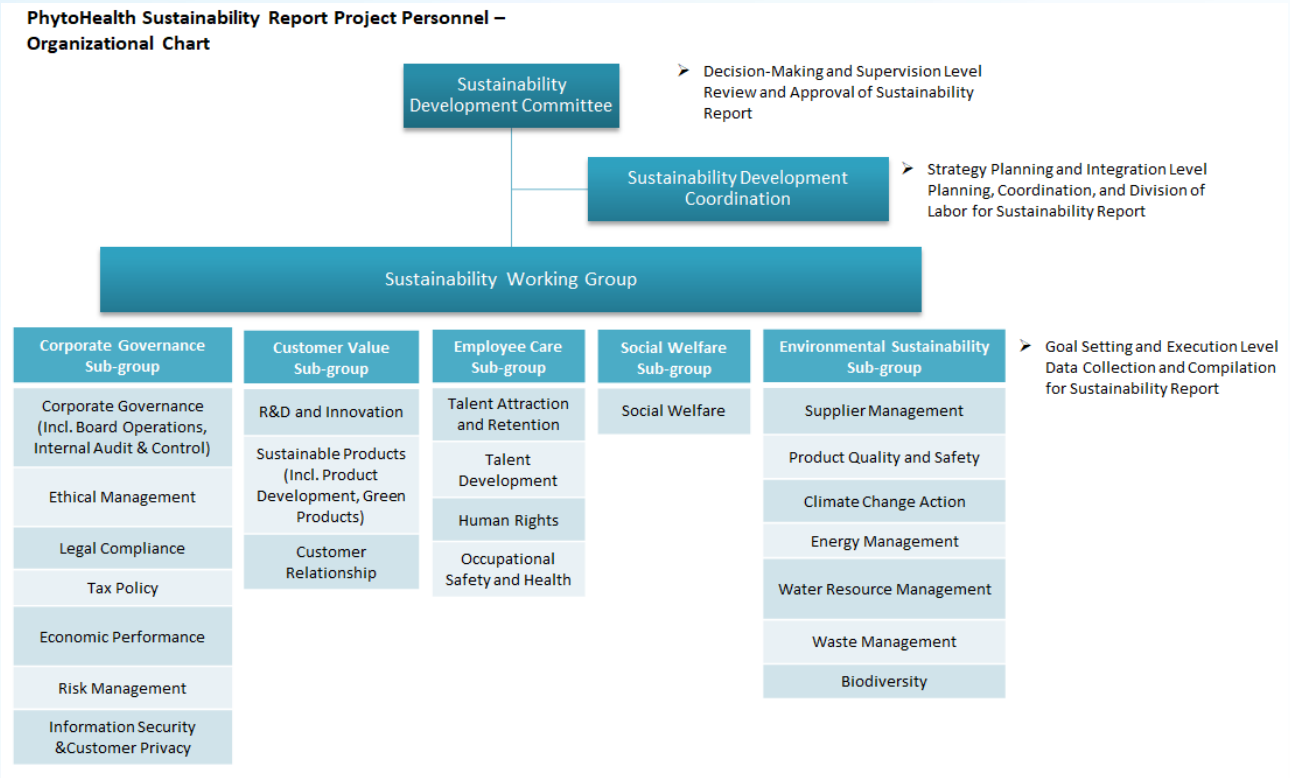
1.On November 1, 2024 (ROC Year 113), the Company established the Sustainability Development Committee under the Board of Directors. In accordance with the "Organizational Charter of the Sustainability Development Committee," the Committee shall convene at least once a year and report regularly to the Board in the first quarter of each year on the execution results of the current year as well as the implementation plan for the following year.

2.The Sustainability Development Committee is composed of three members, including two Directors and the Head of Public Affairs. The main responsibilities of the Committee include:
(1) Formulating, promoting, and strengthening the Company's sustainability policies, annual plans, and strategies.
(2) Reviewing, monitoring, and revising the implementation and effectiveness of sustainability practices.
(3) Supervising the disclosure of sustainability-related information and reviewing the Sustainability Report.
(4) Supervising the execution of the Company's Sustainability Guidelines and other sustainability-related matters as resolved by the Board of Directors

3. The current committee's term of office is from November 1, 2024 to May 23, 2026. The professional qualifications and experience of the members of the Sustainability Development Committee are as follows:

Title	Name	Sustainability Expertise and Competencies
Chairperson & Convener (Chairman)	Lee Yi-Li	Sustainability Strategy
Member (Vice Chairman & General Manager)	Lee I-Lin	Engaging in social welfare initiatives, organizing medical activities and conferences, as well as undertaking production related to energy and supply chain management.
Member (Assistant Manager, Public Affairs Department)	Ni Hao-Lun	Assist with matters related to sustainable development.

4.The Sustainability Development Task Force, through goal setting, strategy formulation, project implementation, departmental KPI evaluation, performance review, and continuous optimization, ensures that the philosophy of sustainable management is fully integrated into PhytoHealth Corporationceuticals' corporate culture and daily operations. Dedicated sub-groups have been established in key areas such as corporate governance, environmental sustainability, customer value, employee well-being, and social responsibility, with designated personnel responsible for strategic planning and cross-departmental coordination. This structure ensures that the Company's sustainability efforts comprehensively cover all aspects of ESG.



1.2 SUSTAINABILITY DEVELOPMENT STRATEGY

Material Topics and Development Goals

Strategic Focus Areas	Major issues	Policy and Management	2024 Performance	Short-term Goals (2025)	Mid- to Long-term Goals (2030)	Corresponding to SDGs
Governance and Economic Aspects	Product Quality and Safety	Establish a comprehensive quality management system and safety standards, including supplier management, raw material procurement, manufacturing, and quality control across all stages to ensure product safety and reliability.	Production (Formulation) Instruction Completion Rate: 100% per month Product Abnormalities: 0 per month	Production (Formulation) Instruction Completion Rate: ≥ 95% per month Product Abnormalities: ≤ 1 case per month	Production (Formulation) Instruction Completion Rate: ≥ 98% per month Product Abnormalities: ≤ 1 case per month	
	Regulatory Compliance	Establish internal control systems and related operating procedures in accordance with the Regulations Governing the Implementation of Internal Control Systems by Public Companies. Implement quality control processes and standard operating procedures to ensure that product quality and safety comply with relevant regulatory standards."	No major violations have occurred, and the compliance officers achieved a 100% completion rate in training. Operating procedures for pharmaceutical products are established in accordance with the Taiwan Food and Drug Administration (TFDA) regulations, the Pharmaceutical Affairs Act, and other applicable requirements.	No major violations have occurred, and compliance officers achieved a 100% completion rate in training; operating procedures for pharmaceutical products are established in accordance with the Taiwan Food and Drug Administration (TFDA), the Pharmaceutical Affairs Act, and other applicable regulations.	No major violations have occurred, and compliance personnel have achieved a 100% completion rate in training; operating procedures for pharmaceutical products are established in compliance with the Taiwan Food and Drug Administration (TFDA), the Pharmaceutical Affairs Act, and other applicable regulations.	

Strategic Focus Areas	Major issues	Policy and Management	2024 Performance	Short-term Goals (2025)	Mid- to Long-term Goals (2030)	Corresponding to SDGs
	IT Security	We are committed to safeguarding customers' confidential information, while ensuring robust employee safety management and the protection of sensitive data.	There have been no incidents of customer privacy breaches or personal data leaks. The company conducts monthly assessments to evaluate potential system vulnerabilities and implements timely remediation measures.	Zero major information security incidents. Cybersecurity – Strengthening compliant access within the int Data Leak Protection – Implementing a document classification and access control mechanism ernal network.	Zero major information security Enhance employees' information security awareness incidents Strengthen information security audit mechanisms.	
	Corporate Governance	Our Company has formulated Corporate Governance Best Practice Principles, ensuring board diversity, reinforcing governance structures, and advancing the development of board functions.	Four board meetings were convened, with an average director attendance rate of 97.92%, and a total of 51 hours of continuing education.	Enhance the director training system and promote board diversity.	Establish an efficient supervision and decision-making process to ensure governance transparency."	 

Strategic Focus Areas	Major issues	Policy and Management	2024 Performance	Short-term Goals (2025)	Mid- to Long-term Goals (2030)	Corresponding to SDGs
	Research and Innovation	Continuously develop products with competitive advantages, enhance product quality and customer satisfaction, and strengthen brand value and corporate image.	In 2024, R&D expenses accounted for 84% of operating revenue."	1."Completed patient enrollment and interim analysis for the NTU pilot trial on breast cancer-related fatigue; completed real-world evidence (RWE) analysis for colorectal cancer." 2."Completed the development of multiple functional applications of Astragalus-derived ingredients and filed patent applications."	1."Preparing pivotal clinical trials in the U.S. and Europe." "Expanding clinical research and patent portfolio of PG2 in immunomodulation and enhancing the effectiveness of cancer treatment."	 
	Customer Relationship Management	Communicate product and service information with customers, understand their needs to improve product and service quality, maintain customer relationships and enhance satisfaction, and deliver effective and efficient customer service.	Customer Complaint (Product Abnormality Handling and Tracking Form): 1 case. In 2024, upon receiving the complaint, Maywufa, as the distributor, notified PharmaEssentia within 24 hours and submitted the compiled relevant information within 5 days."	Customer Complaints (Product Abnormality Handling and Tracking Form) = 0 cases per quarter	Customer Complaints (Product Abnormality Handling and Tracking Form) = 0 cases per quarter	

Strategic Focus Areas	Major issues	Policy and Management	2024 Performance	Short-term Goals (2025)	Mid- to Long-term Goals (2030)	Corresponding to SDGs
Social Aspects	Talent Attraction and Retention	Create a mutually respectful and supportive work environment to empower our employees, making PharmaEssentia a long-term employer of choice where everyone can contribute their talents."	Employee Turnover Rate = 19%	Employee Turnover Rate = 23%	Employee Turnover Rate = 22%	
Environmental Aspects	Energy and Greenhouse Gas Management	By implementing carbon inventory and adopting renewable energy, as well as setting reduction targets and strategies, the company is able to monitor emissions more precisely, identify reduction opportunities, and enhance energy efficiency, thereby ensuring compliance with regulatory requirements.	The total greenhouse gas emissions amounted to approximately 2,297 metric tons.	The total greenhouse gas emissions were reduced by approximately 150 metric tons, representing a 6.5% decrease.	The total greenhouse gas emissions were reduced by approximately 180 metric tons, representing a 8% decrease.	

1.3 STAKEHOLDERS AND MATERIAL TOPICS

Stakeholder Identification Process

Following the five principles of the AA1000 Stakeholder Engagement Standard (SES), PhytoHealth Corporationceuticals identified seven major categories of internal and external stakeholders, including government and regulatory authorities, customers, employees, media, investors, suppliers, as well as communities and non-profit organizations. These groups have been designated as the key communication targets for 2024.

The identification of stakeholders and the assessment of material topic impacts were reviewed by the General Manager, ensuring that the company's top management has a clear understanding of the impacts of business operations on the economy, environment, and people (including human rights).

Stakeholder Communication Frequency and Key Communication Outcomes in 2024

Stakeholder	Areas of Primary Concern	Communication/ Frequency	Communication Achievements in 2024
Government and Competent Authorities	➢ Legal Compliance ➢ Occupational Safety and Health ➢ Cybersecurity	➢ Participate in policy discussion meetings and forums organized by regulatory authorities on an ad hoc basis. ➢ Comply with supervision and inspections conducted by regulatory authorities. ➢ Visit regulatory authorities to establish direct communication opportunities. ➢ Contact person: Spokesperson (Head of Finance and Accounting), Ms. Huang. ➢ (02)2545-3697#2328 (Email:sandy.huang@phytohealth.com.tw)	All matters required by regulatory authorities are duly reported and disclosed on schedule.

Stakeholder	Areas of Primary Concern	Communication/ Frequency	Communication Achievements in 2024
customer	➢ Talent Attraction and Retention ➢ Cybersecurity ➢ Customer Relationship Management (CRM)	➢ Promotional Materials, Advertisements, and Social Media: Published periodically to provide customers with diverse communication channels, including a service hotline, a toll-free customer complaint hotline, and a website visitor message board. ➢ Monthly Marketing Meetings: Held with the Maywufa marketing and sales team to establish a customer care mechanism and conduct customer satisfaction surveys. ➢ Customer service email: service@phytohealth.com.tw	➢ Customer product inquiries in 2024 (LINE/phone): **1,200**. ➢ Response time during customer service hours: **within 2 hours**. ➢ After-hours response time: **within 24 hours once service hours resume**. ➢ Customer service issue resolution rate: **100%**. ➢ The Company actively participates in social welfare initiatives and, to enhance healthcare quality and patient well-being, collaborates with major medical societies and healthcare institutions to host academic annual meetings, clinical education courses, and expert symposia; **over 600** medical outreach events held, with **over 14,000** attendances by healthcare professionals.
emploee	➢ Talent Attraction and Retention ➢ Economic performance ➢ Cybersecurity	➢ Internal Website or Internal Email Announcements: Periodic announcements are issued regarding various employee benefits, Welfare Committee information, important company operational updates, training programs, and annual performance management activities. ➢ Employee Engagement: The company actively interacts with employees to maintain good relationships and collects feedback through the employee suggestion mailbox. ➢ Labor-Management Meetings: Held once every three months. ➢ Contact Point: The Human Resources unit of the Chairman's Office. ➢ (02) 2545-3697#2105 ➢ (Email：Mandy Chen mandy.chen@maywufa.com.tw)	➢ Internal Announcements: Over 80 announcements were issued regarding employee benefits, important company operational updates, and training-related information. ➢ Training Programs: A total of 205 participants attended internal and external training sessions throughout the year, accumulating 1,086 training hours.

Stakeholder	Areas of Primary Concern	Communication/ Frequency	Communication Achievements in 2024
Media	➢ Sustainable Products ➢ Talent Attraction and Retention ➢ Climate Change Response	➢ Active Media Engagement: We actively engage in two-way communication with the media to convey the company's management philosophy as well as the effectiveness and safety of our products. ➢ Contact Point: Public Affairs Department. (02)2545-3697#2116 (Email：allan.ni@phytohealth.com.tw)	Over 46 News Coverages

Stakeholder	Areas of Primary Concern	Communication/ Frequency	Communication Achievements in 2024
investor	➢ Innovation and R&D ➢ Regulatory Compliance ➢ Customer Relationship Management	➢ News Disclosure / Material Information: Important information is disclosed through media and the Market Observation Post System (MOPS) in a timely manner, including matters related to corporate governance, significant business developments, operational performance, and other information of concern to shareholders and investors. ➢ Shareholders' Meeting and Annual Report: A shareholders' meeting is convened once a year, and an annual report is published. ➢ Investor Conferences: At least one domestic investors' conference and online briefing is held annually, while overseas conferences are actively organized on an irregular basis. ➢ Investor Relations Communication: A dedicated contact window for stock affairs and investor relations is established to ensure two-way communication. ➢ Meetings with Analysts: The Company receives visits from domestic and international institutional analysts on an irregular basis. ➢ Contact Point: Spokesperson (Chief Financial Officer). ➢ (02)2545-3697#2328 (Email:sandy.huang@phytohealth.com.tw)	➢ A total of 15 material information disclosures and announcements were issued in both Chinese and English. ➢ A joint investors' conference was held on September 13, 2024. ➢ The Company received visits from multiple domestic and international institutional analysts.

Stakeholder	Areas of Primary Concern	Communication/ Frequency	Communication Achievements in 2024
Supplier	➢ Regulator Information ➢ Security y Compliance ➢ Talent Attraction and Retention	➢ Supplier Commitment: Actively invite suppliers to sign the Integrity and Ethical Management Commitment Letter. ➢ Pre-Contract Communication: Communicate with relevant suppliers as needed before contract signing. ➢ Supplier Audits and Quality Agreements: Conduct regular supplier audits in accordance with GMP/GDP requirements and sign quality agreements. ➢ Contact Point: Board of Directors Audit Office. ➢ (02)2545-3697#2158 (Email：lisa@phytohealth.com.tw)	The Company continues to promote supplier participation in signing the Integrity and Ethical Management Commitment Letter, achieving a 100% signing rate among major suppliers.

Stakeholder	Areas of Primary Concern	Communication/ Frequency	Communication Achievements in 2024
Communities and Non-Profit Organizations	➢ Integrity Management ➢ Customer Relationship Management ➢ Risk Management	The Company has been actively participating in various industry associations over the long term, gaining access to the latest information and effective management policies, while introducing diverse perspectives to strengthen corporate governance and risk management. We also continue to sponsor major medical associations and patient organizations to enhance the quality of care provided by healthcare professionals and improve patient well-being, while at the same time fostering stronger customer relationships.	➢ Participation in the Taiwan Bio Industry Organization to promote technological innovation and the internationalization of Taiwan's biomedical industry. ➢ Participation in the Institute for Biotechnology and Medicine Industry (IBMI) to support the development of the biotech and medical industry. ➢ Participation in the Accounting Research and Development Foundation (ARDF) to strengthen financial transparency and sound corporate management. ➢ Participation in the Taiwan Society of Health-System Pharmacists – Sterile Preparations Committee to enhance product quality and safety. ➢ Sponsorship of the Taiwan Oncology Nursing Society Annual Meeting, providing 200 copies of the revised "Clinical Practice Guidelines for Cancer-Related Fatigue (CRF)". ➢ Sponsorship of the Taiwan Pain Society Annual Meeting to improve the quality of pain management for healthcare professionals. ➢ Sponsorship of the Taiwan Joint Cancer Conference (TJCC), enhancing the quality of cancer-related fatigue treatment. ➢ Sponsorship of the Taiwan Society of Cancer Palliative Medicine Seminar, advancing the quality of cancer-related fatigue care. ➢ Sponsorship of the Taiwan Breast Cancer Society's TIBCS International Conference, disclosing real-world data from the National Health Insurance system to raise awareness of cancer-related fatigue. ➢ Sponsorship of the Taiwan Anti-Cancer Association's "2024 Knights Against Cancer Cycling Tour around Taiwan," providing the "Huang Qi Drink" (a qi-boosting health supplement) to support cancer patients and raise public awareness of cancer prognosis

Note: For more information, please refer to the Stakeholder Section of the Foresee Pharmaceuticals website

Materiality Analysis Process

To further understand the impact of various issues on the Company's operations and the level of concern among stakeholders, Foresee Pharmaceuticals conducted a materiality analysis of sustainability topics. The process was based on the revised GRI Standards (2021), taking into account industry characteristics, peer practices, and benchmark companies.

Following the four-step materiality identification process under GRI: Material Topics 2021, senior management jointly evaluated each sustainability issue from two perspectives:

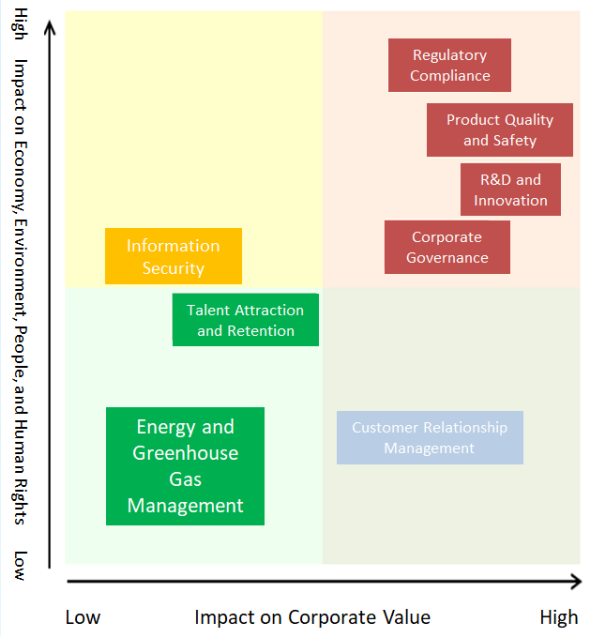
1. Level of stakeholder concern regarding sustainability topics, and
2. Degree of impact on the Company's operations and ESG sustainable development.

The purpose of this assessment was to determine whether these issues represent material impacts on Foresee Pharmaceuticals and its stakeholders. Based on the identified topics, the Company will disclose material sustainability topics, establish management guidelines, and regularly track and adjust action plans.

Finally, after a comprehensive evaluation of the impact on both corporate value and on the economy, environment, and people (including human rights), internal managers discussed and reached a consensus to determine the eight material topics for 2024. The process and identification results are presented as follows:

Definition of Seven Stakeholder Categories	Materiality Analysis	Plotting the Double Materiality Matrix
In accordance with the five principles of the AA1000 Stakeholder Engagement Standard (AA1000 SES)—Responsibility, Influence, Tension, Diverse Perspectives, and Dependency—the Company distributed stakeholder questionnaires to identify seven major categories of internal and external stakeholder groups.	The internal team was invited to conduct a discussion and analysis on the materiality of sustainability topics, evaluating the degree of impact as follows: • **Financial Materiality:** The level of impact on organizational value. • **Impact Materiality:** The level of impact on the economy, environment, and people (including human rights).	Based on the results of the analysis and discussions, the annual material topics were prioritized.

Identification of Potential Sustainability Issues	Internal Discussion	Identified 8 Material Topics
Based on international sustainability frameworks and standards (such as the GRI Standards), industry trends, and peer company practices, compile potential sustainability issues as the initial basis for materiality assessment.	Invite senior executives for discussion and decision-making	"Identify the material topics of the year by ranking them according to the degree of positive and negative impacts, and further develop tracking and management guidelines to effectively address stakeholders' concerns."

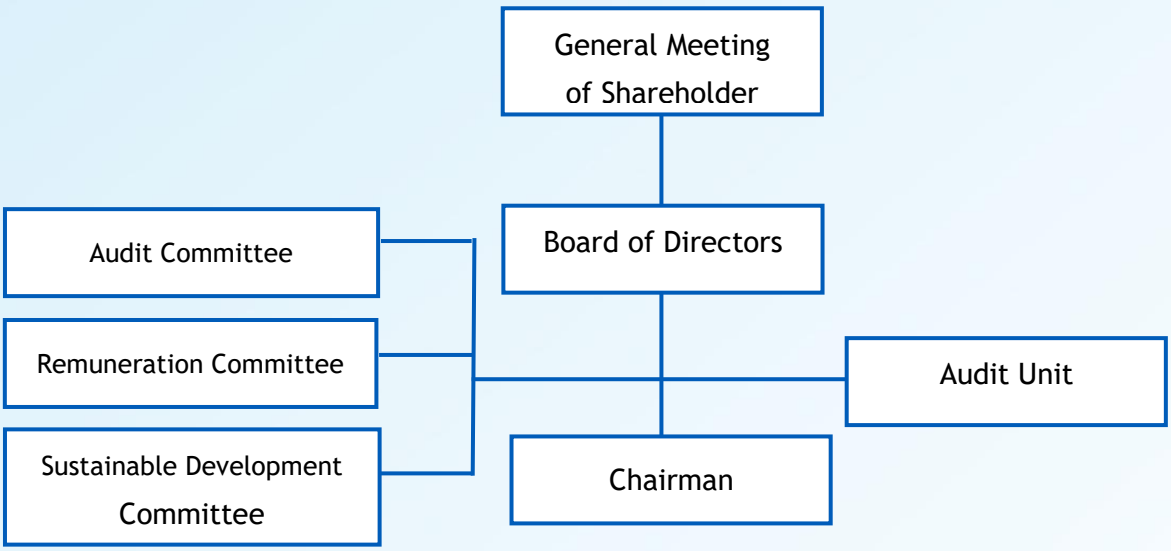


PhytoHealth Material Topics in 2024	
Governance and Economic Dimension	Product Quality and Safety
	Regulatory Compliance
	Information Security
	Corporate Governance
	R&D and Innovation
	Customer Relationship Management
People (Including Human Rights Aspect)	Talent Attraction and Retention
Environmental Dimension	Energy and Greenhouse Gas Management

CHAPTER 2: INTEGRITY AND GOVERNANCE

2.1 CORPORATE GOVERNANCE

PhytoHealth is committed to establishing an effective corporate governance framework, safeguarding shareholder rights, strengthening the functions of the Board of Directors, respecting the rights of stakeholders, and enhancing information transparency as guiding principles. The company gradually promotes various systems and measures to continuously improve the quality and effectiveness of corporate governance, thereby ensuring the full implementation of good governance practices, maximizing shareholder value, and achieving sustainable business operations. Chairperson Lee Yi-Li is responsible for corporate strategy planning, framework development, promotion, and long-term growth.



