

## 2024 Annual Report ( Translation )

### Cenra Inc.

Published on April 21,2025

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Related information concerning this Annual Report :  
Same as above



- I. Names, position titles, phone numbers and e-mails for the Company's spokesman and acting spokesman:

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- II. Addresses and contact numbers of the Head Office, branches, and factory sites:

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Address: No.23, Hsiang Yang Rd., Taipei City 100, Taiwan (R.O.C.)

Website: [https://www.fubon.com/securities/agiotage/agiotage\\_01.htm](https://www.fubon.com/securities/agiotage/agiotage_01.htm)

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Address: 11F., No. 17, Xuchang St., Zhongzheng Dist., Taipei City

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TEL: (02)2361-1300

- IV. Names of the auditing Certified Public Accountants, office title, address, website and phone number for the latest Financial Statements of the Company:

Name of CPA: Po-Chuan Lin; Shu-Fen Yu

Auditor's firm: PricewaterhouseCoopers

Address: 27F., No.333, Sec. 1, Keelung Rd., Xinyi Dist., Taipei City

Website: <http://www.pwc.tw>

TEL: (02)2729-6666 (general line)

- V. Venue for overseas trading of the Company's negotiable securities and the method to disclose overseas negotiable securities: Nil

- VI. Company website: <https://www.cenra.com/>

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# One. Report to Shareholders

Ladies and gentlemen, Dear Shareholders:

We sincerely thank all our valued shareholders and partners for your concern and support for Cenra Inc. On this occasion, we would like to present a brief report on our actual business performance in 2024 and the business strategies for 2025. We welcome your valuable advice and guidance.

## 2024 Review

### I. Financial performance:

For 2024, the Company's full-year consolidated revenue was NTD 8,918.89 million, up 4.01% from NTD 8,574.72 million in the previous year. The consolidated gross profit was NTD 3,406.8 million, up 8.50% from NTD 3,140.01 million in the previous year. The gross margin was 38.2%, a decrease of 1.6 percentage points from 36.6% in the previous year. The consolidated operating profit was NTD 299.37 million, up 29.5% from NTD 231.21 million in the previous year. The net profit after tax attributable to the owners of the Company was NTD 317.35 million, down 1.5% from NTD 322.29 million in the previous year. The earnings per share was NTD 2.49.

### II. R&D results:

1. Application for inspection and registration of new products: Application for inspection and registration of 9 new products of human medicines.
2. New product licenses: 6 licenses for human medicine, 3 licenses for imported medicine, and 1 license for imported veterinary medicine.
3. The key technology platform for special preparations has been established (nanocrystalline grinding and microsphere coating technology) with a total of 4 development products.
4. A total of 1 type of product for the treatment of respiratory virus infection was jointly developed for the API (CAS) and preparation.
5. Set up new product development integration platform and sales (CHC Chunghwa Yuming Healthcare Co., Ltd. Pharmaceutical Planning Division and Business Development Division), with the Strategic Purchasing Center, Manufacturing Department jointly setting up new product development and integration platform to maintain markets at home and abroad and provide new products.
6. Jointly participated in research & development for new pharmaceuticals in response to development of new pharmaceutical delivery channels and new dosage pharmaceuticals in two projects. Teamed up with cooperation partners to set up and integrate new extraordinary key know-how platforms.

## Outlook for 2025

### I. Overall development direction of the holding group

#### ■ Strategic focus

The holding company centrally plans strategies, implements customer-oriented medical and health solutions based on market demand, adjusts the best product and service portfolio, and maximizes resource efficiency.

1. International market expansion: Actively explore new international markets, promote globalization of products and services, provide complete pre-sales and after-sales service support, and promote the brand through participating in international exhibitions and advertising, so as to enhance customer satisfaction and international reputation.
2. Domestic key product market expansion: Focus on the promotion and

service of medicines made in-house and OTC products, and strengthen the trust and satisfaction of medical institutions. At the same time, actively expand collaboration opportunities with domestic and foreign generic drug companies to act as agents or distributors for products that meet the development needs of Taiwan's pharmaceutical market, providing customers and consumers with more comprehensive product and service choices.

3. Veterinary medicine market operation: Expand the product structure of veterinary medicine, provide diversified product and service options such as economic animals and companion animals, and collaborate with academic institutions to improve service quality.
4. Elderly care services: Improve home care and day care service capacity, expand service areas, and continue to promote smart rehabilitation services, striving to provide more comprehensive products and services of elderly care.
5. Operation of overseas subsidiaries: Committed to increasing market expansion and access, brand building and promotion, and continuously optimizing production and supply chain efficiency to enhance competitiveness and operational efficiency.

#### ■ **Operational Optimization**

The Company continues to promote operational upgrades and organizational process reforms to improve the operational efficiency and expandability of each business unit. It continues to optimize the quality and production and sales supply chain, and establish a transparent information platform to enable relevant departments to share the progress information in a timely manner, in order to improve production capacity, reduce costs, and increase economic benefits. In terms of quality, the Company continues to pay attention to a number of international and domestic GMP standards, and is committed to ensuring product quality.

#### ■ **Digital Leadership**

Introduce digital management systems and processes, and is committed to digital management from the sales end to the production end and process digitization, such as electronic signature, batch digitalization, process document digitization, etc., to improve decision-making quality, operational efficiency, and create long-term competitive advantages. The Company pays attention to the smart medical field, and introduces AI smart drug cabinets to improve the safety and quality of drug use. Promotes the ICT REHAS system for the elderly care market. Accelerates the collection and localization of data, and improves the effectiveness of recovery.

## **II. Cenra Inc. amidst the exterior environment of competition, statutory environments and environment of macroeconomy:**

#### ■ **External competitive environment**

1. Competition in the global market: As competition in the global pharmaceutical market intensifies, Cenra will face the challenges from international pharmaceutical manufacturers. In addition, with the increasing demand for biopharmaceuticals and high-efficiency drugs, the company must continue to invest in the research and development of innovative drugs and biologics in terms of technology and product innovation to maintain technological leadership in response to market competition.
2. Market expansion and collaboration: The Company needs to actively expand into international markets, enhance service products and expand market coverage through strategic partnerships and collaborations.

■ **Legal environment**

1. Environmental regulations and carbon management: As global requirements for environmental protection and carbon emissions become increasingly stringent, companies need to actively conduct carbon inventories and emission reductions to comply with international and domestic regulations, which brings new challenges to the company's operations.
2. Pharmaceutical regulations and quality management: In the face of changes in the regulatory environment, the Company needs to ensure that products comply with GMP standards and specifications in various countries and pass relevant regulatory reviews to ensure quality.

■ **Macroeconomic environment**

1. Economic environment: Global economic fluctuations, exchange rate changes and inflation will have an impact on the Company's cost structure and profitability. It is necessary to establish a flexible market response strategy to respond to global economic changes and ensure stable market demand and sales performance.
2. The social and technological environment: With the aging population and the increasing awareness of health care, the demand for medical and healthcare products will continue to increase, bringing new market opportunities for the Company. The technological progress and digital transformation will improve the Company's operational efficiency and competitiveness, especially in the areas of smart healthcare and data management.

We wish you all shareholders

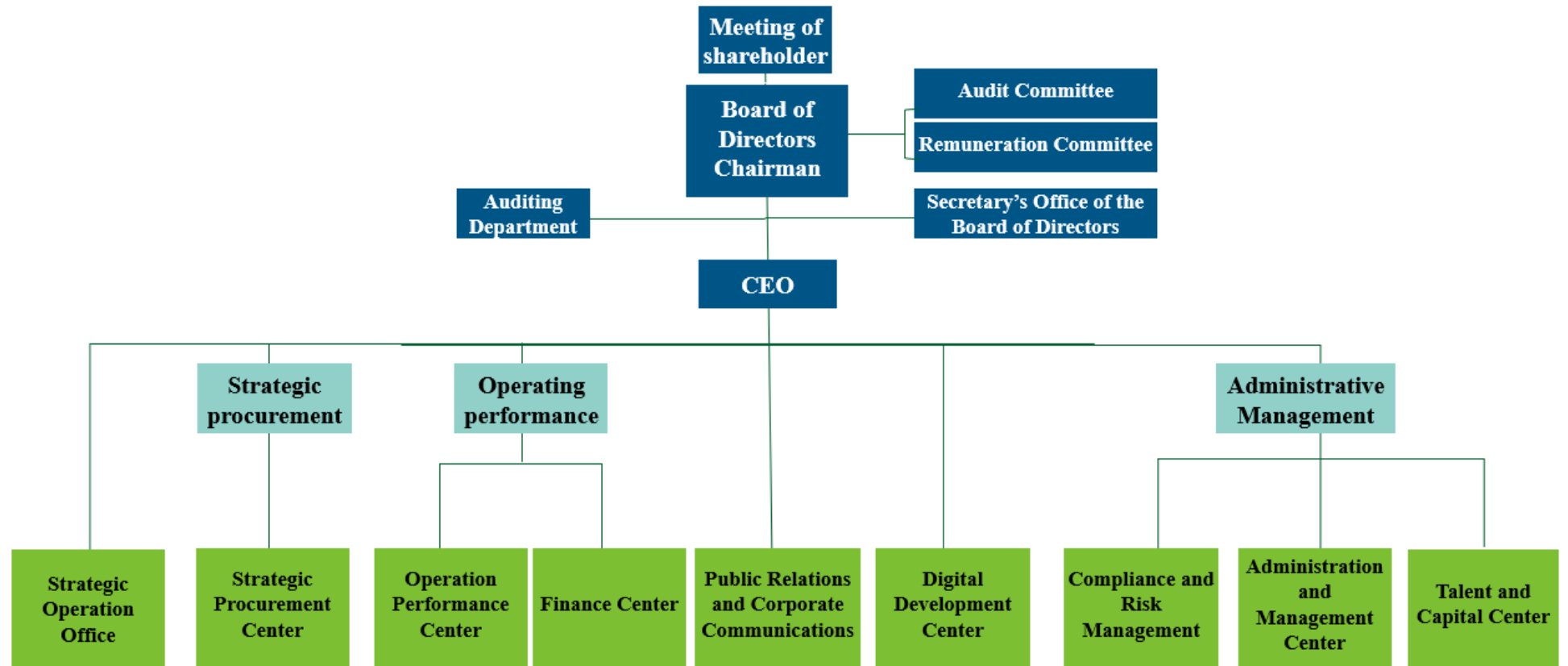
We earnestly wish you all excellent health and may everything go exactly as you wish.

Chairman -Wang Hsien, I-Chen



## Two. Corporate Governance

- I. Organizational structure:  
(I) Organization chart:



(II) Business affairs operated by the key departments:

Name of department	Scope of Responsibilities and Execution
Auditing Department	Supervise the establishment of internal control and audit procedures, and complete the annual audit plan.
Secretary's Office of the Board of Directors	Handle Board, Audit Committee, Shareholders' Meeting matters; director onboarding, education, compliance, governance updates.
Strategic Operation Office	Plan and promote corporate strategies and transformation projects, and cooperate with business units to promote corporate mid- and long-term business development projects.
Strategic Procurement Center	Procurement of the Company's bulk pharmaceutical chemicals (BPC), machinery & equipment, books in original languages and import of finished products.
Operation Performance Center	Assist each business unit in smart operation performance management, strengthen the quality of workflows, and enhance overall operational management efficiency and effectiveness.
Finance Center	Responsible for handling and reviewing daily accounting and capital allocation operations, cash management, budget control, financial statement operation analysis, and supervision of subsidiaries.
Public Relations and Corporate Communications	Responsible for public affairs of the government agencies and private groups, as well as clinical experiments, NHI regulations, and related undertakings after obtaining permits.
Digital Development Center	Maintenance of the Company and Group's computerized business operation and information safety & security.
Compliance and Risk Management	Responsible for providing legal guidance and consultation to the Group, identifying and assessing risks, developing mitigation measures, and ensuring compliance with the law.
Administration and Management Center	The general business affairs, procurement of business oriented articles.
Talent and Capital Center	Manage human resources affairs, ensure that Group policies are fully implemented, provide more efficient human resource support services, reduce management costs, activate talent rotation, leverage organizational talent potential, and achieve effective human resource allocation.

II. Background information of Directors, President, Vice Presidents, Assistant Managers, and the heads of various departments and branches:

(I) Profiles of Directors

March 29, 2025 Unit: shares

Title Name	Nationality and Registry	Gender Age	Date elected	Term	Date first elected	Shares at Election		Current number of shares held		Shareholdings of spouse and underage children		Shares held in the names of others		Major career (academic) achievements	Current duties in The Company and in other companies	Spouse or relatives of second degree or closer acting as Directors, Supervisors, or other department heads			Remarks
						Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding			Title	Name	Relation	
Chairman Wang Ming-Ning Memorial Foundation	Republic of China	-	2024.10.29	3 years	2024.05.28	5,216,456	3.50%	5,216,456	3.50%	-	-	-	-	None	The Company: None Other Company: None	None	None	None	None
Chairman Representative of Wang Ming-Ning Memorial Foundation: Wang Hsien, I-Chen	Republic of China	Female 51~60	2024.10.29	3 years	2024.05.28	20,288	0.01%	20,288	0.01%	2,365,393	1.59%	6,540,500	4.39%	Department of Philosophy and Department of Business Administrating, Fu Jen Catholic University	The Company: Chairman Other company: Note 3	Director	Wang, Hou-Kai	First-degree relatives	None
Director Sela Holdings Inc.	Republic of China	-	2024.10.29	3 years	2024.05.28	6,540,500	4.39%	6,540,500	4.39%	-	-	-	-	None	The Company: None Other Company: None	None	None	None	None
Director Sela Holdings Inc. Representative: Wang, Hou-Kai	Republic of China	Male 31~40	2024.10.29	3 years	2024.05.28	50,282	0.03%	56,282	0.03%	-	-	-	-	Bachelor of Science, Leonard N. Stern School of Business, New York University	The Company: President Other company: Note 4	Chairman	Wang Hsien, I-Chen	First-degree relatives	None
Director Wang, Hou-Jie	Republic of China	Male 31~40	2024.10.29	3 years	2024.05.28	3,467,000	2.33%	3,548,000	2.38%	-	-	-	-	Psychology, University of Southern California, USA	The Company: None Other company: Note 5	None	None	None	None

Title Name	Nationality and Registry	Gender Age	Date elected	Term	Date first elected	Shares at Election		Current number of shares held		Shareholdings of spouse and underage children		Shares held in the names of others		Major career (academic) achievements	Current duties in The Company and in other companies	Spouse or relatives of second degree or closer acting as Directors, Supervisors, or other department heads			Remarks
						Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding			Title	Name	Relation	
Director Yuan, Ming-Chi (Note 13)	Republic of China	Male 61~70	2024.05.28	3 years	2024.05.28	-	0.00%	-	-	-	-	-	-	Department of Medicine, National Yang Ming University	The Company: None Other company: Note 6	None	None	None	None
Director Chao, Hsing-Lung (Note 13)	Republic of China	Male 61~70	2024.05.28	3 years	2024.05.28	-	-	-	-	-	-	-	-	Department of Medicine, National Defense Medical Center	The Company: None Other company: Note 7	None	None	None	None
Independent Director Chen, Hung-Shou	Republic of China	Male 61~70	2024.10.29	3 years	2024.10.29	-	-	-	-	-	-	-	-	Bachelor of Transportation & Logistics Management, National ChiaoTung University	The Company: None Other company: Note 8	None	None	None	None
Independent Director Chou, Ta Jen	Republic of China	Male 61~70	2024.10.29	3 years	2024.10.29	-	-	-	-	-	-	-	-	Master of Law, Harvard University School of Law	The Company: None Other company: Note 9	None	None	None	None
Independent Director Leu, Chia-Hwel	Republic of China	Female 61~70	2024.10.29	3 years	2024.10.29	-	-	-	-	-	-	-	-	MBA, Emory University	The Company: None Other company: Note 10	None	None	None	None
Independent Director Wang, Te-Pin	Republic of China	Female 51~60	2024.10.29	3 years	2024.10.29	-	-	-	-	-	-	-	-	Master of International Business, National Taiwan University	The Company: None Other company: Note 11	None	None	None	None

Title Name	Nationality and Registry	Gender Age	Date elected	Term	Date first elected	Shares at Election		Current number of shares held		Shareholdings of spouse and underage children		Shares held in the names of others		Major career (academic) achievements	Current duties in The Company and in other companies	Spouse or relatives of second degree or closer acting as Directors, Supervisors, or other department heads			Remarks
						Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding			Title	Name	Relation	
Supervisor Tsai, Kuang-Ting (Note 13)	Republic of China	Male 61~70	2024.05.28	3 years	2024.05.28	-	-	-	-	-	-	-	-	Department of French, Tamkang University	The Company: None Other company: Note 12	None	None	None	None
Supervisor Hsieh, Yuan-Na (Note 13)	Republic of China	Female 61~70	2024.05.28	3 years	2024.05.28	-	-	-	-	-	-	-	-	Department of Chinese, National Taiwan University	The Company: None Other Company: None	None	None	None	None

Note: If the Chairperson and the General Manager or a person of an equivalent post (the highest-level manager) are the same person, spouses, or first-degree relatives, an explanation must be provided regarding the reason, reasonableness, necessity, and any existing or future improvement measures (such as increasing the number of independent directors and ensuring that the majority of directors do not concurrently serve as employees or managerial officers). In the case where the Chairperson and the General Manager of the Company are first-degree relatives, in addition to the current measures below, the Company is also implementing a succession plan for key management personnel to cultivate suitable candidates and further strengthen the independence of the Board of Directors.

1. There are currently four independent directors, accounting for more than half of the total number of directors. Each specializes in fields such as finance, accounting, and industry and is capable of effectively performing supervisory functions.
2. Each director completes at least six hours of continuing education annually in their professional field to continuously enhance their knowledge and improve the operational effectiveness of the Board of Directors.
3. Independent directors can full discuss proposals and make recommendations at all functional committees for the board's reference to enforce corporate governance.
4. Over one-half all board members are neither employees nor managers concurrently of this Company.

Note 1: At the shareholders' meeting of China Chemical & Pharmaceutical Co., Ltd. on May 28, 2024, a resolution was passed to establish a new company, Cenra Inc. (hereinafter referred to as "Cenra"), through a share swap, making China Chemical & Pharmaceutical Co., Ltd. a 100% owned subsidiary of Cenra. In accordance with Article 29 of the Business Mergers and Acquisitions Act, the shareholders' meeting was deemed the promoters' meeting of Cenra. The shareholders of China Chemical & Pharmaceutical Co., Ltd. acted as promoters to discuss, deliberate, and approve the Articles of Incorporation of Cenra, and elected five directors and two supervisors for Cenra. The establishment registration of Cenra was approved by the Ministry of Economic Affairs on September 2, 2024.

Note 2: At an extraordinary shareholders' meeting on October 29, 2024, the Company re-elected seven directors, including four independent directors. More than half of the directors do not concurrently serve as employees or managerial officers.

Note 3: Chairman of China Chemical & Pharmaceutical Co., Ltd. (Corporate Representative of Cenra Inc.)

Chairman of Chunghwa Chemical Synthesis & Biotech Co., Ltd. (Corporate Representative of China Chemical & Pharmaceutical Co., Ltd.)

Chairman of Chunghwa Yuming Healthcare Co., Ltd. (Corporate Representative of China Chemical & Pharmaceutical Co., Ltd.)

Chairman of Chunghwa Senior Lifestyle Services Co. Ltd. (Corporate Representative of

Note 6: Cardiovascular surgeon at Taiwan Adventist Hospital, and Chief Operating Officer of its International Medical Center

Note 7: Deputy Chief, Department of Radiation Oncology, Tri-Service General Hospital

Note 8: Independent Director of Cenra Inc.

Chairman of OneAD Inc.

Member, Remuneration Committee, Sercomm Corporation

Independent Director of TTFB Company Limited; Member of the Remuneration Committee

Note 9: Independent Director of Cenra Inc.

Taipei Independent Directors Association, Chairman

China Chemical & Pharmaceutical Co., Ltd.)  
Chairman, President of Tairung Enterprise Co., Ltd.  
Chairman of U-YU CO., LTD (HU-YU)  
Chairman of Markart Enterprise Co., Ltd.  
Supervisor of Sela Holdings Inc.  
Director of Suzhou Chung-Hwa Chemical & Pharmaceutical Industrial Co., Ltd.  
Chairman of Wang Ming-Ning Memorial Foundation  
Note 4: Chairman of Sela Holdings Inc.  
Vice Chairman of Chunghwa Chemical Synthesis & Biotech Co., Ltd. (Corporate Representative of China Chemical & Pharmaceutical Co., Ltd.)  
Director and CEO of Cenra Inc. (Corporate Representative of ela Holdings Inc.)  
Director of Sino-Japan Chemical Co., Ltd. (Corporate Representative of China Chemical & Pharmaceutical Co., Ltd.)  
Director of China Chemical & Pharmaceutical Co., Ltd. (Representative of Corporate Cenra Co., Ltd.)  
Director of Chunghwa Yuming Healthcare Co., Ltd. (Corporate Representative of China Chemical & Pharmaceutical Co., Ltd.)  
Director of Chunghwa Senior Lifestyle Services Co. Ltd. (Corporate Representative of China Chemical & Pharmaceutical Co., Ltd.)  
Director of Tairung Enterprise Co., Ltd. (Corporate Representative of China Chemical & Pharmaceutical Co., Ltd.)  
Supervisor of Ma Jia De Enterprise Co., Ltd.  
Director of Suzhou Chung-Hwa Chemical & Pharmaceutical Industrial Co., Ltd.  
Director of Wang Ming-Ning Memorial Foundation

Note 5: Director of Cenra Inc.  
Director of Chunghwa Chemical Synthesis & Biotech Co., Ltd. (Corporate Representative of Wang Ming-Ning Memorial Foundation)  
Director of Tairung Enterprise Co., Ltd.  
Director of Suzhou Chung-Hwa Chemical & Pharmaceutical Industrial Co., Ltd.  
Executive Director of Shanghai Yuhou Trading Co., Ltd. (formerly Pei Fu (Shanghai) Co., Ltd.)

CTC Capital Inc, Chairman  
Independent director of Amtran Technology Co., Ltd.  
Independent director of Aurotek Corporation  
Member, Remuneration Committee, Greenrock Energy Co., Ltd  
Director of UBI Pharma Inc. (Corporate Representative)  
Director of United Biomedical, Inc., Asia (Corporate Representative)

Note 10: Independent Director of Cenra Inc.  
Chairman of Hong Qun Investment Co., LTD.  
Chairman of Hong Hui Investment Co., LTD.  
Chairman of Jia Mao Investment Co., LTD.  
Chairman of Hong Ye Investment Co., LTD.  
Supervisor of Jiaxi Construction Co., Ltd.  
Supervisor of Jia Shang Investment Co., LTD.  
Supervisor of Jia Xi Investment Co., LTD.

Note 11: Independent Director of Cenra Inc.  
Vice Chairman of Sun Pao Tsun Construction Co., Ltd.  
Chairman of Taipei Young Women's Christian Association  
Chairman of Epoch Foundation

Note 12: President of Taiwan branch of Treasury Wine Estates

Note 13: Resigned on September 2, 2024.

1. Where the directors are representatives of juristic person shareholders, list of shareholders among the top ten in terms of shareholding ratios:

(1) Corporate shareholders' main shareholders:

Corporate shareholder Name	Major Shareholders of Corporate Shareholders	Shareholding (donation) ratio
Sela Holdings Inc.	Wang, Hou-Kai	5.75%
	Wang, Hou-Chu	5.89%
	Wang Hsien, I-Chen	5.17%
	Wang, Shiun-Sheng	83.19%
Wang Ming-Ning Memorial Foundation (Note 1)	Wang, Huang Li-Hui (deceased), Wang, Shiun-Sheng, Wang, Hsun-Hui (deceased), Wang, Hsun-Yu	91.88%
	China Chemical & Pharmaceutical Co., Ltd.	3.63%
	Chunghwa Chemical Synthesis & Biotech Co., Ltd.	2.03%
	Wang, Chih-Chuan (deceased)	0.73%
	Wang, Shiun-Sheng	0.35%
	Wang Sung, Chong-Ying (deceased)	0.25%
	Wang, Hsun-Hui (deceased)	0.18%
	Wang, Huang Li-Hui (deceased)	0.12%
	Chen-Wang Shuan-Yu	0.07%
	Wei, Fu-Chuan	0.02%
Note 1: If the corporate shareholder is not a company, the names of shareholders and shareholding ratios that should be disclosed in the preceding paragraph are the capital contributors' or donors' names and their contribution or donation ratios.		

(2) Major shareholder(s) where the major shareholder of the juristic person shareholder is a juristic person:

Corporate shareholder Name	Major Shareholders of Corporate Shareholders	Shareholding (donation) ratio
China Chemical & Pharmaceutical Co., Ltd.	Centra Inc.	100%
Chunghwa Chemical Synthesis & Biotech Co., Ltd.	China Chemical & Pharmaceutical Co., Ltd.	27.82%
	Wang, Shiun-Sheng	3.17%
	Wang Ming-Ning Memorial Foundation	2.18%
	Hsieh, Chia-Ying	1.49%
	Wang, Hou-Jie	1.30%
	Wang, Hsun-Wei	1.29%
	Lin, Kuei Mei	1.28%
	Ke, Ching-HueiKe	1.09%
	Wang Hou-Che	0.95%
	Yuanta Chemical Synthesis Biotechnology Employee Trust Account, under custody of Yuanta Commercial Bank	0.95%

2. Disclosure of director professional qualifications and director independence information.

(1) Qualification, experience, and independence of directors

Name	Qualification	Professional qualification and experience	Independence situation	Number of positions as an Independent Director in other public listed companies
<p>Chairman</p> <p>Wang Ming-Ning Memorial Foundation Representative: Wang Hsien, I-Chen</p>	<p>xxx graduated from Dept. of Philosophy, FJCU and College of Management, Fu Jen Catholic University; currently serving as the chairman in this company and other TWSE/TPEX Listed and non-listed companies. With more than five years of work experience required for commerce, finance, and company undertakings, xxx demonstrates professional leadership, operational management, and strategic planning capabilities.</p>	<p>Met the following independence evaluation conditions during the period of service two years prior to appointment:</p> <p>(1) Not a director, supervisor or employee of a company controlling over one half of the company's director seats or voting shares under one person (except for independent directors of the company and its parent company, subsidiaries or the subsidiaries of the same parent company established in accordance with this Act or the local laws).</p> <p>(2) Not a professional or owner, partner, director, supervisor, manager or the spouse of these roles of a sole proprietorship, partnership, company, or institution that audits or provides related business, legal, financial, accounting services or consultation with service fees accumulating below NTD 500,000 over the last two years for the company or its affiliates; except for members of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition exercising powers according to the Securities and Exchange Act or the Business Mergers and Acquisitions Act or related laws or regulations. Provided that this restriction does not apply to a member of the remuneration Committee, public tender offer review Committee or special Committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchanges Act, the Business Mergers and Acquisitions Act, or related law and regulations.</p> <p>(3) Does not meet any descriptions stated in Article 30 of The Company Act.</p>	<p>-</p>	
<p>Director</p> <p>Sela Holdings Inc. Representative: Wang,</p>	<p>xxx graduated from Bachelor of Science, Leonard N. Stern School of Business, New York University; currently serving as a director a corporate director</p>	<p>Met the following independence evaluation conditions during the period of service two years prior to appointment:</p> <p>(1) Does not hold more than 1% of the company's outstanding shares in his/her own name or under the name of spouse, underage children, or any other person; nor is any party listed herein one of the ten largest natural person</p>	<p>-</p>	

Name	Qualification	Professional qualification and experience	Independence situation	Number of positions as an Independent Director in other public listed companies
Hou-Kai	representative at TWSE/TPEX Listed and non-listed companies. With five years of work experience required for commerce, finance, and company undertakings, xxx demonstrates business management and strategic planning competencies.	<p>shareholders of the company.</p> <p>(2) Not a director, supervisor or employee of a company controlling over one half of the company's director seats or voting shares under one person.</p> <p>(3) Not a professional or owner, partner, director, supervisor, manager or the spouse of these roles of a sole proprietorship, partnership, company, or institution that audits or provides related business, legal, financial, accounting services or consultation with service fees accumulating below NTD 500,000 over the last two years for the company or its affiliates; except for members of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition exercising powers according to the Securities and Exchange Act or the Business Mergers and Acquisitions Act or related laws or regulations. Provided that this restriction does not apply to a member of the remuneration Committee, public tender offer review Committee or special Committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchanges Act, the Business Mergers and Acquisitions Act, or related law and regulations.</p> <p>(4) Not a director, supervisor, manager or shareholder holding more than 5% of the outstanding shares of a specific company or institution in a business or financial relation with the company (except for a specific company or institution holding over 20% but less than 50% of the company's outstanding shares, and independent directors of the company and its parent company, subsidiaries or the subsidiaries of the same parent company established in accordance with this Act or the local laws).</p> <p>(5) Does not meet any descriptions stated in Article 30 of The Company Act.</p>		
Director Wang, Hou-Jie	xxx graduated from Department of Psychology, University of Southern California, U.S.A.; currently serving as a director a corporate director representative	<p>Met the following independence evaluation conditions during the period of service two years prior to appointment:</p> <p>(1) Not a director, supervisor or employee of a company controlling over one half of the company's director seats or voting shares under one person.</p>	-	

Name	Qualification	Professional qualification and experience	Independence situation	Number of positions as an Independent Director in other public listed companies
	at TWSE/TPEX Listed and non-listed companies. With five years of work experience required for commerce, finance, and company undertakings, xxx demonstrates business management and strategic planning competencies.	<p>(2) Not a director, supervisor, manager or shareholder holding more than 5% of the outstanding shares of a specific company or institution in a business or financial relation with the company (except for a specific company or institution holding over 20% but less than 50% of the company's outstanding shares, and independent directors of the company and its parent company, subsidiaries or the subsidiaries of the same parent company established in accordance with this Act or the local laws).</p> <p>(3) Not a professional or owner, partner, director, supervisor, manager or the spouse of these roles of a sole proprietorship, partnership, company, or institution that audits or provides related business, legal, financial, accounting services or consultation with service fees accumulating below NTD 500,000 over the last two years for the company or its affiliates; except for members of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition exercising powers according to the Securities and Exchange Act or the Business Mergers and Acquisitions Act or related laws or regulations. Provided that this restriction does not apply to a member of the remuneration Committee, public tender offer review Committee or special Committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchanges Act, the Business Mergers and Acquisitions Act, or related law and regulations.</p> <p>(4) Not a spouse or relative of second degree or closer to any other directors.</p> <p>(5) Does not meet any descriptions stated in Article 30 of The Company Act.</p>		
Independent Director Chen, Hung-Shou	xxx graduated from Business Administration, National Taiwan University (Advanced Management Research Course); currently serving as the founder	<p>Met the following independence evaluation conditions during the period of service two years prior to appointment:</p> <p>(1) Not employed by the company or any of its affiliated companies.</p> <p>(2) Not a director or supervisor of the company or its affiliates (except for independent directors of the company and its parent company, subsidiaries or</p>	2	

Name	Qualification	Professional qualification and experience	Independence situation	Number of positions as an Independent Director in other public listed companies
	and chairman of OneAD Inc., an independent director in other TWSE/TPEX listed companies, and a member of the Remuneration Committee. With over five years of work experience required for business, finance, and company undertakings, xxx has engaged in the industry for over three decades and demonstrates cross-network media and system integration professional competencies.	<p>the subsidiaries of the same parent company established in accordance with this Act or the local laws).</p> <p>(3) Does not hold more than 1% of the company's outstanding shares in his/her own name or under the name of spouse, underage children, or any other person; nor is any party listed herein one of the ten largest natural person shareholders of the company.</p> <p>(4) Not a spouse, relative to the second tier under the Civil Code or the direct kin within the third tier under the Civil Code of the managers stated in (1) or other roles stated in (2), (3).</p> <p>(5) Not a director, supervisor, or employee (the same does not apply, however, in cases where the person is an independent director of the Company, its parent company, or any subsidiary, as appointed in accordance with the Act or with the law of the country of the parent or subsidiary) of a corporate shareholder that directly holds 5% or more of the total number of issued shares of the Company, is ranked in the top 5 in shareholding, or designates its representative to serve as a director or supervisor of the Company under Article 27, paragraph 1 or 2 of the Company Act.</p>		
Independent Director Chou, Ta Jen	xxx graduated from Harvard Law School with a master's degree. Currently servicing as the chairman of Independent Director Association, the chairman of Taiwan Pioneer Biotech, and other venture capital financial consultancy companies, director and Remuneration Committee members, a director of Taiwan Intelligent HealthCare Association, with over five years of work experience required for business management, legal	<p>(6) Not a director, supervisor or employee of a company controlling over one half of the company's director seats or voting shares under one person (except for independent directors of the company and its parent company, subsidiaries or the subsidiaries of the same parent company established in accordance with this Act or the local laws).</p> <p>(7) Not a director of a company or institution whose chairperson and president or equivalent role is the same person or its spouse (except for independent directors of the company and its parent company, subsidiaries or the subsidiaries of the same parent company established in accordance with this Act or the local laws).</p> <p>(8) Not a director, supervisor, manager or shareholder holding more than 5% of the outstanding shares of a specific company or institution in a business or</p>	2	

Name	Qualification	Professional qualification and experience	Independence situation	Number of positions as an Independent Director in other public listed companies
		<p>affairs, and company affairs. Xxx has a licensed professional certification as a New York State Attorney, with extensive experience in legal and financial matters.</p>	<p>financial relation with the company (except for a specific company or institution holding over 20% but less than 50% of the company's outstanding shares, and independent directors of the company and its parent company, subsidiaries or the subsidiaries of the same parent company established in accordance with this Act or the local laws).</p>	
<p>Independent Director Leu, Chia-Hwel</p>	<p>Graduated from the Department of Agriculture Economics, National Taiwan University, Emory University, USA with a master's degree; currently the chairman and supervisor of many companies such as Hong Qun Investment, served in Deloitte Taiwan (audit department and taxation department), ING life Insurance Company of America (marketing department), and Aetna (marketing department). With five years of work experience required for commerce, finance, accounting, and company undertakings, xxx has a professional CPA qualification license and demonstrates extensive experience in finance and accounting.</p>	<p>(9) Not a professional or owner, partner, director, supervisor, manager or the spouse of these roles of a sole proprietorship, partnership, company, or institution that audits or provides related business, legal, financial, accounting services or consultation with service fees accumulating below NTD 500,000 over the last two years for the company or its affiliates; except for members of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition exercising powers according to the Securities and Exchange Act or the Business Mergers and Acquisitions Act or related laws or regulations. Provided that this restriction does not apply to a member of the remuneration Committee, public tender offer review Committee or special Committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchanges Act, the Business Mergers and Acquisitions Act, or related law and regulations.</p> <p>(10) Not a spouse or relative of second degree or closer to any other directors.</p> <p>(11) Does not meet any descriptions stated in Article 30 of The Company Act.</p> <p>(12) Not elected as a government or corporate representative according to Article 27 of The Company Act.</p>	<p>-</p>	

Name	Qualification	Professional qualification and experience	Independence situation	Number of positions as an Independent Director in other public listed companies
Independent Director Wang, Te-Pin	Graduated with a Master's degree from the Department of International Business at National Taiwan University. Currently, serves as the Chairperson of the Taipei Young Women's Christian Association and as a director of a non-listed company. Has more than five years of experience in business, finance, and corporate operations, with strong capabilities in operational management and strategic planning.			-

3. Diversification and independence of board of directors:

- (1) Diversification of board of directors: Specify the diversification policies, objectives, and achievement status of the board.

Diversification policies of the board:

The Company advocates and respects the diversification policies of the board in order to strengthen corporate governance and promote the comprehensive development of the board makeup and structure. The diversification guidelines are expected to enhance the Company's overall performance. The appointment of board members is based on the principle of recruiting talents. Members shall possess cross-industry and cross-domain diverse and complementary capabilities, including basic makeup (such as age, gender, and nationality). They shall also each have their own industrial experience and related skills, as well as business judgement, operational management, leadership decision-making, crisis management, and other capabilities. To strengthen the functions of the Board of Directors and achieve the ideal goals of corporate governance, Article 6.23 of the Company's "Corporate Governance Best-Practice Principles" and Articles 2 and 3 of the "Procedures for Election of Directors" stipulate that the Board of Directors as a whole shall possess the following competencies:

- ◆ The ability to make judgments about operations.
- ◆ Accounting and financial analysis.
- ◆ Business management ability.
- ◆ Crisis management ability.
- ◆ Expertise know-how on business
- ◆ An international market perspective.
- ◆ Leadership ability.
- ◆ Decision-making ability.

Specific management objectives and implementations of the board:

The achievement status of the diversified makeup of the standing 2nd board members is as follows:

State of distribution on gender, nationality, industry experience, professional capability:

The very core items in diversification	Basic composition						Industry experience					Professional capability				
	Gender	Republic of China nationality	With employee status	Age			Term of independent directors	Pharmaceutical biotechnology	Information technology	Accounting audit	Construction industry	Legal affairs	operating strategy	Risk management	Finance and accounting	Laws
Name of director				31~40	51~60	61~70	Under 3 years									
Wang Hsien, I-Chen	Female	V	-		V		V	V				V	V	V		
Wang, Hou-Kai	Male	V	V	V			V	V				V	V	V		
Wang, Hou-Jie	Male	V	-	V			V	V				V	V	V		
Independent director: Chen, Hung-Shou	Male	V	-			V	V		V			V	V	V		
Independent director: Chou, Ta Jen	Male	V	-			V	V			V			V	V	V	
Independent director: Leu, Chia-Hwel	Female	V	-			V	V		V			V	V	V		
Independent director: Wang, Te-Pin	Female	V	-		V		V				V	V	V	V		

For the Company's standing 2nd board seven member makeup (including four independent directors), directors concurrently serving as company managers shall not exceed one third of the board seats. At present, seven board members who are directors with employee status account for 14.29%. Besides, the Company highly focuses on gender equality amidst the Board of Directors members to live up to the target that female directors would account for more than 25% of the total seats. At the moment, the Board of Directors has three female directors amidst the total number of seven seats, at the female ratio of up to 42.85%.

The Company's standing 2nd board seven members (including four independent directors) whose professional backgrounds span economics, corporate management, financial accounting, law, pharmaceutical biotechnology, information technology, independent directors Mr. Chou, Ta Jen is an attorney-at-law of the New York State, USA; independent directors Mr. Leu, Chia-Hwel is an attorney-at-law of the Republic of China. The directors with employee status account for 14.29%; 57.14% of independent directors, 42.85% of female directors. Four independent director's term of office is below three years, three independent directors are 61–70 years old, two directors are 51–60 years old, and two directors are 31–40 years old.

(2) Independence of board of directors:

Professionals with independence qualifications shall be invited to serve as the Company's standing 2nd board seven members. Four independent directors have been designated, accounting for 57%. The qualifications of independent directors meet the regulatory provisions in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies." The Company's board possesses independence in exercising function and power.

The Company's standing 2nd board seven members have no kinship provisioned in Paragraph 3 and Paragraph 4 of Article 26-3 of the Securities and Exchange Act. In addition, the supervisory system has been abolished at the 2024 shareholders meeting. Instead, independent directors are appointed to form the Audit Committee that independently exercises its function and power.

