EirGenix

EirGenix, Inc.

台康生技股份有限公司

EirGenix, Inc. 2021 ESG Report

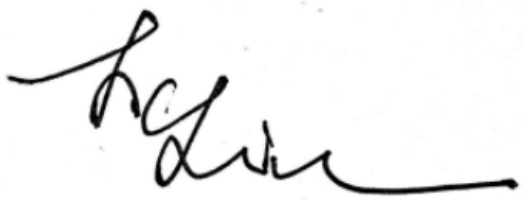
CONTENTS

Message from the Chairman

Since its incorporation in 2012 EirGenix Inc. (hereinafter referred to as “EirGenix”) has been committed to the development and production of high-quality macromolecular drugs (Biologics) based on the concept of sustainable growth and the objective of improving the health and well-being of the general public. EirGenix sticks to its belief in “technology first and quality excellence,” and makes the Company’s mission to assist customers become successful. The Company aims to be a major international bio-pharmaceutical company with its “roots in Taiwan and eyes on the global market.”

EirGenix’s operation adopts a dual-track business model, the contract development and manufacturing organization (CDMO) and product development using the current cGMP manufacturing facilities and high-level technical personnel. The Company has been established for nearly ten years and has achieved significant milestones. The first biosimilar “EG12014” developed for the treatment of early-stage breast cancer has been filed to the FDA of US and EMA 0f EU for drug listing inspection and registration which is expected to be approved by the end of this year or early next year and is scheduled to launch globally in 2023. For marketing and sales, a global exclusive sales contract was signed in 2019 with Sandoz, a global leader in generics and biosimilars, excluding the markets of Taiwan, Mainland China, Japan, South Korea, and Russia. The Company is also responsible for the production of EG12014 after its market launch. In addition, another self-developed biosimilar “EG1206A” that can be combined with EG12014 for the better treatment of breast cancer was approved for Phase I clinical trials by the European Union in May 2022.

EirGenix, Inc.
Founder, Chairman and CEO
Dr. Lee-Cheng Liu



In response to the growing CDMO business and preparation for global launch of self-developed biosimilars, EirGenix is currently planning an aggressive expansion. In addition to the increase of the production capacity for the existing Xizhi and Zhubei Plants to 25,500 liters by the end of this year, the construction of an international standard large-scale production plant with a capacity of 150,000 liters is in the conceptual design phase and is expected to be the top-three largest CDMO plants in Asia upon its completion.

EirGenix has a sustainable development plan integrated into its business strategy and enables its employees to participate and systematically execute various business plans, corporate governance, employee care, environmental sustainability and social welfare based on the business spirit indicators of “Empathy, Integrity, Responsibility and Global Vision.” EirGenix was ranked in the top 5% among the publicly listed companies in the 8th Corporate Governance Evaluation published in 2022, which was the highest honor in this category.

The issue of the global climate change has become a top priority for the sustainable development of an enterprise. EirGenix is based on a sound corporate governance and integrity management and actively implements various corporate sustainability goals while pursuing the growth of the industry: planning a greenhouse gas inventory and verification program for the progressive move to low-carbon operations; continuously improving energy efficiency and actively managing energy conservation and carbon reduction measures; disclosing relevant climate actions in this report according to the “Task Force on Climate-Related Financial Disclosures (TCFD)” while introducing the sustainable accounting standards of the “Sustainability Accounting Standards Board (SASB)” ; continuously maintaining good interaction with its stakeholders and creating values for them, and implementing corporate sustainability and business commitments.

About this Report

EirGenix Inc. (referred to as "EirGenix" hereinafter) issued the 2021 ESG Report to disclose its achievements on corporate social responsibility, which includes the subjects of corporate governance, social co-prosperity, sustainable environment, customer service, and supply chain management. We hope that stakeholders will continue to pay attention to EirGenix and give valuable advice so that we can move forward along the path of sustainable management.

Disclosure Scope and Boundaries

The 2021 ESG report is for the disclosure of the operating activities that took place in 2021. If there is any change in the presentation of information across years or the scope of disclosure, it will be explained in the text of the report.

The disclosure of the report is mainly based on the business activities of EirGenix in Taiwan, including Xizhi Headquarters and Zhubei Branch, of which, the financial data in this report has been audited and certified by PwC Taiwan in accordance with International Financial Reporting Standards (IFRS), and the financial report is prepared in the currency of NT$ Thousand. The remaining information and data in the financial report are collected and compiled by the responsible units and confirmed by the respective department head.

	Address	Phone
Headquarters Xizhi	No. 101, Lane 169, Kangning St., Xizhi Dist, New Taipei City.	+886-2-7708-0123
Branches Zhubei	No.168, Sec. 1, Shengyi Rd., Zhubei City, Hsinchu County.	+886-3-620-5088

Frequency of Issuance

This ESG report mainly discloses the performance of corporate social responsibility for the year of 2021. This is the Second ESG report of EirGenix, which will continue to be issued regularly every year in the future, and the electronic file of the complete report will be provided on EirGenix's official website (ESG section) for stakeholders to download.