2.1.1 Board Composition and Operations

Board Composition and Diversity

The Company's Board of Directors consists of nine to thirteen members, each serving a three-year term. The nomination and election of all directors follow Article 17 of the Company's Articles of Incorporation, adopting a candidate nomination system, with directors eligible for re-election. The current board term runs from May 24, 2023, to May 23, 2026. At present, the Board is composed of eleven directors, including three independent directors, representing approximately 27.27%. All independent directors meet the requirements of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies." Relevant procedures for director elections are available on the Company's website.

The Company currently has eleven directors (including three independent directors), of whom two are female. Members bring professional expertise in fields such as management, medicine, pharmacy, finance, accounting, as well as experience as physicians, pharmacists, and certified public accountants. The diverse industry, academic, and professional backgrounds of the directors enable them to provide valuable insights from different perspectives, significantly contributing to

the Company's operational and managerial performance. In addition, the Company places emphasis on gender equality in board composition, with a target ratio of female directors set at no less than 15%. Currently, the proportion of female directors (including independent directors) stands at 18.18%.

Comprehensive information regarding the directors' academic and professional backgrounds, concurrent positions in other companies, attendance records, and personal profiles has been disclosed on the Company's corporate website and in its annual report.

The implementation status of board diversity is presented in the following table:

Core elements of diversity / Director Name	Gender	Industry experience			Professional expertise			
		Biotechnology and Medical Industry	Finance and banking	Business management	Doctor	Pharmacist	Financial Accounting	Risk Management
Lee Yi-Li Chairman	F	✓	✓	✓			✓	✓
Lee I-Lin Vice Chairman	F	✓	✓	✓			✓	✓
Lee Chen-Chia Director	M	✓		✓				✓
Lai Yu-Ju Director	M	✓	✓	✓			✓	✓
Wang Pai-Sen Director	M	✓		✓				✓
Tsai Ching-Chung Director	M	✓		✓		✓		✓
Wang Ming-Fu Director	M	✓		✓				✓
Huang Tse-Hung Director	M	✓		✓	✓			✓
Wang Der-Shan Independent Director(Note)	M	✓	✓	✓			✓	✓
Lai Sun-Quae Independent Director	M	✓		✓			✓	✓
Lin Shoei-Loong Independent Director	M	✓		✓	✓			✓
Wu Yang-Chang Independent Director	M	✓				✓		

Note: Independent Director Wang De-Shan resigned on March 5, 2025.

Board Operations

The Board of Directors convenes at least once per quarter. In 2024, the Company held a total of four board meetings, with an average attendance rate of 97.92% among directors. As the Company's highest governance body, the Board plays a critical role in strengthening oversight functions and enhancing management capabilities. Board members are responsible for supervising the management team's compliance with laws and regulations, improving information transparency, and providing guidance on major decisions based on their professional experience to prevent policies that could harm corporate value. In doing so, the Board upholds integrity and ethics, fulfills corporate responsibility, and ensures sustainable business operations to safeguard shareholders' rights. The management team regularly reports to the Board on the Company's operational status, development strategies, and other significant issues (such as material topics and stakeholder engagement), maintaining smooth and effective communication channels with the Board.

To fulfill its supervisory responsibilities, the Board has established the "Rules of Procedure for Board Meetings" in accordance with the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies." Article 16 of these Rules explicitly stipulates compliance with recusal of conflicts of interest to ensure sound governance. In 2024, none of the Company's four board meetings involved any director subject to recusal, and all proceedings were conducted in compliance with legal requirements. For more details on the Board's operations, please refer to the Company's 2024 Annual Report.

Functional Committees

PhytoHealth Corporation has established functional committees including the Audit Committee, Remuneration Committee, and Sustainability Development Committee. The Audit and Remuneration Committees are composed entirely of independent directors. The Audit Committee's primary responsibilities are to assist the Board in effectively exercising its supervisory powers as stipulated under the Company Act, Securities and Exchange Act, and other relevant regulations, and to improve oversight of accounting, financial reporting, and internal control processes. In 2024, the Audit Committee held four meetings, with an average attendance rate of 100%.

To strengthen corporate governance and ensure sound remuneration systems for directors and managers, the Company established the Remuneration Committee. Acting with the duty of care of a prudent manager, the committee faithfully performs its responsibilities and submits recommendations to the Board for discussion. In 2024, the Remuneration Committee convened two meetings, with an average attendance rate of 100%. Further details regarding the operation of functional committees can be found in the Company's 2024 Annual Report.

On November 1, 2024, the Board approved the establishment of the Sustainability Development Committee and appointed its first members. According to the "Organizational Charter of the

Sustainability Development Committee," the committee shall convene at least once per year to report to the Board on its annual execution results and the plan for the following year.

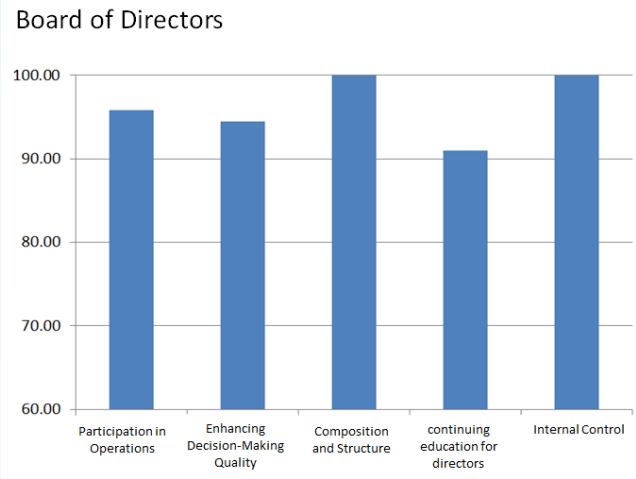
Director Development and Training

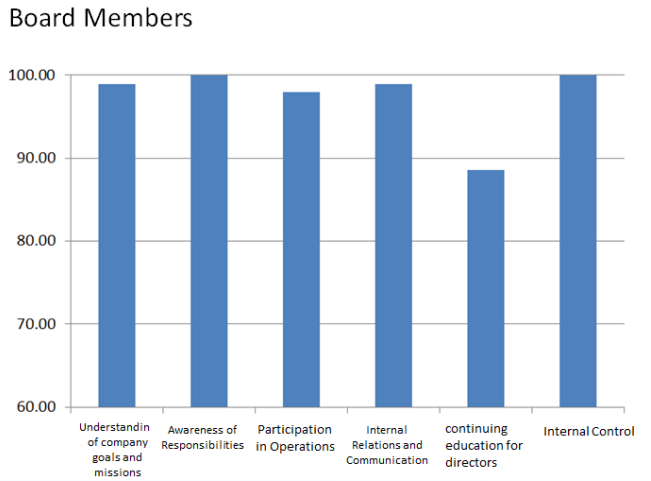
The Company arranges continuing education courses for directors from time to time, focusing on corporate governance topics related to economic, environmental, and social issues, as well as sustainability developments. Courses include subjects such as sustainability action plans, international climate change trends, and practical applications, with the aim of enhancing the diverse competencies of directors. In 2024, directors completed a total of 51 training hours. In addition, based on feedback from the annual board performance self-evaluation, the Company strengthens the operations of the Board and its committees, improves communication with the management team, and deepens understanding of the characteristics and risks of the industry in which the Company operates. For detailed information regarding directors' training in 2024, please refer to the Company's 2024 Annual Report.

2.1.2 Performance Evaluation and Remuneration Policy

Board and Functional Committee Performance Evaluation

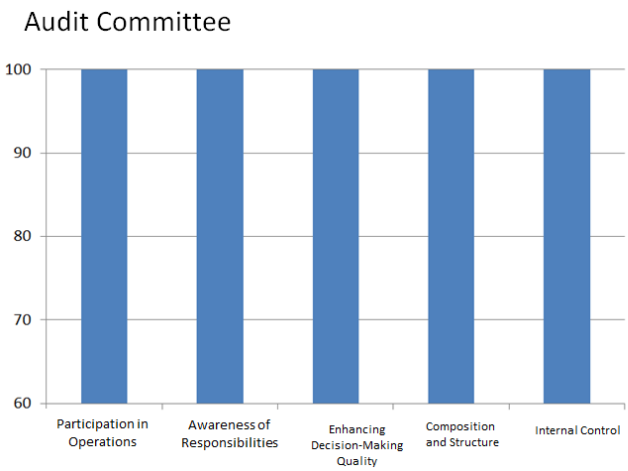
PhytoHealth Corporation has established the "Rules for Performance Evaluation of the Board of Directors" to enhance the effectiveness of the Board by setting performance objectives and strengthening operational efficiency. At the end of each fiscal year, performance evaluations are conducted for that year, and every three years, when necessary, the Company engages an external professional independent institution or a team of external experts and scholars to carry out the evaluation. The evaluation covers the overall Board of Directors, individual board members, and the functional committees. The results of the 2024 performance evaluation were reported to the Board on February 26, 2025.

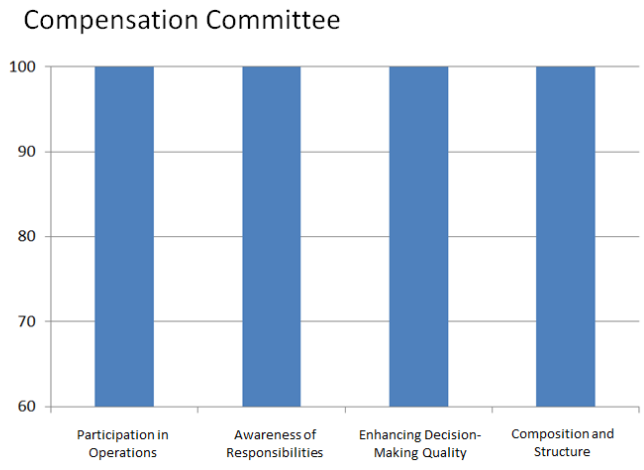




- According to the results of the self-evaluation, after weighted calculation, the average effective questionnaire scores ranged between 88.54 and 100. Analysis indicated that relatively lower scores were observed in the areas of “enhancing the quality of board decision-making” and “continuous education for directors.” Key areas identified for improvement include “understanding the characteristics and risks of the industry” and “training courses that strengthen directors’ knowledge and skills.”

- Going forward, the Company will, in line with regulatory requirements, provide relevant training programs for directors and, when appropriate, offer information on the Company, the industry, and potential risks to assist directors in strengthening their understanding.





- The performance evaluation results of the functional committees, after weighted calculation, showed an average effective questionnaire score of 100.

Statistics on the diversity of governance units

Category	Type	Headcount	Proportion (%)
Gender	Female	2	16.67%
	Male	10	83.33%
Age	Under 30 years old	0	0.00%
	30-50 years old	2	16.67%
	Above 50 years old	10	83.33%
Total		12	

Director Remuneration Policy

PhytoHealth Corporation has established the "Rules for Payment of Directors' Compensation," Article 4, which stipulates the amounts and methods of remuneration, including:

1. Fixed salary;
2. Business execution expenses;
3. Compensation.

The total amount of directors' compensation is allocated from the Company's annual profits in accordance with the provisions of the Articles of Incorporation. After being submitted to the Remuneration Committee and approved by the Board of Directors in the first quarter, the allocation to individual directors is determined by considering the following factors: the **"Performance Evaluation Reports of the Board, Individual Directors, and Functional Committees,"** the number of Board meetings attended, the level of participation in Company operations, and the value of contributions made. Distribution of remuneration is executed in the third quarter. For detailed information on the remuneration policy, please refer to the Company's 2024 Annual Report.

In addition, directors are provided with a monthly transportation allowance.

Signing Bonus or Recruitment Incentive	Currently, there is no provision for signing bonuses or recruitment incentives.
Severance Pay	Severance pay is implemented in accordance with applicable laws and regulations.
Reclamation mechanism	No recovery mechanism established.
Retirement Benefits	Retirement pay is provided in accordance with legal regulations.
Linkage with ESG	Economic, environmental, and social issues arising from business operations are delegated to senior management by the Board of Directors. When necessary, senior management will report the progress and actions taken to the Board of Directors.

2.2 ETHICAL MANAGEMENT

2.2.1 Procedures and Guidelines for Ethical Corporate Management

PhytoHealth Corporation has established the Corporate Governance Best-Practice Principles and appointed a Corporate Governance Officer to provide governance recommendations to the Board of Directors or the President, as well as to assist in handling matters related to board and shareholders' meetings. The Corporate Governance Officer reports annually to the Board on the Company's ethical corporate management practices, ensuring the protection of shareholder rights and strengthening the functions of the Board.

PhytoHealth Corporation adheres to the Ethical Corporate Management Best-Practice Principles, the Procedures and Guidelines for Ethical Corporate Management, and the Code of Ethical Conduct. The Corporate Governance Team continuously monitors regulatory updates and revises governance and ethical business practices in a timely manner, aiming to foster a corporate culture of integrity and promote sound business development. Ethical corporate management is implemented through internal training and agreements signed with suppliers.

Internally, all directors and managers are required to sign a Declaration of Compliance with Ethical Corporate Management Policy. The Company organizes annual training sessions on the Ethical Corporate Management Principles and provides open whistleblowing channels to enable employees to promptly report concerns to management.

Externally, PhytoHealth Corporation strictly requires its suppliers to comply with the Supplier Code of Conduct. Through the Supplier Intelligent Management Platform, the Company periodically publishes and promotes related policies, reinforcing trade secret protection and anti-corruption practices. Suppliers are prohibited from engaging in unfair competition through bribery, coercion, kickbacks, or any unlawful practices, and are required to jointly uphold ethical corporate management to prevent dishonest business conduct and safeguard mutual interests.

From senior management to frontline employees, PhytoHealth Corporation operates under the principle of integrity, embedding ethical corporate management throughout the organization.

2.2.2 Summary of the Company's Code of Conduct and Covered Topics

The Company has established the Ethical Corporate Management Best-Practice Principles, the Procedures and Guidelines for Ethical Corporate Management, and the Code of Ethical Conduct, which explicitly prohibit dishonest behaviors such as bribery, offering or accepting improper benefits, providing illegal political donations, engaging in unfair competition, improper charitable donations or sponsorships, disclosure of trade secrets, and insider trading. Preventive measures and awareness training programs have been implemented accordingly.

The Code of Ethical Conduct and the whistleblowing and grievance mechanisms have been communicated to all employees through the Company website and internal announcements. In

addition, anti-corruption courses are included in new employee training. The Company also conducts audits as part of its audit plan to identify risks of dishonest conduct and to ensure that all responsible units comply with the Ethical Corporate Management Principles.

New employees are required to sign an Integrity and Ethics Commitment Letter. During new employee orientation, emphasis is placed on compliance with the Labor Contract, Employee Handbook, and Ethical Corporate Management Principles, as well as the obligation to maintain the confidentiality of the Company's trade secrets. In 2024, no incidents of corruption occurred.

Anti-corruption courses were included in the new employee training program, with a total of 11 employees trained in 2024.

Anti-Corruption Policy Communication and Training

Target Audience	Employees		Total
	Managers	Non-managers	
Number of people trained	1	10	11
Training Participation Rate	100%	100%	100%
Number of people communicated with	10	32	42
Communication Participation Rate	100%	100%	100%
Total number of people in this category	10	32	42

2.2.3 Whistleblowing System

In accordance with the Company's Procedures and Guidelines for Ethical Corporate Management, both internal and external parties are encouraged to report dishonest or improper conduct. Depending on the severity of the reported case, rewards may be granted. If internal personnel make false or malicious accusations, they will be subject to disciplinary action, and in serious cases, dismissal.

The Company has established and announced independent whistleblowing mailboxes and hotlines on both its corporate website and internal website, or may engage external independent institutions to provide such reporting channels. These mailboxes are not disclosed to the public and are accessible only to authorized units, ensuring the confidentiality of reporting information and whistleblower identity, and preventing improper disclosure or risks of retaliation. Reported cases are handled by designated units in accordance with procedures, with full documentation maintained throughout the process.

In 2024, no incidents of violation of ethical corporate management were reported.

2.3 REGULATORY COMPLIANCE

2.3.1 Compliance Procedures and Implementation

In 2024, the Company established a comprehensive compliance management process, including:

1. Initiated by the Audit Unit through internal controls and cyclical procedures, each department conducts regulatory inventory and evaluations based on a Regulatory Compliance Checklist. This includes proactive monitoring by regularly browsing the Legislative Yuan Legal System to track the latest promulgated laws and enacted bills, as well as passive monitoring by subscribing to free weekly newsletters such as Law Source, the National Laws and Regulations Database, and the Intellectual Property Office–News Express. These resources provide timely legal updates, regulatory interpretations, and judicial rulings, which are then analyzed for potential impacts on Company operations and subsequently reviewed by the Audit Unit.
2. Recommending that responsible units establish corresponding internal policies and operating procedures to ensure compliance with regulatory requirements.
3. Notifying relevant staff to participate in regulatory training or briefing sessions (both in-person and online) organized by competent authorities, such as the Annual Seminar on Pharmaceutical and Food Regulations and Advertising Violation Case Studies, to raise compliance awareness, promote self-regulation, and prevent violations.
4. Maintaining a Regulatory Compliance Checklist to assist responsible units and personnel in reviewing regulatory changes, supervising execution, and ensuring cyclical implementation, with formal reports submitted to management at least once annually.

Overall, the Company's compliance management functioned effectively in 2024, with no material violations identified.

2.3.2 Anti-Competitive Behavior and Antitrust Litigation

In 2024, the Company was not involved in any cases related to anti-competitive behavior or antitrust litigation. The Company attaches great importance to fair competition and the free market order, and remains committed to complying with relevant regulations. Moving forward, the Company will continue strengthening employees' awareness of fair trade and competition law compliance to prevent such issues from arising.

2.3.3 Internal Whistleblowing Mechanism and External Reporting Channels

The Company has established a sound internal whistleblowing mechanism, allowing employees to report illegal or non-compliant behavior via telephone or email. External parties may also file complaints through the Company's website or other available channels. In 2024, the Company received zero internal whistleblowing cases.

- **Responsible Unit:** Office of the Chairperson
- **Employee Communication/Whistleblowing Hotline:** Ms. Chen / (02) 2545-3697 ext. 2105
- **Email:** mandy.chen@maywufa.com.tw

2.4 TAX POLICY

PhytoHealth Corporation upholds the values of sustainable operation and continuous corporate innovation, actively pursuing optimal tax positions within the framework of international tax governance in order to safeguard shareholder interests. At the same time, the Company assumes reasonable tax responsibilities in its principal operating countries, giving back to society and fulfilling its local social responsibilities.

2.4.1 Tax Commitments and Policy

1. Comply with the OECD (Organization for Economic Cooperation and Development) Base Erosion and Profit Shifting (BEPS) Action Plan and related guidelines to ensure that related-party transactions follow the arm's-length principle.
2. Ensure that all investment structures and transaction models have genuine economic substance and legitimate business purposes, and are not designed for tax avoidance or improper tax arrangements.
3. Ensure that all major business decisions comply with relevant laws, regulations, and rules, with careful assessment of tax risks associated with the operating environment.
4. Disclose financial reporting information in accordance with applicable requirements, and ensure transparency of tax information by disclosing it regularly through public channels in compliance with legal requirements.
5. Comply with tax laws and legislative intent in each operating jurisdiction, fulfill tax obligations on time, and uphold the corporate social responsibility of good citizenship in taxation.
6. Establish mutual respect and constructive communication with tax authorities, based on trust, transparency, and compliance.
7. Strengthen tax governance capabilities through continuous learning by tax personnel, including internal and external training, specialized research, and participation in seminars.

2.4.2 Tax Governance and Risk Management

The General Manager of PhytoHealth Corporation serves as the highest decision-making authority in the Company's tax management mechanism, responsible for approving tax policies to ensure their effective implementation and bearing ultimate responsibility for tax management. Day-to-day tax administration and management are delegated to the Head of Accounting, while the Accounting Department is the responsible unit for various tax operations and tax risk management. The Department reports significant tax matters to the General Manager, obtains necessary approvals, and ensures smooth tax governance. Professional services from external tax advisors are also utilized to strengthen expertise in tax governance.

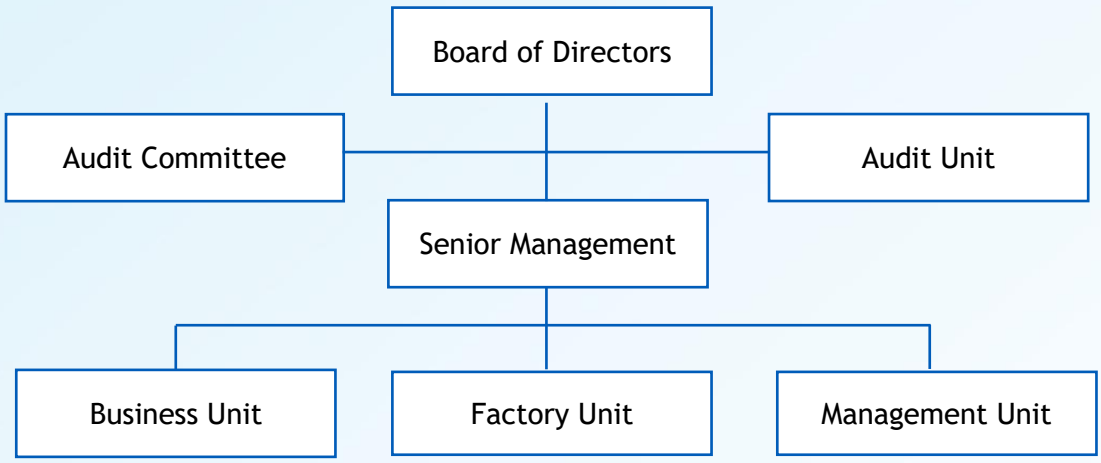
To effectively manage tax risks, the Company actively communicates and consults with local tax authorities whenever there is uncertainty regarding the application of tax laws, thereby reducing risks arising from potential misinterpretations. By identifying, assessing, and responding to tax regulations, the Company appropriately measures, manages, and controls tax risks.

