WELGENE BIOTECH CO., LTD.

2024 ESG Report

Table of Contents

1 Basic Information

1.1 About This Report

1.1.1 Reporting Period

This report is the first Sustainability Report issued by Welgene Biotech Co., Ltd. (hereinafter referred to as Welgene Biotech, Welgene, or the Company), disclosing the Company's management policies, strategies, objectives, and sustainability performance in the areas of economy, environment, and society for the period from January 1, 2024 to December 31, 2024. The Company will publish the Sustainability Report annually on a regular basis and make it available on the Company's website.

- Report Issuance Date:2025 August
- Next report is expected to be issued on: August, 2026

1.1.2 Following Guidelines

This report is prepared in accordance with the GRI Standards issued by the Global Sustainability Standards Board (GSSB), as well as the HC-BP / Pharmaceutical Industry Standards and other frameworks published by the Sustainability Accounting Standards Board (SASB).

1.1.3 Boundary Scope

The scope of information disclosure in this report mainly covers the offices of our company in the northern, central, and southern regions, namely: Welgene Biotech Co., Ltd.

In accordance with the sustainable development roadmap for listed companies, the Company is not required to disclose subsidiary data for this year.

If the disclosure scope of each chapter in this report differs from the aforementioned, supplementary explanations will be provided in the respective chapters. The calculation basis for various statistical data in the report is as follows:

Financial Data	The economic income distribution table is based on the individual financial report data certified by an accountant. Unless otherwise specified, all financial data are denominated in NTD.
Environmental Data	The greenhouse gas emissions data is based on the inventory conducted in accordance with ISO 14064-1:2018 , and the inventory will commence in 2026. The statistics for water resources and waste are based on the data reported by each operating site to the local competent authorities or provided by expense invoices.
Other Data	Summarize the self-reported statistics from each operational site.

1.1.4 Information Recompilation

There has been no restatement of prior information in this report.

1.1.5 Internal Control

The company has established Sustainability Information Management Procedures, with the Operations Management Department responsible for the overall planning and communication integration of each year's sustainability report. Every year, the Operations Management Department is in charge of compiling the necessary information for the report and drafting its content. After the annual sustainability report is completed, it is submitted to the Administration Division for approval and finalization, and then reported to the Board of Directors for approval.

1.1.6 External Assurance/Attestation

After the finalization of this report, no external independent third-party verification agency was commissioned for audit.

1.1.7 Contact Information

Contact Unit: Welgene Biotech Co., Ltd. Operations Management Department
Contact Window: Gao Yun-Ya
Phone: 02-6616-0001
Email: 80158777@welgene.com.tw
https://www.welgene.com.twCompany Website:
Address: Yuanqu St., Nangang District, Taipei City, No. 3, 12F

1.2 Sustainability Strategy and Performance

1.2.1 Message from the Management

To all friends who care about the sustainable development of Welgene Biotech Co., Ltd., and to every passionate colleague of Welgene Biotech Co., Ltd.

Sustainable development is by no means something that can be achieved overnight; rather, it is an endless and long journey that requires us to constantly refine ourselves, continuously improve, and relentlessly pursue progress. Welgene Biotech Co., Ltd. deeply understands that sustainable management is like sailing against the current—if you do not advance, you fall back. Only by always maintaining a humble attitude, continuously learning, and making ongoing progress can we steadily move forward on this path full of challenges and opportunities.

Sustainable development, for Welgene Biotech Co., Ltd., is not only a

business objective but also a spirit of continuous improvement deeply rooted in our corporate culture. We firmly believe that there is no best, only better, and there is always room for improvement on the path of sustainable management. With a spirit of diligence and pragmatism, we humbly examine our shortcomings in sustainable operations, do not shy away from challenges, and actively seek ways to improve. We implement the spirit of continuous improvement in every detail of our company, striving for excellence in every field, from environmental protection and social responsibility to corporate governance.

To achieve continuous improvement, we have established a sustainability management mechanism to ensure that all aspects of sustainable development are advanced in an orderly manner and yield substantial results. We regularly review sustainability performance to measure the company' s achievements and outcomes, set more challenging sustainability goals, raise our own sustainability standards, and motivate ourselves to constantly surpass previous benchmarks. We also actively benchmark against leading domestic companies in sustainable development, learning from their best practices and experiences to apply them in our own sustainability management. We value communication with stakeholders, listen to their voices, understand their needs, and incorporate their expectations into our sustainability strategies. Through our sustainability management mechanism, we ensure that sustainability initiatives are effectively implemented and continue to make progress.

The spirit of continuous improvement is further exemplified by Welgene Biotech Co., Ltd.'s relentless pursuit of technological innovation. With the rapid advancements in genetic technology and the constant emergence of new techniques and applications, Welgene Biotech Co., Ltd. invests heavily in research and development to maintain its technological leadership. The company continuously explores the limitless possibilities of genetic testing technology and encourages employees to actively participate in further education and innovative activities, inspiring their

learning and creative potential to foster a corporate culture that values learning and innovation. We also place great importance on transforming innovative achievements into practical applications, integrating the latest genetic technologies into our products and services to provide customers with more advanced and higher-quality genetic testing solutions. Through continuous learning and innovation, we consistently enhance our competitiveness and lay a solid foundation for sustainable operations.

The attitude of striving for improvement and seeking truth is even more evident in Welgene Biotech Co., Ltd.'s pursuit of quality management. Quality is the lifeline of an enterprise and the cornerstone of sustainable operation. Welgene Biotech Co., Ltd. fully understands that genetic testing results are directly related to the health and well-being of customers, and any negligence or error may lead to serious consequences. We regard quality as the highest value of the company and have established a strict quality management system. From sample collection, testing, to customer service, every step of the process is rigorously controlled to ensure that the quality of results meets the highest standards. In our third year of establishment, we obtained ISO17025 certification, and in response to regulatory trends, we also acquired government LDTS certification. For many years, we have strictly followed standard procedures in our testing services to ensure the accuracy and reliability of test results. We also value customer feedback, have established a comprehensive customer service system, and promptly handle customer inquiries and complaints to continuously improve customer satisfaction. Through our commitment to quality, we have earned the trust and reputation of our customers, gaining a valuable reputation for sustainable operation.

The sustainability report of Welgene Biotech Co., Ltd. is not only a summary of past sustainability achievements, but also a commitment to continuous improvement in the future. Only through a spirit of constant refinement can we further advance sustainable operations, create greater

value for society, the environment, and all stakeholders, and contribute even more outstanding sustainability results. Let us work together and join hands to move towards an excellent and sustainable future!

Thank you all for reading this sustainability report, and we are even more grateful for your continued support and enthusiastic attention to the sustainable development of Welgene Biotech Co., Ltd. We look forward to continuing to walk hand in hand with you in the future, moving forward together on the path of sustainable development, and creating a sustainable and brilliant future together!

1.3 Stakeholder Engagement

1.3.1 Identification of Stakeholders

Considering the industry characteristics and business model of Welgene Biotech Co., Ltd., the management office coordinates with the assistance of department heads, referencing the AA1000 SES Stakeholder Engagement Standard (2015)—the five key principles of the Stakeholder Engagement Standard, AA1000 SES 2015: Dependency, Responsibility, Tension, Influence, and Diverse Perspectives—to identify groups or organizations that have an impact on or are impacted by Welgene Biotech Co., Ltd.

Through this identification process, the company has confirmed six major stakeholders directly related to its operations, including: **competent authorities, employees, shareholders and investors, customers, suppliers and agents**, as well as **certification and verification bodies.**

1.3.2 Stakeholder Communication

In order to understand and respond to the concerns of stakeholders, we provide various communication channels and regularly engage and consult with stakeholders, allowing them to express their opinions at any time. This enables us to understand the ESG issues that different

stakeholders care about and to provide responses or corresponding strategies to address related issues. The summary of stakeholder communication mechanisms and key concerns in 2024 is as follows:

Welgene Biotech Stakeholder Communication Mechanism and Management Procedures

Serial Number	Communication Procedure	Description
1	Identification of Stakeholders and Issues of Concern	• Each department head is responsible for collecting issues of concern from relevant stakeholders
2	All Relevant Responsible Units	• Establish diverse communication channels for different stakeholders • Communicate with stakeholders regularly or irregularly through existing communication channels
3	Administration Department	• Each responsible unit for the respective issues reports to the Administration Office on an irregular basis, and the Administration Office consolidates the results of the discussions.
4	Board of Directors	• The results of the negotiation shall be reported to the Board of Directors at least once a year. If the responsible unit is unable to make a decision on relevant issues, the matter shall be submitted directly to the Board of Directors for resolution. • The Board of Directors is responsible for reviewing the effectiveness of communication
5	External Disclosure	• The results of stakeholder engagement are published annually in the sustainability report, on the official website, etc.

Main Stakeholders of Welgene Biotech Co., Ltd. and Communication Outcomes

Stakeholders	Relationship Description	Communication Channels	Communication Frequency	Main Focus Issues	Responsible Unit	Communication Result
Government and Competent Authorities Agencies	Subject to supervision by the government and competent authorities in accordance with the law, and required to comply with relevant laws and regulations	• Participate in policy promotion seminars and forums organized by the competent authorities • In cooperation with the competent authorities, for supervision and audit, establish direct or indirect communication opportunities	• Irregularly • Irregular intervals	• Regulatory Compliance • Customer Protection and Communication • Corporate Governance • Risk Management • Communication with Competent Authorities	• Administration Department • Business Division	The company will cooperate with the supervision and inspection of the competent authorities to ensure that the company's operations comply with regulatory requirements

Employee	An important internal component of the company, providing the human resources needed for company operations	• Internal website or internal email announcement regarding various employee benefits, Welfare Committee information, educational training course information, performance evaluation and annual assessment methods, and other related information messages • The Human Resources unit of the Operations Management	• Irregularly • Every quarter	• Employee Benefits • Employee Evaluation Mechanism • Operating Performance • Labor-Management Relations • Corporate Image	• Human Resources and General Affairs Department	Providing employees with information through multiple channels, addressing labor-management issues through labor-management meetings, and collecting employee feedback

		Department extensively collects employee feedback and regularly holds labor-management meetings.				
Shareholders and Investors	The owner of the company, who holds shares of the company and enjoys the corresponding ownership. Investors provide funds to the company in hopes of obtaining investment returns.	• Major Announcement Information Real-time Update • Shareholders' Meeting is held once a year • Corporate Presentation Meeting At least once per year	• Irregular intervals • Every year • Every year	• Corporate Governance • Sustainable Development Strategy • Risk Management • Shareholder Participation • Operational Performance	• Administration Office	Disclose company information to shareholders and investors through multiple channels, and communicate directly through shareholders' meetings and institutional investor conferences

Customer	The main source of the company's revenue, and how the company's products and services meet customer needs	• Advertising, Social Media • Participate in domestic and international biotechnology exhibitions, as well as activities organized by medical and educational institution sactivities • Customer Service Mechanism and Complaint Channels	• Irregular intervals • Every year • Irregularly	• Information Security • Customer Protection and Communication • Information Transparency • Service Quality • Corporate Governance	• Business Division	Communicate company and product information through various channels, and establish customer service and complaint mechanisms to protect customer rights and interests

Suppliers and Agents	Provide products, services, or resources required for the company's production and operations	• Conduct qualification review through supplier management system, and request relevant documents when necessary • The purchasing department conducts evaluations of all suppliers and compiles them into the list of qualified suppliers. • According to bank transaction credit, bounced check records, financial	• Irregular intervals • Every year • Irregular intervals	• Information Security • Sustainable Development Strategy • Corporate Image • Information Transparency • Supplier Management	• Procurement Department	Ensure supplier quality and compliance with company requirements through a supplier management system, and conduct regular evaluations and management

		statements, and integrity of business operations, dynamically manage and update supplier information based on these indicators				
Certification and Verification Units	The certifications and verifications issued are the foundation of a company's market competitiveness, customer trust, and legal operations. Relying on these	• Conduct scheduled review meetings in accordance with certification standards or regulatory requirements. • Daily business communication, document exchange, inquiry	• Irregularly • Irregularly • Irregularly • Irregularly	• Service Quality • Information Transparency • Customer Protection and Communication • Information Security	• Business Division	Ensure the successful acquisition or renewal of all necessary certifications for the company through proactive and effective communication, and continuously optimize the

	organizations to provide professional assessments and audits ensures compliance with relevant industry regulations and legal standards.	handling, and progress tracking. • Submit application documents, reports, improvement plans, and other materials required by official authorities. • Attend briefing sessions or seminars organized by certification bodies to understand the latest standards or regulatory updates.				company's quality management system and processes by leveraging the professional advice of certification bodies, so as to ensure that the company's service quality always complies with legal regulations

1.4 Major Issue Management

1.4.1 Major Issue Assessment Process

Material Issue Assessment Process

Welgene Biotech Co., Ltd. conducts an annual assessment through the Administration Department, based on the company's operational activities, industry characteristics, and the impact generated along the value chain. By engaging with stakeholders and consulting expert advisors, and in accordance with the materiality, completeness, and stakeholder inclusiveness required by the GRI 3 Standards of the GRI 2021 edition, the company evaluates sustainability issues that have significant impacts on stakeholders. The results of the identification of these material issues are reported to the Board of Directors, which then determines the key sustainability issues for the current period. The Administration Department is responsible for the assessment of material issues, communicates regularly with various stakeholders each year, and reports the implementation status to the Board of Directors. The detailed assessment process is as follows:

Step 1. Identify Key Issues

Summarize industry attributes: Inventory the company's business items, business model, product or service types, industry type, worker types, etc., and analyze all industry attributes related to the company.

Preliminary screening of key issues that may affect the company's sustainable development: In addition to including major positive and negative incidents that have actually occurred in the past, our company also considers potential risks or opportunities through past stakeholder communication feedback, global norms and standards (GRI industry standards, United Nations Sustainable Development Goals, TCFD, and SASB, etc.), industry regulations and standards, and benchmarking against peer companies. From the four aspects of governance and

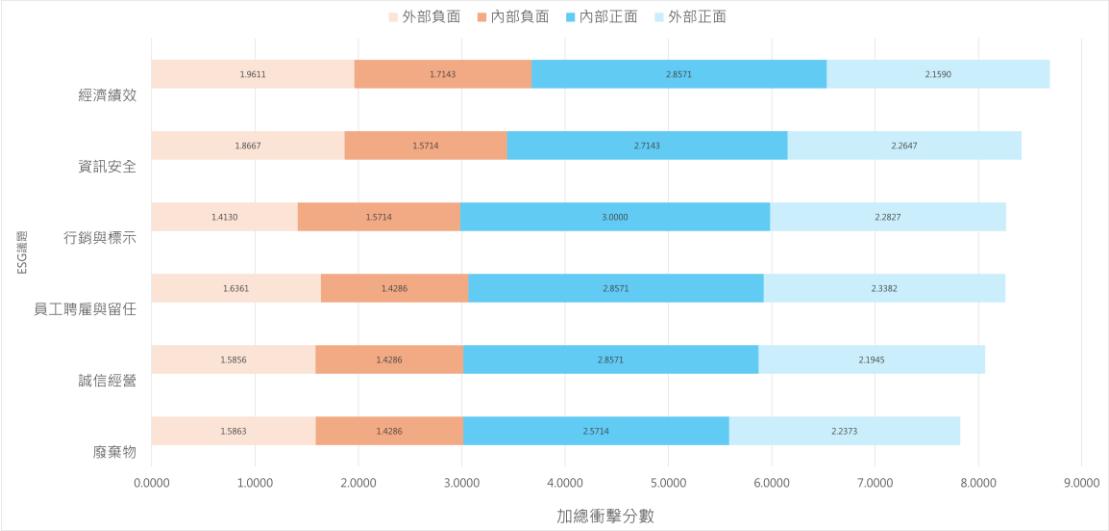
economy, environment, society, supply chain, and products, we establish a "Material Issues List" as the basis for subsequent stakeholder surveys.

Step 2. Determine Material Topics

Through a questionnaire survey, we invited internal managers of the company and external stakeholders to participate and assess the positive and negative impacts of each sustainability issue. Internal managers evaluated the impact on the company's operations, while external stakeholders assessed the impact on the environment, society, and human rights (people). The degree of impact was comprehensively evaluated based on factors such as the severity of the impact, the likelihood or frequency of occurrence, the scope of influence, and whether negative impacts could be remedied.

A total of 51 questionnaires were collected in 2024. After excluding invalid questionnaires, there were 49 valid responses, with 7 from internal and 42 from external sources. After calculating the positive and negative impact scores of each issue on the company's operations and external stakeholders, we ranked the total impact scores of each issue from highest to lowest. The top 5 issues by total score were set as the materiality threshold, and thus the 5 key material topics for this period were selected.

- Materiality Assessment Map



In addition, considering the characteristics of our industry, waste management has also been included as a major issue. Therefore, a total of 6 major issues have been identified for this period.

Step 3. Major Issue Information Report

The Administration Department determines the corresponding international standards for material topics, reviews the management policies and objectives of material topics, and collects annual data to ensure that all important sustainability information is fully disclosed in this report, thereby comprehensively addressing the concerns of stakeholders. After the annual sustainability report is compiled, the Administration Department reviews the report content again and submits it to the Board of Directors for approval to ensure that there are no concerns regarding improper or false disclosure of information.

Step 4. Continuous Review

Annually review the implementation of major issue policies and the achievement rate of targets to optimize internal management guidelines as well as qualitative and quantitative objectives; after identifying major issues for the next period, compare the differences between previous and current issues, investigate the reasons for these differences, and report them in the report.

1.4.2 Major Issue Impact Management

Major Issue Management Strategy

The Company's **Board of Directors** serves as the highest decision-making and supervisory body for major issue management at **Welgene Biotech**. The Administration Department is responsible for managing sustainability-related major issues, including inventorying and reviewing major issue management policies, and proposing optimization and improvement suggestions; establishing diverse channels for stakeholder communication, regularly consolidating stakeholder feedback, determining the type and impact of their opinions, formulating response measures or policies, and reporting to the Board of Directors. The Board of Directors **holds at least one meeting each year** with the **Administration Department** to jointly discuss the management of major issues and to formulate the sustainability direction and strategic objectives for the coming year.

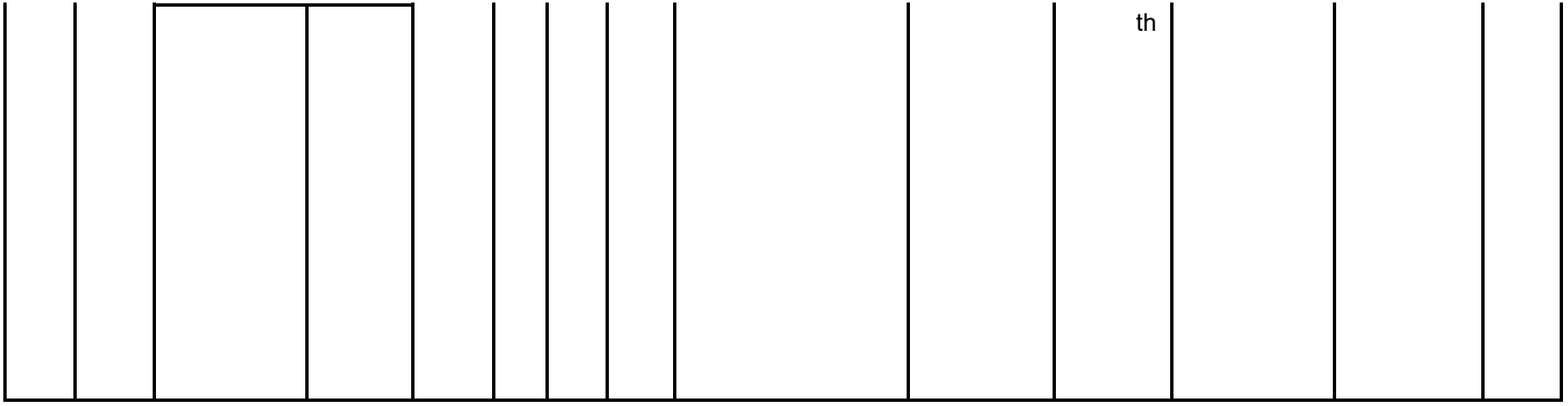
List of Major Issues

2024 Major Issue Impact Boundaries and Target Effectiveness

Major Issues	Corresponding GRI Topic	Impact and Influence		Main Management Policies	Scope of Impact(Boundary)			KPland Targets				Management Evaluation Mechanism	Corresponding Sections of the Report
		Positive Impact	Negative Impact		Upstream	Company Operations	Downstream	Short-term Goals	Mid-term Goals	Long-term Goals	Progress Achieved Progress Description		
								2025–2028	2025 to 2030	2025 Year-2035 Year			
Economic Performance	GRI 201-1,201-4	• Actual Impact: Revenue Growth Management • Potential Impact: Market	• Actual Impact: None • Pot	Pursuing sustainable growth and value creation		V		1. Focusing on the genetic testing market 2. Continuously developingin novative technologies and techniques 3. Testing Technology Certification Acquisition 4. Gross profit	1. Technology Transfer to Clinical Applications 2. Deve	1. Expand into international markets and	1. Obtained5LDTScertification items 2. 2024 Become the global leader in liquid biopsy technol	1. FinancialReport 2. AnnualReport 3. Market Observation Post System	2.3

		Expansion Strategy	ential Impact: Changes in Market Enviro					margin remainsabove40% 5. Annual Revenue and ProfitSteady Growth	lopment of proprietary intellectual property services and productsproducts 3. Continue to maintain a gross margin	enlarge operational scale 2. Maintain a gross margin of 40%	ogyGuardant Health, Inc. Sole distributor in Taiwan 3. 2024 Gross Margin 44% 4. Revenue for 2024 was NTD 213,072 thousand, representing a		

			nment						of40 %or abov e 4. Maint ain annu al reven ue and profit growt h in positi ve trajec tory	or ab ov e 3. M ain tai n an nu al re ve nu e an d pr ofit gr ow th gr ow	growth of 9.86% compa red to 2023.			


th

Integrity Management	GRI 2-23~2-26、GRI205-2、205-3、GRI206-1	• Actual Impact: Implementation of Ethical Standards • Potential Impact: Promotion of Industry Standards	• Actual impact: None • Potential Impact	Uphold the highest standards of business ethics and governance	V	V	V	1. Adjust the company's integrity management-related regulations and implementation direction at any time in accordance with the laws and regulations of the competent authorities and based on actual execution circumstances. 2. The number of cases violating	1. Adjust the company's integrity management-related regulations and execution direction at any time in accordance with	1. Adjust the company's integrity management-related regul	1. In 2024, based on actual implementation and in compliance with the regulations of the competent authorities, the company revised its	1. Review by the relevant competent authorities. 2. Control of the Board of Directors and Management. 3. Audit by the CPA firm.	2.4.1

			Supply Chain and Internal Control					integrity management and related regulations is 0. 3. Conduct board of directors' education and training twice a year. 4. Conduct employee training twice a year.	the laws and regulations of the competent authorities and based on actual implementation circumstances. 2. The number of	ations and execution direction at any time in accordance with th	internal control procedures, including the "Code of Business Conduct" and the "Corporate Governance Best Practice Principles." 2. The numbe	4. Internal audit and internal contrl of the Audit Office.	

									cases violating integrity management and related regulations is 0. 3. Conduct board of directors' training twice	e laws and regulations of the competent authorities and ba	r of cases violating integrity management and related regulations in 2024 is 0. 3. A total of 2 board of directors' education training sessio		

									a year. 4. Conduct employee training twice a year.	sed on actual implementation circumstances. 2. The number of ca	ns were held in 2024, specifically on May 8, 2024 and August 13, 2024. 4. A total of 2 employee training sessions were conducted in 2024,		

										ses violating integrity management and related regulations is	on June 24, 2024 and December 23, 2024.		

											0. 3. Conductboard of directors' education and training twice a ye			

										ar. 4. Conduct employee training twice a year.			

Information Security	GRI 418	• Actual impact: Information Security Policy PromotionImplementation • Potential Impact: System Vulnerability Management	• Actual impact: None • Potential Impact:	Implement comprehensive data protection and information security measures		V	V	1. Achieved 100% completion rate for company-wide information security education and training. 2. Establish a basic information security incident reporting process	1. Personnel have completed the ISO/IEC 27001:2022 Information Security Management System training series and	Complete ISO 27001 certification or implement an equivalent information security standard.	1. All employees have completed information security education and training, achieving a 100% completion rate. 2. The information security	1. Annual Internal Control Audit Report, 2. Information Security Incident Tracking Record	2.7

			Emerging Cybersecurity Threats						obtained the certificate. 2. Establish an annual information security drill plan and complete the first simulated socia		incident reporting and handling procedures have been established, and one internal drill has been conducted. Both the response time and reporti		

									l engineering attack test.		ng process met expectations.		
Waste	GRI 306	• Actual Impact: Implementation of Resource Recycling • Potential Impact: Sourc	• Actual impact: None • P	Minimize environmental footprint and responsible management	V	V	V	Number of cases of violations of regulations by commissioned waste disposal vendors: 0	1. Number of cases where commissioned waste vendors violat	1. Number of cases where commissi	Number of regulatory violation cases by commissioned waste disposal vendors in 2024: 0	1. Conduct employee waste reduction and recycling education and training	5.4

		e Reduction Measures	otential Impact: Increased Waste Mana						ed regulations: 0 2. For general office waste, an independent record-keeping mechanism has been establishe	onedwastevendorsviolatedregulations: 0 2. For general office wa		2. Actively promote and implement environmentally friendly measures such as reducing single-use paper and waste sortin	

			gement						d.	ste, establish a self-managed recordingmechanism.		g.	