## (II) President, Vice Presidents, Assistant Vice Presidents and heads of various departments and branches:

March 29, 2025 Unit: shares

Title	Nationality	Name	Gender	Date elected	Shares held		Shareholdings of spouse and underage children		Shares held in the names of others		Major career (academic) achievements	Current positions in the company and other companies	Spouse or relatives of second degree or closer acting as managers			Remarks
					Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding			Title	Name	Relation	
CEO (President)	Republic of China	Wang, Hou-Kai	Male	2024.09.02	56,282	0.03%	-	-	-	-	Bachelor of Science, Leonard N. Stern School of Business, New York University	Chairman of Sela Holdings Inc. Representative of a corporate director, Chunghwa Chemical Synthesis & Biotech Co., Ltd. Representative of a corporate director, China Chemical & Pharmaceutical Co., Ltd. Representative of a corporate director, Sino-Japan Chemical Co., Ltd. Representative of a corporate director, Chunghwa Yuming Healthcare Co., Ltd. Representative of a corporate director, Chunghwa Senior Care Co., Ltd. Representative of a corporate director, Tairung Enterprise Co., Ltd. Supervisor of Ma Jia De Enterprise Co., Ltd. Director of Suzhou Chung-Hwa Chemical & Pharmaceutical Industrial Co., Ltd. Director of Wang Ming-Ning Memorial Foundation	None	None	None	None

Title	Nationality	Name	Gender	Date elected	Shares held		Shareholdings of spouse and underage children		Shares held in the names of others		Major career (academic) achievements	Current positions in the company and other companies	Spouse or relatives of second degree or closer acting as managers			Remarks
					Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding			Title	Name	Relation	
Vice President	Republic of China	Wu, Shih-Hsuan	Male	2024.09.02	2,500	-	-	-	-	-	Master of Statistics, National Chung Hsing University	Representative of a corporate director, China Chemical & Pharmaceutical Co., Ltd. Representative of a corporate director, Chunghwa Yuming Healthcare Co., Ltd.				
Vice President	Republic of China	Tang, Li-Chen	Female	2024.12.26	-	-	-	-	-	-	Department of International Trade, National Chengchi University	Representative of a corporate director, China Chemical & Pharmaceutical Co., Ltd. Representative of a corporate director, Chunghwa Yuming Healthcare Co., Ltd.				
Vice President	Republic of China	Cheng, Wen-Ting (Note 1)	Female	2024.09.02	-	-	-	-	-	-	Master of Human Resource Management, National Central University	None				
Chief Internal Auditor	Republic of China	Chen, Chien-Jung	Male	2024.09.02	-	-	-	-	-	-	Master of Information Management, National Central University	None				
Division director	Republic of China	Chen, Yi-Fen	Female	2024.09.02	-	-	-	-	-	-	Public Health Department, China Medical University	None				
Division director	Republic of China	Lin, Chen-Tsen	Female	2024.09.02	-	-	-	-	-	-	Master of Medical Engineering, National Taiwan University	None				

Title	Nationality	Name	Gender	Date elected	Shares held		Shareholdings of spouse and underage children		Shares held in the names of others		Major career (academic) achievements	Current positions in the company and other companies	Spouse or relatives of second degree or closer acting as managers			Remarks
					Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding			Title	Name	Relation	
Division director	Republic of China	Huang, Yi-Chun	Female	2024.09.02	52,000	0.03%	-	-	-	-	Department of Finance & Taxation, Feng Chia University,	Representative of Supervisor, China Chemical & Pharmaceutical Co., Ltd. Director of Suzhou Chung-Hwa Chemical & Pharmaceutical Industrial Co., Ltd. Representative of a corporate director, Tairung Enterprise Co., Ltd. Representative of a corporate director, Phermpep Co., L.td. Shareholdings of Chunghwa Yuming Healthcare Co., Ltd. Supervisor of Chunghwa Biomedical Technology Corp.				
Division director	Republic of China	Hsiao, Hui-Wen	Female	2024.12.26	-	-	-	-	-	-	Bachelor of Accounting, Yuan Ze University	None				

Note 1: Resigned in December 2024.

(III) Remuneration paid to Directors, the President, and the Vice President in the last year

1. Remuneration for Directors (including independent directors) (name is disclosed in the respective column of the Range of Remuneration Table according to the lump sum payment method)

Unit: NTD thousand

Title	Name	Remuneration to Directors								The sum of A, B, C and D as a percentage of after-tax profit (%) (Note 10)		Remuneration as an employee								The sum of A, B, C, D, E, F and G as a percentage of after-tax net profit (Note 10)	Remuneration received from the invested companies other than the subsidiaries and the parent company (Note 11)			
		Remuneration (A) (Note 2)		Pension (B)		Remuneration to directors (C) (Note 3)		Fees for services rendered (D) (Note 4)				Salaries, bonuses, special allowances etc. (E) (Note 5)		Pension (F)		Remuneration to employees (G) (Note 6)								
		The Company	All companies shown in the financial report (note 7)	The Company	All companies shown in the financial report (note 7)	The Company	All companies shown in the financial report (note 7)	The Company	All companies shown in the financial report (note 7)	The Company	All companies shown in the financial report (note 7)	The Company	All companies shown in the financial report (note 7)	The Company	All companies shown in the financial report (note 7)	The Company contained in the financial report (Note 7)		The Company	All companies shown in the financial report (note 7)					
															Cash amount	Stock amount	Cash amount	Stock amount						
Chairman	Wang Hsien, I-Chen (Foundation)																							
Director	Wang, Hou-Kai (Sela)	1,393	11,217	-	-	1,087	3,150	175	460	2,654 2.93%	14,827 4.67%	3,252	14,845	36	332	167	-	510	-	6,109 6.74%	27,514 8.67%	None		
Director	Wang, Hou-Jie																							
Independent Director	Chen, Hung-Shou																							
	Chou, Ta Jen																							
	Leu, Chia-Hwel	-	-	-	-	1,330	3,850	491	1727	1,821 2.01%	5,577 1.76%	-	-	-	-	-	-	-	-	1,821 2.01%	5,577 1.76%	None		
	Wang, Te-Pin																							

- Please state the policy, system, standard and structure of remuneration for independent directors and the relevance to the amount of remuneration in terms of their duty, risk and time of involvement: This Company remunerates independent directors according to Article 32 of this Company's Articles of Incorporation: If there is profit in the year, this Company will appropriate not more than 3%; if there is a cumulative deficit, this Company shall retain the amount for compensation. Remuneration is distributed according to Article 20 of this Company's Articles of Incorporation: [The amount of remuneration] shall be determined in consideration of the involvement and contribution to the Company's operations and with reference to the standard in the business and submitted to the board of directors for discussion and approval. The honorarium will be paid by each time of board meeting attendance.
- In addition to the above, the remuneration received by directors of the Company for providing services (such as serving as a consultant in the parent company/financial statements of all companies/strategic investment business not as an employee) in the most recent year: None.
- The Company has been established in accordance with Article 29 of the Business Mergers And Acquisitions Act on September 2, 2024.

Note: The Chairman was staffed with a chauffeur and was paid in the recent year, as the aggregate total of salary, overtime pay, evaluation incentive, remuneration to an employee, amounting to NTD1,280 thousand.

## Table of salaries scale

Remunerations to individual directors in respective brackets along the salaries scale	Name of director			
	The total of the aforementioned 4 items (A+B+C+D)		The total of the aforementioned 7 items (A+B+C+D+E+F+G)	
	The Company (Note 8)	All companies shown in the financial report (note 9) H	The Company (Note 8)	All companies shown in the financial report (note 9)
> NTD1,000,000	Wang, Hou-Jie Wang, Hou-Kai Chen, Hung-Shou Chou, Ta Jen Leu, Chia-Hwel Wang, Te-Pin	Wang, Hou-Jie Wang, Te-Pin	Wang, Hou-Jie Chen, Hung-Shou Chou, Ta Jen Leu, Chia-Hwel Wang, Te-Pin	Wang, Hou-Jie Wang, Te-Pin
NTD1,000,000 (inclusive) ~ NTD2,000,000 (exclusive)		Wang, Hou-Kai Chen, Hung-Shou Chou, Ta Jen Leu, Chia-Hwel		Chen, Hung-Shou Chou, Ta Jen Leu, Chia-Hwel
NTD2,000,000 (inclusive) ~ NTD5,500,000 (exclusive)	Wang Hsien, I-Chen		Wang Hsien, I-Chen	
NTD3,500,000 (inclusive) ~ NTD5,000,000 (exclusive)			Wang, Hou-Kai	
NTD5,000,000 (inclusive) ~ NTD10,000,000 (exclusive)				Wang, Hou-Kai
NTD10,000,000 (inclusive) ~ NTD15,000,000 (exclusive)		Wang Hsien, I-Chen		
NTD15,000,000 (inclusive) ~ NTD30,000,000 (exclusive)				Wang Hsien, I-Chen
NTD30,000,000 (inclusive) ~ NTD50,000,000 (exclusive)				
NTD50,000,000 (inclusive) ~ NTD100,000,000 (exclusive)				
> NTD100,000,000				
<b>Total</b>	<b>7 persons</b>	<b>7 persons</b>	<b>7 persons</b>	<b>7 persons</b>

Note 1: Fill in the name of each director individually (the name of institutional shareholders and their representatives shall also be listed individually) and the name of general directors and independent directors. The amount of remuneration to each shall be disclosed in aggregate. A director who is concurrently the president or a vice president of the company shall be stated in this table and the table listing the remuneration for the president or vice presidents.

Note 2: Refers to Director's remuneration in the latest year (including salaries, work subsidies, severance pay, various bonuses and incentives etc).

Note 3: Please fill in the amount of remuneration to directors resolved in the most recent board meeting.

Note 4: Refers to compensations for services rendered (including travel, special allowances, various subsidies, accommodation, corporate vehicle and other items). If houses, cars or other vehicles, or personal allowances were granted, please describe the nature and cost of assets, their rental rates calculated based on actual or fair value, and details on petrol and other subsidies. If personal drivers were allocated, please make a footnote disclosure of the salaries made to these driver, but do not count them as part of the beneficiaries' remuneration.

Note 5: Remunerations received by directors who have also worked in the capacity as employees (including the position of President, Vice President, managers, and employees), including, salaries, subsidies, severance pay, bonus, awards, traveling subsidy, special subsidy, different forms of subsidies, accommodation, company car, and other supplies in kind. If houses, cars or other vehicles, or personal allowances were granted, please describe the nature and cost of assets, their rental rates calculated based on actual or fair value, and details on petrol and other subsidies. If personal drivers were allocated, please make a footnote disclosure of the salaries made to these driver, but do not count them as part of the beneficiaries' remuneration. The salary expense recognized in accordance with IFRS 2, "Share-Based Payment", including ESO, RS, and participation in subscription of new shares for raising capital, etc.

Note 6: For the directors who are also employees (including President, Vice President, managers, and staff) of the Company in the most recent year with remuneration received (including stock and cash), the remuneration amount to employees resolved in the board meeting in the most recent year should be disclosed. If the remuneration amount cannot be estimated, the amount to be distributed this year is to be estimated proportionally to the actual amount distributed last year; also, Attachment 1.3 should be filled out: Name of the managers received remuneration and the distribution of remuneration

Note 7: The disclosure should cover all companies included in the consolidated financial statements (including The Company); present the total amount of remuneration paid by all companies above to The Company's Directors.

Note 8: The amount of remuneration made by The Company to each Director is disclosed separately in amount ranges.

Note 9: The total amount of remunerations to each director of the Company under the consolidated financial statement (including the Company) shall be disclosed with the disclosure of the names of the directors falling in relevant brackets.

Note 10: Earnings shall refer to the net income after taxation of the separate entities or in separate financial statements in the most recent fiscal year.

Note 11: a. The amount of remuneration a director receives from investees other than subsidiaries or from the parent shall be stated in this column (fill in "N/A" when none).

b. When a director receives remuneration from an investee other than a subsidiary or from the parent, the amount of such remuneration shall be combined in column I of the Increments of Remuneration table, and the column shall be renamed "Parent or All Investees."

c. Remuneration refers to any returns, compensation (including remuneration to Employees, Directors and Supervisors), professional fees etc which The Company's Directors have received for serving as directors, supervisors, or managers in invested businesses or parent company other than subsidiaries.

\* The basis of remuneration disclosed above is different to the basis required by the income tax law; hence the above table has been prepared solely for information disclosure, and not for tax purposes.

## 2. Supervisors' remuneration: Not applicable

3. President's and Vice Presidents' remuneration (name is disclosed in the respective column of the Range of Remuneration Table according to the lump sum payment method)

Unit: NTD thousand

Title	Name	Salary (A) (Note 2)		Pension (B)		Bonuses and allowances etc. (C) (Note 3)		Remuneration to employees (D) (Note 4)				The sum of A, B, C and D as a percentage of after-tax profit (%) (Note 8)		Remuneration received from the invested companies other than the subsidiaries and the parent company (Note 9)
		The Company	All companies shown in the financial report (note 5)	The Company	All companies shown in the financial report (note 5)	The Company	All companies shown in the financial report (note 5)	The Company		All companies shown in the financial report (note 5)		The Company	All companies shown in the financial report (note 5)	
								Cash amount	Stock amount	Cash amount	Stock amount			
CEO (President)	Wang, Hou-Kai	4,370	9,957	118	335	3,251	9,013	267	0	739	-	8,006 8.83%	20,044 6.32%	None
Vice President	Wu, Shih-Hsuan													
Vice President	Cheng, Wen-Ting (Note 3)													
Vice President	Tang, Li-Chen													

Note 1: The President has a driver, whose salary, overtime, performance bonus, and employee remuneration, etc., were paid in the most recent year for a total of NTD 361 thousand (calculated from September 2, 2024, the date the Company was established).

Note 2: The Company has been established in accordance with Article 29 of the Business Mergers And Acquisitions Act since September 2, 2024.

Note 3: Resigned in December 2024.

\* Disregarding the position titles, those in the positions equivalent to the general manager, vice general manager (e.g. president, Chief Executive Officer (CEO), chief inspector...) shall be disclosed in full.

**Table of salaries scale**

The brackets of remunerations to all Presidents and Vice Presidents of the Company	Names of the Presidents and the Vice Presidents	
	The Company (Note 6)	All companies shown in the financial report (Note 7)
> NTD1,000,000	Tang, Li-Chen	Tang, Li-Chen
NTD1,000,000 (inclusive) ~ NTD2,000,000 (exclusive)	Cheng, Wen-Ting	
NTD2,000,000 (inclusive) ~ NTD3,500,000 (exclusive)	Wang, Hou-Kai; Wu, Shih-Hsuan	
NTD3,500,000 (inclusive) ~ NTD5,000,000 (exclusive)		Cheng, Wen-Ting
NTD5,000,000 (inclusive) ~ NTD10,000,000 (exclusive)		Wang, Hou-Kai; Wu, Shih-Hsuan
NTD10,000,000 (inclusive) ~ NTD15,000,000 (exclusive)		
NTD15,000,000 (inclusive) ~ NTD30,000,000 (exclusive)		
NTD30,000,000 (inclusive) ~ NTD50,000,000 (exclusive)		
NTD50,000,000 (inclusive) ~ NTD100,000,000 (exclusive)		
> NTD100,000,000		
Total	4 persons	4 persons

Note 1: The names of the President and Vice Presidents should be presented separately; the amount of benefits and allowances can be presented in aggregate sums. A director who is concurrently the president or a vice president of the company shall be stated in this table and the table listing the remuneration for general directors and individual directors.

Note 2: Refers to salaries, work subsidies, and severance pay made to the General manager and Vice Presidents in the latest year.

Note 3: Refers to other compensations such as bonuses, incentives, travel allowances, special allowances, various subsidies, accommodation, corporate vehicle or other items made to the President and Vice Presidents. If houses, cars or other vehicles, or personal allowances were granted, please describe the nature and cost of assets, their rental rates calculated based on actual or fair value, and details on petrol and other subsidies. If personal drivers were allocated, please make a footnote disclosure of the salaries made to these driver, but do not count them as part of the beneficiaries' remuneration. The salary expense recognized in accordance with IFRS 2, "Share-Based Payment", including ESO, RS, and participation in subscription of new shares for raising capital, etc.

Note 4: Please fill in the remuneration amount to the President and Vice President resolved in the board meeting in the most recent year (including stock and cash). If the remuneration amount cannot be estimated, the amount to be distributed this year is to be estimated proportionally to the actual amount distributed last year; also, Attachment 1.3 should be filled out: Name of the managers received remuneration and the distribution of remuneration

Note 5: The disclosure should cover all companies included in the consolidated financial statements (including The Company); present the total amount of remuneration paid by all companies above to The Company's President/Vice Presidents.

Note 6: The amount of remuneration made by The Company to its President/Vice Presidents is disclosed separately in amount ranges.

Note 7: The total remunerations to each President and Vice President of all companies in the consolidated financial statements (including the Company), and disclose the names of these Presidents and Vice Presidents in relevant brackets along the scale of remunerations.

Note 8: Earnings shall refer to the net income after taxation of the separate entities or in separate financial statements in the most recent fiscal year.

Note 9: a. this field must state any form of remuneration the President and Vice President have received from The Company's invested businesses other than

subsidiaries (If there is none, please fill in "none").

- b. When a president or vice president receives remuneration from an investee other than a subsidiary, the amount of such remuneration shall be combined in column E of the Increments of Remuneration table, and the column shall be renamed "Parent and All Investees."
- c. Remuneration refers to any returns, compensation (including remuneration to Employees, Directors and Supervisors), professional fees etc which The Company's President/Vice Presidents have received for serving as directors, supervisors, or managers in invested businesses or parent company other than subsidiaries.

\* The basis of remuneration disclosed above is different to the basis required by the income tax law; hence the above table has been prepared solely for information disclosure, and not for tax purposes.

#### 4. Name of the managers received remuneration and the distribution of remuneration

December 31, 2024; Expressed in Thousand New Taiwan Dollars

	<b>Title (Note 1)</b>	<b>Name (Note 1)</b>	<b>Stock amount</b>	<b>Cash amount</b>	<b>Total</b>	<b>As a percentage of net profit after tax (%)</b>
Manager	President	Wang, Hou-Kai	—	491	491	0.54%
	Vice President	Wu, Shih- Hsuan				
	Vice President	Tang, Li- Chen				
	Chief Internal Auditor	Chen, Chien- Jung				
	Division director	Chen, Yi- Fen				
	Division director	Lin, Chen- Tsen				
	Division director	Huang, Yi- Chun				
	Division director	Hsiao, Hui-Wen				

Note 1: The name and job title of each individual should be disclosed; however, the distribution of earnings can be disclosed aggregately.

Note 2: Please fill in the remuneration amount to the managers resolved in the board meeting in the most recent year (including stock and cash). If the remuneration amount cannot be estimated, the amount to be distributed this year is to be estimated proportionally to the actual amount distributed last year. Corporate earnings shall be the net income after taxation. If IFRS has already been adopted, corporate earnings shall be the net income after taxation of individual entities or individual financial statements.

Note 3: According to Notice Tai-Tsai-Cheng-3-0920001301 dated 27 March 2003, the following managerial roles are subject to reporting:

(1) The general manager and those in the equivalent rank (2) Vice general manager and those in the equivalent rank (3) Assistant manager and those in the equivalent rank (4) Treasurer of Department of Finance (5) Head of the Accounting Department

(6) Any other authorized signatories involved in The Company's administrative affairs

Note 4: The Company has been established in accordance with Article 29 of the Business Mergers and Acquisitions Act since September 2, 2024.

Note 5: The Company's accounting officer was changed on December 26, 2024. The employee remuneration of the previous and the current managers is calculated proportionally.

(IV) Respective comparative explanation about the Company and all companies covered within the consolidated financial statements, with analysis and explanation of the ratio of the remunerations paid to the Company's directors, president and vice president out of the net profit after tax in the respective and individual financial statements, with remarks about the remuneration policy, criteria and composition, procedures to fix the remuneration, the interrelationship with the business performance and future risks:

1. Analyzed total ratio of total remuneration paid to the Company directors, general manager, vice general manager, etc., accounting for the net profit after tax of individuals or individual financial reports.

Unit: NTD thousand

Title \ Item	The Company		All companies covered within the consolidated financial statements	
	2024		2024	
	Total	Ratio of net profit after tax	Total	Ratio of net profit after tax
Remuneration to Directors	4,476	4.94%	20,404	6.43%
President's and Vice Presidents' remuneration	8,006	8.83%	20,044	6.32%

Note: The Company's remuneration is calculated from the date the Company was established on September 2, 2024, so there is no data from the previous year.

2. Correlation among the remuneration payment policy, standards and combination, remuneration establishing procedures, and operation performance and risks in the future

(1) Policies, standards, and combinations

The remuneration for the Company directors shall be in accordance with Article 20 of the Company's Articles of Incorporation. The board shall be authorized to agree on remuneration for the chairman, vice chairman, and directors according to their level of involvement and contribution in company operations and in reference to the usual standards of the same trade. In addition, if the Company incurs profits in the current year, no more than 3% shall be allocated as remuneration for directors in accordance with Article 32 of the Articles of Incorporation. In accordance with the "Rules and Procedures for Performance Evaluation of Board of Directors," the performance of the board of directors and its members shall be periodically evaluated. The evaluation results shall be applied as references for remuneration for individual directors. Relevant performance assessments and remuneration reasonability shall be reviewed by the Remuneration Committee and the board of directors.

The remuneration for the Company managers shall be handled in accordance with provisions in the "Regulations for Employee Salary Management." Remuneration for managers includes salaries and wages, allowances, and bonuses. Allowances shall be in reference to the standards in the trade, rank, education (work experience), licenses, professional competencies, and the limits of the job functions and powers in the Company. Bonuses shall also be issued based on the Company's annual operational performance, financial status, operational status, and individual work performance. If the Company incurs profits in the current year, 1%–15% shall be allocated as remuneration for employees in accordance with Article 32 of the Articles of Incorporation. The performance evaluation results shall serve as the reference for manager bonus distribution. Managers' individual performance evaluation items include two parts: 1. Financial indicators: Such as operational goal achievement rate, operating revenue, operating contribution, net profit after tax, and revenue from innovative channels; 2. Non-financial indicators: Such as managers' moral hazard events, personnel malpractice risk incidents, the implementation of the Company's core values, operational management capabilities, and sustainable management participation status. These evaluation items are used to calculate individual performance bonus remuneration, which shall be based on the recommended distribution principles of the Remuneration Committee and approved by the chairman base on operational performance.

The combined remuneration paid by the Company shall be based on the organization regulations of the Remuneration Committee, including cash returns, stock option, dividends, retirement benefits, resignation payments, various allowances, and other substantial incentives. The scope shall be consistent with remuneration for directors and managers stipulated in the Regulations Governing Information to be Published in Annual Reports of Public Companies.

(2) Procedures for Remuneration Setting

The references for evaluation shall include the “Regulations Governing Remuneration for Directors and Functional Committee Directors” for the board of directors, and the “Regulations for Employee Salary Management,” the “Regulations for Employee Performance Management,” and the “Regulations for Financial Rewards for Senior Managers” for the managers. In addition, not referring to the Company’s overall operational performance, as well as the future operational risks and development trends of the industry, the individual performance achievement rates and the level of contribution to company performance shall be considered to provide reasonable remuneration.

In 2024, the results of the internal performance evaluation of the Board of Directors members and a variety of functional committees were significantly above the standards. Meanwhile, the results of the performance evaluation of all managerial officers was either at par or above the annual targets required by the Company. Overall in Year 2024, the results of evaluations of all sorts of operating indicators were well up to the target values.

The Company’s director and manager performance evaluation and the reasonability of remuneration shall be periodically evaluated and reviewed by the Remuneration Committee and the Board of Directors every year. In addition to referring to the Company’s overall operational performance, the industry’s future risks and development trends, and the actual operating status and relevant laws and regulations, the remuneration system shall be promptly reviewed. Furthermore, in consideration to the current corporate governance trend, reasonable remuneration shall be provided to seek a balance between sustainable development and risk control. The actual amounts of remuneration distributed to directors and managers in 2023 shall be submitted to the board of directors for negotiation after a review by the Remuneration Committee.

(3) Relevance between operational performance and future risks

The Company’s remuneration policy related payment standards and system reviews are based on the Company’s overall operating status as the main consideration. In addition, the approval of the payment standards shall be based on the achievement rate and level of contribution in order to enhance the overall organizational team effectiveness of the board of directors and managerial departments. In addition, the industry’s remuneration standards shall serve as a reference in order to ensure the industrial competitiveness of remuneration for the management level and retain outstanding managerial talents.

The Company’s manager performance objectives shall be integrated with “risk control” in order to ensure the management and prevention of possible risks within the scope of responsibilities. In addition, it is based on actual performance evaluation results, thereby linking relevant human resources and relevant remuneration policies. Important decisions made by the management level shall be made after taking into account various risk factors. Performance arising from relevant decision-making shall be reflected in the Company’s profitability situation, which is in turn related to remuneration for the management level and risk control performance.

The Company shall promptly inspect future operational risks, environmental protection, sustainable development, and relevant laws and regulations in order to promptly review the remuneration system and seek a balance between the Company's sustainable management and risk control.

III. Corporate governance:

(I) **Facts about performance by the board of directors:**

In 2024, the board of directors convened six meetings (A). The participation facts of the directors are enumerated below:

Title	Name	Actual attendance B	Proxy Attendance	Percentage of actual attendance [B/A]	Remarks	
Chairman	Wang Ming-Ning Memorial Foundation Representative: Wang Hsien, I-Chen	3	-	100%	Convened an extraordinary shareholders' meeting on October 29, 2024 for re-election	
Director	Sela Holdings Inc. Representative: Wang, Hou-Kai	3	-	100%		
Director	Wang, Hou-Jie	3	-	100%		
Independent Director	Chen, Hung-Shou	3	-	100%		
Independent Director	Chou, Ta Jen	3	-	100%		
Independent Director	Leu, Chia-Hwel	2	1	66.67%		
Independent Director	Wang, Te-Pin	3	-	100%		
Chairman	Chunghwa Chemical Synthesis & Biotech Co., Ltd. Representative: Wang Hsien, I-Chen	3	-	100%	The election was held during the meeting of the Board of Directors on May 28, 2024, and the Company was approved by the Ministry of Economic Affairs to register for incorporation on September 2, 2024.	
Director	Sela Holdings Inc. Representative: Wang, Hou-Kai	3	-	100%		
Director	Representative of Wang Ming-Ning Memorial Foundation: Wang, Hou-Jie	3	-	100%		
Director	Yuan, Ming-Chi	2	-	100%		
Director	Chao, Hsing-Lung	1	-	50%		
Supervisor	Tsai, Kuang-Ting	1	-	50%		
Supervisor	Hsieh, Yuan-Na	1	-	50%		
						Directors: Yuan, Ming-Chi and Chao, Hsing-Lung,

Title	Name	Actual attendance B	Proxy Attendance	Percentage of actual attendance [B/A]	Remarks
					resigned on September 2, 2024. Supervisors: Tsai, Kuang-Ting and Hsieh, Yuan-Na resigned on September 2, 2024.

Facts of participation in the board of directors meeting by the supervisor in Year 2024		◎: Participation in person; ☆: Participation through a proxy; *: Absent	
2024	May 28	September 2	September 10
Tsai, Kuang-Ting	*	◎	Resigned
Hsieh, Yuan-Na	*	◎	Resigned
Facts of participation in the board of directors meeting by the independent directors in Year 2024		◎: Participation in person; ☆: Participation through a proxy; *: Absent	
2024	October 29	November 8	December 26
Chen, Hung-Shou	◎	◎	◎
Chou, Ta Jen	◎	◎	◎
Leu, Chia-Hwel	◎	☆	◎
Wang, Te-Pin	◎	◎	◎

### Other remarks:

1. For the operation of the Board of Directors in any of the following circumstances, please specify the date, term, the contents of the proposals, the opinions of all independent directors, and the process of the opinions proposed by the independent directors:

(1) Facts required under Article 14~3 of the Securities and Exchange Act:

#### **September 2, 2024 – 2nd Meeting of the 1st Board of Directors**

Agenda: ① Appointment of the Company's finance, accounting, or internal audit officers.

② Appointment of the CPA firm and signing CPAs.

③ Propose to establish the "Internal Control System" and "Enforcement Rules of Internal Audit" for the Company's operating activities.

The Company was established on September 2, 2024, in accordance with Article 29 of the Business Mergers and Acquisitions Act. As of now, there are no independent directors. The proposals were approved unanimously by all attending directors, with no objections or reservations expressed. Supervisors attended the meeting but did not express any opinions.

#### **November 8, 2024 – 2nd Meeting of the 2nd Board of Directors**

Agenda: Proposal to establish a new internal control system and internal audit implementation rules for the Company's "Sustainable Information Management Procedure."

Independent directors' opinions: Nil.

Acts taken by the Company in response to Independent directors' opinions: Nil.

Resolution: The motion was unanimously approved by all present directors.

**December 26, 2024 – 3rd Meeting of the 2nd Board of Directors**

Agenda: ① Proposal for the Company's change of accounting officer.

② Proposal for the Company's plan to buy back treasury stock.

Independent directors' opinions: Nil.

Acts taken by the Company in response to Independent directors' opinions: Nil.

Resolution: ① ② The motion was unanimously approved by all present directors.

- (2) Other than the aforementioned issues, the issue objected by an independent director or where an independent director maintain a qualified opinion with record or documented declaration in a decision resolved by the board of directors: Such fact is nonexistent in the Company.
2. With respect to the avoidance of conflicting interest agendas, describe the names of directors, details of the relevant agendas, reasons for avoiding conflicting interests, and the voting decisions:

**September 2, 2024 – 2nd Meeting of the 1st Board of Directors**

Agenda: Appointment of the CEO and General Manager of the Company, and removal of the non-competition restriction on managers.

Director subject to withdrawal from conflict involvement: Wang Hsien, I-Chen and Wang, Hou-Kai.

Reasons for recusal and participation in voting: In accordance with Article 206 of the Company Act, Chairperson Wang, Hsieh-I Chen and Director Wang, Hou-Kai did not participate in the discussion and voting. The proposal was approved unanimously by the other three attending directors without objection.

3. Performance of self-assessment (or peer-assessment) of the board of directors.

In January 2025, the agenda-undertaking unit of the Board of Directors assisted the internal evaluation operation of the Board of Directors and various functional committees for Year 2024. The items evaluated include four categories: "evaluation of board of directors performance," "evaluation of board members," "evaluation of Audit Committee performance," and the "evaluation of Remuneration Committee performance." The evaluation methods include: "directors' evaluation of board of directors," "directors' evaluation of their own performance," "evaluation of Audit Committee members on Audit Committee performance," and "evaluation of Remuneration Committee members on Remuneration Committee performance"

As a result, the Company scored 99.6 points for the performance evaluation of the Board of Directors, 99.4 points for the performance evaluation of the Board members, 98.4 points for the performance evaluation of the Audit Committee, and 100 points for the performance evaluation of the Remuneration Committee. According to the internal performance evaluation result of the Board of Directors and functional committees in 2024, the Board of Directors, Audit Committee and Remuneration Committee function well. In order to improve the standard of corporate governance, the Company will continue to strive for enhancement based on the results of internal performance evaluation to improve the effectiveness of corporate governance. The said board performance was reported to the 4th board meeting of the 2nd Board of Directors on March 6, 2025.

Relevant statistics and descriptions of the evaluation results are as follows:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Evaluation performed once a year	January 1 to December 31, 2024	Board of Directors and its members, Audit Committee, Remuneration Committee	Board of Directors' self-assessment, individual directors' self-assessment, and functional committees' self-assessment	<p>(1) Assessment of Board Performance Assessment: Involvement in corporate operations, improvement of board decision-making quality, board composition and structure, director selection and continuing education, and internal control.</p> <p>(2) Director performance assessment: Understanding of the company's goals and missions, recognition of the role and responsibility of directors, involvement in corporate operations, internal relationship maintenance and communication, director expertise and continuing education and internal control.</p> <p>(3) Audit Committee performance assessment: Involvement in corporate operations, recognition of committee role and responsibility, improvement of committee decision-making quality, committee composition and member selection and internal control.</p> <p>(4) Remuneration Committee performance assessment: Involvement in corporate operations, recognition of committee role and responsibility, improvement of committee decision-making quality, committee composition and member selection and internal control.</p>

4. The objective of fortifying the functions of the Board in current year and the most recent year (e.g. the establishment of the Auditing Committee, and enhancement of the transparency of information) and the assessment of the result of execution:

- (1) Among the seven directors of the Company, four are independent directors, accounting for more than half of all director seats. All independent directors form the Audit Committee. Independent directors Chen, Hung-Shou, Chow, Dah-Jen, and Leu, Chia-Hwel form the Remuneration Committee to assist the Board of Directors in fulfilling its supervisory duties and to regularly report on the committee's operations to the Board.
- (2) Adhering by the principles of information transparency and a focus on shareholders rights, the Company shall set up the "Investor Relations," "corporate social responsibility," and "interested parties area" on the Company website. Financial information and relevant news release shall be periodically announced on the Company's website areas and the Market Observation Post System (MOPS). Investor conferences shall also be regularly convened.
- (3) In order to protect directors and managers from risks shouldered during business execution, the Company's directors and managers are insured under Directors and Officers Liability Insurance coverage every year. The policy details shall be periodically reviewed in order to ensure the compensation amounts and coverage are in line with the requirements.
- (4) For the Company's chairman not concurrently serving the post of manager, there should be clear division of function and powers in order to enhance the checks and balances mechanism.

**(II) The operation of the Auditing Committee:**

In 2024, the Company's Audit Committee convened a total of two meetings (A) where the facts of participation by the independent directors are enumerated below:

<b>Title</b>	<b>Name</b>	<b>Actual attendance (B)</b>	<b>Proxy Attendance</b>	<b>Actual attendance (B/A)</b>	<b>Remarks</b>
Independent Director	Chen, Hung-Shou	2	-	100%	The Company was established on September 2, 2024, in accordance with Article 29 of the Business Mergers and Acquisitions Act. As a result, it was not yet possible to elect independent directors at that time. The election was subsequently held on October 29, 2024, and the first Audit Committee was established.
Independent Director	Chou, Ta Jen	2	-	100%	
Independent Director	Leu, Chia-Hwel	1	1	50%	
Independent Director	Wang, Te-Pin	2	-	100%	

**Other remarks:**

- The audit committee's yearly working focus and implementation status:
  1. The Company established the first Audit Committee on October 29, 2024. The company audit committee is made up of the four independent directors and the audit committee serves to assist the management board to monitor the quality and honest/integral level at which the company conducts the accounting, auditing, financial reporting process and on financial controls.
  2. The Audit Committee convened two meetings in 2024. The major matters reviewed include:
    - Q3 financial report.
    - Internal control system and related policies and procedures.
    - Soliciting or issuing marketable securities.
    - Internal control system's effectiveness implementation and evaluation.
    - Law compliance.
    - The appointment and dismissal of finance, accounting or internal audit executives
  3. Review the financial statements:

Review of the proposal for the 2024 Q3 consolidated financial statements.
  4. Evaluate the internal control system's valid implementation and review:
    - (1) The audit committee evaluates the effective implementation of company internal control system's policy and procedure (including finance, operations, risk management, outsourcing, legal compliance and related control measures), and also review the company audit department, as well as company management's routine reports, including risk management and legal compliance. By referencing the 2013 COSO-announced internal control system – internal control's integrated framework, the audit committee reckons that the company's risk management and internal control systems are effective and that the company has adopted the necessary control mechanism to monitor and also correct law breaching conducts.
    - (2) The 1st Audit Committee meeting of the first term of the Cenra Inc. was held on November 8, 2024 to review the 2025 audit plan risk assessment. The 2025 internal audit plan was approved.
    - (3) In the self-assessment of the internal control system in 2024 at the 3rd meeting of the 1st Audit Committee on March 6, 2025, the Audit Committee conducted found not significant nonconformity. As the design and implementation of the internal control system were effective, the Audit Committee issued the "Statement of Internal Control System 2024."
  5. The appointed auditing CPAs and their independence and performance:

The audit committee has been empowered to monitor the auditing CPA office's independent fiduciary responsibility, by which to ascertain the fairness of the financial statements. In general, besides taxation-related services or specifically approved service items, the auditing CPAs do not provide the company with other services. All services that the auditing CPAs Office provides need to gain the audit committee's approval. To ensure the auditing CPA office's independence, the audit committee references the Accountants Act article 47 and Accountants Occupational Ethics Guideline Journal article 10's "Independence of Audit and Review" content to formulate the independent evaluation sheet, by which to evaluate the CPAs' independence, professionalism and competency, and to evaluate whether or not they are related mutually to the company as related parties, or with business or financial gain relations and other related items. On March 6, 2025, the 3rd meeting of the 1st Audit Committee of Cenra Inc. and the 4th meeting of the 2nd Board of Directors reviewed and approved that CPA Lin, Po-Chuan and CPA Yu, Shu-Fen of PwC Taiwan meet the

independence assessment standards and are qualified to serve as the Company's financial and tax attesting CPAs.

- The operation of the Auditing Committee in 2024:
  1. In the event of the following circumstances in the Audit Committee's operations, the Audit Committee's meeting convention date, session, proposal content, opposing opinion, dissenting opinion, or major suggestions, Audit Committee resolutions, and the Company's disposal of the Audit Committee's opinions shall be specified.
    - (1) Issues required under Article 14~5 of the Securities and Exchange Act.
    - (2) Except the aforementioned issue, other issue not yet resolved in the Audit Committee but has been duly resolved by two-thirds majority of the total number of director seats: Such fact is nonexistent in the Company.

Audit Committee meeting convention date and session	Details of the relevant agendas and the subsequent	Items listed in Article 14-5 of Securities and Exchange Act	The matters that are not resolved by the Audit Committee must be resolved with the consent of more than two thirds of the board of directors.
2024.11.08 1st meeting of the 1st term	1. The consolidated financial statements covering 2024 Q3.	V	Not applicable
	2. Approval of the Company's 2025 internal audit plan.	V	Not applicable
	3. Propose to establish a new internal control system and internal audit implementation rules for the Company's "Sustainable Information Management Procedure."	V	Not applicable
	The resolution reached by the Audit Committee: Approved with the consent of the board of directors.		
	The Company's disposal of the Audit Committee's opinions: Submitted to the 1st board of directors meeting (2nd session) for resolution by the board; agreed and approved by the board.		
	Opposing opinions and dissenting opinions of independent directors or major suggestions:		
2024.12.26 2nd meeting of the 1st term	1. Proposal for the Company's change of accounting officer.	V	Not applicable
	2. The Company's plan to buy back treasury stock.	V	Not applicable
	The resolution reached by the Audit Committee: Approved with the consent of the board of directors.		
	The Company's disposal of the Audit Committee's opinions: Submitted to the 2nd board of directors meeting (2nd session) for resolution by the board; agreed and approved by the board.		
	Opposing opinions and dissenting opinions of independent directors or major suggestions:		

2. Fact of withdrawal from conflict involvement by the independent directors about the issues: Should expressly the names of independent directors, contents of the issues, causes of withdrawal from conflict involvement and fact of participation in voting process: Such fact is nonexistent in the Company.
3. Facts of communications by and between independent directors and Internal Audit Head as well as Certified Public Accountant(s) (should include issues regarding the

Company's finance, financial conditions, facts in business operation and such key issues, the method of communications and the outcome thereof).

(1) Methods of communications by and between independent directors and Internal Audit Head as well as Certified Public Accountant(s):

① Methods of communications by and between independent directors and Internal Audit Head:

- a. The Internal Auditor Head holds a regular meeting with all independent directors (along with the Audit Committee) at least once a year basis for a two-way communications about the performance of the internal audit and internal control system. Whenever a condition arises, the Internal Auditor Head would report to the Audit Committee in real time.
- b. After the audit report and submittal to the chairman, the Internal Auditor Head would submit the reports to the Audit Committee Member by means of e-mail for perusal on a monthly basis.

② The method of communications by and between both parties the independent directors and the Certified Public Accountants:

The independent directors and the Certified Public Accountants hold a regular meeting at least twice a year basis. The Certified Public Accountants would report to the independent directors about the Company's financial statements, financial and overall performance by the overseas subsidiaries, facts on audit or perusal of the financial statements and performance in internal control system. On the fact with or without a need for significant adjustment and request with or without an impact, they would conduct adequate communications. Whenever a significant abnormality found, a meeting would be convened in real time.

③ In general, the chief internal auditor, CPAs and independent directors communicate with one another directly by email, phone, or interview.