2.5 RISK MANAGEMENT

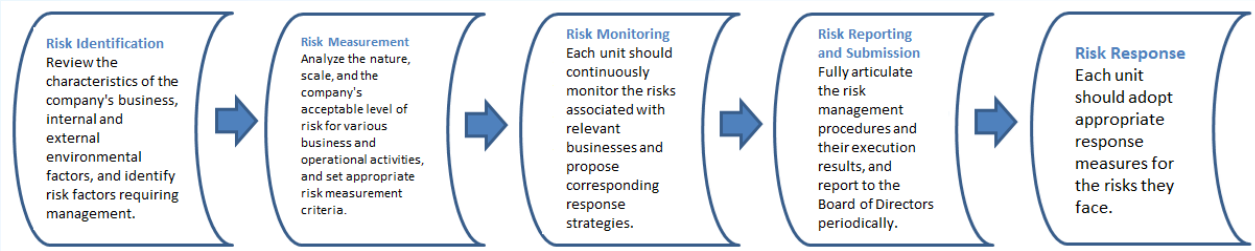
2.5.1 Risk Management Culture

PhytoHealth Corporation's risk management organizational framework includes the Board of Directors, the Audit Committee, senior management, the Audit Department, business units, factory units, and administrative units. The Company has established a **Risk Management Policy and Procedures**, which cover processes for risk identification, risk assessment, risk monitoring, risk reporting and disclosure, and risk response. These procedures enable the Company to understand the scope of operational risks and implement appropriate measures.

The Audit Office reviews existing or potential risks in operations and, based on these findings, develops a risk-oriented annual audit plan. The implementation status of risk management is reported to the Board of Directors on a regular basis.



2.5.2 Risk Management process



2.5.3 Risk Management Mechanism

The risk management-related issues for 2024 are explained as follows:

Risk items	Risk explanation	Mitigation measures
operation risk	Product Quality Risk Occupational Safety Incident Risk	Phytohealth has two products with high market potential and significant technological barriers. The Company will continue to invest in post-marketing studies to expand the clinical application value of these products. In addition, leveraging years of expertise in botanical extraction technology, the Company is developing high value-added functional health supplements for post-illness recovery, supported by the Group's distribution channels and marketing resources. In the current year, no operational risks, product quality risks, or occupational safety incidents occurred. The Company was not subject to penalties from government labor inspections, nor did infectious disease outbreaks cause factory shutdowns that would have affected normal business operations.
Financial risk	Funding Risk Foreign Exchange Risk Credit risk	In line with operational needs, the Company plans and allocates short- and long-term funding, ensuring sufficient liquidity to meet business requirements while controlling financial risks. Idle funds are utilized in compliance with regulations and yield returns not lower than fixed deposit interest rates. The net foreign exchange loss from annual foreign currency payments did not exceed 0.5% of operating profit (achieving the annual KPI target), reflecting effective exchange rate risk management. Monthly collection and monitoring of overdue accounts are conducted, with the bad debt ratio of accounts receivable kept below 0.5% (achieving the annual KPI target), ensuring sound collection and credit management practices.
Strategy risk	Risks Related to Operational Strategy and Control Objectives	Each responsible department applies risk controls to formulate the Company's business strategies and annual budgets, deliberate on investment directions and business performance, and monitor the achievement rates of targets set under the business strategy, followed by review and improvement actions. All activities are carried out in accordance with the Company's internal control system guidelines, with timely revisions made to internal control systems and related management procedures as needed. The Board of Directors and management regularly review and assess deficiencies in the internal control system, evaluate operational effectiveness and efficiency, and provide timely recommendations for improvement
Hazard Risk	Hazard Identification	Effectively carry out hazard identification and risk assessment to reduce potential risks. Implement occupational safety and health training for employees and enhance the protective measures of on-site equipment. Actively prevent the spread of seasonal influenza by encouraging employees to receive vaccinations and arranging for medical institutions to administer flu vaccines at the Company.

Risk items	Risk explanation	Mitigation measures
Legal risk	Risk of Regulatory Violations	The Company strictly complies with all applicable laws and regulations and has not incurred any violations or penalties. Contracts are reviewed in the interest of the Company to avoid unfavorable terms, omissions, or other factors that may pose risks of financial, operational, or reputational losses. The implementation period of the Biotechnology and Pharmaceutical Industry Development Act has been extended to December 31, 2031, with an expanded scope of incentives. Newly added incentives include novel dosage forms, precision medicine, and digital healthcare, which encourage advanced medical development and cross-disciplinary collaboration, further supporting the Company's growth in various advanced technology fields.
Information Security Risk	If an information security incident occurs, it may disrupt production and operations and could also result in the leakage of confidential information	The Company conducts an annual inventory of information systems, equipment, and network connections to analyze sources of risk and assess risk levels. Improvement measures are implemented for high-level risks to ensure the confidentiality, integrity, and availability of corporate data, thereby reducing the impact of security incidents (such as data breaches or system failures) on business operations and reputation. Key results achieved in 2024 include: • **Critical server availability:** 100% (achieved the annual KPI target of >99.9%), with no unexpected service interruptions. • **Network connection availability:** >99.93% (achieved the annual KPI target of >99.9%). • **System intrusions and data corruption incidents:** None. • **Data backup recovery availability:** 100% (achieved the annual KPI target of 100%). • **Antivirus protection:** 100% of computers provided to employees were installed with antivirus software before use (achieved the annual KPI target of 100%). • **Data encryption:** Confidential files stored on computers were automatically encrypted by the system.

2.5.4 Business Continuity Plan

PhytoHealth Corporation aims to ensure business continuity by continuously monitoring and addressing internal and external risks that could affect company operations, allocating resources to manage and respond to such risks. The Business Continuity Plan (BCP) forms an integral part of this framework, helping the Company maintain operations at an acceptable predefined level and continue key business activities in the event of an incident.

The Company conducts annual drills and risk management exercises for scenarios such as fires, earthquakes, infectious disease outbreaks, and raw material shortages, and will continue to strengthen BCP response capabilities across various situations in the future.

In accordance with fire safety regulations, a qualified fire prevention manager has been appointed, responsible not only for filing periodic fire safety inspection reports with the fire department but also for preparing workplace protection plans and organizing employee self-defense firefighting teams.

In the event of damage to information systems, the Company ensures rapid business recovery to minimize potential losses and risks. Complete server backups are performed weekly, and a company-wide disaster recovery drill for information systems is conducted annually. The most recent drill was carried out on October 18, 2024.

2.6 INFORMATION SECURITY AND CUSTOMER PRIVACY

2.6.1 Information Management Framework

Information Security Risk Management Structure

To strengthen the Company's information security management and ensure the safety of data, systems, and networks, the Group's Information Technology Department is responsible for formulating and implementing information security policies, conducting risk management, and auditing compliance. These practices are carried out in accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies" as announced and amended by the Financial Supervisory Commission.

2.6.2 Key Information Security Protection Measures

Information Security Management Program

We adopt the **P.D.C.A. (Plan-Do-Check-Act) cycle management method**, continuously improving and maintaining critical information systems through the stages of planning, implementation, inspection, and corrective action. This approach ensures the confidentiality, integrity, and availability of information, reduces information security risks, prevents potential losses to the Company and its customers, and safeguards sustainable business operations.

item	Specific Management Measures
Firewall Protection	Firewalls are deployed to monitor and control network traffic, blocking or allowing data connections based on security rules. Combined with an Intrusion Prevention System (IPS), they detect and prevent cyberattacks and suspicious activities.
User Internet Access Control Mechanism	Employee internet usage is monitored and managed to ensure security and productivity. This includes restricting access to inappropriate or irrelevant websites, filtering malware, logging browsing activities, setting traffic limits, and managing bandwidth. These measures reduce information security risks, protect data security, and improve work efficiency.
Antivirus Software	Company networks and devices are protected against viruses, malware, and other cyber threats through real-time monitoring, scheduled scanning, and automatic updates. This ensures systems are always up to date with the latest security protections, preventing data breaches and cyberattacks, and enhancing overall information security.
Operating System Updates	Using Group Policy, Windows automatic updates are configured so that company computers automatically download and install the latest security patches, drivers, and feature updates to ensure system security and stability.
Email Security Controls	Measures include spam and phishing filters, anti-malware attachment scanning, TLS encryption for message transmission, data loss prevention, and mandatory two-factor authentication.
Data Backup Mechanism	In compliance with the 3-2-1 backup principle, data reliability and security are ensured. Critical information systems and databases are configured with daily snapshots and backups, stored at offsite locations.
Full System Backup and Redundancy for	Snapshots are taken every hour and synchronized to offsite storage, with full server backups performed weekly.

item	Specific Management Measures
Critical Systems	
Disaster Recovery Drills	The Company's critical systems undergo annual disaster recovery drills simulating real disaster scenarios to test backup and restoration processes. Post-drill evaluations confirm successful system recovery, and any issues identified are addressed to ensure system reliability, data integrity, and recovery capability.
Personal Data Protection	To enhance customer data protection, personal information in customer orders is automatically masked by the system after 14 days, preventing unauthorized access and leakage. Sensitive information is accessible only for the necessary period, strengthening personal data security.
System Vulnerability Patching	Each month, vulnerability alerts published by the National Center for Cyber Security Technology are reviewed, and the Company promptly evaluates the impact on its systems and applies patches as necessary.
Information Security Awareness Promotion	Annual information security and personal data protection campaigns are conducted to raise employee awareness. Training covers the latest threat trend analysis, case studies, and best practice guidelines, ensuring employees understand and comply with the Company's information security policies, thereby effectively safeguarding customer data and corporate information.

Information Security Management Policy

The Company has established an **Information Security Policy** aimed at protecting the confidentiality, integrity, and availability of critical personal and corporate data. By strengthening information security management, the Company ensures the safety of data, systems, equipment, and networks. We are committed to creating a reliable information environment, deploying innovative information security technologies, and implementing robust security management measures.

Information Security Risk Assessment and Implementation

The Company conducts an annual inventory of information systems, equipment, and network connections to analyze sources of risk. Risks are assessed based on their scope of impact, severity, availability of alternatives, and frequency of occurrence, and are classified into three levels: high, medium, and low. Improvement measures are implemented for high-level risks to ensure the confidentiality, integrity, and availability of corporate data, thereby reducing the impact of security incidents (such as data breaches or system failures) on business operations and reputation.

Emergency Reporting Procedures

The Company has established **emergency reporting procedures** to respond to information security incidents. In the event of an incident, the information security unit is immediately notified to identify the type of incident and pinpoint the cause, while prompt corrective measures are taken and documented to mitigate potential impacts on business operations and reputation. In 2024, there were no incidents involving customer privacy violations or the leakage of personal data.

CHAPTER 3 PRODUCT INNOVATION

3.1 RESEARCH AND DEVELOPMENT INNOVATION

3.1.1 Research and Development Innovation Management (Prescription Drugs)

Phytohealth focuses on the development of new botanical drugs, targeting numerous unmet medical needs worldwide, particularly diseases and symptoms for which no effective treatments currently exist. From botanical sources, effective compounds are often identified that may be used to treat such conditions. Given the long history of human use of botanical medicines, once their safety is clinically demonstrated and CMC (Chemistry, Manufacture, and Control) requirements are met, the probability of market approval increases significantly.

Compared with the development of chemically synthesized drugs, botanical drug development is grounded in thousands of years of clinical application experience, where certain herbal medicines (traditional Chinese medicines) have been shown to be effective in treating specific diseases. As such, botanical drug development follows a disease-targeted research model, which offers advantages not available in synthetic drug development. Recognizing this, the U.S. FDA issued the Guidance for Industry: Botanical Drug Products in 2004, and since then, two botanical drugs have been successfully approved for market launch globally.

Amid the growing global focus on botanical new drugs, PhytoHealth Corporation is committed to leading the field not only domestically but also in the broader Asian market, aiming to establish a strong global presence with the unique advantages of botanical drug development. Guided by the principles of Complementary and Alternative Medicine (CAM), the Company balances safety and efficacy in developing innovative, biology-based botanical therapies. Significant annual R&D investments are allocated to develop products with broad applications, distinctive characteristics that differentiate them from competitors, and critical therapeutic value for major human diseases. Through these efforts, PhytoHealth Corporation strives to address numerous unmet medical needs and make meaningful contributions to human health.

In addition to the tremendous growth potential of the global botanical drug market, which has been expanding rapidly at an annual rate of 10–20% and is projected to reach **USD 5.5 billion by 2031**, the Company will also closely monitor the development of other botanical new drugs currently undergoing clinical trials. This will ensure that people around the world will have the opportunity to access prescription drugs developed by PhytoHealth Corporation in medical institutions.

R&D Strategy

PhytoHealth Corporation positions biotechnology new drug development as its core business focus. In general, new drug development involves long timelines and high costs, making it less suitable for small and medium-sized enterprises in Taiwan with limited resources. To address this challenge, PhytoHealth Corporation has adopted the following innovative R&D strategies, creating a successful model for Taiwan's biotech new drug industry:

- Focus on mid- to late-stage new drug research by leveraging the Company's drug screening technology platform to identify promising candidates that have already completed preclinical studies, and advance them into clinical trials.
- Obtain development rights for Asia through technology licensing, prioritizing the Taiwan market. Once clinical trials in Taiwan demonstrate significant progress and favorable results, these outcomes can then be licensed to other Asian countries, generating additional value during the drug development stage.
- Collaborate with leading domestic universities and institutional research organizations to jointly develop new drugs and apply for government project funding. This approach effectively integrates resources from industry, government, academia, and research sectors, enhancing Taiwan's new drug R&D capabilities and expanding overall research capacity.

The amount of R&D investment in the past three years, the percentage of R&D investment in turnover, and the number of R&D personnel

Unit: NT$ Thousand	2022	2023	2024
Revenue	73,835	97,233	100,459
R&D Investment	65,521	48,472	84,724
R&D Investment as a Percentage of Revenue	89%	50%	84%
Number of Employees Engaged in R&D	11	13	9

R&D Innovation Short-, Medium-, and Long-Term Goals

Project	Short-term goal (2025)	Medium-Term Goal (2027)	Long-Term Goal (2030)
PG2 ® New Drug Development	Complete patient enrollment and interim analysis of the NTU pilot trial for breast cancer fatigue; complete RWE analysis for colorectal cancer	Prepare pivotal clinical trials in the U.S. and Europe (including FDA/BfArM meetings) and optimize dosage and administration	Expand PG2's immunomodulatory role in enhancing cancer therapy; complete multinational clinical trials in the U.S. and Europe and apply for market approval, making PG2 one of the international standard botanical drugs for cancer-related fatigue.
Astragalus Functional Ingredients and Health Products	Complete multiple functional developments and patent applications for Astragalus-based ingredients	Optimize production processes and establish unique market specifications for multiple functional ingredients	Expand basic research and patent portfolio on Astragalus for anti-fatigue and anti-aging; establish proprietary health supplement brands and export standards, expanding into Europe, North America, and East Asia markets.
Medicinal Material Sourcing and Process Enhancement	Implement seed preservation and CMC specification validation for Astragalus and other medicinal materials to build a stable supply chain	Strengthen integration between GACP and GMP/GAP models, incorporating pharmaceutical quality assurance processes	Establish a "Smart Medicinal Agriculture" alliance or cooperative model to become a leading international platform for botanical medicine supply.
International Licensing and Market Development	Complete regulatory consultations for Oraphine® and initial evaluation of licensing discussions in Europe and Asia	Complete Oraphine® bridging studies, sign international licensing agreements, and submit marketing authorization applications in Europe	Become an innovation-driven, licensing-export company with at least three approved licenses in major markets (U.S., Europe, or Asia)
Industry-Academia Collaboration and R&D Culture	Promote collaborative research and trials with NTU, Chang Gung University, etc.	Establish joint research centers or cooperative platforms (e.g., with NHRI, TARI, PTRI, and ITRI)	Cultivate cross-disciplinary talent in botanical drug and health product R&D, positioning the Company as a flagship institution for functional herbal medicine research.

Core Vision and Commitments

Core Vision and Sustainability Commitments

PhytoHealth Corporation upholds the core values of integrity in governance and sustainable operations, dedicated to developing health supplements that address social health needs while bearing environmental responsibility. Leveraging years of expertise in biotechnology, pharmaceutical development, and industry value chain integration, the Company applies its strengths across key areas such as functional raw materials, health and nutritional supplements, senior healthcare, and preventive medicine. It is committed to investing in the R&D and management of high-quality, safe products.

Built upon a pharmaceutical-grade active ingredient production platform, the Company has established a rigorous product R&D and quality management system to ensure that products meet risk control and compliance requirements throughout all stages—from research and development to manufacturing and market launch.

Sustainable Product Development and Value Chain Integration

PhytoHealth Corporation possesses full upstream-to-downstream integration capabilities, covering independent R&D and mass production of key functional ingredients, efficacy validation, and diversified product development, thereby building a complete vertical supply chain. This integration enhances product traceability, reduces raw material waste, and improves production efficiency. The Company strives to maximize resource utilization and achieve the goal of sustainable resource management.

Social Value and Future Outlook

PhytoHealth Corporation continues to drive innovation-led R&D, enhancing product quality and technological value while expanding into international markets. Through collaboration and co-creation with global partners, the Company aims to accelerate the sustainable transformation of the global health supplement industry. Looking ahead, PhytoHealth Corporation will further strengthen its dual objectives of “health promotion” and “environmental sustainability”, actively participating in global health initiatives and delivering safer, more effective, and sustainability-driven products to consumers—fulfilling its long-term commitments to society and the planet.

Innovative Products (Health Supplements)

PhytoHealth Corporation allocates dedicated budgets each year to R&D projects, focusing on its two core sectors: the pharmaceutical industry and the health supplement industry. With a strong R&D foundation and proprietary technology platforms, the Company continues to develop niche ingredients and innovative products with significant market potential and technological barriers, thereby expanding applications and enhancing product value.

In terms of technology development, the Company is committed to strengthening its proprietary core technologies, with an emphasis on independent R&D. It focuses on high-value, high-technology content, novel efficacy, and innovative applications, building a differentiated and distinctive product portfolio. Additionally, PhytoHealth Corporation actively collaborates with domestic and international academic institutions and industry partners to establish a rigorous efficacy validation mechanism, including multi-stage assessments such as cell studies, animal studies, and human clinical trials. This ensures that product safety and functionality are supported by scientific evidence, thereby enhancing market trust and strengthening the Company's professional brand image while expanding opportunities in both domestic and international markets.

Health Supplement Development Strategy

PhytoHealth Corporation's strategy for developing health supplements is health-oriented and market-driven, integrating its R&D capabilities with industry insights to advance innovative product deployment in the following ways:

Monitoring industry trends and technological development: Continuously track global health supplement market dynamics, emerging technology applications, and ingredient innovation trends. By analyzing industry data and connecting with academic resources, the Company establishes a strong foundation for strategic adjustments and R&D topic selection, thereby enhancing product competitiveness and innovation.

Addressing Public Health Issues

Guided by social health needs, PhytoHealth Corporation focuses on key issues such as metabolic syndrome, aging, immune modulation, and lifestyle-related diseases as the core areas of new product development. The Company is committed to providing functional foods with tangible health benefits that meet both market demand and consumer expectations.

Leveraging Strengths in Botanical Extract R&D

PhytoHealth Corporation is dedicated to advancing and applying botanical extraction technologies, establishing a comprehensive R&D process that encompasses careful raw material selection, standardized extraction procedures, and multi-stage functional validation. The Company aims to develop botanical functional products that combine consistent quality with market differentiation.

Among these, Astragalus serves as the Company's representative herbal raw material. Sourced from authentic strains grown in the pristine environment of the Mongolian Plateau at an altitude of 1,300 meters with strong sunlight exposure, Astragalus is rich in bioactive compounds such as flavonoids, polysaccharides, and saponins, which have demonstrated immune-modulating and antioxidant potential. By integrating standardized processing technologies with evidence-based development, PhytoHealth Corporation strictly controls the levels of active ingredients in Astragalus and conducts multi-stage functional validation through cell studies, animal models, and

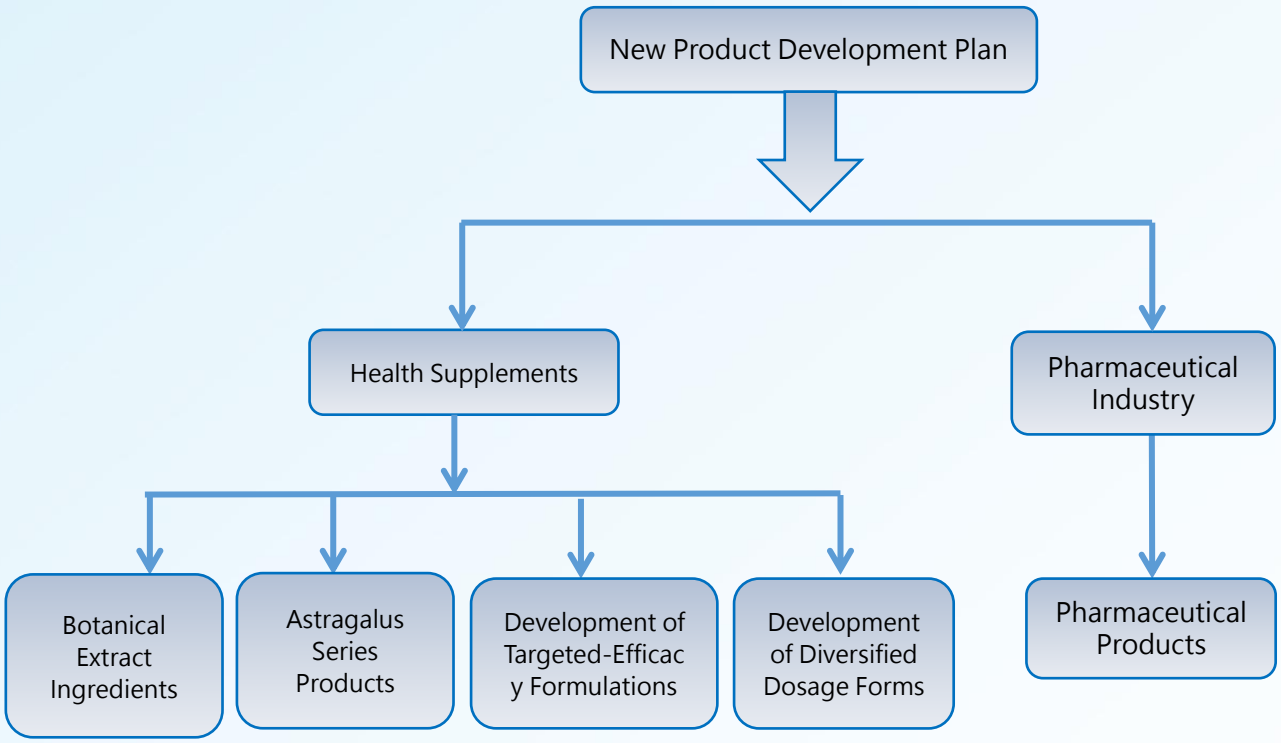
clinical trials, establishing a solid scientific foundation for applications in immune modulation, anti-fatigue, and physical endurance support.

