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Taiyen Biotech Co., Ltd.

2025 ANNUAL REPORT

Printed on May 22, 2026

I. Contact Information of Spokesperson and Deputy Spokesperson

Spokesperson	Deputy Spokesperson
Name: HONG, YA-PING (洪雅萍)	Name: SU,WEI (蘇薇)
Title: Vice President	Title: Director of Financial Accounting Department
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Biotech Factory II (Biotech Health Products Factory)	No. 20, Gongye 2nd Road, Annan District, Tainan City	(06)3840320
Biotech Factory III (Biotech Cosmetics Factory)	No. 1, Liudongliao, Guangfu Village, Budai Township, Chiayi County	(05)3472001
Tung-Hsiao Electrolysis Refined Salty Factory	No. 122, Neidao Village, Tongxiao Township, Miaoli County	(037)792121
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III. Contact Information of Stock Transfer Agency

Name: Transfer Agency of CTBC Bank
Address: 5F, No. 83, Section 1, Chongqing South Road, Zhongzheng District, Taipei City
Website: <https://www.ctbcbank.com>
Tel. No.: (02)6636-5566

IV. Contact Information of the CPAs for the Latest Financial Statements

CPAs' Names: YAO,SHIH-CHIEH (姚世傑), LI,FANG-WEN (李芳文)
Accounting Firm: Ernst & Young Global Limited
Address: 11F, No. 189, Section 1, Yongfu Road, West Central District, Tainan City
Website: www.ey.com
Tel. No.: (06)2925888

V. Overseas Securities Exchange Where Securities are Listed and Method of Inquiry: None.

VI. Company Website: www.tybio.com.tw

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Chapter I. Letter to Shareholders

I. Overview of the Macroeconomic Conditions in 2025

Benefiting from the applications of AI and high-performance computing, the global economy remained resilient in 2025. However, geopolitical conflicts (such as the Russia-Ukraine war and tensions in the Middle East), together with uncertainties surrounding the U.S. reciprocal tariff policy, continued to disrupt global economic and trade activities. According to the International Monetary Fund (IMF), the global economic growth rate was 3.3% in 2025, unchanged from 3.3% in the previous year (2024).

Domestically, according to the Directorate-General of Budget, Accounting and Statistics (DGBAS) of the Executive Yuan, Taiwan's GDP growth rate reached 8.63% in 2025, the highest level in the past 15 years. Supported by stable wage growth, a rising stock market, and real growth in private consumption, the output value of Taiwan's food industry recorded steady growth in 2025 compared with 2024. In addition to expanding internal production capacity, the industry also began extending its presence into international markets. Nevertheless, enterprises continued to face challenges including labor shortages, unstable raw material supply, and the need to rapidly adapt to digital transformation. As Taiwan has officially entered a super-aged society, consumer demand for pharmaceuticals, medical services, and health supplements has continued to increase, further intensifying industry competition. In response to rapidly changing market conditions, companies have actively adopted diversified marketing strategies, expanded online product offerings, and strengthened core brand competitiveness as key business strategies.

II. Operating Results for 2025

(I) Implementation of Business Plan

Over the past year, through the concerted efforts of all employees, Taiyen recorded consolidated operating revenue of NT\$3,307,660 thousand in 2025, with consolidated gross profit of NT\$1,343,010 thousand and consolidated net profit for the period of NT\$393,686 thousand. Net profit attributable to owners of the parent amounted to NT\$399,867 thousand, representing an increase of 7.63% compared with 2024.

The Company completed its 2025 Sustainability Report in accordance with the regulations of the Financial Supervisory Commission (FSC) and was honored with the Gold Award in the Sustainability Report Category – Traditional Manufacturing Industry Category 2 at the TCSA Taiwan Corporate Sustainability Awards. As of 2025, in accordance with the Ministry of Environment's Regulations for the Certification, Labeling, and Management of Voluntary Product Carbon Footprint, Taiyen has proactively planned carbon footprint inventories and external verification for seven benchmark products, including Taiyen Ocean Alkaline Ion Water (850 ml and 420 ml), Taiyen Premium Iodized Salt, Taiyen Superior Iodized Salt, Ultimate Hydra Collagen Activating Lotion, Si-Yi-Kang Shampoo, and Vitamin C Chewable Tablets. Among them, two Taiyen Ocean Alkaline Ion Water products have obtained carbon footprint verification certificates, demonstrating the Company's achievements in corporate social responsibility and sustainable governance. Taiyen will continue to steadily advance its sustainable development goals.

Unit: NT\$1,000

Item \ Year	2025	2024	Increase/Decrease	
			Amount	%
Revenue	3,307,660	3,238,152	69,508	2.15
Operating Costs	1,964,650	1,917,244	47,406	2.47
Gross Profit	1,343,010	1,320,908	22,102	1.67
Operating Expenses	866,869	966,369	(99,500)	(10.30)
Operating Income	476,141	354,539	121,602	34.30
Non-operating Income	17,828	78,493	(60,665)	(77.29)
Net Income Before Tax	493,969	433,032	60,937	14.07
Income Tax Expense	100,283	115,580	(15,297)	(13.23)

Net Income for Current Period	393,686	317,452	76,234	24.01
Net Income Attributable to the Parent	399,867	371,524	28,343	7.63

(II) Profitability Analysis

Item	2025	2024
Return on Assets (%)	4.76%	3.86%
Return on Equity (%)	5.84%	4.80%
Ratio of Operating Income to Paid-up Capital	23.80%	17.72%
Ratio of Net Income Before Tax to Paid-up Capital	24.69%	21.65%
Net Profit Margin	11.90%	9.80%
Net Profit Per Share After Tax (NTD)	2.00	1.86

(III) Research and Development Status:

The Company’s research and development efforts are based on scientific evidence and focused on enhancing product safety and efficacy, responding to market trends, and meeting consumer expectations. Key R&D projects in 2025 included:

1. In the area of skincare products, Taiyen developed cosmeceutical-grade products for mature skin by incorporating a variety of effective ingredients. The Company also utilized fermented collagen and highly permeable active essence water to develop products tailored to the skincare needs of modern women.
2. For cleansing products, Taiyen launched a series of oral care products to meet consumer needs and collaborated with Funcom and MedFirst distribution channels to develop a range of co-branded products.
3. Taiyen continued to focus on the mature consumer segment in the health supplement market by developing body management and collagen supplement functional beverages with user-friendly packaging. Lightweight liquid foil packaging was adopted to satisfy consumers’ demand for convenient nutritional supplementation.
4. Taiyen expanded the diversified applications of salt products by introducing a new water-softening salt option made from high-quality Taiwanese refined salt tablets to meet consumers’ water softening needs.
5. Taiyen continued to implement green and sustainable technology R&D by focusing on natural active cosmetic ingredients, conducting safety and efficacy evaluations, and strengthening intellectual property protection.

Adhering to its product philosophy of “safety, efficacy, and high quality,” the Company received recognition through various domestic and international awards, demonstrating its commitment to health and beauty products. The award-winning products and honors are as follows:

“Taiyen Ocean Alkaline Ion Water” received the 2-Star Superior Taste Award from the International Taste Institute (ITI); “Lumiel Premium Rejuvenation Revitalizing Dual Serum” received the Winner Award for Best Consumer Choice / Best Multifunctional Product and Best Innovative Facial Care Product at the Global Beauty & Wellness Awards (GBWA); “Taiyen Complex Protein Nutrition EX” received the Nutritional and Health Food Innovation Award from the Health Food Society of Taiwan; and “Manufacturing Method for High-Purity Undenatured Type II Collagen (CollaFix)” received the Gold Medal at the Tokyo World Genius Convention.

III. Summary of the Business Plan for 2026

The Company will continue to pursue “healthy revenue growth, enhanced profitability, and improved operational efficiency,” while formulating its future business strategies around product diversification and rejuvenation, integrated online-to-offline digital transformation, brand enhancement, market internationalization, and asset optimization. The key measures are as follows:

1. Sales

- (1) In the salt business, Taiyen developed the “Taiyen Selected” imported salt series in response to consumer demand, and actively expanded salt-related product lines, including new offerings under

- the “Heart of Salt” nigari series and a household salt series for water softening applications. These products emphasize high-quality MIT (Made in Taiwan) positioning to capture market opportunities. The Company also expanded both traditional and e-commerce channels to increase salt sales, strengthen its market-leading position, and enhance brand value.
- (2) In the packaged water segment, Taiyen Ocean Alkaline Ion Water continues to lead the domestic functional packaged water market. The Company will diversify product specifications, strengthen brand value communication, deepen channel development, and expand market share. Efforts will focus on key retail channels such as supermarkets and e-commerce platforms to achieve full channel penetration, consolidate its niche position, and sustain revenue growth momentum. In addition, the Company continues to develop customized and multi-series products, including “Taiyen Ocean Pure Water” and “Taiyen Processed Ocean Water.” Leveraging the strong brand equity of its packaged water portfolio, Taiyen further expands its distribution channels and packaged water market share, thereby enhancing overall sales performance.
 - (3) In the skincare segment, Lumiel applied an innovative collagen carrier encapsulation technology for astaxanthin to launch the “Premium Rejuvenation Collastax Brightening & Revitalizing Face Lotion,” which delivers dual-function whitening and anti-aging benefits and enhances skin absorption through multiple layers to reach the deeper skin surface. In 2025, Lumiel further introduced the “Premium Rejuvenation Revitalizing Dual Serum,” featuring high-concentration collagen care to strengthen its position as a leader in collagen-based skincare and to target the premium skincare market.
 - (4) In the cleansing products segment, Taiyen toothpaste products achieved record-high revenue. In addition to continuously expanding new products and distribution channels in response to market demand, the Company conducts market research to better understand consumer profiles and competitive dynamics, thereby strengthening its marketing strategies. Furthermore, in collaboration with channel partners, the Company continues to develop co-branded products to capture vacant shelf space, thereby increasing brand exposure and revenue. To align with ESG trends, five products have obtained environmental labels, reflecting the Company’s commitment to corporate social responsibility through the use of recycled plastic packaging and environmentally friendly formulations.
 - (5) In the health supplements segment, the Company focuses on its mobility health product line, with joint health products as the core, and expands into bone health and muscle strength-related products to meet consumer demand. In addition, marketing initiatives for physical channels such as chain stores will be strengthened, while sales in online, mass retail, and TV shopping channels will be enhanced to build a stable sales foundation.
 - (6) With regard to franchise channel operations, the Company actively expands directly operated stores, franchise stores, and hybrid stores across regions, continuously driving qualitative improvements in channel management. Through tiered management, the Company establishes a basis for incentives and guidance, while strengthening marketing activities to enhance channel traffic, brand value, and overall competitiveness. In other channel developments, the Company actively builds a diversified channel network, prioritizing the addition of new counters and cross-industry partnerships. In addition, an official online shopping platform has been established to implement an integrated online-to-offline sales strategy and gradually expand market coverage.
 - (7) In terms of exports, the Company will focus on distinctive products and, through strategic cooperation with various distributors and channel agents, jointly expand overseas markets.
 - (8) For asset activation, we will carry out land activation, reduce idle production capacity, actively execute the plan for Qigu Recreation Area, and improve our human force assets.
 - (9) In green energy development: The Company will continue to deeply cultivate the "circular economy," construct its own solar power plants, and actively promote a clean and sustainable fishery-electricity symbiosis solar photovoltaic service platform.

2. Production

- (1) The Company conducts a comprehensive evaluation of product performance, phasing out underperforming products and retaining competitive ones, in order to reduce slow-moving inventory and improve inventory turnover.
- (2) The Company utilizes online monitoring systems and artificial intelligence (AI) tools to enhance production process control, improve on-site operational efficiency and product quality, increase OEM order opportunities, and evaluate the cost-effectiveness of each manufacturing plant to strengthen overall competitiveness.
- (3) The Company implements comprehensive quality management policies, strengthens upstream raw material quality control to ensure product safety, and fully enforces a product traceability system.
- (4) The Company promotes energy efficiency improvement initiatives across production units to reduce emissions from carbon-intensive hotspots.

3. Management

- (1) In alignment with the Company's business strategy, the Company focuses on enhancing operational efficiency and effectiveness, while promoting the flexible and efficient utilization of human resources. Through organizational restructuring, workforce optimization, and the continuous implementation of various management innovation initiatives, the Company integrates corporate resources to improve overall operational performance.
- (2) The Company continues to implement key performance indicators (KPIs) and performance evaluation systems, and links compensation, including salary adjustments and bonuses, to individual performance and corporate operating results, thereby strengthening the rationality of the performance-based compensation mechanism and enhancing human resource effectiveness.

IV. Future Corporate Development Strategies

The Company continues to focus on healthy revenue growth, enhanced profitability, and improved operational efficiency as its core business strategy. Through continuous innovation and stringent quality control, the Company aims to serve as a trusted provider of health-related products, including salt, packaged water, skincare, and health supplements for consumers.

The Company's R&D-related investments are guided by the principle of "ensuring product safety and meeting consumer demand." In the future, the Company will continue to strengthen its leading position in the salt and brine market, while adopting "product diversification and rejuvenation, online-to-offline (OMO) digital integration, brand enhancement, market internationalization, and asset optimization" as its future business strategies. The Company will actively expand diversified channels and promote brand internationalization to accelerate overseas market development. In terms of ESG implementation, the Company aligns with national policies and global trends in sustainable energy development, adheres to the GRI Standards, and is committed to energy conservation and carbon reduction. The Company also develops low-carbon products and services, promotes solar photovoltaic (PV) development, and implements its sustainability strategy and vision.

The Company will uphold an innovative and progressive spirit, while actively pursuing future growth engines and strategic investment opportunities to create new sources of revenue and profitability. The Company will continuously optimize its products to meet consumers' pursuit of health and beauty, and enhance quality of life through stringent and forward-looking expertise. Guided by its value proposition of "Holistic Health and Wellness," the Company aims to strengthen its presence in Taiwan while expanding onto the international stage.

Chapter II. Corporate Governance Report

I. Information on Directors, Supervisors, President, Vice Presidents, Assistant Vice Presidents, and Heads of All Departments and Branches

(I) Directors and Supervisors

Table 1: Term, Shareholding, Education and Work Experience, and Positions Concurrently Held at Other Companies

April 26th, 2026

Title (Note 1)	Nationality or Place of Registration	Name	Gender Age (Note 2)	Inauguration Date	Term	Date of First Appointment (Note 3)	Shareholding at the Time of Appointment		Current Shareholding		Current Shareholding Held by Spouse & Minor Children		Shareholding Held in the Name of Others		Education and Work Experience (Note 4)	Positions Concurrently Held at Other Companies	Executive, Director or Supervisor who Is Spouse or within the Second Degree of Kinship			Remark (Note 5)
							Number of Shares	Sharehold ing (%)	Number of Shares	Shareholdin g (%)	Number of Shares	Sharehold ing (%)	Number of Shares	Sharehold ing (%)			Title	Name	Relation	
Chairman	R.O.C.	Ministry of Economic Affairs		2025.06.26	3 years	1995. 07. 01	77,768,272	38.88%	77,768,272	38.88%	0	0	0	0	None	None	None	None	None	
Director (Representative of Juristic Person)	R.O.C.	Representa tive of the Ministry of Economic Affairs: TING, YEN-CHE (丁彦哲)	Male Aged 51~ 60	—	—	—	0	0	0	0	0	0	0	0	<ul style="list-style-type: none"> ■ Master, Graduate Institute of Public Affairs, National Chung Cheng University ■ Director-General, Civil Affairs Bureau, Yunlin County Government ■ Director, Social Affairs Department, Yunlin County Government ■ Deputy County Mayor, Yunlin County ■ Chairman, Taiwan Tobacco & Liquor Corporation 	<ul style="list-style-type: none"> ■ Chairman, TAIYEN BIOTECH CO., LTD. 	None	None	None	
Director	R.O.C.	Ministry of Economic Affairs		2025.06.26	3 years	1995.07.01	77,768,272	38.88%	77,768,272	38.88%	0	0	0	0	None	None	None	None	None	
Director (Representative of Juristic Person)	R.O.C.	Representa tive of Ministry of Economic Affairs: LIU, YA-CHUAN (劉雅娟)	Female Aged 51~ 60	—	—	—	0	0	0	0	0	0	0	0	<ul style="list-style-type: none"> ■ Master's in Taiwan Studies, National Chengchi University ■ Bachelor's in Law, National Chengchi University ■ Section Chief, Specialist, and concurrently Deputy Executive Secretary, Legal Affairs Committee, Ministry of Economic Affairs ■ Member on Objection Review Committee, Bureau of Foreign Trade ■ Deputy Director, Department of Commerce, Ministry 	<ul style="list-style-type: none"> ■ Deputy Director-General, Commerce Development Agency, Ministry of Economic Affairs 	None	None	None	

Title (Note 1)	Nationality or Place of Registration	Name	Gender Age (Note 2)	Inauguration Date	Term	Date of First Appointment (Note 3)	Shareholding at the Time of Appointment		Current Shareholding		Current Shareholding Held by Spouse & Minor Children		Shareholding Held in the Name of Others		Education and Work Experience (Note 4)	Positions Concurrently Held at Other Companies	Executive, Director or Supervisor who Is Spouse or within the Second Degree of Kinship			Remark (Note 5)
							Number of Shares	Shareholding (%)	Number of Shares	Shareholding (%)	Number of Shares	Shareholding (%)	Number of Shares	Shareholding (%)			Title	Name	Relation	
Director	R.O.C.	Ministry of Economic Affairs		2025.06.26	3 years	1995.07.01	77,768,272	38.88%	77,768,272	38.88%	0	0	0	0	of Economic Affairs		None	None	None	
Director (Representative of Juristic Person)	R.O.C.	Representative of Ministry of Economic Affairs: LIAO, HSIEN-KUEI (廖顯奎)	Male Aged 51~60	—	—	—	0	0	0	0	0	0	0	0	<ul style="list-style-type: none"> ■ Doctor of Mechanical Engineering, National Taiwan University ■ Doctor of Photonics, National Chiao Tung University ■ Master of Laws in Technology Law, National Tsing Hua University ■ Professional Master of Business Administration (PMBA), National Taiwan University ■ Master of Science in Electrical Engineering, National Tsing Hua University ■ Associate Dean of the College of Electrical Engineering and Computer Science, Chair/Vice Chair of the Department of Electronic Engineering, Director of the Graduate Institute of Electro-Optical Engineering, and Director of the Intellectual Property and Technology Transfer Center, National Taiwan University of Science and Technology 	<ul style="list-style-type: none"> ■ Distinguished Professor, National Taiwan University of Science and Technology ■ Independent Director, TOWAY Communications Inc. ■ Director, Taiwan Photonics Society 	None	None	None	
Director	R.O.C.	Ministry of Economic Affairs		2025.06.26	3 years	1995.07.01	77,768,272	38.88%	77,768,272	38.88%	0	0	0	0	None	None	None	None	None	
Director (Representative of Juristic Person)	R.O.C.	Representative of the Ministry of Economic Affairs:	Male Aged 41~50	—	—	—	0	0	0	0	0	0	0	0	<ul style="list-style-type: none"> ■ Master, Graduate Institute of Aeronautical Systems Engineering, China University of Science 	<ul style="list-style-type: none"> ■ Director, Supply Plant, TAIYEN Tongxiao Refined Salt Plant 	None	None	None	

Title (Note 1)	Nationality or Place of Registration	Name	Gender Age (Note 2)	Inauguration Date	Term	Date of First Appointment (Note 3)	Shareholding at the Time of Appointment		Current Shareholding		Current Shareholding Held by Spouse & Minor Children		Shareholding Held in the Name of Others		Education and Work Experience (Note 4)	Positions Concurrently Held at Other Companies	Executive, Director or Supervisor who Is Spouse or within the Second Degree of Kinship			Remark (Note 5)
							Number of Shares	Sharehold ing (%)	Number of Shares	Sharehold ing (%)	Number of Shares	Sharehold ing (%)	Number of Shares	Sharehold ing (%)			Title	Name	Relation	
		CHU, WEI-I (朱 韋伊)												and Technology ■ Executive Director, Chairman, TAIYEN Tongxiao Refined Salt Plant Enterprise Union ■ Executive Director, TAIYEN Company Enterprise Union Federation						
Director	R.O.C.	TUNG WEI CONSTR UCTION CO., LTD.		2025.06.26	3years	2022.06.23	9,998,000	4.99.00 %	9,998,000	4.99%	0	0	0	0	None	None	None	None	None	
Director (Representative of Juristic Person)	R.O.C.	Representative of TUNG WEI CONSTR UCTION CO., LTD.: CHAO, KUO-HSI ANG (趙 國祥)	Male Aged 61~70	—	—	—	0	0	0	0	19,000	0.01%	0	0	■ Department of Architecture, Tunghai University ■ General Manager, TUNG WEI CONSTRUCTION CO., LTD.; Partner Designer, CHHS Architecture & Interior Design	■ General Manager (Responsible Person), TUNG WEI CONSTRUCTION CO., LTD.	None	None	None	
Director	R.O.C.	Sunshine Protech Inc.		2025.06.26	3 years	2010.12.23	797,337	0.4%	797,337	0.4%	0	0	0	0	None	None	None	None	None	
Director (Representative of Juristic Person)	R.O.C.	Representative of Sunshine Protech Inc.: CHEN, KUAN-PI NG (陳貫 平)	Male Aged 61~70	—	—	—	0	0	0	0	0	0	0	0	■ Bachelor's in Economics, National Taiwan University ■ Independent Director of Universal Microwave Technology Inc.	■ Executive Assistant at Sunshine Protech Inc. ■ Independent Director of Universal Microwave Technology Inc.	None	None	None	
Independent Director	R.O.C.	WU, SHIH-HA O (吳師豪)	Male Aged 61~70	2025.06.26	3 years	2022.06.23	0	0	0	0	0	0	0	0	■ Ph.D. in Business Administration, National Taipei University ■ Vice President and Acting President, Commerce Development Research Institute ■ Chair and Director of the Graduate Institute, Department of Marketing and Distribution Management, National Kaohsiung	■ Professor, Department of Marketing and Distribution Management, National Kaohsiung University of Science and Technology ■ Independent Director, Ezfly International Travel Agent Co., Ltd. ■ Director, Rising Sun Education Foundation ■ Director, Ho-Yu	None	None	None	

Title (Note 1)	Nationality or Place of Registration	Name	Gender Age (Note 2)	Inauguration Date	Term	Date of First Appointment (Note 3)	Shareholding at the Time of Appointment		Current Shareholding		Current Shareholding Held by Spouse & Minor Children		Shareholding Held in the Name of Others		Education and Work Experience (Note 4)	Positions Concurrently Held at Other Companies	Executive, Director or Supervisor who Is Spouse or within the Second Degree of Kinship			Remark (Note 5)
							Number of Shares	Shareholding (%)	Number of Shares	Shareholding (%)	Number of Shares	Shareholding (%)	Number of Shares	Shareholding (%)			Title	Name	Relation	
														<ul style="list-style-type: none"> ■ First University of Science and Technology ■ Independent Director, Taiwan Tobacco and Liquor Corporation ■ Independent Director, Hotai Motor Co., Ltd. 	<ul style="list-style-type: none"> ■ Education Foundation ■ Director, Huang Lieh-Huo Education Foundation ■ Director, Kuang Hua Management Foundation 					
Independent Director	R.O.C.	WU, WEN-CHE NG (吳文城)	Male Aged 51~60	2025.06.26	3 years	2025.06.26	0	0	0	0	0	0	0	0	<ul style="list-style-type: none"> ■ Master of Laws, Graduate Institute of Law, College of National Defense Management, National Defense University ■ Chief Prosecutor, Taiwan Yunlin District Prosecutors Office ■ Chief Prosecutor, Fujian Kinmen District Prosecutors Office 	<ul style="list-style-type: none"> ■ Managing Partner, City State Law Firm 	None	None	None	
Independent Director	R.O.C.	WU, HSING-YUAN (吳幸元)	Male Aged 61~70	2025.06.26	3 years	2025.06.26	0	0	0	0	0	0	0	0	<ul style="list-style-type: none"> ■ Taipei Municipal Shilin High School of Commerce ■ Senior Vice President and Spokesperson, Solartech Energy Corp. ■ Senior Specialist, Nan Ya Plastics Corporation 	<ul style="list-style-type: none"> ■ Chairman, Johnson Trading Co., Ltd. 	None	None	None	

Note 1: For institutional shareholders, the names of both the institutional shareholder and its representative shall be disclosed separately. Where a director or supervisor serves as a representative of an institutional shareholder, the name of the institutional shareholder shall also be indicated. Information in Table 2 below shall also be provided.

Note 2: Please specify the actual age, which may be presented in ranges, such as 41–50 or 51–60 years old.

Note 3: Please indicate the date of initial appointment as a director or supervisor of the Company. If there has been any interruption in service, additional explanations shall be provided.

Note 4: Please provide work experience relevant to the current position. If the individual has previously served at the signing CPA firm or its affiliated enterprises during the aforementioned period, the title held and responsibilities undertaken shall also be disclosed.

Note 5: Where the Chairman and the President, or equivalent position (highest managerial officer), are the same person, spouses, or relatives within the first degree of kinship, the Company shall disclose the reasons, rationale, necessity, and corresponding measures adopted in response thereto (such as increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as employees or managerial officers).

Table 2: Major Shareholders of Institutional Shareholders

April 26, 2026

Name of Institutional Shareholder (Note 1)	Major Shareholders of Institutional Shareholder (Note 2)	
Ministry of Economic Affairs	N/A	
Sunshine Protech Inc.	HUANG,CHENG-HSUN (黃政勳)	Equity Ratio: 58.43%
	WANG,HSIAO-YING (王筱英)	Equity Ratio: 36.23%
	HUANG,WEN-LIANG (黃文亮)	Equity Ratio: 3.17%
	CHEN,KUAN-PING (陳貫平)	Equity Ratio: 2.17%
Tung Wei Construction Co., Ltd.	CHAO,KUO-HSIANG (趙國祥)	Equity Ratio: 1.9%
	CS Investment Co., Ltd.	Equity Ratio: 31.01%
	Harvest Asset Management Co., Ltd.	Equity Ratio: 14.44%
	CHEN,TZU-LING (陳姿伶)	Equity Ratio: 9.99%
	CHEN,TZU-JUNG (陳姿蓉)	Equity Ratio: 9.99%
	CHEN,KUAN-TAO (陳冠滔)	Equity Ratio: 21.08%
	YEN,YUEH-HSIA (顏月霞)	Equity Ratio: 7.31%

Note 1: If a director or supervisor serves as a representative of an institutional shareholder, the name of the institutional shareholder shall be disclosed.

Note 2: Please disclose the names and shareholding percentages of the major shareholders of the institutional shareholder (top ten shareholders by shareholding percentage). If any major shareholder is a juristic person, information in Table 3 below shall also be provided.

Note 3: If the institutional shareholder is not organized as a company, the shareholder names and shareholding percentages required to be disclosed above shall refer to the names of the capital contributors or donors (which may be verified with reference to the announcements of the Judicial Yuan) and their respective contribution or donation percentages. If a donor is deceased, an additional note stating "deceased" shall be provided.

Table 3: Major Shareholders of Corporate Shareholders Listed in Table 2

April 26, 2026

Name of Juristic Person (Note 1)	Major Shareholders of the Juristic Person (Note 2)	
CS Investment Co., Ltd.	CHEN,TZU-JUNG (陳姿蓉)	Equity Ratio: 31%
	CHEN,KUAN-TAO (陳冠滔)	Equity Ratio: 36%
	CHEN,TZU-LING (陳姿伶)	Equity Ratio: 31%
	YEN,CHIEN-CHENG (顏建成)	Equity Ratio: 2%
Name of Juristic Person (Note 1)	Major Shareholders of the Juristic Person (Note 2)	
Harvest Asset Management Co., Ltd.	CHEN,KUAN-TAO (陳冠滔)	Equity Ratio: 38%
	CHEN,TZU-JUNG (陳姿蓉)	Equity Ratio: 31%
	CHEN,TZU-LING (陳姿伶)	Equity Ratio: 31%

Note 1: If any major shareholder listed in Table 2 above is a juristic person, the name of such juristic person shall be disclosed.

Note 2: Please disclose the names and shareholding percentages of the major shareholders of the juristic person (top ten shareholders by shareholding percentage).

Note 3: If a juristic person shareholder is not organized as a company, the shareholder names and shareholding percentages required to be disclosed above shall refer to the names of the capital contributors or donors (which may be verified with reference to the announcements of the Judicial Yuan) and their respective contribution or donation percentages. If a donor is deceased, an additional note stating "deceased" shall be provided.

Table 4: (1) Professional Qualifications of Directors and Supervisors and Independence of Independent Directors

Name	Condition	Professional Qualifications and Experience (Note 1)	Independence Status (Note 2)	Number of Other Public Companies in which the Individual Concurrently Serves as an Independent Director
TING, YEN-CHE (丁彥哲)	<p>Possess management expertise and experience:</p> <p>Education:</p> <ul style="list-style-type: none"> ■ Master's Degree, Graduate Institute of Public Affairs, National Chung Cheng University <p>Experience:</p> <ul style="list-style-type: none"> ■ Chairman, Taiyen Biotech Co., Ltd. ■ Chairman, Taiwan Tobacco & Liquor Corporation ■ Deputy Magistrate, Yunlin County Government ■ Director, Department of Social Affairs, Yunlin County Government ■ Director-General, Civil Affairs Bureau, Yunlin County Government <p>No circumstances specified under Article 30 of the Company Act</p>	<ul style="list-style-type: none"> ■ Not a spouse, relative within the second degree of kinship, or a director, supervisor, or employee of the Company or its affiliates ■ Not a natural-person shareholder who, together with shares held by the person's spouse and relatives within the second degree of kinship, holds in aggregate 1% or more of the Company's total outstanding shares, or ranks among the top ten shareholders in terms of shareholding ■ Not a director, supervisor, managerial officer, or shareholder holding 5% or more of the shares of a specific company or institution that has financial or business relations with the Company ■ Has not provided business, legal, financial, or accounting services to the Company or its affiliates in the past two years, and the total remuneration received was NT\$0 	None	
LIU, YA-CHUAN (劉雅娟)	<p>Possesses legal expertise and management experience:</p> <p>Education:</p> <ul style="list-style-type: none"> ■ Master's Degree in English-Taught Program in Taiwan Studies, National Chengchi University ■ Department of Law, National Chengchi University <p>Experience:</p> <ul style="list-style-type: none"> ■ Deputy Director-General, Administration for Commerce Development, Ministry of Economic Affairs ■ Deputy Director-General, Department of Commerce, Ministry of Economic Affairs ■ Section Chief, Senior Specialist and Deputy Executive Secretary, Legal Affairs Committee, Ministry of Economic Affairs ■ Member, Committee for Review of Administrative Appeals, International Trade Administration <p>No circumstances specified under Article 30 of the Company Act</p>	<ul style="list-style-type: none"> ■ Not a spouse, relative within the second degree of kinship, or a director, supervisor, or employee of the Company or its affiliates ■ Not a natural-person shareholder who, together with shares held by the person's spouse and relatives within the second degree of kinship, holds in aggregate 1% or more of the Company's total outstanding shares, or ranks among the top ten shareholders in terms of shareholding ■ Not a director, supervisor, managerial officer, or shareholder holding 5% or more of the shares of a specific company or institution that has financial or business relations with the Company ■ Has not provided business, legal, financial, or accounting services to the Company or its affiliates in the past two years, and the total remuneration received was NT\$0 	None	

LIAO, HSIEN-KUEI (廖顯奎)	<p>Possesses expertise and experience in technology and management:</p> <p>Education:</p> <ul style="list-style-type: none"> ■ Ph.D. in Mechanical Engineering, National Taiwan University ■ Ph.D. in Photonics, National Chiao Tung University ■ Master of Laws, National Tsing Hua University ■ Professional Master of Business Administration (PMBA), National Taiwan University ■ Master of Science in Electrical Engineering, National Tsing Hua University <p>Experience:</p> <ul style="list-style-type: none"> ■ Distinguished Professor, National Taiwan University of Science and Technology ■ Independent Director, TWOWAY Communications Inc. ■ Director, Taiwan Photonics Society ■ National Taiwan University of Science and Technology: <p>Associate Dean of the College of Electrical Engineering and Computer Science; Chair/Vice Chair of the Department of Electronic and Computer Engineering; Director of the Graduate Institute of Electro-Optical Engineering; Director of the Intellectual Property and Technology Transfer Center</p> <p>No circumstances specified under Article 30 of the Company Act</p>	<ul style="list-style-type: none"> ■ Not a spouse, relative within the second degree of kinship, or a director, supervisor, or employee of the Company or its affiliates. ■ Not a director, supervisor, or employee of any related party of the Company (as defined in Subparagraphs 5 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies). ■ Not a natural-person shareholder who, together with shares held by the person's spouse and relatives within the second degree of kinship, holds in aggregate 1% or more of the Company's total outstanding shares, or who ranks among the top ten shareholders in terms of shareholding. ■ Has not provided business, legal, financial, or accounting services to the Company or its affiliates in the past two years, and the total remuneration received was NT\$0. 	1 company (TWOWAY Communications Inc.)
CHU, WEI-I (朱韋伊)	<p>Possesses management expertise and experience:</p> <p>Education:</p> <ul style="list-style-type: none"> ■ Master's Degree, Graduate Institute of Aeronautical Systems Engineering, China University of Science and Technology <p>Experience:</p> <ul style="list-style-type: none"> ■ Section Chief of Supply Plant, TAIYEN Tongxiao Refined Salt Plant ■ Executive Director / Chairman, Enterprise Union of TAIYEN Tongxiao Refined Salt Plant ■ Executive Director, TAIYEN Company Enterprise Union Federation <p>No circumstances specified under Article 30 of the Company Act</p>	<ul style="list-style-type: none"> ■ Not a spouse, relative within the second degree of kinship, or a director, supervisor, or employee of the Company or its affiliates ■ Not a director, supervisor, or employee of any related party of the Company (as defined in Subparagraphs 5 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies) ■ Not a natural-person shareholder who, together with shares held by the person's spouse and relatives within the second degree of kinship, holds in aggregate 1% or more of the Company's total outstanding shares, or who ranks among the top ten shareholders in terms of shareholding ■ Has not provided business, legal, financial, or accounting services to the Company or its affiliates in the past two years, and the total remuneration received was NT\$0 	None
CHEN, KUAN-PING (陳貫平)	<p>Possesses business management expertise and experience:</p> <p>Education:</p> <ul style="list-style-type: none"> ■ Bachelor's Degree in Economics, National Taiwan University <p>Experience:</p> <ul style="list-style-type: none"> ■ Special Assistant to the Chairman, Sunshine Protech Inc. ■ Independent Director, Universal Microwave Technology Inc. <p>No circumstances specified under Article 30 of the Company Act</p>	<ul style="list-style-type: none"> ■ Not a spouse, relative within the second degree of kinship, or a director, supervisor, or employee of the Company or its affiliates ■ Not a natural-person shareholder who, together with shares held by the person's spouse and relatives within the second degree of kinship, holds in aggregate 1% or more of the Company's total outstanding shares, or who ranks among the top ten shareholders in terms of shareholding ■ Not a director, supervisor, or employee of any related party of the Company (as defined in Subparagraphs 6 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies) ■ Has not provided business, legal, financial, or accounting services to the Company or its affiliates in the past two years, and the total remuneration received was NT\$0 	1 company (Universal Microwave Technology, Inc.)

<p>CHAO,KUO-HSIANG (趙國祥)</p>	<p>Possesses business management expertise and experience: Education: Department of Architecture, Tunghai University Experience: ■ General Manager (Responsible Person), Tung Wei Construction Co., Ltd. ■ General Manager, Tung Wei Construction Co., Ltd.; Partner Designer, Dachen Design Co., Ltd.</p> <p>No circumstances specified under Article 30 of the Company Act</p>	<ul style="list-style-type: none"> ■ Not a spouse, relative within the second degree of kinship, or a director, supervisor, or employee of the Company or its affiliates ■ Not a natural-person shareholder who, together with shares held by the person's spouse and relatives within the second degree of kinship, holds in aggregate 1% or more of the Company's total outstanding shares, or who ranks among the top ten shareholders in terms of shareholding ■ Not a director, supervisor, or employee of any related party of the Company (as defined in Subparagraphs 6 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies) ■ Has not provided business, legal, financial, or accounting services to the Company or its affiliates in the past two years, and the total remuneration received was NT\$0 	<p>None</p>
<p>WU, SHIH-HAO (吳師豪)</p>	<p>■ Possesses expertise and experience in business and corporate management: Education: ■ Ph.D. in Business Administration, National Taipei University Experience: ■ Professor, Department of Marketing and Distribution Management, National Kaohsiung University of Science and Technology ■ Independent Director, Ezfly International Travel Agent Co., Ltd. ■ Director, Sun Rise Education Foundation ■ Director, Hoyu Education Foundation ■ Director, Huang Lieh-Huo Education Foundation ■ Director, Kuang-Hwa Management Promotion Foundation ■ Vice President and Acting President, Commerce Development Research Institute (CDRI) ■ Chair / Director, Graduate Institute of Marketing and Distribution Management, National Kaohsiung First University of Science and Technology ■ Independent Director, Taiwan Tobacco & Liquor Corporation ■ Independent Director, Hotai Motor Co., Ltd.</p> <p>No circumstances specified under Article 30 of the Company Act</p>	<ul style="list-style-type: none"> ■ Not a spouse, relative within the second degree of kinship, or a director, supervisor, or employee of the Company or its affiliates ■ The Director, together with the spouse or relatives within the second degree of kinship (or through nominee arrangements), holds no shares in the Company, and the shareholding percentage is 0% ■ Not a director, supervisor, or employee of any related party of the Company (as defined in Subparagraphs 5 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies) ■ Has not provided business, legal, financial, or accounting services to the Company or its affiliates in the past two years, and the total remuneration received was NT\$0 <p>The Director did not fall under any of the circumstances set forth in Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies during the two years prior to appointment and during the term of office.</p>	<p>1 company (Ezfly International Travel Agent Co., Ltd.)</p>
<p>WU, WEN-CHENG (吳文城)</p>	<p>Possesses legal expertise and experience: Education: ■ Master's Degree in Law, Graduate Institute of Law, College of National Defense Management, National Defense University Experience: ■ Managing Partner, City State Law Firm ■ Chief Prosecutor, Taiwan Yunlin District Prosecutors Office ■ Chief Prosecutor, Fuchien Kinmen District Prosecutors Office</p> <p>No circumstances specified under Article 30 of the Company Act</p>	<ul style="list-style-type: none"> ■ Not a spouse, relative within the second degree of kinship, or a director, supervisor, or employee of the Company or its affiliates ■ The Director, together with the spouse or relatives within the second degree of kinship (or under nominee arrangements), holds no shares in the Company, and the shareholding percentage is 0% ■ Not a director, supervisor, or employee of any related party of the Company (as defined in Subparagraphs 5 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies) ■ Has not provided business, legal, financial, or accounting services to the Company or its affiliates in the past two years, and the total remuneration received was NT\$0 <p>The Director did not fall under any of the circumstances set forth in Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies during the two years prior to appointment and during the term of office.</p>	<p>None</p>

<p>WU, HSING-YUAN (吳幸元)</p>	<p>Possesses financial and business expertise and experience: Education: ■ Taipei Municipal Shilin High School of Commerce Experience: ■ Chairman, Johnson Trading Co., Ltd. ■ Senior Vice President and Spokesperson, Solartech Energy Corp. (primarily responsible for supervising finance and accounting functions) ■ Senior Specialist, Nan Ya Plastics Corporation</p> <p>No circumstances specified under Article 30 of the Company Act</p>	<p>■ Not a spouse, relative within the second degree of kinship, or a director, supervisor, or employee of the Company or its affiliates ■ The Director, together with the spouse or relatives within the second degree of kinship (or under nominee arrangements), holds no shares in the Company, and the shareholding percentage is 0% ■ Not a director, supervisor, or employee of any related party of the Company (as defined in Subparagraphs 5 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies) ■ Has not provided business, legal, financial, or accounting services to the Company or its affiliates in the past two years, and the total remuneration received was NT\$0</p> <p>The Director did not fall under any of the circumstances set forth in Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies during the two years prior to appointment and during the term of office.</p>	<p>None</p>
<p>The Company's Independent Directors, WU, SHIH-HAO (吳師豪), WU, WEN-CHENG (吳文城), and WU, HSING-YUAN (吳幸元), have all met the independence requirements set forth in Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies during the two years prior to their election and throughout their terms of office.</p>			

Note 1: Professional qualifications and experience: Describe the professional qualifications and experience of each individual director and supervisor. Where a member of the Audit Committee possesses accounting or financial expertise, his or her accounting or financial background and relevant work experience shall be specified. It shall also be indicated whether any of the circumstances set forth in Article 30 of the Company Act apply.