Date of current release: September 2022
Date of next release: June 2023

References

The disclosure of this ESG report is based on the GRI Standards of the Global Reporting Initiative (GRI). The GRI Standards are included in the appendix.

Contact

Please feel free to contact us for any questions or suggestions regarding the content of this ESG report.

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ESG Performance

Environment

- EirGenix obtained the Green Building Certificate (No.: GB-GF-01-00055) and will continue to move towards sustainable environment development.
- EirGenix has the greenhouse gas inventory and verification planned in accordance with the national objective “2050 Net Zero Emission.”

Social

- Obtains ISO45001 Occupational Health and Safety.
- Training and Development：GMP training program & EIRGer’s Learning Center.
- EirGenix's Xizhi site has been certified by Taiwan FDA as the GMP production facility for commercial biopharmaceutical drug substances. Zhubei site has been inspected and approved by Taiwan FDA as the GMP pilot production facility for biopharmaceutical drug substances.
- EirGenix received PMDA's official approval in its issued GMP Compliance Inspection Result Notification, proclaiming EirGenix's compliance with relevant Japanese regulations regarding the quality, effectiveness, and safety of pharmaceutical manufacturing.

Governance

- EirGenix has been ranked among the top 5% of publicly listed companies by the Taipei Exchange Corporate Governance Evaluations.
- EirGenix was also awarded Taiwan Intellectual Property Management System (TIPS) certification from the Institute of Taiwan Industry to safeguard the intellectual property management system.
- Index Constituent of TPEx 200 Index.

1 About EirGenix

1.1 Company Profile and Organization

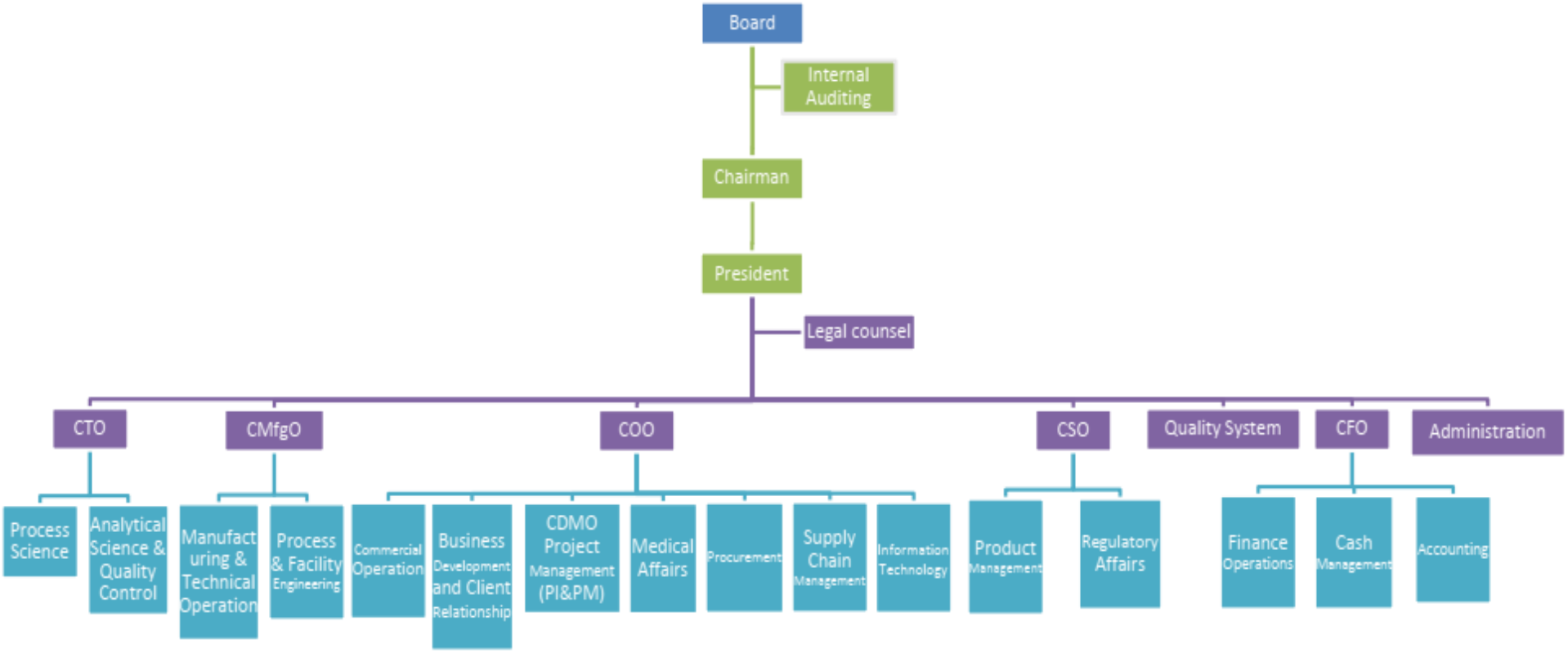
■ Company Profile

Company	EirGenix, Inc.
Headquarters, Branches and Plant	Headquarters Xizhi Branches Zhubei
Stock Code	6589 TW
Date of Incorporation	December 21st, 2012.
Business Items	Product Development_ Biosimilars. Bio-pharmaceutical CDMO (Contract Development & Manufacturing Organization) services.
The number of employees (2021/12/31)	303
Paid-in Capital (2021/12/31)	NT$3,003,845,000
Revenue (2021)	NT$1,697,359,000