Exploring the Potential of Local Natural Ingredients

PhytoHealth Corporation continues to expand the diversity and application of botanical ingredients by actively evaluating the development potential of more local natural materials. By combining technical feasibility with market differentiation strategies, the Company enhances the flexibility of its future R&D and strengthens its product innovation capabilities.

For example, through contract farming in Taiwan, PhytoHealth Corporation has developed high-quality yam-based health products. By analyzing functional components and conducting multi-stage efficacy validations, the Company ensures safety, uniqueness, and application value. This further demonstrates PhytoHealth Corporation's R&D strength and innovative momentum in the field of botanical extraction.

Schematic of the Health Supplements New Product Development Plan



Key Product R&D and Innovation in 2024

PhytoHealth Corporation has long been dedicated to the development of new botanical drugs and has successfully developed PG2® Lyophilized Injection, which has been approved for market launch by the TFDA. During the course of R&D, Astragalus polysaccharides were found to exhibit multiple additional functions. Therefore, in addition to actively promoting its approved products, the Company continues to support physicians in medical institutions by accumulating real-world clinical evidence post-marketing, while also pursuing the development of new drugs or new indications based on Astragalus polysaccharides—such as their potential use in combination with cancer therapies to enhance treatment efficacy and reduce side effects.

Other key products in development include PHN031®, a treatment for osteoporosis, and PHN033® , targeting diabetic nephropathy. Furthermore, PhytoHealth Corporation has also expanded into the small molecule drug market. For example, Oraphine® Soft Capsule, developed for the treatment of moderate to severe pain, have already obtained TFDA approval as a new drug.

Product Overview

<table>
<tr><th colspan="2">PG2® Lyo. Injection 500 mg</th></tr>
<tr><td colspan="2">Current Status
● 2012: Approved in Taiwan as a prescription drug through the new drug registration process
● 2021: Included in the National Health Insurance (NHI) reimbursement program</td></tr>
<tr><td>Active Ingredient
Extracted Astragalus polysaccharides from the traditional Chinese medicinal herb Astragalus membranaceus.
Each vial contains 500 mg of Astragalus polysaccharide extract.</td><td rowspan="3">  </td></tr>
<tr><td>Mechanism of Action
Stimulates bone marrow hematopoiesis and enhances immune function.</td></tr>
<tr><td>Indication
Indicated for the improvement of moderate to severe fatigue symptoms in patients with advanced cancer resulting from disease progression.</td></tr>
<tr><td colspan="2">Awards
● 2008 National Biotechnology and Medical Care Quality Award – Silver Award in the “Western Medicine” Category
● 2008 Taipei Biotech Award – Gold Award for “Technology Commercialization”</td></tr>
</table>

- 2012 Ministry of Economic Affairs, Department of Industrial Technology – Recognition for Industrial Innovation Achievements
- 2017 National Innovation Award (for Proprietary Manufacturing Technology)
- 2019 National Biotechnology and Medical Care Quality Award – "Pharmaceuticals/Prescription Drugs" Category

Oraphine® 60 mg Soft Capsule

Current Status

- In 2020, approved in Taiwan for new drug registration and launched as a prescription drug.
- MOHW Drug Manufacturing No. 060459.

Composition

Nalbuphine Hydrochloride 60.00 mg.

Mechanism of Action

- Acts as a partial mu opioid receptor (MOR) antagonist and a kappa opioid receptor (KOR) agonist to achieve analgesic effects.
- Analgesic potency is comparable to morphine.

Clinical Pharmacology

Nalbuphine hydrochloride is a potent analgesic. Its analgesic potency, on a milligram-to-milligram basis, is essentially equivalent to morphine. Nalbuphine hydrochloride is primarily a kappa agonist/partial mu antagonist analgesic.

It is a synthetic narcotic agonist–antagonist and belongs to the phenanthrene series of analgesics. Chemically, it is related to the widely used narcotic antagonist naloxone and the potent narcotic analgesic oxymorphone.

Brand Name: Oraphine® 60 mg Soft Capsule

Oral soft capsule formulation. Each soft capsule contains 60 mg of nalbuphine hydrochloride.

Indications

Relief of acute moderate to severe pain

Awards

- 2011 National Innovation Award (Development of a New Oral Formulation/Administration Route)
- 2020 Drug Technology Research and Development Award – Silver Award in the Pharmaceuticals Category (Highest Honor)

- 2023 Publication in the International Medical Journal The Clinical Journal of Pain

Amazpower® Sachet	
Current Status ● Designated for use by multiple medical centers, healthcare institutions, and chain pharmacies in Taiwan.	
Ingredients ● Mannose ● Astragalus Extract	
Product Features ● Uses pharmacopoeia-grade Astragalus species verified through DNA authentication (Astragalus membranaceus (Fisch.) Bge., Mongolian genuine root). ● Approved by the Taiwan Food and Drug Administration (TFDA) for use as a food ingredient. ● Utilizes rAPP®Tech core technology to fully preserve the unique polysaccharides contained in the main root of Astragalus.	
Functions ● Suitable for post-illness recuperation, regulation of bodily functions, and maintenance of overall health.	
Certifications & Patents ● 2020–2024: SNQ National Quality Certification ● 2020: Patent for packaging structure that extends the efficacy preservation of Astragalus and provides antifungal protection ● 2020: Patent for Astragalus polysaccharide crystalline granule structure that enhances solubility and bioavailability ● 2022: Patent for Astragalus pharmaceutical composition for use in enhancing ○○ therapy	

Qi+ Liquid Herbal Energy®	
Current Status ● Long-selling product in e-commerce and hospital channels.	
Ingredients ● Water ● Jujube Concentrate ● Patented PhytoHealth Imperial Astragalus® Extract	

- Acanthopanax (Eleutherococcus) Extract
- Citric Acid

Product Features

- Restores vitality and sustains energy.
- Made with a medicinal-grade Astragalus species. Using White Imperial Astragalus® scientific processing, the cell walls are fully broken, and a concentrated extract with 4 times the active components is obtained.
- This special species is listed in the Pharmacopoeia and also approved by the Taiwan Food and Drug Administration (TFDA) for use as a food ingredient

Functions

- Replenishes physical strength
- Boosts vitality and mental alertness
- Stabilizes energy
- Enhances clarity of thought

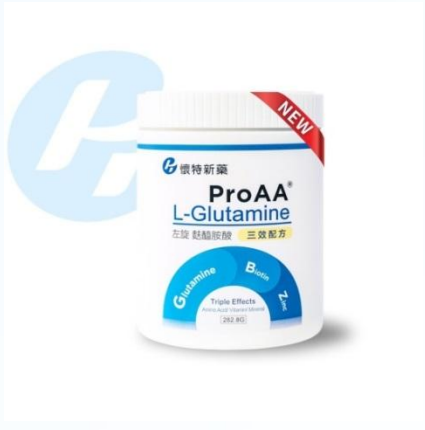
Certifications & Patents

- 2017–2018: SNQ National Quality Certification
- 2018: Invention patent for Astragalus pharmaceutical composition and its application in the prevention and treatment of ○○ (○○ indicated as a placeholder due to regulatory requirements)

ProAA® L-Glutamine

Current Status

- Online sales item under the PhytoHealth Pharmaceutical brand line.



Ingredients

- Glutamine
- Biotin
- Zinc (Mineral)

Mechanism of Action

1.Glutamine – Assists protein metabolism and supports tissue repair
2.Biotin – Promotes mucosal and skin health
3.Zinc(Mineral) – Helps maintain normal taste function and appetite

Functions

- Post-illness recuperation

● Supplementation with a specific amino acid formulation	

Sales Performance

- January–May 2025: Ranked No. 1 in sales for five consecutive months on MOMO's sales chart (Glutamine product category)

Key Research Projects in 2024

Project	Progress / Results
"PG2® Lyophilized Injection" – Clinical Study in Combination with Chemotherapy for Breast Cancer	Trial completed. Results showed that combination treatment with "PG2® Lyophilized Injection" significantly improved fatigue caused by adjuvant chemotherapy in premenopausal breast cancer patients. It helped patients maintain normal daily life and work activities during chemotherapy, reduced the need for additional family support, and improved adherence to complete the entire adjuvant chemotherapy process. Publications / Presentations: ● 2023 ASCO Annual Meeting (June 4, 2023) ● Nature portfolio journal Scientific Reports (Published October 28, 2024)
"PG2® Lyophilized Injection" – Real-World Evidence (RWE) Clinical Study in Breast Cancer under National Health Insurance	Trial completed. Results confirmed that breast cancer patients receiving "PG2® Lyophilized Injection" experienced significant fatigue improvement and high treatment satisfaction. Publications / Presentations: ● 2024 TIBCS (Taipei International Breast Cancer Symposium) (October 26–27, 2024) ● 2024 SABCS (San Antonio Breast Cancer Symposium) (December 11, 2024)
"PG2® Lyophilized Injection" – Clinical Study in Combination with Neoadjuvant Chemoradiotherapy for Esophageal Cancer	Patient enrollment completed and follow-up ongoing. Preliminary results showed that combining "PG2® Lyophilized Injection" with neoadjuvant chemoradiotherapy for esophageal cancer demonstrated positive outcomes on survival and the ability to modulate the tumor immune microenvironment. Publications / Presentations: ● 2024 ESMO Congress (September 16, 2024)

R&D and Innovation Directions for Key Products in 2024

PG2® –Patented botanical drug for cancer-related fatigue
● Innovative Achievements • PG2 demonstrated favorable efficacy indicators in real-world data analysis of colorectal cancer patients. ● Application Expansion • Seeking international partners to expand interventional cancer therapies combined with immunomodulation, aiming to enhance cancer treatment efficacy. • Planning research on diversified dosage forms and administration routes. ● Green Manufacturing & Carbon Reduction • Continuous optimization of the lyophilized injection API manufacturing process to improve yield, reduce energy consumption, and minimize biomass resource waste. • Integrated with proprietary GAP-certified herbal farms to shorten logistics carbon footprint and establish a regional production chain in line with low-carbon economy policies.

ORAPHINE® (PHN131) –Novel oral nalbuphine formulation for moderate-to-severe pain

- Innovation Directions
  - Conducting regulatory alignment and licensing evaluations in Europe, the United States, and Asian countries.
  - Planning post-marketing studies on multimodal pain management for orthopedic postoperative settings to strengthen clinical evidence in target markets.

PHN031® –Patented botanical drug for osteoporosis

- Conservation & Sustainable Raw Material Use
  - Implementing GACP (Good Agricultural and Collection Practice) conservation and cultivation programs to ensure raw material availability and consistent quality.
  - Developing traceable raw materials through proprietary cultivation bases, achieving local production and reduced carbon emissions.
- Application Expansion & Innovation
  - Exploring applications in osteoporosis prevention and reduction of adipogenesis in the healthcare sector.
  - Preparing to expand into the functional food market.

PHN033® –Patented botanical drug for diabetic nephropathy

- Conservation & Sustainable Raw Material Use
  - Implementing GACP programs for conservation and cultivation to secure accessibility and ensure consistency of raw material quality.
  - Localized cultivation through proprietary herbal bases to reduce carbon emissions and enhance traceability.
- Application Expansion & Innovation
  - Evaluating potential applications in improving insulin sensitivity within the healthcare sector.

Astragalus extract – functional ingredient platform development

- Innovative Achievements
  - Established three functional models of Astragalus polysaccharides.
  - Completed three GMP production batches and stability analyses, with preparations underway for specification certification and GRAS submission.
- Application Expansion
  - Extending from cancer immunotherapy to areas such as postoperative immune modulation, gut microbiota balance, and anti-aging interventions.
  - Planning to apply for global patents on new functional ingredients.
- Green & Functional Orientation
  - Utilizing eco-friendly organic solvents (e.g., low-carbon recycled ethanol or bioethanol) for extraction and concentration of functional plant-derived components, supporting the development of health products toward low-carbon, energy-efficient, and high-performance goals.
  - Enhancing alcohol recovery rate and process closure to significantly reduce waste solvent generation, thereby improving energy efficiency and sustainability of the entire process.
  - Promoting diversified applications in functional foods, sports nutrition, and anti-aging health management.

3.1.2 Intellectual Property Management

Intellectual Property Management Policy

In order to strengthen its industry leadership position and safeguard hard-earned advanced technological achievements, the Company established an intellectual property (IP) management system in 2008. In 2009, the Company received certification under the Taiwan Intellectual Property Management System (TIPS), with the certificate granted by the Ministry of Economic Affairs, becoming one of the benchmark biotech companies certified under this standard.

By establishing a comprehensive IP management framework, the Company not only protects its operational freedom but also enhances its competitive advantage and leverages intellectual property as a source of corporate profitability.

The Company has formulated the “Intellectual Property Management Regulations” and “Patent Infringement Handling Procedures.” It strictly adheres to the principles of trade secret protection: employees are prohibited from inquiring into or collecting internal trade secrets, trademarks, patents, copyrights, or other intellectual property not related to their duties, and from disclosing such information to third parties. In addition, the Company signs Non-Disclosure Agreements (NDAs) with suppliers and customers to ensure confidentiality.

Through setting policy objectives, planning and establishing system documents, creating an IP database, conducting training and compliance promotion, preparing strategic roadmap reports, and implementing internal self-assessments, the Company progressively realizes the spirit and framework of the TIPS management system.

Practical Benefits of Implementing the Taiwan Intellectual Property Management System (TIPS)

Item	Before Implementation	After Implementation
Intellectual Property Management System	Management focused only on R&D projects and results	Comprehensive IP management integrating R&D projects and outcomes, patent/trademark management and utilization, document control, and auditing
Intellectual Property Data Search	No established procedures for prior-art searches before patent applications	Established procedures for IP data search, providing methods and guidelines for prior-art searches prior to patent applications
Patent Infringement Cases	No experience or established procedures for handling patent infringement cases	Introduced patent infringement handling procedures to prevent potential future disputes, and established standardized response protocols and principles
Patent/Trademark Management	No systematic management of trademarks or patents	Integrated management of trademarks/patents under application and those granted, with regular maintenance processes
Patent Application and Utilization Incentive System	No incentive system to encourage IP creation and utilization	Established a reward system for patent applications and utilization, encouraging R&D and new patent filings, and promoting IP commercialization to generate revenue

Implementation Status of the Intellectual Property Management System

Since its establishment, the Company has actively promoted intellectual property (IP) management programs. In recent years, the key implementation milestones are as follows:

- 2008: Completed the establishment of IP management-related systems.
- 2009: Obtained certification under the Taiwan Intellectual Property Management System (TIPS).
- Updated labor contracts for new employees to incorporate revised IP-related regulations, in line with amendments to relevant intellectual property laws.

Current Intellectual Property Portfolio and Achievements

- Patents: As of the end of 2024, a total of 76 patents have been granted worldwide.
- Trademarks: As of the end of 2024, a total of 141 trademarks have been granted worldwide.

PATENT STATISTICS OVER THE PAST THREE YEARS			
ITEM	2022	2023	2024
Number of Patent Applications (per year)	6	9	0
Number of Patents Granted (per year)	1	1	0
Cumulative Patents Granted	84	76	76
Key Patent Highlights	Filed a New patent for astragalus extract as a novel material, with international patent portfolio coverage.	Filed a new patent for Oraphine®, with international patent portfolio coverage.	none

3.2 PRODUCT QUALITY AND SAFETY

3.2.1 Product Quality Management Policy

Quality and innovation are the two key drivers of competitiveness. In addition to its commitment to continuous research, development, and innovation, the Company places great emphasis on ensuring product safety and reliability.

We firmly believe that beyond product quality, every corporate function is a critical component of overall quality. Only by continuously developing responsive strategies to adapt to internal and external changes, and by persistently improving corporate resilience, can the Company stand out among competitors and maintain its competitive advantage.

Whether it is fulfilling customer needs to ensure satisfaction, or strengthening organizational performance through continuous improvement, success depends on the collective effort of all employees. Every colleague must uphold the mission of enhancing human well-being, embedding this care and responsibility into our products and services, and ultimately giving back to society.

Quality Objectives

In line with the quality policy, the Company establishes measurable quality objectives to ensure products remain at the forefront of excellence and continue to benefit society. The goal is to become “the most trusted health enterprise in the Chinese community.”

- Quality objectives are systematically deployed across relevant functions and departments.
- These objectives are aligned with the Company’s quality policy and commitment to continuous improvement.
- Quality management systems must ensure ongoing improvement, and remain under effective control during periods of change.
- Quality objectives are discussed and designated during Quality Management/GMP meetings.

Quality Commitment

- We pledge, with diligence and integrity, to deliver superior product quality, maintain strong environmental protection, and ensure employee safety.
- Customer communication, complaints, market research, industry trends, market requirements, as well as national laws and government regulations, shall be regularly analyzed and reviewed. These analyses will be incorporated into improvement processes, with quality objectives established and periodically reviewed to ensure their ongoing effectiveness.

Product Quality Planning

For each workstation in the management process flow, the Company formulates corresponding manufacturing and inspection work instructions, including the required product characteristics. These serve as the basis for manufacturing, assembly, packaging, and inspection operations.

Quality Planning for Process and Product Monitoring & Measurement

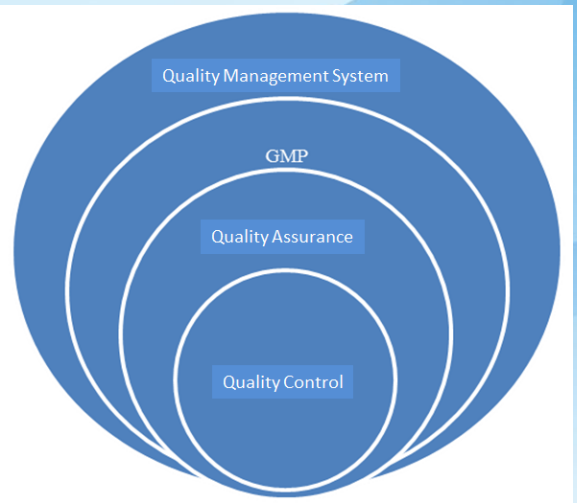
To ensure product quality and meet customer requirements, the Company has established control procedures and/or operating standards covering the entire workflow, including:

- Customer inquiry
- Order processing
- Design and development
- Procurement
- Process control
- Incoming material inspection
- In-process inspection
- Final inspection
- Warehousing and product storage
- Product delivery
- Customer complaint handling

By implementing these control measures, the effectiveness of quality management is achieved across the full product lifecycle.

Quality Management System

1. Establish and implement a quality management system compliant with international standards, including Good Manufacturing Practice (GMP) for Western Pharmaceuticals and Good Distribution Practice (GDP) for Western Pharmaceuticals, to ensure product compliance with customer requirements and achieve continuous improvement.
2. Control all necessary documentation and quality records required by the quality management system to facilitate its proper operation.
3. Within the conceptual framework, quality control, PIC/S GMP, quality assurance, and the quality management system are interrelated, forming a structure of inclusion and mutual reinforcement.



3.2.2 Product Safety and Labeling

Based on internal audits and cross-checking with announcements from the competent authority (such as the TFDA Drug Registration Platform and violation announcements), during the past three years (2022–2024), the Company has had no cases of penalties, product recalls, or market withdrawals imposed by authorities due to non-compliance of drug labels, package inserts, or packaging information. Furthermore, no reports were received from consumers or medical institutions regarding misleading labeling or incorrect information.

The Company consistently upholds the principles of legality, transparency, and accuracy in drug labeling, package inserts, and packaging, with a firm commitment to protecting user rights to information and medication safety. To date, no labeling violations have ever occurred, fully complying with ESG requirements on “Disclosure of Product and Service Information.”

In the event that the Company receives customer complaints regarding its pharmaceutical products, the Customer Complaint and Improvement Procedure (Section 3.3.3) is implemented. Customer complaints may include:

- Adverse Events (AE)
- Serious Adverse Events (SAE)
- Other safety information (e.g., reports of lack of drug efficacy, suspected infections associated with the Company’s products, or cases of overdose, abuse, or misuse)
- Product defects (e.g., discoloration, visible foreign substances, packaging cracks, or labeling errors).

All cases are handled in accordance with regulatory requirements related to proactive drug safety reporting and pharmacovigilance. In 2024, one customer complaint was recorded regarding a clogged accessory filter during product injection. Investigation confirmed that the filter was not part of the Company’s drug product, did not affect drug quality, and posed no risk of product recall.

Risk Management and Quality Assurance for Herbal Products

To ensure the quality, safety, and stable supply of herbal products, the Company has established a rigorous R&D and raw material verification process, covering:

- Source selection of raw materials
- Functional component identification
- Processing condition design
- Final product efficacy evaluation and quality verification

All herbal raw materials undergo multiple quality assessments, including heavy metal testing, pesticide residue analysis, microbiological testing, and active component quantification, to guarantee product safety and functional stability.

The Company continuously refines its internal quality management processes by referencing both food safety and pharmaceutical manufacturing principles. Step by step, it has introduced standardized processes and risk management concepts, supported by autonomous quality control mechanisms tailored to product characteristics, such as:

- Documentation of processing conditions
- Batch traceability of raw materials and finished products
- Handling of abnormal samples
- Data retention and archiving

Through these forward-looking quality strategies, the Company enhances overall product consistency and reliability, laying a solid foundation for alignment with international quality standards.

In addition, the Company pays close attention to the impact of climate and environmental factors on the quality and yield of herbal crops. For high-risk raw materials, long-term monitoring and substitution evaluation mechanisms have been established. The Company also collaborates with reputable contract farmers to ensure supply stability and authenticity of raw materials. These practices not only strengthen supply chain resilience but also reflect the Company's risk awareness and sustainability responsibility in herbal product development.

Sustainable Practices in Botanical Extracts

The Company is committed to developing herbal healthcare products with high quality and distinctive advantages, while promoting sustainable strategies in botanical extraction. It emphasizes the authenticity and ecological compatibility of raw material sourcing. For example:

- Astragalus is cultivated in the Inner Mongolia Plateau region at an altitude of 1,300 meters with abundant sunlight. Each batch undergoes DNA sequencing and seed authentication by

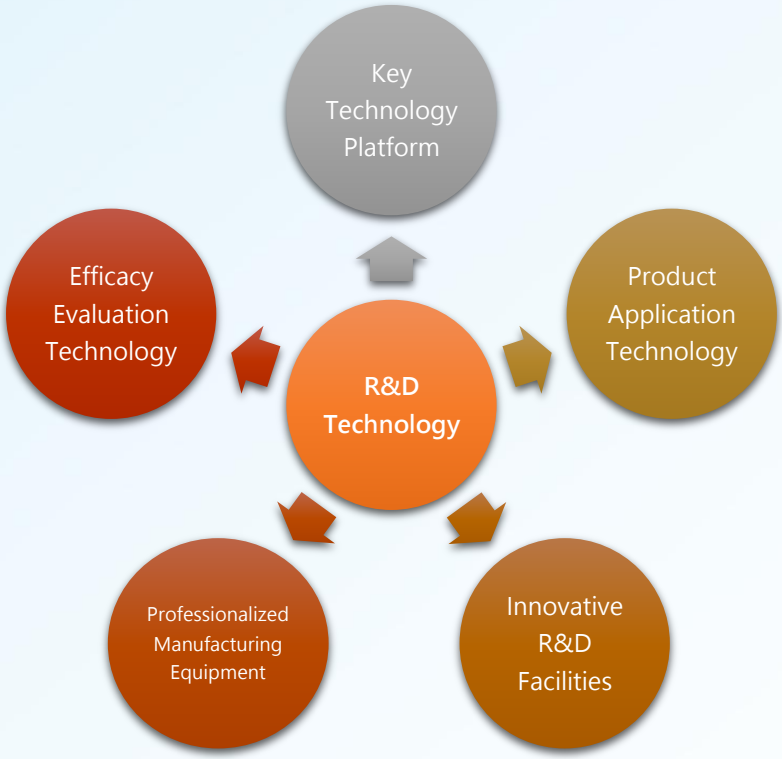
third-party accredited institutions.