Note 2: For independent directors, describe the status of independence compliance, including but not limited to whether the director, his or her spouse, or relatives within the second degree of kinship serve as a director, supervisor, or employee of the Company or its affiliates; the number of shares held by, and shareholding percentage of, the director, his or her spouse, or relatives within the second degree of kinship (including holdings under nominee arrangements); whether the director serves as a director, supervisor, or employee of a company having a special relationship with the Company (please refer to Subparagraphs 5 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and the amount of compensation received from providing business, legal, financial, or accounting services to the Company or its affiliates in the past two years.

Note 3: Please refer to the best practice examples published on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

(2) Board Diversity and Independence:

A. Board Diversity:

The Board of Directors has adopted Chapter III "Strengthening Board Functions" of the Corporate Governance Best Practice Principles, which sets out the Board diversity policy. The nomination and election of directors are conducted in accordance with the Company's Articles of Incorporation, the Regulations for Election of Directors, and the Corporate Governance Best Practice Principles to ensure board diversity and independence. The Company's 14th Board of Directors comprises nine directors (including three independent directors), among whom there is one female director and one labor director with employee status recommended by the labor union. The members of the Board possess extensive experience and professional expertise in finance, law, and management. Directors with employee status account for 11% of the Board, independent directors account for 33%, and female directors account for 11%. None of the nine directors have spousal relationships or relationships within the second degree of kinship. Two independent directors have a tenure of less than three years, and one independent director has a tenure of four years. Four directors are aged between 61 and 70, four directors are aged between 51 and 60, and one director is aged between 41 and 50. The current nine directors were elected at the shareholders' meeting held on June 26, 2025 (ROC Year 114) in accordance with the Company's Articles of Incorporation. Currently, there is one female director; although this meets applicable legal requirements, it has not yet reached one-third of total board members. This is attributable to the Company's operational considerations and industry characteristics, which make it challenging to identify suitable candidates in the short term. The Company will continue to enhance gender equality, age diversity, and professional diversity in board composition and seek qualified candidates through multiple channels in future board elections.

B. Board Independence:

The Company's Board of Directors comprises nine directors, of whom three are independent directors (accounting for 33%). All directors (including independent directors) comply with the requirements set forth in Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act. None of the directors have spousal relationships or relationships within the second degree of kinship. Accordingly, the Board as a whole maintains a high degree of independence.

C. Achievement of Board Diversity Policy

Name/Title	Gender	Concurrent Employee	Age	Tenure of Independent Director	Management Expertise	Finance & Accounting	Legal Expertise	Leadership & Decision-making	Industry Knowledge	Crisis Management
TING, YEN-CHE Chairman	Male	V	51~60		V			V	V	V
WU, SHIH-HAO Independent Director	Male		61~70	4 years	V			V	V	V
WU, WEN-CHENG Independent Director	Male		51~60	Less than 3 years			V	V	V	V
WU, HSING YUAN Independent Director	Male		61~70	Less than 3 years	V	V		V	V	V
LIU, YA-CHUAN	Female		51~60		V		V	V	V	V

Director										
LIAO, HSIEN-K'UEI Director	Male		51~60		V			V	V	V
CHU, WEI-I Director	Male	V	41~50		V			V	V	V
CHEN, KUAN-PING Director	Male		61~70		V	V		V	V	V
CHAO, KUO-HSIANG Director	Male		61~70		V	V		V	V	V

(II) President, Vice Presidents, Assistant Vice Presidents, and Heads of All Departments and Branches

April 26, 2026

Title (Note 1)	Nationality	Name	Gender	Date of Inauguration Date	Shareholding		Shareholding Held by Spouse & Minor Children		Shareholding Held in the Name of Others		Education and Work Experience (Note 2)	Positions Concurrently Held at Other Companies	Managerial Officer who Is Spouse or within the Second Degree of Kinship			Remark (Note 3)
					Number of Shares	Shareholding (%)	Number of Shares	Shareholding (%)	Number of Shares	Shareholding (%)			Title	Name	Relation	
President	R.O.C.	LI, CHIEH-HAN (李杰翰)	Male	2025.11.07	1,784	0	0	0	0	0	Master of Business Administration, National Central University	■ Director/Acting Director of Taiyen Green Energy Co., Ltd.	—	—	—	
Vice President	R.O.C.	HUNG, YA-PING (洪雅萍)	Female	2026.03.06	2,518	0	15,411	0.01%	0	0	Master of Science, Department of Plant Pathology, National Chung Hsing University.	■ Director, Taiyen Biotech (Hong Kong) Company Limited ■ Chairman, Taiyen (Xiamen) Import & Export Co., Ltd. ■ Director, Taiyen Green Energy Co., Ltd.	—	—	—	
Director of Auditing Office	R.O.C.	CHUANG, MEI-YU (莊美玉)	Female	2022.11.16	0	0	0	0	0	0	■ Master of Laws, National Cheng Kung University ■ Accounting and Law Master Program in E-learning Courses, National Chung Cheng University	None	—	—	—	
Director of Legal Affairs Office	R.O.C.	YANG, TUNG-HSUAN (楊東軒)	Male	2008.07.01	257	0	0	0	0	0	Master's in Science and Technology Law, National Yunlin University of Science and Technology	■ Supervisor of Taiyen Green Energy Co., Ltd.	—	—	—	
Director of General Affairs Department	R.O.C.	HUO, AN-PING (霍安平)	Male	2022.11.01	0	0	0	0	0	0	Master of Management. Science, Kaohsiung Polytechnic Institute	■ Director, Taiyen Green Energy Co., Ltd.	—	—	—	
Director of Corporate Development Department	R.O.C.	CHANG, YÜAN-SZU (張淵斯)	Male	2024.01.01	314	0	0	0	0	0	Master's in Chemistry, National Cheng Kung University	■ Director, Taiyen Biotech Co., Ltd. (Hong Kong) ■ Director, Taiyen Green Energy Co., Ltd.	—	—	—	
Director of Occupational Safety and Health Office	R.O.C.	CHUANG, CHIEH-NAN (莊介南)	Male	2024.07.31	0	0	0	0	0	0	Master's in Labor and Human Resources, Chinese Culture University	None	—	—	—	
Director of Salt and Water Business Division	R.O.C.	HUANG, KENG-HSIEN (黃耿賢)	Male	2017.03.01	0	0	0	0	0	0	Master of Business Administration, Kun Shan University	■ Director and President of Taiyen (Xiamen) Import and Export Co., Ltd.	—	—	—	
Director of Biotech Business Division	R.O.C.	TSAI, LIANG-I (蔡良義)	Male	2022.04.01	0	0	0	0	0	0	Master of Advanced Business Administration, National University of Tainan	■ Supervisor of Taiyen (Xiamen) Import and Export Co., Ltd.	—	—	—	
Director of Branding and Marketing Department	R.O.C.	CH'EN, MEI-WEN (陳美文)	Female	2022.04.01	0	0	0	0	0	0	EMBA, Chang Jung Christian University	None	—	—	—	
Director of Financial	R.O.C.	SU, WEI (蘇薇)	Female	2019.12.31	2,000	0	0	0	0	0	Master's in International Business Administration, National Yunlin	■ Director of Taiyen Biotech (Hong Kong)	—	—	—	

Title (Note 1)	Nationality	Name	Gender	Date of Inauguration Date	Shareholding		Shareholding Held by Spouse & Minor Children		Shareholding Held in the Name of Others		Education and Work Experience (Note 2)	Positions Concurrently Held at Other Companies	Managerial Officer who Is Spouse or within the Second Degree of Kinship			Remark (Note 3)
					Number of Shares	Shareholdi ng (%)	Number of Shares	Shareholdi ng (%)	Number of Shares	Shareholdi ng (%)			Title	Name	Relation	
Accounting Department											University of Science and Technology	Co., Ltd. ■ Supervisor of Taiyen Green Energy Co., Ltd.				
Director of R & D Department	R.O.C.	WANG, TSANG-TIEN (王 滄田)	Male	2025.12.01	7	0	0	0	0	0	Master of Science in Chemistry, Cheng Kung University	None	—	—	—	
Manager at Taipei Sales Office	R.O.C.	KUAN, SSU-YING (官思 瑩)	Female	2019.08.01	286	0	0	0	0	0	Master's in Management, Yuang Ze University	None	—	—	—	
Manager at Taichung Sales Office	R.O.C.	LIN, YING-YUAN (林 盈源)	Male	2022.11.16	3,829	0	0	0	0	0	Executive Master of Business Administration in Industrial and Information Management, National Cheng Kung University	None	—	—	—	
Manager at Kaohsiung Sales Office	R.O.C.	HUANG, TING-YU (黃婷 鈺)	Female	2026.03.16	275	0	0	0	0	0	MBA, Providence University	None	—	—	—	
Acting Director of the Bitech Healthcare Plan	R.O.C.	SU, YUNG-LIN (蘇永霖)	Male	2026.03.06	0	0	0	0	0	0	Master of Science in Biotechnology, National Cheng Kung University	None	—	—	—	
Director of Biotech Cosmetics Factory	R.O.C.	CHUANG, CHING-SHUN (莊慶順)	Male	2025.12.01	6,016	0	0	0	0	0	Master's in Chemistry, National Cheng Kung University	None	—	—	—	
Director of Tung-Hsiao Electrodialysis Refined Salty Factory	R.O.C.	LIU, HUNG-CH'UAN (劉鴻泉)	Male	2019.04.26	35	0	0	0	0	0	Master's in Mechanical Engineering, National Taiwan University	■ Director of Taiyen Green Energy Co., Ltd.	—	—	—	
Director of Qigu Salt Plant	R.O.C.	LI, CHUN-HUNG (李俊宏)	Male	2021.01.01	0	0	0	0	0	0	Master's in Political Science, National Chung-Cheng University	None	—	—	—	
Director of Imported Salt Storage	R.O.C.	CH'EN, FANG-NAN (陳 芳南)	Male	2024.07.01	0	0	0	0	0	0	Graduated from the Department of Mechanical Engineering, Kun Shan University	None	—	—	—	

Note 1: This section shall include information on the President, Vice Presidents, Assistant Vice Presidents, and heads of all departments and branches, as well as any positions functionally equivalent to the President, Vice Presidents, or Assistant Vice Presidents, regardless of job title, which shall all be disclosed.

Note 2: Fill in the work experience relevant to the current position. Where the individual has served at a CPA firm or its affiliated entities during the aforementioned period, specify the position held and job responsibilities.

Note 3: Where the Chairman and the President or equivalent highest managerial officer are the same person, spouses, or relatives within the first degree of kinship, disclose the reasons, rationality, necessity, and relevant mitigating measures adopted (e.g., increasing the number of independent directors and ensuring that more than half of the directors do not concurrently serve as employees or managerial officers).

II. Remuneration Paid to Directors, Supervisors, President, and Vice Presidents in the Most Recent Fiscal Year:
 (I) Remuneration of General Directors and Independent Directors (Names Disclosed in Aggregated Remuneration Brackets)

Unit: NTD

Title	Name	Director Remuneration								Ratio of Total Remuneration (A+B+C+D) to Net Income (%) (Note 10)		Remuneration Received as Employee								Total Amount of Items A, B, C, D, E, F, and G, and Their Percentage of Net Profit After Tax (Note 10)		Remuneration Received from Invested Companies Other than Subsidiaries or the Parent (Note 11)
		Base Compensation (A) (Note 2)		Severance Pay and Pension (B)		Director Compensation (C) (Note 3)		Professional Practice Fee (D) (Note 4)				Salary, Bonus, and Allowance (E) (Note 5)		Severance Pay and Pension (F)		Employee Compensation (G) (Note 6)						
		The Company	All Companies in Financial Statements (Note 7)	The Company	All Companies in Financial Statements (Note 7)	The Company	All Companies in Financial Statements (Note 7)	The Company	All Companies in Financial Statements (Note 7)	The Company	All Companies in Financial Statements (Note 7)	The Company	All Companies in Financial Statements (Note 7)	The Company	All Companies in Financial Statements (Note 7)	Cash	Stock	Cash	Stock	The Company	All Companies in Financial Statements	
Chairman	TING, YEN-CHE	6,447,486	6,447,486	0	0	8,429,507	8,429,507	720,000	720,000	3.90%	3.90%	1,381,297	1,381,297	0	0	66,801	0	66,801	0	17,045,091 4.26%	17,045,091 4.26%	None
Director	LIU, YA-CHUAN																					
Director	LIAO, HSIEN-KUEI																					
Director	CHEN, KUAN-PING																					
Director	CHAO, KUO-HSIANG																					
Director (Labor Representative)	CHU, WEI-I																					
Independent Director	WU, SHIH-HAO	2,164,000	2,164,000	0	0	0	0	0	0	0.54%	0.54%	0	0	0	0	0	0	0	2,164,000 0.54%	2,164,000 0.54%	None	
Independent Director	LI, CHIA-LING																					
Independent Director	LIN, YU-PEN																					
Independent Director	WU, WEN-CHENG																					
Independent Director	WU, HSING-YUAN																					

Please describe the policy, system, standards, and structure of remuneration for independent directors, and the relationship between such remuneration and factors such as duties, risk, and time commitment: The remuneration policy, system, standards, and structure for independent directors were resolved by the 22nd meeting of the 13th-term Board of Directors, taking into account their duties, risk, and time commitment. In accordance with Article 35 of the Company's Articles of Incorporation, no director remuneration is paid to independent directors. In addition to the disclosures above, remuneration received by the Company's directors in the most recent fiscal year for providing services (such as serving as non-employee consultants to the parent company, all companies included in the consolidated financial statements, or investee companies) is: None.

Note: The Company has nine directors. For information regarding the dismissal and appointment of representatives of institutional shareholders, please refer to Section III (1) "Operation of the Board of Directors" under "Corporate Governance Practices."

Range of Remuneration

Range of Remuneration Paid to Each Director	Name of Director			
	Total Remuneration (A+B+C+D)		Total Remuneration (A+B+C+D+E+F+G)	
	The Company (Note 8)	All Companies Included in the Financial Reports (Note 9) H	The Company (Note 8)	All Companies Included in the Financial Reports (Note 9) I
Less than NT\$1,000,000	WU, SHIH-HAO; LI, CHIA-LING; LIN, YOU-BEN; WU, WEN-CHENG; WU, HSING-YUAN	WU, SHIH-HAO; LI, CHIA-LING; LIN, YOU-BEN; WU, WEN-CHENG; WU, HSING-YUAN	WU, SHIH-HAO; LI, CHIA-LING; LIN, YOU-BEN; WU, WEN-CHENG; WU, HSING-YUAN	WU, SHIH-HAO; LI, CHIA-LING; LIN, YOU-BEN; WU, WEN-CHENG; WU, HSING-YUAN
NT\$1,000,000 (inclusive) ~ NT\$2,000,000	LIU, YA-CHUAN; LIAO, HSIEN-KUEI; CHEN, KUAN-PING; CHAO, KUO-HSIANG; CHU, WEI-I	LIU, YA-CHUAN; LIAO, HSIEN-KUEI; CHEN, KUAN-PING; CHAO, KUO-HSIANG; CHU, WEI-I	LIU, YA-CHUAN; LIAO, HSIEN-KUEI; CHEN, KUAN-PING; CHAO, KUO-HSIANG	LIU, YA-CHUAN; LIAO, HSIEN-KUEI; CHEN, KUAN-PING; CHAO, KUO-HSIANG
NT\$2,000,000 (inclusive) ~ NT\$3,500,000	TING, YEN-CHE	TING, YEN-CHE	TING, YEN-CHE; CHU, WEI-I	TING, YEN-CHE; CHU, WEI-I
NT\$3,500,000 (inclusive) ~ NT\$5,000,000	—	—	—	—
NT\$5,000,000 (inclusive) ~ NT\$10,000,000	—	—	—	—
NT\$10,000,000 (inclusive) ~ NT\$15,000,000	—	—	—	—
NT\$15,000,000 (inclusive) ~ NT\$30,000,000	—	—	—	—
NT\$30,000,000 (inclusive) ~ NT\$50,000,000	—	—	—	—
NT\$50,000,000 (inclusive) ~ NT\$100,000,000	—	—	—	—
More than NT\$100,000,000	—	—	—	—
Total	11 people	11 people	11 people	11 people

Note 1: List directors individually (for institutional shareholders, indicate the name of the institutional shareholder and its representative respectively), distinguish between directors and independent directors, and disclose the amount of remuneration collectively. If a director concurrently serves as the President or a Vice President, fill in this table and Table 3 below.

Note 2: Refers to remuneration received by directors for the most recent fiscal year (including salaries, duty allowances, severance pay, various bonuses, and incentives).

Note 3: Refers to the amount of directors' remuneration distributed for the most recent fiscal year as approved by the Board of Directors.

Note 4: Refers to expenses for the execution of directors' duties for the most recent fiscal year (including travel expenses, special allowances, various subsidies, dormitories, company cars, and other benefits in kind).

If housing, automobiles, or other transportation tools and personal expenses are provided, disclose the nature and cost of the assets provided, actual or imputed rent based on fair market value, fuel expenses, and other related payments. If a driver is assigned, the remuneration paid by the Company to the driver shall also be disclosed in the notes, but shall not be included in remuneration.

Note 5: Refers to salaries, duty allowances, severance pay, various bonuses, incentives, travel expenses, special allowances, various subsidies, dormitories, company cars, and other benefits in kind received by

directors concurrently serving as employees (including concurrently serving as the President, Vice Presidents, other managerial officers, and employees) for the most recent fiscal year. If housing, automobiles, or other transportation tools and personal expenses are provided, disclose the nature and cost of the assets provided, actual or imputed rent based on fair market value, fuel expenses, and other related payments. If a driver is assigned, the remuneration paid by the Company to the driver shall also be disclosed in the notes, but shall not be included in remuneration. In addition, salary expenses recognized under IFRS 2 "Share-based Payment," including employee stock options, restricted employee shares, and participation in cash capital increases, shall also be included in remuneration.

Note 6: Where directors concurrently serving as employees (including concurrently serving as the President, Vice Presidents, other managerial officers, and employees) receive employee compensation (including stock and cash), disclose the amount of employee compensation approved by the Board of Directors for the most recent fiscal year. If such amount cannot be estimated, calculate the proposed distribution amount for the current year based on the actual distribution ratio of the previous year, and additionally fill in Schedule 1-3.

Note 7: Disclose the total remuneration paid to the Company's directors by all companies (including the Company) included in the consolidated financial statements.

Note 8: Disclose the name of each director under the remuneration range corresponding to the total remuneration paid to each director by the Company.

Note 9: Disclose the name of each director under the remuneration range corresponding to the total remuneration paid to each director by all companies (including the Company) included in the consolidated financial statements.

Note 10: Net income after tax refers to the net income after tax stated in the parent company only financial statements or individual financial statements for the most recent fiscal year.

Note 11: a. Disclose the amount of remuneration received by directors from investee companies other than subsidiaries or from the parent company (indicate "None" if not applicable).

b. Where directors receive remuneration from investee companies other than subsidiaries or from the parent company, such remuneration shall be included in Column I of the remuneration range table, and the column title shall be changed to "Parent Company and All Investees."

c. Remuneration refers to compensation, remuneration (including employee, director, and supervisor remuneration), and expenses for the execution of duties received for serving as directors, supervisors, or managerial officers of investee companies other than subsidiaries or the parent company.

*The remuneration disclosed in this table differs from the concept of taxable income under the Income Tax Act and is intended solely for disclosure purposes, not for taxation purposes.

(II) Remuneration of the President and Vice Presidents (Names Disclosed in Aggregate by Remuneration Bracket)

Unit: NTD

Title	Name	Salary (A) (Note 2)		Severance Pay and Pension (B)		Bonus and Special Allowance (C) (Note 3)		Employee Compensation (D) (Note 4)				Total Amount of Items A, B, C, and D, and Their Percentage (%) of Net Profit After Tax (Note 8)		Remuneration Received from Invested Companies Other than Subsidiaries or the Parent (Note 9)
		The Company	All Companies in Financial Statements (Note 5)	The Company	All Companies in Financial Statements (Note 5)	The Company	All Companies in Financial Statements (Note 5)	The Company		All Companies in Financial Statements (Note 5)		The Company	All Companies in Financial Statements (Note 5)	
								Cash	Stock	Cash	Stock			
President	CHEN, SHIH-HUI (陳 世輝)	2,554,200	2,554,200	3,488,730	3,488,730	2,622,461	2,622,461	295,958	0	295,958	0	8,961,349 2.24%	8,961,349 2.24%	None
Vice President	LI, CHIEH-HAN (李杰翰)													

* Regardless of title, any position equivalent to the President or Vice President (e.g., President, Chief Executive Officer, Executive Director, etc.) shall also be disclosed.

* President CHEN, SHIH-HUI retired on February 28, 2025.

* Vice President LI, CHIEH-HAN was promoted to President on November 7, 2025.

Range of Remuneration

Range of Remuneration Paid to the President and Vice Presidents	Name of President and Vice President	
	The Company (Note 6)	All Companies in Financial Statements (Note 7) E
Less than NT\$1,000,000	—	—
NT\$1,000,000 (inclusive) ~ NT\$2,000,000	—	—
NT\$2,000,000 (inclusive) ~ NT\$3,500,000	—	—
NT\$3,500,000 (inclusive) ~ NT\$5,000,000	LI, CHIEH-HAN CHEN, SHIH-HUI;	LI, CHIEH-HAN; CHEN, SHIH-HUI
NT\$5,000,000 (inclusive) ~ NT\$10,000,000	—	—
NT\$10,000,000 (inclusive) ~ NT\$15,000,000	—	—
NT\$15,000,000 (inclusive) ~ NT\$30,000,000	—	—
NT\$30,000,000 (inclusive) ~ NT\$50,000,000	—	—
NT\$50,000,000 (inclusive) ~ NT\$100,000,000	—	—
More than NT\$100,000,000	—	—
Total	2 people	2 people

Note 1: The names of the President and Vice Presidents shall be listed separately, with the amounts of each type of remuneration disclosed in aggregate. If a director concurrently serves as the President or a Vice President, this table and the table above shall both be completed.

Note 2: Refers to salaries, duty allowances, and severance pay paid to the President and Vice Presidents for the most recent fiscal year.

Note 3: Refers to remuneration, including various bonuses, incentives, travel expenses, special allowances, various subsidies, dormitories, company cars, other benefits in kind, and other remuneration paid to the President and Vice Presidents for the most recent fiscal year. If housing, automobiles, or other transportation tools and personal expenses are provided, disclose the nature and cost of the assets provided, actual or imputed rent based on fair market value, fuel expenses, and other related payments. If a driver is assigned, the remuneration paid by the Company to the driver shall also be disclosed in the notes, but shall not be included in remuneration. In addition, salary expenses recognized under IFRS 2 “Share-based Payment,” including employee stock options, restricted employee shares, and participation in cash capital increases, shall also be included in remuneration.

Note 4: Disclose the amount of employee compensation (including stock and cash) distributed to the President and Vice Presidents as approved by the Board of Directors for the most recent fiscal year. If such amount cannot be estimated, calculate the proposed distribution amount for the current year based on the actual distribution ratio of the previous year, and additionally fill in Schedule 1-3.

Note 5: Disclose the total remuneration paid to the President and Vice Presidents by all companies (including the Company) included in the consolidated financial statements.

Note 6: Disclose the names of the President and each Vice President under the remuneration range corresponding to the total remuneration paid to the President and each Vice President by the Company.

Note 7: Disclose the names of the President and each Vice President under the remuneration range corresponding to the total remuneration paid to the President and each Vice President by all companies (including the Company) included in the consolidated financial statements.

Note 8: Net income after tax refers to the net income after tax stated in the parent company only financial statements or individual financial statements for the most recent fiscal year.

Note 9:

- Disclose the amount of remuneration received by the President and Vice Presidents from investee companies other than subsidiaries or from the parent company (indicate “None” if not applicable).
- Where the President and Vice Presidents receive remuneration from investee companies other than subsidiaries or from the parent company, such remuneration shall be included in Column E of the remuneration range table, and the column title shall be changed to “Parent Company and All Investees.”
- Remuneration refers to compensation, remuneration (including employee, director, and supervisor remuneration), and expenses for the execution of duties received for serving as directors, supervisors, or managerial officers of investee companies other than subsidiaries or the parent company.

*The remuneration disclosed in this table differs from the concept of taxable income under the Income Tax Act and is intended solely for disclosure purposes, not for taxation purposes.

(III) Names of Managerial Officers Receiving Employee Remuneration Distribution and Distribution Status

As of December 31, 2025 Unit: NTD

	Title (Note 1)	Name (Note 1)	Stock	Cash	Total	Ratio of Total Compensation to Net Income (%)
Managerial Officer	President (Retired)	CHEN, SHIH-HUI	0	1,139,798	1,139,798	0.29%
	President	LI, CHIEH-HAN				
	Director, Finance and Accounting Department	SU, WEI				
	Manager, Taipei Sales Office	KUAN, SSU-YING				
	Manager, Taichung Sales Office	LIN, YING-YUAN				
	Manager, Kaohsiung Sales Office	WANG, CHING-SEN				
	Plant Manager, Tongxiao Refined Salt Plant	LIU, HUNG-CHUAN				
	Plant Manager, Biotechnology Health Care Plant	HUNG, YA-PING				
	Plant Manager, Biotechnology Cosmetics Plant	CHUANG, CHING-SHUN				
	Manager, Qigu Salt Field	LI, CHUN-HUNG				
	Director, Import Salt Storage and Distribution Office	CHEN, FANG-NAN				

Note 1: The name and title of each managerial officer shall be disclosed separately; however, the distribution of profit-sharing compensation may be disclosed on an aggregated basis.

Note 2: This refers to the amount of employee remuneration (including stock and cash) distributed to managerial officers as approved by the Board of Directors for the most recent fiscal year. If the amount cannot be estimated, the proposed distribution amount for the current year shall be calculated based on the proportion of the actual amount distributed in the previous year. Net income after tax refers to the net income after tax for the most recent fiscal year; for companies adopting IFRSs, it refers to the net income after tax reported in the parent company only financial statements or individual financial statements for the most recent fiscal year.

Note 3: Pursuant to the Financial Supervisory Commission Letter Tai-Cai-Zheng-San-Zi No. 0920001301 dated March 27, 2003, the scope of managerial officers includes:

- (1) President and equivalent positions;
- (2) Vice Presidents and equivalent positions;
- (3) Assistant Vice Presidents and equivalent positions;
- (4) Head of the finance department;
- (5) Head of the accounting department; and
- (6) Other persons authorized to manage company affairs and sign on behalf of the Company.

Note 4: If directors, the President, or Vice Presidents receive employee remuneration (including stock and cash), in addition to completing the "Remuneration Table for Directors, Supervisors, President, and Vice Presidents," this table shall also be completed.

(IV) Names, Titles, and Total Amount of Employee Compensation for the Top Ten Recipients

Name	Title	Cash	Remark
LI, CHIEH-HAN	President	1, 242,959	The Company did not distribute employee compensation in stock in 2025.
YANG, TUNG-HSUAN	Director		
HUANG, KENG-HSIEN	Division Director		
TSAI, LIANG-I	Division Director		
WANG, TSANG-TIEN	Division Director		
HUO, AN-P'ING	Division Director		
SU, WEI	Division Director		
HUNG, YA-PING	Plant Director		
CHUANG, CHING-SHUN	Plant Director		
LIU, HUNG-CH'UAN	Plant Director		

(V) Top Ten Recipients of Employee Compensation: Names, Titles, and Total Amounts (Actual Distribution in the Previous Year)

Unit: NTD

Name	Title	Cash	Remark
CHEN, SHIH-HUI	President (retired)	1,153,589	The Company did not distribute employee compensation in stock in

LI, CHIEH-HAN	Vice President		2024.
YANG, TUNG-HSUAN	Director		
TSAL, LIANG-I	Division Director		
HUANG, KENG-HSIEN	Division Director		
SU, WEI	Division Director		
HUNG, YA-PING	Division Director		
WANG, TSANG-TIEN	Plant Director		
LIU, HUNG-CH'UAN	Plant Director		
CHUANG, CHING-SHUN	Deputy Plant Director		

(VI) Comparative Analysis of the Total Remuneration Paid to Directors, Independent Directors, the President, and Vice Presidents of the Company and All Companies Included in the Consolidated Financial Statements over the Most Recent Two Fiscal Years as a Percentage of Net Profit After Tax, together with a Description of the Remuneration Policy, Standards, Structure, Determination Process, and Its Correlation with Operating Performance and Future Risks

Title	The Company		All Companies in Consolidated Financial Statements	
	2024	2025	2024	2025
Directors' Remuneration	11,650,947	17,045,091	11,650,947	17,045,091
Ratio of Remuneration to Net Profit After Tax (%)	3.14%	4.26%	3.14%	4.26%
Independent Directors' Remuneration	1,620,000	2,164,000	1,620,000	2,164,000
Ratio of Remuneration to Net Profit After Tax (%)	0.44%	0.54%	0.44%	0.54%
Remuneration of the President and Vice Presidents	8,758,232	8,961,349	8,758,232	8,961,349
Ratio of Remuneration to Net Profit After Tax (%)	2.36%	2.24%	2.36%	2.24%

Explanation: 1. Directors' Remuneration: The remuneration of the Company's directors is determined in accordance with Article 30 of the Company's Articles of Incorporation. Attendance fees for directors and remuneration for independent directors are authorized to be determined by the Board of Directors. In addition, where the Company reports annual profits, in accordance with Article 35 of the Articles of Incorporation, no more than 1.6% of such profits shall be appropriated as directors' remuneration and distributed equally among directors in office at the end of the year (excluding independent directors). The remuneration of directors is directly linked to the Company's operating performance (profitability). Accordingly, higher profitability results in higher directors' remuneration. In 2025, the Company's profit increased by approximately 2.9% compared to 2024. After comprehensive evaluation by the Remuneration Committee, directors' remuneration was appropriated at 1.6%. The aforementioned profit refers to "profit before tax, net of employee and directors' remuneration."

2. Remuneration of the President and Vice Presidents: Pursuant to the performance bonus distribution guidelines approved by the Board of Directors, remuneration of the President and Vice Presidents is directly linked to the Company's annual operating performance (EPS). Stronger operating performance results in higher performance bonuses for managerial officers. The remuneration of the President and Vice Presidents is submitted to the Remuneration Committee for review to ensure proper governance and to mitigate future risks. III. Implementation of Corporate Governance

III. Implementation of Corporate Governance

(I) Meetings of the Board of Directors

(1) In the most recent fiscal year (2025), the Board of Directors held 9 meetings (A). The attendance of directors is as follows:

Title	Name (Note 1)	Times of Attendance (In Person) (B)	Times of Attendance by Proxy	Attendance Rate (%) (B/A) (Note 2)	Remarks
Chairman	Representative of the Ministry of Economic Affairs TING YEN-CHE	9	0	100%	Appointed as a new director on September 20, 2024. Elected as Chairman by the Board of Directors on September 20, 2024. Re-elected as Chairman of the 14th Board of Directors on June 26, 2025.
Director	Representative of the Ministry of Economic Affairs LIU YA-CHUAN	9	0	100%	Resigned as Acting Chairman and continued serving as a director on September 20, 2024. Re-elected as a director of the 14th Board of Directors on June 26, 2025.
Director	Representative of the Ministry of Economic Affairs LIAO HSIEN-K'UEI	9	0	100%	Re-elected as a director of the 14th Board of Directors on June 26, 2025.
Director	Representative of the Ministry of Economic Affairs CHU WEI-I	9	0	100%	Re-elected as a director of the 14th Board of Directors on June 26, 2025.
Director	Representative of Sunshine Protech Inc. CHEN KUAN-P'ING	9	0	100%	Re-elected as a director of the 14th Board of Directors on June 26, 2025.
Director	Representative of TUNG WEI CONSTRUCTION CO., LTD. CHAO KUO-HSIANG	9	0	100%	Re-elected as a director of the 14th Board of Directors on June 26, 2025.
Independent Director	WU SHIH-HAO	9	0	100%	Re-elected as an independent director of the 14th Board of Directors on June 26, 2025.
Independent Director	WU WEN-CHENG	4	0	100%	Re-elected as an independent director of the 14th Board of Directors on June 26, 2025.
Independent Director	WU HSING-YUAN	4	0	100%	Re-elected as an independent director of the 14th Board of Directors on June 26, 2025.
Independent Director	LI CHIA-LING	5	1	80%	Appointed as an independent director of the 13th Board of Directors on June 23, 2022. Resigned upon completion of term on June 26, 2025 due to the re-election of the 14th Board of Directors.
Independent Director	LIN YU-PEN	5	0	100%	Appointed as an independent director of the 13th Board of Directors on June 19, 2023. Resigned upon completion of term on June 26, 2025 due to the re-election of the 14th Board of Directors.

Other Matters to be Recorded

I. Where any of the following circumstances occur in the operation of the Board of Directors, the date of the Board meeting, term, content of proposals, all independent directors' opinions, and the Company's handling of such opinions shall be stated:

(I) Matters specified in Article 14-3 of the Securities and Exchange Act: None.

(II) Other than the above matters, there were no Board resolutions for which independent directors expressed dissenting or reserved opinions and for which records or written statements exist.

II. The names of the directors, the contents of the proposals, the reasons for recusal due to conflicts of interest, and their participation in voting shall be stated.

■ [June 26, 2025 – 1st meeting of the 14th Board of Directors]

Recusal situation of Independent Directors WU, SHIH-HAO, WU, WEN-CHENG, and WU, HSING-YUAN:

Discussion Item 1 – Proposal for appointment of members of the 6th Remuneration Committee of the Company.

As this matter involved the personal interests of Independent Directors WU, SHIH-HAO, WU, WEN-CHENG, and WU, HSING-YUAN, they recused themselves from discussion and voting.

■ [July 28, 2025 – 2nd meeting of the 14th Board of Directors]

Recusal situation of Chairman TING YEN-CHE:

Discussion Item 8 – Proposal for amendment to the Company's Regulations Governing Retirement and Bereavement Compensation of the Chairman.

Discussion Item 9 – Proposal for adjustment of meal allowances.

As the above two proposals involved the personal interests of Chairman TING YEN-CHE, he recused himself from discussion and voting.

III. Listed and OTC companies shall disclose information such as the evaluation cycle and period, scope, methods, and content of the Board of Directors' self (or peer) assessment, and shall complete the "Board of Directors Performance Evaluation Execution Status Table."

The Company adopted the "Regulations for Board Performance Evaluation" at the 4th meeting of the 12th Board of Directors on November 1, 2019, and has conducted its Board performance evaluation annually since 2020. The self-evaluation results of the Board, individual directors, and functional committees for 2025 were filed on March 17, 2026.

IV. Measures taken to strengthen the functions of the Board of Directors (e.g., establishment of the Audit Committee and enhancement of information

transparency) and the results thereof:

1. Remuneration Committee

In 2025, three Remuneration Committee meetings were held on February 20, 2025, July 9, 2025, and October 27, 2025. In addition, up to now in 2026, one Remuneration Committee meeting has been held on January 23, 2026. The Remuneration Committee, acting with the due care of a good administrator, faithfully exercised the following duties: (1) establish and periodically review the policies, systems, standards, and structure of performance evaluation and remuneration for directors and managerial officers (including transportation allowances for directors); and (2) periodically evaluate and determine the remuneration of directors and managerial officers (including transportation allowances for directors).

2. Audit Committee:

In 2025, seven Audit Committee meetings were held on February 7, 2025, March 7, 2025, March 28, 2025, May 6, 2025, July 28, 2025, September 19, 2025, and November 7, 2025. In addition, up to now in 2026, three Audit Committee meetings have been held on January 23, 2026, March 6, 2026, and May 8, 2026. The Audit Committee, acting with the due care of a good administrator, assists the Board in supervising the effective implementation of compliance with the Company Act, the Securities and Exchange Act, and other applicable laws and regulations, and faithfully exercises its duties in accordance with relevant laws and regulations.

3. Evaluation of the Board of Directors and Functional Committees:

The Company has conducted Board performance evaluations annually since 2020. The 2025 self-evaluation results of the Board of Directors, individual directors, and functional committees, together with recommended improvement measures, were reported to the 5th meeting of the 14th Board of Directors on January 23, 2026 for acknowledgment, and filed on March 17, 2026.

Note 1: Where a director or supervisor is a juridical person, the name of the institutional shareholder and its representative shall be disclosed.

Note 2:

- (1) If a director or supervisor resigns prior to the end of the fiscal year, the date of resignation shall be indicated in the "Remark" column. The attendance rate (%) shall be calculated based on the number of Board meetings held during the term of office and the actual number of attendances.
- (2) If directors or supervisors are re-elected prior to the end of the fiscal year, both newly elected and former directors or supervisors shall be disclosed, and it shall be indicated in the "Remark" column whether they are newly elected, former, or re-elected, as well as the date of re-election. The attendance rate (%) shall be calculated based on the number of Board meetings held during the respective period of service and the actual number of attendances.

(2) Execution Status of Self-Assessment of the Performance of the Board of Directors and Functional Committees

Evaluation Cycle (Note 1)	Evaluation Period (Note 2)	Scope of Evaluation (Note 3)	Evaluation Method (Note 4)	Content of Evaluation (Note 5)
Once every year	January 1, 2025, to December 31, 2025	Board of Directors	Self-evaluation of the Board	Self-evaluation of the Board's performances A. Participation in the operation of the Company B. Improvement of the quality of the Board of Directors' decision making C. Composition and structure of the Board of Directors D. Election and continuing education of the directors E. Internal control
		Individual Board members	Self-evaluation of the Board members	Self-evaluation of the Board members' performances A. Alignment of the goals and missions of the Company B. Awareness of the duties of a director C. Participation in the operation of the Company D. Management of internal relationship and communication E. The director's professionalism and continuing education F. Internal control
		Functional committees 1. Audit Committee 2. Remuneration Committee	Self-evaluation of the Board	Self-evaluation of the Audit Committee's performances A. Participation in the operation of the Company B. Awareness of the duties of the functional committee C. Improvement of quality of decisions made by the functional committee D. Makeup of the functional committee and election of its members E. Internal control Self-evaluation of the Remuneration Committee's performances A. Participation in the operation of the Company B. Awareness of the duties of the functional committee C. Improvement of quality of decisions made by the functional committee D. Makeup of the functional committee and election of its members

Note 1: This refers to the evaluation cycle of the Board of Directors' performance evaluation (e.g., conducted once a year).

Note 2: This refers to the evaluation period of the Board of Directors' performance evaluation (e.g., evaluation of the Board's performance from January 1, 2019 to December 31, 2019).

Note 3: The scope of evaluation includes the performance of the Board of Directors, individual directors, and functional committees.

Note 4: The evaluation methods include self-evaluation by the Board of Directors, self (peer) evaluation by individual directors, and performance evaluation conducted by external professional institutions, experts, or other appropriate methods.

Note 5: The evaluation content shall include at least the following items, depending on the scope of evaluation:

- (1) Board of Directors performance evaluation: including participation in corporate operations, quality of Board decision-making, composition and structure of the Board, selection and continuing education of directors, and internal control.
- (2) Individual director performance evaluation: including alignment with the Company's goals and missions, awareness of directors' duties, participation in corporate operations, internal relationship management and communication, professionalism and continuing education of directors, and internal control.
- (3) Functional committee performance evaluation: including participation in corporate operations, awareness of committee duties, quality of committee decision-making, composition and member selection of functional committees, and internal control.

(II) Operational Status of the Audit Committee

(1) The Company's Audit Committee was established on June 21, 2019. The members of the Audit Committee are composed of independent directors of the Board of Directors. The Audit Committee consists of three members. The term of the current (third) committee is from June 26, 2025, to June 25, 2028.

