



BIOTEQ[®]
Improving lives

BIOTEQUE CORPORATION

2023 Sustainability Report

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About this Report

This report comprehensively covers Bioteque's communication to all stakeholders, detailing the company's policy commitments and performance outcomes in the three major aspects of ESG (Environmental, Social, and Governance). It discloses our strategies and efforts across five key areas: corporate governance, industry and value chain, sustainable operations, environmental sustainability, and employee care. Additionally, it presents the outcomes of our communication with stakeholders, showcasing Bioteque's firm commitment to corporate sustainability.

Report Boundaries

This report defines the organizational boundaries based on Bioteque's consolidated financial statements. The scope of the data is primarily based on Bioteque's operations in Taiwan, excluding any subsidiary investments.

Publication Date and Cycle

This report was published in August 2024, disclosing Bioteque's specific actions in various aspects of corporate sustainability from January 1, 2023, to December 31, 2023. To ensure the completeness of project and activity performance, some content includes information from before January 1, 2021, and after December 31, 2022, which will be further explained in the report.

Compilation Principles

The structure and content of this report follow the "GRI Universal Standards 2021" issued by the Global Reporting Initiative (GRI). Additionally, it adopts the sustainability indicators from the Sustainability Accounting Standards Board (SASB). A GRI Content Index is provided at the end of the report to cross-reference the report's contents with GRI standards.

Bioteque publishes its sustainability report annually and provides an electronic version for viewing and download on its official website. For any questions or suggestions regarding the report, please contact:

Contact Person: Secretary Peggy Liao

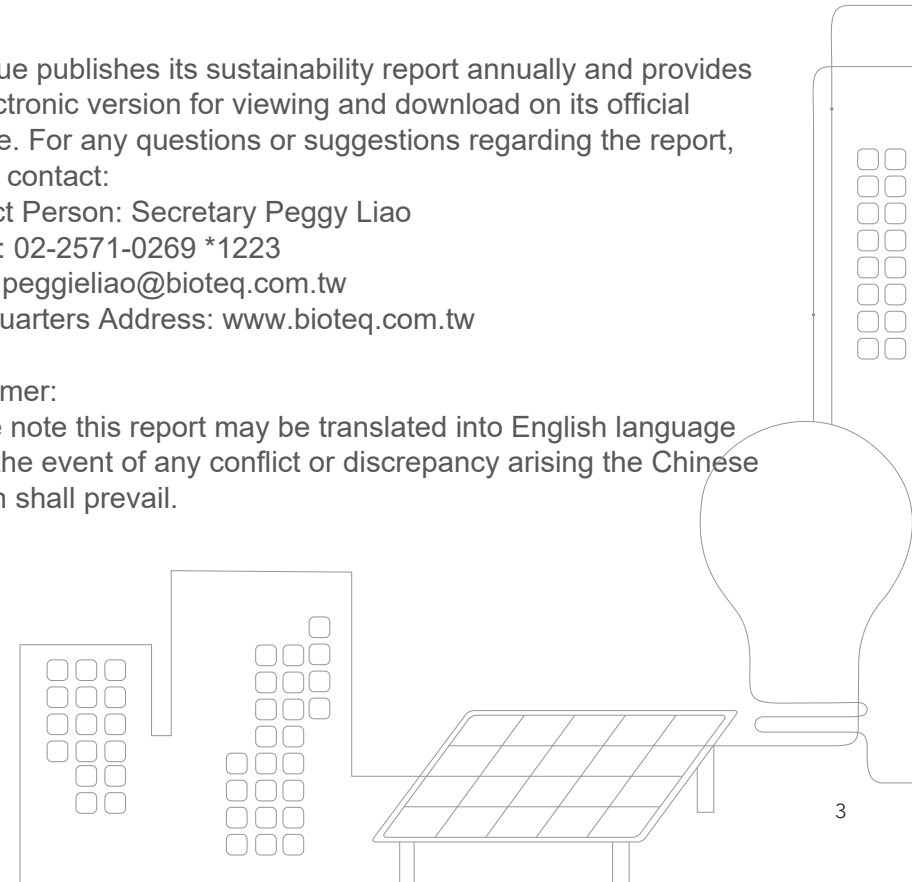
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Disclaimer:

Please note this report may be translated into English language but in the event of any conflict or discrepancy arising the Chinese version shall prevail.



Message from the Management

At Bioteque, we uphold a corporate culture of integrity and frugality, comply with medical management regulations, and provide high-quality, safe products. We are committed to deepening and innovating our core expertise to meet the needs of both internal and external clients, ensuring the sustainable development of our company.

In response to the stable growth of the medical device market, we have planned a ten-year operational growth strategy for future sustainability. In 2021, we commenced the construction of a 14,000-square-meter factory in the Yilan Science Park, designed for Industry 4.0 and automated production. The new facility will meet certifications for GMP, FDA, ISO13485, CE, and is scheduled to officially commence production in 2024.

During this period, the BMPI plant in the Philippines will expand its production lines. Additionally, beyond expanding our self-branded distribution, we will further strengthen our CDMO and OEM strategies for customer development. Market research indicates an optimistic forecast for the growth of the medical device sector post-pandemic. We hope to turn this optimism into revenue and profit growth through the efforts of Bioteque's team.

The rapid changes in the global environment have led many companies to cut unprofitable product lines and adopt a more conservative approach to investing in fixed assets. However, with the easing of the pandemic and the resulting compensatory demand, there remains a need to be met. This, coupled with the stable growth of medical devices, is a reason for the optimistic market outlook.

In pursuing the goal of sustainable development, employees are indispensable partners supporting the company's progress. Bontech creates a fair, non-discriminatory, healthy, and happy workplace environment, provides subsidies for employee participation in community activities, and balances physical and mental health. We also arrange comprehensive training in job functions, environmental protection, and occupational health and safety, to enhance employees' understanding and recognition of the company's ESG policies, working together towards environmental, social, and corporate sustainability.

Bioteque not only focuses on core business operations but also cares about environmental protection and social participation. We have established a greenhouse gas emission target plan, aiming for carbon reduction, waste minimization, and water conservation. We hope to demonstrate our commitment to environmental and social sustainability through concrete actions.

The trend towards corporate sustainability is irreversible, and activities in the ESG field deeply impact a company's future survival and competitiveness.



Chairman
William Lee

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About Bioteque

- 1.1 Company Overview
- 1.2 Milestones
- 1.3 Operational Performance
- 1.4 Tax Policy
- 1.5 Service Locations



1 About Bioteque

1.1 Company Overview

Bioteque Corporation (hereinafter referred to as Bioteque) was established in 1991. It is a domestic manufacturer of blood dialysis-related consumables and the first company in Taiwan to obtain CE MARK, GMP, and FDA 510(k) international certifications and pass FDA factory inspections. Bioteque was approved for listing on the over-the-counter market in 2001.

The company is currently registered as a medical consumables manufacturer, with its headquarters located in Taipei. Bioteque and its affiliates employ over 1,000 staff and operate two manufacturing plants in Taiwan and the Philippines, covering an area of 100,000 square meters. Both plants are equipped with advanced machinery and have passed ISO 13485 certification, meeting FDA, GMP, and quality system regulations.

Bioteque's product range includes interventional radiology catheters (such as TPU pig-tail catheters and double J drainage catheters), vascular imaging catheters, blood circuit tubes, puncture needles, pharmaceutical soft bags, infusion sets, surgical drainage tubes, precision cylinders, and various critical medical components. Notably, the "blood circuit tube" holds the top market share in Taiwan, the pharmaceutical soft bags are among the top three global suppliers, and some of the internal catheters have over 30% market share in European countries.

To pursue better development and sustainable operation, Bioteque started construction of the Yilan Science Park flagship plant in December 2020. This capacity expansion will provide comprehensive Contract Development and Manufacturing Organization (CDMO) capabilities for partner collaborations. Bontech is committed to developing innovative products and offering holistic solutions to all customers.

The quality assurance system is certified to ISO 13485 and QMS (GMP) standards and products are CE marked. In addition to existing product lines, Bioteque is currently undertaking several projects to develop new products, including advanced silicone and TPU catheters for long-term implantation. The company holds over 21 patents covering all areas of the medical field. At the same time, Bontech seeks to establish potential long-term partnerships with renowned and established national research institutions to develop innovative medical products. The company is actively engaged in various new product research programs and building long-term collaborative relationships with research institutions and manufacturing partners.



1.2 Milestones

1991.11

Bioteque was established with an authorized capital of NT\$30 million and a paid-in capital of NT\$30 million. The company's address is in Taipei.

1995.02

Obtained Product Registration from the Ministry of Health and Welfare.

1998.08

The first company in Taiwan to successfully develop IV bags.

1998.09

Certified with the ISO-9001 Quality Management System by the International Organization for Standardization (ISO).

1999.05

Certified with the CE mark for compliance with the European Union's medical device manufacturing quality assurance standards.

1999.12

Granted FDA 510(k) clearance to enter the U.S. market.

2001.10

Approved for stock listing by the Taipei Exchange (TPEX).

2000.09

Certified with the ISO 13485 Quality Management System by the International Organization for Standardization (ISO).

2003.10

Honored with the National Rock Award.

2013.01

Honored with the 1st Mid-Tier Enterprise Award and the 23rd National Quality Award.

2019.07

Honored with the Gold Award at the Asia Biotechnology Conference.

2020.12

Groundbreaking ceremony for Bioteque Yike flagship plant at the Yilan Science Park.

1.3 Operational Performance

Bioteque's total revenue for the year 2023 was NT\$1,944,701 thousand, with a net profit after tax of NT\$452,550 thousand. This represents a decrease of NT\$40,990 thousand compared to the previous year's net profit after tax of NT\$493,540 thousand, primarily due to an increase in non-operating expenses.

Financial Performance for the Past Three Years :

Unit: Thousand NTD

Item	Year		
	2021	2022	2023
Sales Revenus	1,825,491	2,010,272	1,944,701
Non-operating Income and Expenses	(9,731)	44,803	(10,661)
Cost of Goods Sold (COGS)	1,022,622	1,165,730	1,125,764
Employee Salaries and Benefits	340,866	361,778	356,264
Dividend Payments	311,843	311,843	311,843
Tax Expenses	106,940	129,639	116,965
Pre-tax Income	538,197	623,179	569,515
Net Income After Tax	431,257	493,540	452,550

1.4 Tax Policy

Bioteque is committed to not using tax havens or low-tax jurisdictions to evade tax obligations. We reject profit shifting through special structures or unconventional transactions. Bontech adheres to regulations and the spirit of legislation in managing tax affairs, complies with local tax laws at each operational location, and fulfills our corporate citizenship duties by paying taxes honestly. This approach aims to optimize tax management and enhance corporate value.

- - Comply with tax regulations and legislative intent by accurately reporting and paying taxes and preparing supporting documentation.
- - Stay informed about local and international tax law changes, assess their impact comprehensively, and develop appropriate strategies.
- - Regularly disclose tax information through financial statements and annual reports to ensure transparency.
- - Maintain open and honest communication with tax authorities to help improve the tax environment and system.- Utilize legal and transparent tax incentives, avoiding methods that contravene the spirit of the law.
- - Ensure corporate structures and transaction arrangements reflect economic substance, avoiding special arrangements for tax avoidance.
- - Ensure related-party transactions have economic substance, with decision-makers bearing risks and receiving reasonable compensation.
- - Assess relevant risks and adopt suitable strategies when formulating and executing tax decisions.

The accounting manager is responsible for implementing the tax policy and appointing qualified tax professionals to handle all company tax matters. The company ensures continuous professional training for tax personnel each year to optimize tax management efficiency. In accordance with tax regulations, the company pays taxes on time each year. For the year 2023, the corporate income tax was NT\$116,965 thousand, with an effective tax rate of 20%, representing 6% of total consolidated revenue.

1.5 Service Location Distribution



Bioteque Corporation has expanded its global business to over 90 countries, with more than 700 customers. The existing distribution network is well-established, allowing for the immediate sale of new products through the existing channels once they are launched.

1.4 Tax Policy

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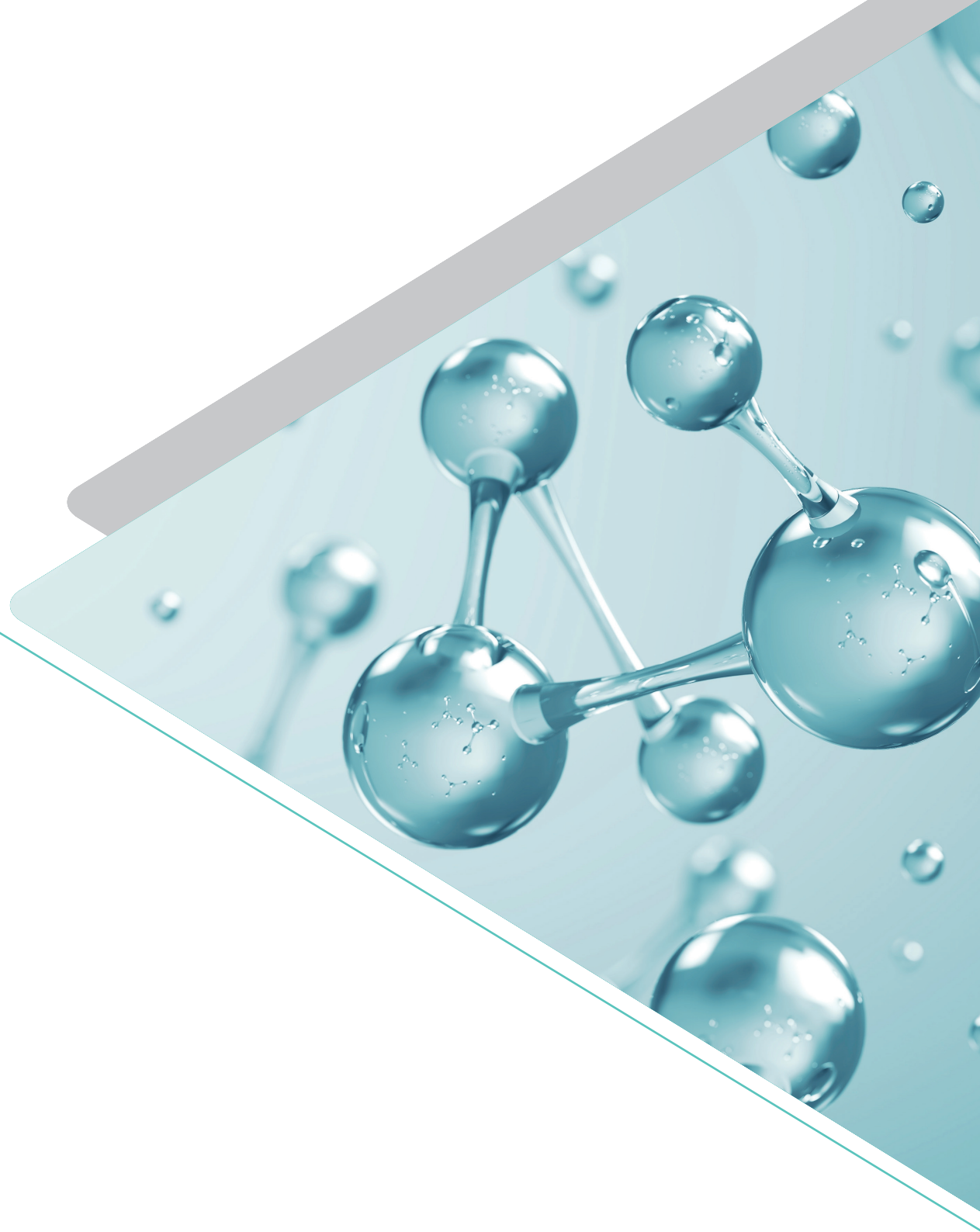
Atlantic Ocean

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5F-6, No.23, Sec. 1, Chang-An E. Rd., Taipei 104, Taiwan
- LUNGTE FACTORY
No. 5, Ziqiang Road, Su'ao Township, Yilan County
- YIKE FACTORY
No. 360, Yike Road, Hsinchu Science Park, Yilan City, Yilan County, Taiwan
- BIOTEQUE PHILIPPINES FACTORY
Block 14, Lots 2,3,4,
Hermosa Ecozone Industrial Park, Brgy. Palihan, Hermosa, Bataan, Philippines

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Industry and Value Chain

- 2.1 Product and Service Range
- 2.2 The Relationship between Upstream, Midstream, and Downstream in the Industry
- 2.3 Participation in Industry Association
- 2.4 Awards and External Verification



2 Industry and Value Chain

2.1 Product and Service Range

Bioteque possesses core technologies in advanced medical materials, including precision catheter extrusion, component injection molding, special shape processing, catheter surface coating, and scale printing. The company has developed a range of high-end medical consumables and is actively establishing strategic alliances with major international medical device manufacturers, as well as engaging in OEM, ODM, and CDMO collaborations. This strategy aims to enhance R&D capabilities and accelerate global expansion.

As of 2023, the revenue distribution of products is as follows: blood circulation tubes 17.83%, TPU catheters 27.95%, pharmaceutical soft bags 18.67%, puncture needles 5.63%, vascular catheters 8.1%, surgical tubes 10.83%, key components 3.22%, and other medical consumables 7.77%. Bondt provides the following descriptions for its main products:

Main Products Categories	Primary Uses and Functions
Dialysis	Establishing Dialysis Vascular Access for Safe and Stable Patient Treatment.
Vascular Access	Maintain patency of vascular access, providing interventional diagnosis and prevision treatment.
Respiratory Care	Support for Airway and Respiratory Care.
Percutaneous Drainage	Ensuring Maximum Flow Rate and Safe Drainage Efficiency.
Urology	Full Range of High Quality Drainage Catheters for Post-Urological Stone Treatment
Medical Components	Complete Range of Spare Parts and Styles with Large Inventory Availability.
Home Care	Pharmaceutical IV Solution Bags: Providing High-Quality IV SolutionFilling Bags for Pharmaceutical Companies , Consistent Quality, Fast Delivery, and Excellent Customer Relations.
Gastroenterology	Providing Safe and Effective Diagnosis and Treatment for Digestive System Diseases.
Others	Building a Comprehensive Medical Service Hub, providing Complete Solutions for Healthcare Institutions.

Currently, the main product categories are eightfold: blood circulation tubes, puncture needles, pharmaceutical soft bags, TPU internal catheters, vascular catheters, surgical tubes, key medical components, and others.

Under its own brand, Bioteque continues to develop minimally invasive surgical consumables and related catheters and peripheral products to enhance market service. In terms of contract development and manufacturing services, the company will leverage existing technologies and capabilities to expand collaboration with major European and American medical device manufacturers, focusing on product development and production through OEM partnerships in response to new international circumstances. To meet the stricter EU medical regulations, Bioteque will consolidate certifications for its existing superior products to comply with the latest regulations and serve its customers effectively.