Marketing and Labeling	GRI 417	Actual Impact: Transparent and Honest Communication Potential Impact: Public Knowledge Promotion	Actual impact: None Potential Impact: Content Risk Management	Ensure transparent, ethical, and compliant communication	V	V	V	Implement a quality management system, with a strong emphasis on product and service quality.	Continuously improving quality certification, demonstrating the company's commitment to sustainable operation	Actively align with internationalquality standards, prioritize environmental friendliness, give back to society, and shape the image of sustainable corporate development.	1. Certified by the Ministry of Health and Welfare Food and Drug Administration for Precision Medicine Molecular Testing (LDTS) Laboratory	1. According to the requirements of the Management Review Procedure Document 2. Regularlyconduct internal audits and estab	3.3

											Accreditation 2. Taiwan Accreditation Foundation ISO 17025 Certification	lish quality assurance plans 3. Strict Control of Certification and Label Display	
Employee Recruitment and Retention	GRI 401-1、GRI 405-1、202-2	Actual Impact: Building a Friendly Workplace Potential Impact: Talent Development	Actual impact: None Potential Impact: External Industry Competition	Creating a supportive and equitable workplace for		V		It is expected to keep the turnover rate below 10%.	It is expected to keep the turnover rate below 8%.	It is expected to keep the turnover rate below 5%.	The turnover rate in 2024 is 5%.	1. Personnel Performance Evaluation. 2. Assessme	6.1.2

		PlanningPlan		develo pment								nt Form for New Employee Upon Completion of Probationary Period	

Note: This list of management policies only outlines the key policies, strategies, and management objectives. For detailed management policies, please refer to the explanations in each chapter.

Impact Issue Management

Impact Management-Negative

*Negative impact refers to the potential negative effects on the Company or stakeholders in areas such as economy, environment, society, well-being, and human rights. Negative impacts cannot be offset by positive impacts. For example, while renewable energy can reduce a region's dependence on fossil fuels, if the construction of such renewable energy facilities forces local indigenous peoples to leave their land or territory, the negative impact on the indigenous peoples cannot be offset by the positive impact of renewable energy.

	Major Issues	Impact Category	Impact Activities Generated	Location of Incident	Impact Description	Impact Aspects	Impact on Duration of Existence	Affected Stakeholders	Remedial Measures/Management Methods	Corresponding Sections of the Report
Negative	Economic Benefits	Actual Impact	None							2.3
	Integrity Management									2.4.1
	Information Security									2.7
	Marketing Labeling									3.3
	Waste									5.4

	Employee Recruitment and Retention									6.1.2
	Economic Benefits	Potential Impact	Changes in the market environment and trends	Welgene Biotech Co., Ltd.	Regulatory changes (stricter standards) or macroeconomic fluctuations affecting revenue may increase financial risks and operational costs.	Economy Society	Longterm	Investor/Shareholder Employee Staff Supplier	Participate in policy communication and anticipate regulatory changes. Pay attention to industry trends and assess market conditions, pragmatically adjusting operational goals. Review financial performance and achieve budget targets.	2.3

	Integrity Management		Supply Chain and Internal Control	Welgene Biotech Co., Ltd.	If there are dishonest partners in the supply chain, it may also affect the company's reputation. Alternatively, if there are loopholes in the internal control mechanisms, it may lead to the risk of fraud or violations in the future.	Economy Society	Long-term	Supplier Customer Shareholders/Investors	Establish a supplier integrity assessment and management mechanism. Conduct regular assessments and improvements of internal control effectiveness.	2.4.1
	Information Security		Emerging Cybersecurity Threats	Welgene Biotech Co., Ltd.	Emerging cyberattack techniques may lead to data	Economy Society	Short-term to long-term	Employee Customer Supplier	Strengthen information security internal controls and early warning systems.	2.7

					leakage risks in the future. Failure to update cybersecurity protection measures in a timely manner makes it impossible to cope with increasingly complex cybersecurity threats.				Conduct regular risk assessments and penetration tests. Strengthen employee information security awareness training.	
	Marketing Labeling		Content Risk Management	Welgene Biotech Co., Ltd.	Regulations on marketing labeling are becoming increasingly stringent. Failure to	Society Economy	Short-term to long-term	Customer Competent Authority Shareholders/Investors	Establish a rigorous marketing content review process. Closely monitor relevant regulatory updates to ensure marketing content	3.3

					make timely adjustments may result in the risk of violations.				complies with regulations.	
	Waste		Waste Growth Management	Welgene Biotech Co., Ltd.	With the increase in testing volume, if not managed effectively, the total amount of waste may continue to rise, increasing processing costs and environmental pressure.	Environment Economy	Short-term to long-term	Customer Competent Authority Shareholder/Investor	Evaluate the use of more efficient waste management methods.	5.4

	Employee Recruitment and Retention		External Industry Competition	Welgene Biotech Co., Ltd.	If we are unable to continuously optimize the work environment and development opportunities, we may face difficulties in talent recruitment or risk having our core talents poached in the future.	Economy Society	Short-term to long-term	Employee Customer	Strengthen work stress management and mental health support. Cultivate a proactive and positive corporate culture.	6.12

Impact Management-Positive

*Positive impact refers to contributions that may be made by the company or stakeholders in areas such as economy, environment, society, well-being, and human rights, resulting in positive effects that help achieve sustainable development goals.

Front	Major Issues	Impact Category	Generated Impact Activity Items	Location of Incident	Impact Description	Impact Aspects-Economic, Environmental, and Social(including Human Rights)	Impact duration (short/medium/long term)	Affected Stakeholders	Management Method	Corresponding Sections of the Report
	Economic Benefits	Actual Impact	Revenue Growth Management	Welgene Biotech Co., Ltd.	By providing accurate genetic testing services, we meet market demand and drive growth in revenue and profit.	Economy	Longterm	Investor Employee Customer	Continuously optimize service quality and efficiency. Establish a rigorous R&D project evaluation and risk control mechanism. Enhance operational efficiency and control costs.	2.3

	Integrity Management		Implementation of Ethical Standards	Welgene Biotech Co., Ltd.	Establish comprehensive ethical standards and anti-corruption mechanisms, and ensure their effective implementation to earn the trust of all stakeholders, as well as maintain transparent and open	Economy Society	Short-term to long-term	Investor Employee Customer	Regularly conduct integrity management training and promotion. Strengthen internal audit mechanisms. Ensure the independence and effectiveness of corporate governance.	2.41

					financial reporting and corporate governance structures to enhance investor confidence.					
	Information Security		Information Security System Implementation	Welgene Biotech Co., Ltd.	Establishing a comprehensive information security management system can enhance	Economy Society	Short-term to long-term	Investor Employee Customer	Regularly review and update the information security management system. Continue to comply with and exceed relevant legal requirements.	2.7

					data protection capabilities, maintain the integrity of R&D secrets and customer information, and further strengthen customer trust and the company's image.					

	Marketing Labeling		Transparent and Honest Communication	Welgene Biotech Co., Ltd.	Provide clear, accurate, and easy-to-understand service descriptions and limitations, comply with regulations, promote honestly, and establish a good brand image.	Economy Society	Short-term to long-term	Investor Employee Customer	Regularly review the legality and clarity of marketing materials. Establish a customer feedback mechanism and continuously improve marketing communication.	3.3

	Waste		Implementation of Resource Recycling	Welgene Biotech Co., Ltd.	The laboratory optimizes testing procedures to reduce the generation of hazardous waste, ensures proper waste classification and recycling, and entrusts qualified vendors to handle waste appropri	Society Environment	Short-term to long-term	Employee Customer	Continuously seeking more environmentally friendly alternatives. Regularly review the qualifications and legality of waste disposal contractors.	5.4

					ately, thereby reducing environmental pollution.					
	Employee Recruitment and Retention		Friendly Workplace Construction	Welgene Biotech Co., Ltd.	Provide competitive compensation and benefits, comprehensive training and development programs, and a positive work environment to	Environmental Society	Short-term to long-term	Employee Staff	Conduct regular market research and adjustments on compensation and benefits. Continuously optimizing the work environment and employee development plans. Plan and implement long-term talent development strategies.	6.1.2

					enhance employee satisfaction and retention rate. In addition, establish open communication channels and employee care mechanisms to strengthen employee cohesion.					

	Economic Benefits	Potential Impact	Market Expansion Strategy	Welgene Biotech Co., Ltd.	The market demand for genetic testing continues to expand, bringing potential for future revenue growth. In addition, expanding new testing items or entering international markets creates new	Economy Society	Medium and Long Term	Shareholders/Investors Employee Customer	Closely monitor market trends and regulatory changes. Develop a detailed market entry and expansion plan.	2.3

					sources of profit.					
	Integrity Management		Promotion of Industry Standards	Welgene Biotech Co., Ltd.	Actively participate in industry self-regulatory organizations to promote the establishment of integrity standards within the industry and enhance	Economy Society	Mid- and long-term	Supplier Customer Shareholders and Investors	Irregularly participate in policy and regulatory briefing sessions and seminars held by competent authorities. Continue to invest resources to support industry integrity initiatives.	2.4.1

					the overall industry image. Embed the concept of integrity management deeply into the corporate culture, making it the cornerstone of the company's sustainable development.					

	Information Security		System Vulnerability Management	Welgene Biotech Co., Ltd.	Continuously investing resources to strengthen cybersecurity protection technologies can effectively prevent potential future cybersecurity threats and safeguard customer data	Economy Society	Mid- and long-term	Supplier Customer Shareholders and Investors	Continuously review and update information security policies and protection mechanisms. Conduct regular risk assessments and information security drills. Strengthen employee information security awareness training. To ensure regulatory compliance and customer trust.	2.7

					security.					
	Marketing Label		Public Knowledge Promotion	Welgene Biotech Co., Ltd.	Proactively disclose the scientific basis and limitations of testing to earn long-term trust from consumers.	Economy Society	Mid- and long-term	Customer / Potential Customer	Collaborate with academic institutions and collect relevant research papers to provide objective scientific information.	3.3

	Waste		Source Reduction Measures	Welgene Biotech Co., Ltd.	Promote a paperless office or green procurement to further reduce the overall environmental footprint of operations.	Society Environment	Mid- and long-term	Supplier	Evaluate the establishment of waste reduction measures and track their effectiveness. Encourage employees to participate in environmental protection actions.	3.3
	Employee Recruitment and Retention		Talent Development Plan	Welgene Biotech Co., Ltd.	Promote employee stock ownership plans or provide more	Society Human Rights	Mid- and long-term	Shareholders/Investors Employee Customer	Plan and implement long-term talent development strategies. Cultivate a proactive and positive corporate culture, enhance brand image.	6.1.2

					flexible work models to attract and retain top talent, thereby enhancing the company's long-term competitiveness.					

2 Corporate Governance

2.1 Company Profile

2.1.1 Basic Information

Welgene Biotech Co., Ltd.was established in2003, providing clinical cancer drug testing and prenatal genetic testing services(LDTScertified laboratory), research-oriented genetic testing and analysis services(gene chip, next-generation sequencing, and third-generation sequencing), as well as acting as an agent for genetic testing-related reagents, instruments, and services(Guardant Health, Agilent, Somalogic). The headquarters is located inTaipei, Taiwan, with offices and laboratories in Taipei, Taichung, and Kaohsiung.

Company Name	Welgene Biotech Co., Ltd.
Company Type	Listed on OTC & Co., Ltd.
Organization Establishment Date	January 30, 2003
Headquarters Location	Yuanqu St., Nangang District, Taipei City No. 3, 12F
Industry Category	Biotechnology and Medical Industry
Main Products or Services	Welgene Biotech Co., Ltd.'s services and products are mainly divided into two major categories: genetic testing and agency sales. Genetic testing is further categorized by market into research and clinical applications. The research category offers high-throughput genetic testing technology services, covering biochip testing, next-generation sequencing, and third-generation sequencing services, which are applied in life science research such as biology, medicine, agricultural breeding, microbiology, and evolution. In terms of clinical applications, Welgene Biotech Co., Ltd. upholds the vision of "innovative gene

	technology, delivering clinical value," transforming its comprehensive platform into clinical application products. These mainly include prenatal amniotic fluid chips, preimplantation chromosomal screening chips, non-invasive fetal chromosomal testing, and sequencing tests for genetic diseases, covering prenatal and reproductive medicine projects.In the area of agency sales, the reagents and instruments represented by Welgene Biotech Co., Ltd. are all related to research and clinical applications, including Agilent Technologies' biochips and next-generation sequencing, gene editing tools CRISPR, real-time quantitative PCR and other related products; Guardant Health's cancer liquid biopsy-related genetic testing; Epigentek's ELISA-like quantitative and qualitative detection kits and antibodies; as well as SomaLogic's proteomics testing service platform and related products, meeting customers' research needs in multi-omics.
Paid-in Capital	NTD 233,042 thousand
Net Sales	NTD 213,072 thousand
Number of Employees	61 people

- **Business Strategy**

Welgene Biotech Co., Ltd. is a biotechnology company focused on genetic testing, with the vision of "Innovative Genetic Technology, Delivering Clinical Value." The company provides platform-based solutions for research services and medical testing to research institutions and medical organizations. Its main businesses include genetic testing services, bioinformatics analysis, and the sales of instruments and reagents. The company develops by accumulating experience in the research market, dedicating itself to transforming testing technology into

clinical applications as its core, strategically positioning itself in the precision medicine genetic testing market, and contributing to the advancement of precision medicine.

- **Company History**

2003

- Established in the Nangang Software Park Biotech Zone, Microarray professional laboratory provides comprehensive bio-gene chip and real-time quantitative PCR analysis and other testing services

2004

- Received Ministry of Economic Affairs SBIR Industrial Innovation Research Promotion Program (Project Name: R&D Service Platform for Gene Expression and Information Analysis of High-Quality Gene Chips)
- Participated in a collaborative research project with National Taiwan University to develop angiogenesis chips and screen for related genes and other technologies

2005

- Received approval from the Ministry of Economic Affairs SBIR Industrial Innovation Research Promotion Program (Project Title: Preliminary Study on Molecular Markers of Colorectal Cancer Metastasis)

2006

- Participated in Agilent Laboratory Certification/Obtained ISO 17025 Laboratory Certification
- Subsidiary Welmore has been awarded the Ministry of Economic Affairs Industry Technology Development Program (Project Name: Gene Chip Medical Research Application Technology Program-Nucleic Acid Purification Reagent Development)

2007

- Honored as the first Agilent Technologies Certified Service Provider (CSP) in Asia, with a certified CSP biochip service laboratory (Certified Service Providers). It is also the first

laboratory in Taiwan to receive both ISO 17025 and Agilent CSP dual certifications.

2008

- Co-developed chromosome and gene testing chips in collaboration with Changhua Christian Hospital
- Become Agilent Technologies authorized distributor and certified laboratory for bio-gene microarrays

2009

- Winner of the Taipei International Healthcare Exhibition Innovative Product Award
- Received approval from the Ministry of Economic Affairs SBIR Industrial Innovation Research Promotion Program (Project Name: aCGH Application in the Detection of Chromosomal Abnormalities)

2012

- Obtained Agilent STRATAGENE Taiwan distributorship

- Received Taipei City SBIR Industrial Innovation Research Promotion Program (Project Name: Development Project of Bacterial Typing System)
- Development completed aCGH Prenatal Amniotic Fluid Microarray

2013

- Received approval from the Ministry of Economic Affairs SIIR Service Industry Innovation Research and Development Program(Project Name: Establishment of a Strategic Alliance for the Commercialization of Innovative Genetic Testing Technologies - Comprehensive Chromosome Testing Services)
- Next-generation sequencing service development completed

2014

- Completed the development of non-invasive fetal chromosomal testing and pre-implantation embryonic chromosomal screening chip.

- Awarded by Taipei City SBIR Industrial Innovation and R&D Promotion Program (Project Name: Development Project of High-Throughput Gene Expression Online Analysis Service Platform)
- Collaborated with Academia Sinica to develop cloud-based high-throughput gene expression analysis software, enhancing bioinformatics analysis and algorithm technology
- Obtained Myriad Genetics' EndoPredict breast cancer recurrence/metastasis risk assessment test certification.

2015

- Obtained the Taiwan agency for SYGNIS products from Germany
- Established the Bioinformatics Analysis Department, providing the only NGS sequencing with customized chip integrated analysis service in Taiwan.
- Invested in exome sequencing and DNA methylation-related applications, serving as a basis for early cancer screening, detection of DNA epigenetic modifications to

assess disease risk, disease symptoms, and personalized medication prediction

2016

- Obtained the Taiwan agency for OPS Diagnostics products
- Successfully developed the second generation of non-invasive fetal chromosomal testing
- Obtained exclusive license from Academia Sinica for "Application of Antimicrobial Protein (epinecidin-1) in Bovine Mastitis"
- Acquisition of the Republic of China patent rights sharing for "Non-invasive prenatal testing method based on whole-genome trend scoring"

2017

- Jointly established with National Health Research Institutes NGS-library construction platform research and development
- Establish 10x Genomics technology platform to provide an innovative next-generation sequencing molecular barcoding

system, enhancing the overall integrity of experimental detection under existing next-generation sequencing systems, and even achieving single-cell level resolution.

2018

- Continuing the prenatal genetic testing service's TAF institution ISO/IEC17025 certification
- Breast cancer metastasis and recurrence risk detection and whole exome sequencing services have also obtained TAF certification
- Introduction of Automated Experimental Workflow
- Establishing third-generation Nanopore long-read sequencing platform and analytical capabilities

2019

- Certified for technical quality in Single Cell ATAC-seq (scATAC-seq) and Single Cell RNA-seq (scRNA-seq)services by10X Genomics.
- Certifiedby SOPHiA GENETICS for Clinical Exome Solution (CES)

2020

- Approved for listing on the Taipei Exchange (TPEx)
- Approved by 10X Genomics for Visium Spatial Gene Expression service accreditation

2021

- Stock listed on the Taipei Exchange (TPEx)
- Breast cancer metastasis and recurrence risk testing and prenatal genetic testing services have obtained registration in the LDTS laboratory listing by the Ministry of Health and Welfare Food and Drug Administration LDTS laboratory listing registration
- Continuing the TAF ISO/IEC17025 accreditation for prenatal genetic testing services and whole exome sequencing services

2022

- Genetic disease gene testing service obtained registration with the Ministry of Health and Welfare Food and Drug Administration LDTS laboratory listing registration

- Non-invasive Prenatal Testing for Fetal Chromosomal Abnormalities NIPT Certified by European EMQN and the proficiency test conducted by the Taiwan Society of Pathology
- Breast Cancer GeneBRCA1/2Testing Passed European EMQN Proficiency Test

2023

- Establishing third-generation PacBio long-read sequencing platform and its applications in precision medicine, such as human whole genome sequencing, metagenomic sequencing, and full-length transcriptome analysis
- Obtained SomaLogic proteomics testing service agency in Taiwan

2024

- Acquisition of third-generation long-read sequencing platform technology TAF Organization ISO/IEC17025Certification

- Prenatal genetic testing services, genetic disease testing services, breast cancer metastasis and recurrence risk assessment, and obtaining TFDA LDTS laboratory certification
- Become the exclusive distributor of Guardant Health's cancer genetic testing in Taiwan

- Association Member

Welgene Biotech Co., Ltd. continues to participate in industry-related trade associations and organizations, engaging in the exchange of industry knowledge, information, and practical experience with peers and professionals. The aim is to collectively respond to changes in the international landscape and enhance industry standards. In 2024, our company joined 4 trade associations and organizations, as listed below:

Industry Associations and Organizations	Membership Status
Taipei Instrument Commercial Association	General Member
PIMA Taiwan Precision Medicine Industry Association	General Member
International Precision Testing Industry Alliance	Director
Taiwan Genomic Application R&D, Technology, and Industrial Ecosystem Alliance	General Member

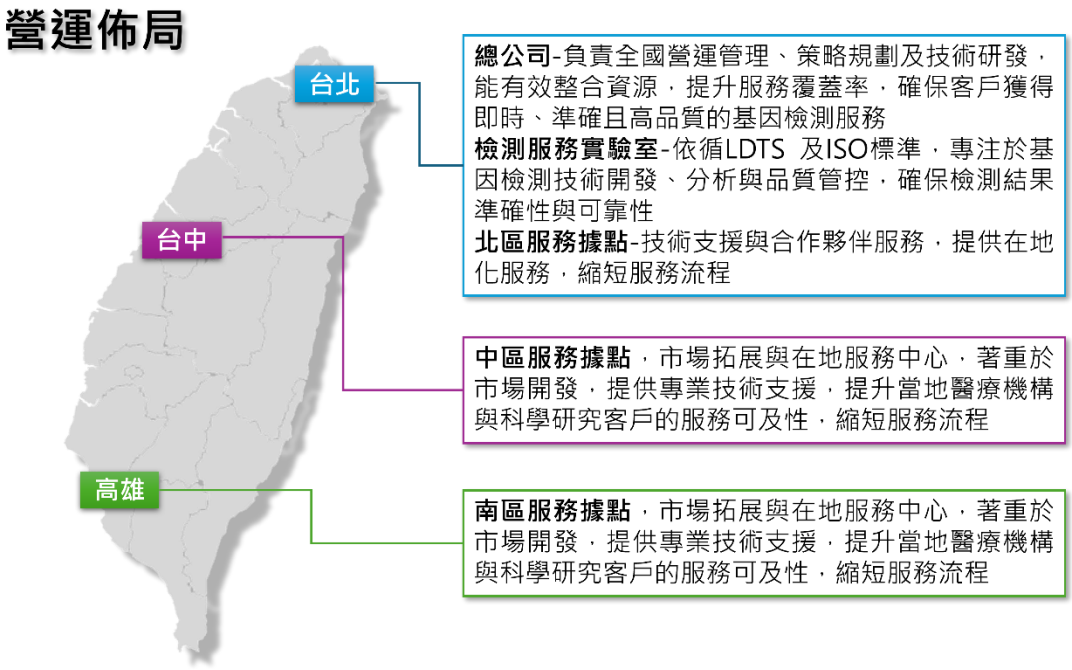
2.1.2 Operating Locations

- Welgene Biotech Business Operation Layout

Region	Nature of Business at Operating Locations

Taipei	• Head Office
	  ○ Responsible for nationwide operations management, strategic planning, and technology R&D. Through the deployment in the northern, central, and southern regions, resources can be effectively integrated to enhance service coverage, ensuring that customers receive timely, accurate, and high-quality genetic testing services.
	• Testing Service Laboratory
	  ○ Following LDTS and ISO standards, focusing on the development, analysis, and quality control of genetic testing technology to ensure the accuracy and reliability of test results
	• Northern Region Service Location
	  ○ Technical support and partner services, providing localized services to shorten the service process

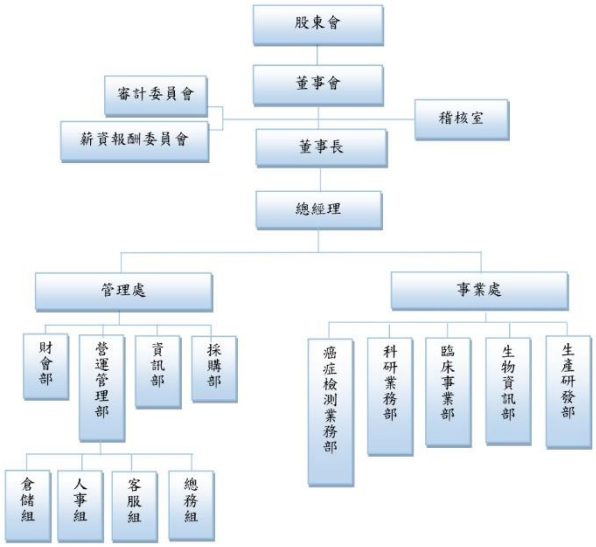
Taichung	• Central Region Service Location ○ Market expansion and local service centers focus on market development, providing professional technical support, strengthening and expanding service coverage, enhancing service accessibility for local medical institutions and scientific research clients, and shortening service processes.
Kaohsiung	• Southern Region Service Location ○ Market expansion and local service centers focus on market development, providing professional technical support, strengthening and expanding the scope of services, enhancing service accessibility for local medical institutions and scientific research clients, and shortening service processes.



2.2 Governance Structure

2.2.1 Governance Structure

The company's shareholders elect directors to form the Board of Directors, which serves as the highest governance body of the company and is responsible for overall business decision-making. The following functional committees are established: Remuneration Committee and Audit Committee, which respectively oversee the company, directors' remuneration, company financial statements, ESG key performance targets, and more. In addition, an Audit Office is set up to supervise the effectiveness of the company's internal control system, in order to safeguard the rights and interests of the company and all stakeholders.



Board Operations and Composition

The company's board members are selected through a candidate nomination system. The shareholders' meeting elects 5~9 members from the list of candidates. The term of office for directors is 3 years. The nomination and selection criteria are based on the candidates' independence, professional background, and relevance to the company's operational development, while also considering the diversity of the board composition. The current board consists of 7 directors (including 3 independent directors), with a gender ratio of 2:5.