- To strengthen the use of regional resources, the Company secures high-quality yam through contract farming in Taiwan. Standardized processing and quality control of Astragalus and yam ensure traceable raw materials, transparent sourcing, and efficient resource utilization, reinforcing sustainable supply chain management.

The Company also evaluates the potential application of other natural resources native to Taiwan, aligning with product differentiation strategies to identify more plant-based materials with healthcare value. This approach deepens R&D flexibility and enhances long-term supply sustainability.

PhytoHealth firmly believes that developing natural, functional, and environmentally friendly products is a core responsibility of the health industry. Looking ahead, the Company will continue to integrate its herbal expertise with supply chain capabilities to deliver sustainable products characterized by safety, quality stability, and market uniqueness.

Research and Development Technology



Product Application Technology

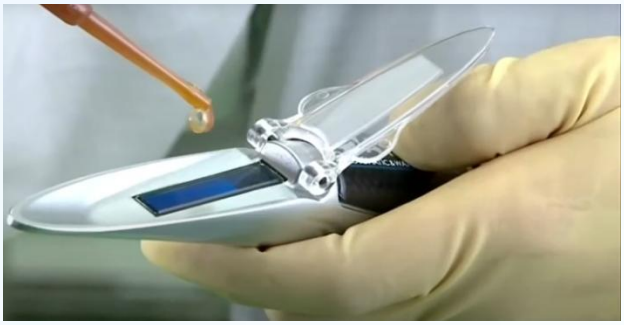
Innovative R&D / Specialized Manufacturing Facilities

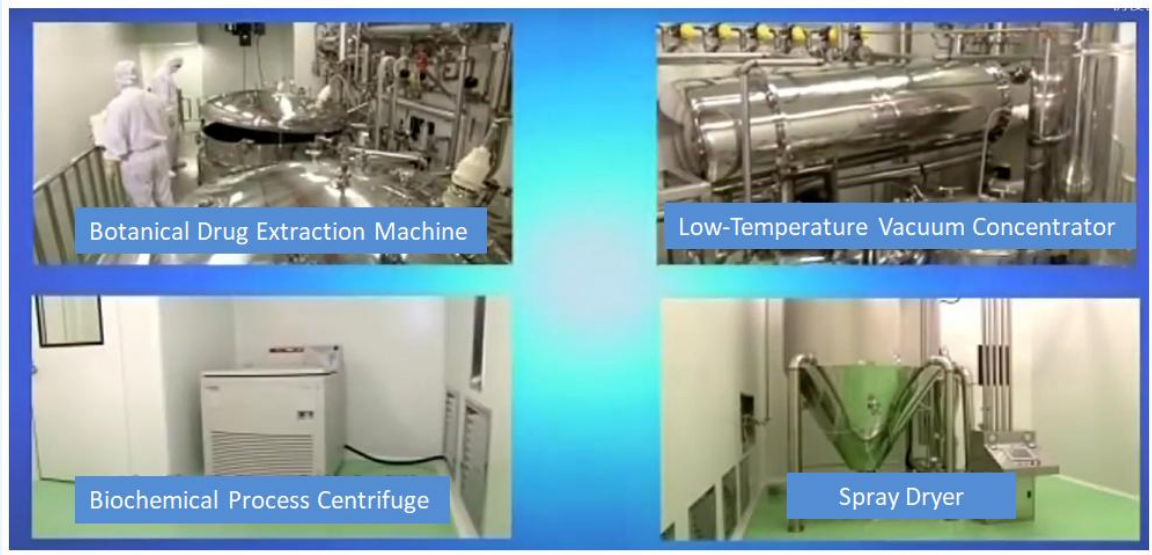
(Illustrative image sourced from PhytoHealth official website – Factory Introduction Video)

PhytoHealth upholds deep expertise in the development of botanical new drugs and comprehensively applies pharmaceutical-grade thinking to the R&D and production of healthcare and nutritional supplements. The Company has established a dedicated R&D center, bringing together master's and doctoral-level talents in food science, nutrition, and applied chemistry. Through multi-phase, multi-level scientific verification and clinical trials, each functional ingredient is rigorously evaluated for safety and efficacy.

In the field of botanical extraction technology, PhytoHealth has built a fully integrated upstream–midstream–downstream system covering raw material selection, pre-processing, standardized extraction, precision testing, and commercialization. Leveraging over 20 years of expertise in botanical extraction, the Company has introduced advanced instrumentation and automated equipment to precisely control key process parameters. This enables the development of forward-looking, differentiated, and innovative functional ingredients and products, significantly enhancing international competitiveness.

Furthermore, PhytoHealth maintains close collaborations with leading universities and research institutions. The Company has accumulated numerous international patents and industry honors, with research findings published in prestigious international journals. These achievements highlight PhytoHealth's leading position and continuous innovation capability in the field of health supplement research and development.




Botanical Drug Extraction Machine
Low-Temperature Vacuum Concentrator
Biochemical Process Centrifuge
Spray Dryer

3.3 CUSTOMER RELATIONS

3.3.1 Customer Commitment

Customer Service Strategy

PhytoHealth values the opinions and suggestions of every international corporate client regarding its products and services. Through diverse communication channels—such as business visits, industry exhibitions, and technical seminars—the Company deepens client engagement, gaining precise insights into their operational needs and market challenges.

By conducting regular customer satisfaction surveys, service feedback questionnaires, and complaint analyses, PhytoHealth continuously collects feedback on product quality, supply efficiency, and technical support. These insights serve as critical references for internal quality management and service optimization.

PhytoHealth is committed to building long-term and stable partnerships with its international corporate clients and drives mutual value creation through the following three core strategies:

1. **Optimizing Supply Chain Collaboration**
    - Enhancing delivery accuracy, enabling flexible shipments, and improving logistics transparency.
2. **Improving Service Processes and Communication Efficiency**
    - Integrating CRM and customer service systems to consolidate order, usage, and feedback data.
    - Providing customized recommendations and delivering the latest R&D updates and health knowledge via newsletters and social media.
3. **Advancing Corporate Social Responsibility (CSR) and ESG Initiatives**
    - Collaborating with clients to jointly support sustainability goals and promote shared value across the supply chain.

Through systematic and data-driven customer relationship management and cross-departmental collaboration, PhytoHealth is dedicated to achieving win–win outcomes in both business growth and sustainable development.

PhytoHealth views clients as long-term partners. By adopting rigorous communication and feedback mechanisms, a comprehensive complaint management system, digital interaction tools, and strict data privacy protection, the Company co-creates value with its clients and advances together toward sustainable development.

Customer Purchasing Channels

B2B clients primarily engage in procurement through participation in physical or virtual industry exhibitions. The Company also establishes cooperation agreements with regional agents or distributors aligned with sustainability principles to jointly expand regional markets.

At the same time, digital platforms are leveraged to develop potential clients, particularly those with corporate decision-making authority. This approach not only reduces the carbon footprint but also improves communication efficiency and strengthens responsible supply chain connections between enterprises.

3.3.2 Customer Communication Management

Consumer Health and Product Safety

To ensure consumer safety and the accuracy of product information, PhytoHealth has established a customer health education system. This system addresses common health topics—such as post-cancer treatment side effects, postoperative nutritional supplementation, and gastrointestinal tolerance—by providing professional explanations and clear product guidance. The goal is to communicate product functions and usage without delivering misleading or exaggerated claims.

In addition to accuracy, service efficiency is prioritized. The Company provides a toll-free 0800 one-on-one consultation hotline and an official LINE@ account, enabling customers to promptly receive professional advice.

- 2024 Customer Inquiries (via LINE/phone): Over 1,200 cases
- Response time during service hours: Within 2 hours
- Response time outside service hours: Completed within 24 hours of the next service day
- Customer issue resolution rate: 100%

Drug Safety and Adverse Event Reporting Training

To safeguard patient safety, the Company enhances employee and distributor awareness of drug safety, adverse event identification, and reporting. Internal training programs provide guidance on risk awareness and standard operating procedures (SOPs), ensuring that frontline staff can promptly identify issues, report information, and handle cases in compliance with regulations and internal controls, thereby protecting both patient health and corporate reputation.

- 2024 Drug Safety and Adverse Event Reporting Training: 1 session

Health Educator Training System

To ensure that customer service health educators and sales personnel possess accurate health knowledge and communication skills, PhytoHealth has established an internal training program.

This integrates product R&D and marketing strategies, health food regulations, nutritional knowledge, customer communication psychology, and case studies, building a cross-departmental professional health education team.

Training covers:

- Disease-related nutritional supplementation guidelines
- Allergen labeling requirements
- Communication skills for sensitive groups
- Government regulatory restrictions (e.g., prohibition of therapeutic claims)

The Company also invites external medical professionals for lectures and strengthens staff capabilities through Q&A simulations and real case reviews.

- 2024 External Expert Lectures (physicians): 2 sessions
- 2024 Internal Q&A Knowledge Base Updates: Monthly

Customer Feedback for Product and Service Optimization

PhytoHealth regards frontline customer service and health education interactions as the most direct window to understand customer needs. Daily dialogues and inquiry records allow the Company to identify customers' true concerns and expectations behind their health choices.

For example, through responses to postoperative and physically weakened customers, the Company identified demand for products with high gastrointestinal tolerance, simple ingredients, and no medicinal taste, leading to the development of the new Glutamine Supplement, a gentle option for post-illness nutritional support.

In addition, product and service refinements were made in response to specific customer feedback:

- Packaging: Changed from narrow-mouth to wide-mouth bottles for easier scooping
- Order Placement: Enabled phone/LINE ordering to simplify the process for elderly customers
- Payment Options: Added cash-on-delivery for customers reluctant to use credit cards or bank transfers
- Logistics Services: Introduced convenience store pick-up to meet the needs of residents without building concierge services

Complaint Management and Risk Mitigation

- Four-Stage Handling Process: Complaints are managed through a systematic process of Acceptance → Investigation → Response → Improvement. Root cause analysis is conducted

to establish preventive measures and avoid recurrence of similar incidents.

- Legal and Reputation Review: A legal and risk review team is established to strictly evaluate potential risks related to labeling or quality issues before product launch, thereby minimizing potential litigation and reputational risks.

Customer Data Privacy and Ethical Marketing

- Data Protection: In compliance with GDPR and the Taiwan Personal Data Protection Act, customer data is encrypted, access is tiered and controlled, and anonymization is applied. A publicly available privacy policy safeguards consumer rights.
- Responsible Marketing: All promotional activities undergo internal review to prevent misleading claims. Complete product information and scientific evidence are provided to ensure that marketing practices comply with corporate social responsibility standards.

Communication Channels with International Corporate Clients

For international clients, communication is primarily digital. The Company uses email for inquiries, quotations, product information, and follow-up, thereby reducing paper use and improving efficiency. Online meetings are used for presentations, product introductions, technical discussions, and partnership negotiations, reducing unnecessary travel and carbon emissions, and supporting sustainable business interactions.

Upon receiving requests from international clients, the Company responds within one business day to acknowledge receipt and provide an estimated timeline for further handling. The Company maintains transparency and responsibility by proactively updating clients on progress to ensure smooth communication and sustain efficient, long-term cooperation.

International Client Satisfaction

The Company is designing customer satisfaction surveys for international corporate clients. These surveys will cover the following key areas to comprehensively evaluate client satisfaction with products, services, and overall collaboration:

1. **Product Quality and Compliance**

- Conformity with international and local pharmaceutical/health supplement standards and regulations.
- Efficacy, safety, and alignment with client requirements.

2. **Delivery and Logistics Management**

- Timeliness of delivery.
- Compliance with GDP logistics standards during transportation.

- Packaging compliance with storage and shipping standards.

3. Communication and Professional Support

- Speed and professionalism of customer service responses, particularly in addressing quality issues, technical support, and registration inquiries.

4. Medical and Clinical Support

- Availability and quality of clinical guidance.
- Transparency of medical information.

5. After-Sales Service and Compliance Support

- Efficiency of after-sales service, especially in handling registration, complaints, and technical support.
- Provision of product traceability services, clinical trial support, and compliance-related monitoring reports.

The survey will be conducted annually via electronic questionnaires, gathering feedback from international corporate partners. This not only helps identify and resolve existing issues but also drives continuous improvement in corporate social responsibility and governance.

3.3.3 Customer Complaints and Improvement

Upon receiving a customer complaint regarding the Company's pharmaceutical products, immediate action must be taken. Customers or distributors are required to provide detailed information on the complaint and report it to the Company.

Types of Complaints include:

- Adverse Events (AE)
- Serious Adverse Events (SAE)
- Other Safety Information, such as reports of lack of efficacy, suspected infections originating from Company products, or cases of overdose, abuse, or misuse.
- Product Defects, such as discoloration, presence of visible foreign matter, packaging cracks, or labeling errors.

Reporting Timelines:

- Distributors must report complaints to the Company within 24 hours of receipt.
- Relevant information must be compiled and submitted within 5 days using the Customer Complaint Notification Form or Customer Complaint Form.

The General Manager appoints a dedicated complaint handling team and an emergency contact person. The emergency contact is responsible for receiving and tracking complaint handling status, while the team promptly discusses solutions and submits an action plan for the General Manager's approval.

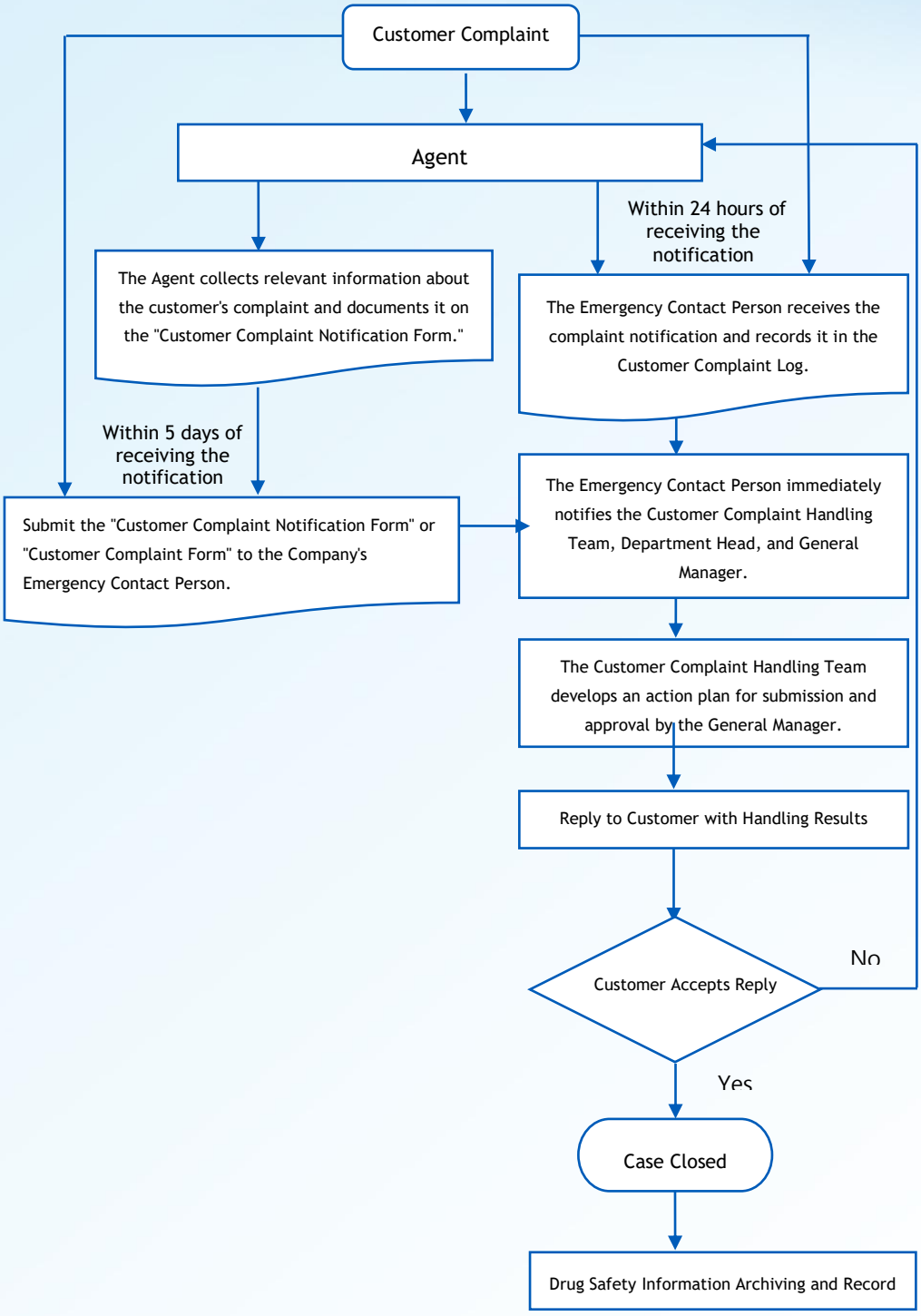
Pharmacovigilance and Regulatory Compliance:

- In the event of inspections or requests by the health authority regarding the pharmacovigilance system or product safety, the relevant department must investigate and provide a written report.
- The Company must fully implement any action plan required by the authorities.
- If deemed necessary by the Company, mandated by regulation, or justified by other major reasons, the Company will initiate a product recall plan for defective drugs.
    - The recall must be executed promptly, with all handling procedures and outcomes documented in a Drug Recall Report.
    - Reports must be submitted to the health authority in accordance with regulatory requirements.

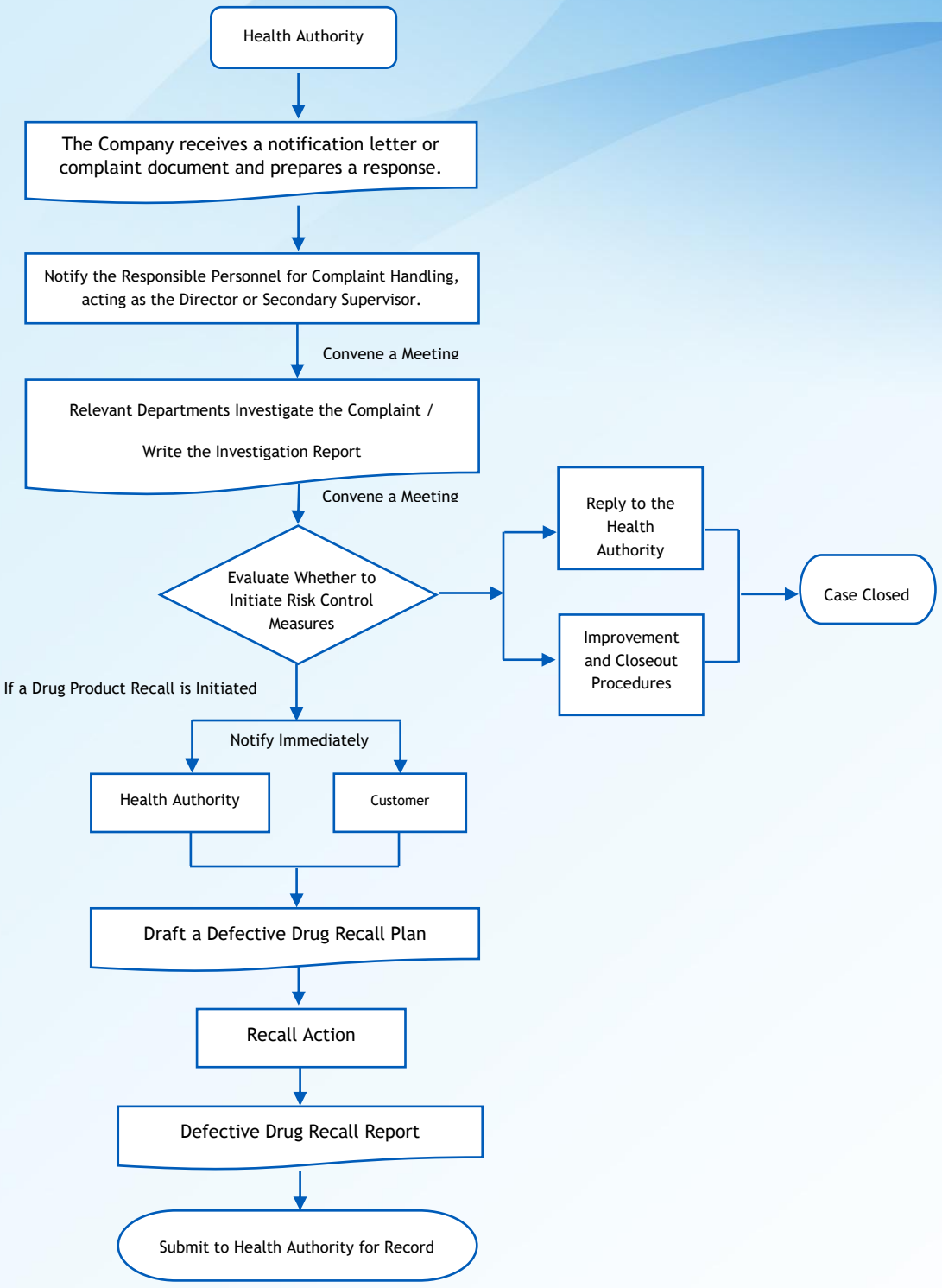
Customer Complaint Handling Procedure – Customer Complaint Section

Please refer to the following “Customer Complaint Handling Procedure – Customer Complaints Section” and “Customer Complaint Handling Procedure – Competent Health Authority Section” for the processing workflow.

- Customer Complaint Handling Procedure – Customer Complaints Section



➢ Customer Complaint Handling Procedure – Competent Health Authority Section



CHAPTER 4 EMPLOYEE CARE

4.1 TALENT ATTRACTION AND RETENTION

4.1.1 Human Resource Development

In 2024, PhytoHealth employed a total of 42 staff members, with a gender distribution of 38% male and 62% female. The majority of employees (64%) were aged between 30 and 50 years old, and all employees were locally hired.

During 2024, the workforce remained stable. A total of 13 new employees were recruited in Taiwan, resulting in a new hire rate of 30.95%. Meanwhile, 11 employees left the Company, corresponding to a turnover rate of 26.19%.

Regarding other diversity indicators (e.g., minority or disadvantaged groups), the Company reported 0 employees with disabilities and 0 employees of indigenous background.

Number of Employees

Category	Female	Male	Total
Employees	26	16	42
Permanent Employees	0	0	0
Temporary Employees	0	0	0
Employees with No Guaranteed Working Hours	0	0	0
Full-Time Employees	26	16	42
Part-Time Employees	0	0	0

Note: Employee numbers are calculated based on headcount as of December 31, 2024.
The number of employees as of December 31, 2023 was 41.