Here is the description :

- TPU Internal Catheters: Includes biopsy needles, micro-introducer sets, multi-lumen hemodialysis catheters, chest valves, and improved drainage catheters.
- Vascular Catheters: Includes micro-catheters and next-generation introducer sheaths.
- Surgical Tubes and Others: OEM products, peripheral products related to pandemic themes, and specific diagnostic products for urology.



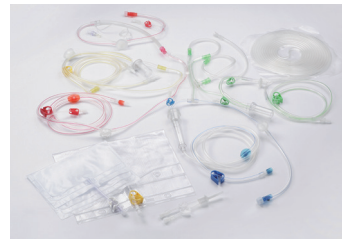
Hemodialysis
Blood tubing



Hemodialysis
Catheter kit



(ODM) CAPD
Solution System



(ODM) CRRT
Hemofiltration Line Set



A.V. Fistula Needle Set



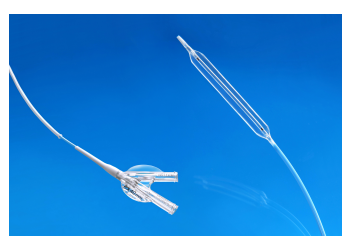
Transducer
Protector



A.V. Shunt 40cm
Angiographic
Catheter



Buttonhole AVF
needle with Scab
remover



A.V. Shunt
Stenosis Dilatation
Balloon Catheter

2.2 The Relationship between Upstream, Midstream, and Downstream in the Industry

2.2.1 Industry Overview

With the widespread adoption of big data mining and AI analysis, manufacturers are increasingly leveraging accumulated health data and clinical insights to develop various medical AI technologies. National policies aim to promote the development of digital healthcare by building on the existing strengths and foundation of the ICT industry. In Taiwan, the focus of digital healthcare development is categorized into five key areas: digital prevention, digital diagnosis, digital treatment, telemedicine, and medical information systems. As a medical consumables manufacturer, Bondt is actively seeking collaboration with local service providers in these areas to explore the corresponding consumable product opportunities.

In 2022, as the world gradually entered the post-COVID-19 era, the easing of the pandemic led to a decrease in severe cases and death rates, with countries lifting restrictions and resuming economic and social activities. The revival of various medical procedures also resumed, affecting the demand for certain medical device products, as reflected in the shifts in the types of devices sold.

The medical device industry is highly regulated due to its direct impact on public health and well-being. Health authorities in every country closely monitor and regulate this sector, as it is both a matter of national responsibility and an extension of national sovereignty. This role is manifested through various regulatory frameworks, which significantly influence the development of the medical device industry.

Stricter regulations are becoming a global trend. In Taiwan, the Medical Device Management Act was announced in May 2021, separating the management of pharmaceuticals and medical devices in the country. This law harmonizes Taiwan's regulations with international standards while considering local conditions, aligning Taiwan's medical device management with global practices. At the same time, in Europe, the EU has upgraded its regulations with the stricter Medical Device Regulation (MDR). The increasing regulatory rigor presents a challenge that all medical device manufacturers worldwide must address.

2.2.2 The Relationship between Upstream, Midstream, and Downstream in the Industry

- **Upstream** Medical-grade polymer materials and related substances or materials, all of which must undergo validation and comply with relevant regulations.
- **Midstream:** Medical device manufacturers, such as Bioteque, responsible for the core design, production, and manufacturing of the products.
- **Downstream:** Domestic and international distributors and agents, who deliver the products to end users, such as hospitals, through these partners.

2.2.3. Product Development Trends

Taking hemodialysis products as an example, the global dialysis population is growing at a rate of 7% annually. As the quality of dialysis products and technologies improves, the mortality rate among dialysis patients is decreasing. In other words, the demand for dialysis consumables is continuously increasing. This trend leads to a steady rise in the consumption of medical supplies year by year.

Domestic Market: Currently, Taiwan sees approximately 10 million dialysis sessions per year. To serve domestic dialysis patients, Bioteque produces high-quality single-use dialysis catheters and has introduced safety arteriovenous fistula needles. These products have received both domestic and international quality certifications, benefiting both patients and healthcare professionals.

International Market: Globally, there is increasing recognition of the right to treatment for dialysis patients, with more countries including dialysis treatment in their insurance coverage. This development has accelerated the expansion of the dialysis market. Bioteque has obtained ISO 13485 quality system certification, and its products are certified by the European CE and the U.S. FDA 510(k). With its manufacturing base in the Philippines, Bioteque is well-positioned to produce competitive dialysis consumables for new markets.

In the field of diagnostic and therapeutic internal catheters, Bioteque continues to focus on developing minimally invasive hospital consumables, particularly for use in cardiology, interventional radiology, and urology. The company is also expanding into other medical specialties where catheters are used, continuing to develop competitive minimally invasive catheters that enhance patient well-being. Many of these products have gained significant market share both domestically and internationally, with rapid growth in catheter product shipments.

2.2. 4. Competitive Landscape

In the high-end consumables market, such as internal and vascular catheters, the main competitors are globally renowned mainstream manufacturers. Bondt leverages Taiwan's excellent management and technical capabilities to produce high-quality products while using competitive pricing to compete with well-known global brands across various markets. For catheter products,

Bioteque seeks OEM production contracts with major European and American companies. In the case of mature products, the company employs a strong strategic layout, using its production base in the Philippines to maintain competitiveness and increase market share.

2.3 Participation in Industry Association

In order to promote industrial development, Bioteque actively participates in industry associations and related activities, conducts extensive exchanges through the participation of various organizations, establishes good cooperative relationships, and promotes information integration and sharing, expands business scope, enhances business opportunities, and through groups power to promote sustainable industrial management and social prosperity.

The domestic and international organizations that Bont currently participates in are as follows:

Association Name	Position Held
Taiwan Medical and Biotech Industry Association	Executive Director
Taiwan Assistive Technology and long Term Care Industry Association	Executive Director
Yilan County Longde Manufacturers Development Association	Director
Yilan County Science Park Manufacturers Development Association	Director
National Product Sustainability Elite Alliance	Second Vice President
Rock Award Fellowship Committee	-

2.4 Award and External Recognition

Bioteque is a domestic medical device company with the most comprehensive R&D team in the country and the first in Taiwan to be approved by the Ministry of Economic Affairs for an industry-specific R&D grant. In 2003, Bont was honored with the ****National Rock Award****, and in 2004, it received the ****Bronze Award for Technology Commercialization**** at the Taipei Biotech Exhibition hosted by the Taipei City Government, as well as the ****New Product Innovation Award**** at the Taipei International Medical Device, Pharmaceuticals, and Biotechnology Exhibition, organized by the Taiwan External Trade Development Council (TAITRA).

In January 2013, Bioteque was selected for the first ****Potential Taiwan Mittelstand Award**** by the Ministry of Economic Affairs, recognizing its excellent business performance and qualifications as a mid-sized enterprise with the experience and traits of a "Hidden Champion".

Bioteque possesses unique and critical technologies in specific fields, making its products highly competitive in the international market. In August 2013, Bioteque received the ****National Quality Award - Corporate Award****, with the government publicly recognizing its outstanding performance in total quality management. This further affirmed the company's excellence in improving its R&D processes and enhancing its research capabilities.

In 2019, during the grand opening of ****BIO Asia-Taiwan 2019****, President Tsai Ing-wen attended the ceremony and presented Bioteque with the ****2019 Outstanding Biotech Industry Award****. That year, a record-breaking 60 innovative projects were submitted, and nine companies stood out to win the ****Gold Award for Outstanding Biotech Industry****, with Bioteque Corporation being one of the honored recipients.

1. The research and development outcomes for the year 2023 are as follows:

R&D Division 1	R&D Division 2	R&D Division 3	R&D Division 4
<p>RESEARCH 6 achievements 4 achievements</p> <p>DEVELOP Total 10 achievements</p>	<p>RESEARCH 7 achievements 3 achievements</p> <p>DEVELOP Total 10 achievements</p>	<p>RESEARCH 6 achievements 4 achievements</p> <p>DEVELOP Total 10 achievements</p>	<p>RESEARCH 5 achievements 5 achievements</p> <p>DEVELOP Total 10 achievements</p>
<p>RESEARCH</p> <p>① New Product Development—Clinical MRI Testing Methods and Regulatory Standards for Drainage Catheters with Metal Markers.</p>	<p>RESEARCH</p> <p>① New Product Development—(Radiology) Related Injection-Molded Components for Percutaneous Nephrostomy Drainage Bags.</p>	<p>RESEARCH</p> <p>① New Product Development—Drainage bags have completed small-scale trial production.</p>	<p>RESEARCH</p> <p>① New Product Development—Evaluation of Compatibility Between Infusion Medications and Materials.</p>

R&D Division 1

- ② **New Product Development**— Clinical Application and Functional Testing of Drainage Catheters for Alcohol Embolization.
- ③ **New Product Development**— Research on the Bonding of Different Materials in Gynecological Catheters, Development of Multi-Lumen Catheter Extrusion, Injection Molding, and Tip Sealing Mold Design.
- ④ **Major Change**— Evaluation and Summary of Biocompatibility Testing for Drainage Catheters with Different Materials.
- ⑤ After analyzing the latest guidance documents established by the European Commission's Medical Device Coordination Group (MDCG) regarding the Medical Device Regulation (MDR), the standard operating procedures (SOPs) that need to be established for systematic evidence collection.
- ⑥ Retrospective Evaluation of the Safety and Efficacy of Drainage Catheters in Clinical Trials.

R&D Division 2

- ② **New Product Development**— (Urology) Clinical Application of Lithotripsy in the Urinary System.
- ③ **Major Change**— (Urology) Novel Custom Ureteral Stents for Niche Markets.
- ④ **Major Change**— (Cardiology) Non-Clinical External Evaluation of Hydrophilic Coating on Fluorinated Material Surfaces for the Target Market.
- ⑤ **Major Change**— (Urology) Diverse Surface Coatings to Enhance Long-Term Safety in Clinical Use of Catheters.
- ⑥ **Major Change**— (Cardiology) Market Expansion Through Supply Chain Integration and Product Differentiation, Flexibly Addressing the Needs of Diverse Regions and Customer Segments.

R&D Division 3

- ② **New Product Development**— The advanced drainage bags have completed small-scale trial production.
- ③ **New Product Development**— The technical evaluation of the enteral feeding system has been completed, and the development of related molds and tooling is in progress.
- ④ **New Product**— The certification application for the needle-free IV infusion product line regarding solvent or medication compatibility has been completed.
- ⑤ **New Product Development Technologies**— Drainage Valves for Percutaneous Thoracostomy Have Completed Small-Scale Trial Production.
- ⑥ **New Product Development Technologies**— Technical Development of Multi-Color Intravenous Infusion Fluid Bags.

R&D Division 4

- ② **New Product Development**— Establishment of the Supply Chain for Infusion Tubing.
- ③ **Major Change**— Establishment of Standards for Ethylene Oxide (EO/ECH) Residuals in Pediatric Suction Catheter.
- ④ **Certification Maintenance for Major Changes in Suction Tubes**— Microbial Flush Study for Closed Suction Tubes (72-Hour Adult/ Pediatric Specifications) at Loungh Plant.
- ⑤ **Major Change**— Evaluation of Compatibility Between Tracheal Medications and Materials.
- ⑥ **Certification Maintenance for Major Changes**— QMS Application and ISO 13485 Certification for Closed Suction Tubes at Yike Plant.

R&D Division 1

DEVELOP

- 7 **Major Change**— The development and trial production of the modified specifications for the hemodialysis catheter set have been completed.
- 8 **The establishment of risk management in accordance with MDR certification requirements**— Develop a systematic approach that outlines hazards, sequences of events, hazardous situations, and injuries, establishing a close and logical cause-and-effect relationship between them.
- 9 Execute the standard registration of chemical substances and complete the registration process for two PVC raw materials.
- 10 Six quality system certifications for the Yike plant have been obtained.

R&D Division 2

- 7 Develop a prototype for the CDMO (Contract Development and Manufacturing Organization) project. — Peripheral catheters used for assessing urinary dysfunction in the urethra (urology).

DEVELOP

- 8 **Maintenance of certifications for major product changes**. — Yike plant quality system certification for diagnostic intravascular catheters (cardiovascular).
- 9 **Maintenance of certifications for major product changes** — Yike plant quality system certification for catheter guide wires (vascular access).
- 10 **Maintenance of certifications for major product changes** — Yike plant quality system certification for ureteral stent devices (urology).

R&D Division 3

DEVELOP

- 7 **Maintenance of certifications for major product changes** — The Yike plant's QMS application for filters in Taiwan and ISO 13485 application.
- 8 **New product development** — Sterilization process validation reports related to the infusion extension series products.
- 9 **Major Change**— Production and sample submission of infusion extension sets for CDMO clients.
- 10 **Supply chain material approval**. — Localization of PVC material supply.

R&D Division 4

DEVELOP

- 7 **Maintenance of certifications for major product changes** — CE application submission for the closed suction catheter at the Loungethplant has been completed.
- 8 **Maintenance of certifications for major product changes** — Microbiological flushing study for the 72-hour adult/ pediatric closed suction catheter specifications at the Loungeth plant.
- 9 **Maintenance of certifications for major product changes** — Stability verification for the pediatric specifications of the closed suction catheter at the Loungeth plant has been completed.
- 10 Retrospective evaluation of the safety and effectiveness of the closed suction catheter in clinical trials.

2. Awards received



3. Patents

Patent	Awarded year in ROC Format	No.	Description
Catheter Shaping Device	109/07/21	ROC Utility Model Patent M598782	[Relating to the Use of Catheter Shaping Process Equipment]:This invention pertains to a thermoplastic shaping device for plastic catheters, which includes a shaping base, a cover, multiple heating elements, and a cooling water conduit. The shaping base features multiple shaping grooves formed on its contact surface. The cover is pivotally mounted on the shaping base and can lift relative to the base; it includes a heat-conducting surface that can contact the shaping base's contact surface, thereby facilitating thermal conduction between the two. Heating elements are located within the cover and are capable of heating the heat-conducting surface. The cooling water conduit is also within the cover and is used to cool the heat-conducting surface. By employing a closed shaping method, this device prevents external heat exchange that could cause temperature instability in the catheter, thereby improving shaping stability and reducing heat loss to enhance shaping efficiency.
Self-Rotating Catheter Connector	109/03/01	ROC Invention Patent I686220	[Relating to Clinical Use of Catheter Connectors]:This invention pertains to a self-rotating catheter connector, which includes a connector body with an external thread on one end and an external coupling portion on the other end. It also includes a hub, which is a hollow cylindrical body, with one end rotatably mounted on the external coupling portion of the connector body, and the other end featuring an internal thread and a tube connection portion. The tube connection portion extends towards the external space and is designed to be connected with the connector body.
Drainage Device	108/11/01	ROC Invention Patent I675676	[Relating to Catheter Shaping for Clinical Use]:A drainage device includes a main body catheter, which features a hook portion at one end and a drainage portion at the other end. The hook portion is designed to hook onto one side of the renal pelvis, while the drainage portion is intended to be placed on one side of the bladder. A curved section is formed between the hook portion and the drainage portion with a predetermined bending angle.

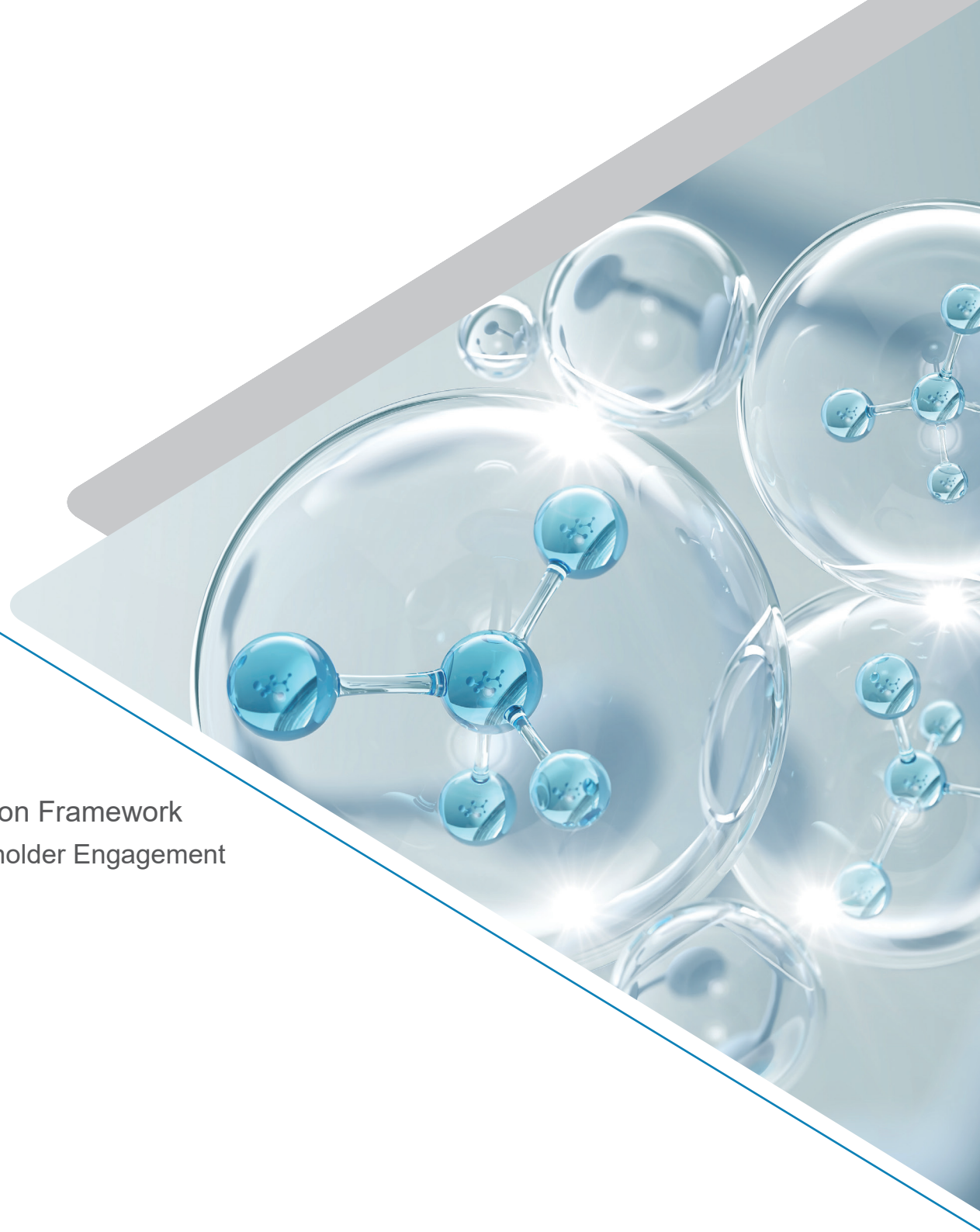
Patent	Awarded year in ROC Format	No.	Description
Dilator and Its Puncture Section Manufacturing Method	108/07/011	ROC Invention Patent I663996	[Relating to the Manufacturing Process Technology for the Tip of a Dilator]: This invention provides a method for manufacturing the puncture section of a dilator. The entire structure of the puncture section is divided into three segments from front to back, which are the first, second, and third rigid layers. This allows the puncture section to achieve the desired flexibility and rigidity, with the front being softer and the rear being harder.
Dilator	107/06/11	ROC Utility Model Patent M561536	[Relating to the Composition and Tip Design of a Dilator]: This invention pertains to a dilator, where the puncture section contains three rigid layers with increasing strength from front to back. This design allows the puncture force to be more focused during insertion. Additionally, the lower hardness of the first rigid layer helps reduce the risk of vascular injury during the puncture process.
Multi-Lumen Tube Manufacturing Method	104/06/21	ROC Invention Patent I488663	[Relating to the Bonding Method of Tubes]: This method involves providing multiple thermoplastic tubes, aligning them in parallel to form a clustered tube, then covering the clustered tube with a thermoplastic layer to create a coated clustered tube. The coated clustered tube is then heated or hot-pressed to integrate and shape it into a multi-lumen tube.
Balloon Catheter Device with Multi-Purpose Covering Component	105/06/11	ROC Invention Patent I537018	[Relating to Medical Device Knowledge Used in Conjunction with This Case]: The covering component is designed to slide over the outer surface of the catheter, covering the connection between the connector component and the catheter to serve as an anti-kinking structure, preventing the catheter from twisting. Additionally, the covering component can slide along the length of the catheter towards its second end to the balloon, partially or fully covering the balloon to function as a compression component, thereby safely and conveniently compressing the balloon.