(2) Facts about communications by and between independent directors and internal audit head in Year 2024 in summary:

**China Chemical & Pharmaceutical Co., Ltd.**

Date	Personnel present	Very highlights of communications	Recommended matters
February 1, 2024 Pre-meeting of Audit Committee	Independent director: Chen, Hung-Shou Independent director: Chou, Ta Jen Chief Internal Auditor: Chen, Chien-Jung	1. Report December 2023 –January 2024 internal audit operation situation 2. Describe the procedures, contents, and results of the assessment of the independence and suitability of the CPAs who perform the audit function of the Company using the AQI framework.	No opinions in the current meeting
March 11, 2024 Pre-meeting of Audit Committee	Independent director: Chen, Hung-Shou Independent director: Chou, Ta Jen Independent director: Leu, Chia-Hwel Chief Internal Auditor: Chen, Chien-Jung	1. Report February 2024 internal audit operation situation 2. Submittal of the report about the outcome of self-performance in internal control system 2023.	No opinions in the current meeting
April 11, 2024 Pre-meeting of Audit Committee	Independent director: Chen, Hung-Shou Independent director: Chou, Ta Jen Independent director:	Report March 2024 internal audit operation situation	No opinions in the current meeting

	Leu, Chia-Hwel Chief Internal Auditor: Chen, Chien-Jung		
May 9, 2024 Pre-meeting of Audit Committee	Independent director: Chen, Hung-Shou Independent director: Chou, Ta Jen Independent director: Leu, Chia-Hwel Chief Internal Auditor: Chen, Chien-Jung	1. Report April 2024 internal audit operation situation 2. Description of the contents and causes of amendment to part of the “Audit Committee Organization Regulations” and “Rules of Procedure for Meetings of the Board of Directors” of the Internal Control System proposed by officers of this Company.	No opinions in the current meeting
Pre-meeting of Audit Committee on August 6, 2024	Independent director: Chen, Hung-Shou Independent director: Chou, Ta Jen Independent director: Leu, Chia-Hwel Chief Internal Auditor: Chen, Chien-Jung	Report June-July 2024 internal audit operation situation	No opinions in the current meeting

**Cenra Inc.**

Date	Personnel present	Very highlights of communications	Recommended matters
November 8, 2024 Pre-meeting of Audit Committee	Independent director: Chen, Hung-Shou Independent director: Chou, Ta Jen Independent Director: Wang, Te-Pin Chief Internal Auditor: Chen, Chien-Jung	1. Report September 2024 –October 2024 internal audit operation situation 2. Submittal of the report about the outcome of risk evaluation and enactment of the internal audit plan for Year 2025. 3. Describe the new internal control system of the Company’s managers for the Company’s “Management of Sustainable Information” and the reasons.	No opinions in the current meeting
December 26, 2024 Pre-meeting of Audit Committee	Independent director: Chen, Hung-Shou Independent director: Chou, Ta Jen Independent director: Leu, Chia-Hwel Independent Director: Wang, Te-Pin Chief Internal Auditor: Chen, Chien-Jung	Report November 2024 internal audit operation situation	No opinions in the current meeting

(3) Communications by and between the independent directors and certified public accountant(s) in Year 2024 in summary:

**China Chemical & Pharmaceutical Co., Ltd.**

<b>Date</b>	<b>Personnel present</b>	<b>Very highlights of communications</b>	<b>Recommended matters</b>
March 11, 2024 Forum	Independent director: Chen, Hung-Shou Independent director: Chou, Ta Jen Independent director: Leu, Chia-Hwel CPA: Lin, Po-Chuan	<ol style="list-style-type: none"> <li>1. Explanation and communication regarding audit planning, audit scope, materiality, significant adjusting journal entries, unadjusted journal entries, the audit report, audit findings, and financial analysis for the Company's 2023 consolidated financial statements and parent company only financial statements.</li> <li>2. Report on the results of the 2023 internal control system audit.</li> <li>3. Other communication matters.</li> <li>4. Explanation and communication of the independence of the accounting officer.</li> <li>5. Introduction and explanation of corporate governance implementation matters.</li> <li>6. Introduction and explanation of recent ESG policies.</li> <li>7. Reminders regarding corporate governance evaluation matters.</li> </ol>	No opinions in the current meeting

**Cenra Inc.**

<b>Date</b>	<b>Personnel present</b>	<b>Very highlights of communications</b>	<b>Recommended matters</b>
The December 26, 2024 forum	Independent director: Chen, Hung-Shou Independent director: Chou, Ta Jen Independent director: Leu, Chia-Hwel Independent Director: Wang, Te-Pin CPA: Lin, Po-Chuan	<ol style="list-style-type: none"> <li>1. Description and communication of the Company's 2024 consolidated financial statements and parent company only financial statements, audit plan, audit objectives and strategies, matters related to risk assessment, key audit matters, expected method of overseas audits, and self-preparation of financial statements.</li> <li>2. Description and communication of the audit methods for the internal audit of 2024.</li> <li>3. Explanation and communication of the role and responsibility and independence of the chief accountant.</li> <li>4. Explanation and communication regarding the application of materiality concepts.</li> <li>5. Legal updates – Securities and Exchange Act, and the Greenhouse Gas Inventory schedule.</li> <li>6. Introduction to the overall plan for alignment with IFRS Sustainability</li> </ol>	No opinions in the current meeting

Date	Personnel present	Very highlights of communications	Recommended matters
		Standards S1 and S2. 7. Introduction to the impact of carbon fee collection on enterprises and future operational challenges. 8. Descriptions and communications on the certified public accountants, EQCR accountants, auditing quality indicator (AQIs) information.	

(III) Performance in corporate governance and the differential gap between corporate governance and Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies and the cause thereof:

Assessment items	Actual governance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies
	Yes	No	Summary description	
I. Will the Company based on the “Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies” set up and disclose the Company’s corporate governance best-practice principles?	v		On September 2, 2024 the board approved the establishment of the Company’s “Corporate Governance Best Practice Principles” and disclosed on the corporate website at <a href="https://www.cenra.com">https://www.cenra.com</a> Go to ESG section →Investor Rations→Corporate Governance→ Important internal regulations and the Market Observation Post System (MOPS) designated by the competent authorities of securities.	Without a significant difference.
<b>II. Shareholding structure and shareholders’ equity</b>				
(I) Will the Company have the internal procedures regulated to handle shareholders’ proposals, doubts, disputes, and litigation matters; also, have the procedures implemented accordingly?	v		The Company has duly set up spokesperson system, specially assigned personnel for equity affairs and shareholder services agent to jointly serve proposals posed by shareholders and respond to shareholders about their questions and relevant issues. Such issues that involve statutory problems or a dispute, litigation shall be referred to Attorneys-at-Law.	Without a significant difference.
(II) Will the Company possess the list of the Company’s	v		The Company firmly dominates all the time the shareholding facts by directors, managerial officers and key shareholders holding more than	

Assessment items	Actual governance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies
	Yes	No	Summary description	
major shareholders and the list of the ultimate controllers of the major shareholders?			5% of the total shares. The Company duly declares such facts based on the laws and ordinances concerned. After the Company duly convenes shareholders' meeting, completes ex-dividend, ex-right affairs and discontinues stock transfer, the Company dominates the list of key shareholders and the final controllers based on the register of shareholders provided by the shareholder services agent.	
(III) Will the Company establish and implement the risk control and firewall mechanisms with the related parties?	v		Exactly in accordance with the laws and ordinances concerned, the Company has faithfully completed the risk evaluation amidst the affiliated enterprises and has duly set up the fire walls. In terms of substantial enforcement, the has duly enacted "Operating Procedures for Management over Transactions with Related Parties" and has duly regulated the input, output transactions, pecuniary transactions, endorsements/guarantees and granting of loans among the affiliated enterprises. Regarding supervisory monitoring over subsidiaries, amidst the Company's internal control system, the Company has duly enacted "Operating procedures of internal control system for supervisory monitoring over subsidiaries". The Company has covered supervisory affairs over subsidiaries into items of the Company's internal control system to put into implementation thoroughly the sound mechanism of control over subsidiaries.	
(IV) Will the Company set up internal norms to prohibit insiders from utilizing the undisclosed information to trade securities?	v		1. The Company has duly stipulated "Operating procedures to deal with the significant internal information with efforts to prevent inside trading" and "Operating Procedures and Directions for Act over Best-Practice Principles on Good Faith Management" and such internal norms. The Company expressly bans inside personnel from using the information undisclosed to public but known to them into inside trading and further bans them from divulging such confidential information to others to prevent other people	

Assessment items	Actual governance		Summary description	Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies
	Yes	No		
			<p>from using undisclosed information to engage in inside trading. The details of the operating are disclosed through the Company's website <a href="https://www.cenra.com">https://www.cenra.com</a> and Go to ESG section →Investor Rations→Corporate Governance→ Important internal regulations.</p> <p>2. Implementation of insider trading prevention in 2023:  Every year, from time to time, the Company conducts education promotion on the "Insider Trading Prevention Regulations" and related laws and regulations to directors and managers. Education promotion is also provided during the orientation for new employees. There were five sessions of education and training for new recruits conducted in March, September, and December 2024, as well as during the internal staff days for the sales teams in the northern, central, and southern regions in December 2024. The course topic was “Internal Material Information Handling and Insider Trading Operating Procedures and Precautions.” Each course session lasted 30 minutes, with a total of 399 participants, accumulating 200 hours of training. On December 26, 2024, a separate course on the prevention of insider trading was conducted for current directors and managers. The course content covered “Interpretation of Insider Trading Regulations, Supervision and Common Practical Concerns of Insider Trading, Internal Control, and Prevention and Common Deficiencies of Insider Trading,” and directors were reminded not to trade their shares during the 30-day closed period before the announcement of the annual financial report and the 15-day closed period before the announcement of each quarterly financial report. This course also lasted 30 minutes, with a total of 6 participants, accumulating</p>	

Assessment items	Actual governance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies
	Yes	No	Summary description	
			<p>180 minutes of training. On October 30, 2023, the Company notified all directors by email of the schedule for the six Board of Directors meetings to be held in 2024, as well as the closed periods before the announcement of each quarter’s financial report. Reminders were also sent via email at least two days before the start of each closed period to prevent inadvertent violations by directors.</p> <p>On October 30, 2023, the Company informed the directors of the dates of the 6th Board of Directors meetings for 2024, and the closure period before the announcement of each quarterly financial statement, to prevent directors from accidentally violating this rule.</p>	
<b>III. The constitution and obligations of the board of directors</b>				
(I) Has the board of directors formulated and implemented diversification policies and specific management objectives?	v		<p>(1) Diversification policies:</p> <p>The Company advocates and respects the diversification policies of the board in order to strengthen corporate governance and promote the comprehensive development of the board makeup and structure. The diversification guidelines are expected to enhance the Company’s overall performance. The appointment of board members is based on the principle of recruiting talents. Members shall possess cross-industry and cross-domain diverse and complementary capabilities, including basic makeup (age, gender, nationality, etc.) They shall also each have their own industrial experience and related skills, as well as business judgement, operational management, leadership decision-making, crisis management, and other capabilities. In order to strengthen the board functions and achieve the ideal objectives of corporate governance, Article 20 of the “Corporate Governance Best- Practice Principles” and Article 3 and Article 4 of the “Guidelines Governing Election of Directors” stipulate</p>	Without a significant difference.

Assessment items	Actual governance		Summary description	Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies
	Yes	No		
			<p>the overall competencies of the board, as follows:</p> <ul style="list-style-type: none"> <li>◆The ability to make judgments about operations.</li> <li>◆Accounting and financial analysis.</li> <li>◆ Business management ability.</li> <li>◆Crisis management ability.</li> <li>◆Expertise know-how on business</li> <li>◆An international market perspective.</li> <li>◆Leadership ability.</li> <li>◆Decision-making ability.</li> </ul> <p>(2) Specific management objectives and implementations of the board: Refer to “Diversification and independence of board of directors” (page 17) of this annual report.</p> <p>(3) Multivariate Policy of the composition of the board of directors, Both the Corporate Governance Best-Practice Principles and Regulations Governing Election of Directors are disclosed through the Company's website <a href="https://www.cenra.com">https://www.cenra.com</a> and Go to ESG section →Investor Rations→Corporate Governance→ Important internal regulations and the Market Observation Post System (MOPS).</p>	
(II) Will the Company, in addition to setting the Remuneration Committee and Audit Committee lawfully, have other functional committee set up voluntarily?	v		Exactly as required by law, the Company has duly set up Remuneration Committee and Audit Committee. The Company's Articles of Incorporation have expressly provided as well that the Company may set up other functional committees. In the future, given the purposes for wholesome and sound supervisory function to strengthen the managerial function and to live up to requirements by law, the Company will set up other functional committees as necessary.	Without a significant difference.
(III) Does the company establish a method to evaluate board performance and evaluate board performance every year? Are the	v		1. On September 2, 2024, the Board of Directors approved the establishment of the “Regulations and Procedures for Board Performance Evaluation” and disclosed it on the Company’s website at <a href="https://www.cenra.com">https://www.cenra.com</a> by clicking ESG → Investor Section → Corporate Governance →	Without a significant difference.

Assessment items	Actual governance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies
	Yes	No	Summary description	
performance evaluation results reported to the board and used as a reference for the remuneration and nomination for re-election of directors?			<p>Important Corporate Regulations.</p> <p>2. The scope of performance assessment covers the whole board of directors, individual directors and functional committees. The methods of assessment include board internal self-assessment, director self-assessment, external institution assessment, external expert assessment, and other appropriate methods for performance assessment. The evaluation cycle is periodic implementation of internal board performance evaluation every year, which is completed at the end of the first quarter the following year. An evaluation shall be conducted by an external professional and independent agency or external expert and scholar team every three years. The assessment results are served as the reference for the selection or nomination of directors and for determination of the remuneration of individual directors.</p> <p>3. In January 2025, the board meeting assisted with the assessment of internal board performance in 2024. The categories of the present evaluation project include four parts, i.e., “Operation of the Board of Directors,” “participation level by the Board of Directors,” “evaluation of the operation by the Audit Committee” and “Evaluation of Operation of the Remuneration Committee”. The self-evaluation questionnaires were distributed to all target members for the performance evaluation. The evaluation result indicates: Operations by the Board of Directors 99.6 points; evaluation on director participation level 99.4 points; evaluation over operation of Audit Committee 98.4 points; evaluation over Remuneration Committee 100 points. The results of the evaluation over the 2024 Board of Directors and functional committees showed: The Company's Board of Directors, Audit Committee and Remuneration Committee</p>	

Assessment items	Actual governance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies
	Yes	No	Summary description	
			operated satisfactorily. In an attempt to boost the Company's corporate governance performance, the Company shall, pursuant to the results of the internal performance evaluation, continuously reinforce the performance toward even better corporate governance. The results of the performance evaluation were further submitted to the 4th Board meeting of Session 2 on March 6, 2025.	
(IV) Will the Company have the independence of the public accountant evaluated regularly?	v		<ol style="list-style-type: none"> <li>1. As required under the Corporate Governance Best-Practice Principles enacted by the Company, on a regular basis, it evaluates the independence and eligibility of the certified public accountants. Other than the request of the certified public accountants to submit "Declaration on Detached Independence" and "Audit Quality Indicators (AQIs)," the Company further carries out an evaluation with 13 AQI indicators as enumerated below:</li> <li>2. On March 6, 2025, at the 3rd meeting of the 1st Audit Committee and the 4th meeting of the 2nd Board of Directors, it was resolved to adopt Audit Quality Indicators (AQIs) to evaluate the independence and suitability of the certified public accountants Lin, Po-Chuan and Yu, Shu-Fen for the current year. The Company evaluated our CPAs based on 13 indicators and five dimensions, professionalism, quality control, independence, supervision, and innovation ability. The evaluation results showed that the auditing experience and training hours of the Company's CPAs and CPA firms are better than the industry average. The turnover rate of audit staff at the management level or above is lower than the industry average. The firm continues to commit to digital transformation and has established a digital strategy and goal. It applies digital technology in the audit process to improve audit efficiency and</li> </ol>	Without a significant difference.

Assessment items	Actual governance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies																											
	Yes	No	Summary description																												
			<p>ensure audit quality. There should be no doubt about the independence and competence of the CPA and the CPA firm.</p> <p>For the independence and suitability of CPAs Lin, Po-Chuan and Yu, Shu-Fen, with reference to Auditing Quality Indicators (AQIs), please refer to this annual report (pages 55-58).</p> <table border="1"> <thead> <tr> <th>Assessment items</th> <th>Evaluation results</th> <th>Independence</th> </tr> </thead> <tbody> <tr> <td>Does the CPA have any direct or significant indirect financial interest relationship with Company?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>Does the CPA have any financing or guarantee relationship with the Company or its directors?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>Does the CPA have a close business relationship or potential employment relationship with the Company?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>Have the CPAs and the members of the audit team served as directors, managers, or positions that have significant influence on the audit work of the Company currently or in the past two years?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>Have the CPAs provided the Company with non-audit services that may directly affect the audit work?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>Does the CPA broker the shares or other securities issued by the Company?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>Does the CPA act as the defender of the Company or coordinate with other third parties on behalf of the Company in conflicts?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>Does the CPA have a family relationship with the Company's directors, managers, or personnel who have a significant impact on the audit?</td> <td>No</td> <td>Yes</td> </tr> </tbody> </table>	Assessment items	Evaluation results	Independence	Does the CPA have any direct or significant indirect financial interest relationship with Company?	No	Yes	Does the CPA have any financing or guarantee relationship with the Company or its directors?	No	Yes	Does the CPA have a close business relationship or potential employment relationship with the Company?	No	Yes	Have the CPAs and the members of the audit team served as directors, managers, or positions that have significant influence on the audit work of the Company currently or in the past two years?	No	Yes	Have the CPAs provided the Company with non-audit services that may directly affect the audit work?	No	Yes	Does the CPA broker the shares or other securities issued by the Company?	No	Yes	Does the CPA act as the defender of the Company or coordinate with other third parties on behalf of the Company in conflicts?	No	Yes	Does the CPA have a family relationship with the Company's directors, managers, or personnel who have a significant impact on the audit?	No	Yes	
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IV. Does a public company equip an appropriate number of eligible governance personnel and assign the governance office to take charge of company's governance affairs (including, without limitation, providing directors and supervisors with the data required for business operations, assistance for the legal compliance of directors and	v		<p>In order to protect shareholders' rights and strengthen the functions of the Board of Directors, the Company's Board of Directors resolved on September 2, 2024, to appoint Huang Yi-Chun, the Accounting Officer, as the Corporate Governance Officer. Subsequently, on December 26, 2024, the Board of Directors resolved to dismiss her from the position of Accounting Officer, making her solely responsible as the Corporate Governance Officer. Division director Huang Yi-Chun commands open listed companies in finance, shareholders' services, meeting and related management work experience for over three years. The main responsibilities of the Corporate Governance Officer include handling matters related to the Board of Directors and shareholders' meetings in accordance with the law, preparing minutes for Board and shareholders' meetings, assisting directors in assuming their duties and</p>	Without a significant difference.																											

Assessment items	Actual governance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies
	Yes	No	Summary description	
supervisors, handling affairs related to holding a board meeting or a general meeting of shareholders and producing minutes for board meetings and general meetings of shareholders)?			<p>continuing education, providing directors with the necessary information to perform their duties, and assisting directors in complying with relevant laws and regulations.</p> <p>Status of implementation in 2024:</p> <ol style="list-style-type: none"> <li>1. To assist independent directors and general directors execute their fiduciary duties, supply the needed information and also arrange for the directors to receive training: <ol style="list-style-type: none"> <li>(1) To routinely notify the management board members, focusing on company management domain and company governance-related latest legal/regulatory amendment developments.</li> <li>(2) To review relevant information's confidentiality level and also supply the directors' required company information, by which to maintain a smooth communication and exchange among the directors and various operations executives.</li> <li>(3) The independent directors adhere to company governance practical implementation guidelines to meet with internal audit head or the auditing CPAs individually to decipher to assist arranging relevant meetings as needed by company financial operations.</li> <li>(4) To assist the independent directors and general directors formulate the yearly study plan and arrange for the courses in accordance with the company's industry characteristics and the director's education, exposure background.</li> </ol> </li> <li>2. To assist the management board, audit committee and shareholders' meeting proceedings' resolution compliance matters: <ol style="list-style-type: none"> <li>(1) To report to the management board, independent directors, audit committee on company governance operating status, ascertain whether or not the company shareholders' meeting and management</li> </ol> </li> </ol>	

Assessment items	Actual governance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies
	Yes	No	Summary description	
			<p>board's convening comply with the relevant laws and regulations and company government guideline stipulations.</p> <p>(2) To assist and also remind the directors on the legal guidelines to be abided by when executing the operations or when the management board formally votes on resolutions and also present recommendations if the management board votes on illegal resolutions.</p> <p>(3) To be responsible after the meeting to revalidate the management board's critical resolution information announcement matters, by which to ascertain the adequacy and correctness of the information content, to safeguard the quality of the investors' transaction information.</p> <p>3. To maintain investors relations: depending on the need, to arrange the directors and major shareholders, institutional investors or general investors to exchange and communicate, enabling the investors to be able to derive sufficient formation to determine the enterprise's rational capital market value and also ensure a proper safeguard of the shareholders' equity.</p> <p>4. To formulate the board meeting agency and notify the directors seven days in advance, convene the meeting and also supply the meeting data, and if certain subjects require recusal on gains, to remind the directors of such and also complete the board meeting's minutes within twenty days following the meeting.</p> <p>5. To formulate the audit committee meeting agency and notify the various committee councils seven days in advance, convene the meeting and also supply the meeting data, and if certain subjects require recusal on gains, to remind the council of such in advance, and to complete the audit</p>	

Assessment items	Actual governance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies																								
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			<p>committee's meeting minutes within twenty days after the meeting.</p> <p>6. To process the shareholders' meeting date's pre-registration in compliance with the law, produce the meeting notice, meeting agenda manual, meeting log within the legally designated period and also process the change registration matter when the articles of incorporation have been amended or the management board has been reelected.</p> <p>Continuing education (totaling 12 hours) in 2024:</p> <table border="1"> <thead> <tr> <th colspan="2">Training date</th> <th rowspan="2">Organizer</th> <th rowspan="2">Course name</th> <th rowspan="2">Training hours</th> <th rowspan="2">Total hours of continuing education in the current year</th> </tr> <tr> <th>From</th> <th>To</th> </tr> </thead> <tbody> <tr> <td>2024/10/25</td> <td>2024/10/25</td> <td>Accounting Research and Development Foundation</td> <td>The latest "Annual Report/Sustainable Information/Financial Statement Preparation" Related Laws and Regulations Summary and Internal Control Management Practices</td> <td>6</td> <td rowspan="3">12</td> </tr> <tr> <td>2024/11/11</td> <td>2024/11/11</td> <td>Corporate Governance Association in Taiwan</td> <td>Practical Analysis of the Company's Corporate Governance 3.0 "Sustainability Report."</td> <td>3</td> </tr> <tr> <td>2024/12/26</td> <td>2024/12/26</td> <td>Corporate Governance Association in Taiwan</td> <td>Practice of the Abnormal Transactions that Directors and Supervisors Should Pay Attention To</td> <td>3</td> </tr> </tbody> </table>	Training date		Organizer	Course name	Training hours	Total hours of continuing education in the current year	From	To	2024/10/25	2024/10/25	Accounting Research and Development Foundation	The latest "Annual Report/Sustainable Information/Financial Statement Preparation" Related Laws and Regulations Summary and Internal Control Management Practices	6	12	2024/11/11	2024/11/11	Corporate Governance Association in Taiwan	Practical Analysis of the Company's Corporate Governance 3.0 "Sustainability Report."	3	2024/12/26	2024/12/26	Corporate Governance Association in Taiwan	Practice of the Abnormal Transactions that Directors and Supervisors Should Pay Attention To	3	
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V. Has the Company established a communication channel with the stakeholders (including but not limited to the shareholders, employees, customers, and suppliers), set up a stakeholder section on the Company's website, and responded appropriately to the important corporate social responsibilities concerned by the stakeholders?	v		<ol style="list-style-type: none"> <li>Shareholders, correspondent banks and other creditors: In the open and faithful principle, the Company provides finance, business related information in real time to enable them to get fully aware of the Company's substantial business performance.</li> <li>Suppliers in business: The designated departments and personnel are assigned to take charge of communications, coordination and contact with them all. The both sides have remained in very sound interactions.</li> <li>Employees: The Company highly encourages the entire staff to communicate with the management level directly. Further through the sound channels and platforms including meetings on a regular basis, interchange forums for interchange with employees, corporate electronic journals, the entire employees have been fully aware of the Company's business performance and timely response to the employees about their needs.</li> <li>Investors and general public in the society: The Company has duly set up official website to assure adequate disclosure of the</li> </ol>	Without a significant difference.																								

Assessment items	Actual governance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies
	Yes	No	Summary description	
			<p>Company's business performance, finance related information. The Company is in adequate expression about the Corporate Social Responsibility (CSR).</p> <p>5. In the Company's website, we have set up a special zone aiming at interested parties. That zone contains explanation about the key issues of public concern. The Company has further provided coordinators (contact persons) for a variety of special issues to set up sound channels for communications with the interested parties. Whenever an interested party develops any problem, he or she may contact the Company at any time and the Company will settle the issue and respond to the proposing interested party in real time as well. The method for accessing the Company's Stakeholder Section: Go to the Company's website at <a href="https://www.cenra.com">https://www.cenra.com</a>, then click ESG → Overview → Stakeholders.</p> <p>6. The company has compiled its 2023 Annual Sustainability Report, which offers thorough explanations of important sustainability-related issues. The report is made available on the company's website for the benefit of stakeholders and investors. The Chinese version of the Sustainability Report is disclosed on the Company's website at <a href="https://www.cenra.com">https://www.cenra.com</a> → ESG → Overview → ESG Report. The English version of the Sustainability Report is disclosed on the Company's website at <a href="https://www.cenra.com">https://www.cenra.com</a> → ESG → Investor Zone → Corporate Governance → Information Disclosure.</p>	
VI. Has the Company commissioned a professional stock service agent to handle shareholders affairs?	v		The company, in processing shareholders' services, has appointed professional shareholders' service underwriter to process the work, which is processed by Fubon Securities Co., Ltd. shareholders' service department, which underwrites the company's shareholders' service-related administration.	Without a significant difference.

Assessment items	Actual governance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies
	Yes	No	Summary description	
<b>VII. Disclosure of information</b>				
(I) Does the Company have a website setup and the financial business and corporate governance information disclosed?	v		The Company's financial, business, and corporate governance information is disclosed on the Company's website at <a href="https://www.cenra.com">https://www.cenra.com</a> → ESG → Investor Zone.	Without a significant difference.
(II) Has the Company adopted other information disclosure methods (such as, establishing an English website, designating a responsible person for collecting and disclosing information of the Company, substantiating the spokesman system, placing the juristic person seminar program on the Company's website, etc.)?	v		<p>1. Exactly as required by laws, the Company has disclosed relevant information through the Market Observation Post System (MOPS) either on a regular basis or from time to time on a nonscheduled basis. The Company has further assigned specially assigned personnel to take charge of collection and disclosure of such information to assure that the policymaking process related information that would have an impact upon shareholders and interested parties could be disclosed in an appropriate manner in real time. The Company's information, as well as its financial, business, and corporate governance information, is disclosed on the Company's website: <a href="https://www.cenra.com">https://www.cenra.com</a>.</p> <p>2. The Company has set up website in English wherewith the Company's financial information and corporate governance related information have been duly disclosed. <a href="http://www.ccpq.com.tw/index_en.aspx">http://www.ccpq.com.tw/index_en.aspx</a></p>	
(III) Does the company announce and report its financial statements within two months after the end of a fiscal year, and publish and declare in advance the financial statements of Q1, Q2 and Q3 as well	v		The Company currently announces and reports its annual financial statements, as well as the financial statements for the first, second and third quarters, as well as its monthly operations before the date specified in the "List of Matters Required to Be Handled by Issuers of Listed Securities". The Company has not yet announced or declared its annual financial statements within two months after the end of the fiscal year.	

Assessment items	Actual governance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies
	Yes	No	Summary description	
as status of monthly operations?				
VIII. Are there any other important information (including but not limited to the interests of employees, employee care, investor relations, supplier relations, the rights of stakeholders, the advanced study of directors and supervisors, the implementation of risk management policies and risk measurement standards, the execution of customer policy, the purchase of liability insurance for the Company's directors and supervisors) that are helpful in understanding the corporate governance operation of the Company?	v		<p>1. Employees' interests, warm concern toward employees:</p> <p>(1) Toward planning of human resources related managerial systems, the Company has faithfully complied with the "Labor Standards Act" and the laws and ordinances concerned, and, exactly according to law, the Company has duly appropriated pension reserve fund into the Trust Department of Bank of Taiwan or into the specially designated (earmarked) accounts of employees for pensions.</p> <p>(2) The Company provides multivariate channels for communications to assure that all employees oriented information could be transmitted in real time to enable employees to have their opinions and voices adequately submitted to be taken as the grounds for better performance in a variety of measures. The Company has set up "Employee Welfare Committee" wherewith the Company offers relief allowances in case of an emergency, gift money for three Festivals (Chinese New Year, Dragon Boat Festival and Mid-autumn Festival), staff tourism allowances. Moreover, toward each and every employee, the Company purchases insurance policy against accident risks and offers health examinations with the Company fund.</p> <p>2. Relationship with investors: Through the Company's website <a href="https://www.cenra.com">https://www.cenra.com</a>, the Company has provided Investors' Special Zone to update a variety of financial information on a regular basis, discloses relevant information into the Market Observation Post System (MOPS) in real time to enable the general public investors to</p>	Without a significant difference.

Assessment items	Actual governance		Summary description	Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies
	Yes	No		
			<p>better understand the Company's business performance. Further through the shareholders' regular meetings, juristic person explanation meeting and the spokesman, the Company assures very sound communications with investors.</p> <p>3. Relationship with suppliers: The Company has been in business with suppliers for years and has maintained very close and pleasant ties with suppliers.</p> <p>4. Interests of the interested parties: The Company makes public the phone numbers and e-mail addresses of the spokesman (or acting spokesman) as well as shareholder services agent to take charge of issues and proposals linked up with shareholders and interested parties. Where an issue involves legal key point, that issue would be referred to the Attorney-at-Law to soundly assure interests of the interested parties.</p> <p>5. Statistics of higher education by the Company's directors and independent directors in Year 2024:</p> <p>(1) Chairman -Wang Hsien, I-Chen</p> <p>① 3 hours of “Corporate Governance 3.0: Sustainable Development Report” Practical Analysis</p> <p>② 3 hours of Practical Issues for Directors and Supervisors to Pay Attention to in Abnormal Transactions</p> <p>(2) Director-Wang, Hou-Jie</p> <p>① 3 hours of Corporate Financial Information Preparation and Internal Control Regulations</p> <p>② 3 hours of Practical Issues for Directors and Supervisors to Pay Attention to in Abnormal Transactions</p> <p>(3) Director-Wang, Hou-Kai</p> <p>① 3 hours of “Corporate Governance 3.0: Sustainable Development Report” Practical Analysis</p> <p>② 3 hours of Practical Issues for</p>	

Assessment items	Actual governance		Summary description	Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies
	Yes	No		
			<p>Directors and Supervisors to Pay Attention to in Abnormal Transactions</p> <p>(4) Independent director: Chen, Hung-Shou</p> <p>① 3 hours of Corporate Carbon Rights and Carbon Assets Management under the Global Carbon Trading Mechanism</p> <p>② 3 hours of Trends and Risk Management in Digital Technology and Artificial Intelligence</p> <p>(5) Independent director-Chou, Ta Jen</p> <p>① 3 hours of Sustainable Development Practice Seminar</p> <p>② 3 hours of ESG Evaluation and Practical Application in the Capital Market</p> <p>(6) Independent director: Leu, Chia-Hwel</p> <p>6 hours of Investigation Practices and Case Studies of Corporate Fraud</p> <p>(7) Independent Director: Wang, Te-Pin</p> <p>① 3 hours of “Corporate Governance 3.0: Sustainable Development Report” Practical Analysis</p> <p>② 3 hours of Practical Issues for Directors and Supervisors to Pay Attention to in Abnormal Transactions</p> <p>③ 6 hours of Legal Responsibilities and Internal Control/Internal Audit Practices for “Employee Fraud”</p> <p>6. Risk management policies and performance in risk measuring criteria: Continually without interruption, the Company carries out risk management oriented managerial mode and sets up a sound risk management mechanism to assure early identification of a risk, accurate measurement of a risk and effective supervision and strict control over a risk to set up overall risk managerial system to assure that all potential risks would be controlled within the tolerable scope. Further through the expert managerial consultant houses, we bring in optimal practice for risk</p>	

Assessment items	Actual governance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Companies
	Yes	No	Summary description	
			<p>management for continued corrective actions. The Company's Audit Department takes into account all potential risks that the Company's businesses might face up, either high or low, as the very grounds to map out the Company's annual audit programs. Routinely, whenever an abnormality is noticed in the auditing process, the competent department(s) and supervisory head(s) shall be notified forthwith with continued follow-up efforts until the corrective action is satisfactorily accomplished and until the abnormality ceases to exist.</p> <p>7. Implementation of the policies toward customers: The Company spares no effort to strive for innovation, research &amp; development, services and upgrade of quality to promote the most advanced medical care, health-enhancement and services available to hospitals of all levels and to each and every household to be closely associated with human health. As the Company exerts effort in the policy to make perfection more perfect in human resources, manufacture of products, services, procedures and research &amp; development, we earnestly hope to accomplish the highest efficacy and user satisfaction and to win added trust from all customers concerned.</p> <p>8. The Company has procured liability insurance policies for all directors (including independent directors) and managerial officers. Such key issue was already reported in the 2nd meeting of Board of Directors in Session 2nd convened on November 8, 2024.</p>	

IX. Please describe the improvement performed according to the corporate governance evaluation results published by the Corporate Governance Center of Taiwan Stock Exchange in recent years, and propose the matters with priority for improvement and the respective measures.

According to the results of the 10th corporate governance evaluation, the Company's unscored

areas have been improved as follows:

Question No.	Evaluation indicator items	Status of improvements
2.21	Are the corporate governance officers of the Company full-time, and are their duties and continuing education specified on the Company's website and annual report?	The Board of Directors of the Company, on December 26, 2024, approved the appointment of Huang Yi-Chun as the full-time Corporate Governance Officer.

According to the results of the 10th corporate governance evaluation, the prioritized enhancements and measures regarding the Company's unscored areas yet to be improved:

Question No.	Evaluation indicator items	Prioritized enhancements and measures
4.13	Does the Company disclose the interim financial report in English within two months after the reporting period of the Chinese version of the financial report?	The Company will conduct internal evaluation.

The process of evaluation over Certified Public Accountants regarding their independence and eligibility (with reference to Auditing Quality Indicators (AQIs))

**I.Aspect I : Professionalism**

AQIs indicators:	Measurement key points	Information level	Assessment items	Evaluation results	
				Yes	No
Hands-on experiences in auditing (1-1)	Whether or not the senior auditors have held adequate audit experiences to carry out the audit tasks.	Office of the firm	Whether or not the hands-on auditing experiences accumulated by the certified public accountants are adequate enough when compared with peers in the profession	V	
			Whether or not the case quality control review (EQCR) in the certified public accountant auditing is adequate enough when compared with peers in the profession	V	
			Whether or not the auditors above the managerial level (excluding certified public accountants) are adequate enough in hands-on experiences when compared with peers in the profession?	V	
		Respective cases	Whether the audit experience of Lin, Po-Chuan, Yu, Shu-Fen, CPAs, is sufficient	V	
			Does Pan, Hui-Ling have sufficient experience in CPA review of Engagement Quality Control Review (EQCR)?	V	
			Does the audit team's auditing personnel (excluding CPA) who are managers and above has sufficient audit experience?	V	
Training hours (1-2)	Whether or not the certified public accountants and senior auditors have completed adequate educational and training programs in each and every year to continuously acquire professional expertise and know-how?	Office of the firm	Whether or not the training hours received by the certified public accountants are adequate enough when compared with peers in the same industry?	V	
			Whether or not the training hours received by the auditors in the level above managerial officers (excluding certified public accountants) are adequate enough when compared with peers in the same industry?	V	
Turnover rate (1-3)	Whether or not the firm has maintained adequate	Office of the firm	Whether or not the turnover rate of the auditors in the level above managerial	V	

	senior human resources?		officers (excluding certified public accountants) is appropriate enough when compared with peers in the same industry?		
Professional support (1-4)	Whether or not the CPA firm has adequate professionals (e.g., evaluators) to back up the auditor teams	Office of the firm	Whether or not the percentage of the professionals to back up the Audit Department for the auditing personnel is adequate enough when compared with the peers in the industry?	V	
			Whether or not the number of hours devoted by the professionals toward the cases of TWSE/TPEX listed companies is adequate enough when compared with peers in the same industry?	V	

## II. Aspect II: Quality control

AQIs indicators:	Measurement key points	Information level	Assessment items	Evaluation results	
				Yes	No
Workload of certified public accountants (2-1)	Whether or not the workload upon the certified public accountants excessively too heavy?	Office of the firm	Whether or not the number of public companies where the certified public accountants take principal charge of certification is adequate enough when compared with peers in the same industry?	V	
			Whether or not the working hours available from certified public accountants are appropriate when compared with peers in the same industry?	V	
		Respective cases	Whether or not the number of public companies where Certified Public Accountants Lin Po-Chuan, Yu Shu-Fen who served as the principal verifiers is appropriate?	V	
			Whether or not the percentage of the working hours devoted by Certified Public Accountants Lin Po-Chuan, Yu Shu-Fen is appropriate?	V	
Devotion to auditing (2-2)	Whether or not the devotion by the auditing team members during various auditing phases is appropriate?	Office of the firm	Whether or not the percentage of the auditing hours by the certified public accountants, managerial officers and auditors during the planning phase is appropriate when compared with peers in the same industry?	V	
			Whether or not the percentage of the auditing hours by certified public accountants, managerial officers and auditors during the phase of execution is appropriate when compared with peers in the same industry?	V	
		Respective cases	Whether or not the percentage of the auditing hours by certified public accountants, managerial officers and auditors during the planning phase is appropriate?	V	
			Whether or not the percentage of the auditing hours by certified public accountants, managerial officers and auditors during the phase of execution is appropriate?	V	
Fact of EQCR rechecks (2-3)	Whether or not the EQCR certified public accountants have devoted adequate working hours to carry out rechecks of the	Office of the firm	Whether or not the percentage devoted by EQCR certified public accountants in recheck is adequate when compared with peers in the same industry?	V	
		Respective	Whether or not the percentage of working	V	

	audit cases?	cases	hours devoted by EQCR certified public accountants in recheck is adequate?		
Capability in quality control support (2-4)	Whether or not the CPA firm has been equipped with adequate manpower on quality control to back up the auditing teams?	Office of the firm	Whether or not the percentage of quality control personnel to the full-time staff is adequate when compared with peers in the same industry?	V	
			Whether or not the percentage of quality control personnel in support to the Audit Department is adequate when compared with peers in the same industry?	V	

### III. Aspect III: Independence

AQIs indicators:	Measurement key points	Information level	Assessment items	Evaluation results	
				Yes	No
Non-audit service fee (3-1)	Whether or not the percentage of non-audit service fee would adversely affect independence?	Respective cases	Whether or not the percentage of non-audit service fees in the respective cases is appropriate?	V	
Customer familiarity (3-2)	Whether or not the accumulative number of the financial statements of the year certified by the subject Firm would adversely affect the independence?	Respective cases	Whether or not the accumulative number of the financial statements of the year certified by the subject Firm is appropriate?	V	

### IV. Aspect IV: Supervision

AQIs indicators:	Measurement key points	Information level	Assessment items	Evaluation results	
				Yes	No
Faults found in the external examination and the penalty so imposed (4-1)	Whether or not the subject firm has faithfully implemented the quality control and audit cases exactly in accordance with the laws and ordinances concerned as well as the rules?	Office of the firm	Examination by the Financial Supervisory Commission over the subject firm: Whether or not the number of faults found in the quality control is appropriate when compared with peers in the same industry?	V	
			Examination by the Financial Supervisory Commission over the subject firm: Whether or not the averaged number of faults found in the individual audit cases is appropriate when compared with peers in the same industry?	V	
			Examination by PCAOB in the United States over the subject firm: Whether or not the averaged number of faults found in the individual audit cases is appropriate when compared with peers in the same industry?	V	
			Whether or not the number of disciplinary cases and the number of penalty imposed in accordance with Article 37 of Securities and Exchange Act upon the subject firm are appropriate?	V	
		Respective cases	Number of faults in the auditing cases found in the examination by the Financial Supervisory Commission over the subject firm: Whether or not the average number of faults found upon principal auditor Lin Po-Chuan, and Deputy-Auditor Yu Shu-Fen is appropriate?	V	
Improvement requested by the competent authority	Whether or not the subject firm has faithfully implemented the quality control and audit cases exactly in	Office of the firm	Percentage of letter(s) issued by the competent authority for improvement: Is the percentage appropriate when compared with peers in the same industry?	V	
		Respective	Percentage of letter(s) issued by the	V	

with a letter (4-2)	accordance with the laws and ordinances concerned as well as the rules?	cases	competent authority for improvement: Is the percentage of Certified Public Accountants Lin Po-Chuan and Yu Shu-Fen appropriate?		
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**V. Aspect V: Capability of innovatoin**

AQIs indicators:	Measurement key points	Information level	Assessment items	Evaluation results	
				Yes	No
Innovation programming or initiative (5-1)	Commitment by the CPA firm in upgrading the auditing quality, including the CPA firm's innovation capability and planning.	Office of the firm	Has the CPA firm explained the initiatives and planning linked up with upgrade of the auditing quality to be adopted or mapped out in the past three (3) years (including the measures adopted, time schedule, fund, time and such resources estimated to be invested and the benefits anticipated therefrom and the like)?	V	

(IV) If the Company has set up the Remuneration Committee or the Nomination Committee, the makeup, responsibilities, and operation situation shall be disclosed:

1. Information on the members of the Remuneration Committee

Qualification		Professional qualification and experience	Independence situation	Number of other public companies where the members are also the members of the remuneration committee of these companies.
Identity	Name			
Independent Director (Convener)	Chen, Hung-Shou	Please refer to pages 11-16 of this annual report for the disclosure of information on the professional qualifications and independence of independent directors.		2
Independent Director	Chou, Ta Jen			2
Independent Director	Leu, Chia-Hwel			-

2. Responsibilities and key tasks of the Remuneration Committee:

The duty of the Remuneration Committee is to assess the policy and system of salary and remuneration for the Company's directors, supervisors, and managers in a professional and objective manner; hold at least two general committee meetings each year and extraordinary committee meetings as necessary; and make recommendations for the board of directors for making decisions.