In principle, Welgene Biotech Co., Ltd. holds a board meeting once every quarter. In 2024, a total of 4 regular board meetings and 0 extraordinary board meetings were held, with an average attendance rate of 92.9%. Reference

Welgene Biotech Co., Ltd. Board of Directors Information (Current Board Term: **May 17, 2022** to **May 16, 2025**)

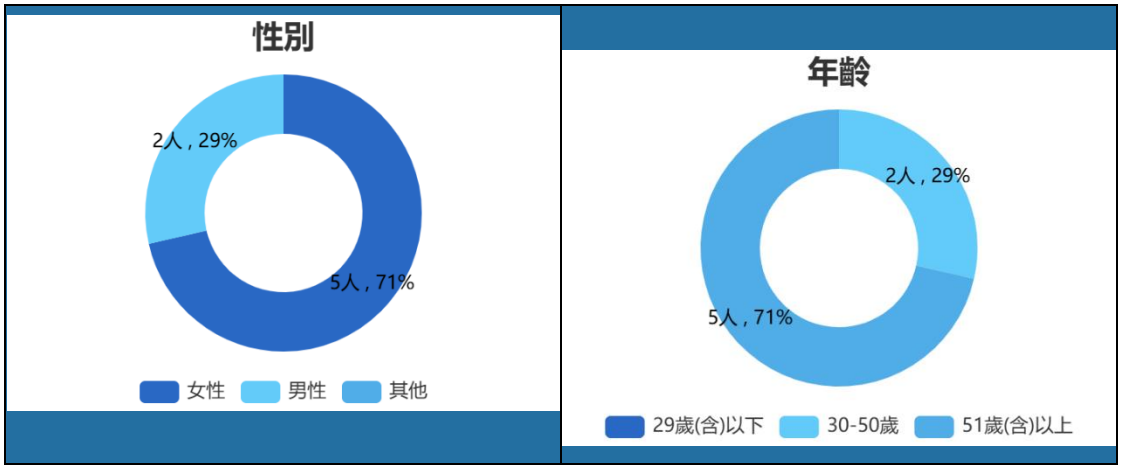
Job Title	Term of Office	Name	Gender	Age	Concurrent Position in the Company	Concurrently Holding Important Positions in Other Companies	Functional Committee		
							Audit CommitteeMember	Remuneration Committee MemberCommittee	ESGCommittee
Chairman	3	Chen Gui-Hong	Male	30-50 years old	Serve as the Chairman of the Company	Chairman of Wei Chuan, Han Jin, Han Chi, Han Qu, and Shen Chi Co., Ltd.; Director of Wei Mao Co., Ltd.			
Director	3	Lin Jiaqi	Female	30-50 years old	-	Director, Procurement Manager of FAIRCHIEF RESOURCES CO., LTD			
Director	3	Chen Fu-Chien	Male	Aged 51 and above	-	Chairman of Welmore Co., Ltd.			
Director	3	Lin Yi-Hsing	Female	Aged 51 and	Serve as the General	General Manager of Wellgeneti			

				above	Manager of the company	cs Co., Ltd.			
Independent Director	3	Chen Rui-xun	Female	Aged 51 and above	-	Independent Director and Member of the Audit, Remuneration, and Sustainable Development Committees of Tongsunghwa Pharmaceutical Co., Ltd.	V	V	
Independent Director	3	Li Siao min	Female	Aged 51 and above	-	Weili Certified Public Accountants CPA Yierda Management Consulting Co., Ltd. Director and Responsible Person Yunneng Wind	V	V	

						Power Co., Ltd. Independent Director			
Independent Director	3	Jheng Sheng-Ying	Female	Aged 51 and above	-	Yong Sheng Chang Co., Ltd. Independent Director and Member of the Audit and Remuneration Committees Kuo Jong Computer Co., Ltd. Independent Director, Convener of the Audit Committee, and Member of the Remuneration Committee Caesar Sanitary Ware Co., Ltd. Independent	V	V	

						Director and Member of the Audit, Remuneration, and Nomination Committees Si Jong Technology Co., Ltd. Director			

Gender and Age Distribution of Directors



Distribution of Directors' Professional Competence and Experience

Job Title	Name	Distribution of Directors' Professional Competence and Experience											
		Leadership Decision-Maki	Business Management	Accounting and Legal	Industry Knowledge	Industrial Technology	Marketing	Business Development	Information Technology	Risk Management	Environmental Sustainability	Social Participation	Supply Chain Management

		ng		Affairs									
Chairman	Chen Gui-Hong	V	V	V	V				V	V			V
Director	Lin Jia qi		V		V		V	V	V	V			V
Director	Chen Fu-Chien	V	V	V	V		V		V	V			V
Director	Lin Yixiang	V	V		V	V	V	V	V	V			V
Independent Director	Chen Rui-xun		V	V			V			V			V
Independent Director	Li Siaomin		V	V						V			V
Independent Director	Jhennng Sheng-Ying		V	V					V	V			V

Director Training

Every year, Welgene Biotech Co., Ltd. arranges continuing education for its directors on professional skills, knowledge, and sustainability-related

topics to enhance the directors' and the company's professional capabilities in responding to operational impacts. In 2024, the courses attended by the directors included the latest developments in sustainable governance and directors' responsibilities, corporate management, and crisis management. The total accumulated training hours for all directors amounted to 42 hours.

2024 training programs for each director can be found on the Market Observation Post System. Reference

- **Remuneration Structure of Directors and Senior Executives**

The remuneration for directors of Welgene Biotech Co., Ltd. includes compensation for independent directors, directors' remuneration, year-end bonuses, and attendance fees. The Remuneration Committee refers to industry standards and the individual performance of directors as the basis for adjusting personal remuneration.2024 For the directors' compensation, remuneration brackets, and payment standards in 2024, please refer to the section "Remuneration Paid to Directors, General Manager, and Deputy General Manager in the Most Recent Year" in the 2024 annual report of Welgene Biotech Co., Ltd.

The compensation system for senior management at Welgene Biotech Co., Ltd. is proposed by the Compensation Committee to the Board of Directors and approved by the Board. In addition to fixed salary and retirement pension, year-end bonuses are calculated based on the achievement of various performance indicators.2024 For the salary and grade table of senior management in 2024, please refer to the "Remuneration Paid to Directors, President, and Vice Presidents in the Most Recent Year" section of the Welgene Biotech Co., Ltd.2024 Annual Report.

- Resignation and Retirement Policy for Directors and Senior Management

The resignation notice period, notification days, and severance pay calculation method for directors and senior management of Welgene Biotech are the same as those for general employees.

- The linkage between the compensation of directors and senior management and ESG performance

The remuneration of directors and senior management is not yet linked to ESG performance. Our company will actively comply with the policy schedule set by the competent authorities and gradually introduce ESG performance indicators, linking rewards to individual participation in ESG issues and the achievement of ESG goals. This will strengthen the accountability of directors and senior management for the company's sustainability vision.

- **Board Performance Evaluation**

In principle, the Company conducts annual self-performance evaluations of the Board of Directors, functional committees (including the Audit Committee and the Remuneration Committee), and individual board members, as a reference for enhancing the operational performance of the Board of Directors.

The performance evaluation metrics for the Board of Directors include the following five major aspects:

1. Degree of participation in company operations
2. Enhance the quality of board decision-making
3. Composition and Structure of the Board of Directors
4. Election and Continuing Education of Directors
5. Internal Control

The performance evaluation criteria for individual directors of the company include the following six major aspects:

1. Understanding of Company Goals and Mission
2. Understanding of Directors' Responsibilities
3. Degree of Participation in Company Operations
4. Internal Relationship Management and Communication
5. Directors' Professionalism and Continuing Education
6. Internal Control

Implementation Status of Board of Directors Evaluation

Evaluation Period	Assessment Date	Evaluation Method	Scope of Evaluation	Assessment Results
Once a year	2024 January 1 to 2024 December 31	Internal Self-Evaluation	Overall Performance of the Board of Directors	Full score100points; Score99
Once a year	2024 January 1 to 2024 December 31	Internal Self-Evaluation	Individual Board Members	Full score45points; Score44
Once a year	2024 January 1 to 2024 December 31	Internal Self-Evaluation	Functional Committee	Full score24points; Score obtained23

Reference

- **Conflict of Interest Management**

Welgene Biotech Board of Directors Meeting Rules, Audit Committee and Compensation Committee organizational regulations all include provisions for conflict of interest avoidance. If a board proposal involves the personal interests of a director, the director must disclose the nature of the interest at the board meeting and recuse themselves from discussion and voting. The names of the relevant directors, key content explanations, and recusal situations are all recorded in the meeting minutes.
In addition, the Company has also established Codes of Integrity for personnel at different levels, Codes of Ethical Conduct for Directors and Managers, and Codes of Business Conduct for Employees, etc. The Office of the General Manager supervises the implementation of these codes and regularly reports the results to the Board of Directors as stipulated. As of the end of 2024, Welgene Biotech Co., Ltd. has not experienced any major conflicts of interest, and there are no cross-shareholdings between directors and stakeholders.
Reference

2.2.2 Functional Committees

《A-Remuneration Committee》

- **Compensation Committee**

There are a total of 3 members in the current Compensation Committee, all of whom are independent directors, meeting the independence requirements stipulated by regulations. The term of office is from August 9, 2022 to May 16, 2025. The company has established the Compensation Committee Charter to define the powers and responsibilities of the

Compensation Committee, which is responsible for formulating and regularly evaluating the compensation system and standards for directors and managers. In principle, the Compensation Committee holds meetings every six months. In 2024, a total of 2 meetings were held, with a member attendance rate of 100%.

- March 12, 2025 Board of Directors resolved not to distribute 2024 annual employee and director remuneration.

《B-Audit Committee》

- **Audit Committee**

The Audit Committee of the Company is composed of 3 independent directors, with a term from May 17, 2022 to May 16, 2025. Its authorities include reviewing the company's financial statements, supervising the selection and independence of the certified public accountant, establishing or amending the internal control system, and supervising the company's internal regulations for compliance with relevant laws and regulations. In principle, meetings are held once every quarter, and when necessary, department heads, internal auditors, and others may be invited to attend for discussion. In 2024, a total of 4 meetings were held, with a member attendance rate of 100%.

2.3 Economic Performance

Major Issue Management: Economic Performance	
Impact on the economy, environment, or population	With professional genetic testing technology and a specialized bioinformatics team, we develop analysis software and algorithms to expand the applications of genetic testing.

	By leveraging accumulated foundational market experience, we further broaden the scope of genetic testing applications. Through customer feedback, we integrate agency products to provide genetic testing services or assist in the establishment of genetic testing platforms. Drawing on years of practical experience, we are dedicated to transforming technology into clinical applications and strategically positioning ourselves in the precision medicine genetic testing market.
Management Policies and Commitments	1. Develop innovative technologies 2. Integrate solutions 3. Expand the clinical market
Management Unit	Business Division
Practical Actions to Mitigate Impact	1. Continue to develop innovative genetic testing technologies to consolidate our leading position in the market. 2. Combine agency reagent and instrument platforms with self-developed technologies, integrate upstream and downstream industry chain resources through strategic alliances, and build a one-stop testing service ecosystem to strengthen overall competitiveness. 3. Hold LDTS certified projects to provide a solid foundation in the prenatal testing market. 4. Acting as an agent for Guardant Health, Inc.'s liquid biopsy technology services, expanding the scope of applications in the clinical cancer drug testing market. By leveraging prenatal testing and cancer drug testing, gradually increasing market share in the clinical testing market.
2024Annual Performance	1. Revenue in 2024 was NTD 213,072 thousand, representing a 9.86% increase compared to NTD 193,942 thousand in 2023. 2. Net profit after tax in 2024 was NTD

	1,107 thousand, showing a 141.81% growth compared to a net loss after tax of NTD 2,648 thousand in 2023.
Effective Approaches to Ensure Action	Revenue and net profit as evaluation criteria

2.3.1 Economic Value

Major Issue Management: Economic Performance	
Impact on the economy, environment, or population	With professional genetic testing technology and a specialized bioinformatics team, we develop analysis software and algorithms to expand the applications of genetic testing. By leveraging accumulated foundational market experience, we further broaden the scope of genetic testing applications. Through customer feedback, we integrate agency products to provide genetic testing services or assist in the establishment of genetic testing platforms. Drawing on years of practical experience, we are dedicated to transforming technology into clinical applications and strategically positioning ourselves in the precision medicine genetic testing market.
Management Policy and Commitment	1. Develop innovative technologies 2. Integrate solutions 3. Expand the clinical market
Management Unit	Business Division
Practical Actions to Mitigate Impact	1. Continue to develop innovative genetic testing technologies to consolidate our leading position in the market. 2. Combine agency reagent and instrument platforms with self-developed technologies, integrate upstream and downstream industry chain resources through strategic alliances, and build a one-stop testing service ecosystem to strengthen overall competitiveness. 3. Hold LDTS certified projects to provide a solid foundation in the prenatal testing

	market. 4. Acting as an agent for Guardant Health, Inc.'s liquid biopsy technology services, expanding the scope of applications in the clinical cancer drug testing market. By leveraging prenatal testing and cancer drug testing, gradually increasing market share in the clinical testing market.
2024Annual Performance1.	1. Revenue in 2024 was NTD 213,072 thousand, representing a 9.86% increase compared to NTD 193,942 thousand in 2023. 2. Net income after tax in 2024 was NTD 1,107 thousand, showing a 141.81% growth compared to a net loss after tax of NTD 2,648 thousand in 2023.
Ways to Ensure Effective Action	Revenue and net profit are used as evaluation criteria.

A-Financial Management Method

Every year in the fourth quarter, each department prepares the budget for the following year. The Finance Department consolidates the sales, expenses, and other budgets or targets, and prepares the projected income statement, which is then submitted to the Chairman for approval. During the Board of Directors meeting for the current year, the Chairman reports the results of the budget preparation, and the Board passes a resolution to approve it.

Each quarter, the Finance Department compiles the current period's financial statements, compares them with the budget and previous operating results, and submits them to the Board of Directors for discussion to review and improve operational strategies. Welgene Biotech Co., Ltd.'s quarterly consolidated financial reports, annual consolidated financial reports, and individual financial reports are all announced on. 公開資訊觀測站

B-Annual Economic Value Generation and Distribution

The Welgene Biotech Co., Ltd. team adheres to the sustainable management philosophy of "professionalism, stability, and pragmatism," with the vision of "innovative genetic technology, creating clinical value." Leveraging professional genetic testing technology and a specialized bioinformatics team, we develop analysis software and algorithms to expand the applications of genetic testing. Through accumulated foundational market experience, we further broaden the scope of genetic testing applications. By integrating customer feedback, we consolidate agency products to provide genetic testing services or assist in the establishment of genetic testing platforms. With years of hands-on experience, we are dedicated to transforming technology into clinical applications and strategically positioning ourselves in the precision medicine genetic testing market.

Summary for 2024, the company's revenue was NTD 213,072 thousand, representing a growth of 9.86% compared to 2023. Net income after tax was NTD 1,107 thousand, and earnings per share after tax was NTD 0.05. For further explanation and analysis of other financial performance, please refer to the company. 年報

▼ Welgene Biotech Co., Ltd. Financial Performance

Item	2022Year	2023Year	2024Year
Operating Revenue (NTD thousands)	242,014	193,942	213,072
Net Profit (Loss) Before Tax (thousand NTD)	13,551	(2,478)	1,620
Net Income (Net Loss) After Tax (NTD thousands)	9,552	(2,648)	1,107
Earnings per Share (Loss)(NTD)	0.41	(0.11)	0.05
Cash Dividend (NTD/share)	0.18	0.00	0.00

Note: Cash dividends refer to the amount resolved for distribution from the earnings appropriation plan of each reporting year (For 2024, the loss

offset plan was approved by the shareholders' meeting on May 27, 2025 and passed by resolution).

The company analyzes its financial status from the perspective of economic distribution to stakeholders according to GRI standards. The total direct economic income (operating income and non-operating income) for this year amounts to NTD 224,607 thousand, with a total distributed amount of NTD 223,500 thousand. The top three economic distribution items are operating costs (66.7%), employee salaries and benefits (27.1%), and other expenses (5.3%).

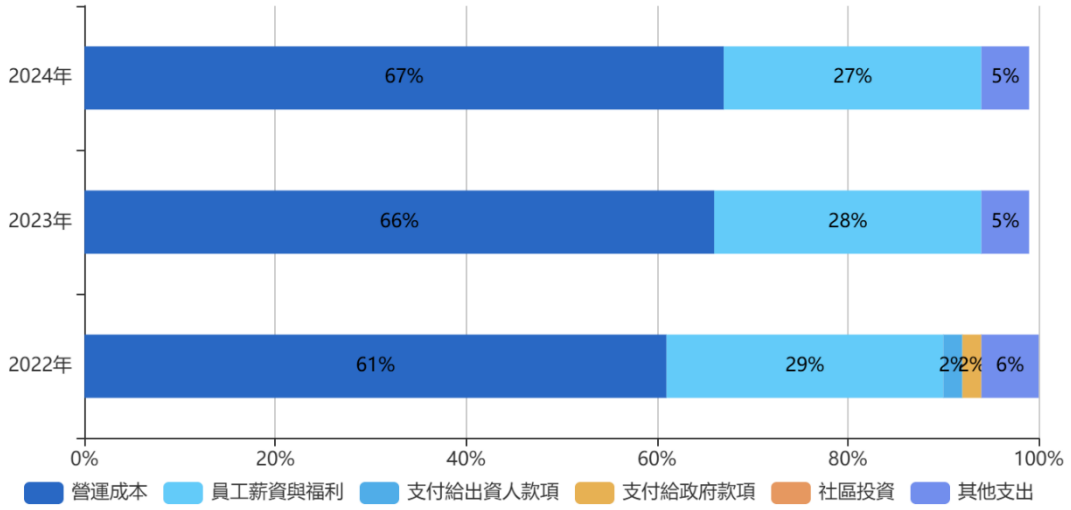
▼ Economic Value Generated and Distributed in the Past Three Years (Unit: NTD thousands)

Economic Value	**Item**	**2022** year	**2023**Year	**2024** Year
Direct Economic Income	Net Operating Revenue	242,014	193,942	**213,072**
	Financial investment income	362	876	**442**
	Asset Sales Revenue	0	0	**0**
	Royalty Income	0	0	**0**
	Obtain government subsidies	0	0	**0**
	Other Income	8,187	9,058	**11,093**
Direct Economic Value Generated		250,563	203,876	**224,607**

Economic Distribution	Operating Costs	150,754	136,694	**149,185**
	Employee Salary and Benefits	70,830	57,294	**60,667**
	Payment to Investors	4,338	1,004	**927**
	Payment to the government	4,058	244	**587**
	Community Investment	0	0	**250**
	Other Expenses	15,259	11,288	**11,884**
Allocated Economic Value		245,239	206,524	**223,500**
Retained Economic Value		5,324	(2,648)	**1,107**

Note: Retained economic value = generated direct economic value – distributed economic value.

各年度經濟分配項目比例圖



C-Government Financial Subsidy

The company did not receive any financial subsidies from the government in 2024.

D-Political Donations

The company did not make any political donations in 2024.

2.4 Responsible Business Conduct

Major Issue Management: Integrity Management	
Impact on the economy, environment, or population	The company has established sound corporate governance and risk control mechanisms. The workplace conduct of supervisors and colleagues complies with business ethics, social expectations, and legal regulations, which can enhance the company's image, increase stakeholder confidence, and promote economic vitality, thereby creating a sustainable business environment.
Management Policy and Commitment	Code of Ethical Conduct, Procedures for Ethical Management and Guidelines for Conduct, Code of Ethical Behavior, Corporate Governance Best Practice Principles
Management Unit	General Manager's Office

Practical Actions to Mitigate Impact	1. Adjust the company's integrity management-related regulations and execution direction at any time in accordance with the laws and regulations of the competent authorities and based on actual implementation circumstances. 2. The company has established the Code of Ethical Conduct, Procedures for Ethical Management and Guidelines for Conduct. The formulation, amendment, or abolition of these relevant regulations must be approved by the company's Audit Committee and Board of Directors before implementation, and reported to the shareholders' meeting, actively fulfilling the commitment to business policy. 3. The Board of Directors of the Company shall fulfill the duty of care of a good administrator and supervise the Company to prevent dishonest conduct, so as to ensure the implementation of the integrity management policy. 4. The Office of the General Manager of the company is the unit responsible for promoting ethical business practices. It is in charge of advancing the company's integrity management, anti-corruption, anti-bribery, and legal compliance, as well as other corporate governance matters. The office reports its implementation status to the Board of Directors on a regular basis (at least once a year). 5. The company has a Corporate Governance Officer, whose main responsibility is to supervise and implement the operation of corporate governance. 6. The company has established a whistleblowing system, with the Audit Office responsible for handling whistleblowing matters. 7. Incorporate ethical business practices into employee performance evaluations and human resources policies; if any company

	personnel commit serious violations of ethical conduct, they will be dismissed or terminated in accordance with relevant laws or the company's personnel regulations. 8. Arrange annual regular training courses for the board of directors, managers, and employees.
2024Annual Performance	1. In order to comply with the Corporate Governance Evaluation of the Securities and Futures Institute, the procedures and code of conduct for ethical business operations have been revised and will be reported at the 2024 Annual Shareholders' Meeting. 2. The unit promoting ethical business practices reported on the implementation of ethical business practices to the Board of Directors on November 11, 2024. 3. On May 8, 2024, June 24, 2024, August 13, 2024, and December 23, 2024, a total of four training courses were held for the board of directors, managers, and employees.
Effective Approaches to Ensure Action	1. Continue to regularly conduct education and training courses for the board of directors, managers, and employees at least 4 times per year. 2. The unit responsible for promoting ethical business practices shall continue to advance matters related to the company's ethical business operations and report its implementation status to the Board of Directors on a regular basis (at least once a year).

2.4.1 Integrity Management

The Company follows the "Sample Ethical Conduct Guidelines for Listed Companies", the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies," the "○○ Co., Ltd. Ethical Corporate Management Procedures and Code of Conduct" sample, and the "Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies" to establish policies and regulations for ethical business operations. The Company identifies potential adverse impacts on different stakeholders in its business relationships, formulates relevant preventive measures and post-incident remedial systems for specific risks, and has set up an independent supervisory unit to follow up on subsequent handling of incidents. The Company dynamically improves and optimizes its commitment to responsible business conduct to ensure that it meets the requirements and objectives of ethical business operations.

The commitment to the Responsible Business Conduct Policy is as follows, and is also published in the company's annual report, on the company website, and on the Market Observation Post System.

Approval FormUnit	Executing UnitUnit	Policy RegulationsStandards	References (Taiwan Stock Exchange Official Document)
Audit Committee and Board of Directors	General Manager's Office	Code of Ethical Business Conduct	Integrity Management Guidelines for Listed and OTC Companies
Audit Committee and Board of Directors	General Manager's Office	Operating Procedures and Code of Conduct for Integrity Management	OO Co., Ltd. Integrity Management Operating Procedures and Code of Conduct
Audit Committee and Board of Directors	General Manager's Office	Code of Ethical Conduct	Sample Guidelines for Ethical Conduct for Listed and OTC Companies

Audit Committee and Board of Directors	Administration Division (Corporate Governance Officer)	Corporate Governance Best Practice Principles	Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies

Welgene Biotech has implemented a series of measures and management mechanisms to guide and ensure that members at all business locations and the company's stakeholders understand our company's integrity management policy. These include signing relevant documents, utilizing email, organizing educational training sessions, with a total of 4 sessions/8 hours held in 2024 for ongoing promotion, and conducting due diligence on suppliers to facilitate review and selection. Assessment and Management Documents for Company Employees and Business Partners:

Identity		Time Point	Evaluation and Management Documents	Signing Ratio
Worker	New and current employees	Upon onboarding and during employment	Sign the Personal Data Confidentiality Undertaking to fulfill confidentiality obligations; company intranet provides work rules and related regulations for colleagues to review Comply	100%
	Board of Directors and Functional Committees	New Appointment Time	Declaration by Directors and Supervisors, Statement of No Violation of Integrity Principles, Regulatory Guidelines Manual for Directors and Supervisors of Listed (OTC) and Emerging Stock Companies	100%
Business Partner	New Suppliers and Existing Suppliers	During selection and annual evaluation assessment	Supplier Information Form, Supplier Evaluation Form	100%

The company organizes training courses related to ethical business practices, during which the prohibited behaviors in business operations are explained, **including courses on professional ethics** (trade secrets, intellectual property, information usage, fair competition, and antitrust),

as well as anti-corruption courses (including bribery, offering or accepting improper benefits, fraud, extortion, and money laundering), in order to prevent the occurrence of dishonest conduct.

Date	Course Name	Course Hours	Number of Participants	Participating Department	Participation Ratio(Note)
May 8, 2024	Business Operations and Crisis Management	3hours	9people	Board of Directors, Administration Office	Board of Directors: 100% , Administration Office : 14%
2024/6/24	Business Conduct Code Training	1 hour	12 people	General Manager's Office, Sales Department	General Manager's Office: 100%, Sales Department: 91%
2024/8/13	Latest Developments in Sustainable Governance Issues and Directors' Responsibilities	3 hours	10 people	Board of Directors, Administration Office	Board of Directors: 100% , Administration Office : 21%
2024/12/23	Business Conduct Code Training	1 hour	17 people	General Manager's Office, Scientific Research Business Department , Cancer Detection Business Department	General Manager's Office: 100%, Scientific Research and Business Department: 90%, Cancer Detection Business Department: 83%

Note: Calculated by dividing the actual number of participants in the department by the total number of people in the department.

To mitigate the impact of any violations of ethical business conduct and professional ethics, employees at each Welgene Biotech Co., Ltd. business

location may use the internal whistleblower reporting procedure. Suppliers and stakeholders may report any illegal acts or violations of ethical business conduct through the complaint and reporting channels.

External suppliers, stakeholders, and internal employees can all use this whistleblowing channel (hotline(02)66160001 Administration Department/email(80158777@welgene.com.tw).

The Administration Department is responsible for accepting and investigating the reported content and related evidence. If the reported matter involves directors or managers, it should be reported to the independent directors.

In addition, the Administration Department is responsible for supervising the follow-up handling of reported incidents, and incorporates integrity management-related regulations into the annual routine business audit items, reporting to the Board of Directors every year. An Audit Office is also established to review violation cases, provide improvement suggestions, and enhance the company's management processes and internal control procedures. Furthermore, risk categories of violation cases are analyzed (such as corruption, unfair competition, regulatory violations, etc.).