Patent	Awarded year in ROC Format	No.	Description
PTCA (Percutaneous Transluminal Coronary Angioplasty) Tip Radiopaque Balloon Catheter	105/06/01	ROC Utility Model Patent M522707	[Relating to the Application Knowledge of a Catheter Tip Visible Under Clinical X-ray Devices]:The flexible tube has a guiding tip at its front end, with a radiopaque component placed on the surface of the guiding tip. This radiopaque component enables visibility on the screen when used with X-ray imaging.
Y-Shaped Dual-Lumen Tube	104/11/21	ROC Utility Model Patent M512651	[Relating to the Bonding Method of Tubes and Connectors]: In the main tube section of the Y-shaped outer tube, the first inner tube surrounds the second inner tube, or the outer surface of the first inner tube is positioned adjacent to the outer surface of the second inner tube. The inner opening of the first inner tube is located in the intersection area.
Tube with Marking Component	102/04/11	ROC Utility Model Patent M458982	[Relating to the Manufacturing Technology of Catheters Visible Under Clinical X-ray Devices]:A metal ring component is positioned near the front end of the catheter body as a guiding section. The metal ring is embedded within the inner wall of the tube wall of the catheter body. This design enhances convenience and safety for medical professionals during diagnosis or minimally invasive procedures, ensuring greater safety for the patient during surgery.

3

Bioteque Sustainable Management

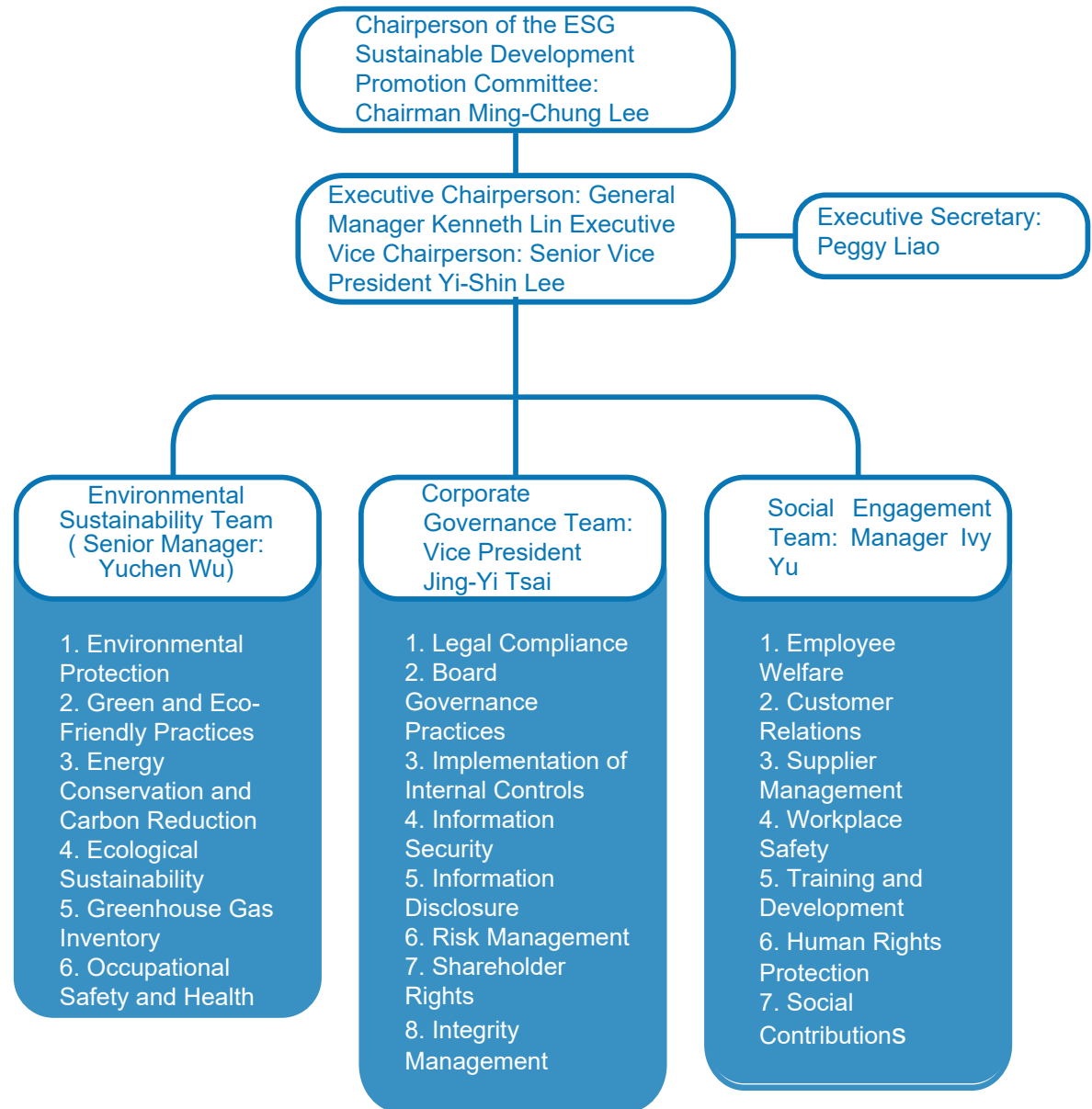
- 3.1 Sustainable Development Promotion Framework
- 3.2 Significant Issue Analysis and Stakeholder Engagement



3 Bioteque Sustainable Management

3.1 Sustainable Development Promotion Framework

Bioteque established a Sustainable Development Task Force in 2022, which serves as the company's highest-level decision-making body for sustainability. The Chairman of the Board acts as the Chairperson, while the General Manager serves as the Executive Chairperson of the Sustainable Development Executive Committee. The task force includes senior executives from various fields, who form three execution teams focusing on Environmental Sustainability, Corporate Governance, and Social Engagement. These teams review the company's core operational capabilities and plan the timeline for sustainable development.



In 2015, the United Nations announced the "2030 Sustainable Development Goals" (SDGs). Recognizing that these goals align with our company's mission to "Enhance the Quality of Human Life" and our vision of "Sustainable Management," we, as a responsible enterprise, strive to contribute not only to economic development but also to the sustainable development of the broader social environment. We are committed to fulfilling our Corporate Social Responsibility (CSR). °

Based on the above commitment, Bioteque is dedicated to maintaining environmental sustainability, actively engaging in social participation, and ensuring sound corporate governance under the framework of Environmental, Social, and Governance (ESG) principles. In alignment with the Paris Agreement, we have established an energy policy and set goals for reducing carbon emissions. The implementation projects are outlined in the table below:

Bioteque ESG Implementation Status:

No.	Classification (ESG)	Inventory of Implementation Projects
1	Environmental (E)	Step to Replace PVC (DEHP) Materials with Non-DEHP Materials.
2		The design of the Yike factory incorporates green building principles.
3		The Yike factory has installed solar energy systems to generate green electricity.
4		The Loungteh factory uses different air conditioning systems across its various areas, leading to increased energy waste. In contrast, the Yike factory was designed with integrated public utility systems, reducing unnecessary energy consumption and enhancing electricity efficiency.
5		The Yike factory has installed VOC (Volatile Organic Compounds) pollution control and treatment equipment.
6		Utilizes energy-efficient LED lighting fixtures.
7		Replaced heavy oil boilers with electric boilers.
8		Recovered waste heat from air compressors is used for process insulation and heating dormitory shower water.

No.	Classification (ESG)	Inventory of Implementation Projects
9	Environmental (E)	Improved production process defect rates, achieving significant waste reduction.
10		Newly purchased equipment must meet energy-efficient labeling requirements.
11		Implementation of a paperless system, with quality control documentation transitioning to a paperless format.
12		In the Yike factory, production parts and components are transported using cleanroom elevators, resulting in reduced packaging material usage.
13	Social (S)	Talent training programs are planned annually based on operational goals, with various training initiatives designed to develop skills and competencies.
14		Employee health promotion activities.
15		Employee dormitories
16		Workplace safety inspections to improve building safety.
17		Industry-academia collaboration to nurture talent.
18		Annually sponsor disadvantaged groups with charitable donations of 2 million, sustained for 15 years.
19		During the pandemic, donated closed suction catheter sets to Taipei Hospital and masks to the Yilan County Government.
20		Supported Yilan County's joint fundraising efforts and the Lifeline Foundation's social activities. Sponsored the 2017 National Games in Yilan County and contributed to the construction project of the Elderly Care Center in Daxing Village.

3.2 Significant Issue Analysis and Stakeholder Engagement

3.2.1 Stakeholder Identification

Bioteque understands that stakeholder voices and expectations are crucial for organizational sustainability. Therefore, it is committed to establishing effective communication channels with both internal and external stakeholders to actively gather and respond to their expectations.

3.2.2 Inventory of Stockholders

- In 2023, Bioteque stakeholder engagement followed the GRI 2021 guidelines, specifically the procedures outlined in GRI 3 for identifying significant topics. This approach ensured the effective identification of key issues and compliance with the disclosure requirements related to these significant topics.
- AA1000 SES Five Principles: :
Based on the AA1000 SES principles, Bioteque has identified its stakeholders following its five core principles:
Dependency 、 Responsibility 、 Tension 、 Influence 、 Diverse Perspectives.

3.2.3 Primary Stockholders

Employees/ Management and Executive/Suppliers/Customers/ Communities.

3.2.4 Collection and Investigation of Material Topics

Bioteque uses the Global Reporting Initiative (GRI) guidelines as the foundation for identifying sustainability topics and also references the Sustainability Accounting Standards Board (SASB) and industry-specific themes. The sustainability team categorizes these topics into environmental, social, and governance categories, identifying 16 key sustainability issues. A "Bonte Sustainability Stakeholder Opinion Survey" is then designed and distributed to the five major stakeholder groups involved in business operations. This survey assesses the level of concern for each of the 16 sustainability topics among different stakeholders, helping the company understand their concerns and develop future communication strategies.

3.2.5 Material Topics Analysis and Prioritization

During the stakeholder survey, the Sustainability Development Committee conducted an assessment of the 16 sustainability topics, focusing on their economic, environmental, and social impacts. The evaluation involved all senior and middle management, who analyzed the tangible and potential impacts of each topic on the company's overall sustainability and ongoing operations. Each sustainability topic was assessed for both positive and negative impacts, rated on a scale from 0 to 5, where 5 indicates the greatest impact and 0 indicates the least.

3.2.6 Material Topics Management and Response

Based on the assessment and analysis of economic, environmental, and social impacts, and considering the results of the Bioteque Sustainability Stakeholder Survey, sustainability topics are prioritized and their importance identified. Topics with a total score above a certain threshold are classified as the company's key sustainability issues for the year. In 2023, Bonte focuses on several critical major topics, managing and implementing strategies accordingly, while also continuing to monitor other important issues. The Sustainability Development Committee regularly supervises and reviews the execution status of these key topics and discloses relevant actions and results to stakeholders through the official website, public information observatories, and the annual sustainability report.



3.2.7 The significance of material topics to Bioteque :

Classification	Significant Topics	Stakeholders	Management Actions	Corresponding Sections	Page No.
Corporate Governance	Business Performance	Stockholder Employee	To ensure the company's sustained growth potential and profitability while enhancing long-term competitiveness and work environment.	About Bioteque 1.3 Operational Performance	5 8
	Market Development Innovation of New Product R&D capability	Stockholder Customer Supplier	To develop more new products and maintain market competitiveness.	2.Products and Value Chain	10-21
	Product Quality Management	Stockholder Customer Supplier	To continuously enhance product information and labeling, quality control, innovation, and improvement while providing high-value solutions to customers.	2.Products and Value Chain	10-21
	Supply Chain Management	Stockholder Supplier	To manage suppliers effectively under conditions such as quality, delivery time, and capability, and to become the best partners in working towards a sustainable future.	4.13 Supply Chain Management	54
	Information security and personal data protection	Stockholder Employee Customer Supplier	Implement various data protection measures to maintain data confidentiality and strengthen information security defenses.	4.10 Information Security Policy	49
	Ethical management and legal compliance	Stockholder Employee Customer Supplier	Establish a sound corporate governance system, such as codes of conduct and anti-corruption policies, and disclose violations to ensure the company's sustainable operations.	4.7 Integrity Management 4.8 Anti Corruption	47 48
Environmental Protection	Usage of Green Energy Waste Management and Environmental Protection	Stockholder Customer Supplier	Make effective use of greenhouse gas inventories and gradually increase the use of renewable energy to achieve the goal of net-zero emissions by 2050.	5.Environmental Sustainability	55-62
	Greenhouse Gas Management				
Social	Labor relations and employment relations talent development Development of talent in labor and employment relations.	Stockholder Employee	Create a happy and friendly workplace, including aspects such as salary and benefits, talent development, etc., to enable employees to continuously contribute and grow within the organization.	6.Employee Care	63-76

3.2.8 Stakeholder Communication Issues and Channels

Stakeholder	Communication Frequency and Channels	Our Response	Corresponding Sections
Employee Stakeholders and the significance to the Company Employees are the company's most important partners. Talent and innovation are the key factors in building the core competitiveness of the enterprise and are also the most important foundation for achieving sustainable operations.	<ul style="list-style-type: none"> • Dedicated Complaint Mailbox for Employees • Labor-Management Meetings (Annually) • Employee Welfare Committee (Annually) • Departmental Meetings (As Needed) Contact Person: Manager Yu, Management Department	❶ The company's internal network platform periodically announces various employee benefits, personnel promotions, and rewards or penalties.	Employee Care and Support
		❷ Labor-Management Meeting : 4 times.	
		❸ Employee Welfare Committee 4 times.	
		❹ A Personnel Evaluation Meeting is held once a month.	
		❺ 12 Operational Performance Review Meetings.	
		❻ 4 General Meetings.	
		❼ Total training conducted: Internal training: 45 sessions, 190 hours, 826 participants. External training: 55 sessions, 361 hours, 195 participants.	
		❽ KPI assessment 12 times, quarterly assessment 4 times	
		❾ In March 2023, a total of 31 employees from the Taipei company and Yilan factory underwent health check-ups.	
		❿ In June 2023, 72 participants took part in the technology-based fitness assessments. From July to August, a total of 8 health promotion exercise classes were conducted.	
		⓫ The factory doctor conducted 6 site visits to inspect employees.	
		⓬ Conducted 3 emergency first aid training sessions, with 110 individuals receiving certification.	
		⓭ Conducted 6 sessions of hazardous materials training and drills.	
		⓮ Conducting biannual work environment assessments to ensure employees have a safe working environment.	
		⓯ The Occupational Safety and Health Committee holds 4 meetings annually and conducts 10 occupational safety promotions, covering the following topics(Fall hazards, Hazard awareness,Electrical shock hazards,Noise hazard prevention,Safety measures for preventing falls and slips,Proper use of air guns, fire safety, traffic safety, respiratory protection,cleanroom hygiene.	
	Contact Mailbox hr@bioteq.com.tw	⓰ A Knowledge Management (KM) system is in place, allowing employees to engage in learning and knowledge transfer through the e-learning platform.	

Stakeholder

Shareholder

Stakeholders and the
Significance to the Company

Support from shareholders is the driving force behind steady and sustainable growth. The company's operational goal is to maximize shareholder value by creating the greatest benefits for them and ensuring transparent disclosure of operational and financial information.

Communication
Frequency and Channels

- Investor email and hotline
- Investor conferences (annually)
- Shareholders' meeting (annually)
- Information disclosure on the Market Observation Post System (monthly)

Contact Person:
Spokesperson: CFO Huang

Contact Mailbox
alexhuang bioteq.com.tw

Our Response

① Participated in two domestic online investor conferences.

② Held the annual shareholders' meeting.

Corresponding
Sections

Corporate
Governance

Stakeholder

Supplier

Stakeholders and the
Significance to the Company

Establish long-term partnerships with suppliers to create greater mutual benefits.

Communication
Frequency and Channels

- Supplier visits (irregular)
- Supplier visits (irregular)

Contact Person:
(1) Raw Material:
piassist@bioteq.com.tw
maggie@bioteq.com.tw

(2) Miscellaneous :
procurement@bioteq.com.tw

Contact Mailbox:
maggie@bioteq.com.tw

Our Response

① Third-party supplier assessments: 2 times per year.

② Audited 48 third-party suppliers.

Corresponding
Sections

Supplier
Management

Stakeholder

Customer

**Stakeholders and the
significance to the Company**

Bioteque focuses on various industries and centers around customer needs, aiming to enhance the quality of customer experience and create growth opportunities together with clients.