Non-Employee Workers

Category	Number of People	Primary Work Performed	Significant Change Compared with Previous Year
Contractor	1 (Cleaning Staff)	Environmental cleaning / Security	No change

Workforce Diversity

Category	Type	Headcount	Percentage (%)
Gender	Female	26	61.90%
	Male	16	38.10%
Age	Under 30	6	14.28%
	30–50	27	64.29%
	Over 50	9	21.43%
Ethnicity / Nationality	Local – Non-Indigenous	42	100.00%
	Local – Indigenous	0	0.00%

	Foreign National	0	0.00%
Total		42	100.00%

Other Diversity Indicators	Headcount	Percentage (%)
Employment of Persons with Disabilities	0	0%
Employment of Minority Groups (Indigenous)	0	0%

New Hires

Category	Type	Headcount	Percentage (%)
Gender	Female	9	21.43%
	Male	4	9.52%
Age	Under 30	2	4.76%
	30–50	8	19.05%
	Over 50	3	7.14%

Note: New hire rate = Total number of new hires during the year ÷ Total number of employees as of December 31 of the year.

Employee Turnover

Category	Type	Headcount	Percentage (%)
Gender	Female	4	9.52%
	Male	4	9.52%
Age	Under 30	0	0.00%
	30–50	7	16.67%
	Over 50	1	2.38%

Notes:

1. Turnover includes both voluntary and involuntary resignations.
2. Turnover rate = Total number of employees who left during the year ÷ Total number of employees as of December 31 of the year.
3. Employee headcount is calculated based on the number of employees in service as of December 31, 2024.

Proportion of Local Residents in Senior Management

Local Hiring of Management (as of December 31, 2024)	Taiwan Local	From Other Countries/Regions	Proportion of Local Residents in Senior Management
Senior Management Headcount	2	0	100%

Note: Senior management refers to executives at the General Manager level and above.

Proportion of Local Residents Employed

Local Hiring (as of December 31, 2024)	Local Residents (Employees with Taiwanese Nationality/Household Registration)	From Other Countries/Regions	Proportion of Local Residents Employed
Taipei (Taipei, New Taipei, Keelung)	18	1	95%
Taoyuan City	20	3	87%
Total	38	4	90%

4.1.2 Compensation Policy

1. **System Establishment** – The Human Resources Department is responsible for establishing procedural guidelines and overseeing all compensation-related processes. These procedures are based on the Company's internal regulations and cover the following areas: workforce planning, manpower requisition, internal promotion and transfer, external recruitment, onboarding, pre-employment training, on-the-job training, performance evaluation, payroll operations, and employee benefits management.

2. **Fixed Compensation** – A standardized salary structure has been established, designed according to workforce planning and manpower requisition procedures, as well as payroll operations guidelines.

3. **Variable Compensation** – Employee performance is managed through a corresponding bonus system. In addition, employee benefits are distributed based on the Company's annual profitability.

4. **Compensation Committee** – To enhance corporate governance and strengthen the Board of Directors' oversight of compensation management, the Company established a Compensation Committee on December 15, 2011, and adopted the Compensation Committee Charter. The Committee performs its duties in accordance with the fiduciary duty of care, assisting in the execution and evaluation of the Company's overall compensation and benefits policies.

Annual Total Compensation and Pay Ratio Changes

Annual Total Compensation Ratio	Annual Total Compensation Change Ratio
7.38:1	0.89:1

Notes:

1. **Annual Total Compensation Ratio** = Annual total compensation of the highest-paid individual in the organization ÷ Median annual total compensation of all employees (excluding the highest-paid individual).

2. **Annual Total Compensation Change Ratio** = Percentage increase in the annual total compensation of the highest-paid individual ÷ Percentage increase in the median annual total compensation of all employees (excluding the highest-paid individual).

Annual Employee Compensation (Excluding Managers)

Year	Total Headcount (Excluding Managers)	Annual Median Compensation (NT$ '000)	Annual Average Compensation (NT$ '000)
2023	34	509	686
2024	38	607	833

Note: Compensation includes both salary and bonuses.

Ratio of Female to Male Base Salary and Compensation

Employee Category	Ratio	
	Female	Male
Managerial Staff*	2.52	1
Non-Managerial Staff	0.88	1

Note: *Managerial staff refers to employees at the level of Section Manager and above.

4.1.3 Employee Benefits

PhytoHealth provides comprehensive employee welfare programs, a comfortable working environment, and convenient facilities, along with a well-established leave system. Beyond statutory requirements for labor insurance and health insurance, the Company offers group insurance and accident insurance for all employees. In addition, it has planned corresponding retirement schemes, company-sponsored gifts, and healthcare benefits, including regular employee health check-ups, company subsidies for sports events, and on-site occupational health nurse services to support employees' physical and mental well-being.

The Employee Welfare Committee, composed of representatives from both labor and management, organizes diverse employee activities and provides subsidies and benefits to promote holistic well-being.

In line with its commitment to gender equality, PhytoHealth allows all employees with at least six months of service to apply for parental leave without pay. Eligibility is not restricted by gender, job position, or work location. In accordance with the Act of Gender Equality in Employment and the Regulations for Implementing Unpaid Parental Leave for Raising Children, employees may apply for parental leave until their youngest child reaches the age of three, for a maximum of two years. In 2024, one employee applied for parental leave.

PhytoHealth has implemented a Maternity Health Protection Program to safeguard the health and safety of pregnant employees. The Company also provides wedding and childbirth gifts, and

encourages eligible female employees to undergo Pap smear tests and mammography screenings, promoting the principle of prevention over treatment.

To create a supportive and family-friendly workplace, the Company has established a private, bright, and comfortable lactation room, equipped with a dedicated breast milk storage refrigerator. Each employee is provided with an individual space, along with professional consultation and health education services, enabling mothers to use the facility with peace of mind.

Benefits Provided to Full-Time Employees

No.	Benefit Item	Benefit Details
1	Insurance	Labor insurance, health insurance, group insurance, accident insurance
2	Parental Leave	Maternity, childbirth, and unpaid parental leave benefits
3	Retirement Plan	A retirement plan compliant with the Labor Standards Act. The Company makes monthly contributions to employees' retirement funds and allocates reserves in accordance with the Labor Pension Fund Supervisory and Management Regulations, deposited into a dedicated account.
4	Company Gifts	Holiday gifts (three major festivals) / birthday cash gifts
5	Health Care	Employee health check-ups, on-site occupational health nurse services, subsidies for marathon registration fees
6	Family Care	Wedding and childbirth gifts, condolence payments for bereavement
7	Work Incentives & Others	Common dining space for employees, year-end gatherings, employee purchase program for company products

Parental Leave Statistics

Item	Female	Male	Total
Total number of employees entitled to parental leave in 2024	1	0	1
Total number of employees who applied for parental leave in 2024	1	0	1
Number of employees scheduled to return from parental leave in 2024 (A)	1	0	1
Actual number of employees who returned from parental leave in 2024 (B)	0	0	0
Actual number of employees who returned from parental leave in 2023 (C)	0	0	0
Number of employees who returned from parental leave in 2023 and remained employed for at least one year (D)	0	0	0
Return-to-Work Rate % = B ÷ A	0%	0%	0%
Retention Rate % = D ÷ C	0%	0%	0%

4.2 TALENT DEVELOPMENT AND TRAINING

4.2.1 Talent Development System

One of the Company's key strategic objectives is organizational and talent development. To promote sustainable organizational growth and enhance employee capabilities, we continuously recruit outstanding professionals while strengthening training and development programs. A systematic approach is adopted to provide all employees with the necessary skills, knowledge, and attitudes, along with the resources to perform effectively. The Company also monitors employee work performance in real time and regularly reviews organizational development priorities and talent development outcomes.

4.2.2 Training and Education

The Company places strong emphasis on employee training and education and has established the "Education and Training Management Regulations." The HR Department organizes quarterly pre-employment training for new hires, while each business unit conducts regular internal training sessions to enhance product knowledge and sales techniques.

Additionally, the Company holds a monthly Managerial Inspiration Meeting to develop managers' analytical and problem-solving abilities. As needed, employees are also assigned to participate in relevant external seminars to strengthen professional expertise and competitiveness.

In 2024, the Company conducted both internal and external training programs with a total participation of 205 attendances, accumulating 1,086 training hours, with total training expenses amounting to NT$ 231,910. [See attached table below for details.]

Average Annual Training Hours per Employee

Training Statistics	Supervisors		Non-Supervisors		Total
	Female	Male	Female	Male	
Total Training Hours	305.3	140.5	385.8	254.6	1086.2
Total Headcount	62	28	74	41	205
Average Training Hours	4.92	5.02	5.21	6.21	5.30

Training Programs by Category

Program Type	Course Category	Total Participants	Total Training Hours	Training Expenses (NT$)
Internal Training	General Education / Management & Leadership / Pre-employment Orientation	153	681	127,900
External Training	Professional Competence / General Education / Business Strategy	52	405.2	104,010

Training Topics and Courses

Training Theme	Course	Format	Number of Participants
Professional Competence	Pharmaceutical & Biotechnology Professional Knowledge Course	In-person	13
	Occupational Safety and Equipment Operation Course	In-person	13
	Regulatory Compliance and Policy Analysis Course	In-person	27
General Education	Occupational Safety and Health Regulations & Practical Applications	In-person	13
	Employee Fraud Prevention and Internal Control Practices	In-person	1
Business Strategy	Financial Management, Risk Control & Compliance Practices	In-person	4
	Sustainability and Internal Control Course	In-person	7
	Industry Trends, Professional Technology & Intellectual Property	In-person	3
Management & Leadership	Managerial Leadership and Practical Management (Inspiration Meeting)	In-person	124
Pre-employment Orientation	New Employee Pre-employment Training Course	In-person	11

External Training		
Training Course	Applicants	Actual Participants
Financial Management and Risk Control	4	4
Sustainability and ESG Practices	9	9
Regulatory Compliance and Internal Control Management	8	8
Pharmaceutical Biotechnology and Drug Regulations	10	10
Intellectual Property, Data Technology, and Innovation Applications	5	5
Operational Skills Enhancement and Technical Professional Training	15	15

4.2.3 Performance Evaluation System

To promote labor–management interaction and communication, PhytoHealth has established an employee performance evaluation system. Each year, individual performance indicators and competencies are assessed, with continuous feedback provided to support goal achievement. Supervisors use a system-based approach for evaluation and talent management, and all performance records serve as the foundation for training and development.

Through comprehensive performance management, the Company aligns organizational goals, individual goals, and talent development, thereby enhancing overall corporate performance. For employees with unsatisfactory performance, the Company provides targeted improvement plans to help increase efficiency.

In 2024, the performance evaluation completion rate for all employees—regardless of position or gender—reached 90.48%.

Percentage of Employees Receiving Regular Performance and Career Development Reviews

Category	Supervisors		Non-Supervisors		Total
	Female	Male	Female	Male	
Employees Receiving Performance and Career Development Reviews	5	3	17	13	38
Total Employees in Category	7	3	19	13	42
Percentage	71.43%	100.00%	89.47%	100.00%	90.48%

4.3 HUMAN RIGHTS

The Company places great importance on the safety, health, and dignity of all employees, and complies with relevant labor laws and international human rights conventions, such as the Labor Standards Act, the Occupational Safety and Health Act, and the Act of Gender Equality in Employment. Looking ahead, the Company plans to conduct human rights risk identification and assessment, and to implement comprehensive human rights due diligence in line with international conventions, including the UN Guiding Principles on Business and Human Rights (UNGPs).

We support the United Nations Universal Declaration of Human Rights (UDHR) and are committed to following international human rights standards, including the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UNGPs, the OECD Guidelines for Multinational Enterprises, and the Ten Principles of the UN Global Compact (UNGC). We pledge to respect and treat all employees with dignity.

The Company has no collective agreements but has established a Code of Conduct. In accordance with the Act of Gender Equality in Employment, the Sexual Harassment Prevention Act, and other applicable laws, we provide accessible grievance channels to safeguard employee rights and ensure a workplace free from discrimination and harassment. In 2024, the Company recorded zero incidents of discrimination.

The Company holds quarterly labor–management meetings to facilitate effective communication with employees. In 2024, no complaints were submitted through the Company's grievance mailbox or directly to the HR department.

Responsible Department: Office of the Chairman
Employee Communication / Reporting Hotline: Ms. Chen / (02) 2545-3697 ext.2105
Email: mandy.chen@maywufa.com.tw

4.4 WORKPLACE SAFETY AND HEALTH

4.4.1 Occupational Safety and Health Management

Although the Company does not meet the threshold under the Occupational Safety and Health Act requiring the mandatory establishment of an occupational safety and health management system, PhytoHealth, out of a strong commitment to employee health and safety, has voluntarily implemented relevant practices to build a safe and friendly workplace.

Key measures include:

- Safety and Health Policy and Objectives: Management is committed to promoting occupational safety and health (OSH) measures, with clear internal guidelines for communication.
- Appointment of OSH Personnel: Dedicated staff are designated to plan, implement, and monitor OSH measures.
- Regular Meetings and Communication: Quarterly workplace safety meetings are held to collect employee feedback, discuss improvement items, and ensure employee participation.

4.4.2 Occupational Hazard Identification

Even though there is no mandatory requirement to establish a comprehensive risk management framework, the Company actively carries out the following processes to reduce accidents and hazards:

1. **Hazard Identification and Risk Control**
    - Department supervisors and OSH personnel regularly inspect work areas to identify potential risks such as slips, lifting, or working at heights.
    - Simple risk assessments are conducted based on severity and likelihood, with practical control measures implemented (e.g., anti-slip flooring, designated tool placement, warning signage).
2. **Incident Handling and Prevention**
    - In the event of a workplace accident or abnormal incident, the Company immediately reports to the responsible personnel and conducts preliminary investigation and root cause analysis.
    - Each incident is documented in writing, and internal processes are reviewed as necessary to prevent recurrence.

4.4.3 Occupational Safety and Health Training

Although not legally obligated to conduct large-scale OSH training, the Company continues to provide the following education and awareness programs:

- Orientation Training for New Employees: Basic workplace safety knowledge and site tours, including fire evacuation routes and first-aid kit locations.
- Departmental Communication and Reminders: Supervisors provide regular reminders and re-education on safety matters.
- Practical Case Sharing: Past incidents are reviewed and discussed to raise risk awareness.

4.4.4 Workplace Safety and Employee Care

PhytoHealth places strong emphasis on employees' physical and mental well-being. Since 2023, the Company has partnered with on-site occupational health service providers to deliver regular health consultations by medical professionals, along with periodic health promotion campaigns and activities. Regular employee health check-ups are provided—office staff every three years and factory staff annually, exceeding legal requirements.

In 2024, the Company conducted workplace hazard identification, implemented maternal health protection measures for pregnant employees, and promoted influenza vaccination during flu season. Mental and physical health information is also shared via internal bulletin boards to foster a healthy workplace environment.

The Company has also established the following health and safety programs:

- Prevention Program for Diseases Induced by Abnormal Workload
- Ergonomic Hazard Prevention Program
- Maternal Health Protection Program
- Work Suitability Assessment Program for Middle-aged and Elderly Employees

To encourage a healthy lifestyle, the Company invited Mr. Hsu Tung-Ying, a leading advocate of "slow jogging" in Taiwan and former physical education instructor at the National Defense University, to provide training on the principles of reverse-aging rhythmic slow jogging, correct posture, warm-up routines, and health concepts. The General Manager also personally leads employees in daily lunchtime practice, encouraging staff to build regular exercise habits and achieve a balance between work and life.

Furthermore, the Maywufa Group promotes a culture of wellness and sustainability through running. Employees are encouraged to participate in the Standard Chartered Marathon, with group-wide registration and full sponsorship of entry fees, motivating staff to stay active together.

To safeguard employees' health, healthcare professionals were arranged to administer influenza vaccinations on-site.

Healthcare professionals were arranged to conduct on-site health examinations for employees.

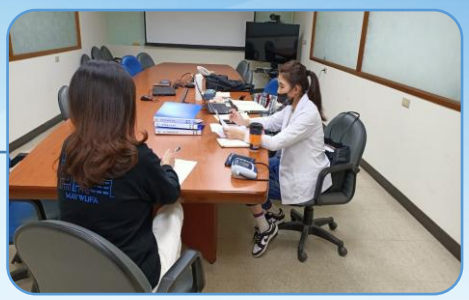
Employee Health Examinations

PhytoHealth exceeds regulatory requirements by conducting annual employee health examinations, along with comprehensive assessments that include abnormal workload evaluations and musculoskeletal discomfort surveys. In accordance with regulations, employees are categorized under a graded health management system.

In 2024, a total of 34 employees underwent follow-up after their general health examinations. Based on the results and related survey assessments, they were placed under health management records, with on-site nurses and physicians providing health education and continuous follow-up.

Health Ckeckup

On-Site Healthcare



Health Promotion Campaigns and Activities

PhytoHealth places strong emphasis on employee health and safety. In addition to regular health examinations and graded health management, the Company also provides on-site healthcare services in compliance with regulations. At the factory, on-site nurse services are offered once a month, while on-site physician consultations are provided twice a year. These services cover workload assessment and management, ergonomic hazard prevention, maternal health protection, and workplace violence prevention, ensuring comprehensive health support.

The Company also shares health information campaigns on bulletin boards, with themes such as “Eat Smart, Stay Slim,” “Prevention of Unlawful Harassment,” and “Supporting Colleagues with Depression,” to safeguard employees’ physical, mental, and emotional well-being.

Furthermore, PhytoHealth promotes public welfare and sustainability through running. Employees and their families are encouraged to develop healthy exercise habits and find balance between work and life by participating in the Standard Chartered Marathon. Registration is organized by the Group, with full sponsorship of entry fees, encouraging everyone to stay active together.

Health Promotion Activities

Category	Activity Theme	Activity Description	Participation
Health Promotion Activity	Slow Jogging Coaching Class	Coaching sessions arranged to teach correct slow jogging posture and health concepts	10 participants
Health Promotion Activity	Fully Sponsored Marathon Participation	Full sponsorship of employee registration for the Standard Chartered Marathon	14 participants

CHAPTER 5 ENVIRONMENTAL SUSTAINABILITY

5.1 CLIMATE CHANGE ACTIONS

In response to the risks posed by global climate change, regulations and international agreements have become increasingly stringent. PhytoHealth not only identifies the potential operational risks of climate change but also follows the Task Force on Climate-related Financial Disclosures (TCFD) framework. The Company integrates the four core disclosure pillars—Governance, Strategy, Risk Management, and Metrics & Targets—into its business management and discloses its governance performance in the Sustainability Report. Through this, stakeholders can better understand the Company's climate-related risks, opportunities, and corresponding response measures.

Governance

A Sustainability Committee has been established under the Board of Directors, comprising three members appointed for their professional knowledge and expertise in corporate sustainability. The Committee meets at least once a year and is responsible for formulating, implementing, and strengthening key sustainability action plans and capital expenditures, including climate-related policies. It reviews, monitors, and revises implementation progress and performance before reporting to the Board.

A Sustainability Task Force coordinates compliance with environmental regulations and international standards, evaluates sustainability transitions, enhances resource efficiency, and develops climate adaptation mechanisms. The Task Force organizes cross-departmental meetings to identify major climate risks and opportunities, track regulatory updates, and assess industry climate risks. It provides recommendations and reports to the Sustainability Committee to achieve environmental sustainability objectives.

Strategy

Based on internal collection of risk and opportunity information—considering both transition risks and physical risks—the Company identifies potential events and assesses the financial impact, timeframe, affected value chain components, and likelihood of occurrence. Corresponding response plans are developed for different risk scenarios.

Additionally, the Company evaluates risks such as flooding, droughts, typhoons, and extreme heat across its operational sites. This helps PhytoHealth monitor external environmental changes and market dynamics, strengthen climate risk adaptation capacity, and ensure organizational resilience against climate challenges.

Risk Management

Although PhytoHealth's operations are not significantly impacted by global climate change and the greenhouse effect, the Company, as a responsible corporate citizen, actively works to reduce

environmental impact from its offices and factories. It continuously monitors domestic and international regulatory developments, while also setting internal requirements aligned with industry trends to enhance corporate social responsibility.

Following the TCFD framework, the Company conducts analyses of international climate-related trends, industry concerns, and identifies both physical and transition risks and opportunities. The process includes:

1. **Collecting Climate-Related Risks and Opportunities**

- Based on climate trends and industry-related concerns, including changes in climate, policies, regulations, market dynamics, and technology development, which may pose potential impacts on PhytoHealth's business and financials.

2. **Identifying Material Climate Risks**

- Through interviews with different business units, potential climate risks and opportunities affecting PhytoHealth's operations are consolidated.
- Risks to assets, supply chains, operations, and market position are assessed, while also identifying opportunities arising from the transition.

3. **Analyzing Financial Impacts**

- In line with TCFD guidelines, financial disclosures are conducted to explain the Company's understanding and responses to climate risks and opportunities. This includes the degree of financial impact, risk management strategies and objectives, and outlook across different time horizons.

4. **Developing Response Measures**

- For each identified risk and opportunity, corresponding action plans are developed to mitigate risks and leverage opportunities.
- The effectiveness of these measures is regularly reviewed and evaluated, with adjustments made promptly to ensure proper implementation and results.

Climate-Related Risks, Opportunities, and Response Measures

The Company has assessed the aforementioned risks and identified climate-related risks and opportunities that may have significant impacts. Corresponding response strategies are proposed as follows:

Climate-Related Risks and Opportunities

No.	Category (Risk/Opportunity)	Issue / Factor	Description	Impact Dimensions			Mitigation Measures
				Risk/Opportunity Category	Risk Issue/Opportunity Factor	Risk/Opportunity Description	
1	Risk	Extreme Rainfall Pattern Changes	Extreme rainfall events in Taiwan may negatively impact water quality stability, which could in turn disrupt production.	Revenue decrease	Business plan delays, operation disruptions	Loss of existing customers, negative perception from investors	Implement water resource management and conservation plans to improve water usage efficiency; take precautionary measures in response to heavy rain warnings.
2	Risk	Policy and Regulation	The Climate Change Response Act is expected to impose carbon fees in the future.	Cost increase	Increase in raw material prices	Decreased market demand	Continuously evaluate the challenges and changes brought by carbon fee regulations
3	Risk	Market Risk	Climate change may increase the cost of major commodities and raw materials, thereby affecting operations.	Cost increase	Increase in raw material prices	Loss of existing customers, reduced market demand	Manage sources of raw materials from related industries.
4	Risk	Technological Risk	Gradual transition toward supporting low-carbon and high-efficiency technological improvements and innovations.	Revenue increase	Improve energy efficiency	Strengthen competitiveness, enhance brand reputation	R&D department develops low-carbon products.
5	Opportunity	Resource Efficiency	In response to low-carbon transition trends, production equipment must be progressively replaced with energy-saving or renewable-energy-powered systems, while new technologies must be introduced into manufacturing processes to meet low-carbon requirements.	Asset revaluation appreciation	Improved operational efficiency, increased energy efficiency	Strengthen competitiveness, enhance brand reputation	Construct a green factory that meets cosmetics GMP standards, upgrade or replace existing equipment, introduce high-energy-efficiency systems, and optimize operations with intelligent monitoring.