The company's whistleblowing handling process:
I. Registration
(1) The designated personnel shall handle reported matters. For reports received via email, the email must be printed out and archived for record-keeping; for reports received by letter, both the envelope and the letter content must be archived and preserved.
(2) The designated personnel shall, after accepting the reported case, first determine whether the case meets all of the following investigation requirements:

1. Name, phone number, address, and email of the whistleblower.

2. The name of the reported person or other characteristics or information sufficient to identify the reported person.

3. Provide specific reasons for the report and evidence available for investigation.

(3) For reported matters that do not meet the conditions for investigation, the responsible personnel shall document the reasons in writing, submit them to the General Manager for approval, and then archive and retain the records.

(4) Reports made anonymously or under a pseudonym will not be accepted. However, if the content of the report or the evidence provided is deemed necessary for investigation, it may still be submitted to the General Manager for case assignment and record-keeping, and used as a reference for internal review.

2. Acceptance

(1) If the reported case involves an employee, it should be submitted to the head of the relevant department and the General Manager. The General Manager shall appoint a project manager to conduct the investigation.

(2) The whistleblower has the right to be informed of the status of their reported issue. If no response is received within a certain period, they may inquire with the project manager and request a reply.

3. Investigation

(1) The project manager and the supervisor or personnel receiving the report shall immediately investigate the relevant facts, and assistance from other relevant departments shall be provided if necessary.

(2) Unless necessary, the project leader should avoid meeting the whistleblower directly as much as possible to eliminate the risk to the whistleblower.

(3) If the whistleblower makes a false report or fabricates evidence, once verified, in addition to being disciplined in accordance with the company's personnel regulations, he or she shall also bear the relevant legal responsibilities.

(4) When the whistleblower is required to cooperate with the investigation and evidence collection, the whistleblower should actively cooperate, refrain from providing false information, and not interfere with the whistleblowing investigation work.

IV. Report

(1) After the project manager completes the necessary investigation procedures, an investigation report shall be issued based on the results. The responsible unit shall report the whistleblowing incident, its handling method, and subsequent review and improvement measures to the General Manager, and may, depending on the circumstances of the case, report to the Audit Committee and the Board of Directors.

(2) For cases where violations of laws or company regulations are confirmed through investigation, disciplinary actions shall be taken in accordance with the company's personnel regulations. In cases of serious violations, the matter shall be reported to the competent authority or referred to judicial authorities for investigation. If any damage is caused to the company, legal action shall be pursued accordingly.

The company did not experience any illegal incidents, corruption cases, anti-competitive behavior, antitrust, or monopoly legal actions in 2024. In the future, we will continue to strive to achieve the goals of ethical business operations and regulatory compliance.

In the event of any major violations* in the future, disclosure will be made in the report.

*Note: Definition of major violations: 1. Penalty amount reaches NTD 3,000,000 or more, or 2. Incidents such as being ordered to suspend operations or rectify by government authorities, or being subject to seizure, freezing of bank accounts, etc.

2.4.2 Human Rights Policy

The company refers to and respects the **Universal Declaration of Human Rights**, The UN Framework and Guiding Principles on Business and Human Right, United Nations Global Compact, and International Labor

Organization Declaration of Fundamental Principles and Rights at Work, as well as other international human rights conventions, to establish various human rights policies such as non-discrimination, freedom of association and collective bargaining for employees, prohibition of child labor, and prohibition of forced labor. The company also implements prevention programs against unlawful infringement during the execution of duties, in order to protect the fundamental rights of employees and stakeholders.

The company implements its human rights policy in accordance with the following execution guidelines:

◆Establish a safe, healthy, and positive communication work environment.

◆Eliminate unlawful discrimination, including gender, race, socioeconomic status, age, marital and family status, and ensure equal employment opportunities.

◆Child labor is strictly prohibited, and any actions that may result in the employment of child labor are not permitted.

◆According to the company's work regulations, protective measures for female employees are clearly stipulated, including that female employees are not allowed to work at night and protective measures for pregnant female employees.

◆Forced labor is strictly prohibited. Labor contracts must be signed in accordance with the law. Employment relationships and working

conditions are established based on mutual agreement between both parties, and strictly comply with local government labor regulations.

◆Assist employees in maintaining physical and mental health, strictly prohibit inhumane treatment of employees (including any form of sexual harassment, corporal punishment, mental or physical oppression, or verbal abuse, etc.), and encourage work-life balance.

◆Salaries paid to employees comply with all relevant wage laws, including regulations on minimum wage, overtime hours, and statutory benefits. Employees may choose between overtime pay or compensatory leave. The salary system is regularly reviewed to ensure internal fairness and external competitiveness.

◆After review, the company's workplace is not classified as a high-risk environment involving high temperature, high pressure, or high danger. If employees work overtime, their safety and health are not at risk. However, the total of regular working hours and overtime for employees must not exceed 12 hours per day, and the total overtime hours in one month must not exceed 46 hours. To protect employees' health rights, supervisors at all levels should consider the necessity, reasonableness, and urgency before assigning overtime work.

◆Regularly and irregularly review and evaluate relevant systems.

◆Provide multiple channels for filing complaints: establish a dedicated employee complaint email, hotline, and an HR contact window for specialized handling.

- Human Rights Risk Identification and Policy Formulation

Welgene Biotech based on human rights cases that occurred in previous years and the human rights risk items associated with the industry, we assess human rights issues and stakeholders with potential risks, and accordingly formulate the company's human rights policy and risk mitigation measures, including compensation systems.2024The human rights issues identified as having potential risks for the year include discrimination, employees' freedom of association and collective bargaining, and forced labor/labor disputes; compared to last year, the risk level remains low. For details, please refer to the table below:

Human Rights Issues	**Discrimination**	**Freedom of Association and Collective Bargaining for Employees**	**Forced Labor/Labor Disputes**
Policy	Prevention Plan for Unlawful Infringement During Duty Execution and Measures for Sexual Harassment Prevention, Complaints, and Disciplinary Actions	Prevention Plan for Unlawful Infringement During Duty Execution	Prevention Plan for Unlawful Infringement During Duty Execution and Work Regulations

The highest policy decision-making body	General Manager's Office, Administration Division	General Manager's Office, Administration Division	General Manager's Office, Administration Division
Supervisory Authority	Board of Directors	Board of Directors	Board of Directors
Review Frequency	Real-time	Real-time	Real-time
Applicable Targets	All Employees	All Employees	All Employees
Investigation or communication mechanism	Employee Opinion Survey, Sexual Harassment Complaint Handling Committee, Labor-Management Meeting, Internal Workplace Unlawful Infringement Reporting Mechanism, etc.	Employee Opinion Survey, Labor-Management Meetings, Internal Workplace Unlawful Conduct Reporting Mechanism, etc.	Employee opinion surveys, labor-management meetings, internal workplace unlawful conduct reporting mechanisms, etc.
Risk Level	Low	Low	Low
Mitigation and Compensation Measures	For employees whose human rights have been violated, professional psychological counseling, compensation, system modification, and punishment or job adjustment for the perpetrator, etc.	For employees whose human rights have been violated, professional psychological counseling, compensation, system modification, and punishment or job adjustment for the perpetrator, etc.	System modification, provision of overtime pay, professional psychological counseling, or occupational injury application, etc.

Policy Commitment Link	The Prevention Plan for Unlawful Infringement During Duty is placed on the company's intranet for colleagues' easy access and awareness.	The Prevention Plan for Unlawful Infringement During Duty is placed on the company's intranet for colleagues' easy access and awareness.	The Prevention Plan for Unlawful Infringement During Duty is placed on the company's intranet for colleagues' easy access and awareness.

- Human Rights Policy Training

In order to ensure that employees, other external workers, suppliers, and external stakeholders are informed about Welgene Biotech Co., Ltd.'s various human rights policies, we not only arrange human rights policy education and training courses for new employees upon onboarding, but also regularly/and irregularly utilize various methods such as formal or informal meetings, dedicated websites, contract agreements, employee suggestion mailboxes, and feedback platforms to conduct education and advocacy. This is to ensure that all personnel understand their rights and the company's regulations. All policies are publicly disclosed on the company's website and in the sustainability report. In 2024, the total accumulated training hours for human rights policy-related education and training at the company reached 100 hours, with each session lasting 2 hours, and a total of50employees completed the training, accounting for 76% of all employees.

- Communication and Remedial Measures for Human Rights Policies or Cases

The company has established a feedback platform and suggestion mailbox, enabling all workers and external stakeholders to communicate

with the dedicated department regarding various human rights incidents, including policy improvement suggestions, potential risk alerts, and complaints about human rights violations. To maintain a fair process for reviewing and investigating complaints or reports, the Management Department leads a cross-departmental team responsible for investigating and reviewing human rights incidents and formulating improvement measures.
There have been no incidents of discrimination or forced labor related to human rights in the Company this year.
Each year, the company also audits all operational sites and suppliers, with particular focus on those sites or vendors identified as having significant potential risks, to ensure there are no human rights violations. 2024 By the end of 2024, audit results showed no violations or potential human rights risks.

2.5 Risk Management

2.5.1 Ductwork Organization

For risks and opportunities arising from internal and external factors, a company's risk management capability plays a crucial role. Risks and opportunities brought by global trends and the environment may affect a company's profitability and even its survival. Rather than leaving the future to unpredictable environments and variables, it is better to continuously enhance the company's competitiveness and influence, fully seize business opportunities, and face the challenges of a new era.
To enhance the company's sound operation and sustainable development, and to establish a robust risk management mechanism, the Risk Management Policy and Procedures are hereby formulated in accordance with Article 44 of the "Regulations Governing the Establishment of Internal Control Systems by Public Companies" to

implement an effective risk management and checks-and-balances mechanism.
The company's risk management policy is to control various risks that may be encountered in operational activities within an acceptable range, in order to prevent potential losses, protect the interests of employees, shareholders, partners, and customers, and serve as a reference for the formulation of business strategies, with the aim of reasonably ensuring the achievement of the company's strategic objectives.

The responsibilities and authorities of each department are as follows:

Board of Directors	The Board of Directors serves as the highest supervisory unit for risk management, responsible for reviewing the annual risk management report, risk execution report, and audit report to ensure the effective implementation of the risk management system. The Board of Directors' meeting unit interacts and communicates from time to time with various functional heads regarding environmental and social issues related to the company, and regularly reviews the impact, performance, and strategic objectives of ESG at the end of each year.
Risk Management Organization	The company has established a risk management organization as the authority responsible for executing risk management. The head of corporate governance serves as the convener, primarily responsible for the execution of monitoring, measuring, and evaluating the company's risks. This unit assists in formulating the company's risk management policies, ensures the implementation of risk management decisions approved by the Board of Directors, and coordinates the overall operation of risk management.
Risk Audit Unit (Audit Office)	Evaluate the effectiveness of the risk management system and mechanism operations. Conduct audit operations and regularly submit the results of risk management to the Audit Committee and the Board of Directors.
All Departments	Each department/division-level supervisor is responsible for risk management, including analyzing and monitoring relevant risks within their respective units to ensure that risk control mechanisms and procedures are effectively

	implemented.

2.5.2 Risk Identification and Response Measures

Welgene Biotech, in accordance with the Guidelines for Establishing Internal Control Systems by Public Companies, has planned and implemented risk management within the company. Based on the scope of Welgene Biotech's risk management policies and procedures, internal risk identification and assessment have been completed, and risk mitigation measures have been carried out as described below:

Risk Aspects	Risk Issue Identification	Impact and Influence	Risk Mitigation Measures
Economic Aspect(including Corporate Governance)	Operational Risks	No significant impact	Establish documentation standards for various process items, strictly implement and execute according to each type of SOP document
	Financial Risk	No significant impact	Regularly assess bank interest rates to reduce unnecessary risks, execute hedging transactions, and establish documentation standards for various process items, strictly implementing and following all types ofSOPdocuments.
	Market Risk	No significant impact	Continuously update domestic and international industry news, conduct market research; and establish concrete guidelines and revise management systems to avoid business dealings with countries under economic

			sanctions, high-risk countries, or their suppliers
	Legal Risks	No significant impact	Establish specific guidelines and revise management systems to avoid business dealings with countries under economic sanctions, high-risk countries, or their suppliers
Environmental Aspect	Hazard Risk	No significant impact	Greenhouse gas inventory and verification, reporting to the Board of Directors, and quarterly control
Social Aspect	Human Resources Risk	No significant impact	Establish work regulations, salary cycles, and other standards, and strengthen the company's overall talent development plan by providing diversified educational training for all colleagues.

2.6 Climate Governance

2.6.1 Climate Risks and Opportunities

1 Board of Directors Supervision

The Board of Directors of the Company is the highest authority in corporate governance. In addition to incorporating climate issues into corporate governance considerations, the Board also integrates climate risk and opportunity management into overall policies. By continuously supervising the implementation of various risk management mechanisms, the Company aims to ensure that while business continues to grow, climate change-related management measures are also effectively implemented, demonstrating the Company's commitment to climate

governance.

l Responsibilities of Management

Risk Management Level	Risk Management Operations
Frontline Responsibility	Business representatives of each department are the Risk Owners for the businesses they handle. They must carry out their duties in accordance with the internal control systems and internal regulations related to their respective businesses, serving as the primary unit directly responsible for the initial identification, assessment, and control of risks.
Second-line responsibility	Each department head is responsible for the risk management of their respective business operations, consolidating the results of risk management activities and supervising risk management activities within their departments. When department heads identify risks in their monitored business areas, they should propose corresponding countermeasures and provide both the risks and countermeasures to the risk management organization.
Third-line responsibility	The risk management organization must review the integrity of the main risk management mechanisms related to the company's operations, finance, hazards, and legal matters, and must effectively monitor the relevant risks of each unit in accordance with this policy.

l Integration of risk management system

1. After each department of the company identifies the potential risk factors it may face, it analyzes the nature and scale of each business and operational activity, as well as the level of risk the company can bear, and then establishes appropriate risk measurement standards.

(1) The measurement of risk includes the analysis and

assessment of risks, which is conducted by analyzing the likelihood of risk events occurring and the degree of negative impact if they do occur. This helps to understand the impact of risks on the company and serves as a reference for determining the priority of subsequent risk control measures and the selection of response actions.

(2) For quantifiable risks, rigorous statistical analysis and techniques are used for assessment.

(3) For other risks that are more difficult to quantify, the likelihood and impact of such risks are described in narrative form.

(4) The degree of impact caused by the occurrence of risks is expressed as high, medium, or low.

2. Risk Monitoring: Each department should monitor the risks associated with its respective business operations and propose corresponding countermeasures. The risks and countermeasures should be submitted to the risk management organization.

3. Risk Response: After assessing and consolidating risks, the risk management organization should adopt appropriate

response measures for the risks faced.

(1) The following measures can be implemented for risk response:

I. Risk Avoidance: Deciding not to engage in or carry out the business or activity.

II. Risk Transfer: Adopting transfer methods to shift all or part of the risk to a third party, such as insurance.

III. Risk Mitigation: Implement appropriate control measures to reduce the likelihood of risks occurring and the potential impact after their occurrence.

IV. Risk Bearing: No measures are taken to change the likelihood and impact of risk occurrence.

(2) When a risk event occurs in any department, the supervisor of the department affected by the event or the department responsible for handling the event according to their authority shall immediately take action. The cause of the event, improvement plans, and execution progress shall be promptly reported to the risk management organization.

4. Risk Report: To fully document the risk management procedures and their execution results, the risk management organization should report the status of risk management to the Board of Directors in a timely manner (at least once a year) for reference, ensuring that the management structure and risk control functions are operating properly. The most recent reporting date was November 11, 2024.

In the short term: Regulatory changes and the occurrence of natural disasters have limited impact due to the business characteristics of the company.

In the medium to long term: As the probability of extreme weather events increases and policies undergo more significant changes, the company will adjust its response measures and future business strategies accordingly.

- **Climate-Related Indicators and Goals**

Subsequently, carbon reduction targets will be set based on the results of the greenhouse gas inventory. In the future, after conducting actual risk and opportunity identification and impact assessment, risk-related targets will be established according to the results.

- **Climate Risk and Opportunity Impact Assessment**

According to the regulations of the competent authorities, the first

greenhouse gas inventory is scheduled for 2026. Subsequent carbon

reduction targets and implementation plans will be established based on the results of the greenhouse gas inventory.

In the event of extreme climate anomalies or when transformation is required by the government or clients, due to the business characteristics of our company, the short-term impact is limited. In the medium to long term, as the probability of extreme weather events and policy changes increases significantly, the company will adjust its response measures and future business strategies accordingly.

Under the supervision and promotion of the Board of Directors, the Company will, in the future, assess the actual and potential impacts of relevant climate-related risks and opportunities on its business, strategy, and financial aspects as appropriate. The assessment will consider factors such as the degree of impact, time/geographical scope, value chain impact, and financial impact. The Company will also develop strategic solutions to respond promptly to the actual and potential impacts brought by climate change, thereby enhancing the organization’ s climate resilience. In order to understand the short-, medium-, and long-term impacts of climate change-related risks and opportunities on the

Company, the timeframes set by the Company are as follows: short-term 1–3 years, medium-term 3–10 years, and long-term over 10 years.

- **Financial Impact of Transformation Actions**

Due to the significant impact of global greenhouse effects on the environment, our company places special emphasis on the concept of energy conservation and carbon reduction to avoid resource waste. We also implement waste sorting, recycle used paper for repeated copying, and gradually adopt electronic operations and approval procedures to reduce paper usage. Additionally, we sign maintenance contracts for equipment to ensure optimal operational efficiency and reduce energy consumption. In terms of policy promotion, we strengthen employees' awareness of energy conservation, such as turning off lights, computers, and air conditioning after work to minimize energy waste, with the goal of achieving 100% renewable energy usage.

For other relevant climate risk information, please refer to113 年度年報

2.7 Information Security

Major Issue Management: Information Security	
Impact on the economy, environment, or population	Information security incidents may lead to operational disruptions and financial losses, impacting the economic stability of enterprises.Personal data breaches will damage customer trust, affecting brand reputation and public well-being.If cyberattacks extend to the supply chain, they will indirectly affect the operation of industries and social systems.
Management Policies and Commitments	Establish information security policies and implementation guidelines in compliance with regulations and international standards (such asISO/IEC 27001).Commit to continuously improving information security management mechanisms, and regularly conduct internal and external audits and reviews.
Management Unit	Information Security Department
Practical Actions to Mitigate Impact	Strengthen corporate information security governance Enhance technical protection capabilities Employee information security training and awareness enhancement.
2024Annual Performance Results	Strengthen Corporate Information Security Governance - Establish a risk assessment mechanism: Conduct cyberattack drills to enhance response capabilities and reduce potential risks. Enhance Technical Protection Capabilities - Improve disaster recovery capabilities: Optimize cloud backup strategies, reducing data recovery time by20% compared to last year. Employee Information Security Training and Awareness Enhancement - All employees have completed information security education and training, achieving a completion rate of100%.

Effective Approaches to Ensure Action	Clearly Define Information Security Strategic Objectives - Establish Cuantifiable KPI Indicators: For example, achieving a 90% employee information security training pass rate, reducing information security incident response time by 50%, etc., to ensure actions have measurable standards. Establish Technical Implementation and Regulatory Mechanisms - Automated Monitoring and Early Warning Systems:Implement SIEM (Security Information and Event Management) to detect abnormal behaviors in real time and reduce the success rate of attacks.Employee Training and Information Security Culture Building - Interactive Information Security Education:Regularly conduct simulated phishing attack tests to enhance employees' information security awareness.

2.7.1 Information Security Management Policy

Information Security Management Policy

Major Issue Management:Information Security	Description
Impact on the economy, environment, or population	Information security incidents may lead to operational disruptions and financial losses, impacting the economic stability of enterprises.Personal data breaches will damage customer trust, affecting brand reputation and public well-being.If cyberattacks extend to the supply chain, they will indirectly affect the operation of industries and social systems.

Management Policy and Commitment	Establish information security policies and implementation guidelines in compliance with regulations and international standards (such asISO/IEC 27001).Commit to continuously improving information security management mechanisms, and regularly conduct internal and external audits and reviews.
Management Unit	Information Security Department
Practical actions to reduce impact	Strengthen corporate information security governance Enhance technical protection capabilities Employee information security training and awareness enhancement.
2024 Annual Performance Results	Strengthen Corporate Information Security Governance - Establish a risk assessment mechanism: Conduct cyberattack drills to enhance response capabilities and reduce potential risks. Enhance Technical Protection Capabilities - Improve disaster recovery capabilities: Optimize cloud backup strategies, reducing data recovery time by20% compared to last year. Employee Information Security Training and Awareness Enhancement - All employees have completed information security education and training, achieving a completion rate of100%.
Approaches to Ensure Effective Actions	Clearly Define Information Security Strategic Objectives - Establish Cuantifiable KPI Indicators: For example, achieving a 90% employee information security training pass rate, reducing information security incident response time by 50%, etc., to ensure actions have measurable standards. Establish Technical Implementation and Regulatory Mechanisms - Automated Monitoring and Early Warning Systems:Implement SIEM (Security Information and Event Management) to detect abnormal behaviors in real time and reduce the success rate of attacks.Employee Training and Information Security Culture Building - Interactive Information Security Education:Regularly conduct simulated phishing

	attack tests to enhance employees' information security awareness.

Information Security Implementation Actions:

- Objective: To maintain the confidentiality, integrity, availability, authenticity, and non-repudiation of information assets, ensuring business operations and customer rights.
- According to regulations: This policy is formulated with reference to the "Personal Data Protection Act", "Copyright Act", "National Secrets Protection Act", "Electronic Signature Act", and other relevant laws and guidelines.
- Applicable Subjects and Scope: Covers all information assets of the company and all information users, including internal employees and authorized external users.
- Organizational Structure: Establish a cross-departmental Information Security Committee, with the Information Department taking primary responsibility for promoting the system and

conducting internal and external information security audits to ensure policy implementation and continuous improvement.

- Implementation aspects include:

  - Personnel security (such as information security education, training, and awareness)

  - Physical and environmental security

  - Communication and system security

  - Access control

  - System development and maintenance security

  - Information security incident reporting and response management

  - Information security audit and risk assessment

  - Information backup and certificate management

- There were no incidents of customer privacy breaches or loss of customer data in 2024, indicating that the information security management mechanisms have been effectively implemented.

Information Security Operation Items and Implementation Description

Project Category	Specific Measures	Frequency/Description
Education and Training	Conduct information security education and training courses	Held regularly every year, with additional sessions arranged as needed.
Promotional Event	Emailor internal company platform push notifications for information security awareness messages	Reminders and case sharing based on the topic every six months
Audit Operations	Internal information security audit conducted by the Audit Office	At least once a year, and an audit report shall be issued.
Emergency Response Drill	Information Security Response Drills for Natural Disasters and Human Intrusions	Once a year, test the response process according to scenario settings
Backup Operation	Establish a host-side and offsite backup plan, and perform regular backups.	Schedule daily/weekly based on data type and importance
Management System	Outsourced personnel sign confidentiality agreements and have restricted access permissions	Complete before starting work and continue to manage
System Maintenance and Operation	System vulnerability patching, virus definition updates	Update in real time according to the supplier's released version

3 Products and Services

3.1 Products and Services

3.1.1 Introduction to Products and Services

Welgene Biotech Co., Ltd. Introduction

Welgene Biotech Co., Ltd. is headquartered in Nangang Software Park, with offices and service laboratories in Kaohsiung and Taichung, providing services such as genetic testing. Welgene Biotech is dedicated to introducing and developing advanced life science technologies and services, covering multiple fields including next-generation sequencing (NGS), third-generation sequencing (TGS), microarray, and proteomics analysis. The company also acts as an agent for instruments and reagents from several internationally renowned brands. Welgene Biotech has obtained multiple certifications, including passing the Taiwan FDA LDTS certification in 2024 and completing the ISO 17025 extension certification in the same year, demonstrating the professionalism and reliability of Welgene’ s testing services. From 2023 to 2025, the company has been actively expanding into new application service areas, such as Pacbio third-generation sequencing, SomaScan proteomics analysis, and collaborating with Guardant Health to provide liquid biopsy and tissue-based cancer testing services. Welgene Biotech is committed to applying advanced genetic testing technologies to clinical and scientific research, contributing to the development of healthcare in Taiwan.

Welgene Biotech Services and Products

Welgene Biotech Co., Ltd. offers a wide range of scientific research services and products, which can be mainly categorized as follows:

1. Next Generation Sequencing Service:

- DNA sequencing: including exome sequencing, targeted region sequencing, whole microbial genome sequencing, etc.
- RNA sequencing: gene expression analysis (Gene Expression), microRNA sequencing, etc.
- Epigenetics sequencing.
- Metagenomics sequencing.
- Single cell gene expression profiling.
- Spatial Transcriptomics.

2. Third-generation sequencing services:

Long-read sequencing: Utilizing the PacBio Single Molecule Real-Time (SMRT) sequencing system for sequencing analysis, it offers advantages in human whole genome sequencing applications, such as being free from PCR bias and the ability to simultaneously collect epigenetic information. In addition, it includes full-length transcriptome sequencing, full-length 16S rDNA sequencing, microbial whole genome sequencing, metagenome sequencing, and environmental genome sequencing.

3. Biochip Experimental Services:

- Gene Expression Microarray (Gene Expression).

n microRNA microarray.

n Comparative Genomic Hybridization (CGH) microarray.

n Provide customized chip experiment services.

4. Proteomics Analysis Service:

SomaScan: Utilizing SOMAmer technology for high-throughput protein detection, capable of simultaneously detecting over 11,000 types of proteins.