**Communication
Frequency and Channels**

- On-site visits (irregular)
- Professional training (irregular)
- Customer satisfaction surveys (regular)
- Overseas product exhibitions (irregular)

Contact Mailbox:

sabioteq@bioteq.com.tw

Our Response

- ① Adhere to (1) the Ministry of Health and Welfare's medical device manufacturing permits (QMS/QSD) in the Republic of China and (2) ISO 13485:2016 standards, with quality system audits conducted by certification bodies and irregular audits by international clients at the facility.
- ② (1) Professional training (irregular) 3-4 product education training sessions (OJT) per month
(2) Communication with clients via email, phone, channel visits, and client facility audits.
- ③ Customer satisfaction surveys are conducted twice a year, once in each half of the year."
- ④ Participate in overseas product exhibitions (irregular) – Attended 8 exhibitions in 2023
(1) MD&M West
(2) Arab Health
(3) CMEF Spring
(4) Medtec Japan
(5) MD&M East
(6) FIME
(7) Medical Fair Thailand
(8) MEDICA

**Corresponding
Sections**

Partners

Stakeholder

Community

**Stakeholders and the
Significance to the Company**

Continuously maintain good interactions with the community and society to share the result of our sustainable operations.

**Communication
Frequency and Channels**

- Press conferences (irregular)
- Press releases (irregular)
- Official website Services(irregular)
- Product and service websites (irregular)

Our Response

- ① Participate in public welfare activities and care for socially disadvantaged groups.
- ② Provided workplace visits for National Luodong Senior Industrial Vocational School and training internships for 7 vocational students.
- ③ Sponsored a booth at the Philippine Medical Specialty Society annual conference and provided educational training for healthcare professionals."

**Corresponding
Sections**

Social co-
prosperity

4

Corporate Governance

- 4.1 Corporate Governance Structure
- 4.2 Key Department Functions
- 4.3 Board Operations and Diversity
- 4.4 Functional Committees and Operational Mechanisms
- 4.5 Board Performance Evaluation
- 4.6 Compensation Policies for Senior Governance and Management
- 4.7 Ethical Management
- 4.8 Anti-Corruption
- 4.9 Internal Audit
- 4.10 Information Security Policy
- 4.11 Risk Management
- 4.12 Regulatory Compliance
- 4.13 Supplier Management



4 Corporate Governance

15 Corporate Governance Structure

The Board of Directors is the highest decision-making and governance team at Biotech, responsible for overseeing the company's overall operations and monitoring the execution of policies by the management team. To build a robust corporate governance culture, the Board meets at least once each quarter, with all resolutions publicly disclosed on the company's website and in the annual report.

To enhance the quality and effectiveness of decision-making, the Board has established an Audit Committee and a Compensation Committee. These committees, primarily composed of independent directors who also serve as conveners, assist the Board in maintaining high standards of corporate governance and protecting stakeholder interests.

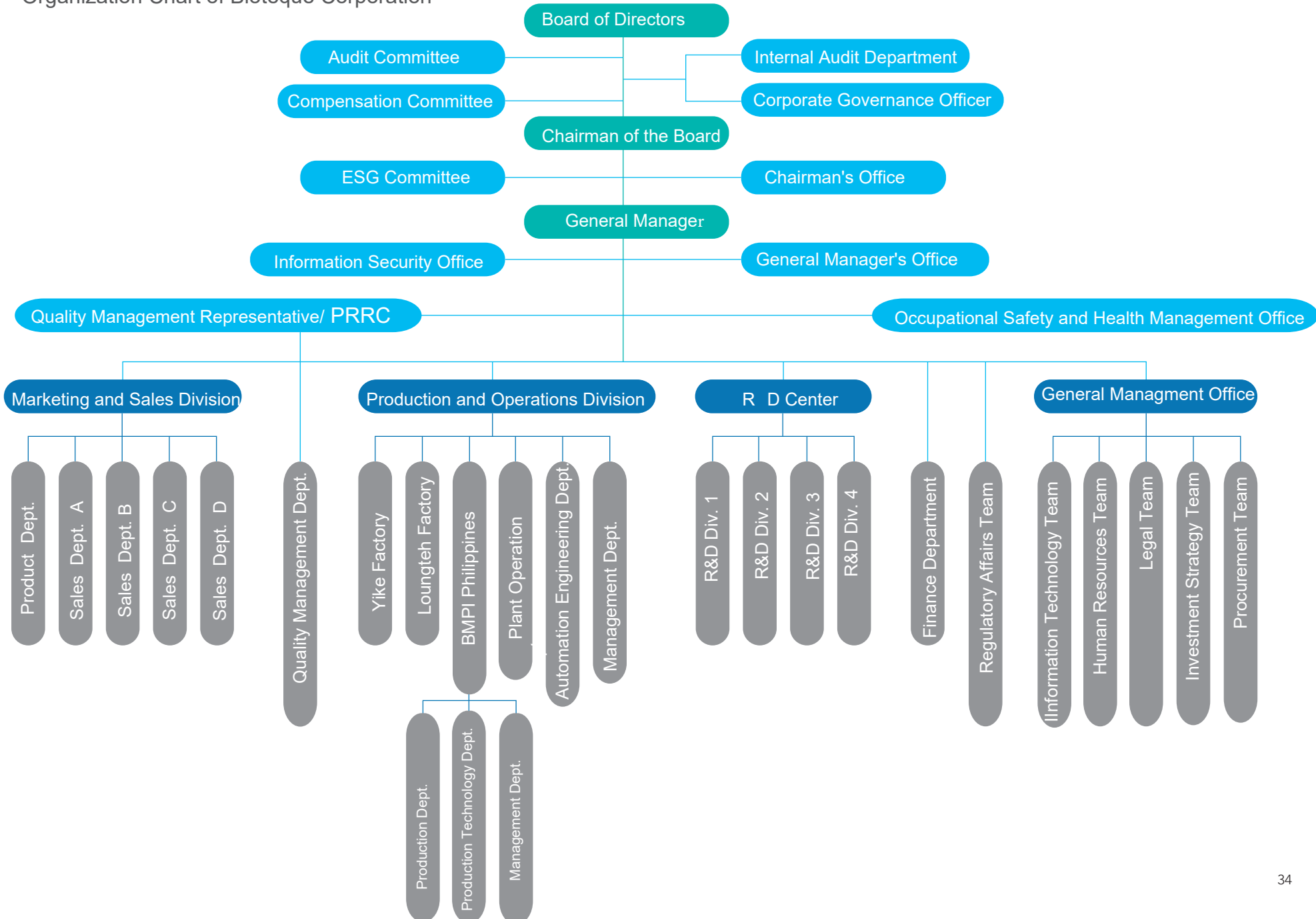
Since 2023, the company has appointed a Corporate Governance Officer. The current Corporate Governance Officer, Manager Pei-Chih Chong, was approved by the Board and is responsible for managing the minutes of Board and shareholder meetings, assisting directors with onboarding and ongoing education, providing necessary information for directors' duties, and ensuring compliance with laws and regulations regarding Board and shareholder meetings.

Annual operational plans and budget targets must be submitted to the Board for approval. Following this, the Board communicates organizational goals to employees at all levels, linking them to individual targets. The Audit Office is tasked with ensuring that employees and vendors comply with the Code of Conduct for Integrity, revising work rules or personnel reward and punishment measures as needed.

Sustainable development initiatives are reported annually to the Board by the Chairperson of the Biotech Corporation Sustainable Development Committee. In 2023, the Board held four meetings, with an average attendance rate of 100%.



Organization Chart of Bioteque Corporation



4.2 Functions of Major Departments

Major Dept.	Primary Responsibilities of Each Department
Chairman of the Board Chairman office	<ol style="list-style-type: none"> 1. Supervise the management team in developing business strategies, and oversee their implementation to ensure effective internal controls, compliance, and risk management, while also ensuring the effective operation of the Board of Directors. 2. Set the company's business goals and future development plans. 3. Formulate and execute decisions for significant project investments, including supervision. 4. Plan and establish annual business budget targets. 5. Track project performance and implement improvements.
Audit office	Plan and execute internal audit procedures, and track and implement improvements.
General Manager GM office	<ol style="list-style-type: none"> 1. Oversee Company Operations 2. Implement Business Strategies. 3. Quality Management. 4. Monitor Budget Execution. 5. Develop and Improve Internal Systems.
Information Security Office	<ol style="list-style-type: none"> 1. Formulate Company Information Security Policies. 2. Plan Major Information and Network Development Projects. 3. The integration and planning of the company's information technology hardware and software. 4. Promote Information Security Management Systems . 5. Develop and implement information security education and training programs. 6. Study and address other issues related to information development and information security management.

Major Dept.

Primary Responsibilities of Each Department

Occupational Safety and Health Office	<ol style="list-style-type: none"> 1. Formulate plans for preventing occupational accidents and emergencies, and guide relevant units in their implementation. 2. Plan and supervise the conduct of labor safety and health audits and management across various units. 3. Plan and oversee inspections and checks of safety and health facilities. 4. Plan and supervise inspections by relevant personnel, including regular checks, focused inspections, hazard awareness, and operational environment assessments. 5. Develop and execute training programs related to labor safety and health. 6. Plan and conduct health checks for workers and manage their health. 7. Report occupational diseases, injuries, disabilities, and fatalities. 8. Conduct safety and health performance management evaluations and provide consulting services for labor safety and health.
Quality Management Department	Under the direction of the Quality Management Representative, conduct quality management system audits, analyze process anomalies, and oversee incoming material and various quality control inspections to improve product quality and achieve company objectives.
Marketing and Sales Business Unit	Under the direction of the General Manager, coordinate the Sales Department, Marketing, and IPO activities. Develop regional budget growth targets and annual execution plans based on company management policies and authorization methods. Aim to achieve market expansion objectives, ensure profitability, and enhance the company's brand image.
Sales Business Unit	Under the direction of the Marketing and Sales Business Unit Supervisor, achieve the company's annual sales targets according to the annual budget goals and regional market expansion execution plans.
Product Department	<ol style="list-style-type: none"> 1. Marketing: Under the direction of the Marketing and Sales Business Unit Supervisor, develop and execute marketing strategies based on the business unit's annual product development and marketing plans. This includes managing business exhibitions, trade show marketing (including booth design), product catalog design and outsourcing, drafting product development proposals, tracking trade show benefits, and controlling budget costs to support the Sales Department in achieving annual sales targets. 2. IPO: Under the direction of the Marketing and Sales Business Unit Supervisor, execute the expansion of the company's product line, product specifications, and identify qualified suppliers for products and accessories based on the business unit's annual product development strategy. Incorporate these into the company's listed products while controlling budget costs to support the Sales Department in achieving annual sales targets.

Major Dept.
Primary Responsibilities of Each Department

Regulatory Affairs Team	According to the annual product development strategy, plan and execute various product certifications while managing budget costs to support the sales department in achieving annual sales targets.
R&D Department	Under the direction of the General Manager, execute product development, specification expansion, and product improvements according to the annual product launch schedule to ensure timely market release, thereby supporting the sales department in achieving annual sales targets.
General Administration Office	Under the direction of the General Manager, coordinate the Information Department, Procurement Department, and Finance Department to set annual cost reduction targets for the General Administration Office. Develop methods for improving efficiency and staffing plans to effectively manage budget costs, reduce expenses, and streamline personnel.
Financial Department	According to the annual financial plan, execute the preparation of financial reports, consolidation of annual budgets, tax filing, long-term financial planning, fundraising and management, integration and planning of group financial resources, and arrangements for Board of Directors and shareholders' meetings. Aim to reduce financial costs and achieve the company's annual goals.
Outsourcing Team	Under the direction of the General Administration Office Supervisor, execute the procurement and negotiation of key raw materials, components, and production equipment according to the annual procurement plan. Aim to reduce procurement costs and control budget expenses to achieve the company's annual goals.
Information Department	Under the direction of the General Administration Office Supervisor, execute the information systems planning, address and improve information system anomalies, and ensure the stable operation of the ERP system according to the annual informationization plan. Enhance the efficiency of information systems and control budget costs to achieve the company's annual goals.
Legal Department	Under the direction of the General Administration Office Supervisor, manage the company's legal affairs. Provide legal support for company operations, manage litigation and non-litigation matters, and oversee risk prevention and control to ensure the protection of company interests, aiming for the maximization of benefits and minimization of risks.

Major Dept.

Primary Responsibilities of Each Department

Production Business Unit	Under the direction of the General Manager, coordinate the Yilan Plant, Engineering Department, Plant Operations Department, and Management Department. Develop annual growth targets for the production business unit, formulate production plans, equipment investment, and staffing plans, and achieve production goals, timely delivery, and cost control.
Management Department	Under the direction of the Production Business Unit Supervisor, responsible for planning, executing, and evaluating matters related to procurement, general affairs, administrative tasks, and human resources to achieve company objectives.
Plant Operation Department	matters related to production management and warehousing to achieve company objectives.
Automation Engineering Department	Under the direction of the Production Business Unit Supervisor, responsible for planning and overseeing matters related to biotechnology, construction, and mold-related issues to achieve company objectives.
Loungteh factory	Under the direction of each Production Business Unit Supervisor, achieve production capacity goals, enhance production efficiency, and control costs according to the annual production plan to meet company objectives.
Yike factory	Under the direction of each Production Business Unit Supervisor, achieve capacity targets, improve production efficiency, and control costs in accordance with the annual production plan to fulfill company objectives.

4.3 Board of Directors Operations and Diversity

4.3.1 Board of Directors Members

The Board of Directors of the company should guide corporate strategy, oversee the management team, and be accountable to the company and its shareholders. The corporate governance system and arrangements should ensure that the Board exercises its authority in accordance with laws, company bylaws, and shareholder resolutions.

Criteria	Name	Gender	Professional Qualification and Experience	Multidisciplinary Background and Professional Expertise
Chairman	Ming-Chung Lee	Male	Age: 81 Specialty: Medical Relevant Industry Experience: (Medical / Technology) Chairman of Bioteque Corporation	Previously served as the company's General Manager, with expertise in operational judgment, management, leadership decision-making, and crisis management. Possesses extensive industry knowledge and international market experience.
Director	Hung-Ying Lee	Female	Age: 47 Specialty: Medical Relevant Industry Experience: (Medical / Technology) Governance Supervisor and Legal Manager at Catcher Technology Co., Ltd.	Possesses a lawyer qualification and has extensive experience as a legal supervisor in publicly listed companies, with expertise in relevant legal knowledge and professional capabilities.
	Jing-Zhong Chen	Male	Age: 48 Specialty: Finance and Accounting Relevant Industry Experience: (Medical / Technology) Senior Finance Manager at Catcher Technology Co., Ltd.	Possesses a certified accountant qualification and has over 5 years of experience as a financial department supervisor in publicly listed companies, with expertise in accounting, auditing, financial planning, and financial analysis.
	Hsu-Yuan Li	Male	Age: 51 Specialty: Medical Relevant Industry Experience: (Medical / Technology) Vice President at Catcher Technology Co., Ltd."	Possesses expertise in operational judgment, management, leadership decision-making, and crisis handling, with extensive industry knowledge and international market experience accumulated over many years.

Criteria	Name	Gender	Professional Qualification and Experience	Multidisciplinary Background and Professional Expertise
Director	Jing-Yi Tsai	Female	Age: 59 Specialty: Finance and Accounting Experience: Finance/Banking Relevant Industry Experience: (Medical/Technology/ Finance) Vice Chairman and Vice President at Bioteque Corporation	Holds a U.S. Certified Public Accountant (CPA) license and has over twenty years of experience in banking, with expertise in accounting, auditing, financial planning, and financial analysis.
	Yi-Shin Lee	Male	Age: 53 Specialty: Medical Relevant Industry Experience: (Medical / Technology) Senior Vice President at Bioteque Corporation	Serves as the company's Vice President, with expertise in operational judgment, management, leadership decision-making, and crisis handling, along with extensive industry knowledge and international market experience accumulated over many years.
	Xing Wang	Male	Age: 61 Specialty: Medical Relevant Industry Experience: Director at Jixing Dingxiang Joint Clinic	Possesses a medical doctor qualification and has expertise in medical fields related to the company's products, capable of providing specialized knowledge and guidance on product direction.
	Ming Yeh. Cheng	Female	Age: 68 Specialty: Medical Relevant Industry Experience: (Medical / Design) Editor-in-Chief at Furongfang"	Possesses expertise in operational judgment, management, leadership decision-making, and crisis handling, with extensive industry knowledge and international market experience accumulated over many years.
	Yao-Ren Ho	Male	Age: 58 Specialty: Medical Relevant Industry Experience: (Medical / Technology) General Manager at Dima Co., Ltd."	Possesses expertise in operational judgment, management, leadership decision-making, and crisis handling, along with extensive industry knowledge and international market experience accumulated over many years.

Criteria	Name	Gender	Professional Qualification and Experience	Multidisciplinary Background and Professional Expertise
Independent Director	Bin-Xi Lin	Male	Age: 61 Specialty: Medical Relevant Industry Experience: Medical Attending Physician, Nephrology Department at Shin Kong Hospital	Possesses a medical doctor qualification and has expertise in medical fields relevant to the company's products, capable of providing specialized knowledge and guidance on product direction.
	Teng-Yao Hsiao	Male	Age: 68 Specialty: Finance and Accounting Relevant Industry Experience: Finance Certified Accountant at Yun Cheng United Accounting Firm Independent Director at New World International Industrial Co., Ltd. Director at Tianyu Industrial Co., Ltd.	Possesses a certified accountant qualification and serves as an independent director for a publicly listed company, with expertise in accounting, auditing, financial planning, and financial analysis.
	Yiu-Cho Chin	Male	Age: 76 Specialty: Finance and Accounting Relevant Industry Experience: Finance Independent Director at Pacific Medical Devices Co., Ltd.	Possesses qualifications as a Corporate and Intangible Asset Valuation Analyst. Formerly served as a board member at Zhonghua Bills and held departmental management roles at several domestic banks. Has practical experience in corporate management, financial investment, and specializes in financial management, asset valuation, and risk assessment. Has been serving as an independent director at the company since June 2023."

The board members are all domestic citizens, with the composition as follows: 3 independent directors (25%) and 3 employee directors (25%). The age distribution of the board members is as follows: 2 directors aged 41-50, 4 directors aged 51-60, 4 directors aged 61-70, 1 director aged 71-80, and 1 director aged 81-90. Additionally, this term's board includes 3 female members, and there is an ongoing commitment to increasing the proportion of female directors in the future.

4.3.2 Board Diversity Policy and Competency Requirements

The company's board of directors is guided by a diversity policy outlined in the "Corporate Governance Best Practice Principles." The policy emphasizes that board members should collectively possess the knowledge, skills, and competencies necessary for fulfilling their roles effectively.