(2) Annual Key Responsibilities of the Audit Committee

- Establishing or amending internal control systems in accordance with Article 14-1 of the Securities and Exchange Act.
- Evaluation of the effectiveness of the internal control system.
- Establishing or amending procedures for major financial and business transactions, including acquisition or disposal of assets, derivatives trading, lending of funds to others, and provision of endorsements or guarantees, in accordance with Article 36-1 of the Securities and Exchange Act.
- Matters involving conflicts of interest of a director.
- Material transactions involving assets or derivatives.
- Material lending of funds, endorsements, or provision of guarantees.
- Offering, issuance, or private placement of equity-type securities.
- Appointment, dismissal, or remuneration of certified public accountants.
- Appointment or dismissal of the head of finance, accounting, or internal audit.
- Annual financial reports signed or sealed by the Chairman, managerial officers, and chief accounting officer, as well as second-quarter financial reports requiring CPA audit or review.
- Self-assessment of the Audit Committee's performance.
- Other material matters as required by the Company or competent authorities.

(3) In fiscal year 2025, the Audit Committee held seven meetings (A). The attendance of independent directors is as follows:

Title	Name	Actual Attendance (B)	Times of Attendance by Proxy	Attendance Rate (%) (B / A) (Note 1, Note 2)	Remark
Convenor	WU, WEN-CHENG	3	—	100%	Newly appointed on June 26, 2025
Independent Director	WU, SHIH-HAO	3	—	100%	Newly appointed on June 26, 2025
Independent Director	WU, HSING-YUAN	3	—	100%	Newly appointed on June 26, 2025
Independent Director	LI, CHIA-LING	3	1	75%	Former
Independent Director	WU, SHIH-HAO	4	—	100%	Former
Independent Director	LIN, YU-PEN	4	—	100%	Former

Other Matters to Be Recorded:

I. Where any of the following circumstances occur in the operation of the Audit Committee, the date and session of the Audit Committee meeting, contents of the proposals, dissenting opinions, reserved opinions or major recommendations of independent directors, resolutions of the Audit Committee, and the Company's handling of the Audit Committee's opinions shall be described.

(I) Matters prescribed in Article 14-5 of the Securities and Exchange Act.

Date/Session	Content of Motion	Content of the Dissenting Opinions, Qualified Opinions, or Material Recommendations of Independent Directors	Resolution	Handling of the Audit Committee's Opinions
March 7, 2025, 18th Meeting of the 2nd Audit Committee	<ol style="list-style-type: none"> Proposal for the filing of the "Statement on Internal Control System for 2024" and publication of the Company's annual report. 2024 consolidated financial statements and parent company only financial statements of the Company. Proposal for the 2024 earnings distribution. Proposal for the assessment results of the independence and competence of the certified public accountants for financial and tax auditing for 2024. Proposal to approve the list of non-assurance services to be provided in 2025 by Ernst & Young and its affiliates. 2024 business report of the Company. 	None	Passed by all members present as proposed	Proposals 1 to 4 and 6 were submitted to the Board of Directors for resolution and approval. Proposal 5 was implemented as proposed.
March 28, 2025, 19th Meeting of the 2nd Audit Committee	<ol style="list-style-type: none"> Proposal for the share swap (share exchange) between the Company and Taiyen Green Energy Co., Ltd. 	None	Passed by all members present as proposed	Submitted to the Board of Directors for approval
May 6, 2025, 20th Meeting of the 2nd Audit Committee	<ol style="list-style-type: none"> 2025 Q1 consolidated financial statements of the Company. 	None	Passed by all members present as proposed	Submitted to the Board of Directors for approval
July 28, 2025, 1st Meeting of the 3rd Audit Committee	<ol style="list-style-type: none"> 2025 Q2 consolidated financial statements of the Company. 	None	Passed by all members present as proposed	Submitted to the Board of Directors for approval
September 19, 2025, 2nd Meeting of the 3rd Audit Committee	<ol style="list-style-type: none"> Proposal for the continued appointment of Ernst & Young for financial and tax auditing services for the period 2026–2028. Proposal for the establishment of a dedicated subsidiary by Taiyen Green Energy Co., Ltd. to handle the application for establishment of an electricity enterprise at the Duzhitou Section project 	None	Passed by all members present as proposed	Submitted to the Board of Directors for approval

	site in Beimen District.			
November 7, 2025, 3rd Meeting of the 3rd Audit Committee	1. Proposal for the 2026 internal audit plan of the Company. 2. Proposal for the 2025 third-quarter consolidated financial statements of the Company.	None	Passed by all members present as proposed	Submitted to the Board of Directors for approval

(II) In addition to the aforementioned matters, any resolutions passed by more than two-thirds of all directors but not approved by the Audit Committee:
None.

II. Regarding recusals of independent directors from voting due to conflicts of interest, the names of the independent directors, contents of the proposals, reasons for recusal, and voting results shall be specified:
None.

III. Communication among independent directors, the internal audit officer, and CPAs (including material matters regarding the Company’s financial and business conditions, communication methods, and results):

(I) Communication between the Audit Committee (independent directors) and the internal audit officer:

- Pursuant to a resolution of the Board of Directors, an “internal control system review seminar between directors and internal audit personnel” is held once a year, and the minutes of such seminar are submitted to the Board for reporting.
- In accordance with the Audit Committee Charter, meetings shall be held at least once every quarter. The internal audit officer reports on the execution of audit operations at Audit Committee meetings, including audit items conducted in accordance with the annual audit plan, self-assessment results, material findings from internal and external audits, and follow-up on improvement actions.
- Communication status for the 2025 fiscal year is as follows:

Date	Focus	Result
February 7, 2025, 17th Meeting of the 2nd Audit Committee	Report on the follow-up status of audit findings, audit deficiencies, and recommendations regarding the audits conducted from November to December 2024 on the “Subsidiary Supervision” of Taiyen Green Energy Co., Ltd., the “Preparation, Verification, and Assurance Operations of the Sustainability Report” at the headquarters, and the “Production Cycle” of the Import Salt Storage and Transportation Office.	Reported to the Board of Directors with all independent directors present notified
March 7, 2025, 18th Meeting of the 2nd Audit Committee	<ol style="list-style-type: none"> Report on the follow-up status of audit findings, audit deficiencies, and recommendations regarding the audits conducted from January to February 2025 on the “Production Cycle” of the Biotech Cosmetics Factory and the “R&D Cycle” and “Personal Data Protection” management operations at the headquarters. Submission of the Company’s 2024 Statement on Internal Control System. 	<ol style="list-style-type: none"> All independent directors present were duly informed, and the matter was subsequently submitted to the Board of Directors for reporting. The proposal was approved by all independent directors present and subsequently submitted to the Board of Directors for discussion. The Board of Directors approved the Company’s 2024 Statement on Internal Control System, which was duly filed on March 20, 2025.
March 7, 2025 Seminar on Internal Control System Review Between	Report on the audit activities for fiscal year 2024 and the status of improvements regarding internal	All independent directors present noted the matter.

Directors and Internal Audit Personnel	control deficiencies and irregularities.	
May 6, 2025, 20th Meeting of the 2nd Audit Committee	Report on the follow-up status of audit findings, audit deficiencies, and recommendations regarding the audits conducted from March to April 2025 on the “Production Cycle” of the Qigu Salt Plant and the “Payroll Cycle and Regulatory Compliance Matters” at the headquarters.	All independent directors present took note of the matter, and the matter was subsequently submitted to the Board of Directors for reporting.
July 28, 2025, 1st Meeting of the 3rd Audit Committee	Report on the follow-up status of audit findings, audit deficiencies, and recommendations regarding the audits conducted from May to June 2025 on the “Production Cycle” of the Tung-Hsiao Electrolysis Refined Salt Factory, the “Subsidiary Supervision” of Taiyen Green Energy Co., Ltd., and the “Management of Loans to Others” at the headquarters.	All independent directors present took note of the matter, and the matter was subsequently submitted to the Board of Directors for reporting.
September 19, 2025, 2nd Meeting of the 3rd Audit Committee	Report on the follow-up status of audit findings, audit deficiencies, and recommendations regarding the audits conducted from July to August 2025 on the “Sales and Collection Cycle” and “Payroll Cycle” of the Taichung Sales Office, the “Production Cycle” and “Property, Plant and Equipment Cycle” of the Biotech Health Products Factory, and the “Sales and Collection Cycle” and “Endorsements and Guarantees” of the headquarters.	All independent directors present took note of the matter, and the matter was subsequently submitted to the Board of Directors for reporting.
September 19, 2025, Separate Communication Meeting Between Independent Directors and the Internal Audit Officer	Discussion of the 2026 Audit Plan.	The internal audit officer discussed and communicated with the independent directors regarding the questions raised.
November 7, 2025, 3rd Meeting of the 3rd Audit Committee	1. Report on the follow-up status of audit findings, audit deficiencies, and recommendations regarding the audits conducted from September to October 2024 on the “Sales and Collection Cycle” and “Payroll Cycle” of the Taipei Sales Office and Kaohsiung Sales Office, and “Investment Management” of the headquarters. 2. Submission of the 2026 internal audit plan of the Company.	1. All independent directors present resolved to approve the proposal and submitted it to the Board for discussion. 2. All independent directors present resolved to approve the proposal and submitted it to the Board for discussion for approving the 2026 audit plan, which was filed on November 28, 2025.

(II) Communication between the Audit Committee (independent directors) and CPAs:

1. The Company’s CPAs attend the regular quarterly meetings of the Audit Committee. In addition, a separate annual communication meeting between the independent directors and the CPAs is held, at which the CPAs report to the independent directors on the review or audit results of the financial statements of the Company and its subsidiaries, and explain material transactions in the financial statements as well as the status of internal control audits. In the event of material or special matters, or as required by applicable laws and regulations, the CPAs shall attend Audit Committee meetings on an ad hoc basis for explanation and communication.
2. The communication status for fiscal year 2025 is as follows:

Date	Focus	Result
February 7, 2025 Communication Meeting Between CPAs and Governance Unit (a separate communication meeting between CPAs and independent directors)	<ol style="list-style-type: none"> 1. Evaluation of auditor independence. 2. Content of the client representation letter. 3. Preliminary audit status of the 2024 consolidated and parent company only financial statements. 4. Key audit matters. 	CPAs attended the meeting in person to discuss the questions raised by independent directors.
March 7, 2025, 18th Meeting of the 2nd Audit Committee	<ol style="list-style-type: none"> 1. Audit results of the 2024 consolidated and parent company only financial statements. 2. Description of the list of non-assurance services expected to be provided by Ernst & Young and its affiliates in 2025. 3. Discussion and communication with the CPAs regarding questions raised by independent directors and meeting attendees. 	All independent directors present resolved to approve the proposal as submitted, and the 2024 consolidated and parent company only financial statements were submitted to the Board of Directors for resolution.
May 6, 2025, 20th Meeting of the 2nd Audit Committee	<ol style="list-style-type: none"> 1. Review results of the 2025 first-quarter consolidated financial statements. 2. Discussion and communication with the CPAs regarding questions raised by independent directors and meeting attendees. 	All independent directors present resolved to approve the proposal as submitted, and the 2025 first-quarter consolidated financial statements were subsequently submitted to the Board of Directors for resolution.
July 28, 2025, 1st Meeting of the 3rd Audit Committee	<ol style="list-style-type: none"> 1. Review results of the 2025 second-quarter consolidated financial statements. 2. Discussion and communication with the CPAs regarding questions raised by independent directors and meeting attendees. 	All independent directors present resolved to approve the proposal as submitted, and the 2025 second-quarter consolidated financial statements were subsequently submitted to the Board of Directors for resolution.
November 7, 2025, 3rd Meeting of the 3rd Audit Committee	<ol style="list-style-type: none"> 1. Review results of the 2025 third-quarter consolidated financial statements. 2. Discussion and communication with the CPAs regarding questions raised by independent directors and meeting attendees. 	All independent directors present resolved to approve the proposal as submitted, and the 2025 third-quarter consolidated financial statements were subsequently submitted to the Board of Directors for resolution.

(III) Auditing Office

The Auditing Office conducts on-site audits in accordance with the monthly audit plan. After completion of the audits, audit reports are prepared and delivered to the independent directors via e-mail.

Note 1: If an independent director resigns before the end of the fiscal year, the date of resignation shall be indicated in the remarks column. The attendance rate (%) shall be calculated based on the number of Audit Committee meetings held during the period of service and the actual number of attendances.

Note 2: If there is a re-election of independent directors before the end of the fiscal year, both outgoing and incoming independent directors shall be listed, and the remarks column shall indicate whether the independent director is outgoing, incoming, or re-elected, as well as the date of re-election. The attendance rate (%) shall be calculated based on the number of Audit Committee meetings held during the period of service and the actual number of attendances.

(III) Operational Status of Corporate Governance and Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof

Evaluation Item	Implementation Status (Note 1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
I. Does the Company follow the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies to establish and disclose its corporate governance best practice principles?	V		The Company has established the Corporate Governance Best Practice Principles in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and disclose it on the company website.	None.
II. Shareholding structure & shareholders' rights				
(I) Does the Company have internal operating procedures for handling shareholders' suggestions, concerns, disputes and litigation matters? Are such matters handled according to the internal operating procedures?	V		(I) The Branding and Marketing Department (PR Team), Financial Accounting Department, Legal Affairs Office, and other relevant departments are responsible for handling shareholders' suggestions or disputes.	None.
(II) Does the Company maintain a register of major shareholders with controlling power and a register of persons exercising ultimate control over those major shareholders?	V		(II) The Company keeps abreast of the shareholding of directors, managerial officers, and major shareholders holding more than 10% of the shares.	None.
(III) Does the Company establish and enforce risk control and firewall systems with its affiliates?	V		(III) The Company has established relevant controls in the internal control system, the "Rules Governing Financial and Business Matters Between the Company and its Affiliates," and the "Regulations Governing Related Party Transactions" according to law.	None.
(IV) Does the Company establish internal rules to prohibit insiders from trading in securities using information not disclosed to the market?	V		(IV) 1. The Company has formulated the "Regulations Governing the Prevention of Insider Trading." 2. The Company conducted training and promotion of insider trading prevention laws and regulations for insiders and all employees on January 3 and January 6, 2025, and for newly appointed directors on June 26, 2025. Since January 2024, the Company has also been conducting monthly promotion to all employees and directors regarding stock trading control measures from the date on which financial reports or relevant performance information are made known, including but not limited to restrictions that directors shall not trade their shares during the blackout periods, i.e., within 30 days prior to the announcement of annual financial statements and within 15 days prior to the announcement of quarterly financial statements.	None.
III. Composition and responsibility of the Board of Directors				
(I) Has the Board of Directors formulated a diversification policy, specific management	V		(I) The Board of Directors has passed the Chapter 3 (Enhancing the Functions of the Board of Directors) of the "Corporate	None.

Evaluation Item	Implementation Status (Note 1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
(III) Does the Company formulate the regulations and method for the performance evaluation of the Board of Directors, conduct performance evaluations regularly every year, report the results of the performance evaluation to the Board of Directors, and take it as a reference for the remuneration, nomination and re-appointment of each director?	V		functional committees, depending on the need of corporate governance. (III) The Company has established Board of Directors performance evaluation regulations and has conducted regular internal self-assessments annually since 2020. Starting from 2024, an evaluation will be conducted once every three years by an external professional independent institution or a team of external experts and scholars, and the performance evaluation results will be declared.	None.
(IV) Does the Company evaluate the independence of CPAs on a regular basis?	V		(IV) The Company's Finance and Accounting Department conducts an annual self-assessment of the independence and suitability of the attesting CPAs, and the results were submitted to and approved by the 14th Term, 6th Board of Directors meeting on March 6, 2026. The Company's Finance and Accounting Department has assessed that CPAs YAO, SHIH-CHIEH (姚世傑), CPA; LI, FANG-WEN (李芳文), CPA of Ernst & Young meet the Company's independence and suitability assessment standards (Note 2) and are fully qualified to serve as the Company's attesting CPAs. The accounting firm has also issued a declaration letter (Note 3).	None.
IV. Does the Company deploy an appropriate number of suitable corporate governance personnel and designate a corporate governance officer responsible for corporate governance-related matters (including but not limited to providing directors and supervisors information required to perform business, assisting directors and supervisors in complying with laws, handling matters related to meetings of the Board of Directors and shareholders' meetings on the basis of the laws, and preparing the minutes of the Board meetings and shareholders' meetings, etc.)?	V		The Board has resolved to appoint the Vice President as the Corporate Governance Officer on April 30, 2021. The Corporate Governance Officer is responsible for handling matters related to meetings of the Board of Directors and shareholders' meetings, assisting directors and supervisors in assuming office and pursuing continuing education, providing directors and supervisors information required to perform business, assisting directors and supervisors in complying with laws, and handling other matters under the Article of Incorporation or contractual terms. The Company's corporate governance officer has completed relevant advanced courses as required by regulations, with 12 hours of advanced study in 2025. At present, details of the continual education of the Corporate Governance Officer are set out on page 37 of the annual report.	None.
V. Does the Company establish a means of communication with its stakeholders (including but not limited to shareholders, employees, customers, and suppliers) and create a stakeholder section on the company website to respond to stakeholders' questions about its corporate social responsibility?	V		(I) The Branding and Marketing Department (PR Team), Financial Accounting Department, and relevant departments are responsible for communicating with stakeholders according to the circumstances. Contact information on spokespersons and related departments is also available on the company website. (II) The Company has set up a special area for stakeholders on its website.	None.

Evaluation Item	Implementation Status (Note 1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
VI. Does the Company entrust a professional stock transfer agent to manage shareholders' meetings and other relevant affairs?	V		The Company entrusts the Transfer Agency of CTBC Bank to manage shareholders' meetings and other relevant affairs.	None.
VII. Information disclosure (I) Does the Company establish a company website to disclose information on its finances, business, and corporate governance? (II) Does the Company use other channels of information disclosure (e.g., maintaining an English website, designating persons to handling information collection and disclosure, appointing a spokesperson, and webcasting investor conferences)? (III) Does the company announce and file its annual financial report within two months after the end of the fiscal year, and announce and file its first, second, and third quarter financial reports and monthly operating results in advance of the prescribed deadline?	V V V		(I) The Company has set up a stakeholder section on the company website (http://www.tybio.com.tw) to disclose and regularly update information on its finances, business, and corporate governance. (II) The Branding and Marketing Department (PR Team), Corporate Development Department, Financial Accounting Department, and relevant departments are responsible for collecting and disclosing company information. The Company also has a spokesperson system in place, where Vice President serves as the spokesperson and Director of Financial Accounting Department as the deputy spokesperson. (III) The Company announces and reports the annual financial statements and the financial statements for the first, second and third quarters within the time limits prescribed in the Securities and Exchange Act. The current year's financial report has not yet been announced and declared within two months after the end of the fiscal year, but it complies with the stipulated deadline for announcement and declaration in early March. According to the regulations, the monthly operations are announced and reported before the 10th day of the following month.	None. None. None.
VIII. Does the Company have other important information that can facilitate the understanding of its operations of corporate governance (including but not limited to employee rights and interests, employee care, investor relations, supplier relationships, stakeholder rights, continuing education of directors and supervisors, implementation of risk management policies and risk measurement standards, implementation of customer policies, and purchase of liability insurance for directors and supervisors)?	V		(I) For more information on employee rights and interests and employee care, refer to V. Labor Relations in Chapter V. (II) Regarding investor relations, please refer to the appended table in Chapter III, Section I, (II) The Company's Major Shareholders (Top Ten Shareholders) for details. (III) For more information on supplier relationships, refer to II (III). Supply of Main Raw Materials in Chapter V. (IV) Regarding related parties, the Company has no bank financing dealings with them, nor does it have any endorsements, guarantees, or collateral provided for them. (V) According to the regulations, the Company arranges continuing education for directors every year (refer to the table below). (VI) For more information on the implementation of risk management policies and risk measurement standards, refer to Listing of Risks in Chapter VII.	None.

Evaluation Item	Implementation Status (Note 1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
			(VII) The attendance at the Board meetings by directors is high (refer to the "Corporate Governance" section on the Market Observation Post System). (VIII) According to the Articles of Incorporation, the Company has purchased liability insurance for directors and managerial officers since 2004. (IX) The Company has formulated the "Code of Ethical Conduct for Directors and Senior Managerial Officers and Above" as a guideline for directors and senior managerial officers and above to abide by in the business activities and for stakeholders to better understand the Company's moral standards.	
IX. Improvements made based on the result of the latest Corporate Governance Evaluation announced by Taiwan Stock Exchange Corporation and priorities and measures for improvement (exempt if the Company is not included in the evaluation): According to the results of the ninth Corporate Governance Evaluation released by the Corporate Governance Center of the Taiwan Stock Exchange Corporation: In the 2025 fiscal year, the Company was ranked among the top 41-60% of listed and OTC companies with a market capitalization of NT\$5-10 billion, categorized by industry. The Company has improved by disclosing English versions of its regular shareholders' meeting materials, annual report, annual financial statements, sustainability report, and material information, all published on the Market Observation Post System, thereby enhancing its corporate governance evaluation score.				

Note: Regardless of whether "Yes" or "No" is checked for the operational status, an explanation should be provided in the summary description column.

Note 1:

**Taiyen Biotech Co., Ltd.
Board Diversification Policy**

I. Purpose

To enhance the functions and structure of the Board of Directors, the Board Diversification Policy is established in accordance with Article 20 of the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies."

II. Diversification Policy

The structure of the Board of Directors shall be determined by choosing an appropriate number of the Board members, not less than five, in consideration of the Company's business scale, the shareholdings of its major shareholders, and practical operational needs.

The composition of the Board of Directors shall be determined by taking diversity into consideration.

Directors concurrently serving as managerial officers shall not exceed one-third of the total number of the Board members, and a spousal relationship or a familial relationship within the second degree of kinship shall not exist among more than half of the directors. An appropriate diversification policy based on the Company's business operations, operating dynamics, and development shall be formulated and include, without being limited to, the following two general standards:

1. Basic requirements and values: gender, age, nationality, and culture.
2. Professional knowledge and skills: a professional background (e.g., law, accounting, industry, finance, marketing, technology), professional skills, and industry experience.

All members of the Board shall have the knowledge, skills, and experience necessary to perform their duties.

To achieve the ideal goal of corporate governance, the Board of Directors shall possess the following abilities:

1. Ability to make operational judgments.
2. Ability to perform accounting and financial analysis.
3. Ability to conduct management administration.
4. Ability to conduct crisis management.
5. Knowledge of the industry.

6. An international market perspective.
7. Ability to lead.
8. Ability to make policy decisions.

III. Management Goals

1. Each gender of the Board members shall be one-fourth of the total number of directors and above.
2. Directors concurrently serving as managerial officers shall not exceed one-third of the total number of the Board members.
3. A spousal relationship or a familial relationship within the second degree of kinship shall not exist among more than half of the directors.

Note 2:

(1) CPA Independence Assessment Standards

Evaluation Item	Evaluation Result	Independence
1. Does a direct financial interest or material indirect financial interest relationship exist between the CPA and the Company?	No	Yes
2. Are the CPAs involved in any loans or guarantees with the Company or its directors?	No	Yes
3. Do the CPAs have a close business relationship and potential employment relationship with the Company?	No	Yes
4. Do the CPAs or the family members of the audit team members serve as the Company's directors, supervisors, or managerial officers or hold positions with a direct and significant influence on the audit work?	No	Yes
5. Do the CPAs or the audit team members currently or in the past two years serve as directors, supervisors, or managerial officers or hold positions with a direct and significant influence on the audit work?	No	Yes
6. Do the CPAs accept gifts or special offers from the Company?	No	Yes
7. Have the CPAs not been rotated for more than 7 years and been reappointed within 2 years after the rotation?	No	Yes
8. Do the CPAs provide the Company non-audit services that may directly affect the audit work?	No	Yes

(2) The Company's CPA suitability assessment items are evaluated with reference to Audit Quality Indicators (AQIs), and the content includes five major dimensions: professionalism, quality control, independence, supervision, and innovation capability:

Evaluation Item	Meets Suitability Standards
Professionalism 1. Audit Experience: Whether senior audit personnel possess sufficient audit experience to execute audit work. 2. Training Hours: Whether CPAs and senior audit personnel receive adequate educational training annually to continuously acquire professional knowledge and skills. 3. Turnover Rate: Whether the firm maintains sufficient senior human resources. 4. Professional Support: Whether the firm possesses sufficient professional personnel (e.g., valuation personnel) to support the audit team.	Yes
Quality Control 1. CPA Workload: Whether the CPA's workload is excessive. 2. Audit Input: Whether the input of audit team members at each audit stage is appropriate. 3. EQCR Review Status: Whether the Engagement Quality Control Review (EQCR) CPA dedicates sufficient hours to performing the review of audit cases. 4. Quality Control Support Capability: Whether the firm possesses sufficient quality control personnel to support the audit team.	Yes
Independence 1. Non-Audit Service Fees: The impact of the proportion of non-audit service fees on independence. 2. Client Familiarity: The impact of the cumulative number of years the audit case has been attested by the firm for financial reports on independence.	Yes

Supervision	1. External Inspection Deficiencies and Sanctions: Whether the firm's quality control and audit cases are executed in accordance with relevant laws, regulations, and standards. 2. Improvement Letters Issued by Competent Authorities: Whether the firm's quality control and audit cases are executed in accordance with relevant laws, regulations, and standards.	Yes
Innovation Capability	1. Innovative Planning or Initiatives: The accounting firm's commitment to enhancing audit quality, including the accounting firm's innovation capability and planning.	Yes
Other	1. Timely completion of the audit/review of the Company's quarterly financial statements. 2. Timely completion of the audit/review of subsidiaries' quarterly financial statements. 3. Provision of ad hoc consulting services to the Company regarding finance, taxation, and securities regulations.	Yes

Note 3: Declaration of Independence:



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會計師獨立性聲明書

臺鹽實業股份有限公司

董事會及審計委員會 公鑒：

此聲明書代表我們根據適用法規與專業準則之要求進行年度獨立性溝通。

根據審計準則之規定，我們向您報告安永聯合會計師事務所已遵循有關獨立性的相關道德規範。我們並未察覺存在可能被認為會影響獨立性之任何關係或其他事項。

根據審計準則及國際會計師職業道德守則(IESBA Code)之規定，我們向您報告在財務報表涵蓋期間內安永及其聯盟事務所向 貴公司提供審計及非審計服務所收取的公費。

本聲明書僅供 貴公司董事會、審計委員會、管理階層以及 貴公司其他人員的參考與使用，不得用於任何其他目的。

敬頌商祺

安永聯合會計師事務所

姚世傑



會計師：

李芳文



中華民國一五年三月六日

Accountant's Independence Declaration Letter

To the Board of Directors and Audit Committee

TAIYEN BIOTECH CO., LTD.

This declaration letter represents our annual independence communication conducted in accordance with the requirements of applicable laws, regulations, and professional standards.

In accordance with auditing standards, we report to you that Ernst & Young has complied with relevant ethical requirements regarding independence, and we are not aware of any relationships or other matters that could reasonably be thought to bear on our independence.

In accordance with auditing standards and the International Code of Ethics for Professional Accountants (IESBA Code), we report to you the professional fees charged for audit and non-audit services provided by Ernst & Young and its allied firms to your company during the period covered by the financial statements.

This declaration letter is solely for the reference and use of your company's Board of Directors, Audit Committee, management, and other personnel of your company, and may not be used for any other purpose.

Sincerely,

Ernst & Young

CPAs:

YAO, SHIH-CHIEH

LI, FANG-WEN

March 6, 2026

Status of Directors' Attendance in Advanced Training Courses in the 2025 Fiscal Year:

Title	Name	Course Name	Training Hour	Remark
Chairman	TING, YEN-CHE	2025 Cathay Sustainable Finance and Climate Change Summit	6	Taiwan Stock Exchange
Director	LIU, YA-CHUAN	<ol style="list-style-type: none"> 1. Fundamental Legal Concepts for Listed Companies 2. Financial Statement Analysis and Trends in Financial Accounting 3. Corporate Governance Lecture – Review and Analysis of Financial Statements by Directors and Supervisors 	9	<ol style="list-style-type: none"> 1. Taiwan Corporate Governance Association 2. Taiwan Project Management Association 3. Taiwan Academy of Banking and Finance
Director	LIAO, HSIEN-K'UEI	<ol style="list-style-type: none"> 1. Corporate Governance Lecture – Analysis of Key Court Decisions in Corporate Governance Practice 2. Driving Transformation and Sustainability: Insights from Global Trends on the New Landscape of Corporate Risk Governance 	6	<ol style="list-style-type: none"> 1. Taiwan Academy of Banking and Finance 2. Taiwan Corporate Governance Association
Director	CHU, WEI-I	2025 Labor Education Promotion Seminar - Union and Labor Director Activity	9	Ministry of Labor
Director	CHAO, KUO-HSIANG	<ol style="list-style-type: none"> 1. Labor Law Trends and Corporate Adaptation Guidelines in the Era of AI Disruption 2. Corporate Governance – A Brief Exploration of Asset and Equity Succession Planning 	6	Chinese National Association of Industry and Commerce (CNAIC)
Director	CH'EN, KUAN-P'ING	<ol style="list-style-type: none"> 1. Trump 2.0, the Decline of Globalization, and Regional Conflicts 2. Driving Corporate Growth through Performance Management 	6	Taiwan Corporate Governance Association
Independent Director	WU, SHIH-HAO	<ol style="list-style-type: none"> 1. Leading Strategies for the Mobility Industry in the AI Transformation Era 2. Corporate Governance – Commercial Value and Digital Risks of Generative AI 	6	<ol style="list-style-type: none"> 1. Taiwan Institute of Directors 2. Taipei Foundation of Finance
Independent Director	WU, WEN-CHENG	<ol style="list-style-type: none"> 1. 2025 ESG Summit 2. Financial Impacts of ESG Risks and Opportunities 3. Practical Case Analysis of Foreign Institutional Investors' Voting Behavior from the Perspective of Shareholder Activism to Strengthen Directors' and Supervisors' Responsibilities with an International Perspective 	12	<ol style="list-style-type: none"> 1. Accounting Research and Development Foundation 2. & 3. Taiwan Corporate Governance Association
Independent Director	WU, HSING-YUAN	<ol style="list-style-type: none"> 1. 2025 Insider Equity Transaction Legal Compliance Seminar 2. 2025 Taishin Shin Kong Net Zero Summit Forum 3. Trends and Frequently Asked Questions on Supply Chain Restructuring of Taiwanese Enterprises in Mainland China 4. Corporate Crisis Management and Communication 	12	<ol style="list-style-type: none"> 1. Securities and Futures Institute 2. Confederation of National Associations of Industries and Commerce, Republic of China 3. Greater China Financial and Economic Development Association 4. Taiwan Corporate Governance Association

Title	Name	Course Name	Training Hour	Remark
Independent Director	LI, CHIA-LING	1. Corporate Governance and Securities Regulations 2. Latest Development Trends in Artificial Intelligence and Practical Discussion on Risk Management Frameworks	6	1. Taiwan Investor Relations Institute 2. Taiwan Corporate Governance Association

Participation of Corporate Governance Officers in Training Programs in 2025:

Organizer	Course Name	Date	Number of Training Hours
Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	2025/07/09	6
Securities and Futures Institute	2025 Insider Trading Prevention Seminar	2025/10/03	3
Greater China Financial and Economic Development Association	Carbon Pricing and Green Economy Transformation	2025/10/28	3

(IV) Composition, Responsibilities, and Operational Status of the Remuneration Committee:

The Company established its Remuneration Committee pursuant to the resolution of the 12th meeting of the 9th Board of Directors on September 23, 2011. On June 26, 2025, the Board of Directors approved the appointment of Independent Directors WU, SHIH-HAO, WU, WEN-CHENG, and WU, HSING-YUAN as members of the 6th Remuneration Committee, with Independent Director WU, SHIH-HAO serving as the convener and chairperson of meetings.

The Committee adopted the care of a good administrator and faithfully exercised the following duties: (I) to establish and periodically review the policies, systems, standards, and structure of performance evaluation and remuneration of directors and managers (including directors' transportation allowances); (II) to periodically evaluate and determine the remuneration of directors and managers (including directors' transportation allowances).

In 2025, the Remuneration Committee convened three meetings on February 20, July 9, and October 27, 2025.

In addition, as of 2026 to date, one meeting has been convened on January 23, 2026.

1. Composition of the Remuneration Committee

March 1, 2026

Identity (Note 1) Name	Condition	Professional Qualification and Experience (Note 2)	Independence Status (Note 3)	Number of Other Public Companies where the Individual Concurrently Serves as Member on Remuneration Committee
Independent Director (Convener)	WU, SHIH-HAO	Possesses expertise and experience in finance and commerce: 1. Ph.D. in Business Administration, National Taipei University 2. Professor, Department of Marketing and Distribution Management, National Kaohsiung University of Science and Technology 3. Independent Director, Hotai Motor Co., Ltd. 4. Director, The Rise Sun Education Foundation 5. Director, Hoyo Education Foundation 6. Director, HH Education Foundation 7. Director, Kuang Hwa Management Promotion Foundation 8. Vice President, Acting President, Commerce Development Research Institute (CDRI) 9. Independent Director, Taiwan Tobacco & Liquor Corporation Chairman (Director of Graduate Institute), Department of Marketing and Distribution Management, National Kaohsiung First University of Science and Technology 10.	During the two years prior to their appointment and throughout their terms of office, the independent directors have complied with the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” issued by the Financial Supervisory Commission and the qualification requirements set out in Article 14-2 of the Securities and Exchange Act. In addition, the independent directors have been granted, pursuant to Article 14-3 of the Securities and Exchange Act, full rights	1
Independent Director	WU, WEN-CHENG	Possessing legal expertise and experience: 1. Master’s Program in Law, Graduate Institute of Law, College of Management, National Defense University 2. Chief Prosecutor, Taiwan Yunlin District Prosecutors Office 3. Chief Prosecutor, Fuchien Kinmen District Prosecutors Office 4. Managing Partner, City State Law Firm	to participate in decision-making and express opinions, thereby enabling them to independently exercise their duties and powers.	0
Other	WU, HSING-YUAN	Possessing business expertise and experience: 1. Taipei Municipal Shilin High School of Commerce 2. Senior Vice President and Spokesperson, Solartech Energy Corporation 3. Senior Specialist, Nan Ya Plastics Corporation 4. Chairman, Jingsheng Co., Ltd.		0

Note 1: Please specify relevant years of working experience, professional qualifications and experience, and independence status of each member of the Remuneration Committee; for independent directors, make remarks to refer to relevant content in Table 1 (I) Directors and Supervisors on page 17, and specify the identity as independent director or others (please specify the convener).

Note 2: Professional qualifications and experience: Specify the professional qualifications and experience of individual members of the Remuneration Committee.

Note 3: Independence status: Specify the independence status of members of the Remuneration Committee, including but not limited to whether the independent director, its spouse, or relative within the second degree of kinship is a director, supervisor, or employee of the Company or its affiliates, the number of shares held by and the shareholding of the independent director, its spouse, or relative within the second degree of kinship (or in the name of others), whether any of them is a director, supervisor, or employee of a company with special relationship with the Company (please refer to subparagraphs 5 to 8, paragraph 1, Article 6 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei

Exchange), and the remunerations obtained from providing business, legal, or accounting services to the Company or its affiliates for the past two years.

Note 4: Please refer to the sample of best practice principles on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

2. Operation of the Remuneration Committee

(1) The Remuneration Committee consists of 3 members.

(2) Term of office for the current committee members: From June 26, 2025 to June 25, 2028. In the most recent fiscal year, the Fifth Term Remuneration Committee held 1 meeting (A), the 6th Remuneration Committee held 2 meetings (A) , The qualifications and attendance of the members are as follows:

Title	Name	Times of Attendance in Person (B)	Times of Attendance by Proxy	Attendance Rate (%) (B/A) (Note)	Remark
Convener	WU, SHIH-HAO	3	0	100%	Fifth term/sixth term
Member	LI, CHIA-LING	1	0	100%	Fifth term
Member	TSAI, WAN-CHIH	1	0	100%	Fifth term
Member	WU, WEN-CHENG	2	0	100%	Sixth term
Member	WU, HSING-YUAN	2	0	100%	Sixth term

Other matters to be recorded:

I. If the Board of Directors rejects or amends the suggestions of the Remuneration Committee, the date and session of the Board meeting, contents of the proposal, and resolution of the Board of Directors as well as the Company's actions in response to the opinions of the Remuneration Committee (if remuneration approved by the Board is better than that proposed by the Remuneration Committee, for example) should be stated: None.

II. Regarding resolutions of the meeting of the Remuneration Committee, if there is any written record or statement pertaining to members' objections or reservations, the date and session of the Remuneration Committee meeting, contents of the proposal, the opinion of the said member, and the actions in response to the said opinion should be stated: None.

Note: (1) If a member on the Remuneration Committee leaves office before the end of the year, the date of leaving should be indicated in "Remark." The attendance rate (%) is based on the number of meetings of the Remuneration Committee divided by times of attendance in person during service.

(2) If there is a re-election of members on the Remuneration Committee before the end of the year, both the newly elected and former members should be listed, and whether the members are newly elected, former, or re-elected, as well as the date of re-election, should be indicated in "Remark." The attendance rate (%) is based on the number of meetings of the Remuneration Committee divided by times of attendance in person during service.

3. Information on and Operational Status of the Nomination Committee Members: The Company has not established a Nomination Committee; the need for its establishment will be evaluated in the future.

4. Summary of Important Resolutions of the Remuneration Committee in 2025 and up to the Date of Publication of the Annual Report, and the Company's Handling of Members' Opinions:

Date	Summary of Resolution	Action in Response to the Remuneration Committee's Opinions
2025.02.20	<ul style="list-style-type: none"> ■ Approved the 2024 directors' remuneration and employees' remuneration proposal ■ Approved the amendment to Article 35 of the Articles of Incorporation of the Company ■ Approved the amendment to the management allowance distribution standard chart of the Company ■ Approved the amendment to the "Guidelines for the Distribution of Bonuses for the Three Important Chinese Festivals" of Taiyen Green Energy Co., Ltd. 	To be subsequently submitted to the Board of Directors for approval by resolution.
2025.07.09	<ul style="list-style-type: none"> ■ Approved the amendment to the Regulations for the Retirement and Bereavement Compensation Distribution for the Chairman of the Company ■ Approved the proposal for the adjustments to food allowances of the Company 	To be subsequently submitted to the Board of Directors for approval by resolution.
2025.10.27	<ul style="list-style-type: none"> ■ Approved the 2025 remuneration examination report of the Company 	To be subsequently submitted to the Board of Directors for approval by resolution.