Responsibility and authority of the Remuneration Committee

- (1) Review these rules regularly and make recommendations for amendments.
- (2) Establish and regularly review the annual and long-term key performance indicators (KPIs) and the policy, system, standard, and structure of salary and remuneration of directors and managers.
- (3) Assess regularly the achievement of KPIs of directors and managers and define the contents and amount of salary and remuneration for individual directors and managers.

The Committee shall perform the abovementioned duties based on the following principles:

- (1) The salary and remuneration are arranged in compliance with related laws and regulations and are attractive to outstanding talents.

- (2) In addition to the pay standard in the business, the salary and remuneration of directors and managers shall be reasonably determined with respect to the interrelations between their personal performance and the Company's business performance and future risks, including the time involvement, duty performance, personal goal achievement, and the performance in other roles of directors and managers; and the pay for similar roles in recent years, the achievement in short-term and long-term sales targets, and financial condition of the Company.
  - (3) No suggestions are made to guide directors and officers to engage in acts that may exceed the Company's risk appetite to pursue own salary and remuneration.
  - (4) The specificity of the industry and the nature of the Company's business shall be considered when determining the proportion of profit sharing for short-term performance and the changes in the payment time of part of the salary and remuneration of directors and executives.
  - (5) No members of the Committee shall engage in the discussion and voting of their own salary and remuneration.
3. Information on the operation of the Remuneration Committee

- (1) The Company's Remuneration Committee has three Committee members in total.
- (2) Tenure of office of Committee members in the current session: October 29, 2024 ~ October 28, 2027. In Year 2024, the Remuneration Committee convened meeting once (A). The qualifications and participation facts of the Committee members are enumerated below:

Title	Name	Actual attendance (B)	Proxy Attendance	Actual attendance (B/A)	Remarks
Convener	Chen, Hung-Shou	1	-	100%	None
Members	Chou, Ta Jen	1	-	100%	None
Members	Leu, Chia-Hwel	1	-	100%	None

**Other remarks:**

1. Where the board of directors does not adopt or amend the proposal(s) posed by the Remuneration Committee: The Company shall expressly elaborate on the date, term while the board of directors meeting was convened, contents of the issues, outcome of decisions resolved in the board of directors and the Company's response to the opinions posed by the Remuneration Committee(For instance, if the salary pay resolved by the board of directors is higher than that proposed by the Remuneration Committee, the Company should elaborate on the fact of differential gap and the cause thereof): Such fact is nonexistent in the Company.
2. Where a decision resolved in the Remuneration Committee is found in contravention of rules or in qualified opinion as verified with records or documented declaration, the Company shall expressly elaborate on the date, terms of the meeting convened by the Remuneration Committee, contents of agenda, opinions of all members and acts taken in response to such opinions:

Remuneration Committee Date and session	Agenda	Resolution	The company's response to the opinions of the members:
2024.12.26 1st meeting of the 1st term	<ol style="list-style-type: none"> <li>Review of the Proposal for the Release of 2024 Remuneration for Senior Officers.</li> <li>Review of the proposal of bonus distribution for managers in 2024.</li> <li>Review of the remuneration payment method for directors and functional committees.</li> <li>Review of the financial incentives for senior managers.</li> <li>Review of various salary and remuneration items for 2025.</li> </ol>	Proposals 1-5 were approved by all present committee members.	No opinions in the current meeting

3. The makeup, responsibilities, and operation situation of the Nomination Committee:  
Pending setup by the Company.

(V) The implementation situation of sustainable development promotion; “Sustainable Development Best- Practice Principles for TWSE/TPEX Listed Companies” differences and reasons

Promotion items	Implementation status		Summary description	Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TSEC/ GTSM Listed Companies
	Yes	No		
I. Has the company established a governance structure to promote sustainable development, and set up a full-time (part-time) unit to promote sustainable development, which is handled by the senior management authorized by the board of directors, and the actual supervision of the board of directors?	v		In terms of promotion and implementation of the Company's sustainable development, the Company has duly set up a full-time organization entitled “Sustainable Development Committee,” as the top level sustainable development policymaking process center headed by the General Manager as its chairman. By functions, the Committee is divided into corporate governance panel, employee care panel, customer care panel, sustainable development management panel and implementation panel composed of cross-department members to take charge of the proposals and enforcement of the Company's policies, systems, relevant managerial policies and concrete implementation programs. The Committee reports to the Board of Directors of the annual implementation plans and results on a regular basis (once per annum as minimum). The 2023 Sustainability Report was prepared and completed in 2024. On August 6, 2024, the Board of Directors reviewed and reported on the 2023 Sustainability Development Promotion Implementation Plan and its results, and approved the 2023 Sustainability Report. On December 26, 2024, the Board of Directors also reviewed and reported on the 2024 Sustainability Development Promotion Implementation Plan and its results. The report content covered sustainability topics and corresponding action plans, including corporate governance, product responsibility, environmental sustainability, employee care, and social welfare, as well as other major issues. The Board of Directors reviewed the Company's sustainability strategy, systems, related management guidelines, the progress and implementation of set targets, and discussed and examined differences	Without a significant difference.

Promotion items	Implementation status			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TSEC/ GTSM Listed Companies
	Yes	No	Summary description	
			<p>between the targets and actual performance. Recommendations were provided, and adjustments by the Sustainability Development Committee and Company team were requested when necessary. (The report details are as follows 7. Other important information that help understand the Sustainable Development). The 2023 Chinese version of the Sustainability Report is disclosed on the Company’s website at: <a href="https://www.cenra.com">https://www.cenra.com</a> → ESG → Overview → ESG Report. The English version of the Sustainability Report is disclosed on the Company’s website at: <a href="https://www.cenra.com">https://www.cenra.com</a> → ESG → Investor Zone → Corporate Governance → Information Disclosure. Additionally, the “Sustainable Development Best-Practice Principles” were newly established on August 9, 2024, and approved by the Board of Directors on September 2, 2024. The relevant document is disclosed on the Company’s website at: <a href="https://www.cenra.com">https://www.cenra.com</a> → ESG → Investor Zone → Corporate Governance → Major Company Regulations.</p>	
<p>II. Does the company assess the risk of environmental, social, and governance (ESG) issues in relation to corporate operations based on the materiality principles and establish policies or strategies in relation to risk management?</p>	v		<p>The disclosure covers the Company’s performance on sustainability of its main business locations from January to December 2024. The risk assessment is mainly based on the Company and its subsidiary, China Chemical &amp; Pharmaceutical Co., Ltd. and Chunghwa Yuming Healthcare Co., Ltd. After assessing the related risks of material topics based on the materiality principle and the materiality analysis of topics relating to sustainable development in corporate social responsibility, based on the identified risks, we have established related management policies or strategies as follows:</p> <p><b>(1) Material topic: Environmental</b>  Risk assessment items: Environmental protection  Risk management policies or strategies:  We have established a responsible department for environmental management to establish environmental policies, assess risks, establish related environmental management documents, acquire the required operating/operation permits, promote environmental protection activities, adopt various energy conservation and carbon reduction measures and arrange education and training courses relating to environmental protection laws and regulations to raise the environmental awareness of related departments. As always, the Company has been serious about energy saving &amp; carbon reduction and greenhouse gas reduction and put forth maximum possible efforts in energy saving &amp; carbon reduction.</p> <ol style="list-style-type: none"> <li>1. Hands-on implementation of energy saving &amp; carbon reduction:  Through an overall implementation, we have duly set up electronic documentation system to minimize paper use and minimize printing through printers and copying machines. In summertime, we soundly control the room temperature to assure most effective possible use or energy to accomplish the goals of energy saving &amp; carbon reduction.</li> <li>2. Water reduction: The Company has installed water-saving equipment in all office premises. Effluent recycling equipment has been installed in each plant to recycle and reuse effluents, thereby reducing water consumption.</li> <li>3. Waste execution: <ol style="list-style-type: none"> <li>(1) We team up with long-term bulk pharmaceutical chemicals (BPC) suppliers to carry out containers and packaging materials retrieval, recycling and reuse programs. Through such mechanism for recycling and reuse of raw materials, we minimize the consumption of resources.</li> <li>(2) In waste disposal, headquarters and each site have established resource sorting venues and implement resource sorting before assigning qualified contractors to dispose of related waste.</li> <li>(3) In the aspect of product packaging design, we try hard to summarize the design into environmental protection oriented modes to minimize use of packaging materials. As far as possible, we recycle the packaging materials into reuse to</li> </ol> </li> </ol>	Without a significant difference.

Promotion items	Implementation status		Summary description	Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TSEC/ GTSM Listed Companies
	Yes	No		
			<p>minimize the impact upon ecological environments.</p> <p>4. Greenhouse gas reduction: each plant and office area continues to promote various energy-saving measures and replace energy-saving equipment; the product production process continues to optimize research projects, reducing energy consumption, and reducing greenhouse gas emissions.</p> <p><b>(II) Material topic: Social</b>  Risk assessment items: Workplace equality, employee care, product responsibility  Risk management policies or strategies:</p> <p><b>1. Equal working ambience:</b>  In faithful compliance with labor related laws and ordinances concerned of the nation to firmly safeguard employees in their labor interests, the Company strictly sticks to "equal" principle. Under no circumstances shall an employee receive a discrimination treatment in any aspect as a result of gender, nationality, ethnic race, religion or political stand. On deriving positions and promotions, the company has no gender or age restrictions, nor bias in place as to place of birth, domiciliary, political tendency or religious faith, as long as a candidate is able and qualify for the positional requirements, opportunities and the like, and the company has also formulated comprehensive employee promotion and assignment measures, and also implement them per the regulations; while the recruited employees are also processed per the foresaid principle, and their ages also need to be above the child workers' age in compliance with the Employment Standards Act regulations and the company have not had incidents of hiring child workers. To protect workplace gender equality, create a friendly work environment, and provide nursery benefits for employees to nourish children without worries, we comply with the "Act of Gender Equality in Employment."</p> <p><b>2. Employee care initiative:</b>  We treat every employee equally, hiring based on outstanding talent and upright character. Promotions are based on actual performance, including contributions to the Company and enthusiasm for work, ensuring fair and reasonable treatment for all employees. We have also established a labor union to maintain harmonious labor-management relations and respect all employees' rights to freely associate and organize unions in accordance with the law, thereby safeguarding labor rights. We have established a consummate salary and allowance system to cover the base salary and different allowances. The employee salary and pay for overtime work are calculated based on the "Labor Standards Act" and other related laws and regulations.</p> <p><b>3. Product responsibility</b>  Committed to accelerating the improvement and internationalization of drug quality, all of the Company's plants manufacturing drugs for human use have actively invested significant resources to expand both hardware and software facilities, aiming to prevent contamination and ensure the quality of medicines. Strict and comprehensive quality assurance organizations and systems have been established. The human-use drug manufacturing plants, including the Xinfeng Plant, Xinfeng Plant II, Taichung Plant, Tainan Plant II, Tainan Plant III, and Tainan Plant IV, have all passed the Taiwan FDA's stringent hardware and software evaluations for compliance with the international GMP standards (PIC/S GMP). These certifications ensure that the products meet regulatory requirements, guaranteeing the quality and safety of medicines and safeguarding consumers' rights and</p>	

Promotion items	Implementation status		Summary description	Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TSEC/ GTSM Listed Companies
	Yes	No		
			<p>interests. Furthermore, the Xinfeng Plant, Xinfeng Plant II, Taichung Plant, and Tainan Plant IV have passed inspections and certifications by Japan's PMDA, while Tainan Plant II has successfully passed the U.S. FDA inspection, further aligning with international pharmaceutical markets.</p> <p>The Company has also actively invested capital and manpower in expanding hardware equipment and implementing software for drug storage and logistics operations. Currently, warehouses across all plants and subsidiaries have obtained PIC/S GDP (Good Distribution Practice) certification to ensure the quality and safety of medicines for consumers.</p> <p>Tainan Plant I, a newly constructed facility for veterinary drugs that exceeds national standards, has passed the GMP evaluation by the Council of Agriculture's Bureau of Animal and Plant Health Inspection and Quarantine. Moreover, both the Tainan Plant I and the Taichung Plant have set a national precedent by becoming the first to receive cGMP certification for veterinary drug production lines.</p> <p><b>(III) Material topic: Corporate governance</b>  Risk assessment item: Anti-corruption  Risk management policies or strategies:  We have duly enacted "Operating Procedures and Directions for Act over Best-Practice Principles on Good Faith Management " and "Regulations Governing Accusation Report of Unlawful &amp; Unethical Behaviors" which function as the very guiding grounds of the entire Company to put into implementation thoroughly accusation report against unlawful and unethical behaviors These Registration and Procedures expressly ban all CCPC personnel from accepting or offering unjustifiable interests and guide them into withdrawal from conflict involvement (recusal). In all business operation, any unethical behavior is absolutely prohibited to prevent potential occurrence of unfaithful practice. All operations and activities of this Company comply with the laws and regulations and are conducted in compliance with the laws and regulations in relation to the pharmaceutical, health product, medical devices, and healthcare services. We also uphold compliance, reasonability, integrity and ethics and the marketing practices of the Code of Practice of the International Federation of Pharmaceutical Manufacturers and Associations (IFPMA). Therefore, we standardize all employees in performing all business operations and shall not request for, accept, or give bribes or other forms of duty-related undue/improper advantages for oneself or a third party, either directly or indirectly, with the powers, methods or opportunities from their duties. We state in the employee's "Work Rules" that officers or the personnel department shall request for rewarding employees refusing bribes; while employees confirmed by investigation for misappropriation or embezzlement of corporate property, malpractice, or acceptance of commissions, bribes will be dismissed without prior notice within 30 days after acknowledgement for strict management of employment behaviors.</p>	
<b>III. Environmental Issues</b>				
(1) Does the Company have an appropriate environmental management system established in accordance with its industrial character?	v		1. Prevention and control of water pollution: The Company already set up waste water disposal equipment for Shin Fong Plant Zone where the Quality Assurance Department conducts sample check and inspection over the condition of water quality to make sure that all waste water so discharged thereby is satisfactory to the criteria for discharge. Both Taichung Plant Zone and Tainan Plant Zone are located inside industrial park areas where the waste water is securely disposed through the water disposal machinery & equipment of the industrial park areas.	Without a significant difference.

Promotion items	Implementation status			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TSEC/ GTSM Listed Companies
	Yes	No	Summary description	
			<p>2. Prevention and control of exhaust gas pollution: Establishment of air pollution control machinery &amp; equipment.</p> <p>3. Industrial waste disposal: In all plant zones, the Company faithfully disposes industrial waste water exactly in accordance with the waste disposal programs by commission qualified professional environmental protection firms for professional disposal. Still, we faithfully trace and dominate the final whereabouts of the industrial waste water.</p> <p>4. In both the Head Office and the respective plant zones, the Company has duly staffed special duty oriented personnel to take charge of promotion and implementation of environmental management and safety &amp; health affairs. Such special duty oriented units: In the Head Office-Administrative Affairs Center. In respective plant zones-The Engineering &amp; General Affairs Departments.</p>	
(II) s the Company committed to enhancing energy utilization efficiency and using recycled materials that pose low impacts on the environment.	v		<p>Amidst the Company's policies to maximize efficiency of a variety of resources and minimize the costs, the Company under sound planning replaces and updates production machinery &amp; equipment, and retires heavy-energy consuming old machinery &amp; equipment. Meanwhile, the Company well designs environmental protection oriented packaging. For all the Company's plants and offices, the Company continually implements a variety of energy conservation measures through, for instance, setup of electronic document systems, minimization of paper consumption, classified collection of wastes, reuse of recycled water, improvement in air conditioning and illumination efficiency. Through all such efforts, the Company endeavors toward sustainable development.</p>	Without a significant difference.
(III) Has the Company evaluated the present and future potential enterprise risks and opportunities arising from climate change, and have relevant coping measures been adopted?	v		<p>The global climate change might incur acts of God or disaster by nature that might have a direct impact upon the Company's business operation. Besides, such climate change might, as well, lead to prevalence of diseases, rise of prices in bulk pharmaceutical chemicals (BPC) or even discontinuity in supply and such indict impacts. Here at the Company, the Marketing Planning Department and Procurement Department seriously watch climate changes the world over and the updates of bulk pharmaceutical chemicals (BPC) supply, with sound analyses on the potential impact upon the Company's business operation and with sound countermeasures. As always, the Company has been serious about energy saving &amp; carbon reduction and greenhouse gas reduction and put forth maximum possible efforts in energy saving &amp; carbon reduction.</p> <p>1. Hands-on implementation of energy saving &amp; carbon reduction: Through an overall implementation, we have duly set up electronic documentation system to minimize paper use and minimize printing through printers and copying machines. In summertime, we soundly control the room temperature to assure most effective possible use or energy to accomplish the goals of energy saving &amp; carbon reduction.</p> <p>2. Implementation in water use minimization: Here at the Company, we launch an overall adoption of water conservation machinery &amp; equipment to minimize water consumption. In respective plant zones, we have, step-by-step, installed waste water recycling machinery &amp; equipment which recycle, and treat waste water for our multiple reuses of water resources.</p> <p>3. Waste execution:</p> <p>(1) We team up with long-term bulk pharmaceutical chemicals (BPC) suppliers to carry out containers and packaging materials retrieval, recycling and reuse programs. Through such mechanism for recycling and reuse of raw materials, we minimize the consumption of resources.</p> <p>(2) In waste disposal, headquarters and each site have established resource sorting venues and implement resource sorting before assigning qualified contractors to dispose of related waste.</p> <p>(3) In the aspect of product packaging design, we try hard to summarize the design into environmental protection oriented modes to minimize use of packaging materials. As far as possible, we recycle the packaging materials into reuse to minimize the impact upon ecological environments.</p>	Without a significant difference.

Promotion items	Implementation status			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TSEC/ GTSM Listed Companies																													
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(IV) Did the Company produce statistics on the GHG emissions, water consumption, and total waste in the last two years? Has the company established policies for GHG reduction, water conservation, and waste management?	v		<p>Statistics on the of GHG emissions, water consumption, and total waste in Last 2 Years</p> <p><b>Statistics of GHG emissions in 2023 and 2022</b></p> <table border="1"> <thead> <tr> <th>Scope</th> <th>2023 emissions tonCO2e</th> <th>2022 emissions tonCO2e</th> </tr> </thead> <tbody> <tr> <td>Scope I Direct emissions Source of the emissions: Fuel oil, diesel</td> <td>7,420.86</td> <td>6,417.11</td> </tr> <tr> <td>Scope II Indirect emission of energies Source of the emissions: Purchased electricity</td> <td>12,865.05</td> <td>11,673.06</td> </tr> <tr> <td>Scope III Other indirect emission Not yet covered into greenhouse gas inventory check</td> <td>---</td> <td>---</td> </tr> <tr> <td><b>Total</b></td> <td><b>20,285.91</b></td> <td><b>18,090.17</b></td> </tr> </tbody> </table> <p>Note: The greenhouse gas discharge volume of a variety of emission sources were counted with reference to the coefficients promulgated by the Environmental Protection Administration and the Bureau of Energy.</p> <p><b>Statistics of water consumption and total waste in 2023 and 2022</b></p> <table border="1"> <thead> <tr> <th rowspan="2">Year</th> <th rowspan="2">Total water consumption</th> <th colspan="2">Types of waste</th> </tr> <tr> <th>Non-hazardous waste</th> <th>Hazardous waste (Waste solution)</th> </tr> </thead> <tbody> <tr> <td>2023</td> <td>298,830</td> <td>444.14</td> <td>13.62</td> </tr> <tr> <td>2022</td> <td>280,200</td> <td>287.92</td> <td>16.39</td> </tr> </tbody> </table> <p>Note: Unit: M.T.</p> <p>Energy conservation and carbon reduction policy</p> <p>(1) Air-conditioning</p> <ul style="list-style-type: none"> <li>● Implementing air conditioning temperature control in summer for efficient energy use.</li> <li>● Implementing automatic daily control of air conditioning electricity supply</li> <li>● Turning off air conditioning before the end of work reduce energy consumption.</li> <li>● Changing the chiller unit to manual control on non-production days to reduce load.</li> </ul> <p>(2) Lighting</p> <ul style="list-style-type: none"> <li>● Replacing traditional high energy-consumption lighting fixtures with T5 fluorescent lamps or LED lamps.</li> <li>● Implementing lighting zone control to turn off unnecessary lighting in respective zones.</li> <li>● Turning all or part of the lighting in unoccupied or unnecessary areas during working hours.</li> <li>● Turning off all lights during lunch break.</li> <li>● Checking the lighting in all offices, officer offices, and conference rooms before the end of work.</li> </ul> <p>(3) OA equipment</p> <ul style="list-style-type: none"> <li>● Constantly installing the e-document system to reduce paper consumption, photocopying, and printing.</li> <li>● Turning off the main unit of related machines and equipment and peripheral not used for a long time to reduce standby electricity consumption.</li> <li>● Disconnecting the electricity supply of appliances or equipment not</li> </ul>	Scope	2023 emissions tonCO2e	2022 emissions tonCO2e	Scope I Direct emissions Source of the emissions: Fuel oil, diesel	7,420.86	6,417.11	Scope II Indirect emission of energies Source of the emissions: Purchased electricity	12,865.05	11,673.06	Scope III Other indirect emission Not yet covered into greenhouse gas inventory check	---	---	<b>Total</b>	<b>20,285.91</b>	<b>18,090.17</b>	Year	Total water consumption	Types of waste		Non-hazardous waste	Hazardous waste (Waste solution)	2023	298,830	444.14	13.62	2022	280,200	287.92	16.39	Without a significant difference.
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	Yes	No		
			<p>used for a long time.</p> <p>Reduced water usage management policy: Fully adopt and gradually replace water conservation facilities to reduce water usage. In respective plant zones, we have, step-by-step, installed waste water recycling machinery &amp; equipment which recycle, and treat waste water for our multiple reuses of water resources.</p> <p>Reduced other waste management policy:</p> <ol style="list-style-type: none"> <li>(1) We team up with long-term bulk pharmaceutical chemicals (BPC) suppliers to carry out containers and packaging materials retrieval, recycling and reuse programs. Through such mechanism for recycling and reuse of raw materials, we minimize the consumption of resources.</li> <li>(2) In waste disposal, headquarters and each site have established resource sorting venues and implement resource sorting before assigning qualified contractors to dispose of related waste.</li> <li>(3) In the aspect of product packaging design, we try hard to summarize the design into environmental protection oriented modes to minimize use of packaging materials. As far as possible, we recycle the packaging materials into reuse to minimize the impact upon ecological environments.</li> </ol>	
<b>IV. Social issues</b>				
(I) Does the Company have the relevant management policies and procedures stipulated in accordance with the relevant laws and regulations and international conventions on human rights?	v		<p>This Company is committed to maintaining the basic human rights of employees and shaping a work environment for human rights protection. We recognize and support international human rights conventions, such as “The Universal Declaration of Human Rights,” “The United Nations Global Compact” and the “Declaration of Fundamental Principles and Rights at Work” of the International Labour Organisation, and thus establish our human rights management policy and SOPs. (The report details are as follows 7. Other important information that help understand the CSR operation:</p>	Without a significant difference.
(II) Has the company established and implemented reasonable employee welfare measures (including remuneration, leave, and other benefits) and appropriately reflected business performance and achievements in the remuneration for employees?	v		<p>In employee benefits, we have established a comprehensive welfare system and sound retirement regulations that comply with the law.</p> <ol style="list-style-type: none"> <li>1. The Company's policy about remuneration to employees: Regarding the remuneration to employees, the Company's Articles of Incorporation expressly provides in Article 32: From the profit earned by the Company in a year, a sum ranging from 1% to 15% shall be appropriated as remuneration to employees and a sum within 3% maximum shall be appropriated as remuneration to directors and supervisors. Where the Company remains in an accumulated loss, the Company shall first retain the sum required to make up the loss. The remuneration to employees may be granted to employees of subordinate companies who satisfy the specified requirements.</li> <li>2. The employee salary policy covers base salary and different allowances (post allowance, certificate allowance, overtime work allowance, special work environment allowance), and bonus (performance bonus, appraisal bonus, special bonus). Full-time employees' base salary is calculated and paid on a monthly basis. Business unit employees are issued performance bonuses based on individual employees' achievement of performance targets. The annual employee performance appraisal bonus system, in addition to measuring achievement of operating income, and key indicators of department management, will be connected to sustainable development goals, incorporating various indicators (such as the indicators for energy conservation and carbon reduction outcome, industrial safety protection targets, product production quality indicators, customer complaint prevention targets, and product R&amp;D indicators). These indicators are included in the evaluation indicators to continuously integrate</li> </ol>	Without a significant difference.

Promotion items	Implementation status		Summary description	Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TSEC/ GTSM Listed Companies																								
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			<p>sustainability into the Company's operation, in order to achieve corporate sustainable development. Employees who perform well or have special achievements that make special contributions to the Company will be paid special bonuses after the approval of the Chairman. In 2023, CCPC's minimum wage is 106.1% of the minimum wage of the Labor Standards Act, while Chunghwa Yuming Healthcare's minimum wage is 125.0% of the minimum wage of the Labor Standards Act. In order to implement the Gender Equality Act and related labor laws and regulations, the starting salary ratio of new employees, regardless of their gender, is 1:1.</p> <p>Basic Salary Ratio of Females to Males in 2023</p> <table border="1"> <caption>Basic Salary Ratio of Females to Males in 2023</caption> <thead> <tr> <th>Company</th> <th>Senior executives</th> <th>Mid-level cadres</th> <th>Junior personnel</th> </tr> </thead> <tbody> <tr> <td>CCPC</td> <td>1.00</td> <td>1.18</td> <td>0.91</td> </tr> <tr> <td>CYH</td> <td>1.00</td> <td>1.03</td> <td>0.98</td> </tr> </tbody> </table> <p>Basic Remuneration Ratio of Females to Males in 2023</p> <table border="1"> <caption>Basic Remuneration Ratio of Females to Males in 2023</caption> <thead> <tr> <th>Company</th> <th>Senior executives</th> <th>Mid-level cadres</th> <th>Junior personnel</th> </tr> </thead> <tbody> <tr> <td>CCPC</td> <td>1.00</td> <td>1.14</td> <td>0.87</td> </tr> <tr> <td>CYH</td> <td>1.00</td> <td>0.90</td> <td>0.89</td> </tr> </tbody> </table> <p>3. The Company's employees are duly granted a raise based on the rising consumer price index as the grounds for counting, with reference to the Company's profitability and outcome of the employees' performance evaluation. The Company's employees were given a 3% salary increase in 2024.</p>	Company	Senior executives	Mid-level cadres	Junior personnel	CCPC	1.00	1.18	0.91	CYH	1.00	1.03	0.98	Company	Senior executives	Mid-level cadres	Junior personnel	CCPC	1.00	1.14	0.87	CYH	1.00	0.90	0.89	
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(III) Does the Company provide employees with a safe and healthy work environment, and provide safety and health education to employees regularly?	v		<p>We provide employees with safe, sound and healthful working environments. To assure safety &amp; health care and protection over employees, here in the Company, "Labor Safety &amp; Health Committee" and safety &amp; health supervisory heads and safety &amp; health managerial members have been set up and staffed in all plant zones to conduct safety &amp; health examinations on a regular basis and submitted the records of safety &amp; health examinations to the Labor Inspection Institution of the Ministry of Labor. Besides, the Company arrange and sponsor safety &amp; health oriented educational &amp; training programs to assure sound working environments and employee health.</p> <p>The safety &amp; health protection and health rendered to employees include:</p> <ol style="list-style-type: none"> <li>1. Procurement of dusk masks, helmets, footwear and gloves which are provided to all employees into use.</li> <li>2. For hazardous machinery &amp; equipment, the Company assigns qualified professional technicians to conduct maintenance &amp; upkeep services and inspection on a regular basis and to take charge of routine operation and management. All such technicians receive higher educational &amp; training programs under the Company's arrangement.</li> <li>3. The Company sets up warehouses for hazardous substances which are under prudential management by special duty oriented colleagues who hold required licenses/certificates.</li> <li>4. The Company sets up sound explosion-proof lights and blast-resistant doors as well as such high-tech facilities.</li> <li>5. Under the Company's arrangements, all employees receive safety &amp; health oriented educational &amp; training programs on a regular basis.</li> <li>6. On a regular basis, the Company takes charge of cleansing, inspection to assure security and firm performance of the entire environments and equipment.</li> <li>7. All employees serving with all plant zones receive sound labor health examinations on an annual basis.</li> <li>8. The Company provides sound channels readily available for grievance in</li> </ol>	Without a significant difference.																								

Promotion items	Implementation status			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TSEC/ GTSM Listed Companies
	Yes	No	Summary description	
			<p>case of a sexual harassment through phone number, fax number, grievance mail box, e-mail. Besides, the Company further sets up "Workplace Sexual Harassment Grievance &amp; Settlement Committee" which takes charge of investigation, settlement and evaluation of sexual harassment grievance cases.</p> <p>In entire Year 2024, no sexual harassment grievance was ever heard from CCPC employees. According to the statistics on the number of occupational injuries in 2024, there are a total of 9 cases involving 9 employees, accounting for 0.66% of the total number of employees at the end of 2024. According to the types of occupational injuries, there are 4 cases of traffic accidents on the way to and from work (4 people in total), and 5 cases of work-related injuries (5 people in total). In response, the Company shall intensify publicity toward traffic safety, strengthen routine safety related awareness and importance in traffic safety to minimize potential occurrence of a traffic accident. Meanwhile, through comprehensive efforts, we reinforce the educational and training programs against potential risks toward entire staff. It is hoped that through safety related educational and training programs and publicity, we shall continually upgrade safety protection at the workplace to minimize potential occurrence of occupation-oriented calamity and assure a safe and sound workplace.</p>	
(IV) Does the Company have an effective career capacity development training program established for the employees?	v		<p>Cultivation &amp; training programs for employees:</p> <p>We have worked out sound cultivation &amp; training programs for short-term (to lay foundation), mid-term (to grow) and long-term (to further develop) for employees in various job positions to help employees boost productivity, product yield rate and team cohesion.</p> <p>1. In terms of short-term programs:</p> <p>(1) With reference to the outcome of performance evaluation rendered by all department heads and evaluation of technical systems, we evaluate employees in each and every position category in two capability items, i.e., professional skills and general know-how and the gaps of their actual expertise and the requirements. Accordingly we carry out reinforcement educational &amp; training programs either inside or beyond CCPC.</p> <p>(2) On the grounds of the production, quality control and sales skills oriented to new products of a year, the Company would arrange relevant employees into the professional cultivation &amp; training programs.</p> <p>(3) In response to machinery &amp; equipment newly procured by the Company in a year, the Company would arrange relevant employees into the professional cultivation &amp; training programs to help employees enhance their capability to operate and use such newly equipped machinery &amp; equipment.</p> <p>(4) In response to a change in the laws and ordinances concerned inside the Company and identification of new literatures, the relevant staff members would be arranged training programs either inside or beyond the Company.</p> <p>2. In terms of mid-term and long-term training programs:</p> <p>(1) On the grounds of the Company's vision and strategic maps, the Company would devise and launch general educational curricula in three phases in nine years for the reserve cadres and executive heads in various levels. The Company also arranges the staff members to receive in-house training programs for the special skills in various levels.</p> <p>(2) Exactly based on the short, mid- and long-term targets, the Company would map out sound plans for manpower requirements.</p> <p>(3) The Company teamed up with Yuan Ze University to sponsor EMBA Administrative Programs and Business Administrative credit programs in two phases (with each phase for three years)</p> <p>(4) In an effort to reserve sound human resources on business administration and special skills as required by various units in the</p>	Without a significant difference.

Promotion items	Implementation status			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TSEC/ GTSM Listed Companies
	Yes	No	Summary description	
			future, the Company offers and grants pecuniary subsidy to employees for higher educational & training programs at home and abroad exactly in accordance with "Regulations Governing Incentives Granted to Encourage Employees into Higher Education".	
(V) Targeting product and service-related customer health and safety, customer privacy, marketing and labeling, and other issues, is the Company complying with relevant laws and regulations and international standards? Have related consumer protection or customer rights policies and compliant procedures been formulated?	v		<p>“For the better, healthier and safer life of humankind, we are committed to providing health-related products and services” is our business philosophy, while achieving “customer satisfaction” and “ultimate quality” are our goals; therefore, quality is essential to our operations. In addition, we uphold legal compliance to prohibit the sales of controversial products. If violations are detected, we immediately form a task force to make improvements and plan and implement preventive measures to make continual improvement. To establish a procedure for handling customer complaints or reports of defective medical products or adverse drug reactions in order to complete root cause analysis and take effective countermeasures immediately after receiving a customer complaint to protect the rights and interests of consumers, ensure the safe drug use, and maintain corporate reputation, we have specifically established the “Customer Complaint Handling SOP” to provide a dependable reference and handle complaints or reports based on the frequency of occurrence and severity of hazard. In addition, besides setting up a dedicated website to integrate all affiliates and provide customer service, we have established customer helplines and e-mails for different business units: human drug products (drugs for human use), veterinary drug products (animal health products), cleansing and beauty, homecare services, and others to provide consultation service and handle complaints for customers. Through the special zone of interested parties amidst the Company's website, we disclose the information of the sound channels we provide to communicate with customers. We also provide complaint report mailbox where our special duty oriented personnel are assigned to serve customers in their grievance and complaint reports.</p> <p>The pharmaceuticals manufactured by CCPC entirely differ from general food available in markets. For our products, we strictly check and verify in every level based on the strict laws. Such exceptional strict control process is equally applied toward our pharmaceutical packaging. For all our pharmaceuticals, the instruction leaflets, labels and packaging shall satisfy the requirements set forth under Article 75 of the Regulations for Registration of Medicinal Products and all entries shall be provided exactly in accordance with the items approved by the central government level competent authority in charge of health affairs. These facts explain why CCPC products are assured to 100% satisfactory to the government specifications, absolutely not in contravention of laws governing merchandise and service information or CCPC voluntary specifications in 2024.</p>	Without a significant difference.
(VI) Has the company established policies for management to request suppliers to comply with the relevant laws and regulations of environmental protection, occupational safety and health, and labor human rights? Does the company keep track on the implementation of such policies?	v		<p>1. The Company has established the “Standard Operating Procedures for the Evaluation of Raw Material Suppliers.”. Only those who pass the evaluation can be included in the list of qualified suppliers. At the same time, the suppliers must be legal, have an excellent reputation, protect the rights and interests of employees, emphasize drug safety, and promote a sustainable environment. In terms of raw material purchase and direct container, suppliers are required to submit data of testing items and standards in new specifications in the latest pharmacopeia. The materials must also be labeled clearly and visibly. In the meantime, the Company assists suppliers in passing the quality management system verification. The quality assurance unit conducts routine audits on the supplier’s quality system every year to ensure that the supplier can provide raw materials that comply with laws and regulations and meet safety and health standards in a long-term and stable manner. This is to jointly enhance our corporate social responsibility. In 2024, the Company's quality assurance unit conducted on-site quality assurance audits and evaluations on key suppliers. There were 5 domestic suppliers and 3 foreign suppliers.</p>	Without a significant difference.

Promotion items	Implementation status			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TSEC/ GTSM Listed Companies
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			<p>2. Besides ensuring the quality, delivery schedule, and price of suppliers' products, we also urge suppliers to implement environmental protection, improve safety and health, and respect human rights, so as to fulfill our corporate responsibility for sustainable development. In addition, the "supplier audit mechanism" is used as a deepening management method. While auditing the supplier's quality system, the audit is also conducted to determine whether the supplier has complied with the relevant regulations on issues such as the environment, occupational safety and health, and human rights. The supplier is required to make improvements and corrections immediately for violation. If improvement and correction are not made upon request, the contract may be terminated or rescinded at any time. In 2024, the Company's quality assurance unit conducted on-site quality assurance audits and evaluations on key suppliers. There were 5 domestic suppliers and 2 foreign suppliers. No major violations of environmental, occupational safety and health, or human rights regulations were found.</p> <p>3. The Company has also established the "Corporate Social Responsibility Best-Practice Principles," which clearly stipulate that if suppliers are found to violate the corporate social responsibility policy and caused significant impacts to the environment and society in the source community, the Company reserves the right to terminate or dissolve the contract at any time.</p>	
V. Did the company, following internationally recognized guidelines, prepare and publish reports such as its sustainable development report to disclose non-financial information of the company? Did the company apply for assurance or guarantee of such reports to a third-party certification body?	v		<p>We already completed the 2023 Sustainability Report the contents of which, notably the substantial facts about CCPC's efforts in promotion of Corporate Sustainable Development, have been disclosed through the CCPC website, Market Observation Post System (MOPS). Website: <a href="https://www.cenra.com">https://www.cenra.com</a> (ESG section → ESG report) The Sustainability Report prepared by the Company was prepared in accordance with the latest GRI Standards of the Global Reporting Initiatives (GRI) and prepared according to the "core" method specified in the latest GRI Standards. The report is disclosed on the Company's website and MOPS. The assurance of a third-party verification unit for the sustainability report: For the 2023 sustainability report, Reanda was commissioned by the Company to provide limited assurance of certain key performance information in accordance with ISAE 3000. The assurance report is attached as an appendix to this sustainability report.</p>	Without a significant difference.
VI. Where a Company has worked out sustainable development Guiding Principles in accordance with the "Sustainable Development Best Practice Principles for TWSE/GTSM-Listed Companies", please expressly elaborate on the differential gap between the substantial performance and the Practice Principle: The Company has duly worked out "Sustainable Development Best Practice Principles" where the substantial performance shows no significant differential gap from the Practice Principle.				