To achieve ideal corporate governance, the board should collectively possess the following capabilities: Operational Judgment, Accounting and Financial Analysis, Management and Leadership, Crisis Management, Industry Knowledge, International Market Perspective, Decision-Making Abilities, Leadership Skills.

Here's how you might describe the company's implementation of its board diversity policy:

	Gender	Operational Judgment Ability	Accounting and Financial Analysis Ability	Management Ability	Crisis Management Ability	Industry Knowledge	International Market Perspective	Leadership Ability	Decision-Making Ability
Ming-Chung Lee	Male	✓	✓	✓	✓	✓	✓	✓	✓
Jing-Yi Tsai	Female	✓	✓	✓		✓	✓	✓	✓
Jing-Zhong Chen	Male	✓	✓	✓	✓			✓	✓
Hung-Ying Lee	Female	✓		✓	✓	✓	✓	✓	✓
Hsu-Yuan Li	Male	✓	✓	✓	✓	✓	✓	✓	✓
Yi-Shih Lee	Male	✓	✓	✓	✓	✓	✓	✓	✓
Xing Wang	Male	✓	✓	✓	✓	✓	✓	✓	✓
Ming Yeh. Cheng	Female	✓	✓	✓	✓	✓	✓	✓	✓
Yao-Ren Ho	Male	✓	✓	✓	✓	✓	✓	✓	✓
Teng-Yao Hsiao	Male	✓	✓	✓	✓	✓		✓	✓
Bin-Xi Lin	Male	✓	✓	✓	✓	✓	✓	✓	✓
Yiu-Cho Chin	Male	✓	✓	✓	✓		✓	✓	✓

The company has established a Board of Directors performance evaluation policy, which has been approved by the board. This policy mandates that an internal performance evaluation for the Board of Directors, individual board members, the Compensation Committee, and the Audit Committee be conducted at least once annually.

4.3.3 Board Members' Continuing Education and Training

The company encourages each board member to participate in at least 3 hours of continuing education annually. Board members can select training courses based on their individual needs and interests, covering professional areas such as finance, business, commercial law, accounting, risk management, sustainability, or internal control systems.

As of the end of 2023, all current board members have completed their continuing education in accordance with the "Guidelines for Continuing Education of Directors and Supervisors of Listed and OTC Companies." On average, board members completed 5 hours of training, ensuring they effectively fulfill their responsibilities through ongoing professional development.

Chairman of the Board	Ming-Chung Lee	Sustainable Development Action Plan Promotion Meeting for Listed Companies.	3	3
Board Member	Yi-Shin Lee	Promotion Meeting for the Sustainable Development Action Plan of Listed Companies.	3	3
Board Member	Jing-Yi Tsai	Trends in Corporate Governance and Corporate Sustainability.	3	3
Board Member	Hung-Ying Lee	Global Future Risks and Opportunities for Sustainable Transformation.	3	9
		Management Rights and Director Responsibilities Seminar.	3	
		Role and Responsibilities of the Board of Directors / Senior Management in ESG Governance.	3	
Board Member	Ming Yeh.Cheng	Trends in Corporate Governance and Corporate Sustainability.	3	3
Board Member	Yao-Ren Ho	2030/2050 Green Industrial Revolution.	3	6
		Trends in Global Economic and Industrial Technological Development.	3	
Independent Director	Teng-Yao Hsiao	Regulation and Practice of Anti-Money Laundering for Accountants.	3	12
		Net Zero Emissions x Circular Economy x Construction Engineering.	3	
		Analysis of Money Laundering and Insider Trading Case Patterns.	3	
		Introduction to ESG and Quick Reference Guide.	3	
Independent Director	Yiu-Cho Chin	How Directors and Supervisors Should Oversee Corporate Risk Management and Crisis Response.	3	9
		How the Audit Committee Interprets and Utilizes Audit Quality Indicators (AQI).	3	
		Internal Equity Awareness Seminar for Over-the-Counter (OTC) Listed Companies.	3	
Board Member	Xing Wang	Climate Change and Our Proximity to It.	3	3
Board Member	Hsu-Yuan Li	How the Board of Directors Establishes ESG Sustainability Governance Strategies.	3	3
Board Member	Jing-Zhong Chen	Board of Directors vs. Management Team	3	3
Independent Director	Bin-Xi Lin	Climate Change and Our Distance from It.	3	3

4.3.4 Succession Planning for Board Members and Key Management Personnel

(一) Board Member Succession Planning

- The appointment of board members of the company, unless otherwise stipulated by laws or regulations, shall be conducted in accordance with the company's election regulations for directors and supervisors. Considering the overall composition and diversity of the board, and based on performance evaluation results, adjustments to the member composition will be made as necessary. Additionally, in the succession planning process, successors must meet the company's standards and possess the ability to perform their duties effectively.
- The company's key management team consists of board members who are trained to develop strategic capabilities and become familiar with board operations. After evaluation, they are expected to be potential candidates for future board succession.

(二) Key Management Personnel Succession Planning

- -The succession plan for the company's key management personnel focuses on talent pool development, identifying high-potential employees. The company has a comprehensive education and training system and promotion pathways in place, providing ongoing opportunities for improvement and development to meet future succession needs for key management positions.
- The company encourages employees to enhance their skills. In addition to internal training, employees are also allowed to participate in external training programs.
- The company's management hierarchy is organized into different levels, with senior and middle managers in each department. Middle managers are trained to serve as potential successors for senior management roles. Additionally, employee performance evaluations are conducted every three months. Through regular observation and performance review meetings, the company identifies areas for improvement and understands employees' personal expectations. The results of these evaluations are used as a reference for succession planning.

4.4 Functional Committees and Operational Mechanisms

The company has established a board performance evaluation policy approved by the board of directors. This evaluation is conducted at least annually and covers the board of directors, individual board members, the Compensation Committee, and the Audit Committee. The results, along with the directors' self-assessments, serve as a reference for the nomination of directors for reappointment. The performance evaluation results for 2022 were presented to the board of directors on March 9, 2023.

4.4.1 Audit Committee Operations

The current Audit Committee was established in 2022, with independent directors serving as committee members. The committee meets at least once per quarter to oversee the quality and integrity of the company's accounting, auditing, financial reporting, and financial controls, aiming to continuously enhance the efficiency of the board's operations and foster a robust corporate governance culture. The company's internal audit supervisor and external auditors attend the Audit Committee meetings to report on relevant issues and respond to inquiries from independent directors. Communication and discussions with independent directors occur as needed, through face-to-face meetings, phone calls, or emails. The annual work focus and operational status of the Audit Committee will be disclosed on the company's website and in the annual report.



In 2023, the Audit Committee held a total of 4 meetings, with an average actual attendance rate of 4 for all committee members. The main items discussed included the independent directors' opinions or resolutions on significant matters and issues listed under Article 14-5 and Article 36-1, Item 2 of the Securities and Exchange Act.

Composition Three Independent Director

Supervisory Authority	<ul style="list-style-type: none"> The fair presentation of the company's financial statements. The appointment, dismissal, independence, and performance of the external auditors. The effective implementation of the company's internal controls. The company's compliance with relevant laws and regulations. The management of existing or potential risks faced by the company.
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4.4.2 Compensation Committee Operations

To establish a sound compensation system for directors and managers, the Compensation Committee was formed in 2012, along with the adoption of the "Compensation Committee Charter." The committee meets at least twice a year, and in 2023, it held two meetings with a 100 attendance rate.

Composition Three Independent Director

Supervisory Authority	<p>With the diligence of a prudent manager, the Compensation Committee faithfully performs the following duties and submits its recommendations to the board of directors for discussion.</p> <ul style="list-style-type: none"> Regularly review the Compensation Committee Charter and propose amendments as needed. Establish and periodically review the performance evaluation criteria for directors and managers. Regularly evaluate and determine the compensation packages for directors and managers.
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4.5 Board Performance Evaluation

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To enhance the effectiveness of the board, performance goals are clearly defined. According to the "Board Performance Evaluation Procedures," an annual performance evaluation is conducted for the board, individual directors, and functional committees. The evaluation results are reported to the board in the first quarter of the following year and are used as a reference for assessing director compensation and nominating directors for reappointment.

Assessment Cycle	Assessment Period	Assessment Scope	Assessment Method	Assessment Content
Conducted annually	112.01.01 - 112.12.31	Overall Board of Directors	Board Internal Self-Assessment	Participation in company operations, Quality of board decisions, Composition and structure of the board Selection and continuous development of directors, Internal
Conducted annually	112.01.01 - 112.12.31	Audit Committee	Committee Internal Self-Assessment	Participation in company operations, Understanding of job responsibilities, Quality of decisions, Composition and member selection, Internal controls
Conducted annually	112.01.01 - 112.12.31	Compensation Committee	Committee Internal Self-Assessment	Participation in company operations, Understanding of job responsibilities, Quality of decisions, Composition and member selection, Internal controls
Conducted annually	112.01.01 - 112.12.31	Individual Board members	Director Self-Assessment	Understanding of company goals and objectives, Awareness of director responsibilities, Participation in company operations, Management and communication of internal relationships, Professionalism and continuous development of directors, Internal controls

4.6 Compensation Policy for the Highest Governance Body and Senior Management"

- (一) Compensation for directors and supervisors can be categorized into The evaluation items and proportions for director compensation are as follows three types remuneration, director and supervisor fees, and business execution expenses.:

The company provides compensation to directors according to Article 20 of the company's Articles of Incorporation: if the company is profitable in a given year, 5% of the profit should be allocated for employee compensation, and up to 1.6% for director compensation. However, if there are accumulated losses, amounts must be reserved in advance to cover them. The Compensation Committee drafts the compensation plan, which is then submitted to the Board of Directors for discussion and approval, and reported to the shareholders' meeting. The Compensation Committee and the Board of Directors consider the individual's level of involvement in the company's operations (such as participation in the Board) and the value of their contributions (such as achievement of targets and profitability) to determine reasonable compensation.

- A. **Operating Performance:** Considerations include an 8.31% decrease in revenue for the year 112 and a 5.21% decrease in net profit margin.
- B. **Industry Standards:** Considerations include the average director compensation of publicly listed companies nationwide (e.g., Pacific Medical Supplies).

Based on the above evaluation, the directors' compensation has been reduced by 8.46% (directors' compensation allocation). However, in reference to industry standards, the compensation for independent directors has been adjusted, resulting in an overall increase in total compensation.

- (二) The appointment, dismissal, and compensation of the company's General Manager and Deputy General Manager are all handled in accordance with company regulations and are approved by the Board of Directors.

Managerial compensation includes both fixed and variable salaries. The salary for managers is determined based on a comprehensive evaluation of the Taiwanese labor market, similar industry standards, and the company's compensation and benefits policies. The salary for the prospective manager is determined by considering factors such as job title, level, educational and professional background, and responsibilities.

The variable salary of managers is linked to performance and measured across the following aspects:

- A. **Financial Performance Indicators:** Revenue and profit growth of 8%, budget target achievement rate, and return on equity growth of 15%.
- B. **Talent Development:** Cultivation of 6 elite talents, employee retention rate, and achievement of learning and improvement goals.
- C. **Quality and Risk:** Compliance with laws and Regulations.
- D. **Core Values/Functions:** Practice of integrity and diligence.
- E. **Commitment to Corporate Sustainability (ESG):** Consideration of 5.21% and other relevant factors.
- F. **Quality and Risk:** Compliance with laws and Regulations. Commitment to Corporate Sustainability (ESG): Consideration of 5.21% and other relevant factors.
- G. **Achievement Rate of Various Projects**

(三) The relationship with future risks

Since our company operates in the medical device industry, which has a high entry barrier and is relatively stable, and given our current stable financial condition with no investments in high-risk financial products or derivatives, and no prior losses to be offset, the operational risks for the company in the future are relatively low. Therefore, current compensation arrangements have not factored in future risk considerations.

4.7 Integrity in Management

In accordance with the regulations of listed companies' integrity management guidelines, we have established the following documents, approved by the Board of Directors: the ****Integrity Management Code****, ****Integrity Management Operational Procedures and Behavioral Guidelines****, and ****Code of Ethical Conduct****. These documents clearly outline the policies and practices for integrity management, as well as the commitment of the Board of Directors and senior management to actively implement these policies. A dedicated unit for promoting corporate integrity management is responsible for formulating and overseeing the execution of integrity management policies and preventive measures, and it reports on the implementation status to the Board of Directors at least once a year.

(一) Specific Practices for Promoting Integrity Management Policies:

(1) Establishing a Culture of Integrity in the Organization.

(2) Establishing Relevant Regulations and Procedures to Implement Integrity Management:

- Integrity Management Code
- Integrity Management Operational Procedures and Behavioral Guidelines
- Code of Ethical Conduct
- Integrity and Cleanliness Commitment Statement
- Confidentiality Agreement
- Work Rules

(3) Evaluation Mechanisms and Related Actions:

- Establish a Risk Assessment Mechanism for Unethical Behavior: Develop a risk assessment mechanism specifically for identifying and evaluating risks related to unethical behavior. Integrate this mechanism into the compliance self-assessment procedures. Conduct regular analyses and reviews to assess the appropriateness and effectiveness of preventive measures.
- Conduct Self-Audits and Compliance Assessments, Perform self-audits and compliance evaluations to identify key management issues and assess adherence to legal requirements. Select high-risk areas or units for targeted compliance testing to ensure thorough examination of potential risks.
- Conduct Self-Audits and Compliance Assessments, Perform self-audits and compliance evaluations to identify key management issues and assess adherence to legal requirements. Select high-risk areas or units for targeted compliance testing to ensure thorough examination of potential risks.

(二) Implementation Status:

In 2023, Bioteque was not involved in any acts of corruption or bribery, discrimination or harassment, leakage of customer privacy data, conflicts of interest, money laundering, or insider trading, and there were no violations of integrity management and anti-corruption policies. There were no incidents of integrity management violations reported in 2023.

To foster a culture of integrity and transparency and promote sound business practices, the company has established and publicized reporting channels on its internal website, including a hotline, an email address, and a postal mailing address for receiving reports. These channels are available for use by both internal staff and external parties. The confidentiality of whistleblowers is protected, and internal employees who report issues are prohibited from facing any adverse personnel actions. Anonymous reporting is also encouraged to actively prevent dishonest, fraudulent, or criminal behavior.

In 2023, there were zero cases reported through both official and unofficial channels, indicating no violations of integrity management.

For integrity management education and training, from October 4, 2023, to November 30, 2023, internal training on the integrity management code was conducted for 296 participants, totaling 148 hours. The Board of Directors also advocates the integrity management code during annual meetings.

4.8 Anti-Corruption

The company's corporate culture emphasizes integrity and diligence, valuing employee character and ethical business practices. All employees and senior executives are required to adhere to the following principles:

- Employees must diligently perform their duties, comply with the company's lawful regulations, and follow reasonable instructions from supervisors at all levels. They should not engage in negligent or evasive behavior.
 - Employees are expected to work conscientiously, take care of company property, minimize waste, improve quality, and increase productivity. They must also maintain confidentiality regarding business or job-related matters.
 - Employees should follow the appropriate hierarchical channels for reporting job-related issues and should not bypass levels, except in urgent or special circumstances.
 - Employees are prohibited from bringing firearms, illegal substances, dangerous weapons, flammable or explosive materials, cameras, or any other non-work-related items into the workplace.
 - The company is committed to fostering a gender-equal and friendly work environment. Sexual harassment and inappropriate relationships are strictly prohibited. Employees must also avoid illegal activities that could endanger colleagues or the company.
 - Social interactions with external parties should be limited to what is necessary, and visits to inappropriate places are prohibited. Additionally, driving under the influence of alcohol is considered a serious disciplinary violation and is strictly forbidden.
 - All employees must adhere to the company's established "Work Rules," which have been reported to and approved by relevant authorities, and will be updated in accordance with changes in laws and regulations.
 - To build a culture of integrity, all personnel must comply with the company's "Code of Integrity" and "Operational Procedures and Conduct Guidelines." They must also sign an "Integrity and Honesty Commitment Letter" upon employment, pledging to adhere strictly to these standards.
- Bioteque has established strict policies regarding integrity in dealings with business partners (such as customers, suppliers, etc.). The company will not, under any circumstances, request, promise, or engage in any form of bribery or payment, or seek any improper benefits (such as kickbacks) from business partners or their associates or designated individuals. This policy prohibits any direct or indirect actions aimed at benefiting oneself, related parties, or designated individuals.
- All personnel at the company are required to sign a confidentiality agreement upon employment, committing to safeguard and keep confidential any information related to Bondtech's product development, production, sales, and management. This includes any engineering, technical drawings, documents, or any business-related information obtained through their role.
 - The company has established information management regulations that govern the use and operation of information equipment, with strict prohibitions against information leakage.
 - In accordance with Article 13 of the Gender Equality in Employment Act and the guidelines issued by the Council of Labor Affairs, the company has implemented workplace sexual harassment prevention and management measures. These measures ensure that employees and job applicants are protected from sexual harassment, and appropriate preventive, corrective, disciplinary, and handling actions are taken to safeguard their rights and privacy.
 - Referring to the Ministry of Labor's revised "Workplace Violence Prevention Guidelines" as of June 21, 2017, the company has established a plan to prevent and address unlawful infringements encountered during the performance of duties, aiming to implement measures to prevent and address workplace violence.

4.9 Internal Audit

The internal audit unit operates as an independent entity directly reporting to the board of directors. Audit personnel maintain a stance of impartial independence and carry out their duties with objectivity and professional diligence. The appointment and dismissal of the internal audit manager are subject to the approval of the Audit Committee and subsequent resolution by the board of directors.

The audit work is carried out according to the audit plan approved by the board of directors. The internal audit unit regularly reports its audit activities to the Audit Committee and attends board meetings. Monthly, audit reports are delivered to the independent directors, and special audits are conducted as needed. The audit plan is developed based on identified risks.

Additionally, each internal unit is required to conduct an annual self-assessment of the effectiveness of their internal control systems. The internal audit unit reviews these self-assessments and examines improvements made in response to any internal control deficiencies or anomalies discovered by the audit unit. This information serves as a primary basis for the board of directors and the general manager to evaluate the overall effectiveness of the internal control system and to prepare the internal control system declaration.

According to this year's audit plan, the 2023 audit activities have been completed, and no significant anomalies were found.

4.10 Information Security Policy

To enhance the company's information security management and ensure the safety of data, systems, and networks, a dedicated information security unit—the Information Security Office—has been established. This unit includes an information security officer and a staff member, responsible for planning and executing information security matters. The information security officer reports significant issues or plans to the board of directors at least once a year.