2026.01.23	<ul style="list-style-type: none"> ■ Approved the proposal for the distribution of directors' remuneration and employees' remuneration for fiscal year 2025. ■ Approved the amendment to the Articles of Incorporation of Taiyen Green Energy Co., Ltd. ■ Approved the proposal to adjust meal allowances of Taiyen Green Energy Co., Ltd. 	To be subsequently submitted to the Board of Directors for approval by resolution.
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(V) Status of Promoting Sustainable Development and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof

Promotion Items	Execution Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Summary (Note 2)	
<p>I. Does the Company establish a governance framework for promoting sustainable development, set up a dedicated (or concurrent) unit for promoting sustainable development, authorized high-level management to handle these matters, and how does the Board of Directors supervise these efforts?</p> <p>The "Summary Description" must include the following content:</p> <ol style="list-style-type: none"> 1. Describe the Company's governance framework for promoting sustainable development. 2. Describe the execution status of various organizations within the Company, including but not limited to: <ul style="list-style-type: none"> (1) The name of the dedicated (or concurrent) unit for promoting sustainable development, its establishment date, and the authorization from the Board of Directors. (2) The composition of the promotion unit's members, its operations, and its execution status for the current year (e.g., work plan and responsibilities). (3) The frequency of the promotion unit's reports to the Board of Directors (at least once a year) or the date(s) of reporting to the Board of Directors in the current year. 3. Describe the Board of Directors' supervision of sustainable development, including but not limited to: management policies, strategy and objective formulation, review measures, etc. 	V		<p>1. Governance Framework:</p> <p>(1) In accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" of the Taiwan Stock Exchange (hereinafter referred to as TWSE), TAIYEN BIOTECH CO., LTD. established the "TAIYEN BIOTECH CO., LTD. Corporate Governance Best Practice Principles" on December 26, 2014. To ensure a sound corporate governance system, the Company has also established related charters such as the "Rules of Procedure for Shareholders' Meetings," "Rules of Procedure for Board of Directors' Meetings," "Self-Regulatory Code for Disclosure of Information on Mergers and Acquisitions," "Code of Ethical Corporate Management," "Code of Ethical Conduct for Directors and Senior Management Above First-Level Supervisors," "Audit Committee Charter," and "Remuneration Committee Charter." The Company also discloses its relevant information and latest news in the Investor Section of its website and on MOPS of the TWSE to maintain healthy communications with shareholders and consumers, achieving responsible operations.</p> <p>(2) The Company has established a dedicated Energy Conservation, Carbon Reduction, and Greenhouse Gas Inventory Promotion Task Force to execute greenhouse gas inventory operations and reports the execution progress to the Board of Directors quarterly.</p> <p>2. Implementation status for organizations of the Company:</p> <p>(1) The Board of Directors approved the "Corporate Governance Best Practice Principles of Taiyen Biotech Co., Ltd." in 2015. A Corporate Social Responsibility Committee was also established in 2016, with the Public Relations team of the Brand Marketing Department tasked with compiling the Corporate Social Responsibility Report. The Corporate Social Responsibility Committee was renamed the Corporate Sustainability Committee in 2021, and the Corporate Social Responsibility Report was also renamed the Sustainability Report in 2021.</p> <p>(2) The Corporate Social Responsibility Committee (renamed Sustainability</p>	None.

Promotion Items	Execution Status (Note 1)		Summary (Note 2)	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No		
			<p>Committee in May 2021) is divided into four responsible teams, namely, “Corporate Governance Team,” “Customer Care and Public Welfare Team,” “Environmental Sustainability Team,” and “Employee’s Care Team”; each team is formulated by members from different departments, who are chief executives of the Company, based on categories of issues. The Committee meets once every six months, inviting external consultants to conduct benchmark learning during the meetings. Each working group proposes annual sustainable management proposals for various aspects to promote the Company's sustainable operational development. The annual targets for each team shall be established at the beginning of the year; after such targets are agreed to by the Committee, the Company continues tracking the achievements regarding the targets established and carries out target examination at the year-end meeting.</p> <p>(3) The Company’s Energy Conservation, Carbon Reduction, and Greenhouse Gas (GHG) Inventory Promotion Task Force is chaired by the Chairman, with the President serving as the Chief Executive Officer, and the heads of respective departments serving as team leaders. Since the Board meeting in the second quarter of 2022, the planning and implementation progress of the GHG inventory has been reported to the Board of Directors on a quarterly basis. The Company will begin disclosing the GHG emissions information of the preceding year starting from 2026.</p> <p>3. The supervisory items for the sustainable development of the Board of Directors of the Company are as follows:</p> <p>(1) Promote and supervise works related to aspects of ethical corporate operations and risk management.</p> <p>(2) Track and examine the implementation status and achievements of sustainable corporate development.</p> <p>(3) After the Company's company-wide greenhouse gas reduction targets, strategies, and specific action plans are submitted to and approved by the Board of Directors, they will be announced concurrently with the disclosure of greenhouse gas emission inventory information before 2025, in accordance with the disclosure information company category (the Company belongs to the third-phase announcement) as stipulated in the Sustainable Development Roadmap for TWSE/TPEX Listed Companies.</p> <p>(4) In compliance with Indicator 4.24 of the Corporate Governance Evaluation Indicators announced by the Taiwan Stock Exchange Corporation (TWSE), the “Preparation Plan for the 2024 Sustainability Report” was submitted to and approved by the 2nd meeting</p>	

Promotion Items	Execution Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Summary (Note 2)	
			of the 14th Board of Directors on July 28, 2025. This initiative aims to enhance the Company's corporate governance evaluation score.	
<p>II. Does the Company conduct risk assessments on environmental, social, and corporate governance issues related to its operations based on the materiality principle, and has it established relevant risk management policies or strategies? (Note 2)</p> <p>The "Summary Description" must include the following content:</p> <p>1. Describe the boundary of the risk assessment (the scope of subsidiaries covered). Furthermore, the boundary of this risk assessment should be the same as the boundaries for the subsequent environmental and social issues in this appendix; if there are discrepancies, the boundary should be described for each respective issue.</p> <p>2. Describe the risk assessment standards, processes, and results for identifying material issues related to environmental, social, and corporate governance (ESG) matters, as well as the relevant risk management policies or strategies.</p>	V		<p>1. In accordance with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, the Company has conducted risk assessments on environmental, social, and corporate governance issues related to its operations, based on the materiality principle. The risk management of the Company complies with relevant business natures, for which different management units are held responsible; the Audit Office is responsible for preparing and implementing the risk-oriented audit plan and carrying out review regarding the existing or potential risks of different operations. Risks identified by Taiyen are mostly in economic and social aspects, various risk management methods, and risks that Taiyen may face in the short-term, and corresponding measures.</p> <p>2. To effectively control corporate risks and achieve the concept of sustainable operations, the Company has established an "internal control system" and formulated the "Implementation Rules for Internal Audits." The audit plan covers all operating activities of Taiyen, including the eight major transaction cycles, computerized information system processing controls, management control activities, and handling of lobbying and business performance management matters. The internal audit function assists the Board of Directors and managerial officers in examining and reviewing the status of the Company's internal control system and provides appropriate improvement recommendations. In addition, Taiyen approved the 2025 "Statement on Internal Control System" at the 6th meeting of the 14th Board of Directors on March 6, 2026.</p> <p>3. Furthermore, the Company conducts analyses in accordance with the materiality requirements for significant topics as stipulated by the GRI Standards. Based on stakeholder identification and questionnaire survey results, and then through an assessment by the heads of TAIYEN's various departments regarding the short-, medium-, and long-term financial and non-financial impacts and risks posed by these issues to the Company—covering five major dimensions including economic, social, environmental, product, and corporate governance—10 material topics were ultimately compiled. These include: consumer/customer health and safety, quality management, corporate governance and integrity, corporate brand image, employee compensation and benefits, operating performance, anti-corruption, occupational health and safety, policy and regulatory compliance, and labor-management</p>	None.

Promotion Items	Execution Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Summary (Note 2)	
			<p>communication. (Please refer to the Company's Sustainability Report).</p> <p>4. The Company operates in the food and biotechnology manufacturing industry, on which climate change has significant effects in the course of operations of the Company. We identify risks of climate change regarding aspects of disasters, regulations, and market, and propose countermeasures, so as to effectively manage the climate change risks. For example: Formulating greenhouse gas emission reduction measures, improving energy efficiency to reduce costs, and developing renewable energy (the ground-mounted solar photovoltaic project in Lujhu District, Kaohsiung City, was completed and grid-connected for power transmission on September 2, 2023, with an investment amount of approximately NT\$91 million and an annual green power generation of approximately 2.2 million kWh), to mitigate the climatic impact of greenhouse gas emissions on global warming.</p>	
<p>III. Environmental issues</p> <p>(I) Does the Company establish a suitable environmental management system based on its industrial characteristics? The "Summary Description" must include the following content:</p> <ol style="list-style-type: none"> Describe how an effective environmental management system is implemented and the regulations it is based upon. Describe the international relevant verification standards that the Company has passed (which should still be valid as of the date of publication of the annual report) and their scope of coverage. 	V		<p>(I) 1. The Company carries out its environmental management systems according to governmental regulations, including fixed pollution source management, waste clearing management, GHG emission management, and regulations related to environmental protection.</p> <p>2. Currently, GHG emission calculations for Tung-Hsiao Electrodialysis Refined Salt Factory comply with CNS 14064 in accordance with the regulations, and the declarations are made annually according to the requirements.</p> <p>3. Discussions are performed for relevant management measures of factories of the Company annually to prepare relevant countermeasures.</p>	None.
<p>(II) Is the Company committed to enhancing energy efficiency and using recycled materials that have a low impact on the environmental load? The "Summary Description" must include the following content: Describe the Company's policies for enhancing energy efficiency and using recycled materials, including but not limited to: baseline year data, promotion measures, targets, and achievement status.</p>	V		<p>(II) 1. To enhance energy efficiency and reduce carbon emissions, the Company has completed the renewal of its cogeneration equipment and boiler equipment, effectively improving energy efficiency.</p> <p>2. The Company uses recycled packaging materials for its products and aims to increase the proportion of recycled materials used in packaging. This includes, for example, the proportion of recycled cartons used for transportation packaging, as well as bottles for certain packaged water and cleaning products made from recycled PET (rPET) materials.</p>	None.
<p>(III) Does the Company assess the potential current and future risks and opportunities of climate change for the enterprise and take relevant response measures? The "Summary Description" must include the following content:</p>	V		<p>(III) 1. The Company has begun to analyze the future impacts, risks, and opportunities of climate change on the enterprise. In accordance with the relevant regulations and timeline requirements of the Financial Supervisory Commission, it has undertaken greenhouse gas emission inventory and verification planning and</p>	None.

Promotion Items	Execution Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Summary (Note 2)	
<p>Describe how the Company assesses the potential current and future risks and opportunities of climate change for the enterprise, the results of its assessment, and the relevant response measures taken.</p> <p>(IV) Does the Company compile statistics on greenhouse gas emissions, water consumption, and total waste weight for the past two years, and has it formulated policies for greenhouse gas reduction, water conservation, or other waste management?</p> <p>The "Summary Description" must include the following content: 1. Describe the statistical data for the following items for the two most recent years, their intensity (e.g., calculated per unit of product, service, or revenue), and the scope of data coverage (e.g., all plant sites and subsidiaries): (1) Greenhouse Gases: Including carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, nitrogen trifluoride, 1 and others announced by the central competent authority, distinguished into direct emissions (Scope 1, i.e., directly from emission sources owned or controlled by the Company), energy indirect emissions (Scope 2, i.e., indirect greenhouse gas emissions resulting from imported electricity, heat, or</p>	V		<p>work, and will begin to formulate greenhouse gas reduction targets, strategies, specific action plans, and reduction targets.</p> <p>2. To implement climate risk management and respond to the United Nations Sustainable Development Goals (SDGs), TAIYEN has adopted the Task Force on Climate-Related Financial Disclosures (TCFD) framework to identify the risks and opportunities brought about by climate change and link them with operational strategies to achieve the goal of sustainable operations and promote communication with stakeholders. Referencing the TCFD framework guidelines, TAIYEN categorizes climate change risks into transition risks and physical risks. These are further broken down into policy and legal, technology, market, and reputation under transition risks, and acute and chronic under physical risks. Potential risks and opportunities of climate change are identified and regularly reported in the TAIYEN Sustainability Committee. Cross-departmental identification of short-, medium-, and long-term climate risks and opportunities is conducted, and corresponding strategies are discussed to enhance organizational climate resilience.</p> <p>(IV) 1. Starting from 2010, the Company completed the establishment of an environmental accounting system for each unit, using more comprehensive green management information as the basis for planning and promoting environmental protection issues to achieve effective resource utilization. Concurrently, in accordance with the requirements of the competent authorities, greenhouse gas emission inventories have been conducted since 2022.</p> <p>2. Greenhouse Gas Emissions: (1) Data Coverage Scope: Taiyen Company FY2023: Direct emissions 24,898.7522 metric tons + Energy indirect emissions 3,114.6745 metric tons (total: 28,013 metric tons). FY2024: Direct emissions 22,158.6135 metric tons + Energy indirect emissions 3,706.7083 metric tons (total: 25,865 metric tons). (3) Emission Intensity (Scope 1 + Scope 2, metric tons CO₂e per million revenue): FY2023: 8.832 FY2024: 8.233 (4) Assurance Scope: Taiyen Company (5) Assurance Status:</p>	<p>1. The data for greenhouse gas (GHG) inventory and assurance are based on the inventory and external assurance reports of the Tongxiao Plant for 2023 and 2024. In contrast, the information disclosed in the sustainability report is sourced from company-wide environmental accounting data (excluding Sales Offices and the R&D Department); there is a difference in scope between the two.</p> <p>2. The company-wide GHG inventory and assurance information, water consumption data, and waste information for 2025 are scheduled to be disclosed in the</p>

Promotion Items	Execution Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Summary (Note 2)	
<p>steam), and other indirect emissions (Scope 3, i.e., emissions resulting from the Company's activities, not belonging to energy indirect emissions, but from emission sources owned or controlled by other companies);</p> <p>(2) Water Consumption;</p> <p>(3) Waste: Total weight distinguished into hazardous waste and non-hazardous waste. If the Company is a non-manufacturer, differentiation is not required; only the total waste weight needs to be disclosed, with an explanation of the statistical method according to industry characteristics.</p> <p>2. Describe the policies for greenhouse gas reduction, water conservation, or other waste management, including but not limited to: baseline year data, reduction targets, promotion measures, and achievement status, etc.</p> <p>3. Describe the verification status of each piece of information (which should still be valid as of the date of publication of the annual report) and its scope of coverage.</p>			<p>FY2023: Passed external verification conducted by Taiwan Electric Research & Testing Center, in compliance with current regulations of the Ministry of Environment.</p> <p>FY2024: Passed external verification conducted by Taiwan Electric Research & Testing Center, in compliance with current regulations of the Ministry of Environment.</p> <p>3. Water Consumption:</p> <p>(1) Data Coverage Scope: Taiyen Company (excluding Sales Offices and the R&D Department)</p> <p>(2) Water Consumption: FY2023: 13,047,147 metric tons (seawater + tap water) FY2024: 11,912,738 metric tons (seawater + tap water)</p> <p>(3) Intensity (metric tons per million revenue): FY2023: 4,113 FY2024: 3,791</p> <p>(4) Assurance Status: Internal environmental accounting data of the Company; not externally assured.</p> <p>4. Waste:</p> <p>(1) Data Coverage Scope: Entire Company. (2) Hazardous Industrial Waste: None. (3) General Industrial Waste: 2023: 313.852 metric tons. 2024: 264.773 metric tons. (4) Intensity (metric tons/million revenue) 2023: 0.099. 2024: 0.084. (5) Assurance Status: Internal company statistical data, not externally assured.</p> <p>5. Environmental Management Policy:</p> <p>(1) Greenhouse Gases: With 2022 as the baseline year, reduction targets are set using two indicators: greenhouse gas emission intensity (Scope 1+2 emission tons/million revenue) and total company electricity consumption from external sources, by utilizing four reduction strategies: (a) establishing a reduction plan, (b) promoting energy conservation and carbon reduction, (c) implementing a circular economy, and (d) introducing renewable energy.</p> <p>(2) Water Consumption: All water used by the Company is not sourced from high water stress areas. The Company will continue to promote water conservation concepts through various means such as posters and slogans, integrating them into every detail of office life.</p> <p>(3) Waste: To promote resource recycling and reuse and achieve sustainability goals, waste such as paper, iron, and plastic is stored separately according to its nature in storage areas and periodically collected by qualified vendors for transportation to</p>	sustainability report.

Promotion Items	Execution Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Summary (Note 2)	
			qualified facilities for recycling and reuse.	
<p>IV. Social issues</p> <p>(I) Does the Company formulate relevant management policies and procedures in accordance with related laws and regulations and international human rights conventions?</p> <p>The "Summary Description" must include the following content: Describe the policies and specific management programs for safeguarding human rights (such as: human rights assessments, human rights risk mitigation measures, conducting relevant educational training, etc.), and the relevant laws, regulations, and international human rights conventions upon which they are based.</p>	V		<p>(I) 1. To achieve corporate sustainability and protect the fundamental human rights of all employees, customers, and stakeholders, the Company supports and complies with the "Universal Declaration of Human Rights," respects internationally recognized human rights, and has established its human rights policy.</p> <p>2. The Company provides equal employment opportunities to job applicants, and no human rights violations or discrimination incidents occurred in 2025.</p> <p>3. To provide a working and service environment free from sexual harassment for employees and job applicants, and to adopt appropriate preventive, corrective, and disciplinary measures to protect the rights and privacy of involved parties, the Company has established the "Guidelines for Complaint Handling and Disciplinary Measures for Workplace Sexual Harassment Prevention" in accordance with Paragraph 1, Article 13 of the Act of Gender Equality in Employment and the "Regulations for Establishing Measures on Prevention of Sexual Harassment in the Workplace" promulgated by the Ministry of Labor. In addition, pursuant to the Company's "Complaint/Whistleblowing Guidelines," complaint channels are in place to safeguard employees' human rights in cases where their rights are violated or sexual harassment occurs and cannot be reasonably resolved.</p> <p>4. In 2025, the Company organized training courses on "Prevention of Workplace Sexual Harassment and Other Illegal Infringements" and "Practical Case Analysis of Workplace Bullying and Positive Communication," and made the course materials available online for employees.</p>	None.
<p>(II) Does the Company formulate and implement reasonable employee benefits (including salary, leave and other benefits, etc.) and appropriately reflect the operating performance or results on the compensation of employees?</p> <p>The "Summary Description" must include the following content:</p> <p>1. The described employee welfare measures should include but are not limited to: employee compensation,</p>	V		<p>(II) 1. The Company's Articles of Incorporation stipulate that, where profits are generated, 2.25% to 5% shall be appropriated as employees' remuneration (of which, the remuneration distributed to non-managerial employees shall not be less than 50% of the total employees' remuneration), so as to appropriately reflect operating performance or results in employees' compensation. In 2025, the Company's profit increased by approximately 2.9% compared with 2024. Based on the comprehensive</p>	None.

Promotion Items	Execution Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Summary (Note 2)	
<p>workplace diversification and equality (including but not limited to: the proportion of female staff and senior executives), leave, various allowances, monetary gifts, and subsidies, etc.</p> <p>2. Describe the policy on how operating performance or results are reflected in employee compensation and the status of its implementation.</p>			<p>evaluation of the Remuneration Committee, employees' remuneration was set at 4%. In addition, the Company has established relevant management regulations and implements annual salary adjustments based on operating performance (with an average adjustment of 3.3% in 2025). To further enhance employee morale, meal allowances were also increased in 2025.</p> <p>2. The Company's remuneration policy is based on market conditions, job responsibilities, and employees' experience and capabilities; therefore, there is no gender-based pay gap for employees in equivalent positions with similar experience and capabilities. In addition, to promote workplace diversity, female employees accounted for 42.0% in 2023, 41.8% in 2024, and 42.4% in 2025, while female supervisors accounted for 29.9% of all supervisors.</p> <p>3. The Company is committed to creating a favorable working environment and enhancing employee welfare. It has established facilities such as reading rooms, multi-purpose sports venues, and fitness spaces, and regularly organizes recreational activities to strengthen employee engagement and cohesion. In addition, the Company provides several leave policies more favorable than those required under the Labor Standards Act, including sick leave and special sick leave.</p>	
<p>(III) Does the Company provide a safe and healthy work environment for employees and regularly organize health and safety training for employees?</p> <p>The "Summary Description" must include the following content:</p> <p>1. Describe the measures for ensuring a safe and healthy working environment for employees, and the educational policies for employees and their implementation status.</p> <p>2. Describe the relevant certifications obtained by the Company (which should still be valid as of the date of publication of the annual report) and their scope of coverage.</p> <p>3. Describe the number of occupational accident cases, the number of individuals involved, and their proportion to the total number of employees for the</p>	V		<p>(III) 1. The Company conducts operating environment monitoring every six months for operations involving special health hazards as defined in the "Labor Health Protection Rules." Employees engaged in such operations are required to undergo special health examinations annually, and appropriate personal protective equipment is provided. For employees whose special health examination results are classified as Level 3 or above, occupational medicine specialists are arranged to conduct follow-up examinations, and work assignments and operating environments are adjusted in accordance with physicians' recommendations. The Company conducts annual employee health examinations, which exceed statutory requirements, and the</p>	None.

Promotion Items	Execution Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Summary (Note 2)	
<p>current year, as well as relevant improvement measures.</p> <p>4. Describe the number of fire incidents, the number of casualties (fatalities and injuries), and the proportion of casualties to the total number of employees for the current year, as well as relevant improvement measures in response to fires.</p>			<p>employee health examination coverage rate reached 98.3% in 2025.</p> <p>2. The Company engages contracted medical personnel in accordance with the “Labor Health Protection Rules” to provide occupational health services and enhance workplace safety and employee health. In 2025, there were 14 physician service sessions totaling 28 hours, 181 nursing service sessions totaling 382 hours, and 447 employee health consultations and guidance cases.</p> <p>3. The Company organizes health seminars and occupational safety and health training programs on a regular basis to enhance employees’ awareness of workplace safety issues and self-protection. In 2025, 2,039 participants attended internal training, and 270 participants attended occupational safety and health continuing education programs.</p> <p>4. The Company creates a safe working environment through the following measures:</p> <p>(1) Establishing occupational safety and health work rules.</p> <p>(2) Assigning qualified operators for hazardous machinery and equipment and conducting statutory periodic inspections.</p> <p>(3) Performing regular self-inspections of machinery and equipment in accordance with regulations.</p> <p>(4) Conducting occupational safety and health training and emergency response drills.</p> <p>(5) Preparing safety data sheets (SDS) and inventories for hazardous chemicals, and providing regular training.</p> <p>(6) Conducting regular workplace environmental monitoring.</p> <p>(7) Providing appropriate personal protective equipment according to operational needs.</p> <p>(8) Production units conduct monthly safety inspections and quarterly occupational safety audits. In 2025, a total of 215 findings were identified in production unit safety inspections, all of which have been corrected. The headquarters conducted occupational safety audits at 24 plants, identifying 8 recommendations and 12 items requiring improvement, all of</p>	

Promotion Items	Execution Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Summary (Note 2)	
<p>(IV) Does the Company establish effective career development and training plans for employees?</p> <p>The "Summary Description" must include the following content: Describe the aspects covered by the training program (e.g., new employee training, professional development, supervisory training, etc.), its scope (e.g., various levels of supervisors, colleagues, etc.), and its implementation status.</p>	V		<p>which have been completed. (9) Conducting fire safety equipment inspections and emergency drills.</p> <p>5. The Tung-Hsiao Electrolysis Refined Salt Factory successfully passed ISO 45001:2018 Occupational Health and Safety Management System certification on August 1, 2023, recognized by an international certification body (covering salt products, packaged water production, and tourism factory operations). The certification is valid from August 1, 2023 to July 31, 2026.</p> <p>6. In 2025, there were no commuting traffic accidents and one occupational accident, with zero lost workdays and a total recordable injury rate (TRIR) of 0. The Company prioritizes employee occupational safety, complies with occupational health and safety regulations, and implements preventive safety measures to avoid work-related health hazards and eliminate any risk to life.</p> <p>7. No fire incidents occurred in 2025.</p> <p>(IV) The Company formulates its training plan annually in accordance with organizational needs. In 2025, the training programs included management and professional courses, general knowledge seminars, and new employee training. These programs not only enhance employees' competencies and qualifications in their current positions and future career development paths, but also further stimulate their development potential. The Company has established a comprehensive training system and provides extensive learning opportunities and resources, with structured training programs covering employees from new hires to all levels of management. In addition, to strengthen employees' awareness of legal compliance and ethical corporate governance, the Company conducted a "Corporate Anti-Corruption and Fraud Prevention" seminar. A total of 463 participants attended the program, and all participants successfully passed the assessment.</p>	None.
<p>(V) Regarding issues such as customer health and safety, customer privacy, marketing, and labeling for products and services, does the Company comply with relevant laws, regulations, and international standards,</p>	V		<p>(V) All retail outlets and the customer service hotline provide product consultation services. Customer complaints are handled in accordance with the Company's "Product Complaint Handling Procedures."</p>	None.

Promotion Items	Execution Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Summary (Note 2)	
<p>and has it formulated relevant policies to protect consumer or customer rights and established complaint procedures?</p> <p>The "Summary Description" must include the following content: Describe the laws, regulations, and international standards adhered to for each matter, and explain the name, content, and complaint procedures of the policies for protecting consumer or customer rights.</p> <p>(VI) Does the Company formulate a supplier management policy which requires suppliers to comply with the relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and disclose the suppliers' implementation?</p> <p>The "Summary Description" must include the following content: 1. Describe the supplier management policy and relevant compliance regulations, and its content should include proactive and specific requirements for suppliers regarding environmental protection, occupational safety and health, or labor human rights (e.g., requiring relevant certifications to be passed). Describe the implementation status of the supplier management policy and relevant compliance regulations (e.g., implementation status of supplier self-assessment, guidance or education, performance evaluation, etc.).</p>	V		<p>(VI) 1. The contracts between the Company and its major suppliers stipulate that if a supplier is found to be in violation of its corporate sustainability policies, the Company may terminate or rescind the contract at any time.</p> <p>2. With respect to the procurement contracts, the requirements for workers' living and working conditions specify that, in the event of any accident, rescue, restoration, reconstruction, and compensation to Party A and any third parties shall be promptly undertaken. All waste, debris, non-essential or non-conforming materials, tools, and other equipment shall be removed from the site and its surrounding areas at all times to ensure site safety and environmental cleanliness. Provisions regarding labor rights protection and insurance are also included.</p> <p>3. The Company complies with the Gender Equality in Employment Act, the Sexual Harassment Prevention Act, the Labor Standards Act, and other applicable laws and regulations. If it is found that Party B's employees are not enrolled in labor and health insurance, are subject to forced labor, or that Party B employs child labor or violates gender equality or sexual harassment regulations, Party A may require Party B to make corrections within a prescribed period and impose liquidated damages. If Party B fails to make improvements or repeats such violations, Party A may immediately terminate the contract. Party B also agrees that, where there is a risk of such violations, personnel appointed by Party A may conduct audits on compliance with labor-related laws and regulations.</p> <p>4. Raw materials under the contract shall comply with heavy metal testing requirements and be</p>	None.

Promotion Items	Execution Status (Note 1)		Summary (Note 2)	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No		
			<p>accompanied by test reports in accordance with the prevailing "Sanitation Standard for Food Utensils, Containers and Packages." The contract also includes provisions on food safety and quality assurance. In addition, if returns reach three times, the Company may terminate the contract and forfeit the performance bond, and the supplier shall have no objection.</p> <p>5. The Company conducts annual supplier evaluations at each plant and requires suppliers to complete a Corporate Sustainability Survey and a Supplier Sustainability Commitment. The survey covers environmental protection, labor practices, human rights, social responsibility, and product responsibility, with the following key requirements:</p> <p>(1) Suppliers shall comply with applicable domestic environmental regulations, relevant international standards, and the CSR policies of both parties, and shall appropriately protect and promote environmental sustainability.</p> <p>(2) Suppliers shall avoid pollution of water, air, and land, and shall make best efforts to minimize adverse impacts on human health and the environment, adopting the best available pollution prevention technologies where feasible.</p> <p>(3) Suppliers shall implement non-discriminatory employment practices regardless of gender, ethnicity, age, marital status, or family status, and shall protect vulnerable groups (including contract workers, migrant workers, and indigenous peoples). Suppliers shall ensure equal human rights protection, employment conditions, training, and promotion opportunities, and prohibit any form of abusive behavior, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse.</p> <p>(4) Suppliers shall comply with the Labor Standards Act and relevant laws and regulations, respect internationally recognized labor rights principles, and prohibit all forms of forced labor. Employment shall be voluntary, and employees shall be free to resign or terminate employment in accordance with applicable laws. Suppliers shall comply with minimum working age requirements under International</p>	

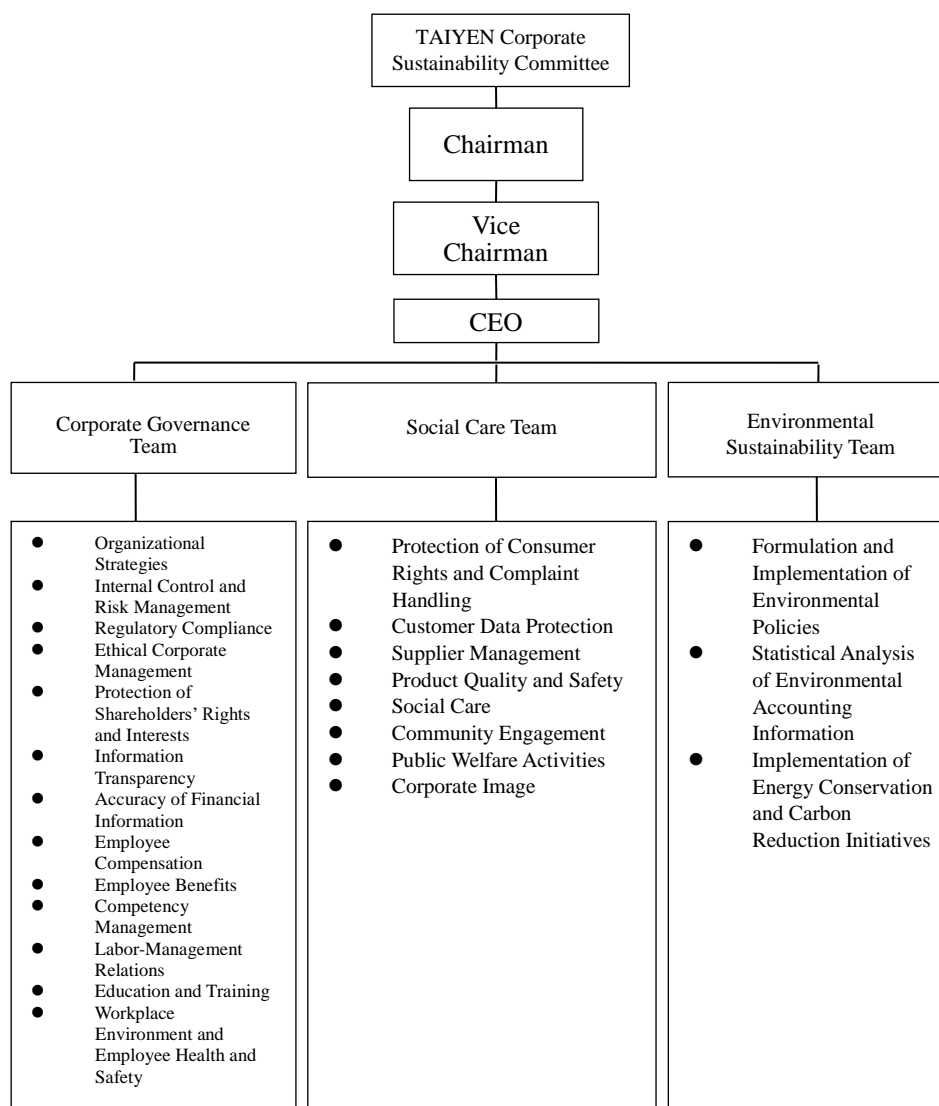
Promotion Items	Execution Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Summary (Note 2)	
			<p>Labour Organization (ILO) conventions and prohibit the use of child labor in operations and supply chains, ensuring that no harm is caused to children's development, education, health, or safety.</p> <p>(5) Suppliers shall ensure a safe working environment, provide necessary equipment and protective gear, and offer regular training opportunities to all employees to protect them from occupational accidents, hazardous substances, and excessive physical and mental stress.</p>	
<p>V. Does the Company prepare reports disclosing non-financial information, such as a sustainability report, with reference to internationally accepted reporting standards or guidelines? Does the previous report obtain the assurance or verification statement of a third-party verification unit?</p> <p>The "Summary Description" must include the following content:</p> <p>1. Describe the international reporting standards or guidelines referenced, and the report(s) prepared that disclose non-financial information.</p> <p>2. If assurance or verification has been obtained, the name of the verification unit providing the assurance or verification, the items or scope verified, and the standards followed should be described.</p>	V		<p>1. The Company's Sustainability Report references the GRI Standards issued by the Global Sustainability Standards Board (GSSB) as its primary disclosure framework. It also makes disclosures in accordance with the disclosure standards issued by the Sustainability Accounting Standards Board (SASB) and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) issued by the Financial Stability Board of the United Nations.</p> <p>2. To enhance the quality and credibility of the information disclosed in this report, the report has been assured by Ernst & Young in accordance with Items 1 to 10, Subparagraph 1, Paragraph 1, Article 4 of the "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by Listed Companies," the GRI Standards, and Statement on Assurance Engagements No. 1, "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information," issued by the Accounting Research and Development Foundation of the Republic of China, at the limited assurance level.</p>	None.
<p>vi. If the Company has established its own sustainable development principles in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies," please describe the operation thereof and any differences from the established principles:</p> <p>To implement and promote matters related to corporate social responsibility, the Company established a task-force-based Corporate Social Responsibility Committee and adopted the "Organizational Guidelines for the Corporate Social Responsibility Committee of Taiyen Biotech Co., Ltd." on January 26, 2016. In response to the Financial Supervisory Commission's formal launch of the "Corporate Governance 3.0 – Sustainable Development Roadmap" in August 2020, and in alignment with applicable regulations and international development trends, the name of the Corporate Social Responsibility (CSR) Report was changed to the Sustainability Report (ESG Report). The Committee was subsequently renamed the Taiyen Sustainability Committee on May 10, 2021.</p> <p>On February 10, 2025, the Company amended the "Organizational Guidelines for the Sustainability Committee of Taiyen Biotech Co., Ltd." The Chairman serves as the Chairperson of the Sustainability Committee, the President serves as the Deputy Chairperson, the Vice President serves as the Chief Executive Officer, and first-level supervisors of the execution units under each task force serve as committee members. The Committee has established the following task forces: the "Corporate Governance Team," the "Social Care Team," and the "Environmental Sustainability Team." The execution units of each team are as follows:</p> <p>(I) Corporate Governance Team: The personnel responsible for Board meeting affairs, Corporate Development Department, Salt and Water Business Division, Biotech Business Division, Brand Marketing Department, Administration Department, Auditing Office, Legal Affairs Office, Finance and Accounting Department, Occupational Safety and Health Office, Tung-Hsiao Electrodialysis Refined Salt Factory, Biotech Health Products Factory, Biotech Cosmetics Factory, Qigu Salt Plant, and Import Salt Storage and Transportation Office.</p>				

Promotion Items	Execution Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Summary (Note 2)	

(II) Social Care Team: The Brand Marketing Department, Salt and Water Business Division, Biotech Business Division, R&D Department, Legal Affairs Office, Corporate Development Department, Administration Department, Tung-Hsiao Electrodialysis Refined Salt Factory, Biotech Health Products Factory, Biotech Cosmetics Factory, Qigu Salt Plant, and Import Salt Storage and Transportation Office.

(III) Environmental Sustainability Team: The Corporate Development Department, Tung-Hsiao Electrodialysis Refined Salt Factory, Biotech Health Products Factory, Biotech Cosmetics Factory, Qigu Salt Plant, Import Salt Storage and Transportation Office, Administration Department, Finance and Accounting Department, Biotech Business Division, and Salt and Water Business Division.

TAIYEN BIOTECH CO., LTD. Corporate Sustainability Committee Organizational Structure



The Company's Sustainability Committee held meetings on April 18, 2025, and December 10, 2025, respectively, to discuss matters related to the Company's sustainable operations.

VII. Other Important Information Conducive to Understanding the Execution Status of Promoting Sustainable Development:
 The Company has detailed its corporate sustainability operational status in the Sustainability Report, which can be downloaded for reference from the Company's website (www.tybio.com.tw), helping the general public understand the Company's corporate sustainability operations.

Note 1: If "Yes" is checked for the execution status, please specifically describe the important policies, strategies, measures adopted, and their execution status. If "No" is checked for the execution status, please explain the discrepancies and reasons in the "Deviations from the Sustainable Development Best Practice Principles for

TWSE/TPEX Listed Companies,1 and Reasons Thereof" column, and describe future plans for adopting relevant policies, strategies, and measures. However, regarding promotion items one and two, listed and OTC companies should describe the governance and supervisory framework for sustainable development, including but not limited to management policies, strategy and objective formulation, review measures, etc. Also, describe the Company's risk management policies or strategies for environmental, social, and corporate governance issues related to its operations, and their assessment status.

Note 2: The materiality principles refer to environmental, social, and corporate governance issues that have a significant impact on the investors and other stakeholders.

Note 3: Please refer to the sample of best practice principles on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

(1) Climate-Related Information:

1. Execution Status of Climate-Related Information

Evaluation Item	Execution Status
I. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	<p>1. Board of Directors and its Functional Committees: The Company regularly reports to the Board of Directors on the execution progress of greenhouse gas inventory and verification to facilitate supervision of climate change risks, response strategies, and the implementation results of related promotion plans and targets.</p> <p>2. TAIYEN Sustainability Committee: Coordinates relevant internal departments to jointly review the internal and external risks faced by the Company, including climate change risks, formulates response measures for company-wide material risk issues as well as annual sustainability tasks and targets, and regularly reports to the Board of Directors.</p>
II. Describe how identified climate risks and opportunities impact the enterprise's business, strategy, and financials (short-term, medium-term, long-term).	Referencing the TCFD framework guidelines, TAIYEN categorizes climate change risks into transition risks and physical risks. These are further broken down into policy and legal, technology, market, and reputation under transition risks, and acute and chronic under physical risks. Potential risks and opportunities of climate change are identified and regularly reported in the TAIYEN Sustainability Committee. Cross-departmental identification of short-, medium-, and long-term climate risks and opportunities is conducted, and corresponding strategies are discussed to enhance organizational climate resilience.
III. Describe the financial impact of extreme weather events and transition actions.	Based on the results of TAIYEN's climate change risk assessment, climate-related risks can mainly be divided into physical risks (intensification of extreme weather, supply chain disruptions due to climatic factors, rising global fuel prices) and transition risks (policy and legal regulations, increased demand for low-carbon products, impact on the company's green image, changes in consumer preferences), in order to strengthen the response to climate change. TAIYEN will conduct further analysis and discussion of various risks and opportunities in the coming years, formulate response strategies for the next stage, and at the same time make more complete information disclosures, including the potential financial impact of related risks and opportunities on operations, revenue, or expenditure.
IV. Describe how the identification, assessment, and management processes for climate risks are integrated into the overall risk management system.	TAIYEN's climate risk assessment process is divided into four steps: scenario data collection and interviews, TCFD questionnaire distribution and collection, climate risk analysis and assessment, and climate risk and opportunity response strategies. Relevant climate risk data is collected, analyzed, and assessed, corresponding strategies are formulated, and their implementation effectiveness is regularly reviewed for improvement, serving as a direction for future advancement.
V. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analytical factors, and main financial impacts used should be described.	TAIYEN references carbon emission evolution scenarios proposed by the International Energy Agency (IEA), such as the Stated Policies Scenario (STEPS), the Sustainable Development Scenario (SDS), and the Net Zero Emissions by 2050 Scenario (NZE), to calculate estimated carbon emissions up to the year 2050, and further assesses the potential impact of carbon fees on TAIYEN. The Company's climate change risk assessment has been disclosed in the Company's Sustainability Report.
VI. If there is a transition plan to respond to and manage climate-related risks, describe the content of said plan, and the indicators and targets used for identifying and managing physical risks and transition risks.	-
VII. If internal carbon pricing is used as a planning tool, the basis for price setting should be described.	None.
VIII. If climate-related targets have been set, information such as the activities covered, scope of greenhouse gas emissions, planning period, and annual progress towards achievement should be described; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve related targets, the source and quantity of offset carbon credits or the quantity of RECs should be described.	-

Evaluation Item	Execution Status
IX. Status of greenhouse gas inventory and assurance, and reduction targets, strategies, and specific action plans.	<p>1. In accordance with the Sustainable Development Roadmap for TWSE/TPEX Listed Companies, the Company belongs to the third phase for information disclosure. The company-wide greenhouse gas emission inventory and assurance information for the 2025 fiscal year is scheduled to be disclosed in the Sustainability Report.</p> <p>2. Specific Action Plan for Reduction Strategies:</p> <p>(1) Establish a Reduction Plan: The Tongxiao Refined Salt Plant has proposed a "Greenhouse Gas Voluntary Reduction Plan" to strive for preferential rates for carbon fee collection; other units will apply for "Voluntary Reduction Projects" to obtain reduction credits.</p> <p>(2) Promote Energy Conservation and Carbon Reduction: Each unit will independently carry out improvements to energy-saving equipment and electrify transportation means. Additionally, production units will seek external resources for a comprehensive evaluation of process improvements.</p> <p>(3) Implement a Circular Economy: By 2025, at least one packaged water bottle product will incorporate the use of environmentally friendly recycled PET (rPET) pellets (25%).</p> <p>(4) Introduce Renewable Energy: In addition to existing photovoltaic plants, available spaces will be inventoried to develop rooftop photovoltaic plants for self-use (green electricity certificates) or wholesale.</p> <p>3. Reduction Targets: Baseline year is 2022</p> <p>(1) Company-wide Greenhouse Gas Emission Intensity (Scope 1+2 emission tons/million revenue):</p> <p>Short-term: Reduce emission intensity by 1% annually, reaching below 8.894 by 2025.</p> <p>Mid-term: Reduce greenhouse gas emission intensity to below 8.435 by 2030.</p> <p>Long-term: Achieve carbon neutrality by 2050.</p>

2. Company Greenhouse Gas Inventory and Assurance Status for the Two Most Recent Fiscal Years

(1) Greenhouse Gas Inventory Information

Describe the greenhouse gas emissions (metric tons CO₂e), intensity (metric tons CO₂e/million NTD), and data coverage scope for the two most recent fiscal years.