Metrics and Targets

PhytoHealth, under its green operations and energy management initiatives, evaluates the installation or replacement of low-energy-consuming equipment to improve energy efficiency and optimize operational management. In terms of climate change adaptation, the Company conducts annual greenhouse gas (GHG) inventories to measure organizational carbon emissions, sets carbon reduction targets, and continues to invest in environmental expenditures and energy-saving measures.

Looking ahead, PhytoHealth will further analyze and assess various risks and opportunities to formulate the next phase of strategies. The Company will also enhance the completeness of information disclosure, including the financial impacts that relevant risks and opportunities may have on operations, revenue, or expenditures. These efforts will enable investors and stakeholders to gain a more comprehensive understanding of the risks and opportunities the Company may face, as well as their corresponding financial implications.

5.2 ENERGY AND GREENHOUSE GAS MANAGEMENT

5.2.1 Energy Management

PhytoHealth's Management Policy and Commitment

In response to global climate change trends, PhytoHealth regards energy conservation and carbon management as one of its core business strategies. The Company has established a comprehensive management system covering internal policies, energy tracking, adoption of energy-saving technologies, and third-party verification. Through this approach, PhytoHealth continuously reduces environmental impact while strengthening operational resilience.

Energy Use and Energy-Saving Achievements

Each year, the Company conducts regular inventories and assessments of energy use across all facilities. Proactive energy-saving measures and improvement plans are implemented to reduce energy intensity and mitigate carbon emission risks.

- Primary energy sources: Purchased electricity and boiler diesel fuel.
- Major energy-consuming facilities: Production machinery, air conditioning systems, and air compressors.

Energy Consumption Performance Comparison Table

Category	Unit	2023	2024	Remarks
Purchased Electricity (General)	1,000 kWh	2,910	2,886	Annual reduction of 24,000 kWh, demonstrating energy-saving achievements
Diesel	Liters	27,550	27,860	Slight increase, related to boiler usage demand
Total Energy Consumption	GJ	955,775,076	966,529,509.6	Overall consumption slightly increased due to business expansion
Energy Intensity	GJ / Batch	53,098,615	48,326,494	Energy intensity in 2024 decreased significantly compared to 2023, showing reduced energy consumption per batch and improved efficiency

Summary of Energy-Saving Measures

- Replacement of outdated chillers
- Optimization of air conditioning and cooling system settings and load reduction
- Introduction of LED lighting and sensor-based equipment
- Promotion of daily energy-saving practices (e.g., switching off lights, routine inspections)

5.2.2 Greenhouse Gas (GHG) Inventory and Carbon Management Strategy

To enhance transparency in carbon emission management, PhytoHealth launched a Scope 1 and Scope 2 GHG inventory across all sites beginning in 2024, designating 2024 as the baseline year for carbon accounting.

Key Management Measures:

- Strengthening the development of the carbon inventory information system
- Establishing carbon data tracking processes and audit mechanisms

Greenhouse Gas (GHG) Emissions Inventory – 2024

Category	Unit	2024	Share of Total Emissions (%)
Scope 1 (Direct Emissions)	Metric tons CO_2e	495.2566	21.56%
Scope 2 (Indirect Emissions)	Metric tons CO_2e	1476.4102	64.27%
Scope 1 & Scope 2 Total	Metric tons CO_2e	1971.6668	85.83%
Revenue	NT$ million	100.459	-
GHG Emission Intensity	Metric tons CO_2e / NT$ million	12.5	-
Scope 3 (Other Indirect Emissions)	Metric tons CO_2e	325.6058	14.17%
Total Emissions	Metric tons CO_2e	2297.2726	100.00%

Notes:

1. The inventory boundary includes both headquarters and the factory.
2. Emission factors are based on the Ministry of Environment's "GHG Emission Factor Management Table v6.0.4", with electricity emission factors adopted from the Bureau of Energy, MOEA 2022 published factor (0.495 kg CO_2e/kWh). Global Warming Potentials (GWPs) are from the IPCC Sixth Assessment Report (2021). Gases considered include CO_2, CH_4, N_2O, HFCs, NF_6.
3. GHG emission intensity is calculated using total Scope 1 and Scope 2 emissions. The operational control approach is applied for consolidating Scopes 1 and 2 emissions.
4. Inventory categories include Categories 1–4. Scope 1 and Scope 2 cover CO_2, CH_4, N_2O, and HFCs. Scope 3 includes Categories 3 and 4, covering emissions from employee commuting, upstream electricity and water consumption, and waste disposal related to the Company's operations.

5.2.3 Future Outlook and Mid- to Long-Term Goals

PhytoHealth will continue to advance toward low-carbon operations through concrete actions, while further strengthening communication with stakeholders. By fulfilling its corporate social responsibility, the Company seeks to work hand in hand with the global community in pursuit of a sustainable future.

5.3 WATER RESOURCE MANAGEMENT

At PhytoHealth Yangmei Plant, all process water and domestic water are supplied by the municipal water system. In 2024, the total water consumption was 15,491 metric tons. The primary source of water is the Taiwan Water Corporation, Second District Management Office, with water supplied from Shihmen Reservoir. The plant does not utilize groundwater, nor does it face any water resource disputes or environmental impact issues.

In 2024, the total wastewater discharge from the Yangmei Plant was 20,459 metric tons. All process wastewater and domestic sewage undergo pre-treatment through the plant's wastewater treatment system. Once the effluent quality is confirmed to meet the park's discharge standards, it is released and ultimately directed into the centralized wastewater treatment facilities of the industrial park.

According to the WRI (World Resources Institute) Aqueduct Water Risk Atlas, the baseline water stress level for the Yangmei Plant's location is categorized as "Low" risk, meaning it is not situated in a high or extremely high water-stress region. Despite the relatively low risk, the plant actively promotes water conservation and recycling measures to mitigate potential future risks.

The plant has implemented the following water-saving and resource-recycling facilities and strategies:

- Cooling tower water recovery system, which improves cooling efficiency and reduces water loss.
- Steam condensate recovery system, which increases heat utilization efficiency and water reuse rate.

Through these measures, PhytoHealth continues to optimize water resource efficiency and demonstrates its commitment to sustainable development and environmental stewardship.

PhytoHealth Water Resource Management Data (2024)

Item	Headquarters (metric tons)	Yangmei Plant (metric tons)	Remarks
Total process and domestic water consumption	630	14,861	100% sourced from municipal water supply
Wastewater discharge	0	20,459	Pre-treated in-plant before discharge into the industrial park system
Groundwater usage	0	0	No groundwater extraction activities
Rainwater recycling and reuse	0	0	Used for landscape irrigation
Recovered condensate water	0	3,478	Reused in cooling towers or boilers

Effluent Water Quality Management

At PhytoHealth's Yangmei Plant, effluent water quality management standards are established in accordance with the characteristics of the industrial processes and the relevant environmental regulations of the local competent authorities. Regular monitoring is conducted to ensure that discharge water consistently meets regulatory requirements. For priority pollutants, enhanced management is implemented in compliance with local regulations. All effluent is discharged only to government-approved destinations to ensure no adverse environmental impact.

The wastewater generated by the Yangmei Plant is treated at the Taoyuan Yangmei Industrial Park Wastewater Treatment Plant and subsequently discharged into the Shezi Creek.

Operational Site	Water Quality Management
Yangmei Plant	• Daily monitoring of effluent COD and real-time monitoring of effluent pH levels. • In addition, effluent water quality is sampled and analyzed once every six months by a laboratory accredited by the Ministry of Environment. • Effluent quality is further subject to sampling and testing by the industrial park wastewater treatment plant twice per month, in accordance with the Industrial Zone Sewerage Discharge Standards.

PhytoHealth Yangmei Plant Effluent Water Quality Monitoring (2024)

Parameter	Discharge Limit (mg/L or range)	2024 Result	Remarks
pH (Hydrogen Ion Concentration Index)	6~9	7.3	In compliance
Total Suspended Solids (TSS, mg/L)	25	3.5	In compliance
True Color	400	<25	In compliance
Free Available Residual Chlorine	2.0	ND	(QDL = 0.10, MDL = 0.03)In compliance
Biochemical Oxygen Demand (BOD, mg/L)	25	<1.0	In compliance
Chemical Oxygen Demand (COD, mg/L)	80	25.1	In compliance

Note: QDL = Quantitation Detection Limit; MDL = Method Detection Limit.

5.4 WASTE AND AIR POLLUTION MANAGEMENT

Waste Management Policy and Objectives

To enhance waste management efficiency and minimize environmental impact, PhytoHealth is committed to implementing comprehensive strategies for waste classification, recycling, reuse, and safe disposal. In accordance with the waste categories and codes announced by the Environmental Protection Administration (EPA), the Company has developed specific management mechanisms and reduction measures for each type of waste, while outsourcing removal and treatment to licensed contractors.

Waste Management Measures

- General Waste (H-0002)
    - Source: Generated from offices, break areas, and general plant activities.
    - Disposal Method: Regular removal by contracted vendors in compliance with reporting and regulatory requirements.
    - Management Strategy: Promote waste separation, resource recycling, and employee training.
- Pharmaceutical Waste (D-2409)
    - Source: Returned products (defective or expired) and expired raw materials used in production.
    - Disposal Method: Collected and stored, then handled by licensed waste treatment contractors.
    - Management Strategy: Strengthen raw material management systems and prevent unnecessary procurement.
- Inorganic Sludge (D-0902)
    - Source: Produced from sludge dewatering in wastewater treatment facilities.
    - Disposal Method: Dewatered and stored before being processed by licensed treatment contractors.
    - Management Strategy: Apply natural drying methods to reduce additional energy costs.
- Herbal Residues (R-0117)
    - Source: Residues from traditional Chinese medicine extraction processes.

- Disposal Method: Collected and sent to licensed recycling companies for reuse.
- Management Strategy: Collaborate with agricultural units for resource reutilization.

- Non-Halogenated Organic Waste Chemicals (D-2302)
  - Source: Residual liquids from chemical analysis tests or expired chemicals.
  - Disposal Method: Labeled, classified, and sent to certified incineration facilities.
  - Management Strategy: Implement warehouse management and regular inventory inspections of chemical waste.
- Inorganic Chemical Waste (D-2303)
  - Source: Laboratory waste liquids.
  - Disposal Method: Categorized as acidic, alkaline, or neutral; neutralized before being sent to certified incineration facilities.
  - Management Strategy: Implement warehouse management and periodic chemical waste stocktaking.
- Other Chemical Mixtures or Waste Containers (B-0199)
  - Source: Used chemical containers with hazardous residues or mixed waste.
  - Disposal Method: Processed through the “Three Cleans” procedure (emptying, cleaning, de-labeling) before destruction at certified incineration plants.
  - Management Strategy: Apply chemical waste storage management and periodic inventory checks.
- Wastewater (pH 6.0–9.0) (D-1506)
  - Source: Process cleaning water or cooling water discharge.
  - Disposal Method: Neutralized via in-house wastewater treatment facilities and discharged in compliance with effluent standards.
  - Management Strategy: Design and implement water recycling and conservation facilities.
- Corrosive Mixed Waste (C-0299)
  - Source: Laboratory waste liquids.
  - Disposal Method: Centralized storage, neutralization, and disposal at certified incineration plants.

- Management Strategy: Chemical waste storage management and periodic inventory inspections.

- Waste Liquids with Flash Point < 60°C (C-0301)
  - Source: Residual organic solvents or flammable liquid waste.
  - Disposal Method: Centralized storage and disposal at certified incineration facilities.
  - Management Strategy: Apply chemical waste storage management and regular stocktaking mechanisms.

Performance and Target Indicators

Waste Category	Annual Total Output (kg)	Treatment Method	Reuse Rate (%)
General Waste	6,000	Incineration / Landfill	15% (Resource Recycling)
Pharmaceutical Waste	2,067	Incineration	0%
Inorganic Sludge	0	Thermal Treatment	0%
Herbal Residues	7200	Composting, Animal Feed	100%
Organic Chemicals	340	Incineration	0%
Inorganic Chemicals	50	Incineration	0%

Future Strategies and Outlook

- Source reduction and process optimization design.
- Promote refined waste classification and reuse categorization.
- Collaborate with relevant organizations to develop waste-to-resource technologies.

5.5 SUSTAINABLE SUPPLY CHAIN

Supplier Management Policy

For direct and indirect raw materials and packaging materials required for products, the procurement department follows the Supplier Management Regulations to conduct fair, reasonable, and efficient supplier management. Qualified and reliable suppliers are selected to ensure stable supply sources and high-quality materials, thereby reducing costs and enhancing product competitiveness.

All suppliers are required to comply with relevant regulations on environmental protection, occupational safety and health, and labor rights. Each year, suppliers are evaluated on their compliance. If suppliers are found to have violated corporate social responsibility (CSR) policies and caused significant adverse impacts on the environment or society, the Company reserves the right to terminate or rescind contracts. Furthermore, if suppliers violate legal regulations and fail to implement immediate corrective actions, the Company may terminate the agreement.

Contracts signed with suppliers include a Statement of Ethical Business Practices, strictly requiring that employees and business partners must not directly or indirectly offer, promise, request, or accept bribes, commissions, entertainment, kickbacks, improper gifts, or any other form of undue benefit during business activities.

Supply Chain Overview

In line with the Company's supply chain management policy, suppliers are considered long-term partners of Maywufa, working together to build stable and mutually beneficial relationships. Throughout business operations, the Company not only ensures supplier product quality, delivery, and pricing but also upholds corporate social responsibility by minimizing environmental impacts, creating economic and social value, and jointly emphasizing critical issues such as environmental protection, human rights, and workplace safety.

Looking ahead, the Company will continue to promote the use of green materials, fulfill its corporate citizenship responsibility to protect the planet, and contribute to the long-term sustainability of the environment.

Primary Raw Material Supply by Country

Unit: Thousand New Taiwan Dollars

Item	Taiwan	Overseas	Total
Total Procurement Amount	58,557	24,069	82,626
Local Procurement Ratio	70.87%		

Supply Chain Management

Before PhytoHealth formally signs contracts with suppliers to establish partnership relationships, the Company conducts supplier evaluations and communication to understand their current status, while also requiring them to sign an Integrity Management Statement. Once suppliers are officially onboarded, PhytoHealth maintains effective supply chain operations through annual audits and evaluation mechanisms, ensuring ongoing communication and cooperation.

To ensure the implementation of sustainability practices within the supply chain, the Company distributes an annual Supplier Questionnaire for self-assessment, with full collection of responses. The results of these self-assessments serve as the basis for sustainability risk management and provide references for guiding suppliers in enhancing sustainability performance. The evaluation criteria emphasize social and environmental aspects, and suppliers are selected based on both self-assessment results and annual procurement value for on-site audits.

CHAPTER 6: SOCIAL ENGAGEMENT

6.1 SOCIAL RESPONSIBILITY AND VALUE CREATION

Social Engagement Strategy

PhytoHealth is deeply rooted in Taiwan and actively promotes local philanthropic initiatives and professional services, with a strong focus on cancer-related fatigue (CRF) and pain management. The Company continues to enhance the quality of healthcare and health literacy nationwide.

We maintain long-term collaborations with major medical associations, including the Taiwan Society of Cancer Palliative Medicine, the Taiwan Stroke Society, and the International Breast Cancer Association. Together, we organize academic conferences, continuing medical education (CME) programs, and expert symposia. In 2024, PhytoHealth and its partners jointly held nearly 600 medical academic promotional events, training 14,000 healthcare professionals, thereby advancing medical education, improving clinical practice quality, and strengthening research capacity.

Beyond clinical education, we deeply care about the quality of life for cancer survivors. We actively support patients in their rehabilitation journey, encouraging them to stay physically active and providing practical assistance to help them regain strength, improve health, and restore vitality and confidence in daily life.

【Integrated Promotion of Clinical Education and Patient Care】

- **Advancing Clinical Education for CRF Care**
  PhytoHealth has long collaborated with professional medical societies such as the Taiwan Society of Cancer Palliative Medicine and the International Breast Cancer Association to promote the integration of cancer-related fatigue (CRF) management into clinical care and health education.
  In 2024, we organized approximately 350 academic promotional events, engaging over 10,000 healthcare professionals. These programs covered the latest clinical guidelines, care strategies, and early identification methods for CRF. Through CME programs, professional symposia, and practical workshops, we effectively enhanced medical professionals' understanding of CRF and strengthened their ability to apply this knowledge in clinical practice, enabling early identification and timely intervention to help patients stabilize treatment and improve quality of life.

- **Strengthening Professional Trust through Real-World Evidence**
  In 2024, PhytoHealth and its partners published real-world data (RWD) results on the reimbursement of the Company's CRF treatment drug, PG2®, under Taiwan's National Health Insurance program. These results, shared at multiple professional medical conferences, demonstrated the drug's favorable clinical efficacy and safety, further reinforcing physicians' confidence in its evidence base and therapeutic value.

Additionally, the findings were transformed into more than 10 educational news articles, published in medical media and platforms, raising awareness among both healthcare professionals and the public, and broadening recognition of CRF care.

- **Expanding CRF Literacy through Diverse Educational Materials**
  To enhance both clinical and patient awareness of CRF, PhytoHealth continues to develop and disseminate a wide range of educational materials to help frontline medical staff and patients establish a shared language of care and evidence-based decision-making tools.
  In collaboration with medical professionals, the Company produced the "Clinical Guidelines for the Diagnosis and Care of CRF", Shared Decision-Making (SDM) forms, and tools such as the "Fatigue Scale" and "Fatigue Diary", along with several educational videos for use by healthcare institutions, patients, and the public. These practical tools support disease identification, symptom tracking, and self-management, thereby improving clinical communication efficiency and overall care quality.

- **Deepening Community Engagement and Supporting Patient Needs**

  PhytoHealth recognizes that cancer patients face both physical and emotional challenges during their recovery, particularly the discomfort and energy depletion caused by cancer-related fatigue (CRF). In 2024, the Company organized 10 patient support group events primarily for cancer survivors (with a focus on hematology-related patients), providing health education and lifestyle care guidance to help them establish healthy habits and improve disease awareness. The events attracted over 500 participants, enabling patients to share recovery experiences, build peer-support networks, and strengthen confidence in disease management and quality of life.

【Integrated Promotion of Pain Management and Patient Care】

- **Enhancing Clinical Education to Improve Pain Management Quality**
  PhytoHealth has long been committed to advancing clinical pain management. With an aging population and a rising prevalence of chronic diseases, the demand for postoperative analgesics that are both effective and safe has significantly increased. In light of the growing trend toward outpatient surgery and shorter hospital stays, patients need convenient pain management solutions after discharge.
  In 2024, we collaborated with multiple medical associations and healthcare institutions to organize over 200 medical education events, engaging more than 3,000 healthcare professionals. These sessions covered clinical pain assessment, treatment strategies, and pharmacological applications. Through continuous education, we helped healthcare providers strengthen their pain management knowledge, enhance clinical response capabilities, and improve overall patient care quality.

- **Addressing Patient Needs and Fulfilling Corporate Social Responsibility**
  PhytoHealth prioritizes the real-world needs of patients in postoperative pain management

and actively responds to challenges from both clinical and patient perspectives. In 2024, we partnered with 17 healthcare institutions across Taiwan to hold multiple patient education events. These programs, guided by clinical professionals, supported patients in building proper pain management practices and self-care concepts, thereby improving recovery experiences and quality of life.

Promoting pain education and patient support remains a vital part of PhytoHealth's public health mission and corporate social responsibility. Looking ahead, we will continue to deepen collaboration with the medical community, enhance patient care initiatives, and reinforce our commitment to sustainable healthcare.

【Integrated Promotion of Social Responsibility and Patient Support】

- **Donations Supporting Cancer Patients' Recovery Journey**

  PhytoHealth continues to address the physical and emotional care needs of cancer patients by supporting public health initiatives. In 2024, we donated health supplements to participants of the "Cycling Knights" Cancer Survivors Cycling Tour Around Taiwan, organized by the Cancer Care Association. These donations provided patients with essential strength and nutrition during their journey of self-challenge and recovery.

  Through this initiative, we demonstrated our concern and support for cancer patients, encouraging them to maintain a positive attitude, enhance physical endurance, and embody our philosophy: "Living longer, living better."

- **Creating a Symbol of Hope: Taiwan's First Cancer Awareness Art Installation**

  PhytoHealth has long been engaged in public health advocacy and community welfare activities. In collaboration with the HOPE Foundation for Cancer Care, we launched Taiwan's first cancer awareness-themed public art installation on World Cancer Day. A total of 11 "Hope Figures" sculptures were donated and displayed at the Dapeng Bay National Scenic Area in Pingtung, serving as a symbol of encouragement and awareness.

  Through this creative initiative, we aim to raise public awareness of cancer prevention and early detection, while delivering messages of hope and positivity through art. These installations stand as a meaningful companion to patients and their families, helping build a compassionate public health culture.

Appendix

Sustainability Information Disclosure Following

GRI Standards Content Index Table

Statement of Use	PhytoHealth has reported the information for the period from January 1, 2024 to December 31, 2024 in accordance with the GRI Standards.
GRI 1 GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	No applicable GRI Sector Standards had been published during the reporting period of this report.