(—) Information Security Policy

- Maintain the confidentiality** of information assets, ensuring that access is appropriately authorized and protecting the privacy of information and business operations.
- Ensure the integrity** of internal business data by preventing unauthorized access and modifications.
- Guarantee the continuity** of business operations by maintaining the availability of information services.
- Ensure compliance** with relevant laws and regulations pertaining to information business activities.



(二) Specific Management Plan

- **Information Security Management:** Protect the company from damage or threats by ensuring the security of data, networks, systems, and equipment, reducing environmental risks, and providing a secure and reliable operational environment.
 - **Information Security Organization:** Oversee the implementation of information security management, establish the company's information security development direction, strategies, and steps, and enhance operational security.
 - **Information Asset Management:** Establish procedures for the disposal of information assets and implement corresponding data deletion or destruction procedures to prevent leakage of business or personal data, thus ensuring the protection of the company's information assets.
 - **Access Control:** Develop access control policies to ensure that access to company information is appropriately authorized and managed, preventing unauthorized access and safeguarding the confidentiality of company information.
 - **Computer Information Control:** Maintain the effective operation of computer information systems, including servers, application software, and information systems, and establish relevant control procedures for company employees.
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- **Software Validation and Control:** Regularly perform re-validation procedures for software systems, or conduct re-validation within a specified timeframe following modifications or updates to the original system by the manufacturer.
 - **Physical and Environmental Security:** Manage the physical environment of the company's office areas and data centers, and establish corresponding control procedures to protect information assets and surrounding environments. This aims to reduce risks associated with environmental security issues and achieve effective security control.

- **Information Security Incidents:** When an information security event or incident occurs within the company's information systems, promptly assess the situation, take necessary response actions, and implement subsequent preventive measures. Establish a comprehensive reporting and handling procedure for such incidents.
- **Business Continuity Management:** Assess the operational risks associated with potential disruptions to information system facilities and develop contingency or recovery plans. Regularly conduct drills to ensure preparedness.
- **Legal Compliance:** The company and its employees must adhere to all relevant information security laws, regulations, and contractual obligations, as well as the company's information security policies and requirements.

(三) Information Security Resource Allocation:

For critical information security tasks such as operating system or important software upgrades and disaster recovery drills, the Information Security Office regularly reviews and plans their progress. They promote information security awareness through company meetings or emails. Additionally, they perform irregular engineering drills and security health checks to assess users' security awareness, identify potential vulnerabilities in information equipment and system configurations, and allocate the information security budget for necessary actions.

(四) Emergency Notification Procedure

When an information security incident occurs, the affected unit reports it to the Information Security Office. The office assesses the type of incident and identifies the issues, handles the situation promptly, and keeps a record of the incident.

4.11 Risk Management

(一) Risk management operational mechanisms

Board of Directors

Review the company's management regulations and ensure the effectiveness of the company's operational risk management and internal control systems.

General manager office

Supervise and coordinate various departments to promote the implementation of sustainability-related matters. Integrate the visible or potential risk issues proposed by the departments and assist in monitoring the enforcement of policies and the execution of plans.

Departments / teams

Based on the defined categories, identify risk issues with significant (major) impact on the company as a whole, develop and implement response plans, and report regularly to the Sustainability Management Committee. Coordinate with the General Manager's Office to oversee and execute risk management operations. Regularly collect data on risk loss incidents, analyze and review relevant incidents, and use the findings as a reference for improving the internal control system.

Audit Department

Link the company's objectives, risk tolerance, and strategies, and actively assist company managers in handling all interrelated risks across the enterprise. Oversee internal controls and report the results of internal audits at each board meeting. The board members review and approve these reports to strengthen the risk management mechanism and reduce overall operational risks.



(二) Implementation Status

The "Insider Trading Prevention Management Procedures," "Integrity Management Operating Procedures and Code of Conduct," and "Internal Control System Self-Assessment Procedures" established by Bond are designed to implement risk management policies. The content of these procedures is formulated in accordance with relevant government regulations. Based on the principle of materiality, risk assessments and strategies related to environmental, social, and corporate governance issues relevant to the company's operations are carried out. These are explained as follows:

Aspect	Category	Risk Assessment and Strategy
Environmental Sustainability	Climate change risk	Continue to advance the development of the company's sustainability roadmap according to the planned timeline.
Social Co-prosperity	Employee well-being	In accordance with labor-related laws, including the Labor Standards Act and the Gender Equality in Employment Act, the company regularly holds labor-management meetings to discuss and resolve relevant issues. Management is guided by the employee work regulations, which are continuously updated and revised.
	Occupational Safety	<ol style="list-style-type: none"> 1. Establish a safety and health management unit to handle labor safety and health matters, implement automatic inspections and work environment assessments, continuously improve various safety and health measures, and create a safe, healthy, comfortable, and friendly working environment. 2. Regularly review changes in laws and regulations to assess their potential impact on the company. Conduct training for new employees and regular in-service training. Regularly disinfect the work environment, provide workplace safety protection equipment, and arrange regular health check-ups for employees.
Corporate Governance	Regulatory compliance	<ol style="list-style-type: none"> 1. Continuously implement corporate governance, internal control systems, and internal audit systems. 2. Regularly promote the Code of Integrity in employee training and encourage staff to participate in seminars or training courses conducted by regulatory authorities to strengthen understanding of legal regulations relevant to their job responsibilities. 3. Auditors conduct audits based on major cycles and critical operations to verify staff performance and reduce the risk of legal violations. 4. Management stays informed about changes in important domestic and international policies and laws, and adapts to changes in the market environment.

Aspect	Category	Risk Assessment and Strategy
Corporate Governance	Intellectual property protection	<ol style="list-style-type: none"> 1. The company continuously implements internal patent application review mechanisms, intellectual property awareness, and trade secret protection training to safeguard its research and development成果 and technologies. 2. Innovative technologies and patents are closely related; employees are encouraged to promptly apply for patents when developing new technologies to ensure a competitive advantage in research and development. 3. The company signs employment contracts with employees, specifying the ownership of intellectual property rights and confidentiality clauses to prevent the leakage of research result and trade secrets.
	Information security protection	<ol style="list-style-type: none"> 1. To enhance physical information security protection, the company continuously optimizes its multi-layered software and hardware protection architecture. This includes complex password verification, antivirus protection for both servers and clients, internet behavior management, malicious website protection, firewall blocking, data backup, encryption, and network IP management. Various information security control technologies are used to effectively protect the company's intellectual property and trade secrets. 2. To improve employee information security awareness, the company conducts information security protection and training sessions to strengthen employees' knowledge of information security. 3. The company reviews for any major information security incidents and continuously optimizes its information security defense policies to improve organizational resilience.

4.12 Regulatory Compliance

To ensure that the company's operations and business practices comply with relevant regulations, each department regularly reviews and updates the domestic and international regulations applicable to their areas of responsibility every year. They adjust internal processes according to the latest requirements. Considering the characteristics of the medical device industry, there is a dedicated regulatory department and legal personnel responsible for ensuring compliance with product-related laws and regulations. Additionally, they regularly obtain timely updates on regulations and practical insights through professional agents and consultants. In the event of significant disputes, external consultants or lawyers are appointed to provide professional advice and assist with necessary legal procedures. Any violations of regulations during operations are promptly reported to management and incorporated into the management system for corrective actions. No major regulatory violations occurred in 2023.

4.13 Supplier Management

Bioteque views suppliers as important partners and is committed to maintaining long-term relationships with both domestic and international suppliers to build a stable and sustainable supply chain. The company implements appropriate supplier evaluation and management processes, carefully defines supplier selection criteria, and establishes close working relationships with feedback mechanisms to ensure that purchased raw materials, components, and services meet quality assurance requirements. The related measures include:

- New suppliers are evaluated and classified based on the risk levels of their materials and the type of supplier. The evaluation team, comprising members from Quality Assurance, Procurement, Research and Development, and other relevant departments, conducts the evaluation activities, which include written reviews, sample approvals, and on-site assessments.
- Suppliers classified as medium or high risk are subject to annual audits and guidance to ensure compliance with quality standards and address any issues.
- The frequency of subsequent evaluations for qualified suppliers is once every six months, totaling two evaluations per year.

Assessment Result	Scoring	Supplier Evaluation Results / Improvement Plans
Outstanding	95~100 points	A+ level
Excellent	86~94 points	A level~Maintain
Good	76~85 points	B level~Continuous Improvement
Average	60~75 points	C level~Improve within the deadline
Poor	Below 59 points	D level~Unacceptable, must improve in the short term or be classified as a non-compliant supplier

Implementation Status:

- The 102nd year(ROC) Conducted 11 external audits, no major deficiencies were reported.
- 89% of procurement activities were sourced locally.
- 95% of procurement orders were processed electronically.
- 40 suppliers were audited and provided with guidance in The 102nd year(ROC).
- Supplier Evaluation Results for The 102nd year(ROC) :

Rating	Scoring	Assessment result proportion	Risk level
Outstanding - A+ level	95 ~ 100 points	52%	Low
Excellent - A level	86 ~ 94 points	45%	Low
Good- B level	76 ~ 85 points	1%	Medium
Average - C level	60 ~ 75 points	2%	Medium
Poor - D level	Below 59 points	0%	High

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Environmental sustainability

- 5.1 Environmental Policy
- 5.2 Greenhouse Gas Inventory
- 5.3 Green Energy
- 5.4 Water Pollution Prevention
- 5.5 Air Pollution Prevention
- 5.6 Waste Management



5 Sustainable Environment

5.1 Environmental Strategy

In 2025, Taiwan will set its energy transformation goals, focusing not only on transitioning to cleaner energy but also on global enterprises and investors actively pursuing zero-carbon targets. Bont is also actively participating in this wave of sustainability. To achieve better development and sustainable management, our company is committed to researching and producing the highest quality medical products, providing our customers with the best products and service solutions. In line with our vision of reducing environmental impact, Bont is also adapting to changes in a timely manner, enhancing our green productivity and international competitiveness. We hope that through our collective efforts, Bont will effectively respond to these changes and improve our green productivity and international competitive edge.

5.2 Greenhouse Gas Inventory

In response to national greenhouse gas management policies and global net-zero emission issues, Bont has independently initiated greenhouse gas inventory operations starting in 2023. By Q4 of 2023, we completed third-party verification at our Yilan Plant 2, using the inventory results as the basis for subsequent reduction plans and setting reduction targets. Moving forward, we will extend this initiative to our headquarters, other plant locations, and overseas facilities, and further advance product carbon footprint assessments.

For 2022, the greenhouse gas emission inventory of our Yilan Plant 2 showed that in categories 1-2, CO₂ emissions were the highest (95.67%), followed by HFCs emissions (3.63%). In categories 3-5, all emissions were CO₂ (100.00%). The total greenhouse gas emissions for the entire plant amounted to 13,589.952 metric tons of CO₂e. There were no greenhouse gas removal amounts recorded in this assessment.

	CO ₂ Emission Amount	CH ₄ Emission Amount	N ₂ O Emission Amount	HFCs Emission Amount	PFCs Emission Amount	SF ₆ Emission Amount	NF ₃ Emission Amount	Single Category Total
Category 1	10.52	29.83	0.33	155.75	0.00	0.00	0.00	196.44
Category 2	5.23	0.00	0.00	0.00	0.00	0.00	0.00	4,095.23
Category 3	10.52	29.83	0.33	155.75	0.00	0.00	0.00	196.44
Category 4	9,190.61	0.00	0.00	0.00	0.00	0.00	0.00	9,190.61
Subtotal (t-CO ₂ e)	10.52	29.83	0.33	155.75	0.00	0.00	0.00	196.44
Percentage	98.63%	0.22%	0.00%	1.15%	0.00%	0.00%	0.00%	100.00%

- **Biomass combustion emissions**

In 2022, the company's biomass combustion emissions amounted to 0 metric tons of CO₂e.

- **Other refrigerants**

Our company uses R22 refrigerant. The usage details are as follows: Since R22 is a hydrochlorofluorocarbon (HCFC) and not one of the seven major greenhouse gases, it is not included in the total emission calculations.



Assurance Provider

China
Productivity
Center

Assurance Statement

1. The scope covers Bont Biotechnology Co., Ltd.'s Yilan Plant 2. The plant's address is No. 5, Ziqiang Road, Longde Li, Su'ao Township, Yilan County.
2. The quality of the inventory data complies with ISO 14064-1:2018/CNS 14064-1:2021.
3. The greenhouse gas inventory report's assurance level for direct greenhouse gas emissions and indirect greenhouse gas emissions from energy input is reasonable assurance level.
4. The CPC verification office has declared that the results of this greenhouse gas inventory report are without reservation (statement) and fully comply with relevant standards, with greenhouse gas information appropriately and accurately disclosed.

Reduction initiatives

The company is committed to continuous improvement and effective resource utilization to fulfill its corporate social responsibility. The carbon reduction strategies are as follows:

- 1. Implement zone-based control for office lighting, with lighting management during lunch breaks and overtime hours.
- 2. Promote energy conservation by turning off lights and computers when not in use, and regularly shutting down unnecessary power sources.
- 3. Set office air conditioning to 26-28°C to reduce energy waste.
- 4. Regularly inspect office energy equipment and prioritize purchasing high-efficiency products with environmental and energy-saving certifications.
- 5. Encourage employees to use public transportation, carpool, or set up video conferencing to reduce transportation-related carbon emissions.


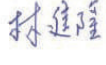
BIOTEQ®
improving lives

邦特生物科技股份有限公司

溫室氣體盤查政策聲明

為配合國家整體溫室氣體減量策略發展，以達成環境永續發展之目標，邦特除致力於各服務據點之溫室氣體盤查，確實掌握溫室氣體之排放狀況，並依據盤查結果，進一步進行溫室氣體自願減量規劃，致力完成下列作為：

- 一、全區自 2023 年起，各項用電設備以採購各國具節能標章為先。
- 二、於內部凝聚減碳共識，與世界同步落實減碳行動。
- 三、每年全區 GHG 盤查，評估減量成效，擬訂減量策略，共同落實永續發展責任。

董事長  總經理 

中華民國 112 年 9 月 1 日

中國生產力中心
China Productivity Center

意見書編號：VB018-113001

溫室氣體查證意見書

2022 年溫室氣體排放資訊

邦特生物科技股份有限公司 宜蘭二廠
宜蘭縣蘇澳鎮德安路 5 號

經本中心依據 ISO 14064-3:2019 完成查核並符合下列標準要求

ISO 14064-1:2018

邦特生物科技股份有限公司宜蘭二廠佐理聲明資料與資訊為歷史性質，本中心依據 ISO 14064-3:2019 規範對於 2022 年 01 月 01 日至 2022 年 12 月 31 日的組織活動溫室氣體排放量進行全管會方案查證，查證結果符合 ISO 14064-1:2018 規範，據此給予無保留意見如下：

● 合理保證等級：類別 1 及類別 2

直接溫室氣體排放量	106,440t	公噸二氧化碳當量
輸入能源之間接溫室氣體排放量	4095,234t	公噸二氧化碳當量

【查證聲明】邦特生物科技股份有限公司宜蘭二廠負責溫室氣體報告之聲明，本中心責任為對其所報告之溫室氣體聲明之準確性，及用於量測、分析與審查資訊的基礎系統和過程提供獨立查證。

 財團法人中國生產力中心
總經理 

查證日期：2024-01-12

本查證意見書不可單獨使用，須 2 頁共同使用，始具效力。


VB018 本中心為第三查證機構 財團法人中國生產力中心 查證辦公室
221132 新北市沙市沙市路五路一段 79 號 3 樓之 12A
(02)20982089 www.cpc.org.tw

中國生產力中心
China Productivity Center

意見書編號：VB018-113001

此期間的溫室氣體排放資訊如下：

盤查報告版本	V1.0	盤查證明版本	V1.0
	排放量	t-CO ₂ 當量	備註
類別 1 直接溫室氣體排放與移除			
1.1 固定式燃燒	-	-	
1.2 移動式燃燒	10,951t	-	
1.3 工業製程	-	-	
1.4 人為系統洩漏排放	185,489t	-	
1.5 土地使用、土地用途變化及林業之排放與移除	-	-	
類別 2 輸入能源之間接溫室氣體排放			
2.1 輸入電力之間接排放	4095,234t	-	
2.2 輸入能源的間接排放(蒸氣、熱能、冷能、高壓空氣)	-	-	
類別 3 運輸造成之間接溫室氣體排放			
3.1 來自上游運輸/配送貨物之排放	-	N.S.	
3.2 下游運輸及配送貨物之排放	-	N.S.	
3.3 員工通勤造成之排放	107,664t	-	
3.4 客戶和訪客運輸造成之排放	-	N.S.	
3.5 商務旅行造成之排放	-	N.S.	
類別 4 組織使用產品造成之間接溫室氣體排放			
4.1 購買商品之上游排放	9127,966t	-	
4.2 購買資本物品之上游排放	-	N.S.	
4.3 處置因製造過程產生之廢物之排放	42,489t	-	
4.4 租賃設備資產使用造成之排放	-	N.S.	
4.5 房地產(租賃、清潔、維護、搬遷、搬運等)	20,156t	-	
類別 5 使用來自組織之產品造成之間接溫室氣體排放			
5.1 產品使用階段之排放	-	N.S.	
5.2 下游租賃資產之排放	-	-	
5.3 產品壽命終止階段之排放	-	N.S.	
5.4 投資生產之排放(主要針對私人或公共金融機構)	-	-	
類別 6 其他來源之間接溫室氣體排放	-	-	
N.S. : Not significant (不重要)			

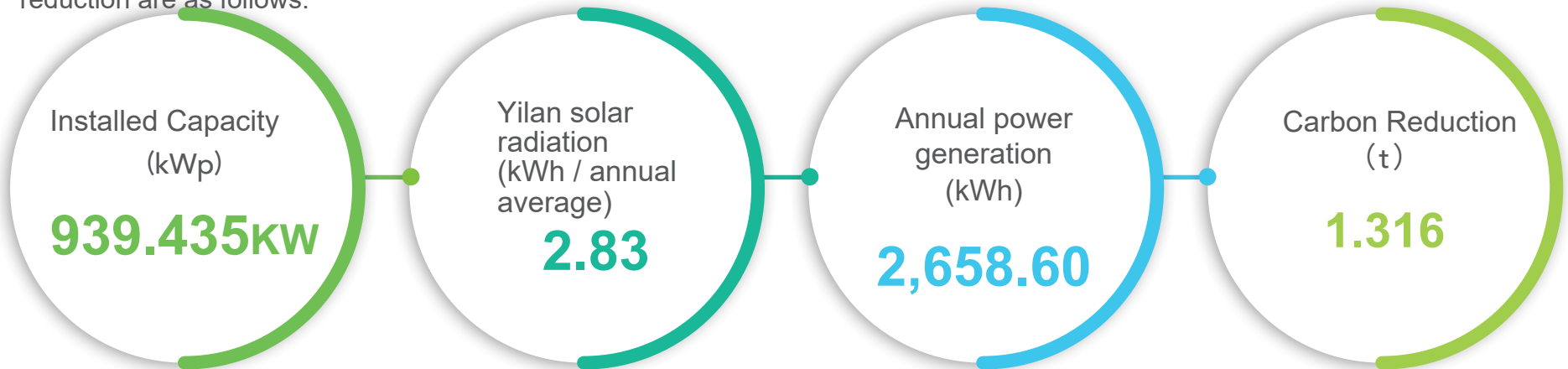
主筆查證人員： (簽名)

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VB018 本中心為第三查證機構 財團法人中國生產力中心 查證辦公室
221132 新北市沙市沙市路五路一段 79 號 3 樓之 12A
(02)20982089 www.cpc.org.tw

5.3 Green Energy

Bioteque is installing solar power generation equipment at the new E-Ko factory. The estimated annual power generation and carbon reduction are as follows:

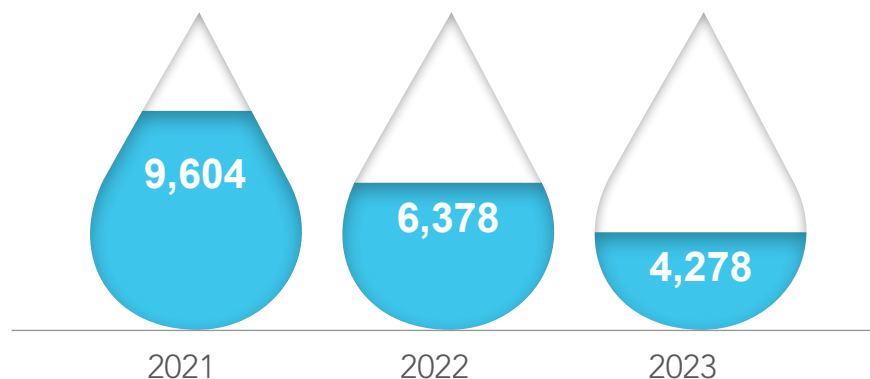


5.4 Water pollution control

Bioteque Yilan No. 2 Plant and E-Ko Plant both have implemented rainwater and wastewater separation systems and installed wastewater treatment tanks. Wastewater is discharged through a wastewater outlet approved by the Yilan County Environmental Protection Bureau and is sent to the sewage system for treatment.