VII. Other important information to help understand the promotion of sustainable development:

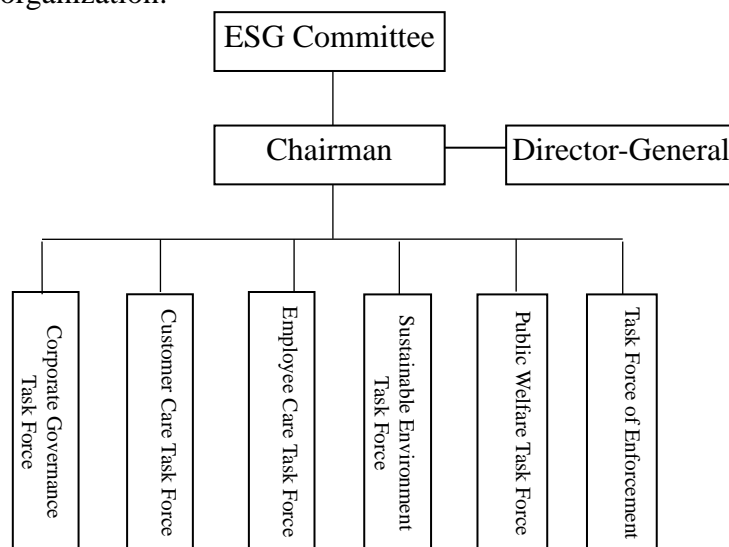
(I) ESG governance structure:

In an attempt to fulfill Sustainable Development (ESG) with focus on environment, industrial safety, society, corporate governance and sustainable development, Cenra Inc. has specifically founded the "CSR Committee" to put into implementation thoroughly CSR related issued, with adequate disclosure Cenra Inc. in "economy", "society", "environment", "products" and such significant issues, managerial policies, performance index as well as measurement of such index. The CSR Committee is duly organized by units concerned as a cross-function team, chaired by the Chairman as the Chief Commissioner. The CSR Committee has set up CSR Task Force which assigns the key issues amidst the concern by interested parties to all units concerned based on the professions and respective duties.

Main responsibilities of ESG Committee:

1. Formulate and promote sustainable development policies.
2. Review sustainable development management system operations.
3. Evaluate the Company's Sustainable Development policy targets, strategies and action plans, and instruct and trace the progress and improvement in the performance.
4. To routinely report the yearly execution plan and findings (at least once every year) to the management board.
5. Compile sustainable reports.

ESG Committee organization:



Description of group work

- Corporate Governance Task Force:  
Assist the Board of Directors, managers, and corporate governance officer in checking and reviewing the implementation of sustainability projects.  
Track the changes in domestic and international laws and regulations associated with sustainable development and provide necessary consultation.
- Customer Care Task Force:  
Coordinate the Company's action plans for marketing communication and customer health and safety issues, and implement the plans.
- Employee Care Task Force:  
Keep a close eye on international human rights policies or declarations and plan and propose company human rights policy or declaration, with their effectiveness regularly reviewed.

Formulate and implement employee welfare measures and establish effective talent cultivation and retention plans, a friendly workplace, and employee care.

- **Sustainable Environment Task Force:**  
Responsible for the promotion of sustainable development and environmental protection systems and propose recommendations for improvement. For environmental issues, plan environmental protection and energy saving and carbon reduction measures and help with the implementation of projects, while also paying attention to the development of international sustainability issues.
- **Public Welfare Task Force:**  
Evaluate the impact of the Company's operations on the community and participate in community development- and communication education-related activities to facilitate community development while planning and investing in social welfare issues to help the Company exert its influence in society.
- **Task Force of Enforcement**  
Coordinate and execute the publication of the Company's internal sustainability report project.

(II) 2023 implementation plan and outcome report:

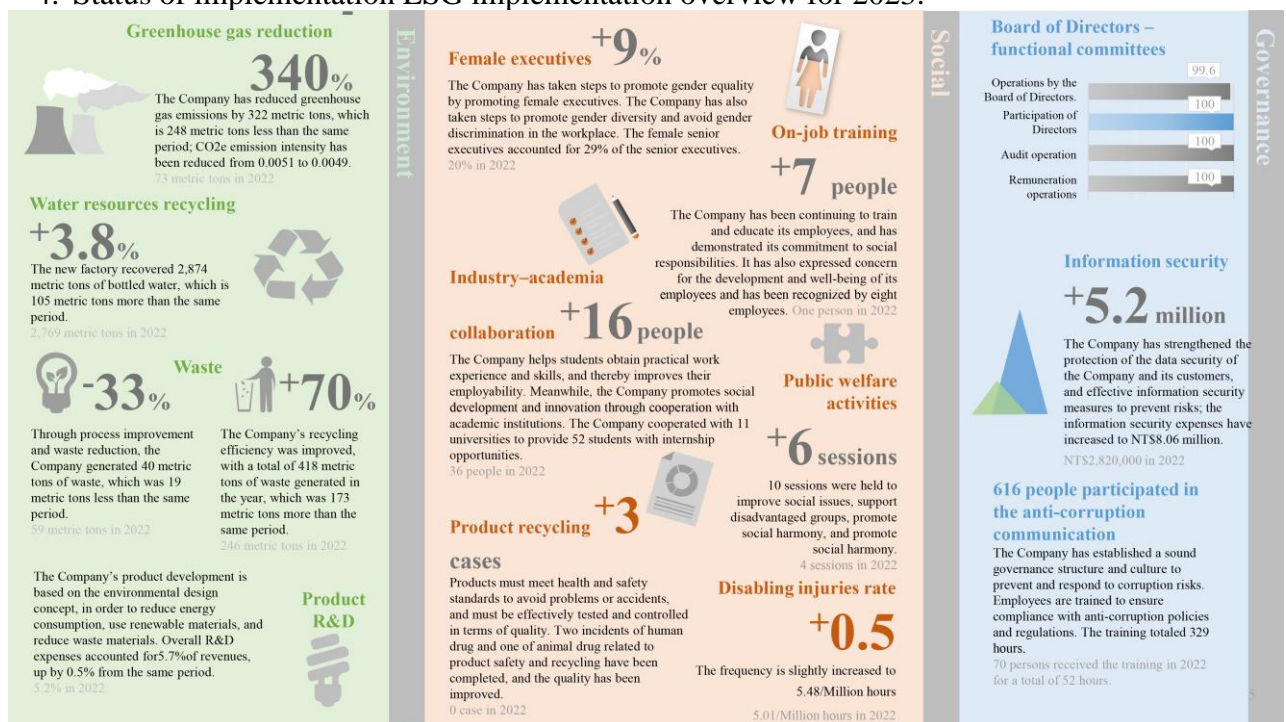
1. Report of the Board of Directors:

The Board of Directors reported on the 2023 implementation plan and its results on August 6, 2024, and approved the 2023 Sustainability Report.

2. The Company prepares the sustainability report by disclosing relevant information in accordance with the Core Option of the GRI Standards. The 2023 Sustainability Report was drafted and completed in August 2024, and assurance services were provided by Reanda Taiwan. The Company will continue to issue sustainability reports every year in the future.

3. The "Corporate Social Responsibility Best-Practice Principles" and the "Human Rights Policy" are included in the orientation courses. The Company implements various human rights protection policies, treats all employees with the utmost care, and promotes the Company's commitment to social responsibility to employees. As of November 30, 2023, there were a total of 4 training sessions with a total of 110 participants. In addition, the "Corporate Social Responsibility Best-Practice Principles" and "Human Rights Policy" are posted on the Company's website, available for employees and external parties to refer to at any time.

4. Status of implementation ESG implementation overview for 2023:



(III) Primary implementation of sustainable development in 2024:

(1) Report of the Board of Directors:

On December 26, 2024 the board of directors reported the projects implemented in 2024 and their achievements:

(2) Governance framework, policy, and approach

1. In order to implement and execute the Company's sustainable development policy, the Company has established the ESG Committee. According to the functions, the ESG Committee is divided into Corporate Governance Task Force, Customer Care Task Force, Employee Care Task Force, Public Welfare Task Force, Social Welfare Team and Task Force of Enforcement. It consists of General Manager, finance and accounting, human resources, management, sales, procurement, quality assurance, manufacturing, safety and health, and auditing units. The ESG Committee integrates company resources and focuses on corporate governance, product responsibility, sustainable environment, employee care, and social justice. Sustainable development compliance and implementation effectiveness are reviewed, and reported to the Board of Directors regularly. They are written in a sustainability report.
2. The Company's business philosophy is "honesty, selflessness, mutual assistance, and friendship", and the promotion of social responsibility has become a part of the Company's corporate culture. The "Sustainable Development Best-Practice Principles" has been established to implement and promote corporate governance, develop a sustainable environment, maintain social justice, and enhance the disclosure of corporate social responsibility information. While pursuing sustainable operations and profits, the Company also actively fulfills its corporate social responsibility in line with the international trend of balanced environmental, social and corporate governance development. By serving as a corporate citizen, the Company makes more economic contributions to the nation, and improves the quality of life for the employee, community and society. The heads of relevant units will promote various activities to ensure the implementation of the sustainable development policy.

(IV) Sustainable development operations and implementation in 2024:

- (1) The "Corporate Social Responsibility Best-Practice Principles" and the "Human Rights Policy" are included in the orientation courses. The Company implements various human rights protection policies, treats all employees with the utmost care, and promotes the Company's commitment to social responsibility to employees. As of November 30, 2024, there were a total of 4 training sessions with a total of 90 participants. In addition, the "Corporate Social Responsibility Best-Practice Principles" and "Human Rights Policy" are posted on the Company's website, available for employees and external parties to refer to at any time.

(2) Status of implementation:

- a. The Company has formulated the "Human Rights Policy" to protect the basic human rights of employees and create an environment where human rights are fully protected. The Company is committed to recognizing and supporting international human rights conventions, such as "The Universal Declaration of Human Rights," "The United Nations Global Compact," and the "Declaration of Fundamental Principles and Rights at Work" of the International Labour Organization. All business partners are required to eliminate any behavior that infringes upon or violates human rights, ensuring that all of internal and external members of the Company are treated fairly and with dignity.

b. Major charity and donation activities

1.	China Chemical with Love – Bo-You Learning Visit at Xinpu Plant (February and July 2024)
2.	E-Health Mobile Clinic – Care Event at TSZ-AI Intelligence in Taichung Catholic Develops Center
3.	Xinpu Plant Blood Donation Activity: 45 employees participated, donating a total of 66 bags (250cc each) of blood.
4.	CCPC with Love – Bo-You Learning Visit at Xinpu Plant (July 2024)
5.	E-Health Mobile Clinic – Care Event at Tainan Guantian Elderly Care Center
6.	E-Health Mobile Clinic – Chongyang Festival Senior Care Event at Yusheng Village, Tucheng District
7.	E-Health Mobile Clinic – Care Event at House Of The Little Angels Kaohsiung
8.	Cenra Senior Care – Community Public Welfare Activities
9.	Food Delivery x Environmental Sustainability Public Welfare Activity in Shulin District for Elders Living Alone.
10.	Donation of supplies to the Prison Fellowship Taoyuan Church in Taoyuan City
11.	Donation of supplies for public welfare activities of the Taipei Christian Young Women’s Christian Association
12.	Donation of supplies for public welfare activities organized by The Mustard Seed Mission
13.	Donation of supplies for charity medical events organized by Formosa Budding Hope Association
14.	Donation of supplies for charity medical service activities of Taipei Medical University
15.	Donation of supplies for charity events held by Taiwan Association for Social Welfare Services
16.	Monetary donation to sponsor The Mustard Seed Mission for rebuilding disaster-affected homes in eastern Taiwan
17.	Monetary donation to CCPC Loving Care Association, New Taipei City
18.	Donated to Nantou Puli Foundation of Social Welfare and Charity of Friends as the charity fund.
19.	Donated to Yu-Cheng Social Welfare Foundation.
20.	Monetary donation to the Noordhoff Craniofacial Foundation

c. The 2024 employee health checkups were completed. The Headquarters’ health checkups were conducted by Kang Ning General Hospital, the Xinpu Plant by Yangmei Iren General Hospital, the Taichung Plant by Dajia Lee General Hospital, and the Tainan Plant by Chi Mei Hospital Liouying Branch.

d. Wang Ming-Ning Memorial Foundation focuses on medical academic research and development, medical education, and talent cultivation in the biotechnology industry. In 2024, it awarded NTD 6.8 million to professional talents to engage in academic research and development.

e. According to the provisions of the Fire Protection and Environmental Protection Act, the factory has an emergency response team equipped with emergency rescue equipment. Firefighting and building chemical disaster prevention drills are conducted every year.

f. In terms of gender equality, female senior management accounted for 33% in 2024, up by 4% from 2023.

g. In 2024, a total of 4 employees received subsidies for on-the-job training.

h. Information security protection. The cost in 2024 was NTD 13.63 million, an increase of NTD 5.57 million compared to 2023.

i. Anti-corruption communication, the Company organized the training and education on anti-corruption in 2024, with 399 participants for total 309 hours.

- j. Quality control of product quality, 0 cases of product recycling for human and animal drug in 2024, a decrease of 3 cases compared to 2023.
- k. Support domestic cultural development: Sponsored the Yale Symphonic Band to invite employees and their families to listen through the purchase of tickets. The date of performance: 19:30 on August 12, 2024, and the place of performance: National Concert Hall.
- l. Local charity activities:  
 The Company continues to care for the elderly and children through the public welfare theme “Embrace Life.” Recognizing that children in rural areas have limited exposure to different careers compared to their urban counterparts, the Xinpu Plant team in Xinfeng Township, Hsinchu County, specially invited children from the Jianqian and Jianhou centers established by the Bo-You Foundation in Hsinchu County to visit the Xinpu Plant in February and July. During the visits, the children engaged in career experience activities through interactive games.  
 Across the two events, a total of 60 children participated, supported by 43 Company volunteers contributing a combined 344 volunteer hours.  
 Additionally, to care for elderly residents in rural areas surrounding our plants and offices, the Company continued promoting “Rural Care” public welfare activities. A total of five events were organized, covering rural areas in New Taipei, Taichung, Tainan, and Kaohsiung. Through caring visits, meal deliveries, and the provision of daily necessities, the Company supported the elderly’s health and living conditions. The Company mobilized 86 volunteers who contributed a total of 571 volunteer hours, and donated personal hygiene products and health supplements worth approximately NTD 380,000, benefiting 521 individuals.
- m. In order to support local education, increase students’ practical work experience, and encourage students to work locally, the Company actively cooperates with neighboring universities and schools to arrange for students to receive practical work training, and practical courses and seminars. In 2024, a total of 10 universities and schools have cooperated, and 53 students have participated in the internship program.
- n. Energy-saving equipment investment and specific benefits: The total amount of new energy-saving equipment investment in 2024 was NTD 16.81 million, and the carbon emission reduction was 84.9 metric tons.
- ① Major machinery and equipment investment for energy saving:
- Tainan Plant 1: Energy-saving variable frequency air-conditioning main unit, ancillary equipment, and energy-saving optimized operating system. Investment amount: NTD 13.76 million.
  - Taichung Plant: Variable frequency full liquid ice water mainframe. Investment amount: NTD 3.05 million.
- ② Concrete benefits: 2024 statistics:
- Tainan Plant 1: Electricity saving 148,020 kW
  - Taichung Plant: Power saving 23,479 kW
- Total: 171,499 kW of power saved, and 84.9 metric tons of carbon emissions reduced.

(III) Sound channels for coordination and communications with interested parties.:

Stakeholders	Response method/communication means	Communication frequency	Issues of serious concern
Employee	<ul style="list-style-type: none"> <li>Labor Safety &amp; Health Committee</li> <li>Unions</li> <li>General Manager's mailbox</li> <li>Amicable talks between the unit heads the employees</li> <li>Employee Welfare Committee</li> <li>Contact Window: Legal Compliance and Risk Management Department, Mr. Chen, Huan-Chien</li> </ul> Tel: (02)2312-4200 Ext. 3215 e-mail: wala.chen@cenra.com	<ul style="list-style-type: none"> <li>Once every quarter</li> <li>One every quarter, at all times</li> <li>Unscheduled, at all times</li> <li>Unscheduled, at all times</li> <li>One every quarter, at all times</li> </ul>	<ul style="list-style-type: none"> <li>Industrial safety</li> <li>Occupational safety &amp; health</li> <li>Training development &amp; education</li> </ul>
Raw materials suppliers/ product suppliers	<ul style="list-style-type: none"> <li>Visits to suppliers</li> <li>Evaluation of suppliers</li> <li>Contact window: Strategic Procurement Center</li> </ul> Ms. Chang Pi-Hua Tel: (02)2312-4200 Ext. 3211 e-mail: sophia.chang@cenra.com	<ul style="list-style-type: none"> <li>Unscheduled</li> <li>Unscheduled</li> </ul>	<ul style="list-style-type: none"> <li>Strategy for sustainable development/risk management</li> <li>Supply chain management</li> <li>Law compliance</li> <li>Corporate governance</li> <li>Bulk pharmaceutical chemicals (BPC) management</li> <li>Business ethics</li> <li>Sales and sales operation in the markets</li> </ul>
Customers/ distributors	<ul style="list-style-type: none"> <li>Customer interviews</li> <li>Introduction to products through the Company's website and the services thereof</li> <li>Interview with salespeople (customers' opinions or grievance)</li> <li>Contact point: Operation Management Division Ms. Hu Hui-Lan</li> </ul> Tel: (02)8253-8700 Ext. 710 e-mail: mango.hu@cenra.com	<ul style="list-style-type: none"> <li>Unscheduled</li> <li>Unscheduled</li> <li>Unscheduled</li> </ul>	<ul style="list-style-type: none"> <li>Accurate uses of pharmaceuticals</li> <li>Health and safety</li> <li>Sales and sales operation in the markets</li> </ul>
Academic pharmaceutical organizations	<ul style="list-style-type: none"> <li>To participate in trade association, organizational associations and academic associations' activities</li> <li>Unscheduled visitation exchanges</li> <li>Contact point: Public Relations and Corporate Communications</li> </ul> Ms. Chen, Yi-Fen Tel: (02)2312-4200 Ext. 3251 e-mail: tiffany.chen@cenra.com	<ul style="list-style-type: none"> <li>Unscheduled</li> </ul>	<ul style="list-style-type: none"> <li>Strategy for sustainable development/risk management</li> <li>Sales and sales operation in the markets</li> <li>Research &amp; development and innovation</li> </ul>
Trade association and organizational associations	<ul style="list-style-type: none"> <li>To participate in trade association, organizational associations and academic associations' activities</li> <li>Unscheduled visitation exchanges</li> <li>Contact point: Public Relations and Corporate Communications</li> </ul> Ms. Chen, Yi-Fen Tel: (02)2312-4200 Ext. 3251 e-mail: tiffany.chen@cenra.com	<ul style="list-style-type: none"> <li>Unscheduled</li> </ul>	<ul style="list-style-type: none"> <li>Law compliance</li> <li>Business ethics</li> <li>Research &amp; development and innovation</li> </ul>

To read the sustainability report of the Company, please visit the official website of the Company at <https://www.cenra.com> (ESG section → ESG report). In addition, the Company's official website has also set up a "Stakeholders Section" to establish an effective and transparent communication channel for customers, investors, employees and suppliers to understand the needs of stakeholders and their expectations of the Company.

(IV) Human rights management policy:

1. In an effort to safeguard employees in their fundamental human rights and create a working ambiance with adequate protection of human rights, the Company backs up and firmly support" Universal Declaration of Human Rights of the United Nations", "The UN Global Compact", "International UN Labor Organization Pact" and such human right pacts promulgated in the international community. Externally, the Company completely eradicates any acts and behaviors infringement upon or in contravention of human rights. Thanks to such sound policies and efforts, all in-house members and outside interested parties are treated in a fair and respectful terms. These are the very key objectives behind stipulation of such policy.
2. The present policy is equally applicable to all CCPC subsidiaries, affiliates, juristic persons and foundations directly donated and set up by the Company and other organizations and juristic persons similar to a company.
3. In this well diversified CCPC family, under no circumstances shall an employee or any single person is under discrimination as a result of gender, sexual orientation, ethnic races, class, ages, marital status, languages, religion, partisanship, birthplaces, native places, appearance, physical organs, mentally and physically handicapping fact or union membership. The Company faithfully complies with gender equality related laws and ordinances. The Company does not hire a child worker, does not maltreat employees and assures fair and sound opportunities in hiring opportunities, salary pay, educational & training programs, performance evaluation and chances for promotion. Under such sound, fair and wholesome working ambiance, we further offer sound working conditions and grievance channels to speak up their complaints. Thanks to the efforts by and between the labor the management, CCPC is a respectful, safe, secure and equal working environment absolutely free of harassment.
4. Here at CCPC, we honor and support all employees to organize and join union(s). Amidst the harmonious working environment, we offer and back up sound and smooth channels for communications with the Union(s) and the employees, i.e., the Union members.
5. The Company has, exactly pursuant to the environment related laws and regulations enacted and promulgated by the nation, put forth maximum possible efforts to conserve national environments. During the process of sustainable development, we simultaneously accomplish the goals of sustainable environments.
6. In an attempt to safeguard customers, employees and all interested parties linked up with the Company's business operation in their privacy, we have set up sound and comprehensive managerial mechanism for information security. Besides, we commit ourselves to strict compliance with all control and safeguarding measures to assure their sound privacy.

(V) Human rights management SOP:

1. Human rights mitigation measures
  - ① Provision of a safe and healthy work environment: Starting from the Occupational Safety and Health Act, we ensure occupational safety and health in the workplace environment and fund health checkup for employees periodically to ensure the physical health of employees to maintain daily work and life.
  - ② No discrimination and equal opportunity: We abide by the "Cenra Inc. Human Rights Policy" and various labor regulations; enforce workplace diversity; and do not engage in differential treatment or discrimination of any form based on gender, sexual orientation, race, social class, age, marital status, language, ideology, religion, political party, native place, place of birth, look, facial features, mental/physical disabilities, or union membership.
  - ③ No child labor: We abide by the "Cenra Inc. Human Rights Policy" and various labor laws and regulations to hire only legal-age candidates and check the identity and age of the hires to ensure no illegal hiring of employees.
  - ④ Ban forced labor: We abide by the "Cenra Inc. Human Rights Policy" and various labor laws and regulations to not force employees to engage in involuntary labor or related behaviors through violence or threat.

- ⑤ Assistance for balancing mental and physical health and work and life: We support and help departments to establish and maintain various sports clubs and teams, such as the softball team, and organize software competitions and sports meets every year to encourage employees to promote physical and mental health through sports after work.
- 2. Education and training measures for human rights
  - ① Open disclosure to applicants: When interviewing applicants, we appropriately disclose the “Cenra Inc. Human Rights Policy” and related contents and measures for them to preliminarily understand the related regulations of this Company.
  - ② Annual education and training for new employees: Every year at the new employee training, apart from publicizing labor-related laws and regulations, we explain the “Cenra Inc. Human Rights Policy” to ensure employees understand their rights and interests after joining the Company and help the Company promote related human rights measures.
  - ③ Annual recurrent education and training for employees: Based on the rules relating to education and training, at the annual education and training for employees, apart from publicizing labor-related laws and regulations, we explain the “Cenra Inc. Human Rights Policy” to ensure employees understand their rights and interests after joining the Company and help the Company promote related human rights measures.
- 3. Periodically review and assess related systems and practices. In addition to the worldwide human rights conventions, such as the “Universal Declaration of Human Rights”, “United Nations Global Compact”, and “International Labour Convention”, to achieve the ultimate goal of human rights protection and keep up with the constantly updating human rights, we will keep pace with the latest human rights and keep track on issues related to human rights to timely review, assess, and improve the “Cenra Inc. Human Rights Policy” and related systems and practices.

(VI) Climate information for listed companies:

1. Implementation of climate-related information

Item	Implementation status
1. Describe the board’s and management’s oversight and governance for climate-related risks and opportunities	<p>The Company established the ESG Committee as the Company’s internal highest-level decision-making center for sustainable development. The ESG Committee is responsible for proposing and executing policies, systems, or relevant management guidelines for sustainable development, along with specific implementation plans. The Committee provides a performance report to the Board of Directors at least once a year, ensuring that the Board can understand sustainable development trends and the Company’s progress and response to climate governance issues in a timely manner.</p> <p>The Chairman of the Board serves as the chairman of the ESG Committee. The committee is composed of cross-functional members, including the Corporate Governance Task Force, Customer Care Task Force, Employee Care Task Force, Public Welfare Task Force, Social Welfare Team and Task Force of Enforcement. Each team assesses the likelihood and impact of climate-related risks and opportunities based on their scope of responsibility, actively manages various risks and opportunities, formulates and implements necessary action plans to improve the Company's climate governance performance and reduce the risk of business interruption.</p> <p>The Company also makes reference to the Climate-related Financial Disclosures (TCFD) and uses four core elements: "Governance," "Strategy," "Risk Management," and "Indicators and Targets" to identify potential major risks and opportunities to operations. The Company promotes various climate change mitigation and</p>

	adaptation operations to continuously reduce risks, improve resilience, and create opportunities for sustainable development. For related information, please refer to the Company's Sustainability Report.																		
2. Describe how the identified climate risks and opportunities affect the Company's business operations, strategies, and finance (short, medium, and long term).	The Company regards climate action as one of the main goals, and it is integrated with the Company's operations to actively respond to climate change issues and reduce greenhouse gas emissions. In order to identify climate issues related to operations, strategies, and finance, the ESG Committee has convened various departments to collect information on climate-related issues and execute compiling and assessment of climate-related issues through analysis of industry overview, international sustainable development trends, TCFD guidelines, impact periods and probability of impact, etc. The ESG Committee analyzes major risks and opportunities in a scientific manner, and formulates necessary management strategies to reduce or avoid potential impacts to business and finance. For related information, please refer to the Company's Sustainability Report.																		
3. Describe the financial impact of extreme climate events and transition actions.	<p>In response to the identified climate risks and opportunities, The Company has evaluated the potential financial impacts from the revenue and cost aspects.</p> <table border="1"> <thead> <tr> <th>Aspects</th> <th>Issues</th> <th>Potential financial impact</th> </tr> </thead> <tbody> <tr> <td>Transition risk- Policies and regulatory risks</td> <td>Raise GHG emission pricing</td> <td>Increase of operating costs</td> </tr> <tr> <td>Transition risk- Market Risk</td> <td>Rising raw material costs</td> <td>Increase of operating costs Operating profit is limited</td> </tr> <tr> <td>Physical risks- long-term risk</td> <td>Increase of average temperature</td> <td>Increase of operating costs Unstable product quality</td> </tr> <tr> <td>Opportunity- Resource usage efficiency</td> <td>Implementing more efficient production and distribution processes</td> <td>Maintain good customer and investor relations</td> </tr> <tr> <td>Opportunity- Energy source</td> <td>Green power supply</td> <td>Reduce operating expenses Establish a green corporate image</td> </tr> </tbody> </table> <p>The above are the identification aspects of the Sustainability Report.</p>	Aspects	Issues	Potential financial impact	Transition risk- Policies and regulatory risks	Raise GHG emission pricing	Increase of operating costs	Transition risk- Market Risk	Rising raw material costs	Increase of operating costs Operating profit is limited	Physical risks- long-term risk	Increase of average temperature	Increase of operating costs Unstable product quality	Opportunity- Resource usage efficiency	Implementing more efficient production and distribution processes	Maintain good customer and investor relations	Opportunity- Energy source	Green power supply	Reduce operating expenses Establish a green corporate image
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Opportunity- Energy source	Green power supply	Reduce operating expenses Establish a green corporate image																	
4. Describe how climate risk identification, assessment, and management procedures are integrated into the overall risk management system.	<p>The ESG Committee of the Company has convened departments including finance and accounting, human resources, administration, marketing, procurement, quality assurance, manufacturing, safety and health, and auditing to collect information on climate-related issues.</p> <p>After considering the industry overview and international sustainable development trends:</p> <ol style="list-style-type: none"> <li>1. According to the TCFD guidelines, issues are divided into three major categories: physical risks, transition risks and opportunities.</li> <li>2. The impact period is divided into: short-term (1 to 3 years), medium-term (within 3 to 5 years), and long-term (after 5 years).</li> </ol>																		

	<p>3. Each department will assess the impact level (5 levels) of the proposed climate issues.</p> <p>4. Each department will assess the occurrence (5 levels) of proposed climate issues. After quantifying the scores, the ESG Committee members plot a matrix based on the opinions of each department to grasp the major risks and opportunities. After formulating the climate risk management strategy, the ESG Committee reports the performance results to the Board of Directors at least once a year, so that the Board of Directors can keep abreast of sustainable development-related trends, and the Company's implementation progress and response status on climate governance issues.</p>
<p>5. If scenario analysis is used to assess the resilience to climate change risks, the used scenarios, parameters, assumptions, analysis factors, and main financial impacts shall be described.</p>	<p>The Company conducts climate risk analysis by describing scenarios to define response strategies, and identifies the materiality and financial impact based on the impact duration, likelihood, and degree of impact. Specific plans are then formulated. Performance results are regularly reported to the Board of Directors during the plan implementation period.</p>
<p>6. If transition plans exist to manage climate-related risks, specify the contents of the plans, as well as the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>Cenra Inc. focuses on the four identified climate risks - transition risks and physical risks, and has formulated the transition plan:</p> <p>Short term:</p> <ol style="list-style-type: none"> <li>1. Conduct greenhouse gas inventory, identify major emission sources, and formulate carbon reduction strategies.</li> <li>2. Evaluate the acquisition, use and cost-effectiveness of renewable energy.</li> <li>3. Add and change to recycling water reuse equipment.</li> <li>4. Replace old equipment with the ones with high energy consumption and low energy conversion rate.</li> <li>5. Optimize the procurement model and logistics system.</li> </ol> <p>Mid-term and long-term:</p> <ol style="list-style-type: none"> <li>1. Incorporation of energy-saving and low-carbon concepts into the necessary conditions for process development and improvement.</li> <li>2. Formulate carbon reduction strategies and support low-carbon energy with practical actions.</li> </ol>
<p>7. If internal carbon pricing is used as a planning tool, specify the basis for setting the pricing.</p>	<p>The Company has not yet implemented an internal carbon pricing system but continues to monitor the development trends of domestic and international issues such as carbon taxes, carbon credits, and carbon pricing. It also plans to conduct a greenhouse gas inventory in 2025. Through data inventory and analysis, the direction, goal, and schedule for the gradual promotion of carbon reduction in the future are drawn up, including: low-carbon production technology and manufacturing process, logistics system adjustment, estimated financial impact, internal carbon pricing, etc. The Company aims to help enterprises implement low-carbon transition.</p>
<p>8. If climate-related targets have been set, specify the activities covered, the scope of GHG emissions, the planned schedule, and the progress made in each year. If carbon credits or</p>	<p>Relevant Goals and Progress</p> <p>1. Short term:</p> <ol style="list-style-type: none"> <li>(1) In 2025, we introduced the greenhouse gas inventory to confirm the carbon emission volume of each emission source.</li> <li>(2) GHG inventory will be included in the consolidated financial statement of subsidiary from 2026 onwards.</li> </ol>

renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon credits to be offset or the quantity of renewable energy certificates (RECs) shall be specified.	<p>(3) In 2025 - 2026, carbon reduction plans and targets were established and implemented.</p> <p>2. Mid-term:</p> <p>(1) Continue to implement and improve the greenhouse gas inventory operation.</p> <p>(2) Continue to implement and revise the content and goals of the plan on a rolling basis.</p> <p>(3) Assess and introduce product carbon footprint inventory.</p> <p>3. Long term:</p> <p>Set up the schedule for moving towards net zero emissions based on the existing experiences and achievements in low-carbon and carbon reduction.</p>
9. Greenhouse gas inventory and assurance, and reduction goals, strategies, and concrete action plans.	As of the date of publication of the annual report, the Company is not a company that meets certain conditions, so it is not applicable.

(VI) Performance in ethical corporate management inconsistency with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”

Assessment items	Actual governance			Variation from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies and the reasons
	Yes	No	Summary description	
<b>I. Business Integrity Policy and action plans</b>				
(I) Has the company established policies for ethical corporate management approved by the board of directors and stated such policies and practices in its regulations and external documents and in the commitment made by the board of directors and senior management to actively implement such policies?	v		In our business undertakings, we take "faithfulness" as our very guiding policy which is profoundly rooted into CCPC corporate culture as the very core in the general educational curricula in the CCPC in-house on-the-job training programs. Thanks to such elegant policy and guideline, the entire CCPC staff members have been faithful and transparent in their routine practice toward shareholders, customers and entire society. On September 2, 2024 the board of directors approved the establishment of the “Procedures for Ethical Management and Guidelines for Conduct” and related SOPs to codify and institutionalize the Company’s ethical corporate management policy for the reference of ethical corporate management. Members of both the senior management and board of directors uphold business ethics and integrity to supervise business	Without a significant difference.

Assessment items	Actual governance			Variation from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies and the reasons
	Yes	No	Summary description	
			operations to fulfill the commitment of our business policy and thereby create an environment for sustainable business development.	
(II) Has the company established an assessment mechanism of risk from unethical behavior to regularly analyze and assess business activities with higher risk of involvement in unethical behavior and preventive programs for unethical behaviors containing at least the preventive measures stated in paragraph 2, Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies?”	v		With respect to Article 6 of the “Procedures for Ethical Management and Guidelines for Conduct”, the unit dedicated to implementing ethical corporate management defines and periodically analyzes and assesses unethical behavior within the scope of business, draw up plans for preventing unethical behavior, and establish work-related SOPs and guidelines for conduct in individual plans. The SOP stipulates the prohibition of unethical behaviors, such as giving and taking bribes, providing or accepting undue (improper) advantages, providing or promising facilitation fees, providing illegal political contributions, engaging in unfair competitive behavior, improper charitable donations or sponsorships, disclosing trade secrets, and damaging the rights and interests of stakeholders; the adoption of preventive measures; and organization of related education, training, and publicity activities for employees to fully understand the importance of ethical behavior in order to enforce the ethical corporate management policy.	Without a significant difference.
(III) Has the company established in the preventive programs the operating procedures for unethical behavior prevention, penalties and grievance systems of breaching the guidelines for conduct, and implemented and	v		We have established the “Procedures for Ethical Management and Guidelines for Conduct” and the “Regulations for Reporting Illegal and Unethical Behaviors or Handling Reports of Unethical Behaviors” to state the standard operating procedures for preventing unethical behaviors and the reporting procedures, grievance channels, and	Without a significant difference.

Assessment items	Actual governance			Variation from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies and the reasons
	Yes	No	Summary description	
periodically review them?			<p>punishment of violations for the reference of implementing ethnical corporate management and handling reports of illegal behaviors or violations of the code of ethical conduct and ethnical corporate management rules. In the promotion and implementation of the ethical corporate management policy, at the pre-service training for new employees, we include in the related courses the description of the Company's ethnical corporate management concept and professional ethics, the introduction of the "Procedures for Ethical Management and Guidelines for Conduct" and laws and regulations required for compliance. A dedicated department (Administrative Affairs Center) reports periodically to the board of directors the performance of the ethnical corporate management policy and regularly review and revise related SOPs. Through the audit mechanism of the internal audit unit, we prevent business activities involving unethical behavior, such as giving and taking bribes, and providing illegal political contributions. The "Procedures for Ethical Management and Guidelines for Conduct," the "Procedures for Handling Reports of Unlawful and Unethical or Dishonest Conduct," and their implementation status are disclosed on the Company's website at <a href="https://www.cenra.com">https://www.cenra.com</a> by clicking ESG → Investor Zone → Corporate Governance → Major Company Regulations.</p>	
<b>II. Proper enforcement of business integrity</b>				
(I) Does the company have	v		The Company engages in business	Without a

Assessment items	Actual governance			Variation from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies and the reasons
	Yes	No	Summary description	
the integrity of the trade counterparty assessed and with the code of integrity expressed in the contract signed?			operation exactly under the fair, honest, trustworthy and transparent principles. Via the Company's credit investigation process, we do definitely check and make sure of the Company's agents, suppliers, customers and other counterparts in business operation about their legality and practice in faithfulness, about whether they have involved any unfaithful practice previously to prevent CCPC from engaging in business transaction with an unethical counterpart. Whenever the Company executes a contract on business, we definitely assure that the contract contents should contain good faith management policies with such definite clause: Whenever a business counterpart is found or alleged to get involved in unethical behaviors, the Company is entitled to have the Agreement terminated or rescinded forthwith.	significant difference.
(II) Has the company established a dedicated (concurrent) unit to implement ethical corporate management under BOD and report regularly (at least once a year) to BOD the status of implementation and supervision of the ethical management policy and preventive programs of unethical behavior?	v		We assign the Administrative Affairs Center to take charge of the promotion and implementation of ethical management, assist the board and management to establish the ethical management strategy, supervise its implementation, and take actions to prevent unethical behavior to ensure the "Ethical Corporate Management Best Practice Principles" are implemented. These units also report the effectiveness of implementation to the board at least once a year. Besides exercising the due care of a good administrator to supervise and prevent unethical behavior in this Company, the board reviews the effectiveness of implementation and make continual improvement at any time to ensure	Without a significant difference.

Assessment items	Actual governance			Variation from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies and the reasons
	Yes	No	Summary description	
			ethical management is achieved. The Administrative Affairs Division reported the implementation of ethical management policy of 2024 at the 3rd meeting of the 2nd term board of directors on December 26, 2024. (For the report content, refer to 6. Other important information that is helpful to understand the implementation of ethical corporate management.)	
(III) Does the Company have developed policies to prevent conflicts of interest, provided adequate channel for communication, and substantiated the policies?	v		Under the Company's regulations & systems, avoidance from presence (recuse) is absolutely assured whenever there is a potential conflict in interests. Whenever an issue in the board of directors is found in potential conflict in interests, a director involved such potential conflict should withdraw and quit from the voting site, without a role in the discussion and voting process. The Company expressly promulgates that "good faith management" or "faithfulness" should represent a vital element of CCPC culture. To prevent conflict in interests amidst routine business operation, the Company has set up sound channels for grievance and complaint, mailbox and special phone number ready to accept accusation reports.	Without a significant difference.
(IV) Has the company established an effective accounting system and an internal control system for the internal audit unit to establish related audit programs based on the results of risk assessment of involvement in unethical behavior to audit and prevent the compliance with the preventive	v		The Company has set up and implemented effective accounting system, internal control system, internal audit system as well as a variety of managerial rules. The Company's Audit Office conducts routine sample check about the hands-on practice and implementation.	Without a significant difference.

Assessment items	Actual governance			Variation from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies and the reasons
	Yes	No	Summary description	
programs of unethical behavior or hire a CPA to perform the audit?				
(V) Has the Company organized corporate management internal and external education and training programs on a regular basis?	v		The Company has duly stipulated strict working regulations governing employees in their practice at work and rules about what employees must know. The good faith management philosophy, professional ethics, "Operating Procedures and Directions for Act over Best-Practice Principles on Good Faith Management", law compliance and such CCPC policy are provided as the very essential elements in the pre-employment training programs for newcomers and other routine training programs. Performance of education, training, and publicity in 2024 (see Annex 6 Other material information that helps understand the operation of the company's ethical corporate management for details).	Without a significant difference.
<b>III. The operations of the Company's Report System</b>				
(I) Does the Company have a specific report and reward system stipulated, a convenient report channel established and a responsible staff designated to handle the individual being reported?	v		Under the "Regulations Governing Accusation Report of Unlawful & Unethical Behaviors" enacted by the Company, Cenra Inc. encourages both insiders and outsiders to launch accusation reports against unethical, unfaithful or unjustifiable behaviors. Where an accusation report justifies the accused facts with outcome of the investigation, the case will be reported to the CEO to grant incentive awards as the actual facts may justify. Where, on the other hand, a Cenra Inc. insider proves to report a false accusation in a malicious intent, such accuser shall receive right disciplines or shall be even dismissed from employment in a	Without a significant difference.