5. Instruments and Reagents:

n Agency brand: Agilent, STRATAGENE, Epigentek, OPS Diagnostics, Somalogic, Guardant Health, etc.

n Proprietary products: WelPrep nucleic acid extraction reagents, WelPrep nucleic acid extraction consumables.

n Various laboratory instruments, such as biochip scanners, fully automated NGS machines, DNA/RNA QC analyzers like TapeStation, etc.

n Provide reagent kits for nucleic acid extraction, nucleic acid quality control, and related applications.

6. Clinical Application:

n Non-invasive prenatal testing (NIPT) for fetal chromosomal abnormalities.

n Breast cancer recurrence/metastasis risk assessment test (EndoPredict assay).

n Preimplantation Genetic Testing for Aneuploidy (PGT-A).

n Whole Chromosome Microarray Analysis (aCGH).

n Guardant Health liquid biopsy and tissue-based cancer testing.

3.2 Product Health and Safety

3.2.1 Product Quality Management

1. Establishment and Compliance of Quality Management System

- The quality management system established by this laboratory complies with both the TAF ISO/IEC 17025:2017 standards and the requirements of the TFDA LDTS certification regulations.
- The quality management system is primarily structured based on ISO/IEC 17025:2017, supplemented with the requirements and

guidelines related to TFDA LDTS certification, adopting the union of both standards.

2. Quality Policy

- The quality policy complies with the standards of TAF ISO/IEC 17025:2017 and the certification standards of the Taiwan Food and Drug Administration (LDTS).
- Committed to providing testing services with professional testing technology and an optimized quality management system, delivering test reports that customers can trust.
- Focus on continuous training and technical improvement of personnel to consistently enhance data quality.
- Take impartiality seriously, understand that quality certification is based on impartiality, and formally declare compliance with impartiality through official documents.

3. Quality Indicators and Quality Objectives

- Quality indicators are mainly composed of QC from test results, with appropriate thresholds set according to scientific principles.

- Monitor quality indicators, pay attention to trend changes, and further set annual quality objectives based on the established quality indicators.
- At the end of the year, review the quality indicators, report the achievement rate of quality objectives at the management review meeting, and establish the quality indicators and quality objectives for the new year.
- Quality Objective Results for the Fourth Quarter of 2024
-

Monitoring Point	Test Item Indicators	Review Cycle	Items Reported This Time
Before Testing	Submission to Rejection Ratio	Every quarter	Compliant
Testing in progress	LDTSThe percentage of certification items that do not meet quality standards (Five-item breakdown)	Quarterly	Compliant
Testing in progress	Unacceptable Rate of Proficiency Test Results	Every year	Compliant
After testing	Laboratory Correction Report Rate	Every quarter	Compliant
After testing	Overdue Rate of Laboratory Reports	Every quarter	Compliant

4. Quality Management Review

- Regularly conduct internal audits and establish quality assurance plans as concrete measures for quality assurance.
- The management supervises the implementation of various quality maintenance operations to ensure they are properly carried out.
- Establish the new annual quality assurance plan during the management review meeting.

5. Quality Requirements for Testing Services

- Ensure that the updating or acquisition of equipment resources and testing methods must meet the timeliness and effectiveness required for testing needs.
- Ensure the compatibility and consistency of procedures and applicable documents.
- Introduce appropriate measures and procedures at each stage of the report result implementation process to ensure that quality requirements are met.
- Value customer feedback and handle customer complaints promptly.

- Establish calibration plans for instruments and preventive maintenance plans for major equipment to ensure the normal functioning of the devices.

Our laboratory has established a comprehensive quality management system and formulated relevant measures to ensure its effective implementation. Through quality policies, quality indicators and objectives, management reviews, and testing service quality requirements, we continuously enhance the quality of our testing services to meet regulatory standards and provide customers with reliable test reports.

Certification Status

TFDA LDTS Precision Medicine Molecular Testing Laboratory Certification

TAF ISO/IEC 17025:2017 accredited laboratory

財團法人全國認證基金會
Taiwan Accreditation Foundation

認 證 證 書

(證書編號：L1610-241122)

茲證明

威健股份有限公司

威健生物實驗室

台北市南港區園區街3號12樓之7

為本會認證之實驗室

認 證 依 據：ISO/IEC 17025：2017；CNS 17025：2018
認 證 編 號：1610
初次認證日期：九十五年八月二十九日
認證有效期間：一百一十三年十二月一日至一百一十六年十一月三十日止
認 證 範 圍：測試領域，如續頁

董事長

陳怡鈴

辨證確認真偽

中華民國一一三年十一月二十二日

本認證證書與續頁分開使用無效

第1頁，共2頁

衛生福利部食品藥物管理署

精準醫療分子檢測實驗室認證資料

機構名稱：威健股份有限公司（地址：臺北市南港區園區街3號12樓）
機構負責人：陳貴弘
實驗室名稱：威健生物實驗室（地址：臺北市南港區園區街3號12樓之7、臺北市南港區園區街3號12樓之8）
實驗室負責人：黃信智（實驗室品質主管：方韶璇）
認證編號：：LDT0002
認證有效期間：113年4月25日至116年4月24日止
認證範圍：

項次	檢測名稱	分析標的	檢測技術	檢測項目
1	全染色體微陣列晶片檢測	1. 檢體型態：羊水、血液、組織、培養羊水、DNA(萃取自羊水、血液、組織) 2. 基因數：23對染色體致病性基因套數差異(附表1)	微陣列晶片	產前及新生兒染色體與基因變異檢測
2	EndoPredict 乳癌復發/轉移風險評估檢測	1. 檢體型態：乳癌管狀A/B型腫瘤石蠟包埋切片(不適用 HER2陽性及三陰性) 2. 基因數：12(附表2)	即時偵測基因擴增	癌症篩檢、診斷、治療及預後之基因檢測
3	外顯子定序應用於ACMG SF基因檢測	1. 檢體型態：羊水細胞、血液、組織、DNA(萃取自羊水、血液、組織) 2. 基因數：78(附表3)	次世代定序	遺傳代謝與罕見疾病之基因檢測
4	胚胎著床前染色體檢測	1. 檢體型態：胚胎細胞 2. 基因數:23對染色體之基因體(附表4)	微陣列晶片	產前及新生兒染色體與基因變異檢測
5	非侵入性胎兒染色體檢測-NIPT	1. 檢體型態：血漿、血液 2. 基因數：第13、18、21對染色體及性染色體(附表5)	次世代定序	產前及新生兒染色體與基因變異檢測

113年4月25日FDA品字第1130008976號附件

3.2.2 Customer Relationship Management

1. Customer Service

- **Customer Complaint Handling:**
    - Establish a customer management team dedicated to receiving, handling, and responding to customer complaints.

- Provide multiple complaint channels (in-person visits, written correspondence, toll-free phone: 0809-072-222, etc.).
- Develop a detailed investigation and analysis process to clarify the reasons for customer complaints and take corresponding measures.
- Classify the results of customer complaints. If it is due to laboratory negligence, initiate the nonconformity control procedure and implement corrective and preventive actions.
- A re-examination mechanism is in place to ensure the accuracy of test results.
- Record and track customer complaint cases, and regularly compile and analyze them as a reference for improvement.
- A total of 6 customer complaint cases occurred in 2024 (1 from academic institutions, 3 from medical institutions, and 2 from private enterprises). After investigation and clarification of the causes by Welgene Biotech Co., Ltd. staff and the implementation of corresponding measures, all cases resulted in outcomes that were accepted and understood by the customers.

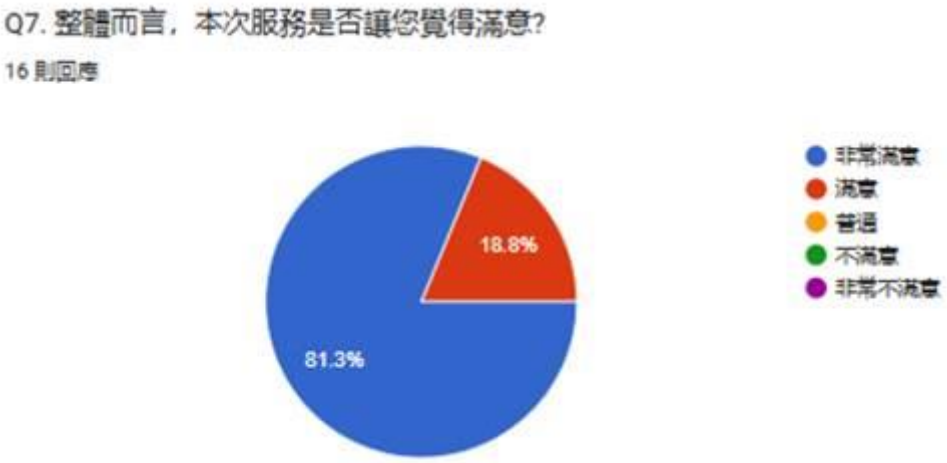
- **Customer Feedback Collection:**

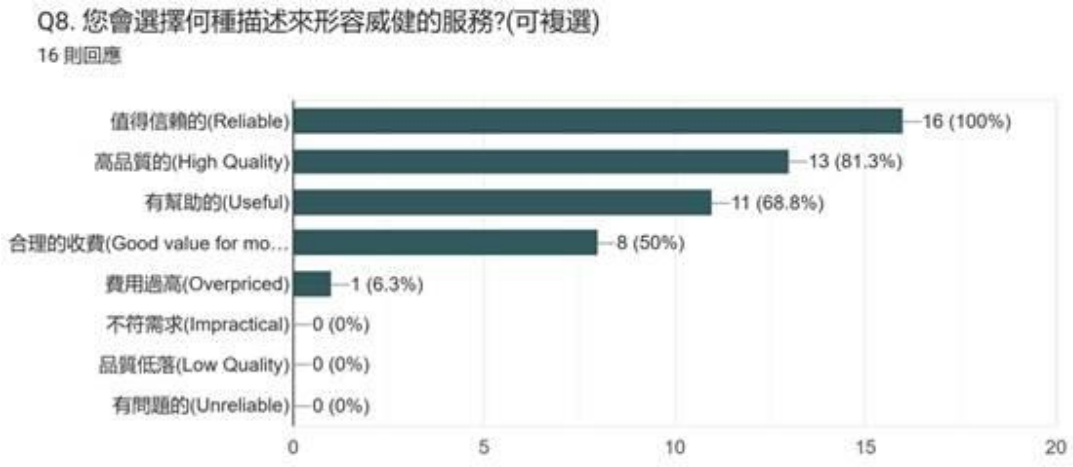
  - In addition to the aforementioned complaint handling, the laboratory also values customer feedback and has established multiple channels to collect customer opinions.

  - Encourage customers to provide feedback through various channels (such as phone, email, visits, etc.) and handle customer complaints promptly.

  - Analyze and discuss the collected feedback (including customer complaints, feedback, and satisfaction surveys) to understand customer needs and expectations. This serves as a reference for improving testing services and enhancing customer satisfaction.

  - According to the 2024 satisfaction survey results, the overall customer satisfaction rate reached 100% satisfaction (with 81.3% being very satisfied). At the same time, 100% of surveyed customers believe that Welgene Biotech Co., Ltd. is a trustworthy company, indicating that customers can confidently entrust Welgene Biotech Co., Ltd. with testing services.





- **Customer Visit**
  - Under the premise of maintaining the confidentiality of other customers' information, provide the customer or their representative with assistance in entering the laboratory area to clarify customer requirements, as well as to witness or observe the execution of testing work.
  - A total of 2 visit records in 2024 (1 academic institution, 1 medical institution)

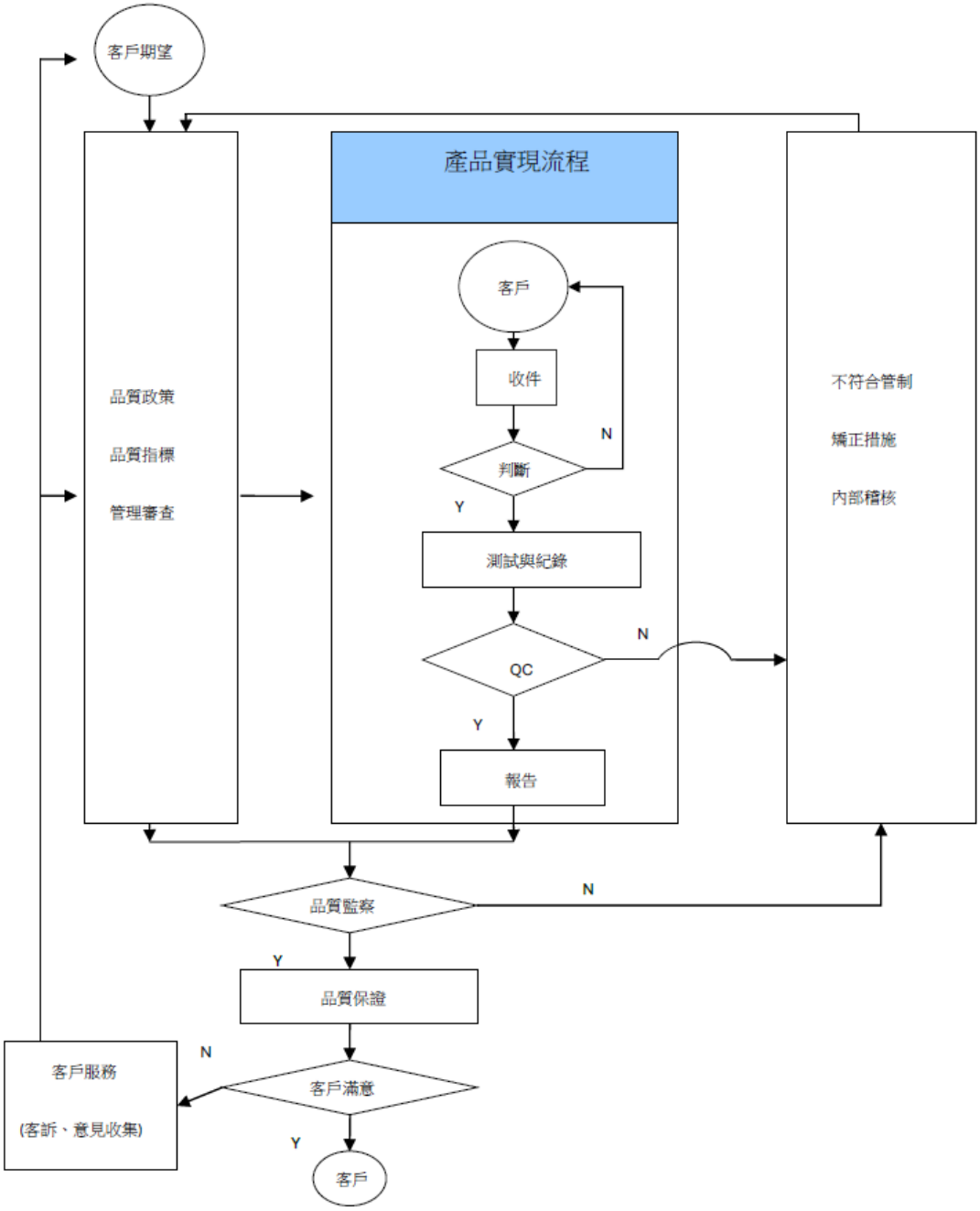
2. Management Review Meeting

- **Held regularly:**
    - The laboratory holds regular annual management review meetings to evaluate the effectiveness of the quality management system and discuss various topics, including customer feedback, satisfaction survey results, and customer complaints.
- **Discussion Topic:**
    - Review the achievement rate of quality indicators, and establish new quality indicators and quality objectives for the coming year.
    - Review the implementation of the quality assurance plan and establish the quality assurance plan for the new year during the meeting.
    - Discuss the results of the customer opinion survey and use them as a reference for improvement.
    - Review the handling of customer complaint cases and use it as a reference for improvement.

- Listen to feedback from partner manufacturers or evaluation units and use it as a reference for improvement.

- **Decision and Action:**
  - Based on the discussion results, formulate corresponding decisions and action plans to continuously enhance the effectiveness of the quality management system and improve customer satisfaction.

3. Product Quality and Customer Relationship Flowchart



3.2.3 Intellectual Property Rights and Trade Secret Management

To strengthen our industry leadership and safeguard our hard-earned advanced technological achievements, the company has formulated an

intellectual property strategy that integrates our business objectives with R&D resources. This strategy aims to establish an operational model that creates company value through intellectual property rights, not only protecting the company's operational freedom but also enhancing our competitive advantage and serving as a tool to help the company generate profits.

1. Patent Protection Measures

The company's intellectual property management strategy mainly includes patent portfolio deployment, patent mining and development, patent application portfolio expansion, and patent portfolio review and consolidation. Through the implementation of measures such as talent training, we aim to protect the company's R&D achievements and maintain our technological leadership.

In order to build a solid intellectual property portfolio, the company has established a variety of internal mechanisms to encourage innovation and continuously motivates employees to submit invention applications. Externally, the company maintains close contact and technical exchanges with patent law firms in both local and major overseas markets, assisting patent examiners at relevant authorities to better understand the company's technologies. This approach aims to enhance examination efficiency and secure high-quality patent protection.

2. Protection of Trade Secrets

Trade secrets are closely related to the company's competitive advantages such as technological leadership, manufacturing excellence, and customer trust, and are not limited to the protection of specific intellectual assets. To comprehensively and effectively manage trade secret innovation, the company establishes, documents, and integrates the use of trade secrets that provide a competitive edge.

3. Trademark Protection

A trademark is an intangible asset for the sustainable operation of a company. Our company has established a trademark management strategy, regularly reviewing trademark deployment to align with future usage needs.

If the company is unable to obtain or maintain certain technology or intellectual property licenses, or fails to prevent infringement of its intellectual property rights, and related infringement litigation occurs as a result, it may: (1) result in the company being unable to sell certain products, provide certain services, or use certain technologies; (2) weaken the company's ability to compete against competitors who benefit from infringing on the company's intellectual property rights, thereby reducing the company's opportunities to generate revenue. In response, the

company has taken relevant measures to minimize potential losses to shareholders' equity caused by intellectual property claims and litigation. These measures include: strategically obtaining necessary licenses from certain parties or other companies/institutions, and promptly securing defensive or offensive intellectual property protection for the company's technologies and business.

◆Execution Status: The Company reports intellectual property-related matters to the Board of Directors at least once a year. Up to now, there have been no incidents of patent infringement, trade secret leakage or infringement, or trademark infringement, and there are no related litigation cases.

3.3 Marketing Labeling

3.3.1 Product and Service Labeling Standards

Major Issue Management: Marketing and Labeling	
Impact on the economy, environment, or population	▪ Enhance corporate credibility and brand value, reduce transaction disputes ▪ Create new industries and job opportunities(Certification, verification, calibration, and printing may thus develop and stimulate economic activity)

	▪ Protecting Consumer Rights
Management Policies and Commitments	▪ Enhance corporate credibility and brand value, reduce transaction disputes
Management Unit	▪ Production and R&D Department
Practical Actions to Mitigate Impact	▪ Actively implementing international standards
2024Annual Performance	▪ Certified by the Ministry of Health and Welfare Food and Drug Administration for Precision Medicine Molecular Testing (LDTS) Laboratory Certification (a total of five items) and accredited by the Taiwan Accreditation Foundation ISO 17025 Certification (a total of two items)
Effective Approaches to Ensure Action	▪ Regularly conduct internal audits and establish quality assurance plans as concrete measures for quality assurance

Quality Commitment and Customer Trust

Welgene Biotech Co., Ltd. Laboratory is dedicated to providing high-quality testing services, strictly adhering to the use of standard reagents supplied by original manufacturers. The main raw material sources are leading international life science companies in the United States, such as Agilent, Pacbio, and Illumina, ensuring that all reagents meet high-quality standards. To further guarantee the high reliability of testing methods and the precision of services, Welgene Biotech Co., Ltd. strictly follows the certification requirements of the Ministry of Health and Welfare Food and Drug Administration for Precision Medicine Molecular Testing (LDTS)

laboratories and the Taiwan Accreditation Foundation ISO 17025 regulations, conducting comprehensive method validation. This rigorous process is designed to verify the stability, accuracy, and reproducibility of all testing methods. Through this commitment, we ensure that every test result our clients receive is trustworthy.

International Certification and Professional Competence

To ensure the reliability of test results, Welgene Biotech Co., Ltd. laboratory has obtained certification from the Ministry of Health and Welfare Food and Drug Administration for Precision Medicine Molecular Testing (LDTS) (a total of five items) and ISO 17025 certification from the Taiwan Accreditation Foundation (a total of two items). This not only affirms our professional capabilities but also concretely demonstrates our commitment to quality for our clients. We strictly adhere to the standards of ISO/IEC 17025:2017 and ISO 15189:2012, and have established the "Test Result Issuance and Modification Control Procedure" to ensure that every report delivered to our clients undergoes rigorous quality control.

Continuous Improvement and Customer Satisfaction

Welgene Laboratory will continue to enhance our professional capabilities and continuously optimize our service processes to meet the ever-changing needs of our clients. In 2024, all of our product labels fully comply with relevant regulations, with no violations occurring. We firmly believe that through rigorous quality management, professional technical expertise, and our commitment to clients, we can provide higher quality and more reliable testing services, and grow together with our clients.

Reduce Environmental or Social Impact

During the process of providing services, if the raw materials used by Welgene Biotech Co., Ltd. involve substances that may impact the environment or society—especially those hazardous chemicals regulated by the Environmental Protection Administration (such as chloroform and formamide)—we strictly comply with the Toxic and Concerned Chemical Substances Control Act of the Environmental Protection Administration. In addition to applying for and obtaining approval for use in accordance with the law, we also regularly report usage status as required. Furthermore, we commission qualified toxic and hazardous industrial waste disposal companies to handle the industrial waste generated during testing processes, ensuring that all procedures comply with national environmental regulations and fulfilling our corporate environmental protection and social responsibility.

At the same time, our company has implemented a paperless operation for service reports, with all test results and related data provided in electronic form. This measure not only significantly reduces paper consumption, but also helps avoid environmental issues arising from the physical disposal of products.

Welgene Biotech Co., Ltd. Laboratory upholds the spirit of quality, professionalism, and trust, dedicating itself to providing customers with high-quality testing services. We will continue to strive for improvement, constantly enhancing our professional capabilities, and offering customers a superior service experience in a more transparent and convenient manner.

3.3.2 Product and Service Marketing and Promotion

Internal Advertising and Marketing Regulations

Our company strictly adheres to internal advertising and marketing regulations. All advertisements and promotional materials must comply with the following requirements:

- Labeling Regulations: Advertisements related to research products or services must clearly indicate the phrase "Research Used Only" to avoid misleading consumers.
- Content Accuracy: Exaggerated or false promotional content is strictly prohibited. All technical data and performance claims must be supported by experimental verification data.
- Compliance Review: All marketing materials must be reviewed by the legal and professional teams to ensure compliance with the Advertising Act and relevant regulations.

Advertising Material Review Process

The review process for marketing and promotional content is as follows:

1. Preliminary Review Stage: The head of the Sales Department is responsible for reviewing whether the content complies with the company's internal regulations and legal requirements.

2. Professional Review: Content involving technical data must be verified for accuracy by the R&D department.
3. Legal Review: Final verification by the legal team to ensure compliance with the Advertising Act and relevant regulations.
4. Version control: After passing the review, create a version record and release it uniformly.

2024 Annual Compliance Status

During this year, the company strictly adhered to regulations related to product marketing, and there were no incidents of violations of the Advertising Act or other laws. All marketing activities were carried out in accordance with internal review procedures to ensure content accuracy and the protection of consumer rights.

4 Sustainable Supply

4.1 Industry Supply Chain

4.1.1 Industry Overview

Genetic Testing: Moving Towards the Future of Precision Medicine and Diverse Applications

Genes are the fundamental units of heredity, and all living organisms rely on genes to transmit genetic information. Genes store the information required to build and maintain biological cells, enabling living beings to use this information to construct highly complex biological systems. Genetic testing involves analyzing genetic information from samples and is widely applied in fields such as medicine, agriculture, and industry. Core technologies include first-generation sequencing, gene chips, PCR, high-throughput next-generation sequencing(NGS), and the emerging third-generation sequencing technologies. Different technologies are complementarily applied across various fields. By decoding genetic information and integrating multi-omics research such as transcriptomics, proteomics, and metabolomics, we can gain a more comprehensive understanding of life phenomena and the causes of diseases. Precision medicine utilizes high-throughput genetic testing, high-resolution molecular imaging, and bioinformatics technologies to integrate patients' living environments and clinical data, achieving precise disease classification, diagnosis, and personalized treatment plans.

Government Policies and Industry Regulations

In order to ensure the quality and clinical application of genetic testing, the government has formulated multiple policies and regulations. For example, the "Guidelines for Precision Medicine Molecular Testing Laboratory Testing and Services(LDTS)" established laboratory standards. The National Health Insurance Administration has also included frontline

lung cancer companion molecular testing for targeted therapies in NHI coverage, requiring laboratories performing these tests to be certified, thereby affirming that "precision testing is the prerequisite for precision treatment." In addition, the government has promoted the "Taiwan Precision Medicine LaunchBiobank Integration Platform Alliance," building Taiwan's "Million-Person Genomic Database." Through the amendment of the "Regulations Governing the Implementation or Use of Specific Medical Techniques, Examinations, and Medical Devices"(Special Regulation Act), the legal basis for the clinical application of genetic testing has been established under the "Regulations Governing the Implementation or Use of Specific Medical Techniques, Examinations, and Medical Devices"(Special Regulation Act).

Precision Cancer Medication and Genetic Testing

Cancer treatment has entered the era of precision medicine, with genetic testing playing a key role. Through genetic testing, it is possible to analyze gene mutations in tumor cells, identify specific genes driving tumor growth, and thereby select the most effective targeted drugs or immunotherapies. This not only improves treatment outcomes but also avoids unnecessary side effects. The National Health Insurance Administration plans to include cancer drug-related genetic testing in NHI coverage in 2024, further promoting the widespread adoption of precision cancer treatment.