Additionally, BOD values are self-tested every quarter to ensure compliance with discharge standards. Regular cleaning or increased cleaning and removal frequency is carried out based on test results. Every six months, a qualified testing company conducts wastewater quality analysis and reports according to regulations, with all results meeting discharge standards.

Yilan No. 2 Plant wastewater discharge (annual / t)



Plant: Yilan No. 2 Plant

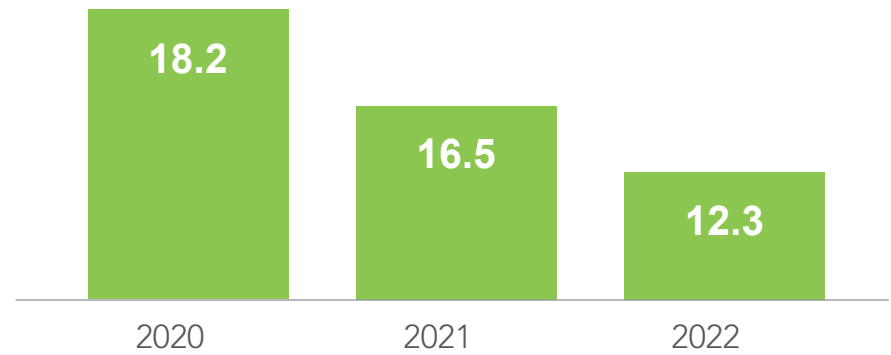
	Item	Standard Value	Unit	Testing Frequency	110 年檢測值	111 年檢測值	112 年檢測值
1	Water temperature		°C	1 time / 6 months	31.4	30.4	28
2	Hydrogen ion concentration index (pH value)	5~9			7.4	7.4	7.2
3	Chemical Oxygen Demand (COD)	500	mg/L		394	121	127
4	Biochemical Oxygen Demand (BOD))	300	mg/L		153	27.3	31
5	Suspended Solids (S.S.)	300	mg/L		38.5	25.4	8.6
6	True Color	400	Color unit		37	<25	<25
7	Free available chlorine	2	mg/L		N.D.	N.D.	N.D.

5.5 Air pollution control

The company, being a fixed pollution source in both public and private areas, implements the following measures to control air pollution:

- Plastic waste produced during the manufacturing process is handled by licensed waste disposal companies.
- The E-Ko Plant uses electric forklifts for all its material handling.
- Particulate pollutants and VOCs generated are treated by pollution control equipment before being discharged.
- In 2020, all heavy oil boilers were replaced with electric boilers.
- The E-Ko Plant has VOCs treatment equipment, including a system that uses ozone microbubble technology, which is more efficient than traditional scrubber towers.

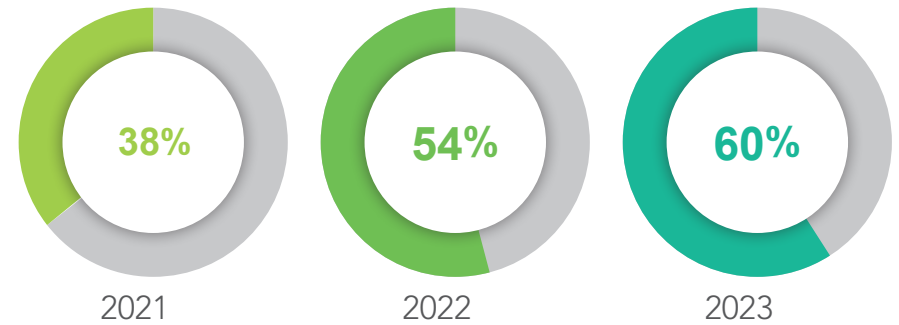
Yilan No. 2 Plant VOCs emissions (annual / t)



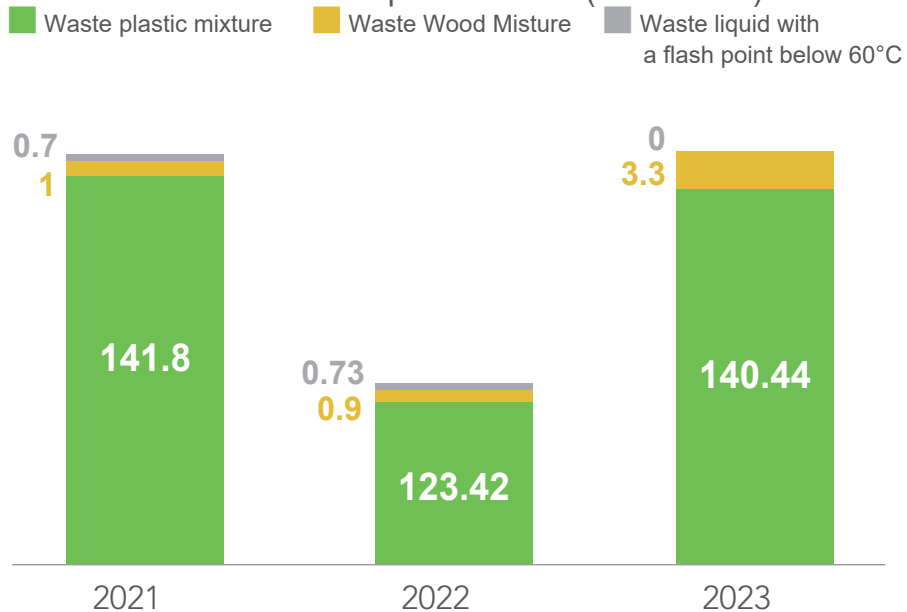
5.6 Waste management

Bioteque's main types of industrial waste are categorized into three major types: general industrial waste, hazardous industrial waste, and recyclable resources. General industrial waste and recyclable resources, which are considered domestic waste, are uniformly handled by qualified waste disposal companies commissioned by the industrial park. Hazardous industrial waste includes mixed plastic waste, mixed wood waste, and waste liquids with a flash point below 60°C. These are additionally managed by qualified disposal companies.

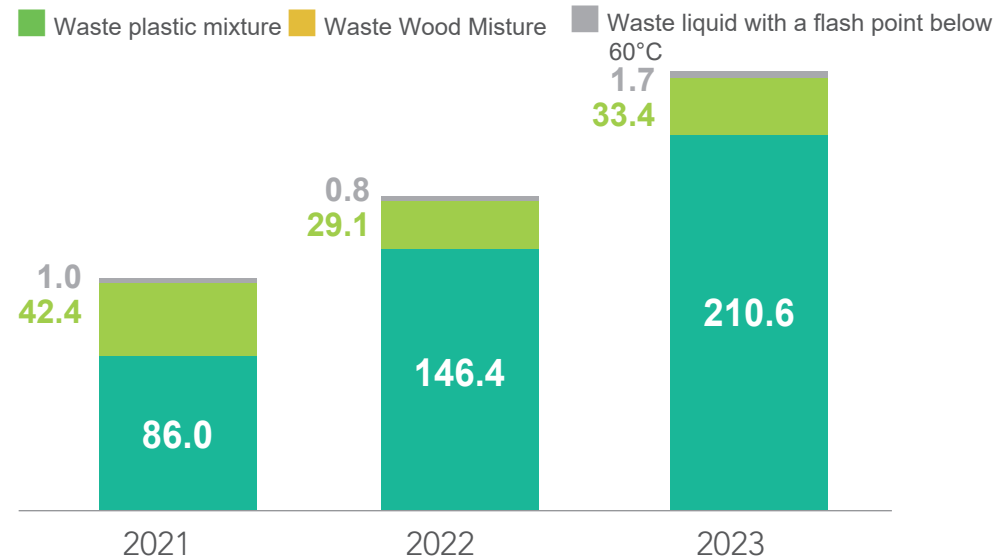
The recycling rate of waste plastic resources



Yilan Plant 2 waste disposal volume (metric tons)



資源回收量 (公噸)



6

Employee Care

- 6.1 Talent Structure
- 6.2 Compensation and Benefits
- 6.3 Talent Development
- 6.4 Workplace Diversity
- 6.5 Human Rights and Communication
- 6.6 Health and Safety



6 Employee Care

6.1 Talent Structure

6.1.1 Employee profile

The company views employees as the most important asset and partners in creating value, and therefore places great importance on labor relations. It focuses on employee rights and overall benefits, providing an environment for mutual growth with the company. The company complies with government labor regulations and adheres to principles of equality, not differentiating based on race, gender, age, religion, political stance, marital status, physical or mental disabilities, or nationality. It recruits diverse and talented individuals through open recruitment channels with criteria suited to the roles. As of December 31, 2023, the company employs a total of 407 people. The hiring situation over the past three years is as follows:

Hiring situation over the past three years

	2021	2022	2023
Total Number of people	375	392	407
Male	109	124	130
Female	266	268	277

Age Group

Under 30 Years Old	84	91	93
30-50 Years old	227	232	234
Above 50 years old	64	69	80

In recent years, the COVID-19 pandemic has led to a significant labor shortage in the industry. As companies' production demands gradually increased, competition for workers intensified. Bond has also faced challenges related to labor competition and shortages, resulting in higher turnover and hiring rates compared to previous years. To effectively stabilize and attract talent, the company has implemented measures to adjust compensation and benefits and has considered hiring foreign nationals as part of its strategy.

Distribution and number of new employees over the past three years

	2021	2022	2023
Total Number of people	37	114	79
Male	15	31	23
Female	22	83	56

Age Group

Under 30 Years Old	16	56	39
30-50 Years old	19	58	37
Above 50 years old	2	0	3

Distribution and number of employees who left the company over the past three years

	2021	2022	2023
Total Number of people	80	96	69
Male	23	17	24
Female	57	79	45
Age Group			
Under 30 Years Old	32	37	22
30-50 Years old	38	58	45
Above 50 years old	10	1	3
Seniority			
Less than 3 years	44	47	44
3-10 years	26	46	21
Above 10 years	10	3	4

The company is committed to workplace diversity and equality, allowing both male and female employees to apply for unpaid parental leave. It offers various parenting support measures, including maternity benefits and parental leave. Additionally, the company has set up lactation rooms in office areas. These numerous family-friendly measures ensure employees can manage parenting responsibilities with ease, directly encouraging them to raise the next generation without concerns, thereby helping to mitigate the impact of declining birth rates on society.

Statistics on parental leave applications and return-to-work status over the past three years

Project Description	2021	2022	2023
Number of employees eligible to apply for parental leave (1)	8	14	15
Number of actual applicants for parental leave in the given year	2	6	6
Number of employees due to return to work from parental leave in the given year	2	5	3
Number of employees who actually returned to work from parental leave in the given year	0	3	2

Note 1: The number of employees eligible to apply for parental leave is calculated by including those who had applied for maternity leave or paternity leave in the previous year, as well as the current year.

6.2 Compensation and Benefits

The company provides a comprehensive compensation system and employee benefits, adhering to relevant labor laws and respecting employee rights. It establishes various policies for salaries, benefits, leave, and retirement, ensuring the best possible protection for employees' compensation and benefits. The company also has a well-developed education and training system, evaluation mechanisms, and clear promotion pathways to attract, motivate, and retain talented individuals, fostering mutual growth between employees and the company.

(一) Implementation of benefit measures

- ① Legally mandated insurance coverage for labor and health insurance, as well as contributions to both old and new labor retirement funds.
- ② Provision of special leave, sick leave, marriage leave, paternity leave, bereavement leave, maternity leave, menstrual leave, family care leave, public injury leave, overseas return leave, and parental leave, in accordance with the Labor Standards Act and the Gender Equality in Employment Act.
- ③ In accordance with the law, a Workers' Welfare Committee has been established to manage activities such as travel events, holiday benefits, marriage and bereavement subsidies, emergency assistance, social gatherings, recreational activities, and club subsidies, in order to meet various employee needs.
- ④ Insurance Benefits: In addition to providing labor insurance and national health insurance for employees, the company also offers group insurance, which includes term life insurance, accident insurance, accidental medical insurance, hospitalization medical insurance, and occupational injury insurance.

- ⑤ Provide monetary gifts for May Day, the Mid-Autumn Festival, and employee birthdays.
- ⑥ Offer free parking and special discounts at designated stores for employees at the Yilan plant.
- ⑦ Set up lactation rooms at the plant to meet employees' breastfeeding needs during working hours.
- ⑧ Legally provide parental leave, allowing eligible employees to adjust their working hours based on their childcare needs.
- ⑨ Provide a parental leave system, allowing employees to apply for leave without pay and return to their positions upon completion of the leave period.
- ⑩ Health Care: Employ professional nurses to provide medical services and consultations, and contract specialized occupational doctors to visit the plant every two months for on-site consultations. Offer regular health check-ups for employees. For those engaged in work with special health hazards such as noise or specific chemicals, conduct specialized health check-ups and health grading management. Organize health promotion activities such as weight management, body fat management, fitness training, muscle and aerobic training, nutrition seminars, and stress relief workshops. Regularly send out health education information.
- ⑪ Provide a variety of magazines and books for employees to borrow.

(二) Compensation and Incentive System

- ① The primary goal of the company's compensation and incentive system is to achieve both short-term and long-term strategic objectives. This is accomplished through effective recruitment, motivating employees, retaining talented individuals, and fostering harmonious labor relations, profit sharing, and joint participation in the company's sustainable management. Internally, compensation must adhere to principles of fairness and consistency, reflecting a performance-oriented culture and aligning with the company's current and future organizational structure and overall salary levels. Externally, the company ensures competitiveness within the biotech industry through its overall salary levels and reward systems.
- ② The company's compensation includes both wages and non-wage allowances and rewards.
- ③ Wages consist of monthly base salary, position allowances, other stipends, meal allowances, shift allowances, and overtime pay in accordance with labor laws. The company participates in annual salary surveys to obtain market salary information and adjusts salaries based on the achievement of annual business objectives and individual performance evaluations.

④ Non-wage allowances are managed according to specific allowance policies. The sources of bonuses under the incentive system come from the company's profits. After paying taxes, covering losses, and allocating dividends and reserve funds, any remaining surplus is allocated as bonuses. The distribution is based on a certain percentage and is calculated according to each department's goals, job roles, and performance results. This includes the following:

- **Employee Compensation:** According to Article 20 of the company's bylaws: if the company is profitable for the year, 5% of the profits should be allocated for employee compensation, and up to 1.6% for directors and supervisors. If there are accumulated losses, amounts must be reserved in advance to cover those losses.)
- **Holiday Bonuses and Year-End Bonuses****
- **Sales Performance Incentive Bonuses****
- **New Customer Acquisition Bonuses****
- **Patent Bonuses:** To encourage employees to engage in innovative research and development and apply for patents.
- **Outstanding Employee Awards and Recognition**
- **Improvement Proposal Bonuses**
- **Talent Referral Bonuses:** To encourage employees to recommend talented individuals to join the company.
- **Project-Specific Bonuses**

(三) Implementation of Retirement System

The company has established retirement-related policies in accordance with the "Labor Standards Act" and the "Labor Pension Act." Employees who have worked for fifteen years and reach the age of fifty-five, or those who have worked for twenty-five years, or those who have worked for ten years and reach the age of sixty, may apply for retirement voluntarily. Additionally, the company engages an actuary annually to assess retirement reserves to ensure adequate funding and safeguard employees' future pension benefits.

- For employees under the old "Labor Standards Act" retirement system, the company allocates 2% of the total salary amount monthly for retirement funds. These funds are stored in a designated account at Taiwan Bank under the name of the Labor Retirement Fund Supervision Committee. According to Article 56, Paragraph 2 of the Labor Standards Act, the employer must estimate the balance of the labor retirement fund account before the end of each year. As of the end of December 2023, the balance of the old system retirement fund was NT\$19,714,000, sufficient to meet the retirement needs of eligible employees. In 2021, 3 employees applied for retirement; in 2022, 1 employee applied; and in 2023, 2 employees applied.

- For employees under the new "Labor Pension Act" system, the company contributes 6% of the employee's average salary monthly to their individual retirement account established with the Bureau of Labor Insurance, based on the wage level corresponding to the labor pension contribution schedule.