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2-2	Entities Included in the Organization's Sustainability Report	About PhytoHealth		7
2-3	Reporting Period, Frequency, and Contact Information	About the ESG report		1
2-4	Restatements of Information	Appendix	No restatements in this year	—
2-5	External Assurance	Appendix	No external assurance in this year	—
Activities and Workers				
2-6	Activities, Value Chain, and Other Business Relationships	About PhytoHealth 3.1 Research and Innovation 5.5 Sustainable Supply Chain		7 52 105
2-7	employee	4.1 Talent Attraction and Retention		80

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417-1	Requirements for Product and Service Information and Labeling	3.2 Product Quality and Safety		66
Compliance				
3-3	Management of the Material Topics	1.2 Sustainability Strategy 1.3 Stakeholders and Material		17

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417-2	Incidents of Non-compliance Concerning Product and Service Information and Labeling Regulations		No such incidents occurred at PhytoHealth in 2024.	—
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3-3	Management of Material Topics	1.2 Sustainable Development Strategy 1.3 Stakeholders and Material Topics		17 21

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GRI 405：Diversity and Equal Opportunity 2016				
405-2	Ratio of Basic Salary and Remuneration of Women to Men	4.2 Talent Development and Training		85
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406-1	Incidents of Discrimination and Corrective Actions Taken	4.3 human rights		88

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Biotechnology and Pharmaceuticals Sector Indicators

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
Safety of Clinical Trial Participants	HC-BP-210a.1	Discuss the management processes of medical quality and patient safety in clinical trials across different global regions.	**Clinical Trial Sites** PhytoHealth Corporation currently conducts its clinical trials exclusively in Taiwan. Informed Consent Process for Clinical Trial Participants: 1. **Participant Recruitment:** Potential participants are recruited through Institutional Review Board (IRB)-approved advertisements and explanations provided by healthcare professionals during clinical visits. All recruitment materials must be reviewed and approved by the IRB to ensure they are neither misleading nor coercive. 2. **Risk Disclosure:** Qualified and trained clinical personnel explain the trial's purpose, procedures, potential risks, and benefits in language understandable to the participant. A written informed consent form is provided for participants to review thoroughly and ask questions before agreeing to participate. 3. **Ensuring Informed Consent:** After confirming full understanding, participants voluntarily sign the written informed consent form. A signed copy is provided to the participant for their records, and participants are given adequate time to review and comprehend the contents of the consent form before signing.	3.1 Research and Development Innovation	52
Safety of Clinical Trial Participants	HC-BP-210a.2	Regarding FDA audit items and numbers related to clinical trial management and pharmacovigilance, the	In 2024, the Company **was not subject to any FDA audits**.		–

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
		following actions may be taken: (1) Voluntary Action Indicated (VAI) (2) Official Action Indicated (OAI)			
Safety of Clinical Trial Participants	HC-BP-210a.3	Total monetary loss resulting from legal proceedings related to drug clinical trials in developing countries.	The Company **did not conduct any drug clinical trials in developing countries**; therefore, no such cases occurred during the reporting year.		–
Access to Medicine	HC-BP-240a.1	Describe measures and initiatives to promote the use of healthcare products for priority diseases and in countries with less developed healthcare systems (as defined by the "Access to Medicine Index").	**PG2® Lyo. Injection** ● In Taiwan, approximately 92% of cancer patients suffer from cancer-related fatigue (CRF), for which no effective treatment has been available. PG2® Lyo. Injection is currently the world's only approved prescription drug for the treatment of cancer-related fatigue. ● Since 2021, PG2® Lyo. Injection has been included in Taiwan's National Health Insurance (NHI) reimbursement program, initially benefiting breast cancer patients. In 2025, the NHI benefit evaluation report was completed, and the National Health Insurance Administration (NHIA) approved the continuation of coverage. • To date, over 115 major hospitals across Taiwan have adopted PG2® Lyo. Injection. Nearly 680 oncologists have prescribed it, with the number continuing to grow—helping more CRF patients receive appropriate care. • Over the past four years, the treatment has benefited more than 18,000 patients. (Currently, the NHI coverage is limited to stage IV breast cancer patients with moderate to severe fatigue due to disease progression. PhytoHealth Corporation is actively advocating for expanded coverage to support more cancer patients	3.1 Research and Development Innovation	52

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
			throughout their treatment journey.) ● The Company continues to expand its international market presence and establish strategic alliances with reliable local partners to accelerate access to emerging markets. PhytoHealth is also pursuing product registration and regulatory approvals in multiple countries to ensure that more patients can access safe and affordable therapies. • Turkey: Collaborated with a local company through a Compassionate Use Program to facilitate special procurement of PG2® Lyo. Injection before market approval, meeting urgent medical needs for cancer patients. • South Korea: Partnered with a local company to supply PG2® Lyo. Injection via special import arrangements for use among terminal cancer patients. **Oraphine® Soft Capsule** ● With its low addiction potential and minimal respiratory depression, Oraphine® Soft Capsule is an ideal oral opioid option for multimodal postoperative pain management, suitable for use even after patient discharge. ● The product has been introduced in over 20 major hospitals nationwide, including Tri-Service General Hospital, Kaohsiung Veterans General Hospital, and Cheng Hsin General Hospital. ● Oraphine® Soft Capsule received the Drug Technology Research and Development Award—the highest honor in pharmaceuticals—jointly presented by the Ministry of Health and Welfare and the Ministry of Economic Affairs. **Health Supplements** PhytoHealth Corporation continues to invest in the		

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
			development of health supplements, focusing on anti-aging applications for middle-aged and elderly populations, particularly in areas where no effective drug treatments currently exist.		
Access to Medicine	HC-BP-240a.2	Products listed in the World Health Organization's Prequalification of Medicines Programme (PQP).	The Company had no such pharmaceutical products in 2024.		–
Affordability and Pricing	HC-BP-240b.2	Percentage change in average drug portfolio pricing: (1) Average list price, and (2) Average net price.	In 2024, the average list price of PhytoHealth Corporation's product portfolio remained unchanged, while the average net price decreased slightly by 0.86%.		–
Affordability and Pricing	HC-BP-240b.3	Percentage change in drug prices: (1) List price, and (2) Net price of the product with the largest increase compared to the same period of the previous year.	The Company's **drug pricing strategy** is formulated based on product characteristics and market positioning, while comprehensively considering cost structure, marketing expenses, and competitive conditions. For example, **PG2® Lyo. Injection**, being the **world's only approved prescription drug for the treatment of cancer-related fatigue**, faces no direct market competitors. Therefore, its price is determined using a **cost-plus pricing model**, incorporating business promotion expenses and other relevant factors for comprehensive evaluation. Meanwhile, **Oraphine® Soft Capsule**, the **world's first approved oral nalbuphine medication for the treatment of moderate to severe pain**, is priced with reference to injectable analgesics containing the same active ingredient. Its pricing is further adjusted based on marketing strategies to align with market promotion needs.		–

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
			Product Pricing: The selling prices of PhytoHealth Corporation's pharmaceutical products remained unchanged compared to the same period of the previous year.		
Pharmaceutical Safety	HC-BP-250a.1	In 2024, were there any reports to the U.S. Food and Drug Administration (FDA) regarding adverse product safety events?	In 2024, no products of PhytoHealth Corporation were subject to any safety alerts or warnings issued by the Taiwan FDA. To date, the Company has not received any warnings or risk notifications from regulatory authorities, and its internal management systems have continued to operate effectively. Overview of PhytoHealth Corporation's Drug Safety Management Measures: 1. **Strict Raw Material Selection:** The Company carefully selects Astragalus membranaceus var. mongholicus, a WHO-recognized medicinal species, as the primary raw material. Through the proprietary rAPS®Tech purification technology, the active polysaccharide compounds are refined for use in PG2® Lyo. Injection, a treatment for cancer-related fatigue. This technology is also being actively adapted for the development of functional food products. 2. **Raw Material Testing:** All raw materials, sourced under Good Agricultural Practice (GAP) and compliant with the WHO Pharmacopoeia, undergo rigorous testing and control for pesticide residues, heavy metals, and other potential contaminants. 3. **DNA Sequencing Authentication:** Each batch of raw material is verified through strict DNA sequencing analysis to ensure authenticity and consistent quality of the medicinal ingredients. PhytoHealth Corporation will continue to adhere to its internal quality policies, rigorously implement process and	3.2 Product Quality and Safety	66

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
			product control mechanisms, and continuously enhance its quality management systems to ensure drug safety and product stability amid internal and external changes.		
Pharmaceutical Safety	HC-BP-250a.2	In 2024, were there any deaths caused by PhytoHealth Corporation's products?	In 2024, no fatalities occurred related to either of PhytoHealth Corporation's two products. Since product launch, the Company has not recorded any adverse reactions or deaths directly associated with its products. Internal quality management and risk control systems have continued to operate effectively. Overview of PhytoHealth Corporation's Pharmaceutical Manufacturing Quality Control Process: 1. **Adverse Drug Reaction (ADR) Literature Review:** The Company has established standard operating procedures (SOPs) to collect and review adverse drug experience reports from healthcare professionals, sales representatives, and distributors, as well as domestic and international literature. All reports are handled in compliance with relevant regulations, including Drug Safety Surveillance and Serious Adverse Drug Reaction Reporting, ensuring proper documentation and submission of required reports. 2. **Internal Drug Safety Monitoring:** All collected adverse drug experience cases are formally documented and jointly evaluated by relevant departments—including Clinical, R&D, Sales, and Quality Assurance—to ensure proper investigation and response. The Company cooperates fully with health authorities to maintain a robust drug safety monitoring mechanism and implements necessary risk control measures. 3. **2024 Audit Implementation:** In 2024, audits were conducted on adverse drug reaction reporting and related processes. All items were confirmed to be compliant with applicable regulations, and employees were reminded to adhere strictly to all reporting procedures.	3.2 Product Quality and Safety	66

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
			Moving forward, PhytoHealth Corporation will continue to strengthen its quality and safety management systems to ensure all products meet regulatory requirements and customer expectations.		
Pharmaceutical Safety	HC-BP-250a.3	In 2024, were there any product recalls? What were the number of recalls and the total number of units recalled?	In 2024, **no product recalls occurred** for either of PhytoHealth Corporation's two products. The Company's product quality and safety management systems operated effectively throughout the year, with **no recall incidents and no experimental deficiencies**. Going forward, PhytoHealth will continue to uphold its existing management practices and strengthen its **preventive approach** to ensure product safety and protect consumer rights.	3.2 Product Quality and Safety	66
Pharmaceutical Safety	HC-BP-250a.4	In 2024, what was the total amount of products that were returned, recycled, or donated?	In 2024, the Company also had **no occurrences of product returns, recycling, or donations**.	3.2 Product Quality and Safety	66
Pharmaceutical Safety	HC-BP-250a.5	In 2024, were there any violations of FDA Current Good Manufacturing Practices (cGMP)? What was the number of enforcement actions taken?	In the reporting year, the Company did not violate any Good Manufacturing Practice (GMP) requirements. **Compliance with International Standards:** PhytoHealth Corporation established Taiwan's first botanical new drug active pharmaceutical ingredient (API) purification plant built in accordance with international GMP standards. ● In 2022, the facility obtained Good Distribution Practice (GDP) approval. ● In 2023, it successfully passed the PIC/S GMP certification by the Taiwan Food and Drug Administration (TFDA). ● In 2024, AmazPower®Sachet received the Symbol of National Quality (SNQ) certification. Moving forward, the Company will continue to uphold its current management practices and strengthen its preventive approach, ensuring product safety and the	3.2 Product Quality and Safety	66

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
			protection of consumer rights. **Ministry of Health and Welfare Pharmaceutical Manufacturer Certificate No. (C)0034026 — GMP & GDP Certificate** 		
Falsified Medicines	HC-BP-260a.1	Describe the methods and technologies used to maintain product traceability and prevent counterfeiting within the supply chain.	PhytoHealth Corporation has established comprehensive traceability measures throughout the drug manufacturing and distribution processes to prevent counterfeit drugs and protect consumer health. 1. Drug Manufacturing Stage ● Compliance with International Standards: All pharmaceutical products are manufactured in accordance with PIC/S GMP standards. A complete traceability system is implemented to ensure that every batch of medicine can be fully tracked from raw material sourcing to final distribution. ● Manufacturing Records: Detailed batch manufacturing records, laboratory test data, and packaging serial numbers are properly	3.2 Product Quality and Safety	66

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
			documented to comply with pharmaceutical regulatory requirements. ● Process Control: All manufacturing processes are managed in accordance with the QA-P-024 Process Control Procedure. 2. Drug Wholesale and Distribution Stage ● Drug Traceability and Recall: In compliance with the Regulations on Drug Safety Surveillance and Management, PhytoHealth Corporation reports to the central health authority's designated system within three days of becoming aware of any of the following situations: • Discovery of unexpected or unusually frequent serious adverse drug reactions (ADRs). • Determination of the need to add or modify contraindications or usage restrictions. • Suspension or market withdrawal of the product in any of the top ten advanced pharmaceutical countries due to adverse reactions. • Suspension or market withdrawal in other countries due to adverse reactions, where assessment indicates reporting is necessary. After reporting to the central health authority, PhytoHealth cooperates in implementing the following risk management measures: ● Issuing safety alerts or equivalent public notifications. ● Revising product labeling or package inserts. ● Submitting drug safety reports. ● Suspending product use and sales. ● Conducting product recalls. Through these mechanisms, the Company ensures that every unit of its pharmaceutical products is fully traceable. In the event of an issue, the source can be quickly identified, and specific batches can be recalled efficiently,		

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
			in full compliance with Good Distribution Practice (GDP) standards.		
Falsified Medicines	HC-BP-260a.2	Describe the processes used to alert customers and business partners about potential or known risks of counterfeit products.	In accordance with Articles 20 and 22 of the Pharmaceutical Affairs Act, the Company has established a comprehensive Counterfeit Product Prevention and Management Mechanism as follows: 1. Identification and Management of Counterfeit Products: According to the QA-P-034 Procedure for Managing Suspected Counterfeit and Prohibited Drugs, if any suspected counterfeit or prohibited product is identified, it will be immediately transferred to the non-conforming products area, physically isolated, and clearly labeled in compliance with regulatory requirements. 2. Risk Notification Mechanism: Upon discovery of suspected counterfeit or prohibited products, the Company will immediately notify the Taiwan Food and Drug Administration (TFDA) and the marketing authorization holder (MAH). Relevant actions will be carried out in accordance with TFDA instructions. Complete written records of the process are maintained and properly archived for five years. 3. Product Recall Management: When counterfeit or prohibited products are identified among distributed products, the Quality Assurance Department will initiate a recall in accordance with the Product Recall Management Procedure (QA-P-021). The MAH and TFDA will be notified as required, and a Counterfeit/Prohibited Product Notification Record will be completed and filed. Through this systematic anti-counterfeiting management process, the Company is committed to ensuring product quality and safety while safeguarding the rights and interests of customers and business partners.	3.2 Product Quality and Safety	66

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
Falsified Medicines	HC-BP-260a.3	In 2024, how many incidents occurred involving raids, seizures, arrests, and/or criminal prosecutions related to counterfeit products?	In 2024, the Company was not involved in any criminal litigation related to counterfeit drugs.		–
Marketing Ethics	HC-BP-270a.1	Total monetary loss in 2024 caused by false or misleading marketing content by PhytoHealth Corporation.	In 2024, the Company was **not involved in any lawsuits, investigations, or regulatory actions related to false or misleading marketing content**, and **no monetary losses** were incurred.		–
Marketing Ethics	HC-BP-270a.2	Ethical management regarding off-label use of products within PhytoHealth Corporation.	The Company has established a Code of Ethical Conduct that strictly adheres to the standards set forth by the World Health Organization (WHO) and complies with the Pharmaceutical Affairs Act, the Enforcement Rules of the Pharmaceutical Affairs Act, and other relevant pharmaceutical and medical regulations. PhytoHealth Corporation follows the IRPMA Code of Practice for Ethical Promotion in managing product labeling standards. This code requires that all product information be accurate, balanced, and supported by scientific evidence, ensuring that marketing materials are consistent with locally approved product information and are not misleading in any way. **Marketing and Advertising Control Mechanisms:** In accordance with the Marketing and Advertising Management Procedures, PhytoHealth has established a comprehensive internal control process that includes: ● Establishing an internal control mechanism for marketing and advertising materials. ● Implementing a Marketing and Advertising Review Record Form for documentation and procedural review. ● Managing advertising content in accordance with regulatory and ethical requirements.	2.3 Regulatory Compliance	41

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
			Regular internal training and regulatory briefings are conducted to ensure that product labeling and marketing content comply with ethical standards and relevant pharmaceutical and medical regulations. In 2024, a total of eight internal training sessions were held, covering topics such as pharmaceuticals, medical devices, cosmetics, and food regulations, with 27 total employee participants.		
Employee Recruitment, Development, and Retention	HC-BP-330a.1	PhytoHealth Corporation's talent recruitment and retention policies for scientists and research personnel.	**1. Employee Recruitment and Retention Strategies** ● The Company provides diverse and transparent recruitment channels, focusing on professional competency and core skills to select the most suitable candidates for long-term collaboration. ● In 2024, the gender ratio reached 0.38:0.62 (male to female). PhytoHealth actively fosters a stable retention of top talent, ensures workplace equality for women, and builds an inclusive and supportive work environment. ● In compliance with labor laws, the Company allocates welfare funds and provides labor and health insurance, group accident insurance, and other employee benefits, including birthday vouchers, holiday gifts, marriage and bereavement allowances, and emergency assistance funds. ● In accordance with the Labor Standards Act and related regulations, PhytoHealth sets employee salary standards, attendance and leave policies, and other welfare measures. Performance bonuses are distributed based on regular evaluations to share business achievements. ● Parental leave, reinstatement, and retention rates all reached 100%, with more than half of employees having served for over five years. **2. Employee Training** ● New Employee Orientation: To strengthen development and integration, two newcomer	4.1 Talent Attraction and Retention	80

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
			orientation gatherings were held throughout 2024, helping new employees adapt to the corporate environment. Participation rate among eligible employees reached 100%. ● Professional Training: Each business unit provides specialized R&D training and hosts one annual thematic seminar to enhance professional exchange. Participation rate among eligible employees in 2024 also reached 100%. ● External Training: Based on departmental needs, employees receive internal and external R&D certifications and professional qualification training. The Company also provides advanced laboratory instruments, equipment, and a well-equipped research environment. In 2024, total accumulated external training hours reached 25.5 hours. **3. Career Development Plan** Supervisors directly mentor employees to prepare them for future leadership roles such as section heads or team leaders. A total of 12 motivational management meetings were held in 2024 to enhance analytical and problem-solving skills, strengthening employees' professionalism and competitiveness. **4. Compensation and Benefits System** PhytoHealth has established a fair and reasonable compensation structure to retain essential talent and motivate high performers, accelerating productivity and market competitiveness. ● Year-End Bonus: Distributed before the Lunar New Year based on annual profitability. ● Employee Profit Sharing: As stipulated in the Articles of Incorporation, profits—after deductions in accordance with regulations—are shared with employees. ● Performance Management: Supervisors conduct		

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			annual performance reviews and evaluations at the end of each year. ● Operational Performance Bonus: When company-wide targets are achieved, performance bonuses are distributed based on individual contributions. ● Employee Stock Options: When company performance improves and stock value rises, employees may subscribe at a pre-agreed lower price, generating higher personal gains and aligning employee motivation with corporate growth. **5. Profit-Sharing Mechanism** ● In accordance with the Articles of Incorporation, when the Company generates profits (before deducting employee and director remuneration), 3%–6% of the remaining balance—after offsetting accumulated losses—is allocated as employee remuneration. ● To uphold the philosophy of shared success, PhytoHealth integrates business performance evaluation with its bonus system, implementing incentive measures based on individual quarterly and annual performance scores.		
Employee Recruitment, Development, and Retention	HC-BP-330a.2	For (a) senior management, (b) middle management, (c) professionals, and (d) all other employees: (1) Voluntary turnover rate, and (2) Involuntary turnover rate.	**Employee Turnover Rates (2024)** ● Senior Management: • Voluntary turnover rate: 0% • Involuntary turnover rate: 0% ● Middle Management: • Voluntary turnover rate: 20% • Involuntary turnover rate: 0% ● Professional Staff: • Voluntary turnover rate: 22% • Involuntary turnover rate: 0%	4.1 Talent Attraction and Retention	80

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
			● All Other Employees: • Voluntary turnover rate: 30% • Involuntary turnover rate: 0%		
Supplier Management	HC-BP-430a.1	Confirm the percentage of (1) Physical facilities, and (2) Tier-1 supplier facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or an equivalent third-party audit program, to ensure supply chain quality and integrity of pharmaceutical ingredients.	**Enhancing Supplier Management System:** In accordance with the Supplier Management Procedures, the Company has established a comprehensive supplier management process for supplier evaluation and assessment. **1. Supplier Evaluation and Assessment** ● New suppliers must pass qualification assessments before approval for use, including verification of business licenses, quality system certifications, and on-site audits. ● Priority is given to sourcing from suppliers certified under systems such as ISO or GMP. ● An annual supplier evaluation is conducted, with assessment criteria covering multiple aspects such as supplier background, quality, delivery performance, cooperation, environmental management, plant facilities, equipment, material control, product control, and process control. **2. Supplier Audits** ● **On-site Audit:** According to the annual Quality Audit Plan, regular audits are conducted for primary raw material suppliers and contract manufacturers. ● **Document Review:** Supplier questionnaires are used to understand their quality systems and compliance with GMP standards. **3. 2024 Evaluation Results:** A total of seven qualified suppliers were identified. Among them, five underwent formal evaluations and two were visited on-site. All evaluated and audited suppliers met the qualification standards.	5.5 Sustainable Supply Chain	105

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
Business Ethics	HC-BP-510a.1	Total monetary loss in 2024 resulting from legal proceedings related to bribery or corruption involving PhytoHealth Corporation.	In 2024, the Company had no legal proceedings related to bribery or corruption, and no monetary losses were incurred.		–
Business Ethics	HC-BP-510a.2	Describe the ethical standards that PhytoHealth Corporation must follow when interacting with healthcare professionals.	Code of Ethical Conduct PhytoHealth Corporation has established a Code of Ethical Conduct and strictly complies with the Pharmaceutical Affairs Act, Enforcement Rules of the Pharmaceutical Affairs Act, and other relevant drug and medical regulations. The Company adheres to the IRPMA Code of Practice for Ethical Promotion, ensuring that all interactions with healthcare professionals prioritize patient welfare. All marketing activities must be ethical, accurate, and balanced, and must not involve the provision of inappropriate benefits, materials, or services that could create undue influence. PhytoHealth Corporation also refers to medical expertise from professional organizations such as the Taiwan Cancer Foundation and the Taiwan Society of Cancer Palliative Medicine when preparing disease and product educational materials for frontline healthcare professionals, ensuring the accuracy and regulatory compliance of all medical information. Regular internal training sessions and legal compliance briefings are held to ensure that employee interactions with healthcare professionals conform to proper ethical standards and relevant pharmaceutical and medical laws.	4.2 Talent Development and & GrowthTraining	85
ACTIVITY METRIC	HC-BP-000.A	Number of patients treated.	Due to the difficulty in estimating the total number of patients treated, the Company discloses 2024 sales figures instead: ● PG2® Lyo. Injection: 11,988 units ● Oraphine® Soft Capsule: 313 units		–
ACTIVITY	HC-BP-000.B	(1) Number of drugs in	(1) Number of drugs in the product portfolio: 2 items —	3.1 Research	52

ISSUE	Indicator Code	Indicator Description	Disclosure Content	Section	page
METRIC		the product portfolio, and (2) Number of drugs under development.	PG2® Lyo. Injection and Oraphine® Soft Capsule. (2) Number of drugs under development: 4 items ● Products under development: PHN031® and PHN033®. ● New combination therapy and new indication development projects for existing products: PHN016 in combination with anticancer drugs (Combo Therapy), and PHN017 for the treatment of cytokine storm caused by severe infectious diseases.	and Development Innovation	

Index Table: Taiwan Stock Exchange "Regulations on Listed Companies' Preparation and Reporting of Sustainability Reports"

(Annex 2 of Article 4-1: Climate-Related Information for Listed Companies)

No.	Item	Report Section/Description	Page Number
1	Describe how the board and management oversee and govern climate-related risks and opportunities.	5.1 Climate Change Action	94
2	Describe how identified climate risks and opportunities affect business operations, strategy, and finances in the short, medium, and long term.	5.1 Climate Change Action	94
3	Describe the impact of extreme climate events and transition actions on financials.	5.1 Climate Change Action	94
4	Explain how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system.	5.1 Climate Change Action	94
5	If scenario analysis is used to assess resilience to climate risks, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts used.	Not yet implemented.	—
6	If a transition plan is in place for managing climate-related risks, describe the plan and the indicators and goals used to identify and manage physical and transition risks.	Not yet established.	—
7	If internal carbon pricing is used as a planning tool, describe the basis for setting the price.	Not yet adopted.	—
8	If climate-related targets are set, describe the activities covered, the greenhouse gas emission scopes, the planning period, annual progress, and if carbon offsets or Renewable Energy Certificates (RECs) are used to meet the targets, provide details on the source and amount of offsets or RECs.	Relevant targets to be formulated in subsequent stages.	—
9	Include the greenhouse gas inventory, assurance status, reduction targets, strategies, and specific action plans (also included in Sections 1-1 and 1-2).	5.2 Energy and Greenhouse Gas Management (GHG inventory completed; assurance not yet conducted.)	98