1. Data Coverage Scope: Taiyen
2. Direct + Energy Indirect Greenhouse Gas Emissions:
 - (1) 2023: Direct 24,898.7522 metric tons + Energy Indirect 3,114.6475 metric tons (Total 28,013.4267 metric tons).
 - (2) 2024: Direct 22,158.6135 metric tons + Energy Indirect 3,706.7083 metric tons (Total 25,865.3218 metric tons).
3. Intensity (metric tons CO₂e/million NTD):
 - (1) 2023: 8.832.
 - (2) 2024: 8.233.

Note 1: Direct emissions (Scope 1, i.e., directly from emission sources owned or controlled by the Company), energy indirect emissions (Scope 2, i.e., indirect greenhouse gas emissions resulting from imported electricity, heat, or steam), and other indirect emissions (Scope 3, i.e., emissions resulting from the Company's activities, not belonging to energy indirect emissions, but from emission sources owned or controlled by other companies).

Note 2: The data coverage scope for direct emissions and energy indirect emissions shall be handled in accordance with the timeline stipulated by the order under Article 10, Paragraph 2 of these Principles. Information on other indirect emissions may be disclosed voluntarily.

Note 3: Greenhouse Gas Inventory Standards: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 issued by the International Organization for Standardization (ISO).

Note 4: The intensity of greenhouse gas emissions may be calculated per unit of product/service or revenue; however, at a minimum, the data calculated based on revenue (in millions of New Taiwan Dollars) should be described.

(2) Greenhouse Gas Assurance Information

Describe the assurance status for the two most recent fiscal years up to the date of publication of the annual report, including the scope of assurance, assurance provider, assurance standards, and assurance opinion.

1. Assurance Scope: Tongxiao Refined Salt Plant.
2. Assurance Provider:
 - (1) 2023: Taiwan Electric Research and Testing Center.
 - (2) 2024: Taiwan Electric Research and Testing Center
3. Assurance Standards: Regulations such as the Greenhouse Gas Emission Inventory and Registration Management Regulations, Greenhouse Gas Emission Inventory Operating Guidelines, and the latest relevant regulations of the enterprise greenhouse gas emission information platform issued by the Ministry of Environment, Executive

Yuan.

4. Assurance Opinion:

- (1) 2023: Complies with current regulations of the Ministry of Environment; verification results found no violation of substantive restrictions, meeting the reasonable assurance level recognized by the Ministry of Environment.
- (2) 2024: Complies with current regulations of the Ministry of Environment; verification results found no violation of substantive restrictions, meeting the reasonable assurance level recognized by the Ministry of Environment.

Note 1: Shall be handled in accordance with the timeline stipulated by the order under Article 10, Paragraph 2 of these Principles. If the Company is unable to obtain the complete greenhouse gas assurance opinion by the date of publication of the annual report, it should state "Complete assurance information will be disclosed in the Sustainability Report." If the Company does not prepare a Sustainability Report, it should state "Complete assurance information will be disclosed on the Market Observation Post System," and disclose the complete assurance information in the annual report of the following year.

Note 2: The assurance provider shall comply with the relevant regulations for sustainability report assurance providers stipulated by the Taiwan Stock Exchange Corporation and the Taipei Exchange.

Note 3: The content of disclosure may refer to the best practice reference examples on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

3. Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

Describe the baseline year and data for greenhouse gas reduction, reduction targets, strategies, specific action plans, and the achievement status of reduction targets.

1. Specific Action Plan for Reduction Strategies:

- (1) Establish a Reduction Plan: The Tongxiao Refined Salt Plant has proposed a "Greenhouse Gas Voluntary Reduction Plan" to strive for preferential rates for carbon fee collection; other units will apply for "Voluntary Reduction Projects" to obtain reduction credits.
- (2) Promote Energy Conservation and Carbon Reduction: Each unit will independently carry out improvements to energy-saving equipment and electrify transportation means. Additionally, production units will seek external resources for a comprehensive evaluation of process improvements.
- (3) Implement a Circular Economy: By 2025, at least one packaged water bottle product will incorporate the use of environmentally friendly recycled PET (rPET) pellets (25%).
- (4) Introduce Renewable Energy: In addition to existing photovoltaic plants, available spaces will be inventoried to develop rooftop photovoltaic plants for self-use (green electricity certificates) or wholesale.

2. Reduction Targets: Baseline year is 2022

- (1) Company-wide Greenhouse Gas Emission Intensity (Scope 1+2 emission tons/million revenue):
Short-term: Reduce emission intensity by 1% annually, reaching below 8.894 by 2025.
Mid-term: Reduce greenhouse gas emission intensity to below 8.435 by 2030.
Long-term: Achieve carbon neutrality by 2050.

Note 1: Shall be handled in accordance with the timeline stipulated by the order under Article 10, Paragraph 2 of these Principles.

Note 2: The base year shall be the year in which the greenhouse gas inventory covering the boundary of the consolidated financial statements is completed. For example, pursuant to the order issued under Paragraph 2, Article 10 of these Standards, a company with paid-in capital of NT\$10 billion or more shall complete the inventory for the 2024 consolidated financial statements in 2025; therefore, the base year shall be 2024. If a company has completed the inventory for its consolidated financial statements earlier, such earlier year may be adopted as the base year. In addition, the base year data may be calculated based on either a single year or the average of multiple years.

Note 3: The content of disclosure may refer to the best practice reference examples on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

(VI) Status of the Company's Implementation of Ethical Corporate Management and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof:

To establish a corporate culture of ethical corporate management and to strengthen corporate governance and risk management, the Board of Directors approved the "Ethical Corporate Management Best Practice Principles" (23 articles in total) on March 23, 2012. The amendment to the "Ethical Corporate Management Best Practice Principles" was approved by the Board of Directors and took effect on February 21, 2020 and set to be reported in the shareholders' meeting on June 19, 2020. The "Ethical Corporate Management Best Practice Principles" clearly specifies that the directors, managerial officers, and employees of the Company shall abide by laws and regulations and prevent any unethical conduct in business activities. The "Ethical Corporate Management Best Practice Principles" has been made available on the company website (Investor Zone) since March 3, 2020.

The Company implements ethical corporate management in accordance with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, Political Donations Act, Anti-Corruption Act, Government Procurement Act, Act on Recusal of Public Servants Due to Conflicts of Interest, and relevant regulations on TWSE/TPEX listing or other relevant laws on business conduct.

When performing duties, directors, managerial officers, employees, and persons having substantial control over the Company shall not directly or indirectly offer, promise to offer, request or accept any form of improper benefits, including rebates, commissions, and facilitation payments, nor shall they offer or receive improper benefits to or from customers, agents, contractors, suppliers, public servants or other stakeholders through other means.

Implementation Status of Ethical Corporate Management and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof

Evaluation Item	Implementation Status (Note)			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
<p>I. Establishing ethical corporate management policies and measures</p> <p>(I) Does the Company develop ethical corporate management policies approved by the Board of Directors and clearly state its policies and practices of ethical corporate management in the regulations and external documents? Are the Board of Directors and the senior management committed to implementing business policies?</p>	V		(I) On January 3 and January 6, 2025, the Company conducted advocacy on relevant laws and regulations for insiders and all employees, and on June 26, 2025, for new and existing directors, to make them fully understand the Company's determination, policies, and preventive measures regarding ethical corporate management, as well as the consequences of violating unethical conduct; advocacy on relevant laws and regulations was conducted to make them fully understand the Company's determination, policies, and preventive measures regarding ethical corporate management, as well as the consequences of violating unethical conduct.	None.
<p>(II) Does the Company establish the assessment system for the risks of unethical conduct and regularly analyze and assess the business activities with higher risks of unethical conduct within its business scope? Does the Company establish prevention programs against unethical conduct which at least cover the prevention measures for the conduct specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?</p>	V		(II) The Company has established and implemented the "Ethical Corporate Management Best Practice Principles of Taiyen Biotech Co., Ltd.," the "Code of Ethical Conduct for Directors and First-Level Supervisors and Above," and the "Guidelines for Complaints/Whistleblowing."	None.
<p>(III) Does the Company establish and implement operating procedures, code of conduct, penalties for violation and complaint system in the prevention programs against unethical conduct, and review and revise the said programs regularly?</p>	V		(III) In accordance with the "Regulations Governing the Establishment of Internal Control Systems by Public Companies," the Company has established an internal control system and periodically conducts internal control inspection operations; the Company has established a complaint/reporting system and set up a Personnel Review Committee. If personnel violate regulations, engage in bribery or acceptance of bribes, or related unethical conduct, they will be punished in accordance with the provisions of the "Guidelines for Employee Rewards and Punishments."	None.
<p>II. Implementing ethical corporate management</p> <p>(I) Does the Company evaluate the ethical records of transaction partners, and stipulate the clauses</p>	V		(I) The Company selects dealers/distributors according to the dealer/distributor selection regulations	None.

Evaluation Item	Implementation Status (Note)			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
<p>of ethical conduct in the contracts signed with the transaction partners?</p> <p>(II) Does the Company establish an unit under the Board of Directors that is exclusive for the promotion of ethical corporate management and reports regularly (at least once a year) to the Board of Directors the supervision of ethical corporate management policies and prevention programs against unethical conduct?</p>	V		<p>(forms: distributor selection application, customer profile, customer line of credit evaluation form, response to refund inquiry, etc.) and stipulates the clauses of ethical conduct in the contracts (payment and performance guarantee).</p> <p>(II) To ensure robust ethical corporate management, the Company's Administration Department is responsible for the formulation and supervision of the implementation of ethical corporate management policies and prevention programs, and regularly reports to the Board of Directors. On November 8, 2024, the Department reported the implementation status of ethical corporate management to the Board of Directors. The Company's auditing unit is responsible for internal control and auditing on matters in relation to ethical corporate management. If any defects are found, the auditing unit shall require immediate corrections from relevant units and report to the Board. The dedicated unit is responsible for collecting and compiling the lobbying incidents received by each unit every quarter and approving them or submits them to the Board for approval. The Board shall give guidance and supervise the incidents reported by the dedicated unit. The dedicated unit collects the requests/proposals made by related units every quarter and handles them or reports them to the Board of Directors for supervision.</p>	None
<p>(III) Does the Company adopt policies to prevent conflicts of interest and provide a proper appeal system and implement them thoroughly?</p>	V		<p>(III) No conflicts of interest occur in the Company. The "Ethical Corporate Management Best Practice Principles" clearly specifies that offering or taking bribes or offering illegal political donations, improper charitable donations or sponsorships, improper gifts or entertainment, or other improper benefits shall be prohibited. Any conflicts of interest may be filed or reported in accordance with the "Guidelines for Handling Complaint/Grievances."</p>	None

Evaluation Item	Implementation Status (Note)			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
(IV) Does the Company have an effective accounting system and internal control system set up to facilitate ethical corporate management? Does the internal audit unit formulate audit plans based on risk assessment results of unethical conduct, and audit compliance with the unethical conduct prevention programs by itself or by the CPAs?	V		(IV) The Company has an effective accounting system and internal control system set up, and engages CPAs to conduct the annual audit on relevant account books and issue an auditor's report; in addition, the Auditing Office is responsible for conducting the audit every month based on the audit plan, issuing a written audit report, and following up the improvements of each department on a regular basis. The audit report is submitted to the Chairman for approval and reported to the Board of Directors.	None
(V) Does the Company organize internal and external training on ethical corporate management on a regular basis?	V		(V) Based on the business needs, employees are assigned to attend training courses organized by the Company or third parties from time to time.	From time to time.
III. Implementing the whistle-blowing system	V		(I) To protect the interests of the Company and employees, a dedicated officer has been assigned to handle complaints and grievances in accordance with the "Guidelines for Handling Complaint/Grievances." The designated supervisor for receiving internal employee complaints/reports is the Director of the Administration Department, while the designated supervisor for receiving external complaints/reports or those involving directors or senior executives is the Head of the Audit Office. To strengthen the whistleblower mechanism, an additional communication channel with independent directors has been established.	None
(II) Does the Company establish standard operating procedures for the investigation on complaints and the follow-up measures to be adopted after the investigation is completed as well as the relevant confidentiality mechanisms?	V		(II) Complaints/reports may be submitted verbally or in writing. Upon receiving a complaint or report, it shall be reported to the Chairman, who will designate a project responsible person or organize a project team to conduct an investigation and handle the matter. The results of the investigation and handling shall be reported to the Chairman for review; if the matter involves directors or senior executives, it shall be reported to the Audit Committee. For reported complaint/whistleblowing matters, the investigation process is handled confidentially throughout.	None
(III) Does the Company take measures to protect whistle-blowers from inappropriate disciplinary actions?	V		(III) The Company makes every effort to keep a whistle-blower's identity secret and to protect the whistle-blower from any form of retaliation and threats.	None

Evaluation Item	Implementation Status (Note)			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
IV. Enhancing disclosure of information Does the Company disclose the content and performance of the Ethical Corporate Management Best Practice Principles on the company website and Market Observation Post System?	V		The "Ethical Corporate Management Best Practice Principles" is available on the company website (Investor Zone - Company Management).	None
V. If the Company has formulated its ethical corporate management best practice principles in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies," any differences between the performance of ethical corporate management and the principles should be disclosed: None.				
VI. Other significant information that helps to understand the implementation of ethical corporate management (e.g., review of and amendments to ethical corporate management policies): None.				

Note: Regardless of whether "Yes" or "No" is checked for the operational status, an explanation should be provided in the summary description column.

(VII) Other important information sufficient to enhance understanding of the operational status of corporate governance, which may also be disclosed: None.

(VIII) The following matters shall be disclosed regarding the execution status of the internal control system:

1. Statement of Internal Control System

It was duly approved by the Fourteenth Term, Sixth Board of Directors meeting on March 6, 2026, and is appended.

TAIYEN BIOTECH CO., LTD.
Statement on Internal Control System

Date: March 6, 2026

Based on the results of its self-assessment, the Company hereby declares the following regarding its internal control system for the 2025 fiscal year:

I. The Company acknowledges that the establishment, implementation, and maintenance of the internal control system are the responsibilities of the Company's Board of Directors and managerial officers, and the Company has duly established such a system. Its objectives are to provide reasonable assurance for the achievement of targets related to the effectiveness and efficiency of operations (including profitability, performance, and safeguarding of assets), the reliability, timeliness, and transparency of reporting, and compliance with relevant norms and applicable laws and regulations.

II. An internal control system has inherent limitations. Regardless of how well it is designed, an effective internal control system can only provide reasonable assurance for the achievement of the three aforementioned objectives. Moreover, the effectiveness of an internal control system may change due to alterations in the environment or circumstances. However, the Company's internal control system is equipped with a self-monitoring mechanism, and once deficiencies are identified, the Company promptly takes corrective actions.

III. The Company assesses the effectiveness of the design and execution of its internal control system based on the criteria for judging the effectiveness of internal control systems stipulated in the "Regulations Governing the Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Handling Regulations"). The criteria for judging internal control systems adopted by the said "Handling Regulations" are based on the process of management control, dividing the internal control system into five components: 1. Control Environment, 2. Risk Assessment, 3. Control Activities, 4. Information and Communication, and 5. Monitoring Activities. Each component, in turn, includes several items. For the aforementioned items, please refer to the provisions of the "Handling Regulations."

IV. The Company has duly adopted the aforementioned criteria for judging internal control systems to assess the effectiveness of the design and execution of its internal control system.

V. Based on the results of the aforementioned assessment, the Company believes that its internal control system as of December 31, 2025 (including the supervision and management of its subsidiaries)—which encompasses understanding the degree of achievement of operational effectiveness and efficiency objectives, and the design and execution of internal controls related to reporting that is reliable, timely, transparent, and in compliance with relevant norms and applicable laws and regulations—is effective and can reasonably assure the achievement of the aforementioned objectives.

VI. This Statement will form a principal part of the Company's annual report and public prospectus and will be made public. Should the aforementioned publicly disclosed content involve any misrepresentation, falsehood, or other unlawful acts, it will entail legal responsibilities under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.

VII. This Statement was duly approved by the Company's Board of Directors on March 6, 2026. Among the 9 directors present, 0 directors expressed dissenting opinions, and the remainder all agreed to the content of this Statement. This is hereby declared.

TAIYEN BIOTECH CO., LTD.
Chairman: [Signature and Seal - TING, YEN-CHE]
Acting President: [Signature and Seal - LI, CHIEH-HAN]

2. If a CPA has been hired to carry out a special audit of the internal control system, the audit report should be disclosed: None.

(IX) Important Resolutions of Shareholders' Meetings and Board of Directors' Meetings in the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report

1. Review of Resolutions of Shareholders' Meetings and Their Implementation Status for 2025 and up to the Date of Publication of the Annual Report

Date	Summary of Resolution	Implementation
June 26, 2025	<ol style="list-style-type: none"> 1. Proposal to acknowledge the Company's 2024 Business Report and Financial Statements. 2. Proposal to acknowledge the Company's 2024 earnings distribution. 3. Proposal to amend the Company's Articles of Incorporation. 4. Election of the Company's 14th-term directors (including independent directors). 	<ol style="list-style-type: none"> 1. The proposal was acknowledged as proposed by voting. 2. The proposal was acknowledged as proposed by voting, and a cash dividend of NT\$1.3 per share from the earnings distribution was distributed in September. 3. The proposal was approved as proposed by the shareholders' meeting through voting, and has been duly implemented and announced on the Company's website. 4. The shareholders' meeting elected nine directors for the 14th term (including three independent directors). The directors assumed office on June 26, 2025, for a term of three years.

2. Summary of Important Resolutions of Board of Directors' Meetings for 2025 and up to the Date of Publication of the Annual Report:

Date	Summary of Resolution
<u>2025.05.06</u>	<ul style="list-style-type: none"> ■ Approved the Company's 2025 first-quarter consolidated financial reports. ■ Approved the amendment to the Articles of Incorporation of Taiyen (Xiamen) Import and Export Co., Ltd. ■ Approved the addition of agenda items to the 2025 Annual General Shareholders' Meeting. ■ Approved the list of director and independent director candidates for the 14th Board nominated by shareholders.
<u>2025.06.26</u>	<ul style="list-style-type: none"> ■ <u>Approved the election of Director Ting, Yen-Che as the Chairman of the Company.</u> ■ <u>Approved the appointment of members of the 6th Remuneration Committee.</u>
<u>2025.07.28</u>	<ul style="list-style-type: none"> ■ Approved the ratification of the cancellation of repurchased shares and capital reduction requested by dissenting shareholders of Taiyen Green Energy Co., Ltd. ■ Approved the Company's 2025 second-quarter and first-half consolidated financial reports. ■ Approved the record date for cash dividend distribution in 2025. ■ Approved the amendment to the Articles of Incorporation of Taiyen (Xiamen) Import and Export Co., Ltd. ■ Approved the 2024 TAIYEN Sustainability Report (ESG Report) preparation plan. ■ Approved the appointment of a corporate representative as supervisor of Taiyen Green Energy Co., Ltd. ■ Approved the amendment to the Regulations for Retirement and Bereavement Compensation for the Chairman of the Company. ■ Approved the adjustment to employee meal allowances.
<u>2025.09.19</u>	<ul style="list-style-type: none"> ■ Approved the re-appointment of Ernst & Young for financial and tax certification services for the period from 2026 to 2028. ■ Approved the establishment of a dedicated subsidiary under Taiyen Green Energy Co., Ltd. to handle the establishment of the electricity business for the Duzhitou Section project site in Beimen District. ■ Approved the employee salary adjustment for 2025. ■ Approved the amendment to the Company's collective bargaining agreement.
<u>2025.11.07</u>	<ul style="list-style-type: none"> ■ Approved the Company's 2025 third-quarter and cumulative first three quarters consolidated financial reports. ■ Approved the Company's 2026 operating budget and capital expenditure budget. ■ Approved the 2026 internal audit plan. ■ Approved the procurement of "850 ml PET square bottle alkaline water" containers. ■ Approved the 2025 remuneration review report. ■ Approved the change of the Company's President. ■ Approved the schedule of Board meetings for 2026.
<u>2026.01.23</u>	<ul style="list-style-type: none"> ■ Approved the change of the Company's external auditors starting from Q1 2026. ■ Approved the application for a US\$4 million import letter of credit (L/C) financing facility with Taiwan Cooperative Bank. ■ Approved the authorization of the management department to conduct procurement for the bulk transportation of salt products and packaged water finished goods of the Tung-Hsiao Electrolysis Refined Salt Factory. ■ Approved the capital expenditure budget allocation and procurement for the construction of a salt transit warehouse at the Tung-Hsiao Electrolysis Refined Salt Factory.
<u>2026.03.06</u>	<ul style="list-style-type: none"> ■ Approved the Company's 2025 consolidated financial statements and parent company only financial

Date	Summary of Resolution
	<p>statements.</p> <ul style="list-style-type: none"> ■ Approved the assessment results on the independence and suitability of the Company's financial and tax attesting CPAs for 2025. ■ Approved the 2025 earnings distribution proposal. ■ Approved the filing and disclosure of the "2025 Internal Control System Statement" in the annual report. ■ Approved the Company's 2025 Business Report. ■ Approved the distribution of 2025 directors' remuneration and employees' remuneration. ■ Approved the amendment to the Articles of Incorporation of Taiyen Green Energy Co., Ltd. ■ Approved the adjustment of meal allowances of Taiyen Green Energy Co., Ltd. ■ Approved the change of the Company's Vice President. ■ Approved the reappointment of the Director and Chairman of Taiyen (Xiamen) Import and Export Co., Ltd. ■ Approved the reappointment of the Director of Taiyen Green Energy Co., Ltd. ■ Approved the date and agenda of the Company's 2026 Annual General Shareholders' Meeting.

(X) Main content of any dissenting opinions by directors or supervisors to important resolutions passed by the Board of Directors for which a record or written statement exists, in the most recent fiscal year and up to the date of publication of the annual report: None.

IV. Information on CPA Professional Fees

Unit: NT\$1,000

Accounting Firm	CPA's Name	Period of Audit	Audit Fees	Non-audit Fees	Total	Remark
Ernst & Young Taiwan	YAO, SHIH-CHIEH	2025.01.01-2025.12.31	1,870	2,859	4,729	The non-audit fee services mainly consist of Sustainability Report project fees of NT\$1,240 thousand, tax certification services of NT\$100 thousand, consulting services of NT\$1,384 thousand, and other services of NT\$135 thousand.
	LI, FANG-WEN	2025.01.01-2025.12.31				

Note: If the Company has changed its CPA or accounting firm during the current fiscal year, the respective audit periods should be listed separately, the reasons for the change explained in the remarks column, and information such as the audit and non-audit fees paid should be disclosed sequentially. Please provide descriptions for the service content of non-audit fees.

(I) The Company should disclose the following, if any:

1. Amount of Audit Fees before and after the Change (if the Company Changes Its Accounting Firm and Audit Fees Paid for the Year of Change Are Lower than Those for the Previous Year) and the Reason:

None.

2. Amount of Audit Fees before and after the Change (if Audit Fees Paid for the Current Year Are Lower than Stake 10% or More) and the Reason:

None.

(II) The term 'audit fees' as referred to in the preceding item pertains to the professional fees paid by the Company to the attesting CPAs for services related to the audit, review, and re-review of financial reports, and the review of financial forecasts.

V. Information on Replacement of CPAs

The Company should disclose the following information on any replacement of CPAs in the last two years and subsequent periods:

(I) Former CPAs

Date of Replacement	Approved by the Fourteenth Term, Fifth Board of Directors meeting on January 23, 2026.
Reason for Replacement	In accordance with internal adjustments of the accounting firm, the Company's signing CPAs will be changed starting from Q1 2026 from CPA Yao Shih-Chieh and CPA Li Fang-Wen to CPA Yao Shih-Chieh and CPA Hu Tzu-Jen.

Describe whether the principal terminates or the CPAs reject the appointment	Status of Parties Involved		CPA	Client
	Voluntary termination		N/A	N/A
	Declination		N/A	N/A
Opinions Other than Unqualified Opinions in the Most Recent Two Years and Reason	None			
Different Opinions with the Issuer	Yes		Accounting principles or practices	
			Disclosure of financial statements	
			Audit scope or steps	
			Other	
	None	V		
Note: N/A				
Other Disclosures (under Items 1-4 to 1-7, Subparagraph 6, Article 10 of the Regulations)	None			

(II) About the Successor CPA

Name of Accounting Firm	EY Taiwan
Name of CPA	CPA YAO, SHIH-CHIEH and CPA HU, TZU-JEN
Date of Appointment	Approved at the 5th meeting of the 14th Board of Directors on January 23, 2026.
Consultation matters and results regarding accounting treatment methods or accounting principles for specific transactions and the opinion that might be issued on the financial reports, prior to appointment.	None
Written opinion of the successor CPA on matters of disagreement with the predecessor CPA.	None

(III) Reply letter from the predecessor CPA regarding matters stipulated in Article 10, Paragraph 6, Subparagraph 1 and Subparagraph 2, Item 3 of these Regulations. Not applicable.

VI. Chairperson, President, or Any Managerial Officer in Charge of Financial or Accounting Matters in the Most Recent Fiscal Year Holding a Position at the CPAs' Accounting Firm or at an Affiliate of Such Accounting Firm (The term "affiliate of a CPA's accounting firm" means one in which the CPAs at the accounting firm of the attesting CPA hold more than 50% of the shares, or of which such CPAs hold more than half of the directorships, or a company or institution listed as an affiliate in the external publications or printed materials of the accounting firm of the CPAs.)

None.

VII. Any Transfer of Equity Interests and/or Pledge of or Change in Equity Interests (in the Most Recent Fiscal Year or during the Current Fiscal Year up to the Date of Publication of the Annual Report) by Directors, Supervisors, Managerial Officers, or Shareholders with a Stake of More than 10%

(Where the counterparty in any such transfer or pledge of equity interests is a related party, disclose the counterparty's name, its relationship between that party and the Company as well as the Company's directors, supervisors, and ten-percent shareholders, and the number of shares transferred or pledged.)

(I) Change in Equity Interests by Directors, Supervisors, Managerial Officers, or Shareholders with a Stake of More than 10%

Title (Note 1)	Name	2025 Fiscal Year		Current year up to April 26, 2026	
		Increase/Decrease in Number of Shares Held	Increase/Decrease in Number of Shares Pledged	Increase/Decrease in Number of Shares Held	Increase/Decrease in Number of Shares Pledged
Chairman	TING, YEN-CHE Representative of Ministry	0	0	0	0

Unit: Share

Director	LIU, YA-CHUAN	of Economic Affairs				
Director	LIAO, HSIEN-K'UEI					
Director	CHU, WEI-I					
10% Shareholder	Ministry of Economic Affairs					
Director	Sunshine Protech Inc. Representative: CH'EN, KUAN-P'ING		0	0	0	0
Director	TUNG WEI CONSTRUCTION CO., LTD. Representative: CHAO, KUO-HSIANG		0	0	0	0
Independent Director	WU, WEN-CHENG (Date of assumption of office: June 26, 2025)		0	0	0	0
Independent Director	WU, SHIH-HAO		0	0	0	0
Independent Director	WU, HSING-YUAN (Date of assumption of office: June 26, 2025)		0	0	0	0
President and Corporate Governance Officer	LI, CHIEH-HAN (Date of assumption of office: November 7, 2025)		0	0	0	0
Vice President	HONG, YA-PING (Date of assumption of office: March 6, 2026)		0	0	0	0
Director of Financial Accounting Department	SU, WEI		0	0	0	0
Independent Director	LI, CHIA-LING (Date of resignation: June 26, 2025)		0	0	0	0
Independent Director	LIN, YOU-BEN (Date of resignation: June 26, 2025)		0	0	0	0
President	CHEN, SHIH-HUEI (Date of resignation: March 1, 2025)		0	0	0	0
Vice President	LI, CHIEH-HAN (Date of resignation: November 7, 2025)		0	0	0	0

Note 1: Shareholders with a stake of more than 10% should be identified as majority shareholders and indicated separately.

Note 2: Fill in the following table if the counterparty of equity interests transferred or pledged is a related party.

(II) Transfer of Equity Interests

Name (Note 1)	Reason for Transfer (Note 2)	Transaction Date	Counterparty	Relationship between Counterparty and the Company, Director, Supervisor, Managerial Officer, or Shareholder with a Stake of More than 10%	Number of Shares	Price (NT\$)
—	—	—	None	—	—	—

Note 1: Indicate the name of the director, supervisor, managerial officer, or shareholder with a stake of more than 10%.

Note 2: Indicate acquisition or disposal.

(III) Pledge of Equity Interests

Name (Note 1)	Reason for Pledge (Note 2)	Pledge Date	Counterparty	Relationship between Counterparty and the Company, Director, Supervisor, Managerial Officer, or Shareholder with a Stake of More than 10%	Number of Shares	Shareholding Rate (%)	Pledge Rate (%)	Amount of Pledge (Redemption) (NT\$)
—	—	—	None	—	—	—	—	—

Note 1: Indicate the name of the director, supervisor, managerial officer, or shareholder with a stake of more than 10%.

Note 2: Indicate pledge or redemption.

VIII. Relationship among Ten Largest Shareholders

Name (Note 1)	Shareholding Held in Person		Shareholding Held by Spouse & Minor Children		Shareholding Held in the Name of Others		Top ten shareholders who are related parties, spouses, or relatives within the second degree of kinship, and their names and relationships. (Note 3)		Remark
	Number of Shares	Shareholding (%)	Number of Shares	Shareholding (%)	Number of Shares	Shareholding (%)	Title (Name)	Relation	
Ministry of Economic Affairs	77,768,272	38.88%	—	—	—	—	—	—	
Representative of Ministry of Economic Affairs: TING, YEN-CHE	—	—	—	—	—	—	—	—	
Representative of Ministry of Economic Affairs: LIU, YA-CHUAN	—	—	—	—	—	—	—	—	
Representative of Ministry of Economic Affairs: LIAO, HSIEN-KUEI	—	—	—	—	—	—	—	—	
Representative of Ministry of Economic Affairs: CHU, WEI-I	—	—	—	—	—	—	—	—	
Tungwei Construction: CHAO, KUO-HSIANG	9,998,000	4.99%	—	—	—	—	—	—	
CTBC Bank as Custodian of Taiyen Biotech Co.,	7,735,676	3.87%	—	—	—	—	—	—	

Ltd.'s Employee Stock Ownership Account									
Jinn Her Enterprise Co., Ltd.: TSAI, YONG-YU	6,406,000	3.20%	—	—	—	—	—	—	
Standard Chartered Bank (Taiwan) Limited, Business Department, as custodian for the SPDR Portfolio Emerging Markets ETF investment account, part of the SPDR® Index Shares Fund.	3,014,500	1.51%	—	—	—	—	—	—	
Standard Chartered as Custodian of KGI Asia Limited	1,969,041	0.98%	—	—	—	—	—	—	
Global Cargo Organization & Company Ltd.: YI, SHAN-WEN	1,966,000	0.98%	—	—	—	—	—	—	
HUANG, CHENG-HSUN	1,896,000	0.95%	—	—	—	—	—	—	
Vanguard Emerging Markets Stock Index Fund Investment Account, managed by The Vanguard Group, Inc., and custodied by JPMorgan Chase Bank, N.A., Taipei Branch	1,543,000	0.77%	—	—	—	—	—	—	
Custody account of Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds, held by JPMorgan Chase Bank, N.A., Taipei Branch	1,518,580	0.76%							

Note 1: All top 10 shareholders should be listed. In case of institutional shareholders, indicate the name of the institutional shareholder and its representative respectively.

Note 2: Shareholding (%) is calculated by shareholding held in person, shareholding held by spouse and minor children, and shareholding held in the name of others.

Note 3: The relationship among top 10 shareholders consisting of judicial persons and natural persons should be disclosed in accordance with the "Regulations Governing the Preparation of Financial Reports by Securities Issuers."

IX. Total Number of Shares and Total Equity Stake Held in Any Single Enterprise by the Company, Its Directors and Supervisors, Managerial Officers, and Any Companies Controlled Either Directly or Indirectly by the Company

Unit: Share, %

Reinvestment (Note)	Investment by the Company		Investment by Directors, Supervisors, Managerial Officers, and Directly or Indirectly Controlled Businesses		Total Ownership	
	Number of Shares	Shareholding (%)	Number of Shares	Shareholding (%)	Number of Shares	Shareholding (%)

Taiyen Biotech (Samoa) Co., Ltd.	1,600,000	100%	—	—	1,600,000	100%
Taiyen Green Energy Co., Ltd.	27,322,450	100%	—	—	27,322,450	100%

Note: Investment using the equity method.

III. Information on Capital Raising Activities

I. Capital and Shares

(I) Source of Capital

April 26, 2026

Unit: Thousand shares, NT\$1,000

Date	Issue Price	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares	Amount	Number of Shares	Amount	Capital Source	Issuance of Shares for Consideration Other than Cash	Other
July 1995	10	4,039,198	40,391,980	4,039,198	40,391,980	—	NT\$39,411,324 through net equity of Taiwan Salt Works (TSW)	None
June 1998	10	4,039,289	40,392,890	4,039,289	40,392,892	—	Capital increase by NT\$912 through land payment	Note 1
June 1998	10	2,948,263	29,482,626	2,948,263	29,482,628	Capital reduction 10,910,264	—	Note 2
June 1998	10	5,000,000	50,000,000	2,306,699	23,066,997	—	Capital reduction by NT\$6,415,631 through fixed assets	Note 2
October 2002	10	800,000	8,000,000	2,799,620	27,996,201	—	Capital increase by NT\$4,929,204 through premium on capital stock	Note 3
October 2002	10	800,000	8,000,000	250,000	2,500,000	—	Capital reduction by NT\$25,496,201 through land and fixed assets	Note 3
July 2004	10	800,000	8,000,000	264,474	2,644,737	Capital increase by NT\$144,737 through earnings		Note 4
June 2005	10	800,000	8,000,000	278,096	2,780,955	Capital increase by NT\$136,218 through earnings		Note 5
December 2013	10	800,000	8,000,000	200,000	2,000,000	Capital reduction by NT\$780,955		Note 6

Note 1: Approved in the Executive Yuan Letter Tai-1996-Xiao-Shou-Er-Zi No. 10836.

Note 2: Approved in the Executive Yuan Letter Tai-1997-Zhong-Shou-San-Zi No. 02342.

Note 3: Approved in the Executive Yuan Letter Tai-Jing-Zi No. 0910051321.

Note 4: Approved in the Securities and Futures Bureau Letter Tai-Cai-Zheng-Yi-Zi No. 0930126344.

Note 5: Approved in the Financial Supervisory Commission Letter Jin-Guang-Zheng-Yi-Zi No. 0940126030 dated June 29, 2005.

Note 6: Approved in the Financial Supervisory Commission Letter Jin-Guang-Zheng-Fa-Zi No. 1020041362 dated October 24, 2013.

April 26, 2026 Unit: Shares

Type of Share	Authorized Capital			Remark
	Issued Shares (Note)	Unissued Shares	Total	
Common Share	200,000,000	600,000,000	800,000,000	Listed in November 2003

Note: Indicate whether the stock is listed on the TWSE or TPEX (or is restricted from trading).

Information Related to the Shelf Registration System: Not applicable to the Company.

(II) List of Major Shareholders

April 26, 2026

Major Shareholder	Share	Number of Shares	Shareholding (%)
Ministry of Economic Affairs		77,768,272	38.88%
Tungwei Construction: Chao, Kuo-Hsiang		9,998,000	4.99%
CTBC Bank as Custodian of Taiyen Biotech Co., Ltd.'s Employee Stock Ownership Account		7,735,676	3.87%
Jinn Her Enterprise Co., Ltd.: TSAI, YONG-YU		6,406,000	3.20%
Standard Chartered Bank (Taiwan) Limited, Business Department, as custodian for the SPDR Portfolio Emerging Markets ETF investment account, part of the SPDR® Index Shares Fund.		3,014,500	1.51%
Standard Chartered as Custodian of KGI Asia Limited		1,969,041	0.98%
Global Cargo Organization & Company Ltd.: YI, SHAN-WEN		1,966,000	0.98%
HUANG, CHENG-HSUN		1,896,000	0.95%
Vanguard Emerging Markets Stock Index Fund Investment Account, managed by The Vanguard Group, Inc., and custodied by JPMorgan Chase Bank, N.A., Taipei Branch		1,543,000	0.77%
Custody account of Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds, held by JPMorgan Chase Bank, N.A., Taipei Branch		1,518,580	0.76%

Note: Major shareholders are shareholders with a stake of 5% or more or top 10 shareholders.

(III) The Company's Dividend Policy and Implementation Status (The dividend policy stipulated in the Company's Articles of Incorporation and the proposed dividend distribution for the current shareholders' meeting should be disclosed.)

1. Dividend policy:

Paragraph 2, Article 35 of the Articles of Incorporation

If the Company makes a profit in a year, it shall pay taxes and make up for the accumulated losses first, and set aside 10% of the remaining amount as legal reserve unless the legal reserve has reached the total capital; then, the Company may set aside or reverse special reserve according to the business needs or statutory requirements; after the dividends are distributed, the shareholders' meeting shall decide whether to distribute bonuses to shareholders using the surplus, if any, For the distribution of dividends to shareholders, more than 10% of the accumulated undistributed earnings may be set aside additionally, and cash dividends shall not be less than 50%.

The distribution of the aforementioned shareholder dividends shall be proposed annually by the Board of Directors to the shareholders' meeting for resolution. It is estimated that the shareholder dividends for 2025 will be 34% of the distributable earnings.

2. Proposed dividend distribution for the current shareholders' meeting:

The Company's 2025 earnings distribution proposal has been duly approved by the Thirteenth Term, Twenty-Sixth Board of Directors meeting. It is proposed to distribute a cash dividend of NT\$1.3 per share, totaling NT\$280,000,000.

3. Future significant change in the dividend policy: None.

(IV) Impact of the stock dividend (bonus issue) proposed at the current shareholders' meeting on the Company's operating performance and earnings per share

Item	Year	Fiscal Year 2026 (Estimate)
Paid-in Capital, Beginning of Year		NT\$2,000,000,000
Cash/Stock Dividend	Cash dividend per share	NT\$1.4
	Stock dividend per share through earnings	—
	Cash dividend per share through capital reserve	—
	Stock dividend per share through capital reserve	—
Change in Business Performance	Operating income	(Note)
	Increase/decrease in operating income YoY (%)	
	Net income	
	Increase/decrease in net income YoY (%)	
	Earnings per share	

	Increase/decrease in earnings per share YoY (%)	
	Annual average return on investment (reciprocal of annual average price-to-earnings ratio)	
Pro forma earnings per share & price-to-earnings ratio	Capital increase through earnings - cash dividend only	Pro forma earnings per share
		Pro forma annual average return on investment
	No capital increase through capital reserve	Pro forma earnings per share
		Pro forma annual average return on investment
	No capital increase through capital reserve & capital increase through earnings - cash dividend only	Pro forma earnings per share
		Pro forma annual average return on investment

Note: The Company has not publicly released its complete financial forecast for the 2026 fiscal year; therefore, it is not required to disclose estimated information for the 2026 fiscal year.