Assessment items	Actual governance			Variation from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies and the reasons
	Yes	No	Summary description	
			serious offense. The Company has set up accusation & complaint mailbox report@cenra.com, with special phone number (02-23124219) wherewith both insiders and outsiders may use to report. The Company assigns special duty oriented personnel to answer the phone calls and deal with the cases.	
(II) Has the Company established standard operating procedures for investigating reported events, follow-up measures to be taken after the investigation was completed, and related confidentiality mechanisms?	v		The Company has stipulated "Regulations Governing Accusation Report of Unlawful & Unethical Behaviors". Accordingly, we'd launch investigation in response to the accusation report and take measures as appropriate based on such Regulations. Meanwhile, we'd report to the board of directors regarding the facts of reports, our responses and subsequent improvement efforts. All CCPC people in charge of the accusation reports are subject to strict confidentiality about the status of a reporter, contents of the report. The Company firmly commits that under no circumstances shall an accusation reporter receive any unjustifiable measure because of his or her accusation report.	Without a significant difference.
(III) Has the Company taken proper measures to protect the whistle-blowers from suffering any consequence of reporting an incident?	v		Under the "Regulations Governing Accusation Report of Unlawful & Unethical Behaviors" enacted by the Company, the Company strictly sticks to a policy that all CCPC people in charge of an accusation report should commit expressly in writing to confidentiality obligations about the status of a reporter and the contents so reported. The Company firmly commits that under no circumstances shall an accusation reporter receive any unjustifiable measure because of his or her accusation report. In entire year 2024, the Company did not	Without a significant difference.

Assessment items	Actual governance			Variation from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies and the reasons
	Yes	No	Summary description	
			receive an accusation report.	
IV. Does the Company strengthen the disclosure of information on its website and the MOPS, and disclose the contents of its ethical corporate management best-practice principles and the effectiveness of promotion?	v		The Company has disclosed the “Procedures for Ethical Management and Guidelines for Conduct” on its website ( <a href="https://www.cenra.com">https://www.cenra.com</a> ) under the section of “Investor Area – Corporate Governance – Company Regulations and MOPS,” and disclosed the operation and implementation of the dedicated unit on its website.	Without a significant difference.
V. If the company has established own ethical corporate management best practice principles in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies,” please state performance and differences: We have established the “Procedures for Ethical Management and Guidelines for Conduct” in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies” and related laws and regulations. In business operations, we follow the specifications in the “Procedures for Ethical Management and Guidelines for Conduct.” The Company's hands-on performance shows no significant differential gap from the specified regulations.				
VI. Other vital information that helps to understand the practice of business integrity of the Company (e.g., the review and revision of the best-practice principles of the Company in business integrity)				
<p>(I) Formulating the honesty operations procedure and conduct guideline: The “Ethical Corporate Management Best-Practice Principles and Behavioral Guidelines” were newly established on September 2, 2024, and approved at the 2nd meeting of the 1st Board of Directors on the same date. They were published on the Company’s internal Notes system under “Regulations and Systems,” and disclosed on the Company’s website.</p> <p>(II) Installing a whistle-blower system and formulating a response procedure: The “Procedures for Handling Reports of Unlawful and Unethical or Dishonest Conduct” were newly established on September 2, 2024, and approved at the 2nd meeting of the 1st Board of Directors on the same date. They were published on the Company’s internal Notes system under “Regulations and Systems,” and disclosed on the Company’s website.</p> <p>(III) The honest, integral operations’ execution status report in 2024: Responsible Unit: Administration Affairs Center The execution plan and results for 2024 were reported at the 3rd meeting of the 2nd Board of Directors on December 26, 2024.</p> <p>1. Education, training and publicity: (1) Cenra Inc. , CCPC: On September 6, 2024, we arranged the “Ethical Corporate Management Best Practice Principles” and for the education and training for 33 new employees, totaling 8 man-hours.</p>				

Assessment items	Actual governance			Variation from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies and the reasons
	Yes	No	Summary description	
			<p>(2) Chunghwa Yuming:</p> <ol style="list-style-type: none"> <li>1. In December 2024, during internal staff events in the northern, central, and southern regions, courses on the “Ethical Corporate Management Best-Practice Principles and Behavioral Guidelines” were provided, with 309 participants and a total of 155 hours.</li> <li>2. In the new employee training in March, September and December 2024, the number of participants in the Ethical Management – 3 Nos Policy was 57, and the total number of hours was 146.</li> </ol> <p>2. Statistics and punishment of employees violating ethical corporate management:</p> <ol style="list-style-type: none"> <li>(1) Cenra Inc., CCPC: None.</li> <li>(2) Chunghwa Yuming Healthcare Co., Ltd.: 1. Explanation: In 2024, a customer service representative committed a dishonest act in violation of the company's "three no's policy," resulting in his dismissal.</li> <li>(3) Statistics on reports of illegal and unethical acts: None.</li> </ol>	

(VII) Where the Company has enacted Corporate Governance Best-Practice Principles and relevant rules: The relevant provisions of the corporate governance were disclosed through the Company's website <http://www.cenra> (Investors' special zone - corporate governance).

(VIII) Other significant information that is helpful for better awareness of performance in corporate governance: Market Observation Post System (MOPS) <http://mops.tw> [se.com.tw/](http://se.com.tw/), the Company's website <http://www.cenra.com>.


(IX) Hands-on performance in the internal control system:

1. Declaration in Internal Control System:

Cenra Inc.  
Declaration in Internal Control System: Date: March 6, 2025

The following declaration is based on the 2024 self-audit over the Company's internal control policies:

- I. The Company is aware that the establishment, execution, and maintenance of its internal control policies are the responsibilities of the Company's board of directors and managers. These policies were implemented throughout the Company. The purpose is to provide a reasonable assurance on the achievement of the goals, including the effectiveness and efficiency of operations (including profitability, performance and security of assets, etc.) and the report with effectiveness, timeliness, transparency, and compliance with the relevant requirements and regulations and laws.
- II. Internal control policies are prone to limitations. No matter how robustly designed, effective internal control policies merely provide reasonable assurance to the achievements of the three goals above. Furthermore, environmental and situational changes may affect the effectiveness of internal control policies. However, self-supervision measures were implemented within the Company's internal control policies to facilitate immediate rectification once procedural flaws have been identified.
- III. Pursuant to the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as "Governing Regulations"), the Company should study and judge whether the Company's internal control system is effective in design and implementation. The criteria introduced by "The Governing Principles" consisted of five major elements, each representing a different stage of internal control: 1. Control environment, 2. Risk evaluation and response, 3. Procedural control, 4. Information and communication, 5. Supervision. Each element further contains several items. Please refer to "The Governing Principles" for details.
- IV. The Company has adopted the aforementioned judgment items for the internal control system to evaluate the effectiveness of the Company's internal control system in both design and implementation.
- V. On the grounds of the outcome of evaluation mentioned in the preceding Paragraph, the Company firmly holds that the Company's internal control system as of December 31, 2024 (including supervisory control and management over subsidiaries), notably the effect of the business operation, extent of accomplishment of the target where the report proves trustworthy, transparent in real time, the design and implementation of the Company's internal control system proves effective, capable of assuring accomplishment of the aforementioned targets.
- VI. This declaration forms part of the main contents of the company's annual report and prospectus, and shall be disclosed to the public. Any illegal misrepresentation or non-disclosure relating to the public statement above are subject to the legal consequences under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
- VII. The present Declaration of Internal Control System was granted a pass in the board of directors meeting convened on March 6, 2025. That board of directors meeting was attended by 7 directors among whom 0 director objected. All present directors unanimously responded with consent to the contents of the Declaration. This is the another point duly clarified herewith.

 Cenra Inc.  
Chairman - Wang Hsien, I-Chen Signature  
President: Wang, Hou-Kai Signature

2. Review report issued by the commissioned Certified Public Accountant(s) in the review of the internal control system: Nil.

- (X) In the most recent year and as of the date of annual report printing, the Company and internal personnel shall be penalized by law; or internal personnel in violation of internal control system regulations shall be penalized. If penalties pose major impacts on shareholders equity or security prices, the penalty details, major deficiencies, and improvement situation shall be listed.
- (XI) In the latest year until the date as of Annual Report issuance, the shareholders' meeting and board of director had resolved significant decisions:

**Annual General Meeting of China Chemical & Pharmaceutical Co., Ltd.**

<b>Date on which the shareholders' meeting resolved the decisions</b>	<b>Subject:</b>	<b>The outcome of resolution and the implementation thereof</b>
May 28, 2024 Shareholders' regular meeting	1. The issue to acknowledge the business report and final account books in Year 2023.	The issue duly passed the resolution process in the voting exactly as proposed.
	2. The issue to acknowledge the Company's distribution of earnings in Year 2023.	The resolution on the cash dividends of NTD 149,040,540 (NTD 0.5/share) was passed and the board of directors was authorized to set the base date of account closing. The ex-dividends base date was July 31, 2024, the distribution of cash dividend (NTD 0.5/share) was completed on August 20, 2024.
	3. The motion of the Company's independent directors (including independent directors).	Four directors were elected after voting: Wang Hsien, I-Chen (Representative of Chunghwa Chemical Synthesis & Biotech Co., Ltd.), Wang, Hou-Jie (Representative of Chunghwa Chemical Synthesis & Biotech Co., Ltd.), Sun, Yin-Nan (Representative of Wang Ming-Ning Memorial Foundation), and Wang, Hou-Kai (Representative of ela Holdings Inc.). Three independent directors were elected after voting: Chen, Hung-Shou; Chou, Ta Jen; Leu, Chia-Hwel.
	4. Election of the first session of the board of directors and supervisors of Cenra Inc.	Five directors were elected after voting: Wang Hsien, I-Chen (Representative of Chunghwa Chemical Synthesis & Biotech Co., Ltd.), Wang, Hou-Jie (Representative of Wang Ming-Ning Memorial Foundation), Hou-Kai Wang (Representative of Sela Holdings Inc.), Yuan, Ming-Chi, and Chao, Hsing-Lung. Two supervisors were elected after voting: Tsai, Kuang-Ting, Hsieh, Yuan-Na.
	5. Discuss the private placement	The issue duly passed the resolution

<b>Date on which the shareholders' meeting resolved the decisions</b>	<b>Subject:</b>	<b>The outcome of resolution and the implementation thereof</b>
	of common shares or the issuance of domestic convertible corporate bonds (including secured or unsecured convertible corporate bonds).	process in the voting exactly as proposed.
	6. Discussion of the Company intending to adopt the stock swap method to establish a new company, Cenra Inc., and become a wholly-owned subsidiary of Cenra Inc.	The registration of Cenra was completed on September 2, 2024 upon the application filed with the Ministry of Economic Affairs.
	7. Discussion of the termination of listing and suspension of public offering of the Company's shares.	Cenra was listed on September 2, 2024. Meanwhile, the Company ceased its listing and suspended its public offering.
	8. Discussion of the formulation of the "Articles of Incorporation of Cenra Inc."	The motion was approved by voting as proposed. After being listed on September 2, 2024, the amended procedures were implemented.
	9. Discussion of the formulation of the "Procedures for Lending Funds to Others"	The motion was approved by voting as proposed. After being listed on September 2, 2024, the amended procedures were implemented.
	10. Discussion of the formulation of the "Endorsement and Guarantee Management Measures".	The motion was approved by voting as proposed. After being listed on September 2, 2024, the amended procedures were implemented.
	11. Discussion of the formulation of "Procedures for Acquisition or Disposal of Assets".	The motion was approved by voting as proposed. After being listed on September 2, 2024, the amended procedures were implemented.
	12. Discussion of the formulation of the "Rules of Procedure for Shareholders' Meetings".	The motion was approved by voting as proposed. After being listed on September 2, 2024, the amended procedures were implemented.
	13. Discussion of the formulation of the "Procedures for Election of Directors and Supervisors".	The motion was approved by voting as proposed. After being listed on September 2, 2024, the amended procedures were implemented.
	14. Discussion of the formulation of the "Rules of Procedure for Board of Directors' Meetings".	The motion was approved by voting as proposed. After being listed on September 2, 2024, the amended procedures were implemented.
	15. Discussion of the proposal for canceling the non-compete restriction for new directors and their representatives.	The issue duly passed the resolution process in the voting exactly as proposed.

Date on which the shareholders' meeting resolved the decisions	Subject:	The outcome of resolution and the implementation thereof
	16. Discussion of the lifting of the non-compete clause against Cenra Inc.'s newly-elected board directors and their representatives.	The issue duly passed the resolution process in the voting exactly as proposed.

**2024 First Extraordinary General Meeting of Cenra Inc.**

Date on which the shareholders' meeting resolved the decisions	Subject:	The outcome of resolution and the implementation thereof
October 29, 2024 Extraordinary General Meeting	1. The motion of the Company's independent directors (including independent directors).	Wang Hsien, I-Chen (Representative of Wang Ming-Ning Memorial Foundation), Wang, Hou-Jie, Wang, Hou-Kai (Representative of Sela Holdings Inc.),. Four independent directors were elected after voting: Chen, Hung-Shou; Chou, Ta Jen; Leu, Chia-Hwel; Wang, Te-Pin.
	2. Discussion of the proposal for canceling the non-compete restriction for new directors and their representatives.	The issue duly passed the resolution process in the voting exactly as proposed.

**The key resolutions of the Board of Directors in 2024 and as of the date of publication of the annual report of Cenra Inc.**

Year	Date	Major resolutions
2024 1st Board meeting	2024.05.28	(1) Election of the Chairman.
2024 2nd Board meeting	2024.09.02	(1) Appointment of the CEO and President of the Company. (2) Appointment of the Company's managers. (3) Release of non-competition restriction on managerial officers. (4) The appointment of CPA firm and the CPAs. (5) Propose to establish the Company's "Accounting System." (6) Propose to establish the "Remuneration Committee Charter," "Audit Committee Charter," "Rules Governing the Scope of Powers of Independent Directors," "Code of Ethical Conduct for Directors and Managerial Officers," "Board of Directors Performance Evaluation Measures and Procedure," and "Standard Operating Procedures for Handling Directors' Requirements." (7) Propose to establish the "Corporate

		<p>Governance Best-Practice Principles,” “Ethical Corporate Management Best-Practice Principles and Behavioral Guidelines,” “Sustainable Development Best-Practice Principles,” “Procedures for Handling Material Inside Information and Prevention of Insider Trading,” “Procedures for the Preparation and Verification of Sustainability Reports,” and “Procedures for Handling Reports of Unlawful and Unethical or Dishonest Conduct.”</p> <p>(8) Propose to establish the “Procedures for Application for Suspension and Resumption of Transaction,” “Cybersecurity Procedure Plan,” “Financial Statement Preparation Process Management Procedure,” “Check Management Procedure,” “Budget Management Procedure,” “Related Party Transaction Management Procedure,” “Authorization Matrix” were submitted for approval.</p> <p>(9) Propose to establish the “Internal Control System” and “Enforcement Rules of Internal Audit” for the Company’s operating activities.</p> <p>(10) Propose the Company’s 2024 internal audit plan.</p>
2024 3rd Board meeting	2024.09.10	<p>(1) Discussion of the re-election of the Company’s directors (including independent directors).</p> <p>(2) Proposal regarding the nomination period, number of seats to be filled, and location for accepting nominations for director (including independent director) candidates.</p> <p>(3) Nomination of director (including independent director) candidates.</p> <p>(4) Proposal for canceling the non-compete restriction for new directors and their representatives.</p> <p>(5) Determination of the date, venue, and book closure period for the Company’s first extraordinary shareholders’ meeting in 2024.</p>
2024 4th Board meeting	2024.10.29	<p>(1) Election of the Chairman.</p> <p>(2) Appointment of the first Remuneration Committee members.</p>
2024 5th Board meeting	2024.11.08	<p>(1) The consolidated financial statements covering 2024 Q3.</p> <p>(2) Approval of the Company’s 2025 internal audit plan.</p> <p>(3) Propose to establish a new internal control system and internal audit implementation rules for the Company’s “Sustainable Information Management Procedure.”</p>

<p>2024 6th Board meeting</p>	<p>2024.12.26</p>	<ol style="list-style-type: none"> <li>(1) Discussion on the 2024 senior management incentive remuneration distribution plan by the Remuneration Committee.</li> <li>(2) Discussion on the 2024 managerial performance bonus distribution plan by the Remuneration Committee.</li> <li>(3) Discussion on the remuneration payment methods for directors and members of functional committees by the Remuneration Committee.</li> <li>(4) Discussion on the Remuneration Committee's review of financial incentive plans for senior management.</li> <li>(5) Discussion on various remuneration items proposed for implementation in 2025 by the Remuneration Committee.</li> <li>(6) Establishment of dedicated personnel for the custody of the Company's official seal.</li> <li>(7) Appointment of managerial officers.</li> <li>(8) Proposal regarding the change of the Company's accounting officer.</li> </ol>
<p>2025 1st Board meeting</p>	<p>2025.03.06</p>	<ol style="list-style-type: none"> <li>(1) For the Business Report, Individual Financial Statement and Consolidated Financial Statement for 2024.</li> <li>(2) Proposal of earnings distribution and dividend distribution for fiscal year 2024.</li> <li>(3) Discussion on the distribution of cash dividend from additional paid-in capital.</li> <li>(4) 2024 employees' compensation and directors' profit sharing bonus.</li> <li>(5) Proposal for the 2024 Directors' and Employees' Remuneration Allocation Plan by the Remuneration Committee.</li> <li>(6) Proposal for the 2025 Senior Management Bonus Distribution Plan by the Remuneration Committee.</li> <li>(7) Outline Proposal for the Long-Term Incentive Plan for Employees by the Remuneration Committee.</li> <li>(8) Evaluation of the independence and eligibility of CPAs.</li> <li>(9) Partial amendment to the Company's "Articles of Incorporation".</li> <li>(10) Proposal for the Definition of Basic-Level Employees of the Company.</li> <li>(11) Proposal: Invalidation of the non-compete clause for managers.</li> <li>(12) 2025 Business Plan.</li> <li>(13) Partial amendments to the "Regulations Governing Procedure for shareholders' Meetings".</li> <li>(14) Partial amendments to the "Rules of</li> </ol>

		<p>Procedure for Board of Directors' Meetings".</p> <p>(15) Partial amendments to the "Procedures for Election of Directors".</p> <p>(16) Proposal for Partial Amendments to the Company's "Internal Control System" and "Enforcement Rules of Internal Audit."</p> <p>(17) Proposal for Partial Amendments to the "Authorization Authority Table."</p> <p>(18) Declaration of Internal Control System in Year 2024.</p> <p>(19) Intended Private Placement for Issuance of Common Stock Shares or Domestic Convertible Corporate Bonds (Including Secured or Unsecured Convertible Corporate Bonds).</p> <p>(20) Proposal to Determine the Date, Venue, and Book Closure Period for the 2025 Shareholders' Meeting.</p>
2025 2nd Board meeting	2025.04.09	(1) Proposal for the Company's plan to buy back treasury stock.
2025 3rd Board meeting	2025.04.14	<p>(1) Discussion on the issuance of restricted stock in 2025.</p> <p>(2) Partial amendment to the Company's "Articles of Incorporation".</p> <p>(3) Amendment to the reasons for convening the 2025 shareholders' meeting.</p>

(XII) In the latest year until the date as of Annual Report issuance, where the directors passed significant decisions with different opinions as backed with records or declarations, the major contents: Such fact is nonexistent in the Company.

#### IV. Disclosure of CPAs' remuneration

Unit: NTD thousand

Auditor's firm	Name of CPA	CPA auditing period	Audit remuneration	Non-audit remuneration	Total	Note
PwC Taiwan	Lin, Po-Chuan	2024.01.01~ 2024.12.31	7,000			Non-audit fees include tax consultation and project services for tax certification, transfer pricing and organizational adjustment.
	Yu, Shu-Fen					
PwC Taiwan	Huang, Wen-Li	2024.01.01~ 2024.12.31	-		10,595	
PwC Taiwan	Liao Lieh-Lung	2024.01.01~ 2024.12.31				
PwC Taiwan	Chen, Min-Ching	2024.01.01~ 2024.9.2				
PwC Taiwan	Yu, Shu-Fen	2024.01.01~ 2024.9.2				
Including service fees of domestic and foreign subsidiaries.						

(I) Replaced the accounting firm. Disclosure of audit fee amount before and after replacement and the reason in the event that the annual audit fee paid is less than that of the previous year: None.

(II) The fact for the Company's payment of audit fee more than 15% in decrease from the preceding year is nonexistent in the Company.

V. Change of CPA: None.

VI. The Company's Chairman, general manager, managerial officers in charge of financial and accounting affairs have never served with a Certified Public Accountant House or an affiliated enterprise there of over the past year.

VII. In the latest year until the date as of Annual Report issuance, the fact regarding transfer or pledge stock equity by the Company's directors and managerial officers and key shareholders holding over 10% in shareholding (Where the counterparts for transfer or pledge of the equity are related parties, please expressly illustrate the name(s), company(ies), director(s) or supervisor (s), managerial officers and key shareholders holding more than 10% in the relationship and the number of shares in pledge so obtained);

(I) Fact regarding change in the stock equity by directors and managerial officers and key shareholders. Unit: shares

Title	Name	2024		Year-to-date March 29	
		Increase (decrease) in shares held	Increase (decrease) in shares collateralized	Increase (decrease) in shares held	Increase (decrease) in shares collateralized
Major shareholders	Chunghwa Chemical Synthesis & Biotech Co., Ltd.	-	-	-	-
Chairman	Wang Ming-Ning Memorial Foundation	-	-	-	-
Chairman	Representative of Wang Ming-Ning Memorial Foundation: Wang Hsien, I-Chen	-	-	-	-
Director	Sela Holdings Inc.	40,000	500,000	-	-
Director	Representative of Sela Holdings Inc.: Wang, Hou-Kai	6,000	-	-	-
Director	Wang, Hou-Jie	81,000	-	-	-
Independent Director	Chen, Hung-Shou	-	-	-	-
Independent Director	Chou, Ta Jen	-	-	-	-
Independent Director	Leu, Chia-Hwel	-	-	-	-
Independent Director	Wang, Te-Pin	-	-	-	-
President	Wang, Hou-Kai	-	-	-	-

Title	Name	2024		Year-to-date March 29	
		Increase (decrease) in shares held	Increase (decrease) in shares collateralized	Increase (decrease) in shares held	Increase (decrease) in shares collateralized
Vice President	Wu, Shih-Hsuan	-	-	-	-
Vice President	Tang, Li-Chen	-	-	-	-
Manager	Chen, Yi-Fen	-	-	-	-
Manager	Lin, Chen-Tsen	-	-	-	-
Manager	Chen, Chien-Jung	-	-	-	-
Manager	Huang, Yi-Chun	20,000	-	32,000	-
Manager	Hsiao, Hui-Wen	-	-	-	-

(II) Information of the fact where the Company's directors and managerial officers and key shareholders holding over 10% in shareholding transfer stock equity to related parties: Nil.

(III) Where the counterparts for stock equity by the Company's directors and managerial officers and key shareholders holding over 10% in shareholding are related parties: Nil.

## (VIII) Information of relationships among shareholders whose shareholding ratio ranks top 10:

March 29, 2025

Name	Shares Held In Own Name		Shareholdings of spouse and underage children		Shares Held In The Names Of Others		Among the top 10 shareholders, there are related parties, spouse to each other, and kindred within the 2nd tier under the Civil Code, and the name and affiliation, if applicable.		Remarks
	Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding	Name	Relation	
Chunghwa Chemical Synthesis & Biotech Co., Ltd. Representative: Wang Hsien, I-Chen	21,026,568 20,288	14.11% 0.01%	- 2,365,393	- -1.59%	- 6,540,500	- 4.39%	None Wang, Shiun-Sheng Wang, Hou- Kai	None Spouse Mother and child.	None None
Sela Holdings Inc. Representative: Wang, Hou-Kai	6,540,500 56,282	4.39% 0.03%	- -	- -	- -	- -	None Wang, Shiun-Sheng Wang Hsien, I-Chen	None Father and son Mother and child.	None None
Wang Ming-Ning Memorial Foundation Representative: Wang Hsien, I-Chen	5,216,456 20,288	3.50% 0.01%	- -	- -	- 6,540,500	- 4.39%	None Wang, Shiun-Sheng Wang, Hou- Kai	None Spouse Mother and child.	None None
Guan's Enterprise Co., Ltd. Representative: Guan Jun-Ping	4,681,500 -	3.14% -	- -	- -	- -	- -	None None	None None	None None
CCPC Employee Ownership Trust Special Account at Yuanta Bank	3,975,769	2.67%	-	-	-	-	None	None	None
Wang, Hou-Jie	3,548,000	2.38%	-	-	-	-	Wang Hsieh Cheng- Ching	Mother and child.	None
Jie Zhe Investment Co., Ltd. Representative: Wang Hsieh Cheng-Ching	3,250,000 1,250,088	2.18% 0.84%	- -	- -	- -	- -	None Wang, Hou- Jie	None Mother and child.	None
Ma Jia De Enterprise Co., Ltd. Representative: Wang Hsien, I-Chen	2,732,824 20,288	1.83% 0.01%	- 2,365,393	- 1.59%	- 6,540,500	- 4.39%	None Wang, Shiun-Sheng Wang, Hou- Kai	None Spouse Mother and child.	None None
SPDR(R) Index Emerging Markets commissioned by Standard Chartered Bank	2,567,500	1.72%	-	-	-	-	None	None	None
Wang, Shiun-Sheng	2,365,393	1.59%	20,288	0.01%	-	-	Wang Hsien, I-Chen Wang, Hou- Kai	Spouse Father and son	None

IX. Investments jointly held by The Company, The Company's directors, managers, and enterprises directly or indirectly controlled by The Company. Calculate shareholding in aggregate of the above parties:

### Comprehensive Shareholding Percentage

As of December 31, 2024, expressed in number of share as the unit, %

Investees (Note)	Invested by The Company		Held by directors, supervisors, managers, and directly or indirectly controlled enterprises		Aggregate investment	
	Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding	Number of shares	Ratio of Shareholding
China Chemical & Pharmaceutical Co., Ltd.	298,081,080	100%	-	-	298,081,080	100%
Chunghwa Yuming Healthcare Co., Ltd.	29,590,000	100%	-	-	29,590,000	100%
Chunghwa Senior Lifestyle Services Co. Ltd.	5,000,000	100%	-	-	5,000,000	100%
Chunghwa Biomedical Technology Corp.	1,768,000	75.23%	350,000	14.89%	2,118,000	90.12%
Chunghwa Holding Co., Ltd.	44,485,000	100%	-	-	44,485,000	100%
Tairung Enterprise Co., Ltd.	4,376	71.64%	-	-	4,376	71.64%
Chung-Hwa Le Huo Jian Kang (HK) Co., Ltd. (Note 2)	-	100%	-	-	-	100%
CCPC Health Biological Technology Co., Ltd.	3,311,000	41.39%	-	-	3,311,000	41.39%
Chunghwa Chemical Synthesis & Biotech Co., Ltd.	21,575,064	27.82%	1,691,982	2.18	23,267,046	30.00%
Sino-Japan Chemical Co., Ltd.	318,216	21.99%	-	-	318,216	21.99%

Note 1: A long-term investment in equity method by the Company

Note 2: Chung-Hwa Le Huo Jian Kang (HK) Co., Ltd. not yet invested capital.

## Three. Funding Status

### I. Share capital and shares

#### (I) Sources of share capital

##### 1. Process where the share capital was formatted:

March 29, 2025; Expressed in Thousand New Taiwan Dollars and thousand shares.

Year / month	Price of issue (NTD)	Authorized capital		Paid-up capital		Remarks		
		Number of shares	Amount	Number of shares	Amount	Source of capital	Paid in properties other than cash	Others
2024.09	10	500,000	5,000,000	149,040.54	1,490,405	Stock swap	-	Note

Note: (1) Approved by Letter Jing-Shou-Shang-Zi No. 11330144340 dated on September 2, 2024.

(2) On May 28, 2024, China Chemical & Pharmaceutical Co., Ltd.'s shareholders' meeting resolved to establish a new company "Cenra Inc." through a share swap arrangement, and it became a 100% owned subsidiary.

##### 2. Categories of shares:

April 21, 2025 Unit: shares

Share category	Authorized capital			Remarks
	Outstanding shares (Note)	Unissued shares	Total	
Ordinary shares	149,040,540	350,959,460	500,000,000	Listed shares

Note: Related information of the general declaration system: None.

#### (II) List of major shareholders:

March 29, 2025 Unit: shares

Names of the top ten shareholders		Number of shares held	Ratio of Shareholding
1	Chunghwa Chemical Synthesis & Biotech Co., Ltd.	21,026,568	14.11%
2	Sela Holdings Inc.	6,540,500	4.39%
3	Wang Ming-Ning Memorial Foundation	5,216,456	3.50%
4	Guan's Enterprise Co., Ltd.	4,681,500	3.14%
5	Yuanta Commercial Bank Ltd. in custody for trust property account	3,975,769	2.67%
6	Wang, Hou-Jie	3,548,000	2.38%
7	Jie Zhe Investment Co., Ltd.	3,250,000	2.18%
8	Ma Jia De Enterprise Co., Ltd.	2,732,824	1.83%
9	SPDR(R) Index Emerging Market commissioned by Standard Chartered Bank Limited	2,567,500	1.72%
10	Wang, Shiun-Sheng	2,365,393	1.59%

#### (III) The Company's dividend policy and fact of implementation there of.

##### 1. The dividend policy as covered under the Company's Articles of Incorporation:

The Company operates amidst a volatile environment where the corporate life cycle is in stable growth. Given the Company's future need for working capital and long-term financial planning to satisfy shareholders in their need in cash inflow. With the earning of the Company as shown through the final account settlement, the distribution shall be conducted based on the following priority order:

(1) Tax to be duly appropriated according to law. (2) The sum to make up loss in previous year(s). (3) The sum to appropriate 10% legal reserve. (4) The sum for special reserve which should be appropriated according to law. (5) From the final balance of earning, if any along with unappropriated retained earnings of the preceding year, there shall be the distributable earning. A part of the distributable earning may be retained as bonus to shareholders of which the cash dividend shall not be lower than 50% of the total bonus to shareholders. Where the cash dividend is below NTD0.1 per share, such dividend shall be granted in stock dividend instead.

2. Facts the present shareholders' meeting intends to distribute dividend:

The Company's earning allocation chart as of Year 2024 was duly resolved in the board of directors on March 6, 2025:

Unit: NTD

Item	Amount
Unappropriated retained earnings at end of the term	\$ 2,828,925,964
Less: shares converted under agreement	(3,021,086,318)
Adjusted undistributed earnings at the beginning of the period	(192,160,354)
The net profit after tax in Year 2024	317,348,555
Add: Remeasurement of net defined benefit liabilities	30,587,116
Less: Loss from disposal of equity instrument at fair value through other comprehensive income	(41,267,170)
Less: Difference between actual acquisition or disposal price and carrying amount of subsidiary's equity	(883,749)
Subtotal	113,624,398
Less: Statutory earnings reserve	(11,362,440)
Less: Statutory special reserve	(33,808,131)
Distributable earnings for the current period	68,453,827
Distribution items:	
Cash dividend (NTD 0.4 per share)	(59,571,016)
Closing undistributed earnings	\$ 8,882,811
Additional notes:	
1. The distribution of earnings for the year is the distribution of earnings for 2024.	
2. When distributing cash dividends, the total dividends to each shareholder shall be rounded off to the nearest NTD.	
3. The fractional amount of the distribution is transferred to the Company's other income.	
4. The subsidiary, China Chemical & Pharmaceutical Co., Ltd. (hereinafter referred to as "China Chemical") has a resolution passed in the shareholders'	

meeting on May 28, 2024, to establish a holding company through a share swap, with 1 common share converted to 0.5 common shares. This transaction is regarded as a reorganization under joint control. In substance, it is the continuation of China Chemical. Therefore, the undistributed earnings before the date of the Company's establishment is recognized at the carrying amount of China Chemical.

3. Anticipated significant change in dividend policy: Nil

(IV) The effect of the bonus shares proposed at the shareholders' meeting on the Company's business performance and earnings per share: The Company's 2024 shareholders' meeting does not have any proposed bonus shares.

(V) Remuneration to the employees, directors:

1. Percentage and scope of remuneration to the employees and directors as specified under the Articles of Incorporation:

From the profit made by the Company, if any, a sum 1%–15% shall be appropriated as remuneration to employees, and a sum within 3% maximum shall be remuneration to directors. However, in case of the accumulated losses, certain profits shall first be reserved to cover them. The payees of remuneration to employees mentioned in the preceding Paragraph may include employees of subsidiary firms who satisfy the specified conditions. Such conditions shall be stipulated by the board of directors.

2. The grounds to estimate the remuneration to employees and directors: In case of a differential gap between remuneration to employees in amount of actual distribution to be distributed in stocks and the previously estimated amount: In case of a differential gap from the estimated amount, such differential gap is entered as the profit and/or loss of the ensuing fiscal year.

3. Remuneration to be distributed as resolved in the board of directors:

(1) The amounts of the remuneration to employees, remuneration to directors to be distributed in cash or stocks In case of a differential gap in recognized expense from the estimated amount in the year, the amount of differential gap, causes and countermeasures shall be disclosed in full:

In Year 2024, the remuneration to employees was estimated at NTD 5,328 thousand; the remuneration to directors was estimated at NTD 2,417 thousand which were recognized and resolved by the board of directors in full on March 6, 2025, without any differential gap at all compared with the amount estimated for the year.

(2) The above Year 2024 is based on the profit after the date of establishment of the Cenra.

(3) The percentage of amount of remuneration to employees to be distributed in stocks to the aggregate total of the net profit after tax as shown through the individual financial statements or respective financial statements and the aggregate total of remuneration to employees: The Company does not propose or anticipate to distribute bonus to employees in stocks.

4. The substantial distribution of remuneration to employees and directors in the preceding year (including the number of shares, amounts to be distributed, stock price), with a differential gap from the recognized remuneration to employees and directors the causes and the countermeasures:

In Year 2023, the estimated remuneration to employees NTD 25,000 thousand, remuneration to directors NTD 5,000 thousand which were resolved in the shareholders' meeting convened on May 28, 2024 in full, without any differential gap in amount between the recognized amount and the estimated amount.

(VI) Facts of shares repurchased by the Company:

1. Repurchase of the Company's shares (executed)

April 21, 2025

<b>Repurchase period</b>	<b>1st (period)</b>
Purpose of buyback	Transfer of shares to employees
Repurchase period	2024.12.27~2025.02.26
Repurchase price range	NTD 27.00~43.00
Types and number of shares repurchased	Ordinary shares 1,000,000 share
Amount of repurchase	NTD 38,350,442
Percentage of the repurchased shares to the expected shares to be repurchased	100%
Number of shares canceled and transferred	0 share
Accumulated quantity of the Company's shares held	1,000,000 share
Percentage of accumulated quantity of the Company's shares held	0.67%

2. Repurchase of the Company's shares (in progress):

April 21, 2025

<b>Repurchase period</b>	<b>2nd (period)</b>
Purpose of buyback	Transfer of shares to employees
Types of shares repurchased	Ordinary shares
Upper limit of the total amount of repurchase of shares	NTD 5,934,455,000
Period of scheduled repurchase	2025.04.10~2025.06.09
Number of shares to be repurchased	3,000,000 share
Repurchase price range	NTD 22.00~43.00
Types and number of shares repurchased	Ordinary shares 109,000 share
Amount of repurchase	NTD 3,761,967
Percentage of the repurchased shares to the expected shares to be repurchased	3.63%

II. Disclosure relating to corporate bonds: None.

III. Disclosure relating to preferred stock: None.

IV. Disclosure relating to depository receipts: None.

V. Employee stock warrants: None.

VI. The new shares from restricted employee stock option: None.

VII. Disclosure on new shares issued in exchange of other company shares: None.

VIII. Progress on the use of funds:

(I) Contents of the plan

As of the quarter preceding the date of publication of the annual report, the negotiable securities in respective issuance or privately-offered negotiable securities have not been completed, or those having been completed but with the benefit not yet demonstrated in the past three years: Nil

(II) Facts of implementation

With the purposes of various plans mentioned in the preceding Paragraph, with item by item analysis to the quarter preceding the date of publication of the annual report. The fact of implementation and comparison with the anticipated benefits: Nil

## Four. Business performance

### I. Content of business:

#### (I) Scope of business operation:

##### 1. Major contents of the business operation undertaken and business proportion:

Drugs for human use 77%, animal health products 8%, medical care appliances 5%, daily use health-care products 7%, others 3%.

##### 2. The current merchandise items of the Company and new merchandise planned by the Company for upcoming development:

###### (1) The current merchandise items of the Company:

A. Drugs for human use: Including prescription pharmaceuticals and pharmaceuticals subject to instructions, patent medicine, products provided in various dosage forms toward various diseases.

B. Medical apparatus and instruments: blood pressure meters, blood sugar meters, artificial joint prosthesis.

C. Animal Health Products, supplementary supplies, feed additives: For animal oriented medical treatment, prevention and treatment for diseases, nutrition aids.

D. Daily supplies: Including toothpastes, tooth powder, mouth wash and such oral hygiene items, hand cleansing lotion, dry-wash for hand, body lotion, medicated soaps and such wash items, skin-care series, anti-acne series.

E. Food nourishment: Nutrition supplements and such health-care foods.

###### (2) New products to be newly developed or planned to be newly developed.

In response to the requirements of advanced aging population, the Company has put forth maximum possible efforts to develop biotechnical pharmaceuticals and to team up with foreign counterparts to bring in new technology & know-how and new products.

#### (II) Industrial profiles:

##### 1. Global Pharmaceutical Industry Market Environment:

According to Fitch Solutions, the world's top ten pharmaceutical markets by country are ranked as follows: the United States, China, Japan, Germany, France, Italy, the United Kingdom, Canada, India, and Spain. Among them, the United States ranked first with a pharmaceutical market size of USD 457.14 billion, accounting for about 30% of the global market; China ranked second with USD 246.75 billion, accounting for 16.5%; and Japan ranked third with USD 87.02 billion, accounting for 5.8%.

New drugs continue to emerge, and old drugs are gradually receding. In 2023, the U.S. Food and Drug Administration (FDA) Center for Drug Evaluation and Research (CDER) approved a total of 55 new drugs, including both small-molecule and biologic drugs. Compared to 37 approvals in 2022, this represents a 48.6% increase, making it the second-highest annual total since 2018 when 59 new drugs were approved. Among the 2023 approvals, 20 were First-in-Class (FIC) drugs, and nearly 60% of the approvals were small-molecule drugs.

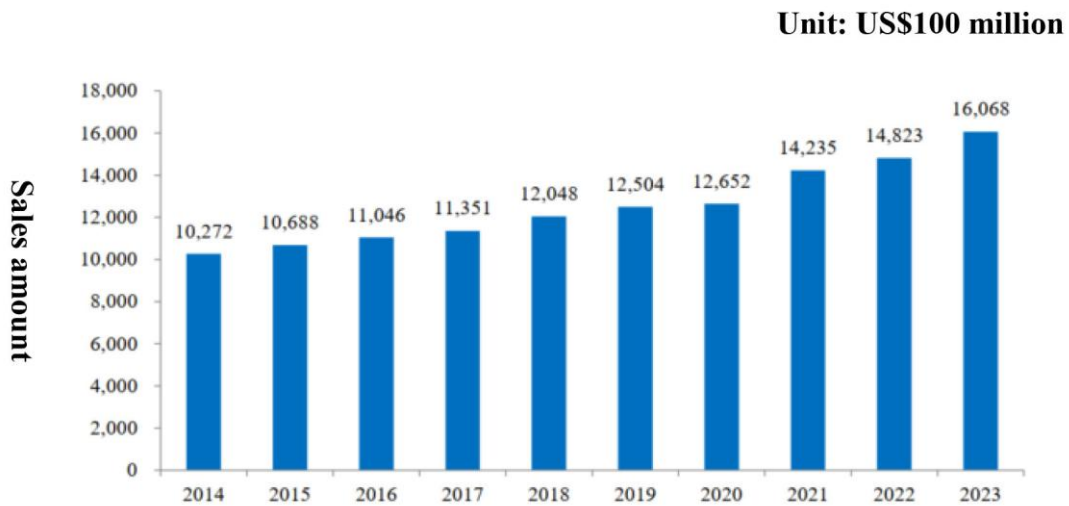
In addition, emerging drug categories such as biologics, cell and gene therapies, nucleic acid drugs, and bispecific antibodies (BsAbs) have seen continuous breakthroughs in R&D and manufacturing in recent years, with the number of approvals growing annually, gradually becoming a new trend in disease treatment.

Artificial intelligence (AI) technology is also continuously developing in the healthcare sector. Through AI algorithms and machine learning, pharmaceutical companies can rapidly and accurately analyze vast biological datasets, offering new opportunities for innovation and progress in drug development, personalized medicine, and disease detection.