Salary information for full-time non-supervisory employees over the past three years

	2021	2022	2023
Number of full-time non-supervisory employees	385	353	372
Total salary amount for full-time non-supervisory employees (in thousands of NT dollars)	209,402	215,844	225,754
Average salary for full-time non-supervisory employees (in thousands of NT dollars)	544	613	607
Median salary for full-time non-supervisory employees (in thousands of NT dollars)	464	529	535

6.3 Talent Development

6.3.1 Employee Development and Training Philosophy

Based on organizational development and annual operational plans, training needs are assessed at the organizational, departmental, and individual levels to design various educational and training programs. The goal is to enhance employees' knowledge, skills, abilities, and attitudes through training, education, and development. This approach aims to improve individual and team performance, ultimately contributing to the company's long-term sustainability and success.

Methods for Mid-Level Management Training



Methods for Senior Management Training



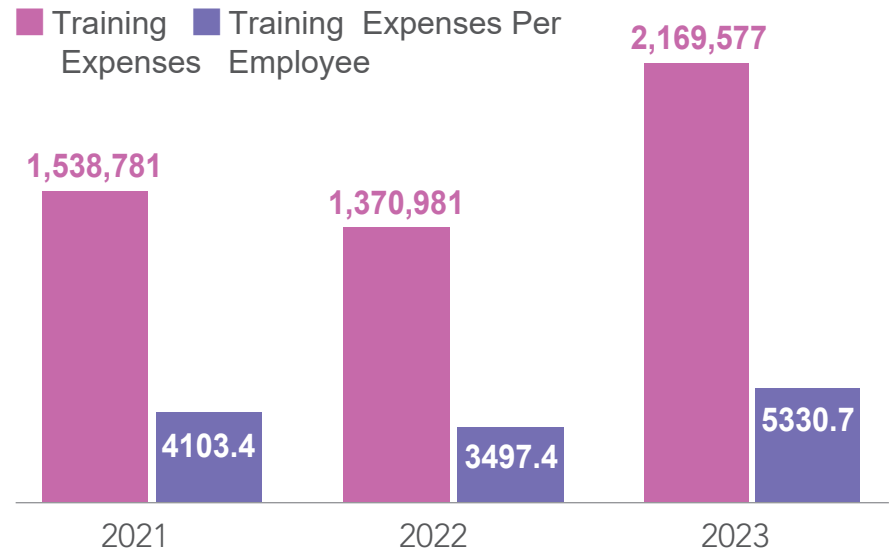
The categories of training programs and the number of participants over the past three years.

Year	Course Categories	Number of Participants	Training Hours
2021	Management and Leadership	887	297
	Research and Innovation	33	20.5
	Marketing and Sales	21	8.5
	Quality and Regulatory Affairs	420	44
	Production Technology	506	88
	Other Professional Skills	334	53
		2201	511
2022	Management and Leadership	284	77.5
	Quality and Regulatory Affairs	39	215.5
	Production Technology	700	230
	Other Professional Skills	319	72
		1342	595
2023	Management and Leadership	485	193
	Research and Innovation	97	52
	Marketing and Sales	65	3
	Quality and Regulatory Affairs	769	234
	Production Technology	980	218.5
	ESG	250	53
	Financial Accounting	9	45
	Other Professional Skills	1062	312
		3717	1111

The number of employees participating in training programs and the total training hours over the past three years.

Year	Total Number of Participants	Total Hours	Average Hours per Employee (Total Hours / Number of Employees)
2021	2201	11000	29.3
2022	1342	2286.65	5.8
2023	3717	6926	17.0

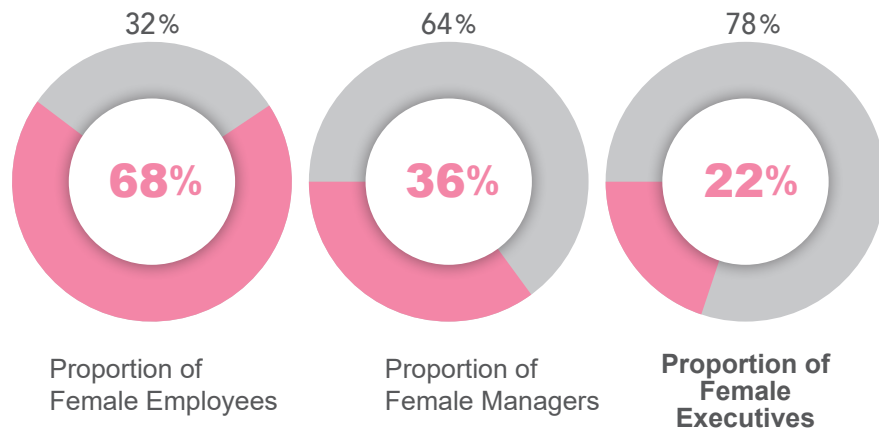
Employee Training Expenses Over the Past Three Years



6.4 Workplace Diversity

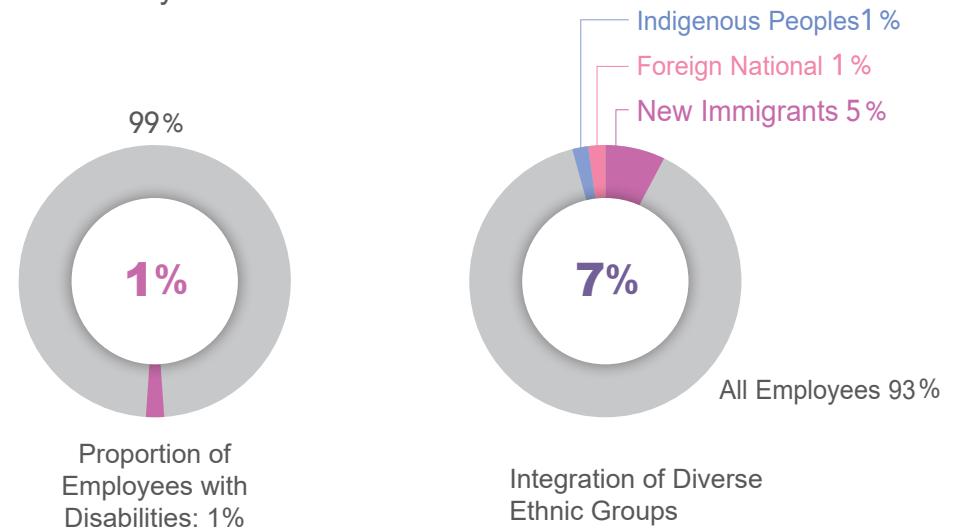
Our company's employee recruitment, salary, promotion, and compensation are determined based on job classification, educational background, professional knowledge and skills, years of experience, and individual performance, without any differences based on age, gender, race, or other factors. We integrate gender balance into all human resources practices.

- Gender-Friendly Workplace



■ Female ■ Male

- Diversity



■ All Employees ■ Employees with Disabilities

6.5 Human Rights and Communication

Bioteque believes that respecting human rights and creating a dignified work environment are essential. We respect and support the fundamental human rights outlined in international conventions, including the "Universal Declaration of Human Rights," the "UN Global Compact," and the "International Labour Organization's Declaration on Fundamental Principles and Rights at Work," and we comply with relevant laws such as labor standards and gender equality in the workplace. Related policies and protective measures include:

- Prohibition of child labor.
- Prohibition of forced labor.
- Compliance with labor standards, gender equality laws, and occupational safety and health regulations, ensuring that all employees' working conditions meet legal requirements and enjoy statutory benefits and protections.
- Providing a fair working environment: no unfair or discriminatory treatment based on an individual's gender, race, socioeconomic status, nationality, age, marital status, family situation, language, religion, political affiliation, appearance, height, or disabilities.
- Providing a safe working environment: Our company prioritizes the safety and health of employees by continuously improving working conditions and hygiene standards. We are committed to reducing the risk of occupational hazards and protecting employees' physical and mental well-being.
- We have established policies for "Prevention of Sexual Harassment, Complaint Procedures, and Disciplinary Measures" as well as a "Statement on Prohibition of Sexual Harassment in the Workplace," and we actively promote and implement these measures.
- Respect for employees' rights to freedom of assembly, association, and collective bargaining.
- Establish a complaint system and provide accessible channels for submitting complaints.
- Implement information security measures to properly safeguard employees' and applicants' personal data from unauthorized disclosure.

Implementation Status

- In 2023, there were no instances of employing child labor.
- Conducted one awareness session on the prevention of sexual harassment and sexual assault, publicly displayed in multiple languages on various bulletin boards.
- Implemented a code of integrity awareness program, attended by 296 participants, totaling 148 hours.
- Established a labor-management committee with 7 representatives from both labor and management; held 4 labor-management meetings in 2023.
- Set up a workplace safety committee, self-defense firefighting group, and hazardous materials emergency response team. In alignment with World Occupational Safety and Health Day on April 28, the week was designated as Workplace Safety and Health Week, encouraging all units to actively foster a friendly work environment and collaborate to enhance overall occupational safety and health quality.

No.	Item	Sessions	Number of Participants
1	Occupational Safety Committee Meeting.	4	103
2	General Safety and Health Education Training - Prevention of Occupational Hazards and Risks.	34	795
3	General Safety and Health Education Training - Traffic Safety Awareness	9	167
4	Occupational Safety Week	1	50
5	Self-Defense Firefighting Group Disaster Prevention Meeting	4	30

No.	Item	Sessions	Number of participants
6	Fire emergency response training and fire drills	8	231
7	Emergency response training for hazardous materials and unannounced drills	4	32
8	Flu and COVID-19 vaccination	47	1

Sexual harassment prevention and awareness training



Hazardous materials emergency drills



Fire safety awareness training



6.6 Health and Safety

6.6.1 Employee Safety

① The organization has a labor safety and health management system in place, which includes Grade A safety personnel, Grade B safety personnel, environmental safety personnel, specialized toxic and hazardous materials personnel, organic solvent operations supervisors, and special chemical operations supervisors. These individuals are responsible for public and personnel safety, environmental protection, waste management, and control of toxic and hazardous materials. Additionally, a Labor Safety and Health Management Committee is established, which holds quarterly environmental and safety management meetings to enhance the operational effectiveness of safety and health practices at the plant.

② Insurance Coverage: The company has insurance for fire risk, typhoon risk, earthquake risk, and public liability.

③ Work Environment Monitoring: In accordance with Article 10 of the Occupational Safety and Health Act's Work Environment Monitoring Implementation Rules, work environment monitoring is conducted twice a year. Any abnormalities are addressed immediately to ensure that workers' exposure to hazards is below standard values.

④ Safety Inspections: Safety personnel conduct daily inspections of the plant and review the implementation of labor and environmental safety measures in each unit. In the event of a hazardous incident, they require corrective actions or halt operations as needed, and track improvements until resolved.

⑤ Fire Safety: The company has a fire safety self-defense team and established emergency response procedures. At least twice a year, fire safety training, drills, and evacuation exercises are conducted to minimize injury from incidents. Fire safety equipment is inspected annually, updated as necessary, and inspected by the fire department to ensure compliance.

⑥ The equipment used helps control accidents and disasters, reducing the loss of property and equipment during incidents and minimizing casualties. Gas leak detection alarm systems are maintained and tested monthly, and there is a backup uninterruptible power supply system to ensure continued operation in case of power shortages or interruptions. All emergency response facilities are also maintained monthly and calibrated annually. The plant schedules regular training, drills, and educational campaigns each year to enhance staff knowledge and experience in disaster prevention and response. Training subjects include onboarding for new employees, hazard awareness, fire prevention education, chemical disaster education, first aid training, evacuation training, emergency response handling, and personal protective equipment training. The effectiveness of the training is evaluated through actual drills. Therefore, annual unannounced tests and drills are used to verify whether the emergency response training meets the expected outcomes. Disaster education and training are conducted together, covering topics such as chemical awareness and operational precautions, personal protective equipment instruction, first aid training, disaster prevention, reporting mechanisms, and evacuation training. These activities are carried out once a year and involve all plant personnel. Unannounced tests are conducted twice a year, including both tabletop exercises and full-scale drills, targeting the plant's emergency response team members. Full-scale drills are conducted once a year and, depending on the exercise scenario, involve external support units such as police, fire, environmental protection, and medical services to enhance coordination in response to incidents.

⑦ All facilities are regularly inspected to ensure they comply with safety regulations. Protective gear must be worn as needed to prevent accidents. Each unit also prepares safety manuals based on the operational safety requirements of each piece of equipment and implements training accordingly.

⑧ Contractor safety education is strictly enforced. Contractors must undergo safety and health education before starting work and inspect all safety equipment to ensure it is in good condition before beginning construction. During construction, supervisory personnel conduct inspections. If hot work is required, it must be applied for in advance, and fire safety measures must be in place before proceeding.

⑨ Environmental disinfection is conducted quarterly. Water quality checks are performed regularly on drinking water dispensers. The 6S movement (Sort, Set in order, Shine, Standardize, Sustain, Safety) is promoted across departments to implement self-inspections for safety, orderliness, and cleanliness.

⑩ Labor safety and health education information is updated regularly via bulletin boards.

⑪ Access control is strict, with security guards on duty 24 hours a day at the main gate to manage security. Personnel access to each plant area is also controlled; card access is required for entry. All entrances and exits are monitored with surveillance cameras around the clock.

⑫ Smoking is completely prohibited indoors throughout the plant. There is only one designated smoking area outdoors.

6.6.2 Health Promotion

① The plant employs dedicated occupational health service nurses to carry out the following tasks:

- Hazard identification and health risk management in the working environment (including special work health surveillance programs)
- Analysis and results of worker physical (health) examinations
- Return-to-work plans for workers with occupational injuries or illnesses
- Health management of workers' health checks and work-related abnormalities
- Health protection plans for workers under 18 and elderly workers
- Maternal health protection plans in the workplace
- Assessment and management of high-risk worker cases
- Prevention of occupational injuries and illnesses, case management, and record-keeping
- Disease prevention related to abnormal work loads
- Prevention of workplace legal violations
- Prevention of human factors hazards
- Emergency response plans
- Health education, hygiene guidance, and health promotion
- Research reports on occupational health or occupational hygiene

② A contracted occupational specialist doctor visits the plant every two months to provide on-site inspections and consultations for the prevention of occupational diseases and hazards. This includes: Assisting employers and occupational safety and health personnel in implementing disease prevention and improving the working environment, Identifying and assessing hazards in the workplace environment and operations, Providing recommendations for improving safety and health facilities in the work environment, Investigating the relationship between workers' health conditions and their work, and conducting health risk assessments for high-risk workers, taking necessary preventive and health promotion measures.

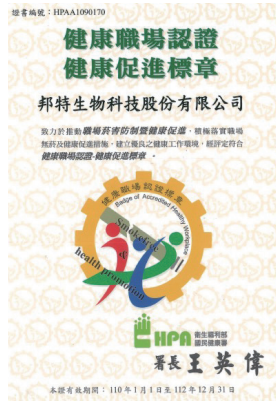
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③ The plant has also installed AED (Automated External Defibrillator) devices to enhance emergency first aid equipment for personnel.

④ According to regulations, 9 first aid personnel are trained to meet the required standards. These personnel undergo regular training every 3 years.

⑤ Conduct health examinations for night shift workers and special operations personnel.

⑥ Committed to promoting a healthy workplace, the plant has implemented a comprehensive indoor smoking ban and established a designated smoking area outdoors. In 2011, for its efforts in smoking harm prevention, the plant was awarded the Health Workplace Self-Certification - Smoking Harm Prevention Mark by the National Health Bureau of the Ministry of Health and Welfare. In 2015, it was recognized with the Health Workplace Certification - Health Promotion Mark. In 2018, the plant applied for an extension and, at the end of 2020, applied for the Health Workplace Certification - Health Promotion Mark again. The certification was granted, and the certificate is valid from 2021 to 2023.



Care Initiatives	Number of Participants	Investment Expenses
On-the-job employee health checks	Number of employees who underwent health checks in 325人	NTD342,100 (Annual)
Specialized occupational physician/ occupational nurse health consultations	Bi-monthly on-site services by the plant physician, with an average number of visits and consultations - Approximately 5 people per visit	NTD54,000 (Annual)

No.	Item	Number of People	Hours	Person Hours
1	Yilan plant employee health checks	283	5	1,415
2	Taipei company employee health checks	32	3	96
3	Technology-based physical fitness testing	72	4	288
4	Health promotion strength training courses (4 sessions)	33	4	132
5	Health promotion yoga classes (4 sessions)	44	4	176
6	Emergency first aid training (CPR+AED)	110	6	660
7	Foot health assessment	51	3	153
8	Influenza and COVID-19 vaccine injections	47	1	47
Total		672	30	2,967

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**SOCIAL
CO-PROSPERITY**



7 Social Co-prosperity

In line with Bioteque's commitment to sustainable business practices, the company actively participates in and contributes to social welfare. In addition to long-term support for the community and organizations in need, Bioteque also provides support through educational cooperation, industry-academia collaborations, and event sponsorship. The specific measures and implementation results for 2023 are as follows:

1. Participation in charitable activities and support for vulnerable groups in society

Categories of public welfare	Organization names	Donations and sponsorships
Vulnerable groups: nursing homes, women, individuals with disabilities, and childcare institutions, among other disadvantaged groups	Sponsored various organizations including: Hongde Nursing Home, Yilan County, Lanxin Maternal and Child Center, Yilan County, St. Joseph's Special Education Center, Muguang Reconstruction Center, Xingfu Charity Foundation, Lanyang Ren'ai Home, Yilan County, Maria Elderly Long-Term Care Center, Yilan County, St. Francis Elderly Home, Yilan County, Love the Blind Foundation, Eden Social Welfare Foundation, Zhengde Loving Kitchen, among others.	930,000
Medical organizations	Zhengde Cancer Medical Foundation, Mackay Memorial Hospital Taitung Branch, Taiwan Diabetes Association	198,000
Cultural and arts organizations and educational institutions	International Association of Mouth and Foot Painting Artists, Lin Hongyi Educational Foundation	90,000
Community and schools	Tamsui / Shuiyuan Elementary School, Tamsui Deng Gong Elementary School, Tamsui / Zhongliao Community	186,000
Religious charitable organizations	Buddha Education Foundation, Dharma Drum Mountain Buddhist Foundation, Ksitigarbha Bodhisattva Vow Foundation, Huazang World Education Foundation and others	396,000
Total		1,800,000

2. Provided workplace visits to the National Luodong Senior Industrial Vocational School and internship training for 7 students from the cooperative education program.



3. Sponsored a booth at the annual conference of the Philippine Medical Specialty Society and provided educational training for medical and healthcare professionals.



GRI 2

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Activities and Workers			
2-6	Activities, Value Chain, and Other Business Relationships	Industry and Value Chain	11-14
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GRI 3

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Topic guidelines

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BIOTEQUE CORPORATION