(V) Employee and Director Remuneration

1. The percentage or range of employee and director remuneration as set forth in the Company's Articles of Incorporation:

If the Company has any profit for the year, it shall appropriate 2.25% to 5% as employees' remuneration (of which the amount distributed to non-managerial employees shall be no less than 50% of the total employees' remuneration) and up to 2% as directors' remuneration, to be distributed on an average basis among directors in office at year-end (excluding independent directors). However, if the Company still has accumulated losses, an amount shall first be retained to offset such losses.

The distribution of employees' remuneration and directors' remuneration shall be resolved by a Board meeting attended by more than two-thirds of directors, with approval by more than half of the directors present, and shall be reported to the shareholders' meeting.

2. The basis for estimating the amount of employee and director remuneration for the current period, the basis for calculating the number of shares for employee remuneration distributed as stock, and the accounting treatment if the actual distributed amount differs from the estimated amount:

- (1) The basis for estimating the amount of remuneration for employees and non-independent directors for the current period:

Refer to the Articles of Incorporation.

- (2) Basis for calculating the number of shares to be distributed as employee remuneration:

No stock dividends are to be distributed for the year.

- (3) Accounting treatment if there is a difference from the estimated amount: Handled as a change in accounting estimate, and adjusted and recorded in the books in the year of distribution.

3. Status of remuneration distribution approved by the Board of Directors:

- (1) The proposed distribution approved by the Board of Directors for the 2025 fiscal year is employee cash remuneration of NT\$21,073,768, and non-independent director remuneration of NT\$8,429,507.

- (2) The aforementioned proposed distribution amounts and the total amount of employee remuneration and non-independent director remuneration recognized as expenses in the fiscal year in which expenses were recognized, amounting to NT\$29,504 thousand, show no difference.

Cause for discrepancy: None.

Accounting treatment of discrepancy: None.

- (3) The proposed distribution of stock dividends to employees as approved by the Board of Directors and its proportion to the sum of net income and cash dividends to employees for the year: None.

- (4) Pro-forma earnings per share after considering the proposed distribution of employee and non-independent director remuneration:

Refer to the major accounting items (earnings per share) in the financial statements.

4. Actual distribution status of employee and director remuneration for the preceding fiscal year (including the number of shares distributed, amount, and stock price); if there is a difference from the recognized employee and director remuneration, the difference, reasons, and handling thereof should also be described:

- (1) The Company's proposed distribution of employee cash remuneration for the 2024 fiscal year was NT\$19,192,719, and the distributed non-independent director remuneration was NT\$7,677,088. This was duly approved by a Board of Directors resolution on March 7, 2025, and reported to the shareholders' meeting on June 26, 2025.

- (2) Set out the differences between the remuneration of employees and non-independent directors recognized and distributed, including the difference amount, reasons, and handling status: The total amount of the above-mentioned distributed remuneration and the remuneration of employees and non-independent directors recognized in the same

year, totaling NT\$26,870 thousand, shows no difference.
Reason for difference: No difference.
Handling status of difference amount: No difference.

(VI) Status of the Company's Repurchase of its Own Shares:
Not applicable to the Company.

II. Corporate Bonds

None.

III. Preferred Shares

None.

IV. Global Depository Shares

None.

V. Employee Stock Option Plan (ESOP) Implementation Status:

None.

VI. New Restricted Employee Shares

None.

VII. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies

None.

VIII. Implementation of Capital Allocation Plans

Pending issuance or private placement of securities as of the quarter before the date of publication of the Annual Report or benefits of the plans in the most recent three years: None.

IV. Overview of Operations

I. Description of Business

(I) Scope of Business

The scope of business is as follows:

- | | |
|-------------|---|
| 1. C109010 | Manufacture of Seasoning. |
| 2. C110010 | Beverage Manufacturing. |
| 3. C199990 | Manufacture of Other Food Products Not Elsewhere Classified. |
| 4. F203010 | Retail sale of Food Products and Groceries. |
| 5. C801010 | Basic Industrial Chemical Manufacturing. |
| 6. C802100 | Cosmetics Manufacturing. |
| 7. F208040 | Retail Sale of Cosmetics. |
| 8. C802090 | Cleaning Products Manufacturing. |
| 9. F207030 | Retail Sale of Cleaning Supplies. |
| 10. CF01011 | Medical Devices Manufacturing. |
| 11. F108031 | Wholesale of Medical Devices. |
| 12. F208031 | Retail sale of Medical Equipment. |
| 13. C802041 | Drugs and Medicines Manufacturing. |
| 14. F108021 | Wholesale of Western Pharmaceutical. |
| 15. F208021 | Retail Sale of Western Pharmaceutical. |
| 16. C201010 | Feed Manufacturing. |
| 17. F401010 | International Trade. |
| 18. I199990 | Other Consulting Service. |
| 19. J701020 | Amusement Parks. |
| 20. F501060 | Restaurants. |
| 21. G202010 | Parking area Operators. |
| 22. F212011 | Gasoline Stations. |
| 23. ZZ99999 | All Business Items that Are Not Prohibited or Restricted by Law, Except Those that Are Subject to Special Approval. |

2. Major Lines and Weight of Business

Unit: NT\$1,000; %

Major Line of Business	Weight of Business	
	Amount	%
Salt	1,574,359	48
Bottled Water	1,095,424	33
Cosmetics	122,144	4
Cleaning Products	157,407	5
Health Supplements	190,518	6
Engineering & Service Revenue	86,385	2
Others	81,423	2
Total	3,307,660	100

Note: Other products include merchandise, leisure products, electricity sales revenue, etc.

3. Planned New Products (Services) for Development

(1) Key Raw Materials (Materials)

- A. Leveraging existing collagen R&D capabilities, developing unique sub-micron collagen encapsulation carriers, verifying their transdermal absorption efficacy, developing novel spot-lightening raw materials, and has already developed industry-first sub-micron encapsulated astaxanthin essence milk, micro-droplets, and encapsulated droplets.
- B. Adapting to environmental changes and market demands, developing health supplement materials that enhance defensive functions, and focusing on developing acid-resistant encapsulated probiotic raw materials.
- C. We continue improving the new-generation dental materials.
- D. Expanding R&D capabilities in natural products, developing natural black hair composite extracts that can increase melanin production rate, natural high UV light absorption capability composite extracts suitable for sunscreen applications, and broad-spectrum natural antibacterial composite extracts that do not contain legally stipulated preservatives.

(2) Cleaning Products and Cosmetics

Integrating target consumer needs and market trends, the development content is as follows:

- A. Beauty and Skincare Products: Launched: Lumiel "Premium Rejuvenation Revitalizing Dual Serum" and continued to focus on strengthening the "MÉDECURA Cosmeceutical Series" and "Taiyen Beauty Series" product lines. The "MÉDECURA Series" launched the "Pure 99 Concentrated Serum" and "Restoring Youth Glow Booster Essence" by combining multiple effective ingredients for aging skin. The "Taiyen Beauty Series utilized the combination of fermented collagen and super-conducting activated water, created to create the "Supreme Reviving Eye Serum" and "Collagen Prime Cream"; a total of four new products were launched.
- B. Cleaning Products: In recent years, oral care has become increasingly popular with high consumer attention. The Company has leveraged this trend to launch oral cleaning products that meet consumer needs and developed a series of co-branded products with retailers such as Funcom and MedFirst, including "Odor Removal Fresh Toothpaste," "Enamel Strength Anti-Acid Toothpaste," "Bright White Toothpaste," "Oral Care Enzyme-Protective Gum Care Toothpaste," "Oral Care Enzyme-Protective Refreshing Mouthwash," and other products. In addition, the Company launched seven new products such as the "Taiyen Gum Care Gold Propolis Toothpaste," which provides comprehensive enamel strengthening and gum protection, and continues to expand its FMCG (Fast Moving Consumer Goods) market.

(3) Health Supplements

In response to market trends and to address consumers' primary health needs, the Company introduced a new lightweight liquid aluminum pouch production line and launched two products: "U-YOUNG Fermented Plant Smooth Drink" and "Gold Collagen Youth Drink EX." These products enhance competitiveness in body management and collagen-related product categories, strengthen product advantages, and continue to focus on meeting the mobility and physical vitality needs of the mature consumer segment.

(4) Salt Products and Leisure Foods

The Company expanded the applicability of salt products and diversified its product portfolio:

The “Taiyen High-Purity Water Softener Salt Tablets” were successfully launched, providing a new domestic premium salt tablet option for water softening applications in Taiwan and addressing consumers’ needs for soft water usage. In addition, the Company incorporated its unique proprietary ingredients into leisure food products to create innovative flavors, launching three new products: “Collagen Roselle Cranberry Pineapple Cake,” “Pineapple Salted Koji Black Bean Paste Egg Yolk Pastry,” and “Salt Mountain Filter Coffee – Golden Mamba.”

(II) Industry Overview

1. Current state and development

(1) Salt

Salt is a daily necessity. Nearly 100 countries around the world produce salt. The production equipment has evolved from sunlight to advanced evaporation equipment. Salt production in North America accounts for more than a quarter of the world's production. The producing countries in the Americas include the United States, Canada, Mexico, and Brazil; Europe is also the main salt producing area, where Germany, France, and the United Kingdom are the main producing countries. Main producing countries in other regions are China, India, and Australia.

In early days, salt was produced using sunlight in Taiwan. Due to the high cost of sun-dried salt, the Company closed all salt-dried salt fields in 2002, putting an end to solar salt production. Officially established in 1975, the Tung-Hsiao Electrodialysis Refined Salt Factory used ion exchange membrane electrodialysis to produce salt. From raw materials to finished products, the entire production process is automated without manual operation, making it the world's advanced process for food-grade salt in terms of quality, health, and safety. A variety of food-grade salt products produced here contribute to most of the food-grade salt market in Taiwan.

In the past, the domestic salt industry was directly managed by the government. As a state-owned business, the Company was also regulated by the "Salt Management Regulations." The Company managed the food-grade salt market in Taiwan. With the privatization of the Company on November 14, 2003 and the abolition of the "Salt Management Regulations" on January 20, 2004, our products have been widely trusted and received by domestic consumers.

(2) Bottled water

In recent years, the packaged drinking water market has been growing annually. According to market statistics research estimates, the domestic packaged water market sales exceeded NT\$10 billion (approximately NT\$11 billion) in 2024.

For bottled water, we use 1.2-meter-diameter HDPE pipelines that draw clean seawater 1,580 meters away from the coast and 12 meters deep, filter clean seawater through a sand filter bed, and isolate it from heavy metals, surfactants, dioxin, pesticides, and other harmful substances using Japanese advanced ion exchange membrane electrodialysis to obtain concentrated brine. Then, concentrated brine undergoes a strict purification process, including high temperature evaporation and condensation, micron filtration, RO purification, ultraviolet sterilization, and 0.2µm filtration, to produce quality water.

Through inspection and analysis, the water quality meets the drinking water source quality standards promulgated by the Ministry of Environment, Executive Yuan, and has passed TQF certification, ISO 9001:2015 Quality Management System certification, ISO 22000:2018 Food Safety Management System certification, product Halal certification, and Food Business Hygienic Safety Management System certification. Utilizing differentiated water quality, the Company continuously develops high-quality packaged drinking water products with health concepts to supply sales demand. Since its launch, sales volume has increased from over 6,000 metric tons annually to over 80,000 metric tons annually, and it has been widely acclaimed. The Company's current packaged drinking water products mainly include three types: Ocean Generated Water, TAIYEN Ocean Pure Water, and TAIYEN Ocean Alkaline Ionized Water. Ocean Generated Water and TAIYEN Ocean Pure Water originate from the ocean and are processed through special methods to become the purest 'cooked water' (sterilized/boiled water); their target market and competing products are general commercially available mineral water and pure water. TAIYEN Ocean Alkaline Ionized Water is produced through a special process and is a functional water that can help adjust body constitution. In 2024, it won first place in the Alkaline Water Packaged Water (Mineral Water) category of the "Readers' Choice Trusted Brand" award by CommonHealth Magazine. It has also won the first prize in the Beverage Packaged Water category of the "Health Brand Awards" for six consecutive years (2020-2025). In terms of international awards, TAIYEN Ocean Alkaline Ionized Water received the Superior Taste Award with 3 Stars, its highest honor, at the 2024 International Taste Institute (ITI) awards; it has also won the Gold Award from the Monde Selection International Quality Institute seven times between 2014 and 2023, and has further been awarded the Grand Gold Quality Award by the Monde Selection International Quality Institute. Its superior quality is highly recognized internationally.

According to Nielsen statistics, our alkaline ion water has consistently ranked first in the bottled

water market for many years. The competition in the domestic bottled water market is quite intense as many new products are launched every year. The Company will take consumer health as the top priority and adjust our marketing strategy in a timely manner to keep leading and growing in the bottled water market with patents.

(3) Cosmetics (skin care products and cleaning products)

The global cosmetics and personal care market demonstrated stronger-than-expected resilience in 2025, primarily driven by “premiumization” and “emerging markets.” According to estimates from various institutions, the total market size ranged between USD 580 billion and USD 615 billion. Annual growth in 2026 is projected at +5.5% to +6.5%, with the market expected to exceed USD 650 billion. In terms of segment breakdown, skincare represents the largest share at approximately 41%–42% (around USD 240 billion). Hair and body care account for approximately 22%, with growth accelerating due to the rising trend of “scalp care.” Color cosmetics account for approximately 16%, with growth momentum primarily driven by the Asia-Pacific region. Regarding the latest FMCG trends, according to Kantar and CMRI cosmetics marketing research in Taiwan for 2025, personal care products recorded a growth rate of +10.6%, outperforming the overall food market. Within specific categories: body care grew by +13%, benefiting from trends such as aromatherapy and chemical exfoliation concepts; functional hair care grew by approximately +9.7%, driven by demand for hair loss prevention and scalp care; while color cosmetics remained relatively stable, with consumers increasingly focusing on base makeup and setting products rather than diverse eye and lip makeup.

In terms of channel structure in Taiwan, a clear “K-shaped divergence” emerged in 2025. Online channels grew by +14%, driven mainly by increased purchase frequency rather than higher basket value, with consumers favoring periodic replenishment via official websites or e-commerce platforms. Offline channels grew by +8%, supported by higher basket value as consumers were more willing to purchase premium experiential products in physical stores, particularly drugstores and department stores. Drugstores achieved double-digit growth and became a key distribution channel for personal care and mass-market beauty products, gradually eroding the share of hypermarkets. The Company’s Lumiel brand continues to launch new R&D-driven products through biotech retail channels annually, while Taiyen Beauty and MÉDECURA have expanded into television shopping and online platforms. Combined with Taiyen toothpaste and the “Syi-Kang” scalp care and strengthening shampoo series, the Company has diversified its distribution channels and significantly enhanced the brand visibility of Taiyen Biotech.

(4) Health Supplements

The pursuit of health has become a core concept among global consumers. According to 2025 research data published by Innova Market Insights, a global market research firm, 52% of consumers worldwide seek healthier lifestyles and diets to improve both physical and mental well-being. Generation Z and Millennials show strong interest in “personalized nutrition” solutions: Generation Z focuses on weight management, skin health, and immune health, while Millennials place greater emphasis on energy and immunity-related concerns. In Taiwan, the health supplements industry has been driven by an aging population and heightened post-pandemic health awareness, with industry output value surpassing the NT\$100 billion threshold. The current market shows a “polarized demand structure” between older and younger consumers. Popular product categories include lutein, immune support, gastrointestinal health, and joint care. Future trends are expected to move toward “precision functional formulations,” “digital and e-commerce channel expansion,” and “daily food integration with transparent scientific validation.”

Analysis of current industry conditions:

(I) Market size and penetration rate:

Health awareness in Taiwan has increased following the pandemic. In 2023, 55 out of every 100 people purchased health supplements, with an average annual consumption of NT\$8,600 per person.

(II) Main consumer groups:

Senior consumers account for a significant proportion, with a focus on bone health, joint care, cardiovascular health, and cognitive function.

Young adults and children, affected by frequent dining out and lifestyle stress, increasingly supplement products related to gastrointestinal health, eye care, energy, and emotional well-being.

(III) Product types and key demand:

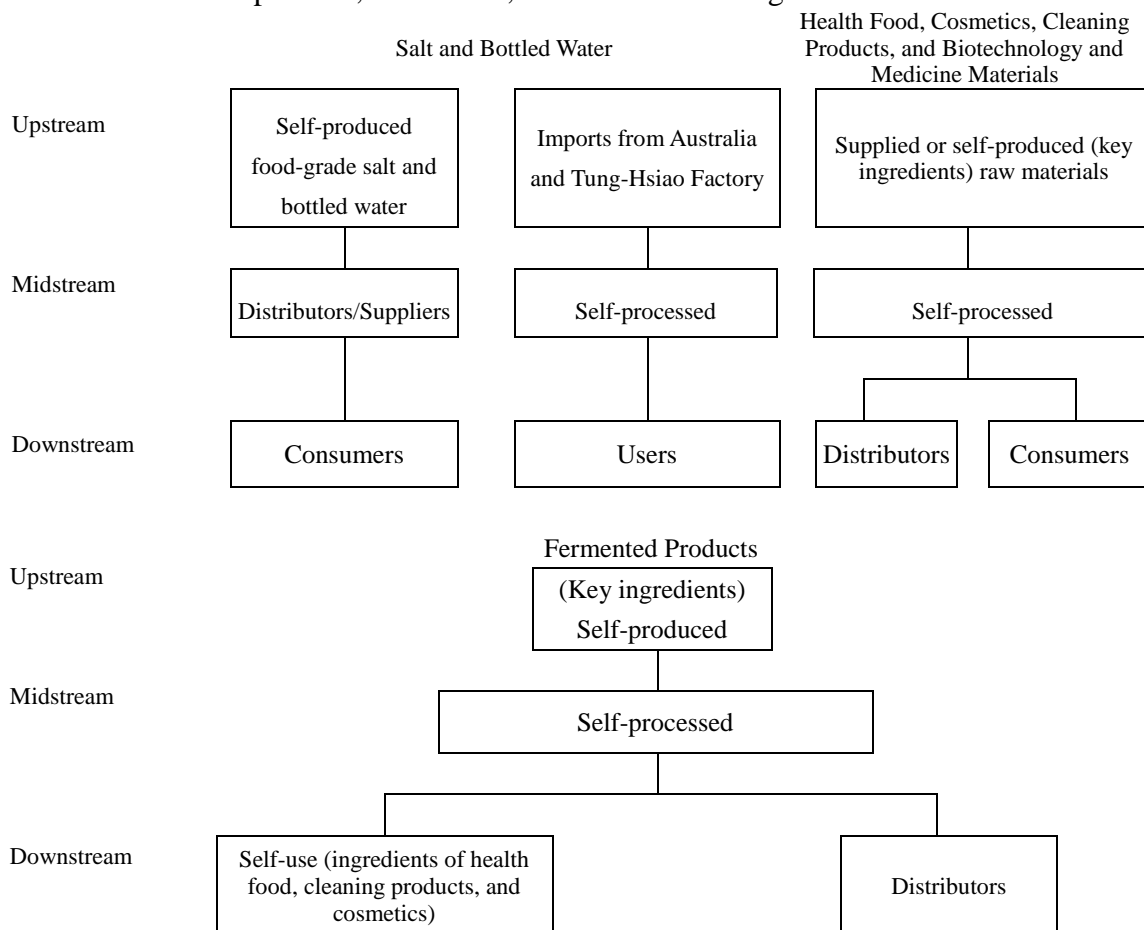
Beverage-type products account for the largest share (approximately 46%), followed by capsules and tablets. Popular categories include lutein, functional dairy products, fish essence, sesamin, and herbal blends.

(IV) Intensified competition:

The number of brands has grown rapidly post-pandemic, increasing by more than 60% compared to pre-pandemic levels, with over 1,500 brands competing in the market. In 2025, teleshopping channels remained constrained by food regulations, leading to a decline in demand for products positioned as health supplements. As a result, the Company has expanded its portfolio of general foods with health positioning, including Collagen Roselle Cranberry Pineapple Cake, Pineapple Salted Koji Black Bean Paste Egg Yolk Pastry, Filter Coffee with added marine minerals, and Salted Koji Sauce Noodles (Three-Cup Chicken Flavor). In addition, the Company has completed

expansion of its liquid product line at the health supplements plant, launching two liquid products—“U-YOUNG Fermented Plant Smooth Drink” and “Gold Collagen Youth Drink EX”—through biotech retail channels. The Company will continue to promote liquid products and health-positioned general foods in 2026.

2. Links between upstream, midstream, and downstream segments



3. Development trends of products

(1) Salt and Bottled Water:

Salt is an indispensable daily necessity and raw material for agriculture, industry, and fishery. As a standard of living improves, quality, healthy and diversified salt products are being developed. Iodine is a trace element necessary for humans and various organisms. According to the World Health Organization (WHO), "iodine deficiency" will lead to low intelligence, which has a direct impact on children's learning ability, poor women's health, and lower quality of life and production. Governments of all countries are called on to eliminate iodine deficiency. The simplest and most effective way to solve this problem is to add iodine to table salt. Conversely, excessive iodine intake after iodine deficiency can lead to an increase in hyperthyroidism. Fortunately, the Company has long supplied salt for public consumption, offering a variety of iodized salts (TAIYEN Premium Iodized Salt, TAIYEN Special Grade Iodized Salt, Iodized Taiwan Sea Salt, Iodized Sea Salt, Reduced Sodium Iodized Salt, Tasty Iodized Salt, Fluoridated Iodized Salt), as well as non-iodized salts (TAIYEN Premium Refined Salt (Non-Iodized), Iodide-Free Salt, Original Flavor Cooking Sea Salt, Natural Umami Cooking Sea Salt, Mediterranean Ecological Sea Salt, Mediterranean Premium Flake Salt, Himalayan Hand-Picked Pink Salt, Australian Sun-Dried Natural Sea Salt). In recent years, a water softener salt series (Water Softener Salt for Dishwashers, High-Purity Water Softener Salt Tablets) has also been added for consumer choice. Salt was opened for free import and export in 2004, and a variety of well salt, rock salt, and sea salt products imported from abroad are iodine-free. More and more consumers, restaurants, and food processing companies chose such salt products, which

could cause iodine deficiency for some people. Based on this, the Ministry of Health and Welfare's packaged food nutrition claim regulations were amended to stipulate that commercially available salt claiming to contain iodine must have an iodine content of 20-33 ppm, to effectively care for national health, and this has been implemented since July 2017.

Tooth decay among children in Taiwan is serious. In 2011, the number of decayed, missing, and filled permanent teeth (DMFT) of 12-year-old children in 189 countries worldwide was 1.67. In 2013, the DMFT of 12-year-old children in Taiwan was 2.5, far behind the world average; the figures in 2011 also indicated that the rate of 5-year-old children without tooth decay was 20.7% only. To help the public prevent dental caries, the government promoted the launch of fluoridated salt in July 2016. The World Health Organization (WHO) issued a new dietary guideline in 2013, encouraging adults to embrace a low-sodium and high-potassium diet (except for patients with kidney disease who need to control potassium intake). People should keep the daily sodium intake below 2,000 mg and consume at least 3,510 mg of potassium per day, which is conducive to control over diet-related chronic diseases. Domestic nutritionists agree with this new dietary guideline because a low-sodium, high-potassium diet is actually "DASH" (dietary approaches to stop hypertension) with more whole grains, fruits and vegetables, which can reduce the dosage of hypertension drugs and delay metabolic diseases and chronic diseases such as diabetes. The Company has long been committed to providing the public with various healthy and delicious salt products to meet the needs of different demographic groups and safeguard national health. In 2023-2024, resources were invested in salt product education and promotion, with professional seed nutritionists going deep into communities, hospitals, and schools to thoroughly educate consumers on correct salt usage and nutritional knowledge.

According to Taiwan market statistics for 2024, the overall production value of condiments in Taiwan was nearly NT\$21.6 billion, 90% of which was for the domestic market. Condiments are divided into four major categories: MSG, soy sauce, edible salt, and other seasonings. Among these, other seasonings have grown continuously, and the sales value in 2024 reached NT\$15.3 billion, with natural seasoning as the primary appeal of companies based on consumers' recommendations and awareness. As consumer awareness and preference for natural seasonings become a primary appeal for manufacturers, the Company, in addition to its existing 100% chemical additive-free Hsien Hsuan Wo Shiitake Mushroom Salt Koji Flavoring and Hsien Hsuan Wo Bonito Salt Koji Flavoring which have entered the condiment market, also successively launched in 2020 a premium black soybean salt koji thick soy sauce in collaboration with the renowned domestic soy sauce manufacturer "Wan Chuang," and a premium pink salt pure-brewed soy sauce in collaboration with "Dou Yo Bo." The Company also plans to progressively sell seasonings with natural claims in various supermarkets and hypermarkets, providing consumers with another delicious and healthy choice in these channels. Due to consumers' concern about plasticizers in the beverage market, the sales of natural and zero-calorie bottled water increased as a result. Taiwan's bottled water market has consistently maintained good sales volume, with an approximate annual growth rate of 3% from 2023 to 2025. The consumer penetration rate has repeatedly reached new highs in recent years, indicating that the concept of food safety has become a primary concern for the public. In future market trends, the product philosophy of safety, health, and transparency will remain the primary basis for attracting consumer purchases. During 2022-2023, through the COVID-19 pandemic and the post-pandemic era, TAIYEN's packaged water sales were not negatively impacted and continued to maintain stable growth. It is evident that in future market trends, the product philosophy of safety, health, and transparency will remain the primary basis for attracting consumer purchases.

(2) Cosmetics (Skincare and Personal Care Products):

In 2025, the global and Taiwan beauty and personal care industry has officially entered a new cycle characterized by "rational consumption and technology empowerment." Following post-inflation price adjustments, consumers are no longer willing to pay solely for brand premiums, and instead pursue both "scientific validation" and "emotional value."

1. "Science-driven beauty" becomes mainstream (Clinical efficacy is king): Consumer understanding of ingredients has significantly increased, shifting from a focus on "natural" claims toward "biotechnology-based" and "medical evidence-backed" formulations. Dermatologist-tested claims and clinical data have become standard expectations. 2. Skinfication of body care: Scalp care and body cleansing products are no longer viewed merely as hygiene products but as extensions of facial skincare. Body care products with anti-aging, exfoliating, and soothing functions have seen a significant increase in market share. 3. Channel fragmentation and OMO integration: The era of online traffic dividends has weakened, while offline experiential retail (touch and feel) has made a strong comeback. Brands must develop omnichannel capabilities and leverage AI for precision marketing.

In terms of product development and marketing, four core trends are observed:

1. Neuro-glow / psychodermatology (mind–skin connection): Products not only improve skin condition but also emphasize stress and emotional regulation through fragrance, texture, and ritualized usage experiences. Examples include formulations that help reduce cortisol levels or nighttime care products designed to support sleep.
2. AI-driven skincare and personalization: AI skin analysis tools are used to provide customized skincare solutions. Product development is shifting from “all-in-one solutions” to targeted treatments addressing specific skin concerns such as photoaging or hormonal acne.
3. Biotech and sustainability ingredients: In response to ESG requirements, fermentation technology and lab-grown active ingredients are increasingly used to replace rare botanical extracts, ensuring both biodiversity protection and higher ingredient purity and stability.
4. Pro-aging / menopause beauty: With an aging society, product lines targeting menopausal skin concerns such as dryness and collagen loss are emerging as a new growth area. Marketing narratives are shifting from “anti-aging” to “well-aging,” emphasizing graceful aging.

(3) Health Supplements

The silver-haired longevity trend is the most significant development in 2025 and is becoming a key focus in the health sector. As population aging accelerates, the senior demographic has become a major consumer force in the health food market. The global population aged 65 and above is projected to reach 12% in 2025, while in Taiwan, the proportion is even higher at 16%. At the same time, the millennial generation (born between 1981 and 2000) is gradually entering middle age. This group is increasingly concerned about potential health risks and, in turn, is driving greater demand for parental and elderly health needs. The core health demands of the silver-haired population can be categorized into four major areas: (I) Bone and joint health: Ingredients such as calcium, vitamin D3, and collagen remain popular, supporting mobility and physical function. (II) Cardiovascular and cerebrovascular support: Omega-3 and red yeast rice products are widely favored for their lipid-regulating and cardiovascular health benefits. (III) Cognitive function maintenance: Products containing phosphatidylserine (PS) have emerged as key offerings for supporting memory retention and slowing cognitive decline. (IV) Anti-aging and cellular repair supplements: There is increasing demand among senior consumers for anti-aging, immune enhancement, and quality-of-life improvement. Functional ingredients such as coenzyme Q10, collagen peptides, and NMN (β -nicotinamide mononucleotide) have become mainstream development focuses. High-end formulations with antioxidant and cellular activation functions are expected to gain further market attention in 2025.

According to a preliminary consumer survey conducted by HowLiving (n=1,082), which focuses on consumer health concerns, supplement consumption preferences, and purchasing decision factors, health supplements are primarily consumed for perceived functional benefits such as immunity support, 3C-related eye strain relief, energy enhancement, digestive health, and beauty purposes. This indicates that consumers expect noticeable effects from supplementation. The most commonly consumed products across all genders and age groups include probiotics, vitamin B complex, fish oil, and lutein. Calcium, multivitamins, vitamin D, collagen (for beauty and skin health), dietary fiber, and digestive enzymes also rank among the top ten. The survey further reveals that nearly 70% of consumers consider product testing certification and safety compliance as the most critical purchasing factor. The second most important factor is clear labeling of ingredients, dosage, and packaging information (64.6%), followed by reasonable pricing (56.6%) and clinical efficacy evidence (51.0%). These findings highlight that consumers place strong emphasis on product safety and transparency. Therefore, in product development, brands must not only optimize formulations but also ensure transparency in packaging and marketing communication to align with consumer decision-making factors and improve competitiveness in an increasingly saturated market.

Looking ahead to 2026, growth in Taiwan’s health food market is increasingly concentrated in products that can become habitual consumption items. From the perspective of product development and manufacturing, demand and commercialization efforts are converging toward several key categories: high-protein and sports nutrition products, sleep and emotional wellness formulations, gastrointestinal and absorption-support products, and senior-oriented muscle strength and circulatory health supplements. These product categories share common characteristics, including stable demand, long consumption cycles, and strong integration into daily lifestyle routines.

4. Competition

Regarding salt products, the Salt Administration Act was abolished in January 2004, allowing for liberalized operation and competition in the salt product market. Salt products from countries such as Mainland China, Thailand, India, Australia, Mexico, the United States, Israel, the United Kingdom, France, Austria, Denmark, and New Zealand have since entered to compete for market share. On the part of skin care products, cleaning products and cosmetics are perfect competition in Taiwan with various brands; in addition,

international companies leverage their rich marketing experience and first-mover brands to dominate the domestic market. The competition is quite intense.

(III) Overview of Technologies and Research and Development Works

1. R&D expenses incurred for the 2025 fiscal year and up to March 31, 2026:

Unit: NT\$1,000

Item \ Year	2025 Fiscal Year	Fiscal Year 2026 Unaudited Figures up to March 31
Research and Development Expenditures	54,777	12,165

2. Successfully developed technologies or products for the 2025 fiscal year and up to the date of publication of the annual report:

Year	Product Development and Technological Improvement
2025 Fiscal Year	<p>I. Product Development</p> <p>1. Cosmetics and cleaning products</p> <p>(1) Beauty and Skincare Products: Launched Lumiel "Premium Rejuvenation Collastax Brightening & Revitalizing Face Lotion" and continued to focus on strengthening the "MEDECURA Cosmeceutical Series" and "Taiyen Beauty Series" product lines. The "MEDECURA Series" launched the "Pure 99 Concentrated Serum" and "Restoring Youth Glow Booster Essence" by combining multiple effective ingredients for aging skin. The "Taiyen Beauty Series" utilized the combination of fermented collagen and super-conducting activated water, created to create the "Supreme Reviving Eye Serum" and "Collagen Prime Cream"; a total of four new products were launched.</p> <p>(2) Cleaning Products: In collaboration with Funcom and MedFirst, the Company developed a series of co-branded oral care products, including "Odor Removing & Refreshing Toothpaste," "Enamel Strengthening & Anti-Acid Toothpaste," "Bright Whitening Toothpaste," "Oral Care Enzyme Oral Moisturizing & Gum Care Toothpaste," "Oral Care Enzyme Refreshing Toothpaste," and "Oral Care Enzyme Mouthwash." In addition, the Company launched seven products under the "Taiyen Gum Care Gold Propolis Toothpaste" line, focusing on comprehensive gum protection and enamel strengthening.</p> <p>2. Health Supplements: Leveraging a new lightweight liquid aluminum pouch production line, the Company launched two new products: "U-YOUNG Fermented Plant Smooth Drink" and "Gold Collagen Youth Drink EX."</p> <p>3. Salt Products and Leisure Foods: The Company successfully launched four new products, including "Taiyen High-Purity Water Softening Salt Tablets," "Collagen Roselle & Cranberry Pineapple Cake," "Pineapple Salted Koji Red Bean Egg Yolk Pastry," and "Salt Mountain Filter Coffee – Gold Mamba."</p> <p>II. Patent Applications</p> <p>1. The Company obtained two invention patents in Taiwan, namely: "Hydroxyapatite Derived from Fish Scales and Its Preparation Method and Uses" and "Peptide Composition with Endoplasmic Reticulum Stress Regulatory Effects and Its Uses," as well as two utility model patents: "Flavor Salt Production System" and "Cosmetic Ingredient Evaluation System and Platform."</p> <p>2. Two invention patent applications are currently pending, including: "Fish Type I Collagen Derived Peptides, External Composition Containing the Same, and Its Use in the Preparation of External Compositions," and "Cosmetic Ingredient Evaluation Method, System, and Platform."</p> <p>III. Awards</p> <p>1. At the 2025 International Taste Institute (ITI), "Taiyen Ocean Alkaline Ionized Water" received a 2-Star Superior Taste Award.</p> <p>2. At the 2025 Global Beauty & Wellness Awards (GBWA), "Luxurious Anti-Aging Dual Essence" received the Winner – Consumer's Choice Award and was also shortlisted for Best Multi-Functional Product and Most Innovative Facial Care Product.</p> <p>3. At the 2025 Taiwan Association for Health Food Science, "Haojili EX High-Performance Protein" received the Nutritional Health Food Innovation Award.</p> <p>4. At the 2025 Tokyo International Genius Inventor Fair, the "Manufacturing Method of High-Purity Non-Denatured Type II Collagen (Collafix)" received the Gold Award.</p>

(IV) Long-term and Short-term Business Development Plans

1. Short-term business development plans

(1) Marketing strategy

- A. Salt: Obtain stable supply of quality and cheap sun-dried salt from other countries, maintain and leverage the Company's brand value, and control channels of distribution to offer "safe, healthy domestic salt" with competitive prices and services. Currently, high-priced salt remains our key product. As high-value salt products are currently a primary focus for promotion, channel promotions and marketing & promotional activities will continue to be conducted in coordination with festive seasons, thereby boosting sales performance for high-value salts. Additionally, to maintain brand loyalty, the main strategy will revolve around showcasing a professional image rooted in localized production, health, and safety. Through channel and digital media advertising and promotion methods, the aim is to enhance the target demographic's purchase intent and boost sales performance.
- B. Bottled water: By leveraging our brand equity, we continue to develop customized products to take care of consumers' health. We will also work with leading companies (e.g., Taiwan High Speed Rail) and adjust our marketing strategy in line with the trends to stay ahead in the bottled water market. To maintain brand loyalty, the Company will work with multiple media outlets to emphasize the value and features of our products while developing more channels to increase sales. Additionally, the community management methods for alkaline ionized water have also significantly increased consumer attention to the brand. In recent years, TAIYEN has actively strengthened community management, increased interaction and communication with social media fans, and leveraged trending social media topics (domestic travel and the Olympics), transforming them into themes for two waves of consumer activities in the 2025 fiscal year: "Drink Healthy and Have Fun" and "Taiwan No. 1 for A Million Gold." This maximized brand buzz, making it a focal point of market attention. Through these creative marketing activities, combining online and offline, physical and virtual channels, consumer brand preference and product connection were expanded, thereby increasing brand market share.
- C. Regarding Biotech Products: Rethinking core capabilities for products to make new product development more focused, and leveraging the strength of winning various international awards to amplify product benefit points and continuously eliminate the weak while strengthening the strong. Product marketing will further focus on collagen technology, localized quality-upgraded GMP toothpaste, and osteoarticular (bone and joint) health supplements. TAIYEN effectively utilizes digital marketing such as KOL/KOC beauty influencers and group-buying mom channels to penetrate every business opportunity corner and promote purchases, and uses self-created toothpaste IP character marketing promotional videos to get closer to consumers, expand new customer sources, and effectively utilize brand resources. In implementing product environmental sustainability, the Company's eco-label products received the UK Global Green Beauty and Skincare Awards in 2024, progressively and continuously implementing ESG environmental protection and carbon reduction.
- D. Regarding Channel Management: Actively building the professional capabilities of chain stores in beauty and health care, and integrating virtual and physical channels to strengthen the service network. Furthermore, implementing brand and product segmentation management, and actively expanding special sales physical channels for various products (such as Carrefour, A.mart, RT-Mart hypermarket channels; Watsons, Cosmed, Poya cosmeceutical boutique channels; PX Mart supermarket chain and 7-Eleven CVS channels, etc.) and TV shopping channels, to increase product distribution rate and visibility.
- E. Overseas Market: The Company has established a supply chain for the Mainland China market and focuses on promoting Taiyen's premium products, including packaged water and toothpaste, in Mainland China. In addition, leveraging its position as Taiwan's No. 1 premium water brand and its advantage of Halal certification for alkaline ionized water, the Company actively expands into Southeast Asia in alignment with the New Southbound Policy. These initiatives aim to progressively develop international markets and enhance overall brand value.

(2) Production policy

- A. Sun-dried salt for domestic demand is supplied by overseas salt fields, while refined salt is produced in-house. The Company continues to implement equipment replacement and upgrading plans to enhance production efficiency.
- B. The Company continuously implements quality management policies by strengthening quality control over upstream raw materials and ensuring product safety through the establishment of a product traceability system.
- C. With the policy objective of "meeting market demand with timely and proper supply," production is categorized into plan-based, inventory-based, and order-based models according to different product types, in order to meet customer needs while effectively controlling inventory costs.

- (3) Product development
- A. Guided by market demand trends and combining core technological capabilities, continuously develop distinctive products such as salt and water products, beauty and skincare products, functional hair care products, eco-label detergents, health supplements, and biotech medical materials, among others.
 - B. We will apply for the certification of health products to increase brand loyalty and customer loyalty. By obtaining national certification, we distinguish ourselves and set a bar in the market, which will add value to our products and sales.
 - C. In response to the diversification of consumer market channels, the Company develops new channel markets by segmenting its brands and product lines. Leveraging its strong R&D capabilities and manufacturing experience, the Company expands its business into contract manufacturing (OEM/ODM) services, co-branding initiatives, and brand licensing arrangements, thereby creating new market opportunities in collaboration with industry partners.
 - D. We will continue searching and evaluating unique and available technologies to strengthen R&D capabilities while shortening the development process with resources from the industry, the government, and academia.
 - E. Internal and external resources will be used effectively to facilitate the marketing campaigns with scientific evidence.

- (4) Scale of business
- The Company will continue expanding overseas markets to increase the business sale and sales. For business operations in the Mainland China region, in addition to TAIYEN (Xiamen) Import & Export Co., Ltd. operating and promoting local business, a complete supply chain for related products has also been constructed to increase room for revenue growth. Separately, strategic positioning is also being undertaken in promising emerging Asian markets; in coordination with the government's New Southbound Policy, the Company is matching with high-quality local channels and using localized products that meet demand to expand business opportunities and brand strength. Targeting the Japanese market, Type II collagen raw materials have been developed through core technology. Sales officially began in Japan in 2023, and volume will continue to increase.

- (5) Financial Management
- To ensure efficient utilization of funds, the Company allocates resources to support daily operational needs. In accordance with its financial product operation guidelines, surplus cash is invested in time deposits and funds to balance both safety and profitability.