The Rise of Third-Generation Sequencing Technology

In addition to the widely used next-generation sequencing(NGS), third-generation sequencing technologies(such as single-molecule real-time sequencing and nanopore sequencing)are rapidly advancing. Compared toNGS, third-generation sequencing offers longer read lengths, faster speeds, and does not requirePCRamplification, enabling more accurate detection of structural variations, repetitive sequences, and epigenetic modifications such as methylation. This technological breakthrough will

help us gain a deeper understanding of genome complexity and bring revolutionary impacts to disease diagnosis, drug development, and personalized medicine.

Future Development Trends of the Genetic Testing Industry

Under the guidance of the government, the genetic testing industry is developing in the following three directions:

1.

1. ·**Omics Integration (Omics Integration):**Integrating multi-omics data such as genomics, transcriptomics, proteomics, and metabolomics, to comprehensively understand biological systems through cross-omics approaches and promote clinical applications.
2. ·**Diversification of Applications:**The applications of genetic testing are not limited to the medical field, but can also be expanded to various areas such as biological breeding, environmental conservation, forensic identification, and food safety. In the medical field, in addition to reproductive medicine and prenatal diagnosis, applications in areas such as oncology, genetic diseases, and cardiovascular diseases are also rapidly developing.

3. ·**Certification Requirements :** With the rapid advancement of technology, industry regulations and standards have become increasingly important. The government is promoting laboratory certification management mechanisms to ensure that testing quality meets clinical needs and to facilitate the healthy development of the industry.

In summary, genetic testing is an important cornerstone in driving precision medicine and the digitalization of healthcare. With continuous technological advancements, government policy support, and growing market demand, the genetic testing industry will develop toward diversification and high quality, bringing greater benefits to human health.

Our company operates in the upstream and midstream sectors of the genetic testing service industry, providing genetic testing services for biological and medical research, as well as reproductive medicine genetic testing: amniotic fluid microarray, embryo microarray, non-invasive fetal chromosomal testing, gene sequencing or microarray-based clinical trial research. We also act as an agent for the sale of research and clinical application reagents and instruments, which are knowledge-intensive and technology-intensive products. Our headquarters is located in Taiwan, Taipei City. The genetic testing services and agency sales we provide cover the northern, central, and southern regions of Taiwan, with the main sales markets being the north, central, and south, accounting for100%of our revenue. Compared to2023, there have been no significant changes in our industry, upstream suppliers, downstream customers, or other business relationships.

4.1.2 Supply Chain Structure

▼Welgene Biotech Value Chain

The operational value chain of Welgene Biotech Co., Ltd. mainly covers three segments: upstream suppliers, the company's technology integration platform, and downstream customer base.

Upstream Suppliers

The company collaborates with multiple internationally leading genetic testing suppliers to acquire core resources for clinical and research use, including instruments and equipment, reagents, chips, and gene sequencing platforms.

Midstream Integration Platform

Welgene Biotech is positioned in the midstream of the value chain, with its core focus on integrating supplier resources and transforming them into clinically and research-valuable genetic testing services and products through its proprietary platform. The company's capabilities in technology integration and platform development are its main competitive advantages.

Downstream Customer Base

Clients include academic research institutions, medical organizations, and enterprises, providing genetic testing services and related reagent products to meet their needs in research and development, clinical applications, and health screening.

▼ 2024 Upstream Supplier Summary

The main cooperative partners are as follows:

- Agilent Technologies: Provides genomics and molecular analysis instruments and key consumables
- Guardant Health: Providing next-generation liquid biopsy technology platform
- SomaLogic: Provider of proteomics analysis technology and chip products

These supplier resources are integrated by our company and transformed into commercially valuable services.

▼2024 Downstream Customer Summary

As of 2024, our company has served more than 360 downstream clients, with the highest market share in the northern region, indicating stable cooperation and regional concentration.

- Academic institutions: 270 (Northern region 184, Central region 34, Southern region 52)
- Medical institutions: 40 (Northern region 19, Central region 7, Southern region 14)
- Number of companies: 50 (Northern region 45, Central region 2, Southern region 3)

The business cooperation models are diverse, including contractual cooperation and non-contractual retail, both providing flexible support according to customer needs.

4.2 Supply Chain Management

4.2.1 Supply Chain Management Policy

▼Three Stages of Supplier Management

Supplier Management:

(1) Due to special business requirements, the requesting unit may provide a list of suppliers and relevant supplier information to the procurement unit for supplier qualification review, or the procurement unit may independently collect from the open market those vendors capable of supplying or manufacturing the raw materials, goods, or assets required by the company. These vendors must be evaluated and approved by the relevant units. When necessary, vendors should be asked to provide documents with credibility or national recognition. Only after evaluation and approval by the relevant units may procurement transactions be conducted.

(2) For suppliers who have passed the evaluation or are exempt from evaluation, the procurement unit shall fill out the "Supplier Information Form" and submit it to the responsible supervisor for approval. The procurement unit shall also compile and record the information in the "List of Qualified Suppliers" as a basis for future supplier selection. Supplier information should be updated at any time through appropriate procedures to maintain accurate records.

(3) Except for special and exclusive purchases each year, qualified suppliers with regular transactions shall be evaluated. If the evaluation results do not meet the standards, the procurement unit should notify the supplier to make improvements within a specified period. If no improvement is observed, a report may be submitted to the responsible supervisor for approval to disqualify the supplier, and the record should be documented in the "Supplier Evaluation Form."

4.2.2 Effectiveness of Supply Chain Audits

- New Supplier Evaluation

In 2024, the company added a total of 13 new suppliers. The evaluation criteria for all new suppliers cover multiple aspects, including: delivery schedule, after-sales service, price, maintenance capability, product quality, exclusivity, acceptance records, as well as whether they have ever violated corporate social responsibility principles or caused significant environmental impact. This ensures that newly added suppliers possess stable and compliant operating conditions and align with the company's sustainable development goals.

- Existing Supplier Risk Management

For existing suppliers, the company conducts a comprehensive evaluation once a year, regularly reviewing their cooperation status and transaction records. If a supplier has no cooperation or transaction records for two consecutive years, they will be removed from the list of qualified suppliers to ensure the timeliness and effectiveness of the supplier list, and to reduce potential operational risks.

- Explanation of Audit Results

As of now, the company has a total of 324 suppliers. Among them, 158 have been evaluated as qualified, while 166 are unqualified, mainly due to having no actual transaction records for over two years. The company continues to conduct audits and management on an annual basis, ensuring the quality and supply stability of its partners through a rigorous review system.

5 Environmentally Friendly

5.1 Material Management

5.1.1 Material Management Policy

The product materials and packaging materials of Welgene Biotech Co., Ltd. are all procured from external suppliers. The main product materials are reagent kits; the main packaging materials include paper, plastic, polystyrene, tape, coolants, ice packs, and dry ice.

Our company strictly controls the sources and ingredients of raw materials used to ensure that all products comply with relevant international initiatives, directives, and regulations, providing the greenest, most environmentally friendly, and non-toxic products. The substance management policy of our company is described as follows:

Regarding the Registration,Evaluation, Authorization and Restriction of Chemicals (REACH)

The company regularly monitors the list of Substances of Very High Concern (SVHC) and hazardous substances regulated by the European Union, and revises its material management strategies and policies according to the latest EU regulations. At the same time, the company conducts annual supplier audits, requiring suppliers to disclose the hazardous substances they use and to formulate reduction plans in order to control and restrict the use of hazardous substances.

Toxic and Concerned Chemical Substances Control Act, Regulations for the Management of Professional Emergency Response Personnel for Toxic and Concerned Chemical SubstancesRegulations

Our company uses a small number of toxic and concerned chemical substances regulated by the Ministry of Environment during the R&D and testing processes. In accordance with the "Regulations for the Management of Professional Emergency Response Personnel for Toxic and Concerned Chemical Substances," we have appointed two general-level professional emergency response personnel. Additionally, in compliance with the "Toxic and Concerned Chemical Substances Control Act," we report the usage of toxic chemical substances on a monthly basis, post warning signs at operation sites, and ensure that Material Safety Data Sheets and Basic Disaster Prevention Data Sheets are available in storage areas.

5.2 Energy Governance

5.2.1 Energy Management

With the increasing severity of energy shortages, global warming, and climate change, energy management and energy transition have become one of the key items in international energy policies. The company's

energy usage is mainly for daily electricity consumption, without any high-power-consuming machinery or equipment. In the future, if there is a need to purchase additional instruments or equipment, energy saving and carbon reduction will be the primary criteria for selection, in order to reduce energy consumption and mitigate the impact of climate change.

5.2.2 Energy Consumption

2024 annual **Welgene Biotech Co., Ltd.** total energy consumption was **1,368.208** gigajoules (GJ), with an energy intensity of **6.421** (GJ/per NTD 1 million in revenue). The company's energy consumption is mainly electricity, accounting for about99% of total energy use, while the remaining1% comes from gasoline for vehicles. Therefore, future energy-saving plans will focus primarily on reducing electricity consumption.

- **Welgene Biotech Energy Consumption Analysis Table** (Unit: GJ)

Energy Consumption Items		Energy ConsumptionNote	Energy Consumption Percentage
		2024 year	**2024** year
Purchased Non-Renewable Energy	**Fossil Fuels**	54.260	4
	Purchased Electricity	1,313.948	96
Total Non-Renewable Energy Consumption		1,368.208	100

Total Energy Consumption	1,368.208	Note 1: The calorific value is based on the Bureau of Energy, Ministry of Economic Affairs. The energy consumption is calculated by multiplying the amount of energy used by the unit calorific value and converting it into gigajoules (GJ). Note 2: In compliance with the requirements of the competent authority for reporting, this is selected as the denominator for energy intensity.
Energy Intensity(GJ/per NTD 1 million in revenue)	6.421	

5.2.3 Energy-saving Measures

Welgene Biotech Co., Ltd. uses 2024 as the base year for sustainability report statistics, and carries out energy-saving planning and design. In the future, when purchasing or replacing equipment, energy consumption factors will also be taken into consideration. Priority will be given to purchasing equipment with energy-saving labels or higher energy conversion efficiency, and ongoing implementation of policies and measures such as turning off lights when not in use, setting air conditioning no lower than 26 degrees, replacing with energy-saving light bulbs, and promoting taking the stairs instead of elevators.

5.3 Water Source Control

5.3.1 Water Intake, Drainage, and Consumption

Global warming has led to extreme weather conditions that impact global water resources and business operations. For example, floods can cause severe water disasters, resulting in factory equipment being submerged and unable to function, while droughts pose serious threats to agricultural products. In addition, if companies do not properly manage their wastewater discharge, it may also affect the ecological environment

or the health of local residents. Since the main water usage of our company is for domestic purposes and bottle washing, the amount of water used is relatively small, so the risk of being impacted by water resource issues is also relatively low.

- **Water Resource Management Measures**

Encourage employees to conserve water, continuously promote water-saving awareness, and prevent water resource leakage and waste.

In 2024,the total water withdrawal of Welgene Biotech Co., Ltd. was1.490thousand cubic meters(million liters), the total freshwater withdrawal was1.490thousand cubic meters, the total water discharge was1.490thousand cubic meters, and the total water consumption was0.000thousand cubic meters.
The company's water usage at its operational sites is primarily for washing laboratory bottles and containers, as well as for preparing solutions and reagents. The water source for washing laboratory bottles and containers is tap water, while the water used for preparing solutions and reagents is specially treated, purchased water. Domestic water and water from laboratory cleaning generate low levels of pollution and are mostly discharged directly into sinks, where they are collectively treated by the Nangang Software Park. The park does not provide statistical information on wastewater discharge volumes. A small amount of wastewater with higher pollution potential is stored in on-site waste liquid barrels and, once a certain storage volume is reached, is handled by qualified waste disposal contractors. As of **2024**, wastewater with pollution potential is still being stored on-site. Since the company is unable to obtain information on discharge volumes, and overall water usage is low with

minimal wastewater pollution, the discharge volume is calculated based on the water intake volume.

- **Water Intake (Unit: Thousand Cubic Meters (Million Liters))**

Water Source Category	Water Quality Indicators	Water Intake	
		2024	
		All regions	Areas with water resource stress
Surface water	Danshui	**0**	**0**
	Other water	**0**	**0**
Groundwater	Danshui	**0**	**0**
	Other water	**0**	**0**
Seawater	Danshui	**0**	**0**
	Other water	**0**	**0**
Produced Water	Danshui	**0**	**0**
	Other water	**0**	**0**
Third-party water	Danshui	**1.490**	**0.000**
	Other water	**0**	**0**

Total Water Withdrawal	**1.490**	**0.000**
Proportion Taken from Water-Stressed Areas (%)	0.0	

5.4 Waste Management

5.4.1 Waste Impact Assessment

Major Issue Management: Waste	
Impact on the economy, environment, or population	Positive: Reduce waste generation, properly recycle waste, and create circular economic value.Negative: Failure to implement waste reduction, leading to waste accumulation within the company or improper disposal, which may cause land and environmental pollution.
Management Policy and Commitment	The company is committed to managing various types of waste in a responsible and sustainable manner. • General industrial waste: Entrusted to the building management and maintenance company for handling, ensuring compliance with relevant environmental protection regulations. • Hazardous industrial waste: In accordance with relevant government regulations, a comprehensive management and control system has been established. Specific measures include appointing dedicated personnel responsible for the classification, recording, monitoring, and storage of

	hazardous industrial waste; setting up designated storage areas that comply with safety standards and are clearly labeled; and regularly commissioning licensed professional contractors for removal and final disposal.
Management Unit	• General industrial waste: The General Affairs Unit regularly reviews whether the building management and maintenance company is properly handling it through the annual district general assembly. • Hazardous industrial waste: Dedicated management personnel from the Production and R&D Department are responsible for source classification, preliminary treatment, safe storage, and coordination with qualified waste disposal contractors.
Practical Actions to Mitigate Impact	• General Industrial Waste: Continue to promote waste sorting and resource recycling, encourage employees to reduce waste at the source, and increase the recycling rate of recyclable materials. • Hazardous Industrial Waste: Managers supervise the reagent packaging materials generated by laboratories and other units, identify items that can be sorted and recycled, and carry out recycling under the premise of meeting safety regulations. This helps reduce the amount of hazardous industrial waste generated and lowers potential environmental hazards.
2024Annual Performance	In 2024,the total weight of hazardous industrial waste was0.81metric tons. Compared to0.86metric tons in 2023, waste

	was reduced by6%.
Effective Approaches to Ensure Action	• General industrial waste: Irregular inspections are conducted to ensure that the waste delivered to the management committee is properly rinsed and sorted. • Hazardous Industrial Waste: Through the waste disposal record forms, we continuously track the amount of hazardous waste generated and conduct irregular spot checks on outsourced disposal vendors to ensure that all hazardous waste is properly handled.

Our company is committed to reducing waste generation at the source by establishing a waste management mechanism and implementing related operations, as well as properly handling various types of waste to minimize the impact of our value chain and business activities on the environment. Through clear classification, effective recycling and reuse mechanisms, and entrusting qualified vendors for final disposal, we aim to minimize the potential negative impact of waste on land, water, and air, moving towards the goal of sustainable resource utilization.

The waste generated by the company **includes both hazardous and non-hazardous industrial waste**, with **general household garbage** being the majority. In response to the potential impacts of various types of waste, we have established corresponding management measures. The waste management unit regularly supervises and evaluates the effectiveness of implementation to mitigate or avoid negative impacts on the internal organization or the external environment.

Welgene Biotech Value Chain and Potential Impact Context Diagram

Locations	Value Chain Stage	Event Item	Waste Category	Disposal Method	Disposal Unit	Potential Impact
Welgene Biotech Co., Ltd.	Operating Activities	Office daily waste items, product scrapping or disposal	General Waste	Unified classification and removal by the park management	External thirdparty (Nangang Software Park)	Reason for no potential impact: No pollution hazard
	Operating Activities	Laboratory wastematerials	HazardousIndustrial Waste	Incineration FacilityProcessing	External thirdparty (Qualified Class A Private Waste Disposal Organization)	If hazardous waste in the laboratory is not handled properly, it may lead to potential impacts such as environmental pollution.

5.4.2 Waste Management Policy

The company's waste includes general industrial waste generated by the office and hazardous industrial waste produced by the laboratory. General industrial waste is handled collectively by the building management and maintenance company. Hazardous industrial waste is initially classified and monitored by the company's dedicated

management personnel, and then collected and finally disposed of by licensed professional contractors.

Welgene Biotech Co., Ltd. Waste Management Responsible Unit：

- General industrial waste classification: Welgene Biotech Co., Ltd. employees
- Waste Data Collection: Laboratory Personnel in Charge
- General Industrial Waste Disposal-Outsourced Processing: Building Management and Maintenance Company
- Hazardous Industrial Waste Management-Outsourced Processing: Qualified Waste Collection and Disposal Contractors

Our company classifies waste into two main categories: general industrial waste and hazardous industrial waste.

General industrial waste includes office domestic waste and laboratory reagent consumable packaging materials. Employees classify them as general waste or recyclable resources according to the material, and entrust the building management company for disposal. Since it is not possible to separate Welgene Biotech Co., Ltd.'s waste volume from the total building waste, the estimation is mainly based on an inferred approach.

Hazardous industrial waste mainly originates from testing reagents and is classified as "Infectious Waste Mixture (C-0599)." This type of waste is

handled by qualified external transportation and disposal contractors commissioned by the Production and R&D Department. The transportation contractors use electronic scales to measure and record the type, weight, and collection/delivery time of the waste. All waste is disposed of by incineration. To ensure that waste disposal meets requirements, our company verifies the consistency between the triplicate forms received from the transportation contractors and the weights measured in the factory, and conducts regular audits to ensure that the contractors strictly follow our company's regulations for industrial waste disposal. The amount of hazardous waste generated is compiled based on actual measurement data.

Management Strategy	Strategy Start Year	Target Baseline Year	Management Objectives			2024AnnualAchievement Rate	Improvement Measures
			Short-term	Mid-term	Long-term		
◆Conduct employee waste reduction and recycling education and training ◆Actively promote and implement environmentally friendly measures such as reducing single-use	2018	Year 2024	◆Number of regulatory violation cases by commissioned waste disposal vendors: 0	◆Number of cases where commissioned waste vendors violated regulations: 0 ◆For general office waste, an independent recording mechanism has been	◆Number of regulatory violation cases by commissioned waste disposal vendors: 0 ◆Continue to independently record general office waste	Number of cases of commissioned waste vendors violating regulations: 0	-

paper and waste sorting				established.			

5.4.3 Waste Removal and Disposal

The total amount of waste generated by the company in 2024 was 19.239 metric tons, of which hazardous industrial waste accounted for 0.810 metric tons, representing 4.2%; 18.429 metric tons were non-hazardous industrial waste, accounting for 95.8%.

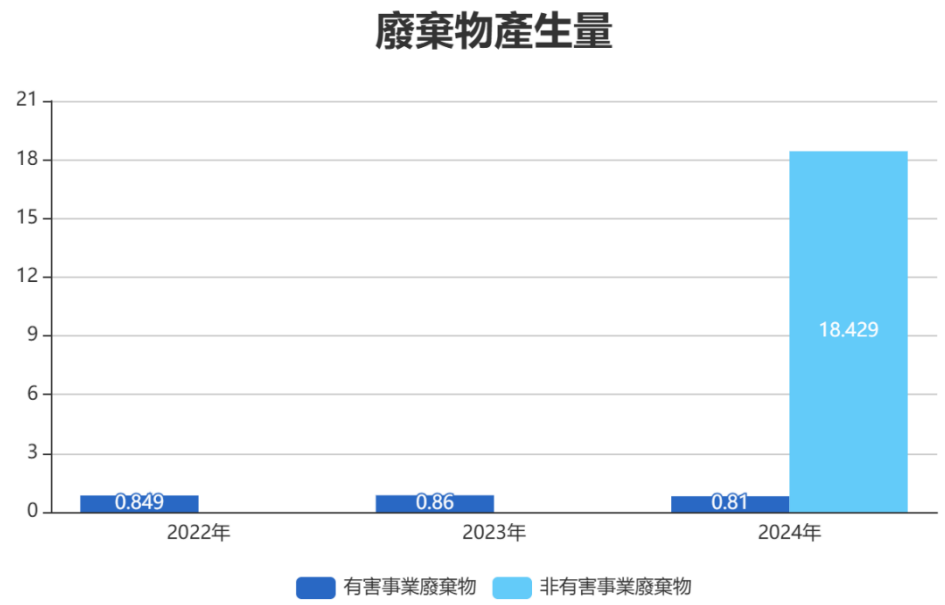
Summary Table of Industrial Waste Generation, Transfer During Disposal, and Direct Disposal (Total for All Locations, Unit: Metric Tons)

Year	Item Note	Production volume	Disposal Transfer Volume	Direct Disposal Volume	Storage volume
2024 Year	Hazardous industrial waste	0.810	0.000	0.810	0.000
	Non-hazardous industrial waste	18.429	0.000	18.429	0.000
	Total quantity	19.239	0.000	19.239	0.000
2023 Year	Hazardous industrial waste	0.860	0.000	0.860	0.000
	Non-hazardous industrial waste	-	-	-	-
	Total quantity	0.860	0.000	0.860	0.000
2022 year	Hazardous industrial waste	0.849	0.000	0.849	0.000
	Non-hazardous industrial waste	-	-	-	-

	Total quantity	0.849	0.000	0.849	0.000

Note:

1. The classification of hazardous and non-hazardous is determined according to the local regulations of each site.
2. Starting from 2024, the company will inventory non-hazardous waste generated from employees' daily life garbage, calculated based on the latest "average daily general waste generated per person" announced by the Ministry of Environment and the number of employees at the end of the year.



- Methods of Direct Disposal of Industrial Waste

All waste generated by the company in 2024 was directly disposed of, totaling 19.239 metric tons.

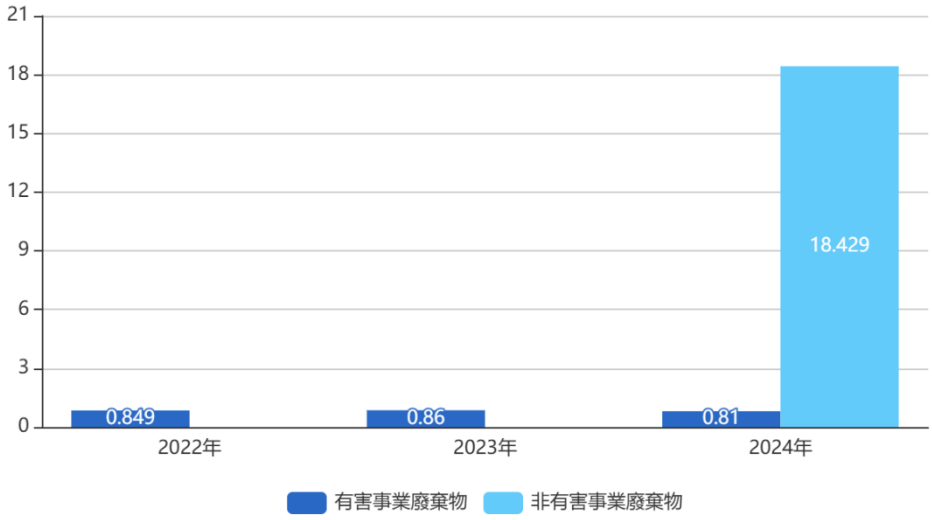
Waste directly disposed of through disposal operations (total for all locations, unit: metric tons)

Item	Direct Disposal Method	2022			2023			2024		
		On-site	Exit	Subtotal	On-site	Leave the venue	Subtotal	On-site	Leave	Subtotal
Hazardous Industrial Waste	Incineration Treatment (Including Energy Recovery)	0.849	0.000	0.849	0.860	0.000	0.860	0.000	0.810	0.810
	Incineration (excluding energy recovery)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	Landfill disposal	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	Other direct processing	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	Total quantity	0.849	0.000	0.849	0.860	0.000	0.860	0.000	0.810	0.810
Non-hazardous Industrial Waste	Incineration Treatment (including Energy Recovery)	-	-	-	-	-	-	0.000	18.429	18.429

	Incineration (excluding energy recovery)	-	-	-	-	-	-	0.000	0.000	0.000
	Landfill disposal	-	-	-	-	-	-	0.000	0.000	0.000
	Other direct processing	-	-	-	-	-	-	0.000	0.000	0.000
	Total quantity	-	-	-	-	-	-	0.000	18.429	18.429

Note: On-site refers to waste handled by the company itself within the factory (site), while off-site refers to waste removal and treatment entrusted to external third-party companies.