Although the global economy had not fully recovered in 2023, the pharmaceutical market continued its growth trajectory. Nevertheless, multinational pharmaceutical companies still faced significant risks, including changes in healthcare policies and traditional pricing strategies, which led to increased pressure on cost control.

Moreover, pharmaceutical supply chain security has become a priority for governments in both developed and emerging markets. Policymakers have launched various initiatives to encourage local pharmaceutical production, aiming to achieve self-sufficiency and reduce reliance on imports, which has in turn driven pharmaceutical companies to establish production facilities in more favorable countries.

According to the statistics of IQVIA, the global market scale of the pharmaceutical market in 2023 is about USD 1.61 trillion, growing by about 8.40% from USD 1.48 trillion in 2022. Please refer to the figure below. Among them, the market scale of advanced nations is about USD 1.28 trillion, accounting for 79.38% of the global market scale of pharmaceuticals, which is significantly higher than 73.42% in 2022. The top ten advanced nations, including the US, Germany, France, UK, Italy, Spain, Japan, Canada, Australia, and South Korea, have reached a scale of USD 1,081.6 billion in the US, 67.31% of the global market. The emerging markets of China, Brazil, India, Russia, and Ukraine have reached a scale of USD 303.7 billion in 2023, 18.90% of the global market. The low-income countries have reached a scale of USD 27.6 billion in 2023, only 1.72% of the global market. As shown in the figure below,



**Global market development of the pharmaceutical industry**

**Source: IQVIA, January 2024**

**Distribution of global sales of pharmaceuticals in 2023**

According to the survey conducted by IQVIA, the top five medical drugs in the world in 2028 are cancer, Immunity, Blood Sugar, Heart Care, and Mid-Neuro System.

**2-2 In 2028, the top ten medical treatment and drug categories in the world are classified as follows**

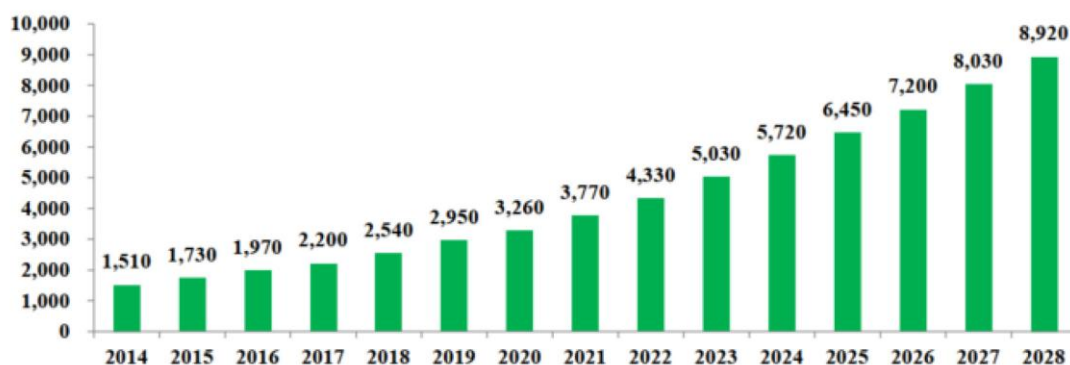
Unit: US\$100 million, %

Pharmaceutical industry	Sales forecast for 2028	CAGR from 2024 to 2028
Oncologics	4,440	14~17
Immunology	1,920	2~5
Diabetics	1,840	3~6
Cardiovascular	1,260	2~5
Central Nervous System	1,030	6~9
Respiratory	990	3~6
Mental health	810	9~12
Infectious diseases	750	3~6
Obesity	740	24~27
GU Sexual Health	620	3~6

Source: Global Use of Medicine 2024: Outlook to 2028, IQVIA, January 2024

According to the research report of IQVIA, the global market scale of biopharmaceuticals will increase from USD 503 billion in 2023 to USD 892 billion in 2028, with compound annual growth rate of approximately 9.5–12.5%. As shown in the figure below. The launch of new biological drug developments such as cell treatment and gene treatment, coupled with the continued growth of single-factor anti-epitoxins, has driven the expansion of the biological drug market. However, the rapid development of biosimilar similar drugs, particularly in the US, has also brought some pressure to the market of biological drugs.

Unit: US\$100 million



**Global Biopharmaceutical Market Development Trend**

Source: Global Use of Medicine 2024: Outlook to 2028, IQVIA, January 2024

2. The market environment of the pharmaceutical industry in Asia Pacific:

The governments in Asia Pacific region keep on controlling the overall expenditure of the drugs and restricting the price of the drugs in 2023. The governments of Japan and Australia, which have developed the technology, have reduced public expenditure in health and safety. The medical technology assessment (Health Technology Assessment, HTA) is used to assess the cost-effectiveness of high-value medical treatment, as the basis for the decision of new drug payment and price evaluation, in order to control the impact of significant increases in the budget

of the drugs, medical technology, or medical materials.

After the COVID-19 pandemic, the global market has gradually become aware that its supply of raw materials is over-reliant on a single source. Subsequent regional markets have also successively verified that the supply of raw materials is insufficient. As a result, the raw materials and India's traditional medicine that were highly relied on in the past have been diversified in supply sources since the pandemic, and the trend of transferring or moving back to Taiwan has also indirectly driven the market in Southeast Asia, such as the production of traditional medicine, which has become a potential beneficiary of the supply chain. In addition, foreign investors have also invested in the local market in Thailand, Malaysia, and Vietnam. With the cooperation of R&D, the Company has established local partnerships to become an important business region for cross-border pharmaceutical manufacturers in the Asia Pacific and to drive the growth of the market in the region.

### 3. Taiwan's Pharmaceutical Industry

The overall amount of health insurance and health insurance premiums in Taiwan has increased year by year due to the aging population, emerging treatment laws, and the launch of new drugs. In recent years, the government has continued to adjust the insurance premiums, partially adopt the new system, and control the price of health insurance, in order to control medical expenses. However, due to the increasing demand for medical care and the inclusion of many expensive cancer and rare disease drugs in the scope of health insurance benefits, the overall market for pharmaceuticals in Taiwan has continued to grow. The scale of Taiwan's pharmaceutical market in 2023 reached NTD 241.26 billion, a 5.3% growth compared to 2022. The compound annual growth rate (CAGR) from 2019 to 2023 was 4.4%. As the number of elderly people and the number of people with cancer/slow-moving diseases and other long-term care needs continue to increase, and with the introduction of new emerging medical technologies, the number of Taiwan's pharmaceutical market is expected to continue to grow.

Taiwan's pharmaceutical industry is divided into the following fields: Western drugs, raw materials, biotechnology, and traditional medicine. Among them, Western chemicals and pharmaceuticals include new drugs for children and over-patented academic drugs, which are the main sources of revenue for Taiwan's pharmaceutical industry. The raw materials and chemicals are the effective ingredients in Western drugs. After adding the molding agent, the raw materials and chemicals are made into the molding agent. The domestic raw materials and chemicals are primarily supplied to foreign pharmaceutical companies, and the revenue is also lower than that of Western drugs. However, the export ratio is higher than that of Western drugs. As for the biotechnology and the Chinese medicine, the industry is relatively small, and the revenue of the overall pharmaceutical industry is relatively low.

The main source of revenue of Taiwan's pharmaceutical industry is academic and raw materials. However, with the increase in the number of new drugs launched, the contribution to revenue is also increasing year by year. As of April 2024, the number of new Taiwanese products listed on the international market has reached 15, including children's new drugs, biomedicine (including vaccines), biomedicine and animal/plant new drugs.

In 2023, the sales of new drugs or royalty revenue was about NTD 9 billion, and the proportion of the revenue in the operating revenue of the pharmaceutical industry continued to rise. The export amount of Taiwan's pharmaceutical industry has also benefited from the increase in sales of academic and new drugs in the international market. As manufacturers continue to expand their sales regions and adapt to new

customers, and as new and old drugs continue to be approved for international listing, the growth of the sales volume of the pharmaceutical industry will be accelerated.

#### 4. “Regenerative Medicine Dual Acts” – A New Milestone for Regenerative Medicine

After multiple rounds of discussion and revision, the Executive Yuan approved in February 2023 the drafts of the Regenerative Medicine Act and the Regenerative Medicine Products Act prepared by the Ministry of Health and Welfare (MOHW). The draft Regenerative Medicine Act aims to elevate the management of regenerative medical technologies to a legal level. It stipulates the scope within which medical institutions can perform regenerative medicine, the qualification requirements for physicians, and the management and supervision of the sources of cells used in regenerative treatments. This ensures the safety, quality, and efficacy of cell therapies. The draft Regenerative Medicine Products Act regulates the registration, conditional approval, manufacturing, sales, and post-market management of cell and gene therapy products. It also provides that, for therapies targeting life-threatening or severely disabling diseases, a provisional license valid for up to five years may be granted after the completion of Phase II clinical trials, provided preliminary efficacy is demonstrated and a risk-benefit assessment confirms safety. The Regenerative Medicine Dual Acts were ultimately passed by the Legislative Yuan in June 2024 and formally promulgated by the President. This legislation establishes a comprehensive legal framework for the management of regenerative medical technologies and products, offering clear legal authority for medical institutions and biotech/pharmaceutical companies to follow, strengthening regulatory oversight, and providing assurance for the public in receiving safe and effective treatments.

#### 5. Health insurance benefits for next-generation of gene testing, to build the precise treatment for cancer.

The target of cancer treatment is changing with each passing day. It is effective only when it is applied to specific genetic point. To achieve the precise medical goals, reduce financial burden and prevent waste of medical resources, NGS is an important part. In view of this, the National Health Insurance Administration, Ministry of Health and Welfare, announced in May 2023 to add 19 types of cancer NGS testing to the health insurance payment, providing one-time NGS testing for 19 types of cancer, and the priority is “the target drug corresponding to the test result” and “the cancer type and the test gene with clear effect.” The Company hopes to detect genetically modified plants in the tested sample, and then assess the precise use of the target drugs, and estimate that more than 20,000 cancer patients will benefit from the test every year.

#### 6. High-priced drugs are being paid for health insurance. The Ministry of Health and Welfare has established the “Health Policy and Medical Technology Assessment Center”

As the cost of cancer treatment continues to rise, but the revenue may decline, the financial situation will become more and more difficult. Therefore, when assessing the impact of the cost of the drug on the health insurance, it may affect the pricing of new drugs, and thus affect the availability of high-end medical treatment.

To ensure the rights and interests of the general public and improve the availability of new cancer drugs to reduce the mortality rate of cancer, the Ministry of Health and Welfare has established the “Health Policy and Medical Technology Assessment Center (Center for Health Policy and Medical Technology Assessment, CHPTA)” to promote the parallel review mechanism, temporary payment for health

insurance, and establish a cancer new drug fund to meet the needs of cancer patients. Among them, CHPTA was established at the end of 2023. The energy of medical technology assessment (Health Technology Assessment, HTA) of CHPTA can accelerate the payment of new health insurance based on clinical effectiveness and cost-effectiveness. CHPTA will be established in the form of a dedicated office in the short term, and in the future, the goal will be to establish an administrative institution. To shorten the waiting time for the approval of listing and the approval of health insurance, the Ministry of Health and Welfare has also introduced a parallel review mechanism since January 2024. When applying for new drug inspection registration, manufacturers may also apply for a recommendation from the Health Insurance Administration.

(II) Technology & know-how and research & development in summary:

1. R&D expenses in the most recent year and up to the date of publication of the annual report

**Unit: NTD thousand**

Item	2023	2024	As of March 31, 2025
Research and development expenses	485,656	501,357	130,770

2. Research & development fruits:
  - (1) Application for inspection and registration of new products: Application for inspection and registration of 9 new products of human medicines.
  - (2) New product licenses: 6 licenses for human medicine, 3 licenses for imported medicine, and 1 license for imported veterinary medicine.
  - (3) The key technology platform for special preparations has been established (nanocrystalline grinding and microsphere coating technology) with a total of 4 development products.
3. Future research & development programs
  - (1) In the operating strategy as an "integrated pharmaceutical manufacturer", CCPC shall land in the international community markets to set up teammate relationship with bulk pharmaceutical chemicals (BPC), finished products through vertical integrated research & development with the overseas cooperative partners.
  - (2) Teaming up with cooperative partners with marketing channels in the international community, the Company will try to create strategic alliance to jointly develop the international markets for generic pharmaceuticals.
    - Continued efforts to boost research & development capability.
    - Promoting brand images
  - (3) Taking advantage of the special key technology & know-how platforms, the Company will boost market at home and abroad.
  - (4) In response to the market trends and demand for generic pharmaceuticals, the Company will launch tremendous research & development efforts toward niche products to satisfy the vast demands in European and American and Japanese markets to better satisfy customers at home and abroad in high quality and high competitive edge.

- (5) Close teamwork among business, academic, research and government celebrities to develop new pharmaceuticals.

(III) Long- and short-term business development programs

1. Short-term business development programs:

Classification	Explanation:
Production	<ol style="list-style-type: none"> <li>1. Expand product structure: Provide diversified products and services to satisfy the needs of customers for animal and pet products.</li> <li>2. The Company has the ability to control costs by grasping the autonomous ability of raw materials, improving the supply chain and procurement management.</li> </ol>
Channel	<ol style="list-style-type: none"> <li>1. We intensify development toward four major channels, i.e. hospitals, clinics, health care and EC into effective integration of resources of all channels and into sound concerted performance (synergy).</li> <li>2. Develop 360 products of Chinese health care, expand the market of medical and healthcare channels and expand the market of healthcare products.</li> </ol>
Marketing	<ol style="list-style-type: none"> <li>1. Brand construction and promotion, expand the online communication channels through the TV and video number, accelerate the deployment of new products, and develop the pre-heating of new channels.</li> <li>2. Strategic cooperation with the hospital and the clinic during the summer to introduce external resources to improve performance.</li> </ol>
Business	<ol style="list-style-type: none"> <li>1. Expand the opportunities for cooperation with domestic and foreign famous pharmaceutical manufacturers, to develop products for the Taiwan's medical market, and integrate the distribution and marketing resources with the existing product lines.</li> <li>2. Introduce AI smart medicine cabinet, by which to excel drug use safety and quality, and to expand IT healthcare development business opportunities.</li> <li>3. Signed a number of product licensing agreements with international distributors to deepen the relationship with the international supply chain.</li> <li>4. Increase the volume of care at home and the volume of service stations in the six cities.</li> </ol>

2. Long-term business development programs

- (1) Set up main force category customer bases.
- (2) Land in the international markets through professional OEM.
- (3) Develop toward medical treatment instrument markets.
- (4) Develop health service oriented merchandise and design modulized cooperative programs

II. Markets, production and marketing in summary

(I) Market analyses

The Company primarily engages in human oriented drugs, animal health products, household effects, health-care foods, health services. Among them, human oriented drugs, animal health products are primarily manufactured by plants under CCPC jurisdiction. Based on the ingredients of the products, dosages, dosage forms and varied demands, the Company procures raw materials & materiel from upstream suppliers before manufacture and purchases packaging materials from only qualified suppliers

after all those raw materials & materiel satisfactorily pass quality control. To assure stable and uninterrupted supply in trustworthy quality, our quality assurance specialists conduct audit and guidance toward the suppliers either on a regular basis or from time to time on a nonscheduled basis. The Company primarily purchases household effects, health-care foods from upstream suppliers as very large scale suppliers at home and abroad. The major market channels of the Company include medical institutions of all levels, chain drugstores, volume or discount stores and the like. In response to the government policies to upgrade pharmaceutical quality and strengthen food security control, the Company has been in an overall launch of disclosure of key raw materials DMF, excipients along with positive promotion of medicine storage, delivery to satisfy GDP specifications to assure definite quality of sales channels in sound connection with warehouses.

Domestically, veterinary drug products are mainly sold to pig farms, poultry farms, dairy cow ranches, feeds factories, veterinary hospitals, veterinary drug product dealers, and overseas distributors.

Due to the environmental protection regulations and compliance, the domestic meat industry has established autonomous management regulations for each county and city government to control the new and expanded farms. As a result, many small farms are facing the situation of shutdown, farm closure, or contract termination with the feedstock farmers. The overall trend is that the number of farms is decreasing, and the number of economic animals is decreasing. In addition, in response to the consumer's food safety demand, the government has excluded some drug-containing feed additives and established the "Regulations Governing Veterinarian (Veterinary Assistant) Prescription Drugs" to strictly control antibiotic uses. Despite the unfavorable factors, the sales of new swan (with a growth rate of 4.4%, a gross margin of 13.1%, and a net contribution of 21.6%) were still a record high. The main focus is to grasp the market's real-time dynamics, create various opportunities, and actively strive for the opportunity to inject revenue. For the future development of Chinese medicine, the Company will continue to focus on the animal nutrition and health care field, enter the animal vaccine market, and expand the pet medical and health care industry, continue to market various nutrition and health products, distribute vaccines, and promote pet medical and health peripheral products, to avoid the price competition of anti-bacterial treatment agents and animal drug additives, and seek to enter the agricultural and animal market from the animal husbandry and pet market. We shall exert added efforts toward management and sales of high gross profitability products to restructure our products and sales to boost gross profitability.

(II) The major purposes and manufacturing process of key products:

1. Key purposes of our principal products:

- (1) In terms of generic pharmaceuticals and medicated pharmaceuticals: We shall provide general public for health care and medical treatment with medicines to enhance their health.
- (2) Animal health products: We shall try to provide pharmaceuticals toward animal medical treatment and disease prevention.
- (3) Feed additives: The Company provides additives to be mixed with animal or aquatic feeds to maximize the feed efficacy, assure feed quality to enhance livestock, poultry and aquatic growth, assure their health and offer other purposes.  
Nutritional supplements: provide supplements to compensate for nutritional deficiencies caused by environmental or physiological changes in animals.



(IV) The most recent two years' major incoming/outgoing goods client list:

1. Clients accounting for ten percent of the total incoming goods amount in any one year of the most recent two years:

Unit: NTD thousand

Item	2023				2024			
	Name	Amount	Percentage to net purchase of the whole year	Relationship with the issuer	Name	Amount	Percentage to net purchase of the whole year	Relationship with the issuer
1	Supplier A	449,701	10.93%	None	-	-	-	-
2	Others (Note 3)	3,665,008	89.07%	-	Others (Note 3)	5,512,099	100%	-
	Net purchase	4,114,709	100%	-	Net purchase	5,512,099	100%	-

Note 1: List the names of suppliers accounting for more than 10% of the total purchases in the last two years, and the amount and proportion of purchases. However, due to the contractual agreement, the name of the supplier or the counterparty shall not be disclosed if the counterparty is an individual instead of a related party. The name of the supplier or the counterparty shall be marked as a code.

Note 2: As of the date of publication of the annual report, there is no 2025 first quarter financial information that has been reviewed by a CPA.

Note 3: Others refer to the suppliers whose percentage is less than 10%.

Note 4: The increase or decrease is mainly due to a 3.83% decrease in the purchase amount of supplier A in the last two years, and there is no significant difference.

2. Customers who have accounted for more than 10% of the total sales in any of the two most recent years: No single customer accounted for more than 10% of the total sales.

### III. Employees

#### Cenra Inc.

Item	Year	2023	2024	Year-to-date March 31
	Number of employees	Administrative staff	-	61
Quality controllers		-	-	-
Manufacturing personnel		-	-	-
Research & development specialists		-	-	-
Marketing personnel		-	-	-
Total		-	61	63
Average ages			46.0	46.0
Average years of service (Note)			13.0	12.0
Academic qualification	Doctoral Degree	-	-	-
	Master's Degree	-	27.87%	32.31%
	Bachelor's Degree	-	68.86%	64.61%
	High school	-	3.28%	3.08%
	Below high school	-	-	-

Note: Some of the Company's employees are employees of the subsidiary, China Chemical & Pharmaceutical Corporation, who were transferred at the same time when the shares were converted.

**Centra Inc. Group**

Item		Year	2023	2024	Year-to-date March 31
Number of employees	Administrative staff		217	241	243
	Quality controllers		171	161	156
	Manufacturing personnel		825	847	846
	Research & development specialists		128	121	122
	Marketing personnel		668	652	658
	Total		2,009	2,022	2,025
Average ages			41.0	47.0	51.1
Average years of service			8.3	12.5	10.2
Academic qualification	Doctoral Degree		0.34%	0.46%	0.52%
	Master's Degree		9.31%	10.98%	11.15%
	Bachelor's Degree		63.59%	65.78%	65.69%
	High school		19.13%	19.51%	19.30%
	Below high school		7.63%	3.27%	3.34%

**IV. Information of expenditures on environmental protection**

This indicates any losses suffered due to environmental pollution in the most recent year and up to the publication date of the annual report (including compensation and environmental audits that resulted in a violation of environmental laws and regulations; the date of penalty, penalty document number, the provision violated, the content of the violation, and the penalty). The Company shall also disclose the estimated amount that may occur currently and in the future and the corresponding measures. If the amount cannot be reasonably estimated, the reason why it cannot be estimated shall be stated: No such situation in the Company.

**V. Labor-capital relationship:**

(I) Facts about a variety of fringe benefits for employees for higher education, training programs, retirement system and the enforcement thereof, accords reached by and between the labor and management sides, facts regarding the efforts and measures to safeguard employees' interests:

1. Measures regarding fringe benefits for employees and the enforcement thereof:

- (1) The entire CCPC staff members are entitled to labor insurance/national health insurance, labor pension and group insurance policy (with group insurance policy insurance premium solely paid by CCPC in full).
- (2) In the plant zones, the Company provide dorms for family dependents and for single employees. To provide boarding employees to be able to enjoy a more comfortable, safer, functional lodging environment.
- (3) Recreational facilities
- (4) Granting of birth gift cash to each and every CCPC employee.
- (5) Granting of gift award in cash upon the Labor Day and three Festivals (Chinese New Year, Dragon Boat Festival and Mid-autumn Festival)
- (6) The Company has duly set up the Employee Welfare Committee to carry out a variety of social programs and fringe benefits for employees (e.g., gift money upon marriage, funeral, birthday parties, company tours on spring and autumn, gifts offered on Middle-Autumn Festival (better known as Moon Festival), year-end evening gala, ball games among lots of others)

- (7) When issuing common stock for cash, we provide opportunities for employee subscription by law: No issuance of common stock for cash in 2024.
- (8) ESOT: In our employee retirement scheme, besides contributing the labor retirement fund according to the Labor Standards Act and the labor pension fund according to the Labor Pension Act to the employee's pension account, we have also established the Employee Share Ownership Trust (ESOT) Committee for employees to determine the monthly deposit amount after one full year of service at the company to purchase the company's shares based on a systematic investment plan (SIP). In addition, we appropriate 100% of the employee's monthly deposit as a reward for stockholding.

The Company was established on September 2, 2024. The shares of the employees who originally participated in the Cenra Pharma employee shareholding have been transferred to the Cenra. In 2024, a total of 1,130 employees were qualified for the ESOT, and a total of 836 employees applied for ESOT, accounting for 74%.

- (9) In the event of a colleague's childcare, major injury or illness, or major change, the employee may request a longer period of childcare leave, and apply for a leave without pay during the period. After the leave expires, the employee may apply for a return to his/her position to take care of his/her child. In 2024, a total of 9 female employees and 2 male employees applied for childcare leave. There were a total of 10 employees who applied for a leave without pay due to injury or illness.

## 2. Higher education, training programs and the enforcement thereof.

In order to enhance employees' professional knowledge and skills, work effectiveness, and product quality, the departments shall formulate annual education training plans based on the Company's short-term, middle-term, and long-term operational objectives. The human resources department shall cooperate with external training facilities and universities. Courses on organizational management, operational management, and professional skills shall be periodically and occasionally held. Personnel shall also be dispatched to attend training courses conducted by external institutions if needed in order to strengthen the professional competency of employees under respective functions. In order to reward employees who, continue to receive training and absorb new knowledge and new intelligence. The "Regulations for Rewarding Employees Receiving Continuing Education." Employees that meet the criteria set in the regulation may enroll in in-service master's programs or doctorate programs. They shall also be eligible to apply for subsidies on domestic and foreign professional education training courses approved by the Company.

Facts of enforcement Year 2024:

- (1) Educational & training programs for newcomers, benefiting a total of 123 trainees at the total training costs of NTD 117,572.
- (2) Internal education and training for employees and competencies of different levels for 12,113 persons (excluding internal OH&S education and training) with a training fee of NTD 187,000.
- (3) By 2024, a total of 247 persons, 88 persons, and 20 persons completed respectively the first, second, and third specialties internal training and education implemented for the job rotation system based on the employee's career planning.
- (4) The Company assigned right trainees to receive professional educational & training programs under the auspices of outside training institutions to benefit a total of 157 trainees, with total training fees amounting to NTD 243,130.

- (5) Seven-year, three-stage management trainee general education course for 524 employees; training expenses totaled NTD 759,031.
  - (6) The Company teamed up with Yuan Ze University to sponsor EMBA Administrative Programs and Business Administrative credit programs in two phases (with each phase for three years). In 2024, a total of 20 CCPC employees participated in the cultivation & training programs at the total training fees of NTD 441,331.
  - (7) In order to implement professional skill training and help new colleagues integrate with the environment, 16 new colleagues were trained through the study system. In 2024, the Company received a subsidy of NTD 687,833 after the Ministry of Labor's review and implementation of the training program.
  - (8) As of December 31, 2024, the Company had successfully trained a total of 326 in-house training instructors.
  - (9) Through cooperation with major domestic universities and colleges, internships, workplace experiences, and courses are handled to open up talent recruitment sources and establish talent databases. The Company has collaborated with Yunlin University of Science and Technology, National Taipei University of Technology, Soochow University, Chia Nan University of Pharmacy and Science, National Chin-Yi University of Technology, National Chiayi University, National United University, Minghsin University of Science and Technology, Chung Hwa University of Medical Technology, National Pingtung University of Science and Technology, National Ilan University, and Yuanpei University of Medical Technology to provide workplace experience training for a total of 70 students. In addition, the Company collaborated with Chung Hwa University of Medical Technology to offer a course on the Theory and Practice of Pharmaceutical Equipment, with 35 students completing the training. The Company also partnered with Chia Nan University of Pharmacy and Science to offer a Pharmaceutical Plant Practice course, with 39 students completing the training.
  - (10) Education training accomplishments - the company won the silver medal in the evaluation conducted by the Workforce Development Agency, Ministry of Labor and received a NTD 543,467 subsidy in 2024.
3. Retirement system and enforcement thereof:

On the grounds of Labor Standards Act, the Company has duly stipulated Regulations Governing Retirement by Employees. Under such Regulations, the Company allocates labor pension reserve fund into management of "Labor Pension Reserve Fund Supervisory Committee". Further as required under Labor Standards Act (under old system), the Company allocates full amount of pension reserve fund and deposits it into the Bank Account Earmarked for Labor Pension Fund in Bank of Taiwan. Since July 1, 2005, the employees who choose Labor Pension Act (new system) and newly hired employees appropriate 6% of their monthly salaries on a monthly basis as their pension reserve fund into their special individual accounts opened with Bureau of Labor Insurance. Such policy and efforts will well safeguard sound interests of CCPC employees. In addition, for employees selecting the scheme under the Labor Pension Act, every month we contribute 6% of their salary to their personal accounts at the Bureau of Labor Insurance. In 2024, the contribution totaled NTD 3,523 thousand.

The company adheres to the Labor Pension Act's applicable regulations as follows:

(1) Voluntary retirement:

Workers encountering one of the following circumstances may apply for retirement: (those choosing the Labor Pension Act are processed per the same act's regulations).

- A. Continuous service for 15 or more years and aged 55.
  - B. Continuous service for 25 or more years.
  - C. Continuous service for 10 or more years and aged 60.
- (2) Compulsory retirement:
- Of employees other than those meeting one of the circumstances below, the company may not force them to retire:
- A. Aged 65
  - B. Incompetent for work due to insanity or physical disabilities.
- The preceding section article 1 specified age for those rendering work with a hazardous, strong stamina and related special nature, the company may declare with competent central government authorities for approval to adjust it. However, it may not fall below fifty-five years of age.
- (3) Standard of pension payment:
- A. For the length of service covered by the pension scheme of the Labor Standards Act (LSA) and the length of service continuingly covered by the LSA pension scheme chosen under the Labor Pension Act (LPA), or the length of service retained for coverage under the LSA pension scheme, the pension will be calculated and paid according to Articles 84-2 and 55 of the LSA.
  - B. Employees with the length of service as stated in the preceding paragraph, meeting the requirement for compulsory retirement as stated in Article 35, paragraph 1, subparagraph 2, and incompetent for carrying out duties due insanity or physical disabilities will receive an additional 20% of pension according to Article 55, paragraph 1, sub-paragraph 2.
  - C. For employees qualified for the LPA pension scheme, this Company will contribute 6% of their insured salary to their personal pension account on a monthly basis.
- (4) Pension payment:
- The company shall pay to its employees when the retirement pension is paid out, within thirty days from an employee's retirement date.
4. The situation of labor agreement and implementation:
- To assure harmonious labor relationship to enhance sound teamwork by and between the labor and management to maximize efficiency at work, a labor union was established at the Company's Xinfeng Plant. Representatives for the labor-management meetings were established at the Cenra Inc., CCPC, Chunghwa Yuming Healthcare Co., Ltd., Chunghwa Senior Care, Tainan Plants I - IV, and Taichung Plant. Regular labor meetings are held. Both CCPC management and CCPC employees have enjoyed admirable harmony. Never have they developed a dispute by and between the two sides in 2024.
5. Efforts to safeguard employees in their interests and the enforcement there of:
- (1) Sound communications by and between the management and labor sides
- On the employee policy, we commit to respecting the entire employee's entitlements from free association and organizing a union in compliance with the law, and the Xinfeng factory's enterprise union has been formally incepted since 1956 to the present, as manned by a managing director, director, auditor, union staffers and related positions, to safeguard the workers' equity, enhance the labor know-how, maintain the members' equity and also assist in promoting and executing government-related laws and regulations, where both union representative and management representatives convene scheduled and

unscheduled communication meetings, and the other plant areas have all selected and appointed labor/management meeting representatives, to convene labor-management meeting with management representatives at least once every quarter, through which the labor and management conduct positive exchange, seek remedy on various types of issues likely to occur focusing on labor-management relations, to bridge the labor-management cooperation, excel the working efficiency, and also prevent a host of labor issues from occurring.

(2) Equal working ambiance

To comply with national labor laws and regulations and to protect employees' labor rights and interests, the Company upholds the principle of "equality" and does not provide any differential treatment in terms of salary or benefits based on race, class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disability, zodiac sign, blood type, or past union membership. In terms of promotion in position ranks, the Company sets no restriction on gender or age at all, completely disregarding employees' birthplaces, native places, political orientation and religion. The entire staff members are absolutely on an equal stance and will be granted a promotion as long as they satisfy the requirements in qualification requirements and capability. Furthermore, the Company has duly stipulated integrated regulations for duty assignment and promotion. The Company strictly complies with the aforementioned regulations in duty assignment and in recruitment of new employees.

(3) Prevention of a potential sexual harassment

To prevent and handle sexual harassment incidents in the workplace, the Company provides a work and service environment free from sexual harassment and has established complaint and disciplinary regulations in accordance with the "Act of Gender Equality in Employment" and the "Guidelines for the Prevention of Sexual Harassment in the Workplace." In case of a sexual harassment event taking place among all personnel in the Company's workplaces (including employees, job applicants, technical interns and other interns) or among employees and job applicants or by and between employees and service targets: The Company offers handy grievance channel to a potential sexual harassment victim, with special phone and fax numbers, mailbox and special e-mail to report a sexual harassment, as enumerated below [report@cenra.com](mailto:report@cenra.com). All such relevant information is disclosed in the conspicuous positions at all workplaces. To properly handle the complaints of sexual harassment, the Company has established a dedicated unit to handle, investigate and resolve the complaints of sexual harassment. In entire Year 2024, no sexual harassment grievance was ever heard from CCPC employees.

(4) Safeguarding of employees' interests

The company respects internationally recognized fundamental working person's human rights principle, including freedom to form associations, respect of privacy, forbid forced labor and the hiring of child labor, the workplace is banned from making any improper hiring and discriminatory conduct, complete with comprehensive management systems and measures formulated, with the content clearly stipulating the employees' entitlements and obligations, together with routine review and content amendment, to safeguard the employees' equity. Amidst our serious concern about employees in their physical and mental fitness and health, we try not to request employees to work overtime as far as possible. Where an overtime work beyond regular working hours proves absolutely

inevitable, we would consult with both the Union and the employees themselves for their consent and fill up the "application for overtime work" before an employee works overtime. The overtime work hours are within the regulations under the Labor Standards Act to assure physical and mental fitness of the employees and their harmonious families. The company vies to continue promoting a diverse range of employees care programs, through which to bridge the employees' physical/mental health, and to also provide a market-competitive wage benefits, in creating a friendly workplace environment for all of its employees.

(5) Safety & health at workplaces

In hands-on practice to safeguard employees in their safety & health, in all plant zones of the Company, we have duly set up "Safety and Health Department" and safety & health heads, safety & health managerial officers in accordance with the Labor Safety & Health Act to conduct safety inspection and health examinations on a regular basis. They further work out inspection records and submit them to the Labor Inspection Office of the Ministry of Labor.

The efforts to safeguard CCPC employees in their occupational safety & health and the enforcement thereof:

(A) The part of organization:

Exactly in accordance with the Labor Safety & Health Act, the Company has set up Safety and Health Department, Safety & Health Managerial Officers and Safety & Health Committee members.

<b>Labor Safety &amp; Health Organization, number of staff members, the unit to set up the Committee:</b>	<b>Hsinfong Plant</b>	<b>Hsinfong Plant II</b>	<b>Taichung Plant</b>	<b>Tainan Plant I</b>	<b>Tainan Plant II</b>	<b>Tainan Plant III</b>	<b>Tainan IV Plant</b>
Safety & Health Managerial Officers	1	0	0	0	0	0	1
Class A Labor Safety & Health Business Head:	1	0	0	1	1	1	0
Class 2 occupational safety and health affair managers	0	1	1	0	0	0	0
Labor Safety & Health Committee: Number of members.	22	15	11	12	11	5	0

(B) Offering the employees with protective measures and its implementation status:

- a. The Company provides dust masks, helmets, footwear, gloves... into use by employees.
- b. Exactly according to law, the Company duly assigns only the special duty oriented personnel holding required licenses/certificates to operate hazardous equipment & facilities which receive maintenance & upkeep services and inspection on a regular basis. Such special duty oriented personnel should participate in the relevant educational & training programs as approved by the labor safety & health competent authority.
- c. According to law, the Company sets up warehouses for hazardous articles which are put under prudential management and custody by special duty oriented personnel holding required licenses/certificates.
- d. The Company duly sets up explosion-proof lights and explosion-proof doors as well as such facilities.
- e. As required by law, the Company duly conducts cleansing work for

- environment and equipment to assure definite safety performance.
- f. All CCPC employees serving in various plant zones receive labor health examinations on an annual basis.
  - g. Every year, we arrange influenza vaccination for employees to reduce the influenza incidence rate, prevent disease transmission from workplaces to homes, and thereby protect the seniors and children of employees.
  - h. In order to improve employee health, the Company has implemented the following measures to prevent and manage chronic diseases such as obesity and the “three highs” (high blood sugar, high blood lipids, and high blood pressure):
    1. Blood pressure machines are installed at each plant and office location, allowing employees to monitor their blood pressure at any time.
    2. After the annual employee health examinations, onsite nurses and occupational safety and health personnel compile a follow-up management list for employees showing abnormal values related to the three highs (blood sugar, blood lipids, and blood pressure). They also provide educational materials on prevention and regularly remind and track whether affected employees are actively seeking treatment and undergoing re-examinations.
    3. The Company currently offers yoga and aerobic exercise classes for employees to enroll in, helping them reduce physical weight and promote overall health.

In 2024, a total of 1,013 employees participated in health checkups.

(C) State of supplied preventive measures and implementation

- a. On a regular basis, the Company provides labor safety & health oriented educational & training programs for newcomers and incumbent employees.

**Statistics on Internal OH&S Education and Training in 2024**

Plant zones	Hsinfong Plant	Hsinfong Plant II	Taichung Plant	Tainan Plant I	Tainan Plant II	Tainan Plant III	Tainan IV Plant	Total
Training sessions	7	1	1	1	2	1	2	15
Course hours	3	1	4	2	2.5	3	3	18.5
Aggregate total of trainees	399	46	182	48	55	29	20	779
Total number of hours	1197	46	380	96	65	87	60	1931

**External Training on OH&S, Hazardous Substances, Harmful Substances, and Dangerous Equipment in 2024**

	China Chemical and Pharmaceutical Co., Ltd.	Chunghwa Yuming Healthcare Co., Ltd.
Number of educational & training programs provided	19	1
Total number of hours	133	6
Aggregate total of trainees	19	1

- b. To minimize the potential risks in occupation-oriented calamity toward employees, the Company has duly stipulated and enforced programs against potential occupation-oriented calamity.

- c. Toward machinery & equipment more subject to hazards, the Company, based on the annual plans, enforces self-examination plans.
- d. To remind employees into awareness of hazards and risks as well as safety & health at work, the Company has after another implemented safety & health oriented publicity and dissemination.
- e. To assure that all employees will use protective articles in an accurate and appropriate way to minimize a potential risk in occupation-oriented calamity, the Company faithfully implement the plans for use, management and procurement of protective articles.
- f. To assure that all CCPC employees will stay calm in the hour of peril with accurate judgment and countermeasure, the Company sponsors one emergency countermeasure program drill for each and every plant region on an annual basis.

**Statistics of fire-fighting safety & security drills conducted in Year 2024**

Plant zones	The Xinfeng factory and its quality assurance division	The Xinfeng II plant and its research institute	Taichung Plant	Tainan Plant I	Tainan Plant II	Tainan Plant III, V	Total
Training sessions	3	2	2	2	2	2	13
Course hours	4	3	4	2	3	3	19
Aggregate total of trainees	77	121	95	48	60	54	455
Total number of hours	308	363	380	96	180	162	1,489

**Emergency response drilling in 2024 (emergency evacuation for man-induced situations)**

Plant zones	The Xinfeng factory and its quality assurance division	The Xinfeng II plant and its research institute	Taichung Plant	Tainan Plant I	Tainan Plant II	Tainan Plant III, V	Total
Training sessions	3	2	1	2	2	2	12
Course hours	4	0.5	1	2	0.5	1	9
Aggregate total of trainees	77	121	87	48	60	54	447
Total number of hours	308	60.5	87	96	30	54	635.5

**Statistics of Disaster (Earthquake) Prevention Drilling in 2024**

Plant zones	The Xinfeng factory and its quality assurance division	The Xinfeng II plant and its research institute	Taichung Plant	Tainan Plant I	Tainan Plant II	Tainan Plant III, V	Total
Training sessions	3	2	1	2	2	2	12
Course hours	4	0.5	1	2	0.5	1	9
Aggregate total of trainees	77	121	87	48	60	54	447
Total number of hours	308	60.5	87	96	30	54	635.5

- g. To provide a sound ground for all plant zones to clean away and manage hazardous and noxious articles and waste, the Company duly worked out and enforced hazardous and noxious substance management plans.
- h. To offer a sound ground and guide for all plant zones to assure health and fitness for all employees, the Company duly enforces labor health & fitness management programs.

- i. To offer a sound ground and guide for all plant zones in internal audit management, all plant zones conduct a minimum of one internal audit plans focusing on safety & health per annum.

Plant zones	The Xinfeng factory and its quality assurance division	The Xinfeng II plant and its research institute	Taichung Plant	Tainan Plant I	Tainan Plant II	Tainan Plant III, V	Total
Number of audits conducted	4	1	4	4	4	4	3

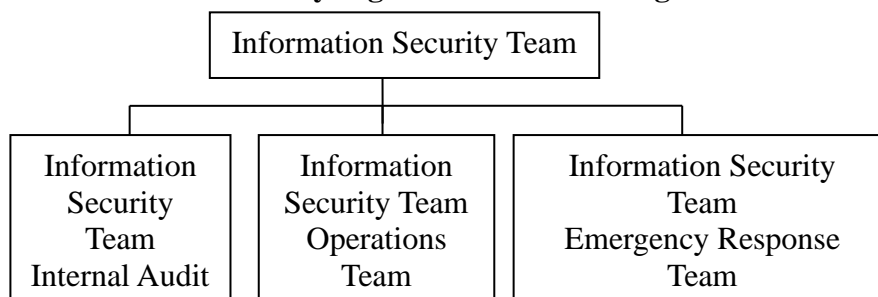
- j. To offer a sound ground and guide for all plant zones in investigation, analytical management for all plant zones in occupation-oriented calamity, the Company duly conducts analytical management plans with investigation into potential occupation-oriented calamity.