2. Long-term business development plans

In the future, the focus of our business will be marine science and biotechnology. To expand our competitive advantages, we plan to invest in the biotechnology and medicine industry with our rich experience in biotechnology. Committed to promoting the idea of "holistic health," the Company aims to become the leader in this area. The Company will continue advancing transformation, corporate development, and internationalization in line with the development of different businesses.

- (1) Marketing strategy
- A. We will strengthen control over overseas salt to stabilize market supply.
 - B. We will maintain and leverage our brand value, develop new channels, and strengthen control over channels through marketing campaigns and propaganda.
 - C. We plan to develop marine science, biotechnology and medicine materials, cosmetics, and health products and markets, invest in online channels, and expand the scale of business at home and abroad.
- (2) Production policy
- A. Only competitive products are kept. Uncompetitive products will be eliminated.
 - B. New technologies will be introduced to expand the scale of production, creating a cost advantage.
- (3) Scale of business
- In response to the continuous growth in sales performance, the Company will plan and expand its operational scale according to demand.
- (4) Financial Coordination:
- Based on the long-term development of main business activities, the Company will make a sound financial plan to ensure that funds are used effectively and generate long-term, stable return on capital in the best interests of our shareholders.

II. Analysis of Market as well as Production and Marketing Situation

(I) Market Analysis

1. Sales region of main products

With the exception of small quantities of the Company's main products such as salt products, skincare products, cleaning products, and packaged water being exported to regions including Mainland China, all are for domestic sales. The main product distribution regions and the ratio of domestic to export sales for the three most recent fiscal years are as follows:

Unit: NT\$1,000

Sales Region \ Year	2023 Fiscal Year		2024 Fiscal Year		2025 Fiscal Year	
	Sales	Percentage (%)	Sales	Percentage (%)	Sales	Percentage (%)
Domestic	3,367,309	98.78	3,164,658	97.73	3,203,696	96.86
Foreign	41,502	1.22	73,494	2.27	103,964	3.14
Total	3,408,811	100.00	3,238,152	100.00	3,307,660	100.00

2. Market share

- (1) Premium Refined Salt: As of the end of 2025, there are over 20 imported brands competing in the domestic market; the Company's market share is approximately 75%.
- (2) Solar Salt: Domestic competitors have already begun importing to compete in the market. Among these, large domestic chlor-alkali producers import for their own use (accounting for about 90%), while the remaining approximately 10% is imported by the Company to supply small and medium-sized enterprises. Competitors also import from India to compete with the Company in the market. Currently, the Company's market share in this sales market is approximately 70%.
- (3) Packaged Water Series: According to market sales statistics, the Company's market share is still estimated to be above 15%.
- (4) Cleaning products: There are many domestic and imported cleaning brands in the market, where the Company has about 0.5~1.7% share.
- (5) Cosmetics: The scale of the domestic cosmetics market is about NT\$60 billion, and the Company's market share is estimated at 0.3~0.5%.
- (6) Health food: The scale of the domestic health food market is about NT\$100 billion, and the Company's market share is estimated at 0.1%.

3. Future supply and demand of the market and growth potential

(1) Salt and Water Business Division

In terms of salt products, the main offerings include imported natural salt (coarse salt), natural salt for food processing, TAIYEN Premium Iodized Salt, ordinary refined salt, the TAIYEN Special Grade Iodized Salt series, table salt, the reduced sodium salt series, the imported edible salt series, the water softener salt series, and the Hsien Hsuan Wo seasoning series, among others, supplying the needs of agriculture, industry, fishery, edible use, and general food processing. As salt products are mature products, consumers prefer dietary low-sodium salt. With imported brands, the market has sufficient supply and demand, so there is less room for growth. Packaged water products mainly include TAIYEN Ocean Alkaline Ionized Water and TAIYEN Ocean Pure Water, among others. Due to increased health awareness among citizens, coupled with the Company's investment in marketing resources, TAIYEN Ocean Alkaline Ionized Water continues to show a trend of annual growth. However, competitors are also continuously increasing products and investing higher marketing expenses, so competition remains fierce.

(2) Biotech Business Division

According to forecasts from market research institutions, the global beauty and personal care market is expected to maintain a compound annual growth rate (CAGR) of 4% to 6% through 2030. The trend of premiumization continues, with consumers increasingly willing to pay a premium for high-performance and sustainability-oriented products. The senior (silver-haired) market is expected to be the fastest-growing segment in terms of demand. Meanwhile, supply chain localization and diversification have become the norm under the "China Plus One" strategy to mitigate geopolitical risks. The technical barriers for OEM/ODM manufacturers continue to rise, and companies with strong R&D capabilities are gaining greater influence in the value chain. In addition, the post-procedure skincare market is expected to grow rapidly alongside the increasing popularity of minimally invasive aesthetic treatments. The integration of nutricosmetics and topical skincare ("In & Out" approach) is also expected to create new growth opportunities.

(3) Competitive niches

- A. Well-equipped with excellent equipment, adopting advanced salt production technology, ensuring excellent product quality, and possessing a comprehensive distribution system.

The Company is currently the producer of refined salt in Taiwan. Produced with ion-exchange membranes, refined salt is free of heavy metal pollution, which is a competitive advantage over other salt products. The Company has an in-depth understanding of the market demand for salt products and has established a sound distribution system, which is a high threshold for new players.

- B. Excellent R&D team, strong innovation capabilities

In the short run, the Company takes good advantage of our creativity and core strengths to exchange technology with many universities and research institutions. With academic and research resources, we are able to shorten the development timeline and seize market opportunities ahead, quickly improving our technical capabilities and competitiveness. In the medium and long run, the Company continues to consume knowledge to build excellent technical capabilities that are used to develop products with market potential and segmentation.

In terms of collagen technology development, as the Company has continuously invested in raw material purification and manufacturing technology for many years, it is proficient in product application development and has already begun to continuously develop new products. Currently, it has utilized different forms of collagen raw materials to develop beauty and skincare products, health supplements, and biomedical wound dressings. Deepening its collagen R&D capabilities, the Company has developed unique sub-micron collagen encapsulation carriers, producing nano-grade, water- and oil-soluble collagen-encapsulated astaxanthin particles. Efficacy tests have verified its excellent spot-lightening and anti-wrinkle properties, far superior to commercially available Japanese competitor products claiming nano-dispersed astaxanthin lotion, and it has received recognition with a Top Innovation Award at the French Beauty Awards. In addition to this, the Company is further expanding new applications for collagen beyond skincare, researching its use in enhancing hair growth function to address hair loss problems associated with aging, thereby satisfying consumers' desire for health and beauty. Concurrently, hydroxyapatite from the same source as marine collagen is being developed to strengthen tooth enamel and enhance the professional image of toothpaste. The development of important active ingredients in health food and skin care products using fermented yeast is also the Company's core technology. In recent years, we have started to establish activity evaluation technology to sieve out the key ingredients of cosmetics featuring whitening, anti-oxidation, anti-aging and other effects. Based on the research characteristics of various key raw materials, applications for INCI (International Nomenclature of Cosmetic Ingredients) names were made respectively. Among these, "Podocarpus Matsudae Extract" received a Bronze Medal at the Seoul International Invention Fair and a Gold Medal at the ITEX (International Invention, Innovation & Technology Exhibition) Malaysia; the skincare efficacy of "PGF" Marine Native Factor received a Silver Medal at the ITEX Malaysia; and "ATGC" Nucleoside Essence ATGC also gained judges' favor at the Seoul International Invention Fair, obtaining a Gold Award. In 2019, "KalloTai III" in the Lumiel New Collagen Line and "Collagen Peptide XVI-Hair growth" obtained the INCI names. As of the end of 2025, a total of 20 INCI proprietary names recognized by international cosmetic ingredient authorities had been obtained. In response to toothpaste being officially included in cosmetics management on July 1, 2021, the Company has begun to focus on toothpaste items containing its own key raw materials, continuously accumulating efficacy test results with scientific data to strengthen product efficacy and the basis for advertising and promotion.

In health food development, the post-pandemic era has spurred a fitness trend, which has also seen an increase among the mature demographic, who place more emphasis on mobility needs. The Company has launched related products such as muscle-strengthening milk drinks containing high-quality protein and vitality soups to meet consumers' needs for mobility and boosting physical strength to enjoy life, making the product categories more comprehensive and precisely tailored to user needs.

Regarding salt products, the focus is on the derivative applications of salt and core raw materials, establishing flavored salt production technology, and combining aromatic substances with salt to create distinctive salt products and increase the added value of salt. This offers different taste bud feasts on the dining table, satisfying modern people's discerning pursuit of deliciousness.

The Company has a strong foothold in health products, salt seasonings, and bottled water. In the future, we will continue developing differentiated products and proving efficacy with our core technologies; preliminary study on the products in relation to consumers' health problems will also be conducted to respond to market changes. The

Company will also cooperate with academic and research institutions on the features and added value of products to improve research and development capabilities and competitive advantages.

C. Good company reputation and brand image

The Company has an image of being stable and innovative. The Company has established a good brand image and reputation in the market, for the quality of our products is highly trusted by consumers. Upholding an idea of "putting the customer first," the Company offers fast service to increase customer satisfaction and loyalty.

D. Close-knit marketing channels and complete service network

The Company has established sales offices and directly-operated retail stores in various locations across northern, central, and southern Taiwan, as well as the TAIYEN online shopping platform, integrating virtual and physical channels to strengthen its service network. It also collaborates with major channels (such as physical channels including COSTCO, Carrefour, A. Mart, RT-Mart, Watsons, Cosmed, Poya, PX Mart, 7-Eleven, and Great Tree Pharmacy) and works with experienced channel distributors for TV shopping and e-commerce channels (such as momo, PChome, Yahoo, etc.) to develop diversified sales pipelines. This comprehensive service network not only provides customers with convenient and high-quality services but also enhances the Company's competitiveness.

E. Sound finances

Due to the Company's sound operations and excellent performance, in terms of solvency, the current ratio for the 2025 fiscal year was approximately 287.14%, and the quick ratio was approximately 237.60%, demonstrating the soundness of its financial structure and a stable operational style. This gave us a considerable advantage in a competitive market.

F. Quality manpower

The Company firmly believes that the future growth and prosperity of a company rely on outstanding talent. Based on our business strategies and needs, we are recruiting professionals in various fields to improve the operating performance and profitability. In the R&D Department, 90% of the employees hold a master's or doctoral degree. With excellent human resources, the Company gets a hold of the core competency of various fields and constantly introduces and develops the required technologies to improve competitiveness.

G. Leading testing technology

The Company has been certified by the Taiwan Accreditation Foundation (TAF). We are currently the only certified laboratory in Taiwan that has passed the "Heavy Metals Test for Salt." The Company's laboratory's technical and quality capabilities for testing heavy metal content in salt products have significantly surpassed the technical level of other competitors. It has obtained TAF (Taiwan Accreditation Foundation) accreditation for analytical techniques covering "Cosmetic Heavy Metals (Arsenic, Lead, Cadmium, Mercury), Cosmetic Microorganisms (Total Viable Count, Total Yeast and Mold Count), and Food Microorganisms (Total Viable Count)." In response to regulatory requirements, it has successively obtained certifications for food microorganisms (Staphylococcus aureus, Salmonella). The credibility of its testing technology is continuously enhancing.

(4) Positive and negative factors for future development and response measures

Positive factors:

A. Complete and diversified product lines with a long life cycle

Salt products are one of the Company's major lines of business. The Company has expertise in salt production and continues to roll out various products. Our salt products are highly accepted and received by customers for their superior quality. As salt products have always been essential for public livelihood and for the agricultural, industrial, and fishery sectors, and have a long product life cycle, they are considerably beneficial to the Company's revenue and profitability.

Our bottled water comes from the ocean and remains alkaline after electrolysis, so it is very healthy. It has been rapidly growing in recent years and highly received by consumers.

B. Strong innovation capabilities in line with market trends

To meet consumer demand for health and quality of life, the Company continuously develops new products, such as Fluoridated Iodized Salt, TAIYEN Special Grade Iodized Salt, Iodized Sea Salt, the Hsien Hsuan Wo Salt Koji seasoning series, Himalayan Hand-Picked Pink Salt, Mediterranean Ecological Sea Salt, and the water softener salt series, among others, to enhance consumers' lifestyle quality.

Salt-containing cleaning and bath products are also marketed through differentiation to secure market share. Given that Taiwan is an island nation with scarce resources, the Company also makes good use of marine resources and its core electro dialysis salt production technology. In addition to providing citizens with pure and safe edible salt products, it has developed its marine packaged drinking water business using specialized marine chemical technology to meet the public's daily needs for peace of mind and health, and has become the number one brand in marine alkaline drinking water. In response to the development of medical products, cosmetics, and food products, the Company uses collagen production technology and fermentation technology for medical products to develop cosmetics and health food. By expanding the product line based on the market trend, we further increase the added value of the products.

C. Strong expertise and excellent quality

The Company is committed to using the state-of-the-art technology to provide the best quality products for consumers. We spare no efforts to invest in production equipment and technologies in hopes of delivering the best quality. Taking salt products for example, refined salt is produced using ion exchange membrane electro dialysis that can remove heavy metals. Among all salt production methods, it is the safest way to produce salt.

The Company continues to innovate and establish various R&D platforms and key technologies to strengthen the competitive advantages:

a. Activity evaluation platform for efficacy ingredients

With various activity evaluation platforms, potential substances in various biological libraries can be quickly screened and explored and further developed into unique key core components or raw materials for product innovation. Cell tests are conducted to eliminate sources of negative ingredients to ensure the safety of products.

b. Cosmetics effectiveness testing

The Company synchronously establishes domestic and international microbiological challenge testing and quality control inspection technologies, and is continuously committed to developing product formulation reliability testing technology to achieve formulation optimization, enhance product safety, and comply with international quality standards.

c. Key raw materials with natural active ingredients

Developing active ingredients that are consistent with the Company's product strategy can enable the company to lead in skin care products and health food. To date, a total of 20 INCI (International Nomenclature of Cosmetic Ingredients) recognitions for cosmetic raw materials have been obtained. Among these, "Marin-KalloTai (Marine Collagen)," "PME," "Tung Tree Extract," "Red Quinoa Extract," "ATGC Nucleoside Essence," and "Beauty Acidic Water" have been utilized in the development of skincare product series for biotech channels. For collagen cosmetic raw materials that comply with Halal certification, the key collagen raw material in the new generation LU-MIEL products has also obtained INCI recognition. The Company has developed novel sub-micron encapsulated Podocarpus Matsudae Extract or astaxanthin, and new-generation beauty raw materials such as naturally extracted fish scale collagen peptides that retain a high concentration of pro-collagen peptides. In addition to raw materials for skin care products, we manage turmeric production and obtain the organic certification of the processing line. Turmeric can be used to develop anti-aging, anti-inflammatory health food.

d. Database of formulas for skin care products and cleaning products

In recent years, the skin care market has changed rapidly with diversified channels and consumer needs. Product need to be customized to meet the different consumer needs. In response to this market trend, the Company has developed various types of formulas for skin care products, completed relevant tests, and established a database of various formulas. The scope of the database is constantly expanded to quickly and effectively respond to market changes.

Thus, the Company has considerable advantages of quality, production, and research and development.

Negative factors and response measures:

A. Intensive competition after privatization

After the privatization of the Company, the "Salt Management Regulations" was abolished in January 2004, allowing salt to be freely managed and competed.

Response measures:

a. We strengthen the diversification of products to meet consumer needs.

b. Market segmentation and positioning of quality products are introduced to compete with imported low-priced and low-quality salt products.

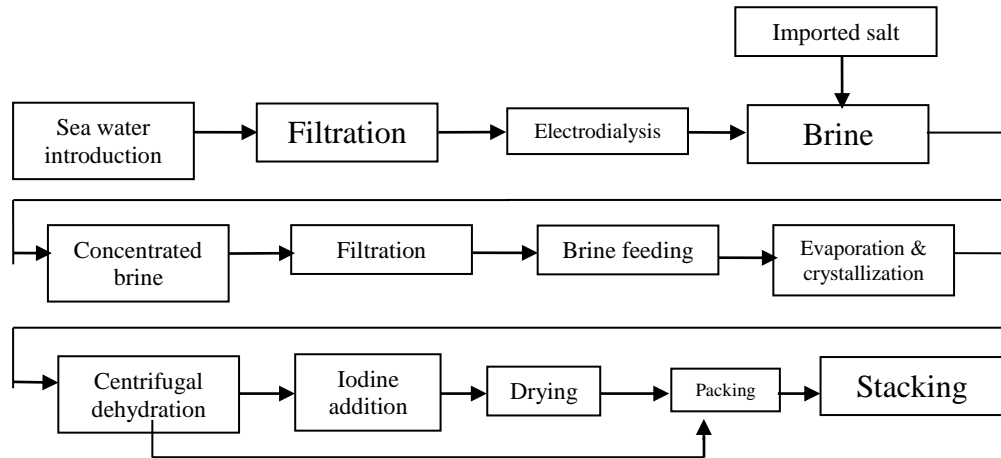
c. The Company strengthens the control of marketing channels and strategies, so that

- consumers can purchase our products in the most convenient and efficient way and be loyal to our products.
- d. We continue to improve the quality of imported natural salt to improve competitiveness and to regain lost customers.
- B. Perfect competition in the cosmetics market
The cleaning product market in Taiwan is perfect competition, and internationally renowned manufacturers account for the most share of the market. For the Company, the competition will be intense.
Response measures:
- Incorporating health and sustainable development concepts into green skincare products with targeted appeal, to penetrate the younger generation, fostering product recognition and converting them into new brand members.
 - Focusing on KOC/KOL marketing and digital transformation to guide online sales.
- C. Competition in the food market
Frequent food safety issues reduce consumers' willingness to buy, affecting the growth of the health product market.
Countermeasures:
- We accelerate the certification of health products to assure the efficacy of the products that meet consumer expectations.
 - With a sound quality monitoring system, the Company ensures that the quality of products meets food safety regulations and consumer expectations.
 - The Company strengthens the safety of products by implementing a traceability system. To set every consumer's mind at rest, information and reports on the inspections of raw materials, production processes, and finished products are available for inquiry on the public website by production date and production batch.
- D. Limited water source in the expansion of the bottled water market
At present, the source of bottled water comes from evaporating and condensed water produced in the process of salt production. With the continuous expansion of the bottled water market, water is slightly insufficient.
Response measures:
By increasing the recovery rate of evaporating and condensed water in the salt production process and strengthening the bottled water process, the output of bottled water can be increased to improve market share.

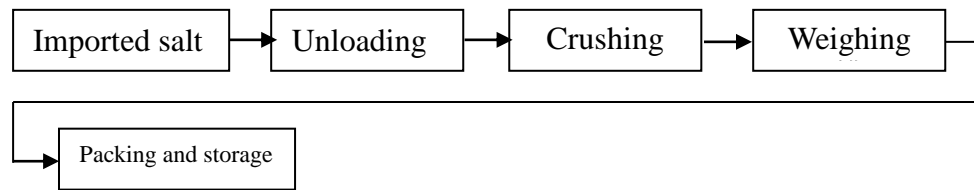
Main Product	Usage or Function
Natural Salt	For industry, agriculture, food processing, and fishery
Iodized High Quality Salt	For cooking, pickling, and soaking fruits and vegetables, added with "iodine"
Refined Salt	For industry, agriculture, and food processing
Dietary Low-sodium Iodized Salt	For cooking and seasoning, replacing sodium with potassium to reduce sodium and increase potassium intake
Bottled Water	Drinking water
Cosmetics	For daily skin care, moisturizing, anti-aging, whitening, and sun protection
Cleaning Products	Daily cleaning and bath products and toothpaste
Health Food	For daily body health
Snacks	General food
Medical Devices	Wound dressing to speed up wound healing
Fermented Products	Raw materials for health products, cleaning products, cosmetics

2. Manufacturing processes of main products

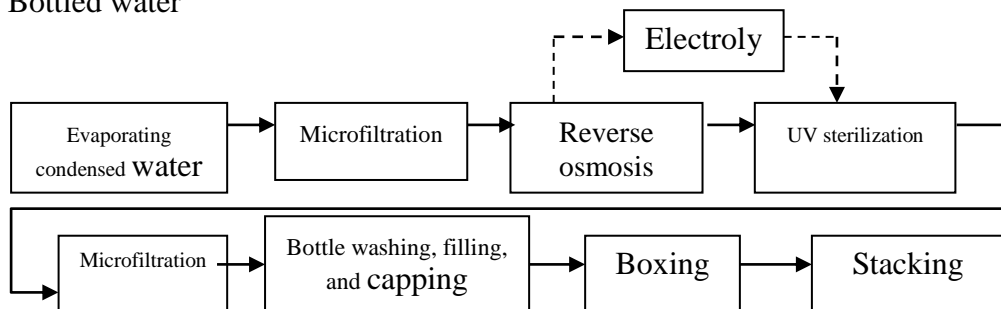
(1) Refined salt



(2) Natural salt:

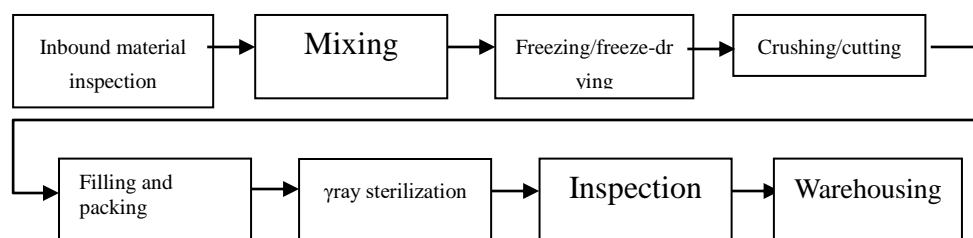


(3) Bottled water

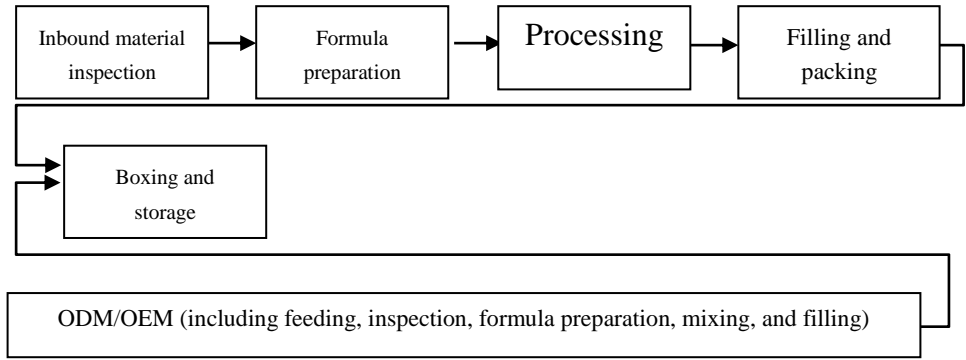


(4) Biological wound dressings, health food, and skin care products

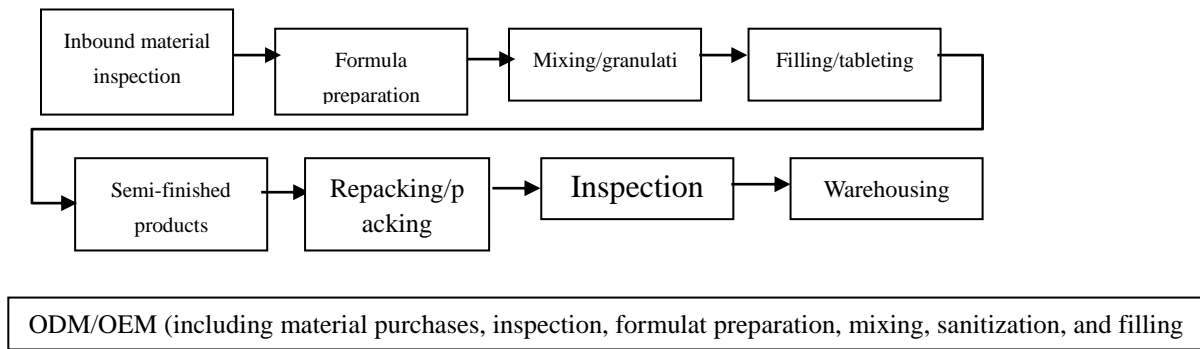
A. Biological wound dressings



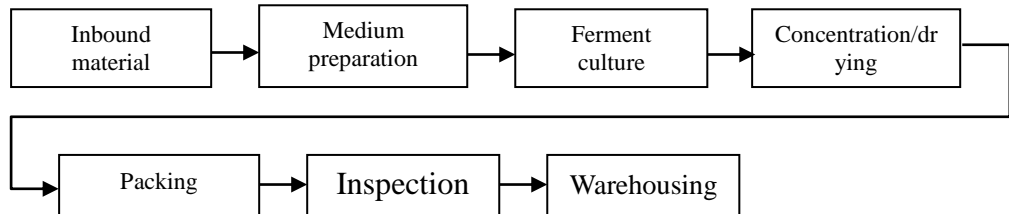
B. Skin care products



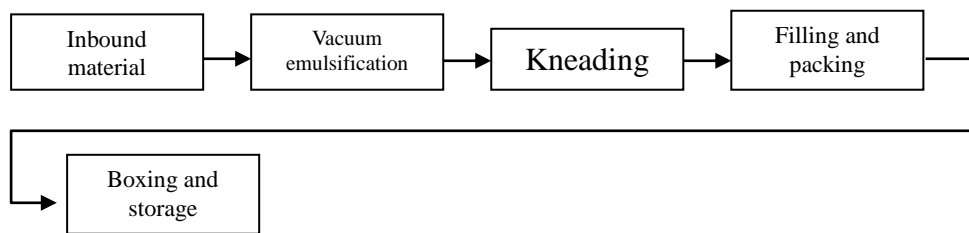
C. Health food



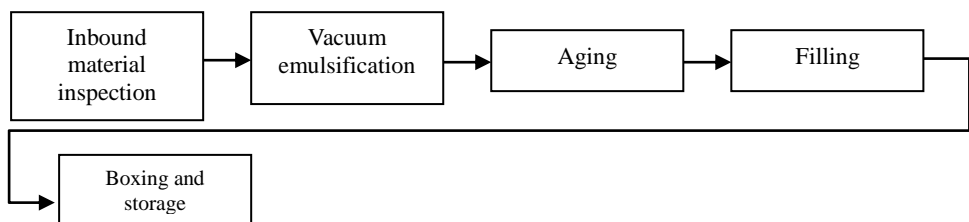
(5) Fermented products



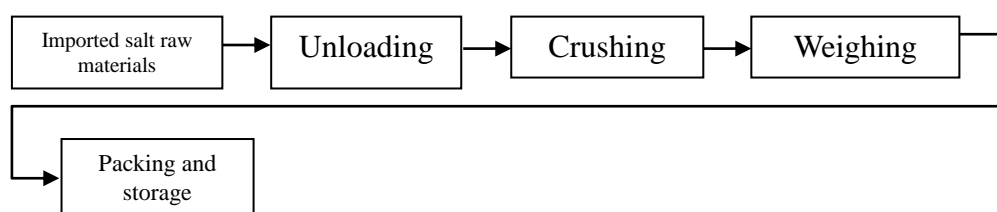
(6) Toothpaste



(7) Facial cleanser, shampoo, and body wash



(8) Crushed salt



(III) Supply of Main Raw Materials

Supply of Main Raw Materials	Source	Supply Situation
Raw Salt	Australia, Spain, Pakistan	Stable
Packaging Materials	Domestic, Mainland China, South Korea	Stable
Health Food Ingredients	Taiwan, India, Japan, the U.S., and China	Stable
Skin Care Product Ingredients	Domestic, United States, Japan, Europe, Mainland China	Stable
Cleaning Product Ingredients	Taiwan, the U.S., Malaysia, and China	Stable

(IV) Suppliers and Clients Accounting for 10% or More of the Total Procurement (Sales) Amount in Either of the Most Recent Two Years, and Amount, Percentage, and Reason for Increase/Decrease Thereof

Information on Major Suppliers for the Two Most Recent Fiscal Years

Unit: NT\$1,000; %

Item	2024				2025				2026 (Up to the end of the preceding quarter) (Note 2)			
	Name	Amount	Percentage of Annual Net Purchases (%)	Relationship with Issuer	Name	Amount	Percentage of Annual Net Purchases (%)	Relationship with Issuer	Name	Amount	Percentage of Net Purchases As of Q1 2026 (%)	Relationship with Issuer
1	TPD00004	332,204	27	None	TPD00004	388,851	35	None	TPD00004	102,513	33	None
2	D03522***	238,939	20	None	D03522** *	252,624	23	None	D03522** *	53,842	17	None
3	D58176***	128,567	11	None	Others	460,274	42	None				None
	Others	517,984	42	None					Others	152,504	50	None
	Net purchases	1,217,694	100		Net purchases	1,101,749	100		Net purchases	308,859	100	

Note 1: List suppliers accounting for 10% or more of the total procurement amount in either of the most recent two years, and the amount and percentage of procurement, or indicate supplier codes if suppliers are not to be disclosed according to the contractual requirements or counterparts are individuals other than related parties.

Note 2: Up to the date of publication of the annual report, if companies whose stock is listed on the stock exchange or traded on the over-the-counter market have most recent financial information that has been audited or reviewed by a CPA, such information should also be disclosed.

List of Major Clients in the Most Recent Two Years

Unit: NT\$1,000; %

Item	2024				2025				2026 (Up to the end of the preceding quarter) (Note 2)			
	Name	Amount	Percentage of Annual Net Sales (%)	Relationship with Issuer	Name	Amount	Percentage of Annual Net Sales (%)	Relationship with Issuer	Name	Amount	Percentage of Net Sales As of Q1 2026 (%)	Relationship with Issuer
1	105366	990,109	31	None	105366	984,810	30	None	105366	228,731	29	None
2	Other	2,248,043	69	None	Other	2,322,850	70	None	Other	560,769	71	None
	Net sales	3,238,152	100		Net sales	3,307,660	100		Net sales	789,500	100	

Note 1: List the names of customers accounting for ten percent or more of the total sales amount in the two most recent fiscal years, along with their respective sales amounts and percentages. However, if the customer's name cannot be disclosed due to contractual agreements, or if the transaction counterparty is an individual and not a related party, a code may be used instead.

Note 2: Up to the date of publication of the annual report, if companies whose stock is listed on the stock exchange or traded on the over-the-counter market have the most recent financial information that has been audited or reviewed by a CPA, such information should also be disclosed.

III. Information on Employees for the Two Most Recent Fiscal Years and up to the Date of Publication of the Annual Report

Year		2024	2025	As of February 28, 2026 (Note 1)
Number of Employees	Manager	22	22	21
	Sales Personnel	124	123	122
	Administrative Personnel	86	82	81
	Direct Personnel	242	240	242
	Total	474	467	466
Average Age		45.69	46.27	47.13
Average Years of Service (Note 2)		14.98	15.51	16.39
Education	PhD	1%	1%	1%
	Master's	30%	31%	31%
	Bachelor's	59%	59%	59%
	Senior high	9%	8%	8%
	Below junior high	1%	1%	1%

Note 1: Information as of the date of publication of the Annual Report.

Note 2: Years of service before privatization in November 2003 are included.

IV. Disbursements for Environmental Protection

(I) Pollutant Control and Prevention Measures

1. Wastewater control and prevention

Wastewater (sewage) of Biotech Health Products Factory, Biotech Cosmetics Factory, and Tung-Hsiao Electrolysis Refined Salt Factory should be controlled. The Biotech Health Products Plant employs separate collection for rainwater and wastewater and is equipped with wastewater treatment facilities. All effluent is treated to meet the control standards of the Tainan Technology Industrial Park before being discharged into the park's sewage system. The Tongxiao Refined Salt Plant's approved wastewater discharge volume is 308.33 CMD (process wastewater volume: 228.33 CMD + domestic sewage volume: 80 CMD). Class B dedicated wastewater treatment personnel are appointed in accordance with the law, responsible for the

operation and maintenance of wastewater treatment facilities and for handling changes and extensions of the water pollution prevention permit. Additionally, effluent water quality is tested semi-annually, and all test results comply with effluent water quality standards. The Biotech Cosmetics Plant regularly maintains its wastewater treatment equipment and tests effluent water quality semi-annually in accordance with the law; all test results comply with effluent water quality standards.

2. Waste control and prevention

Waste of Biotech Health Products Factory, Biotech Cosmetics Factory, and Tung-Hsiao Electrolysis Refined Salt Factory should be controlled. Only general industrial waste is produced in these three factories, and the amount and flow of waste are reported via the Internet every month. Qualified suppliers are entrusted to dispose of waste. The containers and their sales volumes in the previous two months are reported every odd month, with a container recycling fee paid together. The Qigu Salt Plant only produces general domestic waste, which is also disposed of by qualified suppliers.

3. Exhaust control and prevention

Stationary pollution sources of Biotech Health Products Factory, Biotech Cosmetics Factory, and Tung-Hsiao Electrolysis Refined Salt Factory should be controlled. Air pollution fees and emissions are reported on a quarterly basis. In the Tung-Hsiao Electrolysis Refined Salt Factory, the boilers use natural gas to generate power. According to the regulations, an approved testing company is entrusted every year to test whether the NO_x concentration of exhaust emitted by the boilers meets the emission standards and to maintain discharge pipes (including chimneys); a small amount of exhaust from the Biotech Health Products Factory and the Biotech Cosmetics Factory has met the air pollution control standards. The Qigu Salt Plant produced no exhaust.

4. Noise control and prevention

The noise at the perimeter of each factory has met the noise control standards.

5. Toxic chemicals control and prevention

Within the Company, only the R&D Department and the Biotech Health Products Plant use toxic chemical substances, and their operating volumes are all below the minimum control limits. In accordance with the "Toxic Chemical Substances Labeling and Material Safety Data Sheet Management Regulations," the Company updates safety data sheets, hazardous chemical lists, and toxic substance labels. Daily records of operating volumes are kept and reported for the preceding month by the tenth day of each month.

(II) Losses incurred due to environmental pollution in the most recent fiscal year and up to the date of publication of the annual report

(Any losses in the most recent fiscal year and up to the date of publication of the Annual Report due to environmental pollution incidents (including any compensation paid and any violations of environmental protection laws or regulations found in environmental inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made)

None.

(III) Countermeasures

1. Corrective measures

The Company was not subject to any compensation for pollution. In response to increasingly stringent environmental standards, the Company will improve pollution prevention equipment or strengthen management in accordance with relevant environmental regulations.

2. Impact after correction

The Company has always placed considerable importance on environmental protection work. Relevant emissions (air), wastewater, and waste materials are actively controlled to meet environmental regulatory discharge standards. For future environmental protection efforts, in addition to continuing with process waste reduction and pollution prevention, the Company will also invest funds in its various plants (sites) to install relevant pollution control equipment and will strictly carry out various management tasks to ensure environmental pollution is minimized, thereby fulfilling its due corporate responsibilities.

(IV) Estimated Disbursements for Environmental Protection for the Next Three Years

Item		2024	2025	2026
Equipment to Be Purchased or Expenditures	Maintenance and update of exhaust gas and waste (sewage) water treatment equipment	10,110(Note)	522	512
	Improvement in processes at risk of pollution	0	0	0

Purchase of waste (sewage) water testing equipment	60	60	60
Amount (NT\$1,000)	10,170	582	572

Note: In coordination with the Qigu Salt Mountain scenic area project plan, an expenditure of NT\$9,550 thousand was made in 2025 for the construction of a wastewater treatment plant.

Expected improvements:

1. The concentration of exhaust and wastewater discharges meet the standards of environmental laws and regulations.
2. The process is stably controlled.
3. Waste and pollution are reduced and prevented.

V. Labor Relations

(I) Employee Benefit Plans, Continuing Education and Training, Retirement Systems, and Their Implementation, Labor-management Agreements, and Measures for Preserving Employees' Rights and Interests

1. Employee benefit plans

- (1) In addition to labor and health insurance, group insurance, and employee stock ownership trusts, the Company pays bonuses by unit and individual performances based on the Company's earnings, implements employee compensation, and organizes education and training.
- (2) The Employee Welfare Committee is in place to allocate employee benefits monthly for organizing trips, distributing festival gifts, and holding other activities.
- (3) Labor-management meetings are held to improve the labor's working conditions and work environment. The purpose of labor-management meetings is to facilitate the cooperation and harmony between the employer and the employees.

2. Continuing education and training

Year	112	113	114
Number of Courses	249	246	243
Number of Trainees	4,403	4,989	5191
Number of Training Hours	11,529	14,603	14,149
Average Number of Training Hours per Person	24	31	30
Training Expense (NT\$)	1,354,098	1,112,956	1,298,465
Average training expenses per person (NTD)	2,827	2,348	2,780

3. Retirement systems

According to the Labor Standards Act, a retirement reserve is appropriated monthly and deposited in the employee's dedicated account at the Department of Trust, Bank of Taiwan. The Company pays the pensions to employees in accordance with the Labor Standards Act. Starting from July 1, 2005, for employees who choose to apply the pension system under the Labor Pension Act, 6% of their monthly salary will be appropriated to their dedicated pension account at the Bureau of Labor Insurance.

4. Labor-management agreements and measures for preserving employees' rights and interests

Falling into an industry applicable to the Labor Standards Act, the Company operates based on the Labor Standards Act. The Company has established complaint and whistleblowing channels and mailboxes for supervisors at all levels to receive employee complaints and broadly solicit various opinions from employees. Concurrently, the Company has signed a collective bargaining agreement with the TAIYEN Company Enterprise Union Federation, which is periodically negotiated and revised to protect employee rights and interests. The Company values employee benefits and two-way communication with employees, so the labor-management relations are harmonious. There have been no labor disputes since establishment.

The Company and the TAIYEN Company Enterprise Union Federation signed a collective bargaining agreement in November 2003. The current collective bargaining agreement was signed in November 2025, totaling 55 articles. Its content comprises ten chapters: General Provisions; Employment; Dismissal; Working Hours, Rest Periods, and Leave; Performance Appraisal, Rewards, Punishments, and Promotions; Wages (Salaries), Allowances, and Bonuses; Welfare and Training; Safety and Health; Retirement, Severance, and Consolation Payments (including occupational accidents); Labor-Management Meetings and Resolution of Labor Disputes; and Supplementary Provisions.

5. Code of conduct or ethics

(1) To maintain the order and ethics in the workplace, the following employee rules are drawn up as a code of conduct for all employees:

9 Dos
<ol style="list-style-type: none"> 1. All employees should put the Company's interests first and never engage in transactions that are not beneficial for the Company. 2. All employees should strive to work professionally and attentively and take a proactive attitude to do things better. 3. All employees should do everything transparently, fairly, and with reason, and answer questions with a clear conscience. 4. Each unit should grant/impose rewards/punishments clearly, disallow repeated mistakes, and forgive first offenders depending on the case and punish repeated offenders. 5. Supervisors at all levels are responsible for supervising, following up, and evaluating the meeting resolutions or assignments to improve work efficiency and effectiveness. 6. Supervisors at all levels should lead by example. 7. Supervisors at all levels should carry out management by walking around and have the courage to discover and solve problems at any time. 8. All employees should take action and face challenges in the intense competition after the privatization of the Company. 9. Senior employees should share their experience with new recruits and take care of younger generations.
10 Don'ts
<ol style="list-style-type: none"> 1. Don't give gifts to superiors. 2. Don't ask people to lobby on promotion and transfer. 3. Don't purchase goods from relatives. 4. Don't accept gifts from any counterparties. 5. Don't gain private ends in public cause, or strict punishment will ensue. 6. Don't perform work perfunctorily; streamline processes to increase productivity. 7. Don't snoop or leak company secrets. 8. Don't waste company resources; be provident. 9. Don't be complacent about immediate results and overlook future challenges. 10. Don't leave office with undone work.
10 Norms
<ol style="list-style-type: none"> 1. Taiyen's business philosophy: integrity, dedication, pleasure at work. 2. Taiyen's culture: professionalism, innovation, efficiency. 3. Taiyen's competitive advantages: Low-cost, high-quality, quickest-service, biggest features. 4. Be lazy at work today, be on unemployment tomorrow. 5. Employees make an all-out effort to innovate, turning "salt" into gold. 6. The only unchanging rule is to "change." "Being better" is Taiyen's sustainable development goal. 7. Employees strive to achieve what's beneficial to the Company. 8. Respect customers and go beyond their expectations. 9. View customer complaints as gifts and treat customers with gratitude. 10. Put the customer first.