直接處置量


21
18
15
12
9
6
3
0
18.429
0.849
0.86
0.81
2022年
2023年
2024年
有害事業廢棄物
非有害事業廢棄物

6 Employee Care

6.1 Human Capital

Major Issue Management: Employee Recruitment and Retention	
Impact on the economy, environment, or population	Human resource management focuses on promoting diversity in terms of gender, ethnicity, and culture during the processes of employee recruitment, training, and promotion. It also drives employee education and training, enabling organizational talent to continuously learn and grow, fostering a mindset of sustainable development, and providing an attractive workplace environment and career development opportunities. This ensures the healthy development of human capital, shapes a diverse and inclusive organizational culture, increases employee engagement in sustainable development, and serves as a key driver in achieving sustainable development goals.
Management Policies and Commitments	**In addition to actively establishing channels for labor-management communication, the company also promotes group insurance and various types of insurance, implements a pension system, and organizes domestic and overseas employee trips as part of its employee benefits. In 2019, the company established an Employee Welfare Committee to protect employees' rights and interests, seeking a balanced development of employees' work and quality of life. Furthermore, at the end of 2021, the company established an Employee Stock Ownership Trust Committee as part of its employee welfare system, aiming to foster employee cohesion and attract outstanding talent.**
Management Unit	Administration Department
Practical Actions to Mitigate Impact	**In response to regulatory amendments and the actual needs of employees, work rules**

	are updated at any time to comply with the latest laws. Announcements are made so that colleagues can have sufficiently flexible working conditions without affecting company operations, such as an increase in the number of paid typhoon leave days and more opportunities to make up for missed clock-ins.
2024Annual Performance	**TurnoverRateBelow10%**
Effective Approaches to Ensure Action	The company (1) has established a bonus distribution policy, (2) maintains a transparent and open promotion system, (3) implements various subsidy-based welfare policies including marriage subsidies, childbirth subsidies, funeral subsidies for employees and their family members, and employee stock ownership trusts, (4) formulates relevant leave policies in accordance with the Labor Standards Act, (5) arranges for employees to participate in relevant internal or external training courses to enhance their professional knowledge and promote career development, (6) holds labor-management meetings to foster harmonious labor relations, and (7) established the Employee Welfare Committee in 2019. Salaries paid to employees comply with all relevant wage laws, including regulations regarding minimum wage, overtime hours, and statutory benefits. Employees may choose between overtime pay or compensatory leave. The salary system is regularly reviewed to ensure internal fairness and external competitiveness.

6.1.1 Human Resources Management

Welgene Biotech Co., Ltd. regards employees as the most important asset of the company. Therefore, we formulate human resource management procedures, reward mechanisms, and work regulations based on the labor laws of the company's operating location. We also regularly review the latest legal regulations to protect employees' basic labor rights. Our

company explicitly prohibits the employment of child labor, discrimination, workplace sexual harassment, and forced labor, and has established independent complaint channels to provide employees with a safe, equal, and free working environment.
Our company places emphasis on academic background, professional skills, integrity, and enthusiasm in our recruitment process. When the number of employees reaches the standard stipulated by regulations in the future, we will employ persons with disabilities in accordance with the law to protect their right to work. Employees of the same rank (or competency) enjoy the same benefits, salary standards, and training systems, regardless of gender, age, nationality, or other factors. Regular annual performance evaluations are conducted as the basis for employee retention, promotion, salary adjustment, or bonus distribution.

6.1.2 Talent Recruitment

As of the end of 113, Welgene Biotech Co., Ltd. had a total of 61 employees, including 61 full-time employees. In terms of employment type, there were 61 full-time employees and 0 part-time employees. There have been no significant changes in staffing over the past three years, except for a slight increase due to organizational expansion.
113Year-end Employee Structure (Unit: persons)

Employment Type	Gender	Country	Total
		Taiwan(Taiwan)	
All employees	Male	27	27
	Female	34	34
	Others	0	0
	Subtotal	61	61
Full-time Employee	Male	27	27
	Female	34	34
	Others	0	0
	Subtotal	61	61
Temporary Staff	Male	0	0
	Female	0	0

	Others	0	0
	Subtotal	0	0
Full-time employee	Male	27	27
	Female	34	34
	Others	0	0
	Subtotal	61	61
Part-time Employee	Male	0	0
	Female	0	0
	Others	0	0
	Subtotal	0	0
Employees without guaranteed working hours	Male	0	0
	Female	0	0
	Others	0	0
	Subtotal	0	0

Definition Description:

- Full-time employees: The labor contract is of indefinite duration (open-ended contract).
- Temporary Employee: The labor contract is of a fixed-term nature (fixed-term contract).
- Full-time employee: An employee whose weekly working hours meet the definition of full-time weekly working hours as stipulated by local regulations.
- Part-time employee: An employee whose weekly working hours do not meet the local legal definition of full-time weekly working hours.

- Employees without guaranteed working hours: Employees whose weekly working hours are not fixed, such as on-call employees.

- **Number of Employees in the Past Three Years (Unit: persons)**

Year	113End of the year
Number of Male Employees	27
Number of Female Employees	34
Number of Other Employees	0
Total Number of Employees	61

- Diverse Employee Structure

The gender ratio of the company's employees is 44% male and 56% female, with the majority of employees aged between 30-50, accounting for 80% of the total workforce.
The company's senior management is primarily composed of local employees. This year, 100% of senior management are local residents.
Note 1: Senior management refers to positions at the vice president level and above.
Note 2: For major operational locations, please refer to Section 1.1.3.

By Job Level

Total Number of Employees by Job Level and Diversity Indicators at the End of 2024 (Unit: persons)

Job Grade		SeniorExecutive	Mid-level ManagerManager	Entry-level supervisorManager	Grassroots personnel staff	Total
Total Number of Employees by Job Level		4	6	9	42	61
Percentage (%) of total employees by job level		7%	10%	15%	69%	100 %
Multiple Indicators						
Gender	Male	2	3	6	16	27
	Female	2	3	3	26	34
	Others	0	0	0	0	0
Age	29 years old (inclusive) and under	0	0	0	8	8
	30-50 years old	3	4	8	34	49
	Aged 51 and above	1	2	1	0	4
Do you have Indigenous status?		0	0	0	0	0
Do you have a physical or mental disability status?		0	0	0	0	0

Percentage of Employees by Job Level and Diversity Indicators at the End of 2024 (Unit: %)

Job Grade		Senior Executive	Mid-level Manager	First-line Supervisor	Entry-level Staff	Total
Gender	Male	50%	50%	67%	38%	44%
	Female	50%	50%	33%	62%	56%
	Others	0%	0%	0%	0%	0%
Age	29 years old (inclusive) and under	0%	0%	0%	19%	13%
	30-50 years old	75%	67%	89%	81%	80%
	Aged 51 and above	25%	33%	11%	0%	7%
Do you have Indigenous status?		0%	0%	0%	0%	0%
Do you have a physical or mental disability status?		0%	0%	0%	0%	0%

Note: The percentages in this table are calculated based on personnel of the same job level and type. For example, the percentage of male entry-level employees = number of male entry-level employees ÷ total number of entry-level employees.

By Function

Total number of employees by function and diverse indicators at the end of 2024 (Unit: persons)

By Function	Finance	Management	Administration and Human Resources	Production	Research and Development	Sales	Total
Total Number of Employees by Function	3	4	5	17	9	23	61
Percentage (%) of total employees by function	5%	7%	8%	28%	15%	38%	100%

Multiple Indicators								
Gender	Male	0	1	1	7	6	12	27
	Female	3	3	4	10	3	11	34
	Others	0	0	0	0	0	0	0
Age	29 years old (inclusive) and under	0	0	1	3	0	4	8
	30-50 years old	3	4	4	14	6	18	49
	Above (and including) 51 years old	0	0	0	0	3	1	4
Do you have Indigenous status?		0	0	0	0	0	0	0
Do you have a physical or mental disability status?		0	0	0	0	0	0	0

Percentage of employees by function and diverse indicators at the end of 2024 (Unit: %)

By Function		Finance	Management	Administration and Human Resources	Production	Research and Development	Sales	Total
Gender	Male	0%	25%	20%	41%	67%	52%	44%
	Female	100%	75%	80%	59%	33%	48%	56%
	Others	0%	0%	0%	0%	0%	0%	0%
Age	29 years old (inclusive) and under	0%	0%	20%	18%	0%	17%	13%

	30-50 years old	100%	100%	80%	82%	67%	78%	80%
	Aged 51 and above	0%	0%	0%	0%	33%	4%	7%
Do you have Indigenous status?		0%	0%	0%	0%	0%	0%	0%
Do you have a physical or mental disability status?		0%	0%	0%	0%	0%	0%	0%

Note: The percentages in this table are calculated based on personnel with the same function and type. For example, the percentage of male R&D personnel = number of male R&D personnel ÷ total number of R&D personnel.

We have a comprehensive recruitment system and look forward to achieving mutual growth and development with our employees, while also respecting their career transition choices. In 2024, the company recruited a total of 10 new employees, including 4 males and 6 females, with the majority being 29 years old (including) or younger. In addition, 3 employees resigned, including 0 males and 3 females. The reasons for resignation included relocation of residence, career change, and other factors. To protect employees' rights and improve the recruitment system, supervisors of the responsible units conduct exit interviews with all departing employees to thoroughly understand the reasons for resignation, which serves as a reference for future human resource management improvements.

- Welgene Biotech Co., Ltd. severance notice period

If the company encounters significant operational changes, such as organizational restructuring, adjustments in manpower requirements, force majeure, or deems an employee unsuitable, it must notify the employee in advance according to the notice period stipulated by the Labor Standards Act and provide severance pay.

-
  - Worked for more than 3 months but less than 1 year: 10 days in advance
  - More than 1 year but less than 3 years of service: 20 days in advance
  - More than 3 years of service: 30 days in advance

2024 New Employee Total and Proportion

Gender	Age	Country	Total	New Hire Ratio (%)
		Taiwan(Taiwan)		
Male	29 years old (inclusive) and under	1	1	15%
	30-50 years old	3	3	
	Aged 51 and above	0	0	
	Subtotal	4	4	
Female	29 years old (inclusive) or younger	4	4	18%
	30-50 years old	1	1	
	51 years old (inclusive) and above	1	1	
	Subtotal	6	6	
Others	29 years old (inclusive) and under	0	0	0%
	30-50 years old	0	0	
	51 years old (inclusive) and above	0	0	
	Subtotal	0	0	
Total		10	10	16%

2024 Total Number and Percentage of Resigned Employees

Gender	Age	Country	Total	Turnover Rate (%)
		Taiwan(Taiwan)		
Male	29 years old (inclusive) or younger	0	0	0%
	30-50 years old	0	0	
	51 years old (inclusive) and above	0	0	
	Subtotal	0	0	
Female	29 years old and under	1	1	9%
	30-50 years old	2	2	
	51 years old (inclusive) and above	0	0	
	Subtotal	3	3	
Others	29 years old (inclusive) and under	0	0	0%
	30-50 years old	0	0	
	Aged 51 and above	0	0	
	Subtotal	0	0	
Total		3	3	5%

6.1.3 Labor-Management Agreement

Welgene Biotech is dedicated to creating a harmonious and equal communication platform between employees and the company, establishing diverse and smooth communication channels, including labor-management meetings, welfare committees, and employee opinion surveys, to safeguard the rights and obligations of both parties and to timely improve the working environment and labor-management regulations.

- **Types of Employee Communication Channels**

Communication Channels	Description

Labor-Management Meeting	In each previous labor-management meeting, labor representatives were formally elected by all employees through voting, and together with representatives appointed by management, jointly formed the committee. Labor-management meetings are held once every quarter.
Welfare Committee Meeting	In accordance with relevant laws and regulations, the company's Employee Welfare Measures, and the Welfare Committee's organizational charter, meetings are held every 3 months to formulate or revise various employee welfare programs. A total of 4 Welfare Committee meetings were held this year.
Employee Feedback Mailbox	Provide an internalemailmailbox for employees to give feedback or suggestions in a timely manner.
Employee Opinion Survey	In order to understand employees' perspectives on organizational work culture, the company's core values, supervisors' leadership styles, and various suggestions, employee opinion surveys are conducted from time to time.

- 2024 Annual Employee Feedback Statistics

Communication Channels	Number of Feedbacks	Main Feedback Content	Number of Cases Processed	Number of Unprocessed Cases
Labor-Management Meeting	7	Flexible working hours period, whether to purchase a robot vacuum, rules for paid typhoon leave, annual leaveLeave policy discussion, health checkup institution discussion, etc.	7	0

Welfare Committee Meeting	12	Budget and project proposal, final accounts and project proposal, employee travel opinion survey and funding disbursement and transportation subsidies, contracted vendors, comprehensive re-election of committee members and association staff	12	0
Employee Feedback Mailbox	0	None	0	0
Employee Opinion Survey	2	How to Handle Expired Annual Leave, Employee Trip Destinations	2	0

6.2 Compensation and Benefits

6.2.1 Equal and Competitive Compensation

Welgene Biotech places great importance on talent retention and development, and is committed to providing competitive salary packages and comprehensive employee benefits. Our company’ s salary standards are determined based on local regulations, industry benchmarks, and local living standards, and are never influenced by gender, race, language, religion, age, political affiliation, or marital status. In this equal and inclusive workplace environment, starting salaries for men and women are

equal, while final compensation varies according to years of service, experience, or job position. Employee compensation at our company consists of base salary, meal allowances, various bonuses or stipends, and annual salary adjustments are made based on business performance. Bonuses may also be awarded according to employee performance, motivating staff and encouraging talent to grow together with the company.

The company strictly adheres to the relevant requirements of local labor laws in its operations. In Taiwan, the standard starting salary is higher than the minimum wage stipulated by the "Labor Standards Act," and in other operating regions, the company also complies with local minimum wage regulations.

In response to regulatory requirements, the Company discloses salary information for "full-time employees not holding managerial positions." In 2024, the number of full-time employees not holding managerial positions was 53, with an average salary of NTD 780,000 and a median salary of NTD 680,000.

The ratio of the highest individual annual total compensation to the median annual total compensation (excluding the highest-paid individual) at the Company for 2024 is 504%.

6.2.2 Improve Welfare Measures

In order to enhance employee cohesion and improve market competitiveness, **Welgene Biotech** has established various welfare measures, such as a fixed annual paid typhoon leave, group insurance, wedding, funeral, and childbirth cash gifts, among others. In addition, the company has set up an Employee Welfare Committee responsible for promoting and planning various employee welfare measures; all full-time employees who have passed the probation period are entitled to the above benefits. The welfare fund is allocated monthly by the company and employees also contribute to the Welfare Committee account, which is used for various activities or subsidies. The Welfare Committee

regularly tracks the use of the welfare fund and collects employee feedback to ensure the proper utilization of the fund.

- Welgene Biotech Standard Benefits

Item	Description
Insurance	• Insure labor insurance and National Health Insurance according to the regulatory salary bracket table. • Plan group insurance, including life insurance, accident insurance, medical insurance, and other coverage.
Leave benefits superior to statutory requirements	• Four days of paid typhoon leave per year
Employee Stock Ownership	• Subsidies will be granted at a rate of 30% per person per month and deposited into the trust account.
Monetary Gifts for Weddings, Funerals, Childbirth, and Festivals	• Maternity Allowance • Three Festival Bonus • Monetary Gifts for Weddings and Funerals

- Welgene BiotechOther Benefits

Item	Description
Subsidies or allowances	• Health Checkup Subsidy • Travel Allowance • Education and Training Subsidy

Welfare Activities	• Employee Trip • Year-end party event
Others	• Flexible working hours

To protect the rights and interests of retired employees, the company allocates retirement funds in accordance with the law. In Taiwan, for colleagues under the old pension system, retirement payments are issued from the "Labor Retirement Reserve Fund Account" when they meet the retirement requirements. For those under the new pension system, payments are made from the "Labor Pension Personal Account." When employees approach retirement, the company also holds farewell parties to express gratitude for their dedication and hard work.

Retirement System		Appropriation Status
Old System	Employees in Taiwan are subject to the Taiwan Labor Standards Act and the Labor Pension Act. Those who joined the company on or before June 30, 2005, are entitled to the seniority under the old pension system. Employees who joined on or after July 1, 2005, are entitled to the seniority under the new pension system.	According to the "Labor Standards Act," 3% of the total monthly employee salary is allocated and deposited into the "Labor Pension Reserve Fund Account" at Bank of Taiwan.
New System		According to the "Labor Pension Act," **6%** of the employee's total monthly salary shall be contributed and deposited into the employee's individual pension account at the Bureau of Labor Insurance.

6.2.3 Friendly Parenting Workplace

We are committed to creating a family-friendly parenting environment. In addition to allowing legally mandated parental leave without pay, our company also offers mechanisms such as maternity subsidies and flexible working hours to support parents. The park is equipped with a cozy breastfeeding room featuring facilities such as refrigerators and freezers, ensuring that female employees who are breastfeeding can work without worries.

The reinstatement rate for employees returning from parental leave in 2024 is 0%, as the employee's parental leave had not yet ended by the end of the year.

- **Analysis of Employees on Parental Leave**

	2024 Year			
	Male	Female	Others	Total
Number of employees eligible for parental leave without pay in the current year (A)	27	37	0	64
Actual number of parental leave applications (B) for the year	0	1	0	1

Number of employees scheduled to return from parental leave in the current year (C)	0	0	0	0
Actual number of employees returning to work after parental leave without pay (D) in the year	0	0	0	0
Actual number of employees returning from parental leave in the previous year (E)	0	0	0	0
Number of employees (F) who returned to work after parental leave without pay in the previous year and remained employed for 12 months	0	0	0	0
Parental Leave Without Pay Application Rate (%) (=B/A)	0%	3%	0%	2%
Reinstatement Rate (%) (=D/C)	0%	0%	0%	0%
Retention rate (%) (=F/E)	0%	0%	0%	0%

6.3 Diversified Development

6.3.1 Training and Development

Welgene Biotech values the professional development of its employees, firmly believing that only continuous and up-to-date training can lead both employees and the company to grow together. We offer diverse

learning channels and comprehensive training programs that enhance employees' skills and knowledge in all aspects. For details on learning channels and training programs, please see below.

Learning Channels	Training Course
On-the-job training(On job training)	New Employee Training
In-person Course	Professional Skills Courses
Online Course	General Education Courses
External Training	Audit and Accounting-Related Courses
Others	Management and Leadership Course

In 2024, a total of 1 class session was held, training 50 participants, accumulating 100 training hours. Overall, the average training hours per person was 2 hours. Compared to 2023, there is a growing trend, demonstrating the company's emphasis and investment in employee education and training.

2024Annual Education and Training Course Sessions and Number of Trainees/Man-Hours

Course Category	Course Sessions	Total Attendance	Total Man-Hours
New Employee Training	0	0	0.0
Professional Competency Courses	0	0	0.0
General Education Courses	1	50	100.0
Foreign Language Enhancement Course	0	0	0.0
Management and Leadership Course	0	0	0.0

Others	0	0	0.0
Total	1	50	100.0

Our employee training policy does not differ based on gender. In 2024, the average training hours for male employees was 1.63 hours, while for female employees it was 1.65 hours.

Average Training Hours by Gender (Unit: Hours)

Gender	**2024** Year
Male	**1.63**
Female	**1.65**

Note: Average training hours = Total training hours for each gender ÷ Number of employees of each gender at year-end

The average training hours for each job level in 2024 are shown in the table below. The average training hours for each level have shown steady growth compared to the previous two years, reflecting the company's increasing annual investment in employee education and training, investing in employees' career development, and creating a win-win situation for both the company and its employees.

Average Training Hours by Job Level

Job Grade	**2024** year
Senior Executive	**1.50**
Mid-level Manager	**1.67**

First-line Supervisor	**2**
Entry-level staff	**1.57**

Note: Average training hours = Total training hours for each job level ÷ Number of employees at each job level at year-end

- Employee Transition Assistance Policy

  Retired employees may suddenly feel a loss of focus in life after leaving the workplace. They may also experience psychological anxiety, issues in family interactions, and challenges in daily care due to the lack of economic income, increased time spent with family members, and declining physical functions. Therefore, to help employees prepare for retirement in advance, Welgene Biotech Co., Ltd. established a Shareholding Committee to assist employees in planning their retirement life.

6.3.2 Performance Evaluation

The company has established employee performance evaluation regulations. Through the probationary assessment for new employees upon completion of their probation period and the annual performance evaluation for all employees, we aim to accurately reflect employees' job performance, provide positive feedback, and set goals for self-improvement in the coming year.
In addition, the company’ s personnel regulations include an employee rewards and disciplinary policy. If an employee’ s workplace performance or behavior meets or violates the company’ s standards for rewards or penalties, the respective department supervisor will submit a rewards and disciplinary report to the General Manager for approval and subsequent

announcement. Records of employee rewards and penalties, along with annual performance evaluation results, serve as the basis for employee promotion, salary adjustment, or bonus allocation.

In 2024, all new employees of the company have undergone the probationary assessment. In the annual performance evaluation, except for those who have not yet passed the probationary period, all other full-time employees have completed the annual performance evaluation.

Percentage of Annual Performance Appraisals Completed by Gender

Gender	Number of People Assessed	Number of Employees	Proportion
Male	25	27	93%
Female	33	34	97%
Others	0	0	-
Total	58	61	95%

Note: Performance appraisal ratio for each gender = Number of employees of each gender who underwent appraisal ÷ Number of employees of each gender at year-end * 100%

Number and Percentage of Employees Completing Annual Performance Appraisal by Job Level (Unit: persons, %)

Job Grade	Number of People Assessed	Number of Employees	Proportion
Senior Executive	4	4	100%
Mid-level Manager	5	6	83%
First-line Supervisor	9	9	100%
Entry-level staff	40	42	95%
Total	58	61	95%

Annual Performance Appraisal Completion Percentage by Job Level and Gender (Unit: %)

Job Grade	Male	Female	Others
Senior Executive	100%	100%	-
Mid-level Manager	67%	100%	-
First-line Supervisor	100%	100%	-
Entry-level staff	94%	96%	-

Note: Proportion = Number of employees of each gender and job level assessed ÷ Number of employees of each gender and job level at year-end

Number and Percentage of Employees in Each Function Who Completed Annual Performance Appraisal (Unit: persons, %)

Function	Number of People Assessed	Number of Employees	Proportion
Finance	3	3	100%
Management	4	4	100%
Administration and Human Resources	5	5	100%
Production	17	17	100%
Research and Development	8	9	89%
Sales	21	23	91%
Total	58	61	95%

Annual Performance Appraisal Completion Percentage by Function and Gender (Unit: %)

By Function	Male	Female	Others
Finance	-	100%	-
Management	100%	100%	-
Administration and Human Resources	100%	100%	-
Production	100%	100%	-
Research and Development	83%	100%	-
Sales	92%	91%	-

Note: Proportion = Number of employees of each gender assessed by function ÷ Number of year-end employees by function

6.4 Workplace Safety

6.4.1 Occupational Safety and Health Management

Workers are one of the key members in the company's operational activities. Any safety or health risks in the workplace may have a significant impact on the company's economy as well as the health and lives of employees or external workers.Welgene Biotech Co., Ltd. has established an occupational safety and health management system in accordance with local occupational safety and health regulations at each operational site. The company has also appointed dedicated occupational safety and health personnel, incorporated relevant management measures and control procedures into internal control standards, and conducts regular internal audits to effectively prevent various accidents and protect the health and safety of workers.

Occupational safety and health (OSH) personnel are responsible for cooperating with auditors to conduct risk assessment procedures on an irregular basis, jointly promoting OSH policies with various departments, participating in park disaster prevention drills, and promoting health promotion activities. Relevant OSH regulations are also announced on the company website, ensuring that all colleagues at **Welgene Biotech Co., Ltd.** clearly understand the company's OSH policies.

◆**Worker Communication and Reporting Mechanism**

The management team has established an independent reporting mechanism, allowing workers to anonymously provide feedback, communicate, and consult on occupational safety and health matters through a dedicated hotline and specialized mailbox, aiming to achieve effective two-way communication.

In addition, according to the company's Occupational Safety and Health regulations, we encourage employees or suppliers to proactively report any potential safety and health concerns in the workplace. If there is an immediate risk that is highly likely to occur, workers may also stop work and move to a safe location on their own, provided that it does not endanger the safety of other workers, and report simultaneously to their department supervisor and HR/General Affairs personnel. Upon receiving the report, the management unit will immediately assess the likelihood and severity of the hazard in order to reduce the occurrence of dangerous incidents.

Welgene Biotech Co., Ltd. complies with the local occupational safety and health regulations at its operating locations and encourages responsible colleagues to obtain relevant certifications.

In addition to regular risk assessments, when there are significant changes to workplace equipment or operating procedures, the occurrence of serious occupational accidents, or receipt of major complaints from workers, our company will conduct additional risk assessments for such non-routine events. We will revise the originally determined risk levels and preventive measures to immediately respond and prevent disaster events from occurring.

◆Occupational Safety and Health Education and Training

Occupational safety and health education, training, and promotion are the foundation for enhancing the safety and health awareness of employees and contractors. Welgene Biotech Co., Ltd. provides all employees with general occupational safety education and training on an irregular basis. In addition, knowledge and skills training are conducted separately for employees and external workers according to the work patterns and environments of different departments, in order to raise employees' safety awareness and prevent accidents.

◆**Occupational Health Services and Health Promotion Activities**

In response to the COVID-19 pandemic, Welgene Biotech Co., Ltd. has implemented staggered work-from-home arrangements in accordance with central government measures during Level 3 alert, in order to reduce the risk of cluster infections in the office. The office is disinfected periodically, and video conferencing is prioritized for meetings to minimize the risk of employees moving around or having close contact and contracting the virus.

In terms of personal health promotion, Welgene Biotech Co., Ltd. provides a general health check-up subsidy once a year for all full-time employees, and promotes regular exercise, encouraging employees to develop exercise habits and enhance their physical and mental well-being.

2024 Health Promotion Activities Held

Health Promotion Activity Items	Event Description and Effectiveness
Health Checkup	A total of54participants

6.4.2 Occupational Injuries and Occupational Diseases

Welgene Biotech Co., Ltd. has established Occupational Safety and Health Work Regulations, requiring on-site personnel to immediately report to the relevant department supervisor regarding the nature of the incident, identity of the injured personnel, location of the incident, cause of the incident, and the extent of injuries. Upon receiving the report, the responsible unit will notify the HR unit or medical institution according to the severity of the incident, and investigate whether there were any deficiencies or abnormalities in the work environment, personnel operations, or standard operating procedures at the time of the incident. After clarifying the cause of the accident, the responsible unit must report

the accident investigation results and improvement plans to the company's senior management. Improvement measures for the work environment or standard procedures will be jointly decided, and the investigation results and subsequent improvements will be announced to all employees and contractors. Within three months after the accident, training and promotion of new control policies will be strengthened.