- (II) In the most recent year and as of the date of annual report printing, losses incurred due to labor disputes (including labor inspection results in violation of provisions in the Labor Standards Act). The disposal date, disposal number, regulation articles on violations, contents of regulations on violations, disposal content shall be stated. The estimated amounts and coping measures for current and possible future occurrences shall be disclosed. The Company shall handle various labor matters in accordance with relevant government laws and regulations. Therefore, occurrences of labor disputes are unlikely.

## VI. ICT security management:

- (I) Specify the information communication security and risk management framework, information communication and security policies, specific management plans, and resources inputted into information communication safety and management.

### 1. Information security organization and management mechanism



The Company has established an Information Security Team under the Digital Development Center, staffed with one dedicated Information Security Officer and one Information Security staff member. They are responsible for managing information security across the Company and its subsidiaries, ensuring the effective implementation of the Company's information security policies. Their main duties include:

- Review and Formulation of Information Security Policies: Regularly reviewing and updating information security policies to ensure compliance with domestic and international regulations and industry standards, while aligning with the latest trends and threats.
- Supervision of Information Security Operations: Overseeing the operation of the information security management system, ensuring that security measures are integrated into daily business activities, and establishing an incident response procedure for information security events.

- **Enhancement of Information Security Awareness:** Strengthening employees' awareness of information security through ongoing internal promotion and training programs, aiming to reduce human-factor-related security risks.
- **Reporting of Information Security Performance:** Annual reporting to the Board of Directors on the status of information security management, incident handling outcomes, and future strategic plans for information security.

## 2. Internet security defense mechanism

The Company has implemented multiple layers of network security defenses to reduce exposure to cyberattacks, maintain operational stability, and protect data security. Specific measures include:

- **Front-end Protection:**
  - Deployment of enterprise-grade firewalls to monitor and filter suspicious traffic in real time, blocking external cyberattacks.
  - Installation of Intrusion Detection and Prevention Systems (IDS/IPS) for real-time network behavior analysis and proactive interception of suspicious activities.
  - Establishment of an email protection system to filter malicious emails and phishing attacks, thereby enhancing email security.
- **Internal Protection:**
  - All servers and endpoint devices are equipped with antivirus software centrally managed and updated regularly.
  - Behavioral analysis technology is utilized to promptly identify and block viruses, trojans, ransomware, and other malicious software.
  - Implementation of abnormal traffic monitoring mechanisms to prevent internal devices from being compromised or exploited as part of a botnet.
- **Audit and Monitoring:**
  - The Internal Audit Unit conducts annual information security audits and provides recommendations for improvements.
  - Security log analysis and abnormal behavior detection systems are employed to regularly assess enterprise security threats.
  - Annual reports on information security performance are presented to both the Audit Committee and the Board of Directors to ensure management's attention and support for information security initiatives.

## 3. ICT security policy

The Company's Information Security Policy applies to both the Company and its subsidiaries, aiming to protect the integrity, availability, and confidentiality of corporate information assets based on the following principles:

- **Compliance with Laws and Business Needs:** Establishing an information security management system aligned with international standards and domestic and international legal requirements to ensure adherence to industry best practices.
- **Employee Information Security Awareness:** Continuously enhancing employees' awareness of information security through ongoing education and training initiatives, reinforcing the message that "information security is everyone's responsibility."
- **Information Protection and Access Control:** Implementing strict permission management systems to ensure that sensitive information is accessed only by authorized personnel, preventing unauthorized modifications or external breaches.

- **Corporate Sustainability:** Strengthening security protection and risk management to ensure business continuity and minimize financial and reputational losses resulting from security incidents.

#### 4. Specific management plans

##### (1) Network Security

- Strengthen corporate firewalls and network control to prevent malicious attacks through multi-layered security mechanisms.
- Deploy Advanced Threat Protection (ATP) technology to enhance the detection capabilities for emerging types of cyberattacks.
- Establish an abnormal traffic monitoring mechanism to instantly detect and respond to anomalies such as DDoS attacks and abnormal traffic from internal devices.
- Strengthen the email filtering system to improve phishing email interception rates and reduce the risk of employees inadvertently clicking on malicious links.

##### (2) Installation safety

- Deploy appropriate endpoint protection mechanisms tailored to different types of devices, including servers, personal computers, and mobile devices.
- Use behavioral analysis technology to detect malicious software and prevent new types of attacks, such as fileless malware.
- Establish a device information security compliance policy to ensure that all corporate assets meet security standards, covering system updates, vulnerability patching, and access control.

##### (3) Application program security

- Continuously strengthen application security controls to ensure that internal and external systems comply with information security standards.
- Implement secure coding practices, including access control, version management, and third-party code review.
- Perform multi-layered security testing before system launch, including SQL Injection prevention, user authentication robustness testing, and sensitive data encryption verification.
- Regularly review implementation performance and update security mechanisms based on the latest threat trends.

##### (4) Data security protection

- Adopt a strict tiered authorization mechanism to ensure that sensitive information is only accessible to authorized personnel.
- Continuously enhance document and data encryption controls to safeguard sensitive information during storage and transmission.
- Establish an off-site data backup mechanism to minimize the risk of data loss from equipment failure or security incidents.
- Utilize Data Activity Monitoring (DAM) technology to track and record all access to critical data.

##### (5) Education, training and publicity

- Regularly conduct company-wide information security training to enhance employees' ability to recognize social engineering attacks (e.g. phishing emails, phone scams).
- Provide advanced cybersecurity skills training for IT department staff, covering areas such as threat analysis, incident response, and penetration testing.
- Promote a strong cybersecurity culture by organizing regular awareness tests

and simulated cyberattack drills.

Through the implementation of the above information security management measures, the Company is committed to building a comprehensive and robust information security defense system, ensuring the operational safety of the Company and its subsidiaries, and effectively protecting corporate digital assets against potential threats.

#### **5. Resources inputted into information communication and security management:**

In the aspect of training programs toward new recruits, we focused on such courses aiming at information system operation and information (cyber) security programs. From time to time on a non-scheduled basis, we carried out publicity toward entire staff through interior network of the Company aiming at information (cyber) security to assure sound and secure protection over information security related know-how and technology. In 2024, we invested a total of NTD 13,630 thousand for information (cyber) security related protection. In 2025, we budgeted a total of NTD 20,000 thousand along with the effort to set up one head in charge of information security (1) along with one staff member, in charge of planning of information security, introduction to the relevant know-how to assure and strengthen information security. In the training programs toward new recruits, we duly arrange information system operation and information security related norm courses either from time to time on a nonscheduled basis through the internal network of the Company with overall publicity efforts toward the entire staff to assure absolutely no-fault information protection. In 2022, we invested a total of NTD 2.823 million for information (cyber) security related protection. In 2023, we budget a total of NTD 4.388 million along with the effort to set up one head in charge of information security (1) along with one staff member, in charge of planning of information security, introduction to the relevant know-how to assure and strengthen information security. Report the cybersecurity management and implementation to the Board of Directors every year.

#### **6. Cybersecurity Implementation Result:**

- Introduce technology and assign risk levels based on the behavior characteristics of applications, and quickly identifies high-risk applications to determine application control strategies.
  - 12,446 network phishing and malicious program blocks.
  - 40,452 garbage mailboxes were blocked.
  - 566 external intrusion blocks.
  - 337 cases of internal computer virus infection were contained.
- (II) As of the date of annual report printing, losses incurred due to major information and communication security events in the most recent year, possible impacts, and coping measures shall be listed. If unable to provide a reasonable estimate, the facts for inability to do so should be explained.

No significant information security incident has been reported in the previous fiscal year and by the date of report publication.

VII. Major contracts:

Contract nature	Participants	Contract start and end dates	Main contents	Restrictive clauses
Commissioned manufacturing	Company A	2022.05.16~2024.05.31 (automatic extension for 1 year upon expiration)	OEM cooperation	Confidentiality
	Company B	2024.12.03~2026.12.31 (automatic extension for 1 year upon expiration)	OEM cooperation	Confidentiality
	Company C	2022.05.01~2024.05.31 (automatic extension for 1 year upon expiration)	OEM cooperation	Confidentiality
	Company D	2025.01.01~2027.12.31	OEM cooperation	Confidentiality
	Company E	2021.01.01~2025.12.31	OEM cooperation	Confidentiality
Distribution	Stryker Far East Inc., Taiwan Branch	2023.01.01~2025.12.31	Distribution and Agency Agreement	None
	DAIICHI SANKYO HEALTHCARE CO., LTD.	Since the contract took effect in 2015 until now.	Distribution and Agency Agreement	None
Cooperation and promotion	Moderna Taiwan	2024.10.01~2027.07.31	The Company has jointly promoted the Moderna mRNA respiratory vaccine product portfolio, which includes Moderna's COVID-19 vaccine, Spikevax.	Confidentiality
Lease	Private Taipei Ren Ji Hospital of Taiwan Province	From the date of the lease to 2029.12.31	Lease of land	None

## Five. Review of financial status, financial performance, and risk management issues

### I. Financial status:

#### Financial conditions, Table of comparative analyses

Unit: NTD thousand

Item	Year		Difference	
	2023	2024	Amount	%
Current assets	5,583,096	5,896,284	313,188	5.61
Property, plant, and equipment	4,120,138	4,077,315	(42,823)	(1.04)
Intangible assets	18,457	12,421	(6,036)	(32.70)
Other assets	3,143,139	2,783,635	(359,504)	(11.44)
<b>Total assets</b>	12,864,830	12,769,655	(95,175)	(0.74)
Current liabilities	3,392,903	3,415,640	22,737	0.67
Non-current liabilities	2,001,514	1,804,664	(196,850)	(9.84)
<b>Total liabilities</b>	5,394,417	5,220,304	(174,113)	(3.23)
Capital stock	2,980,811	1,490,405	(1,490,406)	(50.00)
Capital surplus	648,102	5,971,603	5,323,501	821.40
Retained earnings	3,978,576	302,582	(3,675,994)	(92.39)
Other equity	(147,073)	(222,767)	(75,694)	51.47
Treasury stock	(28,054)	(32,304)	(4,250)	15.15
Non-controlling interest	38,051	39,832	1,781	4.68
<b>Total equity</b>	7,470,413	7,549,351	78,938	1.06
<b>Equity of the parent company</b>	7,432,362	7,509,519	77,157	1.04

Analysis on differential gap, where the increase/decrease change is 20% or higher. Descriptions:

1. Decrease in intangible assets: Mainly due to the amortization of the assets.
2. The decrease in share capital, increase in capital reserve, and decrease in retained earnings: Mainly due to the reorganization of the organization (share conversion effect).
3. Other equities decrease: Mainly due to the evaluation loss of financial assets measured at fair value through other comprehensive income.

II. Financial performance:

**Comparative analyses chart for the financial performance:**

Unit: NTD thousand

Item	Year	2023	2024	Increase (decrease)	Ratios of change %
Operating revenues		8,574,720	8,918,894	344,174	4.01
Operating cost		5,434,715	5,512,100	77,385	1.42
Operating gross profit		3,140,005	3,406,794	266,789	8.50
Operating expenses		2,908,793	3,107,421	198,628	6.83
<b>Operating income</b>		231,212	299,373	68,161	29.48
Non-operating revenues and expenses		160,005	86,459	(73,546)	(45.96)
Net profit before taxation		391,217	385,832	(5,385)	(1.38)
Current year profit of continuing business units		391,217	385,832	(5,385)	(1.38)
Income tax expenses		67,644	66,770	(874)	(1.29)
<b>Net income</b>		323,573	319,062	(4,511)	(1.39)
Other comprehensive income for the period (post-tax profit or loss)		(44,747)	(86,051)	(41,304)	92.31
Current period other comprehensive income (Gross)		278,826	233,011	(45,815)	(16.43)

1. Analysis on differential gap, where the increase/decrease change is 20% or higher. Descriptions:
  - (1) Increase in operating profits: Mainly due to the increase in operating revenue and gross margin.
  - (2) The decrease in non-operating income and expenses: Mainly due to the decrease in the share of profit or loss of the affiliated companies and joint ventures accounted for using the equity method.
  - (3) The decrease in other comprehensive income: Mainly due to the decrease in the gain or loss on financial assets measured at fair value through other comprehensive income.
2. Sales volume forecast for the next year and the basis thereof, and the possible impact on the Company's future financial business and the countermeasures:  
The Company does not disclose its financial forecast for the future, so it does not intend to disclose the expected sales volume.

### III. Cash flow:

#### Analyses on cash flow

Unit: NTD thousand

Opening cash balance	Net cash flow coming from operating activities year-round	Cash outflow year-round	Amount of surplus (shortfall) in cash	Financing of cash deficits	
				Investment plans	Wealth management plans
444,716	750,550	607,255	588,011	-	-

(I) Analysis on the cash flow change in Year 2024:

1. The net inflow from operating activities of NTD 750,550 thousand is mainly due to operating profits.
2. The net outflow of investment activities of NTD 127,332 thousand is mainly due to capital expenditure.
3. Net cash outflow of financing activities of NTD 485,555 thousand is mainly due to repayment of loans and distribution of dividends.

(II) Remedies for insufficient cash and liquidity analysis: The Company has no insufficient cash.

(III) Analyses on the cash liquidity in one year ahead

Unit: NTD thousand

Opening cash balance	Net cash flow anticipated from operating activities in year round:	Anticipated year-round cash outflow:	Expected cash surplus (deficit)	Financing of cash deficits	
				Investment plans	Wealth management plans
588,011	253,892	429,795	412,108	None	

1. The expected net inflow from operating activities is mainly due to operating profits.
2. Net outflow from investing activities is mainly due to capital expenditure.
3. Net cash outflow from financing activities is anticipated due to the repayment of loans and the distribution of dividends.

IV. The impact of the significant capital expenditure over the past year upon the financial performance: Without a significant impact at all.

V. The outward investment policies over the past year. The key reasons leading to the profit or loss, the corrective plans and the investment plan in one year ahead: Nil.

VI. Analysis evaluation of risk issues in the latest year until the date as of Annual Report issuance:

(I) The impact incurred by change in interest rate, exchange rate, inflation upon the Company's profit or loss and the future countermeasures:

1. In 2024, the Company's consolidated interest expense was NTD 64,295 thousand, an increase of NTD 59,538 thousand from NTD 4,757 thousand in 2023. The increase was mainly due to the central bank's rate hike. The average financing interest rate of financial institutions was higher than the previous year.

2. In Year 2024, the consolidated loss in foreign exchange came to NTD 5,410 thousand, accounting for 0.06% of the consolidated operating revenues in 2024. That suggests that the change in exchange rate does not constitute a significant impact upon the Company.
  3. The Company has not incurred a significant impact due to inflation.
- (II) The major causes for engaging in high-risk, high-leverage investment, lending of funds to others, endorsements/guarantees and derivative financial instruments, the profits or loss and the future countermeasures.
1. The Company did not engage in any high-risk or high-leverage investments in 2024, adhering to a conservative and stable investment principle.
  2. The derivative transactions undertaken by the Group involved hybrid contracts, aiming to obtain higher interest rates.
  3. In accordance with the “Operational Procedures for Loaning of Funds to Others,” the actual amount loaned by the Company and its consolidated subsidiaries in 2024 was NTD 271,242 thousand, representing a decrease of NTD 2,057 thousand compared to 2023.
  4. In 2024, the Company’s main endorsements and guarantees provided were for financing from financial institutions, and were handled in accordance with the Company’s “Procedures for Endorsements and Guarantees.” The maximum amount of endorsements and guarantees was NTD 3,772,084 thousand. As of the end of 2024, the Company’s actual outstanding endorsement and guarantee balance was NTD 173,300 thousand, which remained unchanged compared to the previous year.
- (III) The future research & development plans and the expenses anticipated to be invested into research & development:
- At the moment, the Company is teaming up with research & development institutions at home and abroad or pharmaceutical manufacturers to launch CCPC-Academy Cooperation or concerted research programs to develop immunosuppression, lyophilized injection antibiotics, cancer oriented medicines and cardiovascular disease medicines. During the research & development process, we should conduct human trial programs at home and abroad. Such new pharmaceuticals could not be landed into markets until approved by the competent authorities in all nations concerned in charge of health affairs. In three ~ five years ahead, as we anticipate, we shall further invest NTD 300 ~ 500 million budgets for research & development alone.
- (IV) The possible impacts by government policies and laws at home and abroad upon the Company’s financial conditions and the Company’s countermeasures:
1. Impact on the company’s finances: After the implementation of the National Health Insurance, although the total amount of overall medical consumption rises when medical expenses increase every year due to population ageing, the pharmaceutical industry will be impacted by another drug price policy when the Bureau of NHI launches the 2nd Generation NHI to resolve the heavy NHI financial burden through major reforms.
  2. Response measure: focusing on the foresaid hidden disadvantageous factor, and in response to the aging population, the company would focus on operating in the high growth treatment domain, by fully expanding into development competitive new products and also embracing on medical support products, health foods, healthcare foods, personal care, beauty whitening and related high value-added products not classified for national insurance payout, through which to excel its market competitiveness, rally foreign production representation for increasing its revenue and productivity.

- (V) The impacts generated by change in science (including ICT security risk ) and technology and change in industries upon the Company's financial conditions and the Company's countermeasures:

The Company closely monitors technological changes in the industry, continuously improves its production processes, and strengthens its information security hardware and software systems. In response to increasingly diversified information security attacks, the Company has implemented Intrusion Prevention Systems (IPS) and Advanced Threat Protection (ATP). Meetings are convened as needed to conduct crisis management, ensure the security of information infrastructure and cybersecurity protection, and safeguard the Company's confidential information.

- (VI) The impacts created by a change in corporate image upon the management over crisis, and the Company's countermeasures:

Continually without an interruption, the Company has tried by all available means to render medical treatment and health-care services though the sound CCPC corporate image. So far never have we heard the negative reports against the very sound CCPC corporate image.

- (VII) The benefits anticipated from the merger/acquisition (M&A) efforts, the potential risks and the Company's countermeasures: Such fact is nonexistent in the Company.

- (VIII) The risks anticipated from the expansion of the plant buildings, and the Company's countermeasures: Such fact is nonexistent in the Company.

- (IX) The risks anticipated from the centralized input or output undertakings and the Company's countermeasures: Such fact is nonexistent in the Company.

- (X) The impacts and risks anticipated from the massive transfer of shareholding by directors or key shareholders who hold more than 10% in shareholding and the Company's countermeasures: Such fact is nonexistent in the Company.

- (XI) The impacts and risks anticipated from the change in the managerial powers and the Company's countermeasures: Such fact is nonexistent in the Company.

- (XII) Litigious and non-litigious events:

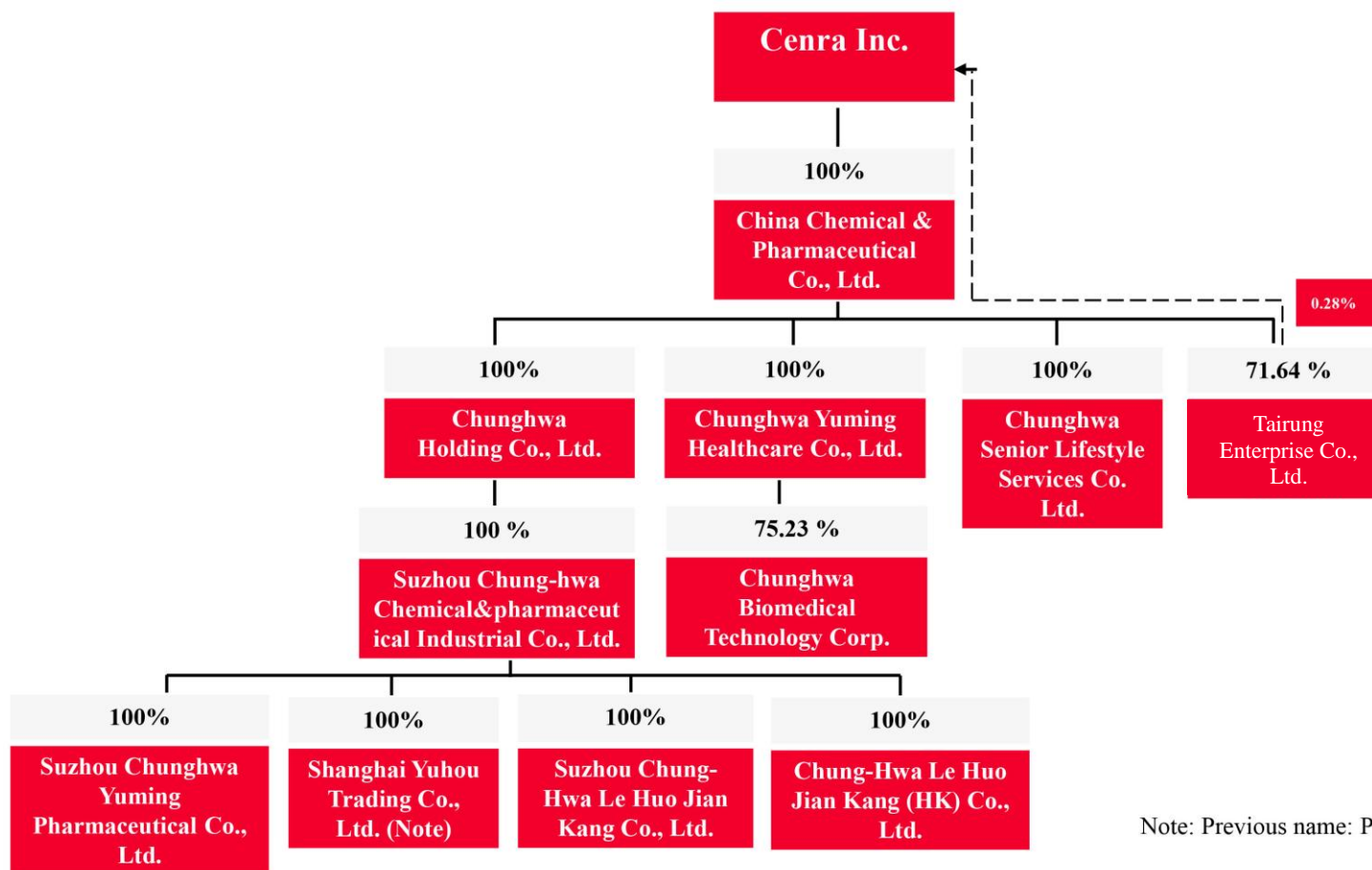
1. In October 2024, BAYER INTELLECTUAL PROPERTY GMBH filed a patent infringement lawsuit against China Chemical & Pharmaceutical Co., Ltd. at the Intellectual Property and Commercial Court of the Republic of China, seeking to prohibit the Company from manufacturing, selling, using, or importing the pharmaceutical products alleged to infringe its patents. The Group has assessed that, since China Chemical & Pharmaceutical Co., Ltd. has not yet produced or sold the products in question, there is no material impact on the Group.
2. In February 2025, the Company received a letter from the Securities and Futures Investors Protection Center requesting the Company to initiate compulsory enforcement against the counterparty for the amount awarded by the Supreme Court judgment. The Company is currently discussing the subsequent compulsory enforcement proceedings with its legal counsel.

- (XIII) Other major risks and countermeasures: Such fact is nonexistent in the Company.

VII. Other important disclosures: None.

## Six. Special remarks

### I. Organization chart of affiliated companies (December 31, 2024):



Note: Previous name: Pei Fu (Shanghai) Co., Ltd.

## 2. Fundamental particulars of affiliated enterprises

Unit: NTD thousand

Name of enterprise	Date of foundation	Address	Paid-in shares Capital	Main business activities or products
China Chemical & Pharmaceutical Co., Ltd.	1952.03.12	8F., No.23, Xiangyang Rd., Zhongzheng Dist., Taipei City	2,980,811	Manufacture and sales of Western medicine preparations and health-care articles.
Chunghwa Yuming Healthcare Co., Ltd.	2000.01.17	8F., No.23, Xiangyang Rd., Zhongzheng Dist., Taipei City	295,900	Wholesale of medicine and medical equipment
Tairung Enterprise Co., Ltd.	1968.09.25	5F., No.23, Xiangyang Rd., Zhongzheng Dist., Taipei City	61,080	Manufacture and sales of glass, plastics made containers
Chunghwa Senior Lifestyle Services Co. Ltd.	2005.12.09	10F., No.23, Xiangyang Rd., Zhongzheng Dist., Taipei City	50,000	Medicine, wholesale of medicine equipment and home care service
Chunghwa Holding Co., Ltd	2011.10.04	Harbour Place, 103 South Church Street, P.O. Box 2582, Grand Cayman KY1-1103, Cayman Islands	444,850	Professional investment company
Suzhou Chung-hwa Chemical&pharmaceutical Industrial Co., Ltd.	1994.05.01	No. 66 Yungan Road, Gaoxin District, Suzhou City, Jiansu Province, China	755,151	Manufacture and sales of pharmaceutical medicine and health products.
Suzhou Chunghwa Yuming Pharmaceutical Co., Ltd.	2014.10.30	No. 66 Yungan Road, Gaoxin District, Suzhou City, Jiansu Province, China	132,149	Wholesale of Western pharmaceutical preparations and chemical active pharmaceutical ingredients
Shanghai Yuhou Trading Co., Ltd. (Note)	2011.08.05	Room 1605, No. 777 Hongqiao Road, Xuhui District, Shanghai City, China	200,070	Wholesale and sales of medical equipment.
Suzhou Chung-Hwa Le Huo Jian Kang Co., Ltd.	2021.01.14	No. 66 Yungan Road, Gaoxin District, Suzhou City, Jiansu Province, China	87,156	E-commerce sales of health products
Chung-Hwa Le Huo Jian Kang (HK) Co., Ltd.	2021.12.02	ROOM 1201, 12/F TAI SANG BANK BUILDING 130-132 DES VOEUX ROAD,CENTRAL HONG KONG	-	Biotech products sold as an agent
Chunghwa Biomedical Technology Corp.	2017.05.05	No. 3 Jian 3rd Road, Guanin District, Taoyuan City	23,500	Manufacturer of cleaning products

Note: Previous name: Pei Fu (Shanghai) Co., Ltd.

**3. Where presumed to be in control and affiliate relationship, the data of same shareholders:**

Not applicable

**4. The business lines covered by the overall affiliated enterprises for the business lines:**

General investment businesses, manufacturing and sale of pharmaceuticals, biotechnical businesses and retail businesses.

**5. Information and data of directors and supervisors, general managers of affiliated enterprises:**

December 31, 2024 Unit: shares %

Name of enterprise	Title	Name or the representative person	Shares held	
			Number of shares	Ratio of Shareholding
China Chemical & Pharmaceutical Co., Ltd. (CCPC)	Cenra Inc.		298,081,080	100.00
	Chairman	Representative: Wang Hsien, I-Chen	-	-
	Director	Representative: Wang, Hou-Kai	-	-
	Director	Representative: Wu, Shih-Hsuan	-	-
	Director	Representative: Cheng, Wen-Ting	-	-
	Director	Representative: Wu, Chih-Yung	-	-
	Supervisor	Representative: Chao, Te-Feng	-	-
	Supervisor	Representative: Huang, Yi-Chun	-	-
	President	Wu, Chih-Yung	-	-
Chunghwa Yuming Healthcare Co., Ltd. (Chunghwa Yuming)	China Chemical & Pharmaceutical Co., Ltd.		29,590,000	100.00
	Chairman	Representative: Wang Hsien, I-Chen	-	-
	Director	Representative: Lin, Hsu-Hui	-	-
	Director	Representative: Wang, Hou-Kai	-	-
	Director	Representative: Wu, Shih-Hsuan	-	-
	Director	Representative: Cheng, Wen-Ting	-	-
	Supervisor	Representative: Chao, Te-Feng	-	-
	Supervisor	Representative: Huang, Yi-Chun	-	-
	President	Lin, Hsu-Hui	-	-

Name of enterprise	Title	Name or the representative person	Shares held	
			Number of shares	Ratio of Shareholding
Tairung Enterprise Co., Ltd. (Tairung Enterprise)	Chairman	Wang Hsien, I-Chen	-	-
	Director	Wang, Hou-Jie	-	-
	Director	China Chemical & Pharmaceutical Co., Ltd. Representative: Wang, Hou-Kai	4,376	71.64
	Director	China Chemical & Pharmaceutical Co., Ltd. Representative: Huang, Yi-Chun	4,376	71.64
	Director	China Chemical & Pharmaceutical Co., Ltd. Representative: Cheng, Tai-Yuan	4,376	71.64
	Supervisor	Chao, Te-Feng	-	-
	President	Wang Hsien, I-Chen	-	-
Chunghwa Senior Lifestyle Services Co. Ltd. (Chunghwa Senior Lifestyle Services)	China Chemical & Pharmaceutical Co., Ltd.		5,000,000	100.00
	Chairman	Representative: Wang Hsien, I-Chen	-	-
	Director	Representative: Wang, Hou-Kai	-	-
	Director	Representative: Li, Tsung-Yung	-	-
	Supervisor	Chao, Te-Feng	-	-
	President	Li, Tsung-Yung	-	-
Chunghwa HoldingCo., Ltd.	China Chemical & Pharmaceutical Co., Ltd.		44,485,000	100.00
	Director	Representative: Wu, Su-Huan	-	-
Suzhou Chung-Hwa Chemical & Pharmaceutical Industrial Co.,Ltd. (SCCPC)	ChunghwaHoldingCo.,Ltd.		-	100.00
	Chairman	Representative: Wu, Su-Huan	-	-
	Director	Representative: Wang Hsien, I-Chen	-	-
	Director	Representative: Wang, Hou-Kai	-	-
	Director	Representative: Wang, Hou-Jie	-	-
	Director	Representative: Wu, Shih-Hsuan	-	-
	Director	Representative: Sun Hua	-	-
	Director	Representative: Huang, Yi-Chun	-	-
	Supervisor	Wang Hsieh Cheng-Ching	-	-

Name of enterprise	Title	Name or the representative person	Shares held	
			Number of shares	Ratio of Shareholding
Suzhou Chung-hwa Yuming Pharmaceutical Co., Ltd.	Suzhou Chung-hwa Chemical&pharmaceutical Industrial Co., Ltd.		-	100.00
	Executive Director	Representative: Wu, Su-Huan	-	-
	Supervisor	Hsu, Shun-Hsia	-	-
Shanghai Yuhou Trading Co., Ltd. (formerly Pei Fu (Shanghai) Co., Ltd.)	Suzhou Chung-hwa Chemical&pharmaceutical Industrial Co., Ltd.		-	100.00
	Executive Director	Representative: Wang, Hou-Jie	-	-
	Supervisor	Shen Ta-Hai	-	-
Suzhou Chung-Hwa Le Huo Jian Kang Co., Ltd.	Suzhou Chung-hwa Chemical&pharmaceutical Industrial Co., Ltd.		-	100.00
	Executive Director	Representative: Wu, Su-Huan	-	-
	Supervisor	Sun Hua	-	-
Chung-Hwa Le Huo Jian Kang (HK) Co., Ltd.	Suzhou Chung-hwa Chemical&pharmaceutical Industrial Co., Ltd.		-	100.00
	Director	Representative: Wu, Su-Huan	-	-
Chunghwa Biomedical Technology Corp.	Chunghwa Yuming Healthcare Co., Ltd.		1,738,000	75.23
	Chairman	Representative: Lin, Hsu-Hui	-	-
	Director	Representative: Hsu, Huo-Shu	-	-
	Director	Hung, Yueh-Yung	350,000	14.89
	Supervisor	Huang, Yi-Chun	-	-
	Supervisor	Hu Hui-Lan	-	-

## 6. Business performances of the affiliated enterprises in summary

Unit: NTD thousand

Name of enterprise	Paid-in shares Capital	Total assets	Total liabilities	Net value	Operating revenue – net	Operating income	Profit and/or loss this term (After tax)	Earnings per share (NTD) (After tax)
China Chemical and Pharmaceutical Co., Ltd.	2,980,811	11,084,455	3,540,287	7,544,168	4,122,546	141,689	344,320	1.16
Chunghwa Yuming Healthcare Co., Ltd.	295,900	3,220,253	2,675,872	544,381	5,161,985	236,005	174,795	5.91
Tairung Enterprise Co., Ltd.	61,080	239,717	117,671	122,046	112,440	163	249	40.82
Chunghwa Senior Lifestyle Services Co., Ltd.	50,000	106,335	98,433	7,902	161,538	(20,345)	(18,636)	(3.73)
Chunghwa Holding Co.,Ltd.	444,850	1,240,368	-	1,240,368	-	-	12,797	0.29
Suzhou Chung-hwa Chemical&pharmaceutical Industrial Co., Ltd.	755,151	1,696,867	446,766	1,250,101	2,034,478	13,318	12,806	-
Suzhou Chunghwa Yuming Pharmaceutical Co., Ltd	132,149	127,802	90,613	37,189	236,404	(44,038)	(43,676)	-
Shanghai Yuhou (formerly Pei Fu (Shanghai) Co., Ltd.)	200,070	7,843	149	7,694	2	(474)	(461)	-
Suzhou Chung-Hwa Le Huo Jian Kang Co., Ltd.	87,156	31,704	1,804	29,900	3,120	(18,934)	(17,148)	-
Chung-Hwa Le Huo Jian Kang (HK) Co., Ltd.	-	17	63	(46)	-	(47)	(47)	-
CCSB	23,500	62,423	31,453	30,970	109,260	7,043	5,658	2.41

Note 1: If the affiliate is a foreign company, the relevant figures are converted into NTD based on the exchange rate on the reporting date.

Note 2: Some companies are limited by shares, so there is no number of shares.

(II) The consolidated business reports with affiliated enterprises; consolidated financial statements with affiliated enterprises and reports about affiliated enterprises:

Cenra Inc.  
The Affiliate's Declaration of Consolidated Financial Statements

In Fiscal 2024 (the entire period starting from January 1 to December 31, 2024), the parent company and subsidiaries which the Company shall, exactly in accordance with "Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises", work out consolidated financial statements in accordance with International Financial Reporting Standards (IFRS) No. 10 are exactly the same. Those information of the parent company and subsidiaries having been disclosed through the consolidated financial statements of the parent company and subsidiaries. The consolidated financial statements of the affiliated enterprises are, therefore, no longer worked out once more.

Hereby declare



Company name: enra Inc.

Person in charge: Wang Hsien, I-Chen



March 10, 2025

II. Private placement of securities during the latest year up till the publication date of this annual report:

Item	Date of first private placement issuance in 2024: Not released
Types of private placement securities	Private placement of common shares or domestic convertible corporate bonds
Date of shareholders meeting approval and quota.	Not applicable
Basis for and legitimacy of pricing	<ol style="list-style-type: none"> <li>1. The price per share of private placement common stock may not be below 80% of the reference price. The reference price is the higher of those calculated according to the two criteria below:               <ol style="list-style-type: none"> <li>(1) The price obtained with the simple arithmetic mean of the closing prices of the one, three, or five business days prior to the pricing date from which the free allotment ex-right and cash dividend subtracted and capital decrease reverse ex-right added back up.</li> <li>(2) The price obtained with the simple arithmetic mean of the closing prices of the thirty business days prior to the pricing date from which the free allotment ex-right and cash dividend subtracted and capital decrease reverse ex-right added back up.</li> </ol> </li> <li>2. Private convertible corporate bonds:               <ol style="list-style-type: none"> <li>(1) Denomination: NTD 100,000 or its multiples.</li> <li>(2) Issuance period: not more than seven years from the issuance date.</li> <li>(3) Coupon interest rate: tentatively set at 0% annual interest rate.</li> <li>(4) The issue price of private placement convertible corporate bonds may not be below 80% of the theoretical price. The theoretical price will be determined with the valuation model selected that covers and takes into consideration at the same time various rights included in the issuance criteria. The conversion price was determined by calculating the simple arithmetic average of the closing price of the common stock for one, three or five business days prior to the price determination date, less the ex-rights and dividends of stock dividends, and adding back the anti-ex-rights of the capital reduction, or the simple arithmetic average of the closing price of the common stock for 30 business days prior to the price determination date, less the ex-rights and dividends of stock dividends, and adding back the anti-ex-rights of the capital reduction. It shall be the higher of the two calculations and the price shall not be less than 80% of the reference price.</li> </ol> </li> <li>3. Within the scope while the price on the substantial pricing date and substantial private placement price (including the conversion price of the private placement convertible corporate bonds) are not below the range as resolved in the shareholders' meeting, it is proposed that the shareholders' meeting should authorize the Board of Directors to solicit specific people as the market update may justify. The private placement price (including the conversion price of private placement convertible corporate bonds) is determined according to the laws and regulations set by the competent authority, with reference to the reference price or theoretical price mentioned above in addition to the "three-year transfer restriction" for private placement securities under the Securities and Exchange Act; as such, the price set shall be reasonable.</li> </ol>
Special related person selection method (Note 4)	<p>Specific persons are limited to strategic investors meeting the eligibility criteria specified under Article 43-6 Paragraph 1 of the Securities and Exchange Act, capable of helping the Company improve its technologies, quality, bring down the cost, boost efficiency, maximize market share, enhance corporate governance, and strengthen risk management, and approving the management philosophy of the Company. Approaching strategic investors meeting the foregoing criteria is meant to meet, required for, and expected to render benefits in terms of the Company's long-term development needs. It is intended to help the Company fulfill the foregoing benefits taking advantage of the experience, knowledge, technical background, distribution channels, or deployment of the said strategic investors. No specific persons have been approached by the Company so far. It is intended to authorize the Board of Directors through the shareholders' meeting to take care of approaching specific persons.</p>

Item	Date of first private placement issuance in 2024: Not released				
Rationale for organizing private placements	In light of the situation on the capital market, time-efficiency, feasibility, and issue cost of capital raising, and the actual needs for introducing strategic investors, the requirement that private placement securities may not be transferred freely within three years helps ensure the long-term partnership between the Company and its strategic investors; as such, securities are issued not through public offering but through private placement.				
Date of price payment completion	Pending negotiation.				
Enlister information	Private placement targets	Eligibility	Subscription quantity	Relationship with The Company	Situation of participation in company operations
	Not applicable				
Actual subscription (or conversion price)	Not applicable				
Actual subscription (or conversion price) and difference in reference price	Not applicable				
Effects of private placement on shareholders' rights and interests (such as causing increased cumulative losses).	Depending on the market and the individual's circumstances, the company will handle it once or in batches (no more than three times). The funds raised in each round of private placement are anticipated to be used to augment working capital, repay company debts, or satisfy other capital requirements in response to the company's future development. Each private placement is expected to reinforce the competitive advantages of the Company, improve the operating efficacy, and strengthen the financial structure and hence helps with the shareholders' equity positively.				
Private placement fund uses and place implementation progress	Not applicable				
The situation of private placement benefits realized	Not applicable				

III. Holding or disposal of the company's shares by its subsidiaries during the latest financial year, up to the publication date of this annual report

Unit: NTD thousand

Name of the subsidiary	Paid-in shares Capital	Source of capital	Shareholding ratio of the Company	Date of acquisition or disposal	Number and value of shares acquired	Investment Profit or Loss	Up to the publication date of the annual report		Pledge setup	Amount of endorsements/guarantees by the Company for its subsidiaries	Amount lent by the Company to its subsidiary
							Number of shares held	Amount of holding			
Tairung Enterprise Co., Ltd.	61,080	Equity Fund	71.64%	-	-	-	413,941	15,481	-	-	-

IV. Other supplementary information: None.

V. Occurrences of events defined under Article 36-3-2 of the Securities Exchange Act in the latest year up till the publishing date of this annual report that significantly impacted shareholders' equity or security prices: None.

Cenra Inc.



Chairman: Wang Ming-Ning Memorial  
Foundation



Representative: Wang Hsien, I-Chen