(2) The Company identifies “professionalism, innovation, efficiency” as the corporate culture and expects employees to fulfill “integrity, responsibility, and productivity.” Furthermore, the Company has established "Guidelines for Employee Rewards and Punishments," which are made known to all employees for their compliance, ensuring that employees clearly understand the code of conduct. In the event of deeds deserving encouragement or actions warranting admonishment, rewards or punishments are administered in accordance with the aforementioned regulations.

6. Protective measures for the work environment and personal safety

- (1) Fire inspections and drills are organized.
- (2) Health checkups are provided for employees working in general and special operations.
- (3) Operators should wear earplugs or earmuffs and other personal protective equipment if the work environment exceeds the standard.
- (4) The lighting should be improved if the work environment does not meet the lighting standard.
- (5) Occupational safety and health rules and equipment operation safety standards are formulated and implemented.
- (6) Leak alarms and material safety data sheets are set up for hazardous materials or devices, and statutory education and training is organized for operators.
- (7) Qualified operators for statutory dangerous equipment are appointed, and regular inspections are carried out according to law.

- (8) Occupational safety and health training and emergency drills are organized according to law.
 - (9) Provision of personal protective equipment according to the safety requirements.
- (II) Losses incurred due to labor disputes in the most recent fiscal year and up to the date of publication of the annual report (including matters where labor inspection results indicate violations of the Labor Standards Act, for which the date of disciplinary action, reference number of the disciplinary action, violated legal provisions, content of the violation, and content of the disciplinary action should be specified), and disclosure of the estimated amounts of current and potential future occurrences and corresponding measures (if such amounts cannot be reasonably estimated, the reasons why they cannot be reasonably estimated should be explained):
The Company attaches great importance to employee benefits and training. The labor-management relations are harmonious, and no labor disputes have occurred.

VI. Cybersecurity Management:

- (I) Describe the cybersecurity risk management framework, cybersecurity policy, specific management programs, and resources invested in cybersecurity management, etc.

The Company's information security risk management framework consists of an Information Team established under the Corporate Development Department, composed of 2-3 individuals responsible for the planning and execution of information security management for each department. This team periodically reviews cybersecurity policies and formulates key points for information security, which are implemented after being reported to and approved by the responsible authority. This is to effectively protect the Company's information assets (including software, hardware facilities, data, information, personnel, and services) from internal and external, intentional or accidental threats; maintain the integrity, availability, and security of information; ensure the uninterrupted operation of the Company; and build comprehensive cybersecurity defense capabilities and foster good information security awareness among colleagues.

1. Cybersecurity Policy

To construct a secure information environment for TAIYEN Company and protect all information assets related to the Company's information and communication systems, and to ensure the smooth operation of the Company's activities, this policy is specially established for all colleagues to jointly adhere to:

- (1) Comply with legal and regulatory requirements.
- (2) Ensure information assets are appropriately protected to prevent unauthorized intrusion.
- (3) Establish comprehensive physical and environmental security protection measures for information server rooms, and regularly perform relevant maintenance to ensure secure operation.
- (4) Clearly define user access rights for network systems to prevent unauthorized access attempts.
- (5) Establish cybersecurity maintenance plans and cybersecurity incident response mechanisms, and conduct irregular cybersecurity incident drills.
- (6) Regularly conduct cybersecurity educational training and advocacy to enhance employee cybersecurity awareness.
- (7) Implement management of outsourced vendors to ensure the security of information and communication services.

2. Cybersecurity Risk Management Framework

To strengthen the Company's information security management and ensure data, system, and network security, dedicated cybersecurity supervisors and personnel are assigned. An Information Team established under the Corporate Development Department is responsible for the planning and execution of information security management for each department. This team periodically reviews cybersecurity policies and formulates key points for information security, which are implemented after being reported to and approved by the responsible authority. This is to effectively protect the Company's information assets (including software, hardware facilities, data, information, personnel, and services) from internal and external, intentional or accidental threats; maintain the integrity, availability, and security of information; ensure the uninterrupted operation of the Company; and build comprehensive cybersecurity defense capabilities and foster good information security awareness among colleagues.

- (1) The Company's three-step cybersecurity protection within the cybersecurity risk management framework is as follows:

A. Pre-incident: Prevention

Mainly focusing on access authorization control, access control, social engineering, and vulnerability scanning. Key points are as follows:

- a. Website vulnerability scanning.
- b. Host vulnerability scanning.
- c. Email social engineering drills.
- d. Access Authorization Control: Permissions for various systems, file servers, and network drives are set according to personnel.
- e. Access Control (USB disabled).
- f. Enterprise private cloud replaces file transfer and sharing.

B. During Incident: Monitoring, Management

Mainly focusing on detection and monitoring, incident response, endpoint protection, and firewalls. Key points are as follows:

- a. Network firewall implementation.
- b. Antivirus software implementation.
- c. AntiSpam: Spam filtering system.
- d. WAF: Web Application Firewall service.
- e. Advanced Persistent Threat (APT) defense implementation.
- f. Data Security: Data backup and offline tape backup.
- g. Cybersecurity threat detection and management mechanism.
- h. Virtual Private Network (VPN) access mechanism.
- i. EDR/MDR endpoint protection.

C. Post-incident: Tracking, Auditing

Mainly focusing on recovery plans, improved communication, and data retention. Key points are as follows:

- a. Log recording.
- b. System data restoration (recovery plan).

3. Specific Cybersecurity Management Programs and Measures

(1) Specific Cybersecurity Management Programs are as follows:

- A. TAIYEN BIOTECH CO., LTD. Network Usage Management Guidelines.
- B. TAIYEN BIOTECH CO., LTD. Information System Account Management Operating Guidelines.
- C. TAIYEN BIOTECH CO., LTD. Information Equipment Management Operating Guidelines.
- D. TAIYEN BIOTECH CO., LTD. Computer Software Management Operating Guidelines.
- E. TAIYEN BIOTECH CO., LTD. Cybersecurity Emergency Response Plan and Handling Guidelines.

(2) Specific Cybersecurity Management Measures are as follows:

- A. Prohibition of personal devices and unauthorized software.
- B. Regular password updates, required to comply with password policies.
- C. Social engineering drills to enhance colleagues' cybersecurity awareness.
- D. Implementation of an enterprise-grade network, distinguishing network access rights for employees and visitors, prohibiting visitor access to TAIYEN's internal network.
- E. Prohibition of the use of external storage devices.
- F. Two-factor authentication, adopting two-step verification.
- G. Restriction of source IP for specific external network services.
- H. Disabling remote control software connections to reduce the risk of intrusion.
- I. Control of administrator privileges on personal computers to prevent the implantation of malicious programs, arbitrary installation of unauthorized software, and violation of copyright law.
- J. Personal dedicated network space for backing up important personal files and data.
- K. Regular audits for the use of illegal software to implement control over illegal software.
- L. Account control for departing and retired personnel.

(II) List losses incurred due to material cybersecurity incidents, possible impacts, and corresponding measures in the most recent fiscal year and up to the date of publication of the annual report; if such cannot be reasonably estimated, explain the reasons why they cannot be reasonably estimated.

Up to the date of publication of the annual report, the Company has not incurred losses from any material cybersecurity incidents.

VII. Important Contracts (with a Contract Amount of NT\$50 million or More)

Disclose the contracting parties, main content, restrictive clauses, and contract period (commencement and expiration dates) for the following types of important contracts that are still in effect as of the date of publication of the annual report or expired during the 2025 fiscal year: supply and sales agreements, technical cooperation agreements, engineering contracts, long-term loan agreements, and other contracts that could materially affect shareholders' equity:

Nature	Contracting Party	Commencement/Expiration Dates	Content	Restrictive Clause
Distribution Contract	Tico Inc.	January 1, 2024 ~ December 31, 2025	Alkaline Ion Water	
Distribution Contract	PX Mart Co., Ltd.	January 1, 2025 ~ December 31, 2025	Low-sodium Salt, Low-sodium Salt (30% Less Sodium), Iodized High Quality Salt, Iodized Superior Fine Salt, and Original Taste Cooking Sea Salt	
Distribution Contract	Refined salt sales contract with 148 suppliers, including Mingqing Firm	January 1, 2025 ~ December 31, 2025	Iodized High Quality Salt, Iodized Superior Fine Salt	
Distribution Contract	Fu Chu Vivid Enterprise Co., Ltd.	January 1, 2024 ~ December 31, 2025	TV Shopping Contract	
Distribution contract	Ryusendo Co., Ltd.	January 1, 2025 ~ December 31, 2025	Undenatured Collagen Type II	
Franchise/Composite Franchise Agreement	Franchise/Composite Franchise Agreement	January 1, 2025 - December 31, 2025	Franchise/Composite Franchise Agreement	
Property Contract	A salt company in Australia	March 1, 2025 ~ February 28, 2027	Purchase of imported salt	
Property Contract	CPC Corporation	July 1, 2025 ~ June 30, 2028	Industrial natural gas sale/purchase	
Property Contract	Far Eastern New Century Corporation	Phased delivery starting from December 26, 2025	Bottled Water Container	Close the case after delivery
Service Contract	Ming Gan Transportation Co., Ltd.	February 15, 2024 ~ February 14, 2025	Bulk transportation of salt and bottled water	Renewed for 1 year until February 14, 2026

V. Review and Analysis of Financial Situation and Financial Performance, and Assessment of Risk Items

I. Financial Situation

Unit: NT\$1,000

Item	Year	End of 2025	End of 2024	Variation	
				Amount	%
Current assets		2,756,224	2,927,423	(171,199)	(5.85)
Fixed Assets		4,085,095	3,988,175	96,920	2.43
Other Assets (Including Intangible Assets, Long-term Investments, and Other Non-current Financial Assets)		1,421,242	1,465,575	(44,333)	(3.02)
Total Assets		8,262,561	8,381,173	(118,612)	(1.42)
Current liabilities		959,885	1,165,150	(205,265)	(17.62)
Long-term Liabilities (Including Provisions and Other Liabilities)		488,908	548,406	(59,498)	(10.85)
Total Liabilities		1,448,793	1,713,556	(264,763)	(15.45)
Share Capital		2,000,000	2,000,000	—	—
Capital Reserve		2,490,850	2,501,830	(10,980)	(0.44)
Retained Earnings		2,325,311	2,164,890	160,421	7.41
Other Equity		(2,393)	(2,631)	238	9.05
Treasury Stock		—	—	—	—

Non-controlling Interests	—	3,528	(3,528)	(100.00)
Total Equity	6,813,768	6,667,617	146,151	2.19
Analysis of Variations (Items with Changes of 20% or More)				
1. Non-controlling Interests: Decreased by 100% in 2025 compared to 2024, mainly due to Taiyen's acquisition of the ordinary shares held by non-controlling shareholders of Taiyen Green Energy Co., Ltd., resulting in an increase in Taiyen's ownership interest from 66.75% to 100%.				

II. Financial Performance

(I) Main Reasons for Any Material change in Revenue, Operating income, and Income before Tax during the Past Two Fiscal Years

Unit: NT\$1,000

	2025		2024		Increase (Decrease) Subtotal	Change Total
	Subtotal	Total	Subtotal	Total		
Net Revenue		3,307,660		3,238,152	69,508	2.15
Operating Costs		<u>1,964,650</u>		<u>1,917,244</u>	47,406	2.47
Gross Profit		1,343,010		1,320,908	22,102	1.67
Operating Expenses		<u>866,869</u>		<u>966,369</u>	(99,500)	(10.30)
Operating Income		476,141		354,539	121,602	34.30
Non-operating Income and Expenses		17,828		78,493	(60,665)	(77.29)
Other Income	128,059		127,953			
Finance Costs	(3,378)		(6,338)			
Other Gains and Losses	(106,853)		(43,122)			
Share of Income of Associates Accounted for Using Equity Method						
Net Income before Tax		493,969		433,032	60,937	14.07
Income Tax Expense		<u>100,283</u>		<u>115,580</u>	(15,297)	(13.23)
Net Income		393,686		317,452	76,234	24.01
Other Comprehensive Income						
Other Comprehensive Income (Net, after Tax)		<u>23,714</u>		<u>41,278</u>	(17,564)	(42.55)
Total Comprehensive Income		<u>\$417,400</u>		<u>\$358,730</u>	58,670	16.35

Net Income Attributable to Stockholders of the parent Comprehensive Income		<u>\$399,867</u>		<u>\$371,524</u>	28,343	7.63
Net Income Attributable to Stockholders of the parent		<u>\$423,581</u>		<u>\$412,802</u>	10,779	2.61

Analysis of variation by 20% above:

1. Operating profit: Increased in 2025 compared to 2024, mainly due to a decrease in expected credit impairment losses during the year.
2. Non-operating income and expenses: Losses increased in 2025 compared to 2024, mainly due to higher foreign exchange losses and disaster losses caused by typhoons during the year.
3. Net profit for the year: Increased in 2025 compared to 2024, mainly due to the increase in operating profit during the year.
4. Other comprehensive income (net of tax): Decreased in 2025 compared to 2024, mainly due to a decrease in remeasurement gains arising from defined benefit plans.

(II) Sales Volume Forecast and Basis

Based on the business strategy, operational goals, and budgets of each unit, and considering the overall industry development trends and historical operational performance, the Company has formulated the expected sales volume for 2026 under reasonable assumptions. The sales volume forecast is as follows:

Item	Year	Expected sales volume for 2026	Unit
Salt		Approximately NT\$260,000	Metric ton
Bottled Water		Approximately NT\$100,000	Metric ton
Cosmetics		Approximately NT\$500,000	Bottle/Box/Set
Cleaning Products		Approximately NT\$2,650,000	Bottle/Box/Set
Health Food		Approximately NT\$860,000	Bottle/Box/Set

(III) Effect upon the Financial Operations and Measures to Be Taken in Response

As the Company continues to grow in scale, it is also committed to adjusting its financial structure. Various financial analysis indicators are mostly stable. For example, in 2025, the current ratio and quick ratio were 287.14% and 237.6%, respectively. With a stable and sound financial structure, the company should be well-positioned to meet the needs of future business growth.

III. Cash Flow

(I) Analysis of Changes in Cash Flow for the Most Recent Year

Item	Year	2025	2024	Increase(Decrease) Percentage (%)
Cash Flow Ratio(%)		45.01	56.65	(21)
Cash Flow Adequacy Ratio(%)		86.13	82.80	4
Cash Flow Reinvestment Ratio (%)		1.85	4.62	(60)

For items with a change of 20% or more:

Cash Flow Ratio: Decreased by 21% in 2025 compared to 2024, mainly due to an increase in net cash inflow from operating activities compared to the same period last year.

Cash Reinvestment Ratio: Decreased by 60% in 2025 compared to 2024, mainly due to an increase in net cash inflow from operating activities compared to the same period last year.

(II) Liquidity Analysis for the Coming Year

Unit: NT\$1,000

Cash Balance, Beginning of Period (1)	Projected Net Cash Flows from Operating Activities for 2025 (2)	Projected Cash Outflows for 2025 (3)	Expected Cash Surplus (Deficit) (1)+(2)-(3)	Expected Corrective Measures for Cash Deficit	
				Investment Plans	Financing Plans
1,349,371	697,566	787,092	1,259,845	—	—

Note:

1. Analysis of changes in cash flow for the coming year:

- (1) Operating activities: Mainly due to the expected net profit generating cash inflows in 2026, resulting in a net cash inflow from operating activities of NT\$697,566 thousand.
- (2) Investing activities: Net cash flows will be used in investing activities due to the purchase of fixed assets.
- (3) Financing activities: Cash dividends will be distributed in 2026 resulting in a net cash outflow from financing activities.

2. Expected corrective measures for cash deficit and liquidity analysis: N/A.

IV. Effect Upon Financial Operations of Any Major Capital Expenditures during the Most Recent Fiscal Year

(I) Use of Major Capital Expenditures and Source of Funds

None.

(II) Expected Benefits

Not applicable.

V. Company Reinvestment Policy for the Most Recent Fiscal Year, Main Reasons for Profits/Losses Generated Thereby, Plan for Improving Re-investment Profitability, and Investment Plans for the Coming Year

Item	Description	Amount (NT\$1,000)	Policy	Main reasons for profit or loss	Improvement Plan	Future Investment Plans
Taiyen Biotech (Samoa) Co., Ltd.		NT\$49,541 thousand	Holding company	A company was established in China in 2010. In recent years, China has experienced changes in relevant laws and regulations, product specifications, and market conditions, resulting in losses. In 2020, the company actively developed customers, strengthened its import/export, and effectively reduced costs to turn losses into profits.	The indirect investment in China will continue to expand market share and increase profits.	None

Item	Description	Amount (NT\$1,000)	Policy	Main reasons for profit or loss	Improvement Plan	Future Investment Plans
Taiyen Green Energy Co., Ltd.		NT\$237,982 thousand	Green energy industry	The loss of NT\$3,109 thousand in 2025 was mainly due to additional construction payments for provisionally estimated engineering projects and the recognition of expected credit impairment losses on contract assets and accounts receivable.	<ol style="list-style-type: none"> 1. For project sites with lease agreements but without electricity generation operators (Qigu Dujia Phase II, Qigu Xiasanziliao Phase III, and Beimen Duzhitou), the Company will accelerate asset utilization to increase revenue. 2. For contractual disputes, the Company seeks to resolve issues through settlements instead of litigation, thereby reversing losses and improving cash flows. 3. Reduce operating costs. 	None

VI. Listing of Risks

The following matters during the most recent fiscal year and as of the date of publication of the Annual Report should be analyzed and assessed:

(I) Effect of Interest and Exchange Rate Fluctuations and Inflation on the Company's Profit or Loss, and Measures to Be Taken in Response

To effectively reduce the impact of exchange rate changes on revenue and profits, the Company constantly collects information about exchange rate changes and takes the following measures to reduce the risk of exchange rate changes:

1. The Company consults foreign banks about foreign exchange hedges.
2. Business units consider exchange rates when buying and quoting.

The Company also pays attention to relevant information, such as changes in interest rates and inflation, at any time.

(II) Policies on High-risk, Highly Leveraged Investments, Lending of Funds to Other Parties, Making of Endorsements/Guarantees, and Derivatives Trading, Main Reasons for Profits/Losses Generated Thereby, and Measures to Be Taken in Response

1. At present, the Company does not engage in and does not plan to engage in high-risk, highly leveraged investments, leading of funds to others, and/or making of endorsements/guarantees.
2. The Company will keep abreast of foreign exchange market changes and take appropriate measures to minimize the impact of exchange rate changes.

(III) Future Research and Development Plans and Expected Expenditures on Future Research and Development

1. Current research and development plans and progress

Plan	Progress	Expected Expenditure (NT\$1,000)	Expected Mass Production Time	Key to Future Success in R&D
Development of Diverse Trending Cosmetics Products and Function Research	Carry out product formula design and sampling according to the overall plan of the Company, with a progress of 15%.	5,068	2026.12	1. The safety and efficacy of the formulas meet the expected standards. 2. New products meet market trends and the needs of channels.
Joint Healthcare and Human Body Function Research and Trending Food Development	Carry out product formula design and development according to the plan of the Company, with a progress of 15%.	4,480	2026.12	1. Conforms to health supplement market dynamics and dietary culture trends. 2. Processed and costs are well controlled.
Research into the Application of Natural Nigari in Food Processing	Improve the applicability of salt products, with an execution progress of 5%.	800	2026.12	1. Formulation and product texture meet requirements.
Technical Research of the Collagen-Based Carrier - Resveratrol	Develop new raw material technologies, with an execution progress of 10%	2,400	2026.12	1. Innovation and efficiency improvement 2. Cost control 3. Products meet consumer needs.
Key Technology Platform Establishment and Application	With an execution progress of 15%.	200	2026.12	1. Technical verification meets standards.
Production Efficiency of Self-owned Raw Materials Improved through Green Chemical Approaches and Cell Estimation and Calibration Platform Verification	Improve procedures efficiency, with an execution progress of 15%	5,600	2026.12	1. Procedures production efficiency 2. Efficiency of environmentally friendly extraction procedures

2. Future research and development plans

- (1) Development of health products, cleaning products, skin care products, salt, and seasonings and efficacy verification.
- (2) Development of ingredients for skin care products, cleaning products, and health products.
3. Projected R&D expenses to be invested: The estimated R&D project expenses for the 2026 fiscal year are NT\$61,432 thousand.

(IV) Effect of Important Policies Adopted and Changes in the Legal Environment at Home and Abroad on the Company's Financial Operations and Measures to Be Taken in Response.

1. The Company has formulated the "Procedures for Loaning of Funds to Others" and "Procedures for Provision of Endorsements/Guarantees" in accordance with the "Regulations Governing Loaning of Funds and Making of Endorsements/Guarantees by Public Companies" enacted by the Securities and Futures Bureau and the "Procedures for Acquisition or Disposal of Assets" in accordance with the "Regulations Governing the Acquisition and Disposal of Assets by Public Companies" enacted by the Financial Supervisory Commission to reduce the market risk, financial risk, liquidity risk, credit risk and other related risks.
2. According to the Presidential Order Hua-Tsung-Yi-Yi No. 09300010091, the "Salt Management Regulations" were abolished on January 20, 2004, allowing salt to be freely managed and traded. It has an impact on the Company's operations in terms of industrial salt or food-grade salt. In response to this competition, the Company will adjust the marketing strategy flexibly to secure our share in the domestic salt market.

(V) Impact of Technological Changes (Including Cybersecurity Risks) and Industrial Changes on the Company's Financial and Business Operations, and Corresponding Measures: New media trends are changing the channels and ways consumers receive information. To respond to the changes brought by this new communication technology trend, the Company will strengthen its use of new media

power (Facebook, Instagram, Line, YouTube) to communicate with the new generation of consumers and attract younger generation consumers to become a loyal consumer group.

(VI) Effect of Changes in the Corporate Image on the Company's Crisis Management and Measures to Be Taken in Response

Since privatization in 2003, the Company has been committed to establishing long-term relationships with employees and communities while maintaining stable business operations. We have supported disadvantaged groups and participated in philanthropic activities to establish a good corporate image. We are constantly improving our internal controls to achieve the best crisis management. In case of any crisis, the Company will immediately convene a meeting of the contingency team to draw up countermeasures, so as to minimize potential negative impacts.

(VII) Expected Benefits and Possible Risks Associated with Mergers and Acquisitions and Measures to Be Taken in Response

Based on safeguarding the Group's rights and interests, corporate image, and fulfilling corporate responsibilities, the Company, in accordance with Article 29, Paragraph 6 of the Business Mergers and Acquisitions Act and other relevant regulations, submitted a proposal which was approved by the Second Term, Nineteenth Audit Committee meeting and the Thirteenth Term, Twenty-Seventh Board of Directors meeting on March 28, 2025, and further approved by a resolution of the extraordinary shareholders' meeting of TAIYEN Green Energy Co., Ltd. (hereinafter referred to as TAIYEN Green Energy) on May 5, 2025, for the Company and TAIYEN Green Energy to conduct a share exchange for cash consideration. The Company will acquire 12,325,030 shares of TAIYEN Green Energy (excluding the 24,741,970 shares already held by the Company) at a cash consideration of NT\$0.917 per common share, with a total cash consideration paid amounting to NT\$11,302 thousand. This share exchange proposal has been duly and fully evaluated by the Company, and an opinion letter from an independent expert affirming its reasonableness has been obtained. The share exchange case was completed on June 29, 2025, and TAIYEN Green Energy will become a wholly-owned subsidiary of the Company (100% shareholding).

Through the share exchange between the Company and TAIYEN Green Energy, Group resources can be integrated in the future, thereby enhancing the operational advantages of both parties, reducing operational costs and risks, and improving operational efficiency and creating overall benefits, which can also generate positive benefits for shareholder equity.

(VIII) Expected Benefits and Possible Risks Associated with Plant Expansion and Measures to Be Taken in Response: None.

(IX) Risks Associated with Consolidation of Purchasing or Sales Operations and Measures to Be Taken in Response

For the 2025 fiscal year, customer (105366) accounted for more than 10% of the Company's net operating revenue; revenue is projected to continue growing. Although suppliers TPD00004, D03522***, represented 35% and 23% of the total purchase amount, respectively, these transactions are conducted under long-term contracts to maintain the quality of purchases, and there is no risk of excessive supplier concentration.

(X) Effect on and Risk to the Company in the Event a Major Quantity of Shares Belonging to Directors, Supervisors, or Shareholders Holding Greater than a 10% Stake Has Been Transferred or Has Otherwise Changed Hands and Measures to Be Taken in Response

Except for the Ministry of Economic Affairs, which is the major shareholder holding more than 10% of the shares of the Company, our directors and supervisors hold less than 10% of the shares. As a result, there was no significant impact on the Company.

(XI) Effect on and Risk to the Company Associated with Changes in Management Rights and Measures to Be Taken in Response: N/A.

(XII) Litigation and Non-litigation Matters

(Where applicable, disclose material litigation, non-litigation, or administrative proceedings that have been finally adjudicated or are still pending involving the Company, its directors, supervisors, president, de facto responsible persons, major shareholders holding more than 10% equity, and subsidiaries, which may have a material impact on shareholders' equity or securities prices. The disclosure shall include the facts in dispute, amount involved, commencement date, main parties, and status as of the publication date of the annual report.)

1. Material litigation, non-litigation, or administrative proceedings involving the Company and its subsidiaries

(1) Former management of Taiyen Green Energy Co., Ltd., a subsidiary of the Company, was alleged to have made decisions in violation of Board instructions or in a manner detrimental to the Company's interests during their tenure. To protect the Company's rights, the Company and its subsidiary have pursued legal actions against the relevant parties. On February 27, 2025, the Tainan District Prosecutors Office filed an indictment for violations of the Securities and Exchange Act, and the case is currently under trial at the Tainan District Court. The final outcome is subject to future legal proceedings.

(2) The same former management of Taiyen Green Energy Co., Ltd. has been subject to civil claims arising from the related criminal case. On October 27, 2025, the Company received a motion filed by the

- Securities and Futures Investors Protection Center to join the civil incidental proceedings. The case is currently pending and subject to future legal procedures.
2. Litigation, non-litigation, or administrative proceedings involving directors, supervisors, the president, major shareholders, or subsidiaries
 - (1) Lianting Construction Co., Ltd. filed for arbitration with the Chinese Arbitration Association on January 8, 2024, regarding disputes arising from the “Civil Engineering Procurement Contract” and related variation works with Taiyen Green Energy Co., Ltd. In addition, on May 6, 2025, the counterparty filed another arbitration request regarding final payment under the contract. The case remains under arbitration.
 - (2) Meio Asia No. 7 Co., Ltd. filed for arbitration on April 22, 2025, regarding performance disputes under the “Photovoltaic System Installation Service Contract” with Taiyen Green Energy Co., Ltd. The case remains under arbitration.
 - (3) Former management of Taiyen Green Energy Co., Ltd. has been prosecuted for alleged violations of Board instructions and decisions detrimental to the Company’s interests. The Tainan District Prosecutors Office filed an indictment on February 27, 2025, and the case is currently under trial. The subsidiary has also filed civil incidental claims on September 5, 2025, and received a motion for joinder from the Securities and Futures Investors Protection Center on October 27, 2025. The case remains pending.
 - (4) The “Chiayi Yizhu Aquavoltaic EPC Turnkey Project” undertaken by Taiyen Green Energy Co., Ltd. has been inspected and accepted by the project owner together with the Ministry of Economic Affairs. Applications for changes to agricultural permits and electricity business licenses are currently in progress. Although delay penalties may be imposed under the contract, delays were caused by COVID-19, force majeure events, and other non-attributable factors. The Company has applied for an extension of the construction period. Based on negotiations and assessment, the probability of incurring penalty payments is considered low; therefore, no related contingent liability has been recognized. The subsidiary filed arbitration with the Chinese Arbitration Association on April 8, 2025. The counterparty, Tainergy Tech Co., Ltd., submitted counterclaims on January 13, 2026, and further supplementary submissions on March 11, 2026. The case remains under arbitration.
 - (5) The subsidiary filed for arbitration on June 6, 2024, regarding disputes with Sunshine Rice Co., Ltd. under the “Photovoltaic System Installation Service Contract.” A settlement framework agreement was signed on May 9, 2025, and the arbitration was withdrawn on March 17, 2026.
 - (6) Kim Yang Electrical Engineering Co., Ltd. filed for arbitration on January 3, 2025, regarding disputes under multiple engineering contracts with the subsidiary. The arbitral award was rendered on May 5, 2026, and the result has no material impact on the Company’s financial position or operations.
 - (7) Fuqiang Electrical Industry Co., Ltd. filed a civil lawsuit on February 11, 2025. The case is currently in the first-instance proceedings.
 - (8) Case involving Chen ○○ was filed on March 11, 2025. The first-instance judgment dismissed the plaintiff’s claims, but the plaintiff appealed on December 22, 2025. The case is currently under second-instance proceedings.
 - (9) Chenfeng Engineering Technology Co., Ltd. filed a civil lawsuit on July 23, 2025. The case is currently in first-instance proceedings.
 - (10) Shangdeng Technology Enterprise Co., Ltd. filed for arbitration mediation on September 19, 2025; mediation was unsuccessful. The case was subsequently re-filed for arbitration on February 24, 2026, and remains pending.

(XIII) Organizational Structure of Risk Management

Based on the nature of the business, each unit in charge is responsible for managing operational risks. The Auditing Office is responsible for making the risk-based audit plan and reviewing the existing or potential operational risks. The units in charge and responsibilities are as follows:

1. President’s Office: Responsible for making business decisions, supervising and coordinating related matters of departments, and ensuring operational effectiveness and efficiency to reduce strategic risks.
2. Legal Affairs Office: Responsible for managing legal risks and handling contracts and litigation disputes to reduce legal risks.
3. Occupational Safety and Health Office: Responsible for managing occupational safety and health, formulating safety and health policies, and supervising implementation to ensure labor safety and health and to reduce the risks and losses arising from occupational disasters.
4. General Affairs Department: Responsible for managing and developing human resources, formulating and implementing human resources policies, and reducing human resources risks; responsible for improving procurement benefits to reduce procurement risks; and responsible for handling cash operations under the risk control and monitoring system, paying attention to safety, and establishing a hedging mechanism to reduce cash risks.
5. Financial Accounting Department: Responsible for formulating, implementing, and improving accounting systems, analyzing operating benefits, and ensuring the reliability of financial reporting; responsible for financial planning and application under the risk control and monitoring system, paying attention to safety, liquidity, and profitability, and establishing a hedging mechanism to reduce financial risks; and responsible for planning and

- handling asset activation to increase asset value and to reduce asset management risks.
6. Corporate Development Department: Responsible for making business decisions and evaluating medium and long-term return on investment to reduce strategic investment risks; responsible for managing information security and taking protective measures to reduce information security risks; and responsible for managing production technology, quality, and production and sales to reduce production risks.
 7. Salt and Water Business Division: Responsible for planning the expansion, sales, and management of salt and bottled water, collecting and analyzing business information, and planning and executing promotions; responsible for proposing and launching new products, managing domestic and foreign channels; and responsible for developing and managing customers to reduce operational risks.
 8. Biotech Business Division: Responsible for planning the expansion, sales, and management of biotech products, collecting and analyzing business information, and planning and executing promotions; responsible for proposing and launching new products, managing domestic and foreign channels; and responsible for developing and managing customers to reduce operational risks.
 9. Branding and Marketing Department: Responsible for planning and managing brand strategies for various products, conducting and analyzing market and consumer behavior surveys, and handling visual design and application of products and the corporate image; responsible for making media marketing plans and managing the corporate image and public relations to reduce the risks of brand value or goodwill impairment.
 10. R & D Department: Responsible for making, proposing, executing, and managing research plans, conducting the test run on new products, and developing key raw materials; responsible for analyzing, following up, handling, and improving quality abnormalities and customer complaints to reduce R&D risks.

(XIV) Other Important Risks: None.

VII. Other Important Matters

Key Performance Indicator (KPI)

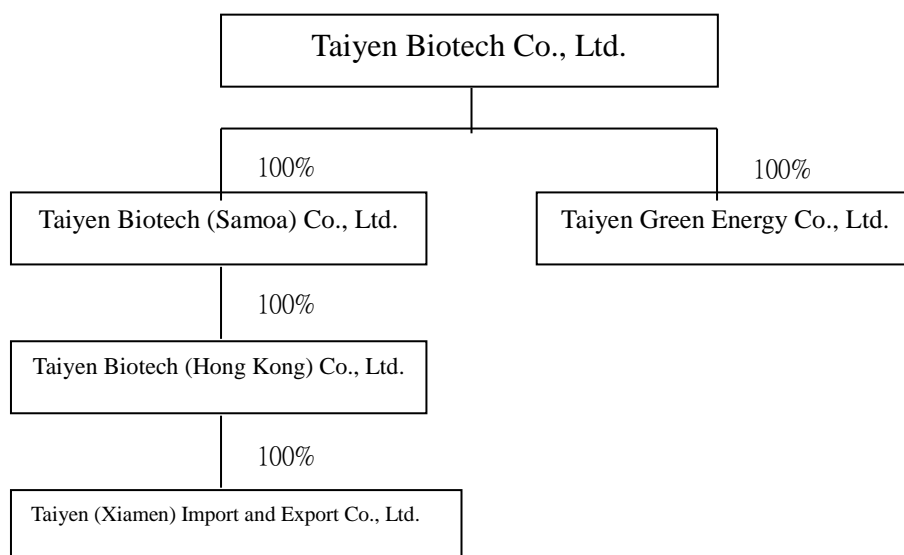
The parent company is in the manufacturing industry and operates its own biotech chain, making the "accounts receivable turnover ratio" a critical indicator for the company's capital utilization. The accounts receivable turnover ratios for the company in the 2025 and 2024 fiscal years were 20.56 times and 20.11 times, with an average collection period of 17 days and 18 days, respectively. The number of new products launched and market share are non-financial KPIs in the industry into which the Company falls.

VI. Special Disclosure

I. Information on Affiliates

(I) Consolidated Business Report Covering Affiliates

1. Organizational chart of affiliates



2. Basic information on affiliates

Affiliate	Date of Incorporation	Address	Paid-in Capital	Major Lines of Business or Production
Taiyen Biotech (Samoa) Co., Ltd.	July 28, 2009	Novasage Chambers, PO Box 3018, Level 2 CCCS Building, Beach Road, Apia, Samoa	US\$1.6 million	Reinvestment
Taiyen Biotech (Hong Kong) Co., Ltd.	September 24, 2009	Room 2701, 27/F, Tesbury Centre, 28 Queen's Road East, Wanchai, Hong Kong	US\$1.6 million	Reinvestment
Taiyen (Xiamen) Import and Export Co., Ltd.	March 9, 2010	Unit A03, 5F, Taiwan Chamber of Commerce Building, No. 860, Xianyue Road, Huli District, Xiamen City	US\$1.6 million	Trading and import/export of commodities
Taiyen Green Energy Co., Ltd.	March 13, 2017	No. 360, Gaofa 2nd Road, Guiren District, Tainan City	NT\$273 million	Energy-related business

3. Same shareholders under presumption of a relationship of control or subordination: None.

4. Industries covered by the overall business operated by affiliates

Industries covered by the overall business operated by affiliates include the sale of the Company's products and solar photovoltaic business.

5. Information on Directors, Supervisors, and Presidents of Affiliated Companies

December 31, 2025

Affiliate	Title	Name or Representative	Shareholding	
			Number of Shares	Shareholding (%)
Taiyen Biotech (Samoa) Co., Ltd.	Director	Representative of Taiyen Biotech Co., Ltd.: Yang, Feng-Rui	1,600,000	100%
Taiyen Biotech (Hong Kong) Co., Ltd.	Director Director Director	Taiyen Biotech (Samoa) Co., Ltd. Chen, Yang, Feng-Rui Chang, Yuan-Szu Su Wei	1,600,000	100%
Taiyen (Xiamen) Import and Export Co., Ltd.	Chairman Director Director Supervisor President	Representative of Taiyen Biotech Co., Ltd.: Yang, Feng-Rui Representative of Taiyen Biotech Co., Ltd.: Huang, Keng-Hsien TAIYEN BIOTECH CO., LTD. Representative SU, CHUN-JEN TAIYEN BIOTECH CO., LTD. Representative Ts'ai Liang-i Huang, Keng-Hsien	—	100%
Taiyen Green Energy Co., Ltd.	Acting Chairman Director Director Director Supervisor Supervisor Acting General Manager	Representative of Taiyen Biotech Co., Ltd.: Li, Chieh-Han Representative of Taiyen Biotech Co., Ltd.: Liu, Hung-Chuan TAIYEN BIOTECH CO., LTD. Representative: CHANG, YUAN-SZU TAIYEN BIOTECH CO., LTD. Representative: HUO, AN-PING Yang, Tung-Hsuan Su Wei Lin Sheng-hui	27,320,000	100%

6. Overview of business operations of affiliates

Unit: NT\$1,000

Affiliate	Capital	Total Assets	Total Liabilities	Net Worth	Revenue	Operating Income	Profit or Loss	Earnings per Share (in NT\$)
Taiyen Biotech (Samoa) Co., Ltd.	USD 1.6 million	28,954	—	28,954	—	—	3,670	—
Taiyen Biotech (Hong Kong) Co., Ltd.	USD 1.6 million	28,954	—	28,954	—	—	3,670	—
Taiyen (Xiamen) Import and Export Co., Ltd.	USD 1.6 million	29,062	108	28,954	23,163	3,945	3,670	—
Taiyen Green Energy Co., Ltd.	NT\$273 million	398,988	398,137	851	88,591	(34,163)	(3,109)	(0.10)

7. Lending of funds to other parties, making of endorsements/guarantees, and derivatives trading: None.

(II) Consolidated Financial Statements of Affiliates

Please refer to the consolidated financial statements of the parent and subsidiary companies audited by the accountant for the fiscal year 2025.

II. Private Placement of Securities during the Most Recent Fiscal Year or during the Current Fiscal Year up to the Date of Publication of the Annual Report

(The disclosure should include the date and amount approved by the shareholders' meeting or board of directors, the basis and reasonableness of the pricing, the method of selecting specific individuals, the necessity of conducting a private placement, the targets of the private placement, qualification conditions, subscription quantity, relationship with the company, participation in company management, actual subscription (or conversion) price, difference between the actual subscription (or conversion) price and the reference price,

impact of the private placement on shareholders' equity, the use of funds from the private placement of securities until the completion of the fund utilization plan, the status of fund utilization, the progress of plan execution, and the manifestation of plan benefits.)

The Company has no such situation.

III. Other necessary supplementary explanations

Statutory certificates obtained by personnel in relation to the transparency of financial information such as internal auditors, financial officers, and accountants (statutory certification refers to internal control proficiency tests organized by the Securities & Futures Institute, international internal auditor tests organized by the Institute of Internal Auditors-Chinese, and proficiency tests for CPAs, lawyers, securities and futures professionals, and shareholder service professionals) (This indicator is related to the transparency of the Company's employee quality):

Number of attorneys licensed in the Republic of China: 1 in the Legal Affairs Office and 1 in the President's Office.

Number of certified public accountants licensed in the Republic of China: 2 in the Finance and Accounting Department.

VII. Any Situations Listed in Subparagraph 2, Paragraph 2, Article 36 of the Securities and Exchange Act Which Might Materially Affect Shareholders' Equity or the Price of Securities Occurring during the Most Recent Fiscal Year or during the Current Fiscal Year up to the Date of Publication of the Annual Report:

The Company's President, CHEN, SHIH-HUEI, was dismissed on March 1, 2025, and LI, CHIEH- HAN assumed the position of President on November 7, 2025.

Financial Statements for the Most Recent Fiscal Year:

Individual and consolidated financial reports for the fiscal years 2025 and 2024, along with the auditor's report, can be accessed by linking to the Market Observation Post System under Basic Information > E-books > Financial Reports webpage. The link is as follows:

https://doc.twse.com.tw/server-java/t57sb01?step=1&colorchg=1&seamon=&mtyp=e=A&co_id=1737&year=114