Welgene Biotech Co., Ltd. Employees in 2024did not experience any occupational accidents.

◆Employee Occupational Injury and Occupational Disease Statistics Table

Statistical Item(Unit)	2024 year
Total Working Hours (Hours)	**115,376**
Number of occupational injury fatalities (cases)	**0**
Occupational Injury Fatality Rate Note 1	**0.0**
Number of Severe Occupational Injuries (cases) Note 2	**0**
Serious Occupational Injury Rate Note 3	**0.0**
Recordable Incidents (cases) Note 4	**0**
Recordable Incident Rate Note 5	**0.0**

Number of occupational disease cases (cases)	**0**
Occupational disease incidence rate Note 6	**0.0**

Note 1: Occupational injury fatality rate = Number of occupational injury fatalities ÷ Total working hours × 200,000.

Note 2: Severe occupational injury refers to an occupational injury that results in an employee being unable or unlikely to recover to their pre-injury health status within 6 months, but excludes fatalities.

Note 3: Severe occupational injury rate = Number of severe occupational injury cases ÷ Total working hours × 200,000.

Note 4: The number of recordable incidents refers to all occupational injury events that occurred in the year, including the number of serious occupational injuries and occupational injury fatalities.

Note 5: Recordable incident rate = Number of recordable occupational injuries ÷ Total work hours × 200,000.

Note 6: Occupational disease incidence rate = Number of occupational disease cases ÷ Total work hours × 200,000.

Note 7: **Total working hours**=**Number of employees***Number of **working days per month***8for calculation.

◆Analysis of Occupational Injury Incidents Among Employees Over the Years (Unit: Number of Cases)

Event Type	2024 year	
	Recordable Incident	Occupational Disease
Physical Hazards	**0**	**0**

Chemical Hazards	**0**	**0**
Biological Hazards	**0**	**0**
Human Factors Hazard	**0**	**0**
Socio-psychological hazards	**0**	**0**
Total	**0**	**0**

- False alarm incident

There were 0 false alarm incidents this year.

2024**False Alarm Incident Statistics Table**

- Occupational Accident Records for Non-Employee Workers

External workers of Welgene Biotech Co., Ltd. at the company's workplace2024No occupational accidents occurred.

Through recent years of educational training, safety control, and supplier audits, Welgene Biotech Co., Ltd.'s recordable incident rate for external workers this year is0. Welgene Biotech Co., Ltd. will continue to strengthen advocacy and training for suppliers.

◆ Statistics Table of Occupational Injuries and Occupational Diseases for Non-Employee Workers

Statistical Item(Unit)	2024 year
Total Working Hours (hours)	**0**
Number of occupational injury fatalities (cases)	**0**
Occupational Injury Fatality Rate Note 1	**0**
Number of severe occupational injuries (cases) Note 2	**0**
Serious Occupational Injury Rate Note 3	**0**
Recordable Incidents (cases) Note 4	**0**
Recordable Incident Rate Note 5	**0**
Number of occupational disease cases (cases)	**0**
Occupational disease incidence rate Note 6	**0**

Note 1: Occupational injury fatality rate = Number of occupational injury deaths ÷ Total working hours × 200,000.

Note 2: Severe occupational injury refers to an occupational injury that results in an employee being unable or unlikely to recover to their pre-injury health status within 6 months, but excludes fatalities.

Note 3: Severe occupational injury rate = Number of severe occupational injury cases ÷ Total working hours × 200,000.

Note 4: The number of recordable incidents refers to all occupational injury events that occurred in the given year, including the number of

serious occupational injuries and the number of occupational injury fatalities.

Note 5: Recordable Incident Rate = Number of Recordable Occupational Injuries ÷ Total Work Hours × 200,000.

Note 6: Occupational disease incidence rate = Number of occupational disease cases ÷ Total work hours × 200,000.

◆Analysis of Occupational Injury Incidents Over the Years for Non-Employee Workers (Unit: Number of Cases)

Event Type	2024	
	Recordable Incident	Occupational Disease
Physical Hazards	**0**	**0**
Chemical Hazards	**0**	**0**
Biological Hazards	**0**	**0**
Human Factors Hazard	**0**	**0**
Socio-psychological hazards	**0**	**0**

Total	**0**	**0**

7 Social Prosperity

7.1 Social Investment

7.1.1 Social Investment Strategy

Type of Social Participation	Amount (Unit: NTD)	Proportion (Unit: Percentage)
Charitable Donation	250,000	100.00%
Community Engagement	0	0.00%
Business Activities	0	0.00%
Total	250,000	100%

Resource Input Method	Amount (Unit: NTD)	Proportion (Unit: Percentage)
Cash Donation	0	0.00%
Donation in Kind	250,000	100.00%
Time cost	0	0.00%
Management Fee	0	0.00%
Total	250,000	100%

7.1.2 Social Participation Achievements

Welgene Biotechhas invested corporate resources and invited colleagues to collaborate and participate together inthe Rare Disease Foundation's "Charity Testing Project". Through this project, in cooperation with long-term partner organizations and venues, we hope to enhance our positive impact on stakeholders.

2024 Social Participation Projects and Resource Investment Status

Social EngagementDevelopment Aspect	Project Name	Resource Input (Unit: NTD)				CorrespondingSDGs
		Cash Donation Gift	In-kind Donation Gift	Time costCost	Management FeeUsage	
Health Promotion	Public	0	250,000	0	0	SDG3 Good

	Welfare Testing Project					Health and Well-being

2024 Social Engagement Project Achievements

Project Name	Project Introduction	Stakeholders	Project Deliverables
Public Welfare Testing Project	In order to enhance the care for patients with rare diseases, enabling early detection, treatment, and prevention, the Taiwan Foundation for Rare Disorders has collaborated with Welgene Biotech Co., Ltd. on the "Public Welfare Testing Project," specifically providing whole exome sequencing tests for undiagnosed rare diseases.	Rare Disease Foundation	10 cases of public welfare LDTS genetic testing

Appendix

GRI Standards Index Table

Statement of Use: Welgene Biotech Co., Ltd. has reported in accordance with the GRI Standards for the period from January 1, 2024 to December 31, 2024 on ESG information

ApplicableGRI 1: Foundation2021

General Disclosure Items

GRI Standards	Disclosure Items	Section of the report	Page Number	Omit explanation	
				Omitted Disclosure Items	Reason and Explanation
GRI 2: General Disclosures 2021	2-1 Organization Details	2.1.1 Basic Information		NA	
	2-2 Entities Included in the Organizational Sustainability Report	1.1.3 Boundary Scope			
	2-3 Reporting Period, Frequency, and Contact Person	1.1.1 Reporting Period			
		1.1.7 Contact Information			
	2-4 Information Reorganization	1.1.4 Information Recompilation			
	2-5 External Assurance/Attestation	1.1.6 External Assurance/Attestation			
	2-6 Activities, Value Chain, and Other Business Relationships	4.1.2 Supply Chain Structure			
	2-7 Employees	2.1.1 Basic Information			
		6.1.2 Talent Recruitment			
		6.1.3 Labor-Management Agreement			
	2-8 Non-employee Workers				This company has no non-employee workers, therefore it is

					not applicable.
	2-9 Governance Structure and Composition	2.2.1 Governance Structure			
		2.2.2 Functional Committees			
	2-10 Nomination and Selection of the Highest Governance Body	2.2.1 Governance Structure			
	Chairperson of the highest governance body	2.2.1 Governance Structure			
	2-12 The role of the highest governance body in overseeing impact management	1.4.1 Major Issue Assessment Process			
		1.4.2 Major Issue Impact Management			
	2-13 Person in Charge of Impact Management	1.4.1 Major Issue Assessment Process			
		1.4.2 Major Issue Impact Management			
	The highest governance body's role in sustainability reporting	1.4.1 Major Issue Assessment Process			
	2-15 Conflict of Interest	2.2.1 Governance Structure			
	2-16 Key Communication Major Events	1.4 Major Issue Management			
	2-17 Collective Intelligence of the Highest Governance Body	2.2.1 Governance Structure			
	2-18 Performance Evaluation of the Highest Governance Body	2.2.1 Governance Structure			
	2-19 Compensation Policy	2.2.1 Governance Structure			
	2-20 Salary Determination Process	2.2.1 Governance Structure			
	2-21 Annual Total Compensation Ratio	6.2.1 Equal and Competitive Compensation		Annual Total Compensation Ratio, Annual Total Compensation Change Ratio	As the data for 2023 is not included in the statistics, it has not been filled in.
	2-22 Statement of Sustainable Development	1.2.1 Message from the Management			

	Strategy				
	2-23 Policy Commitment	2.4.1 Integrity Management			
		2.4.2 Human Rights Policy			
	2-24 Inclusion in Policy Commitment	2.4.1 Integrity Management			
		2.4.2 Human Rights Policy			
	2-25 Procedures for Remediating Negative Impacts	1.4.2 Major Issue Impact Management			
		2.4.1 Integrity Management			
	2-26 Mechanism for Seeking Advice and Raising Concerns	2.4.1 Integrity Management			
		2.4.2 Human Rights Policy			
	2-27 Regulatory Compliance	2.4.1 Integrity Management			
	Membership qualifications of public associations	2.1.1 Basic Information			
	2-29 Stakeholder Engagement Policy	1.3.1 Identification of Stakeholders			
		1.3.2 Stakeholder Communication			
	2-30 Collective Agreement	6.1.3 Labor-Management Agreement		Information related to collective agreements	The company does not have a labor union, and therefore has not signed any collective agreements. For employee agreements and communication channels, please refer to Section 6.1.3 on labor-management agreements.

GRI 3: Material Topics 2021	3-1 Process for Determining Major Topics	1.4.1 Major Issue Assessment Process		NA
	3-2 List of Major Topics	1.4.2 Major Issue Impact Management		

Major Issue Disclosure

GRI Standards	Disclosure Items	Section of the report	Page Number	Omit explanation	
				Omitted Disclosure Items	Reason and Explanation
Economic Performance					
3-3 Major Topic Management		1.4.2 Major Issue Impact Management			
GRI 201: Economic Performance 2016	201-1 Direct Economic Value Generated and Distributed by the Organization	2.3.1 Economic Value			
	201-4 Financial assistance received from the government	2.3.1 Economic Value			
Information Security					
3-3 Major Topic Management		1.4.2 Major Issue Impact Management			
GRI 418: Customer Privacy 2016	418-1 Complaints Confirmed for Infringing Customer Privacy or Losing Customer Data	2.7.1 Information Security Management Policy			
Integrity Management					
3-3 Major Topic Management		1.4.2 Major Issue Impact Management			
GRI 205: Anti-corruption 2016	205-1 Operating locations that have undergone corruption risk assessment			Operating sites that have undergone corruption risk assessment	The company has not yet conducted a corruption risk assessment for each operating location.

	205-2 Communication and Training Regarding Anti-Corruption Policies and Procedures	2.4.1 Integrity Management			
	205-3 Confirmed Corruption Incidents and Actions Taken	2.4.1 Integrity Management			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal Actions on Anti-Competitive Behavior, Antitrust, and Monopolistic Practices	2.4.1 Integrity Management			
Waste					
3-3 Major Topic Management		1.4.2 Major Issue Impact Management			
GRI 306: Waste 2020	306-1 Generation of Waste and Significant Impacts Related to Waste	5.4.1 Waste Impact Assessment			
	306-2 Management of Significant Impacts Related to Waste	5.4.1 Waste Impact Assessment			
		5.4.2 Waste Management Policy			
	306-3 Generation of Waste	5.4.3 Waste Removal and Disposal			
	306-4 Disposal and Transfer of Waste	5.4.3 Waste Removal and Disposal			
	306-5 Direct Disposal of Waste	5.4.3 Waste Removal and Disposal			
Marketing and Labeling					
3-3 Major Topic Management		1.4.2 Major Issue Impact Management			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for Product and Service Information and Labeling	3.3.1 Product and Service Labeling Standards			
	417-2 Incidents of Non-compliance with Regulations Concerning Product and Service Information and Labeling	3.3.1 Product and Service Labeling Standards			

	417-3 Incidents of Non-compliance with Marketing Communication Regulations	3.3.2 Product and Service Marketing and Promotion			
Employee Recruitment and Retention					
3-3 Major Topic Management		1.4.2 Major Issue Impact Management			
GRI 202: Market Position 2016	202-2 Proportion of local residents employed as senior management	6.1.2 Talent Recruitment			
GRI 401: Employment Relations 2016	401-1 New Employees and Departing Employees	6.1.2 Talent Recruitment			

Specific Topic Disclosure Items

GRI Standards	Disclosure Items	Section of the Report	Page Number	Omit explanation	
				Omitted Disclosure Items	Reason and Explanation
GRI 201: Economic Performance 2016	201-3 Defined Benefit Obligations and Other Retirement Plans	6.2.2 Improve Welfare Measures			
GRI 202: Market Presence 2016	202-1 The ratio of standard salaries for grassroots employees of different genders to the local minimum wage	6.2.1 Equal and Competitive Compensation			
GRI 302: Energy 2016	302-1 Internal Energy Consumption within the Organization	5.2.2 Energy Consumption			
	302-3 Energy Intensity	5.2.2 Energy Consumption			
GRI 303: Water and Effluents 2018	303-3 Water Withdrawal	5.3.1 Water Intake, Discharge, and Consumption			
	303-4 Displacement	5.3.1 Water Intake, Discharge, and Consumption			

	303-5 Water Consumption	5.3.1 Water Intake, Discharge, and Consumption			
GRI 401: Employment Relations 2016	401-2 Benefits provided to full-time employees (excluding temporary or part-time employees)	6.2.2 Improve Welfare Measures			
	401-3 Parental Leave	6.2.3 Friendly Parenting Workplace			
GRI 402: Labor-Management Relations 2016	402-1 Minimum Notice Period Regarding Operational Changes	6.1.2 Talent Recruitment			
GRI 403: Occupational Health and Safety 2018	403-3 Occupational Health Services	6.4.1 Occupational Safety and Health Management			
	403-5 Training for Workers on Occupational Safety and Health	6.3.1 Training and Development			
		6.4.1 Occupational Safety and Health Management			
	403-6 Worker Health Promotion	6.4.1 Occupational Safety and Health Management			
	403-9 Occupational Injury	6.4.2 Occupational Injuries and Occupational Diseases			
	403-10 Occupational Disease	6.4.2 Occupational Injuries and Occupational Diseases			
GRI 404: Training and Education 2016	404-1 Average annual training hours per employee	6.3.1 Training and Development			
	404-2 Enhancing Employee Competencies and Transition Assistance Program	6.3.1 Training and Development			

	404-3 Percentage of employees receiving regular performance and career development reviews	6.3.2 Performance Evaluation			
GRI 405: Employee Diversity and Equal Opportunity 2016	405-1 Diversity of Governance Bodies and Employees	2.2.1 Governance Structure			
		6.1.2 Talent Recruitment			

SASB Standards Index Table

Statement of Use:Welgene Biotech Co., Ltd.has reported in accordance withSASBStandardsfor the period fromJanuary 1,2024toDecember 31,2024,for ESGinformation

SASB Industry: HC-BP

	Disclosure Subject	Disclosure Items	Nature	Cuantity	Unit	Section of the report	Page Number	Omit explanatio Omitted Disclosure Items
	The safety of clinical trial participants	Describe the management process for ensuring the quality of clinical trials and the safety of subjects based on the local region.	Discussion and Analysis	-	-			Describe the management process for ensuring quality and subject safety in clinica trials based on the local region
	The safety of clinical trial participants	Due to FDA inspections of clinical trial management and drug safety, the following occurred: (1) Number of Voluntary Action Indicated (VAI) measures	Cuantification		Cuantity			Due to FDA inspections of clinical trial management and drug safety (1) Number of Voluntary Action Indicate (VAI) occurrences
		Due to FDA inspections of clinical trial management and drug safety resulting in: (2) Number of Official Action Indicated (OAI)			Cuantity			Due to FDA inspections of clinical trial management and drug safety (2) Number of Official Action Indicated (OAI) measures

		measures						
	The safety of clinical trial participants	Total financial loss caused by regulatory events related to drug clinical trials in developing countries	Cuantification		NTD			Total financial loss caused by regulatory incidents related to drug clinical trials in developing countries
	Drug License	Describe in detail the measures and initiatives to promote the use of healthcare products for priority diseases and in countries with underdeveloped medical and health conditions (as defined by the Drug Approval Index).	Discussion and Analysis	-	-			Describe in detail the measures and initiatives to promote the use of healthcare products for priority diseases and in countries with underdevelope medical and health conditions (as defined by the "Drug Approval Index").
	Drug License	A product listed in the Prequalified Medicines (PQP) list under the World Health Organization's Prequalification Programme.	Discussion and Analysis	-	-			A product listed in the Prequalified Medicines (PQP) list unde the World Health Organization Prequalification Programme.
	Reasonable pricing for the general public	Number of times compensation or delay occurred due to events related to the	Cuantification		Cuantity			Number of times compensation or delay occurred due to

		Abbreviated New Drug Application (ANDA) regulations, resulting in postponement of authorized generic drug products entering the market						events related to the simplification of new drug application (ANDA) regulations, resulting in postponement of authorized generic drug products entering the market
	Reasonable pricing for the general public	Compared to the same period last year, the average pricing of the U.S. pharmaceutical portfolio	Cuantification		Percentage (%)			Compared to the same period last year, the (1) average pricing of the U.S. pharmaceutical portfolio
		Compared to the same period last year, the (2) percentage change in the average net price of the U.S. pharmaceutical portfolio			Percentage (%)			Compared to the same period last year, the percentage change in the (2) average net price of the U.S. pharmaceutical portfolio
	Reasonable pricing for the general public	(1) Pricing	Cuantification		Percentage (%)			(1) Pricing
		(2) Percentage change in the net price of the product with the largest increase compared to the same period last year			Percentage (%)			(2) The percentage change in the net price of the product with the largest increase compared to the same period last year

	Drug Safety	The list of products included in the human medical product safety alert database of the United States Food and Drug Administration's MedWatch system.	Discussion and Analysis	-	-			The list of products listed in the human medical produc safety alert database of the United States Food and Drug Administration's MedWatch system.
	Drug Safety	Number of deaths related to the relevant products in the FDA Adverse Event Reporting System	Cuantification		Cuantity			Number of deaths related to the relevant products in the FDA Adverse Event Reportin System
	Drug Safety	Number of recall announcements and total quantity of recalled units	Cuantification		Cuantity			Number of recall announcement and total quantity of recalled units
	Drug Safety	Total amount of products accepted for recycling, reuse, or disposal	Cuantification		Metric ton (t)			Total amount o products accepted for recycling, reuse, or disposal
	Drug Safety	Number of cases of FDA enforcement actions taken for violations of current Good Manufacturing Practice (cGMP) by type	Cuantification		Cuantity			Number of cases of FDA enforcement actions taken for violations of current Good Manufacturing Practice (cGMP), categorized by type

	Counterfeit drugs	Describe the methods and technologies used to maintain product traceability and prevent counterfeiting throughout the entire supply chain.	Discussion and Analysis	-	-			Describe the methods and technologies used to maintain product traceability and prevent counterfeiting throughout the entire supply chain.
	Counterfeit drugs	Discuss procedures for reminding customers and business partners about potential or known risks related to counterfeit drugs.	Discussion and Analysis	-	-			Discuss the procedures for reminding customers and business partners about potential or known risks related to counterfeit drugs.
	Counterfeit drugs	The number of searches, seizures, arrests, or criminal prosecutions initiated in connection with counterfeit drugs	Cuantification		Cuantity			The number of searches, seizures, arrests, or criminal prosecutions initiated in connection with counterfeit drugs
	Marketing Ethics	The total amount of financial loss caused by regulatory incidents related to forged sales statements	Cuantification		NTD			Total financial loss caused by regulatory incidents related to forged sales statements
	Marketing Ethics	Explanation of Ethical	Discussion and Analysis	-	-			Total financial loss caused by

		Guidelines for Off-Label Use of Pharmaceuticals						regulatory incidents related to forged sales statements
	Employee Recruitment, Development, and Retention	Discussion on the recruitment and retention of scientists and R&D personnel	Discussion and Analysis	-	-	6.1.2 Talent Recruitment		
	Employee Recruitment, Development, and Retention	(a) Voluntary turnover rate of (1) senior management personnel	Cuantification	0	Ratio	6.1.2 Talent Recruitment		
		(b) Voluntary turnover rate of mid-level management personnel		0	Ratio	6.1.2 Talent Recruitment		
		(c) Voluntary Turnover Rate of (1) Professional Personnel		0	Ratio	6.1.2 Talent Recruitment		
		(d) Voluntary turnover rate of all other personnel (1)		5	Ratio	6.1.2 Talent Recruitment		
		(a) Senior management personnel's (1) involuntary turnover rate		0	Ratio	6.1.2 Talent Recruitment		
		(b) Mid-level management (1) Involuntary turnover rate		0	Ratio	6.1.2 Talent Recruitment		
		(c) Professional staff (1) Involuntary turnover rate		0	Ratio	6.1.2 Talent Recruitment		

		(d) All Others' (1) Involuntary Turnover Rate		0	Ratio	6.1.2 Talent Recruitment		
	Supply Chain Management	Confirm the percentage of (1) physical 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 the integrity of pharmaceutical ingredients.	Cuantification		Percentage (%)			Confirm the percentage of (1) physical 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 the integrity of pharmaceutical ingredients.
		Confirm the percentage of (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 the integrity of pharmaceutical ingredients.			Percentage (%)			Confirm the percentage of (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 the integrity of pharmaceutical

								ingredients.
	Business Ethics	Total financial losses resulting from legal proceedings related to corruption and bribery	Cuantification	0	NTD	2.4.1 Integrity Management		
	Business Ethics	Ethical standards when interacting with healthcare professionals	Discussion and Analysis	-	-			Describe the ethical standards when interacting with healthcare professionals.
		Number of patients treated	Cuantification		Cuantity			Number of patients treated
		(1) Number of drugs in the product portfolio	Cuantification		Cuantity			(1) Number of drugs in the product portfoli
		(2) Number of drugs under development			Cuantity			(2) Number of drugs under development

Climate-related information

Climate-Related Information of Listed and OTC Companies

Risks and Opportunities Posed by Climate Change to the Company and Relevant Response Measures Taken by the Company(For details, please refer to Section 2.6 Climate Governance of this report)

Item	Implementation Status	Page Number
1.Description of the board of directors and management's oversight	The	

and governance of climate-related risks and opportunities.	Board of Directors is the highest governance body for risk management, responsible for reviewing the company's annual risk management plan and evaluating the implementation of risk man	

	age ment .	
2.Describe how the identified climate risks and opportunities affect the company's business, strategy, and finances (short-term, mid-term, long-term).	In the short term, the impa ct of regul atory chan ges or natur al disas ters is limite d due to the busin ess char acter istics of the com pany . In the medi um to long term, as the	

	probability of extreme weather events increases and policies undergo significant changes, the company will adjust its response measures and future business strategies accordingly.	
3.Describe the impact of extreme climate events and transition actions on finances.	Extreme	

		weather events (such as typhoons, floods, droughts, etc.) may prevent the company from operating normally, resulting in operational losses. In response to stricter existing regulations	

	and the imposition of carbon fees and other transition risks, operational costs may increase.	
4.Describe how the identification, assessment, and management processes of climate risks are integrated into the overall risk management system.	The Company has established a "Risk Management Policy and Procedures" that incorporates "operation	

		al risk," "financial risk," "market risk," "legal risk," "hazard risk," and "human resources risk" into the scope of risk management. The corporate governance officer assists and monitors each	

	depa rtme nt in carry ing out risk man age ment oper ation s, and repor ts the imple ment ation statu s to the Boar d of Direc tors and the Audit Com mitte e annu ally.	
5.If scenario analysis is used to assess resilience in the face of climate change risks, please describe the scenarios, parameters, assumptions, analytical factors, and major financial impacts used.	Not appli cable .	
6.If there are any transition plans in response to managing climate-related risks, please describe the content of such plans, as well as the indicators and targets used to identify and manage physical risks and transition risks.	Not appli cable .	

7.If internal carbon pricing is used as a planning tool, please explain the basis for price setting.	Not applicable.	
8.If climate-related targets have been set, please specify the activities covered, the scope of greenhouse gas emissions, the planning period, and the annual progress achieved; if carbon offsets or Renewable Energy Certificates(RECs) are used to achieve relevant targets, please indicate the source and amount of carbon reduction offset or the number of Renewable Energy Certificates(RECs) used.	Climate-related targets have not been set yet.	
9.Greenhouse Gas Inventory and Assurance Status, Reduction Targets, Strategies, and Concrete Action Plans(Please refer to9-1and9-2for details).	The inventory is expected to begin in2026.	

9-1 Greenhouse Gas Inventory and Assurance Status of the Company in the Most Recent Two Years

9-1-1 Greenhouse Gas Inventory Information

Description of greenhouse gas emissions for the most recent two years (metric tons CO2e), intensity (metric tons CO2e/NTD 1 million), and data coverage.
The inventory is expected to begin in2026.

9-1-2 Greenhouse Gas Assurance Information

Description of the assurance status for the past two years, including the scope of assurance, assurance institution, assurance standards, and assurance opinion.
Not applicable.

9-2 Greenhouse Gas Reduction Targets, Strategies, and Concrete Action Plans

Explanation of the base year and data for greenhouse gas reduction, reduction targets, strategies and specific action plans, and the status of achieving reduction targets.
Not applicable.