Xizhi

Zhubei

■ Organization Chart



Major Corporate Functions

Department	Functions
President	Formulate the corporate business philosophy, policies, strategies, and major investment plans.
Internal Auditing	Evaluate and improve the design and operation of internal control systems. Audit the integrity of financial information and establish internal risk assessment and management mechanisms.
Legal Counsel	Manage domestic and foreign intellectual property, legal affairs, and compliance with domestic and foreign laws and regulations.
Administration	Provide a suitable working environment for colleagues through various activities of HR including recruitment, employment, training, and retention. Facilitate internal and external administrative communications, necessary matters, as well as general office matters.
Finance Operations	Provide annual budget preparation, long-term and short-term financial forecasts, financial analysis, fundraising and investment/M&A planning, stock affairs and investor/public relation management, public announcement, and the Board of Directors/Shareholders' Meeting preparation.
Cash Management	Manage bank transactions, cash operations, working capital, fund scheduling, and bank financing.
Accounting	Manage accounting affairs related operations, financial statement preparation, tax planning, correspondences with competent authorities, and the administrative remedy of tax, etc.
Quality System	Review and approve the validation plan to see any changes including but not limited to products, processes, equipment, etc. will lead to the changes of the validation process. Establish an appropriate quality management system and internal GMP audit and training plan. Manage Labor safety and hygiene, industrial waste disposal, fire control measures, and plant security.
Product Management	Formulate product development strategies and plan product development schedules and budgets with relevant departments. Supervise the overall progress of project development and coordinate cross-departmental technical discussions and communications. Manage and control project risks and coordinate relevant department to prepare contingency measures. Manage the stakeholders of product development projects and ensure seamless communication with internal teams, strategic partners, external consultants, and outsourcing manufacturers. Assist in marketing and administrative affairs for self-developed products.

Department	Functions
Regulatory Affairs	Coordinate RA task and related meetings. Provide regulatory liaison and alignment as needed. Coordinate and compile CTD dossiers, IMPD and IB. Prepare and submit documents for IND, NDA, etc. Establish and archive regulatory related documents.
Business Development and Client Relationship	Execute marketing plan and establish relationships with new and existing clientele. Prepare CDMO proposals including quotations. Facilitate technical discussions and make sure that the client's demand can be met under the scope of the contract. Plan and execute foreign and domestic propaganda and exhibition work including regularly updating the official website. Communicate with overseas business colleagues regularly to provide business support.
CDMO Project Management	Coordinate and communicate with relevant department and clientele to facilitate the execution of CDMO contracts. Establish a project management process and supervisory mechanism. Ensure the fulfillment of the contract and assist the finance department in confirming the revenue based on the percentage of completion method.
Commercial Operation	Plan and execute drug marketing in Taiwan.
	Screen new drugs and execute marketing plan in Taiwan and assist in global connection and coordination.
Medical Affairs	Engage with material stakeholders (health care provider/professional groups, patient groups, government, etc.) during the planning and execution of academic activities in medicine. Establish EirGenix's academic professional image and trust.
Supply Chain Management	Formulate supply chain management strategy for self-developed products including demand forecast, market replenishment, customer supply chain management, and collaborate with sales and marketing departments. Integrate supply chain strategies with operation plans including optimizing processes, monitoring costs and risks, and facilitating the compliance with regulations, quality and cost requirements.
Procurement	Purchase raw materials, equipment, and the general consumables/packing materials as well as project outsourcing. Screen and develop suppliers with detailed specifications. Prepare and negotiate the domestic and foreign procurement contracts. Manage the import and export operations. Analyze and plan the strategic purchasing.

Department	Functions
Information Technology	Establish and maintain the information infrastructure for the company. Plan and manage the information hardware/software and troubleshooting.
Process& Facility Engineering	Monitor and maintain the operation of GMP plant to its standards. Execute plant construction project and plan the equipment layout for the production line.
Manufacturing & Technical Operation	Manage the GMP production and the logistics for raw materials, cell bank, and products. Execute the process scale-up and technology transfer.
Process Sciences	Construct and screen microorganisms and animal cell lines and optimize culture medium for biosimilars. Develop and scale-up bioreactor fermentation process, the recovery and purification process.
Analytical Science& Quality Control	Develop and validate the quality control analysis methods for protein structure, biochemical characteristics, biochemical immunity, and in vitro cell activity.

1.2 Business Performance

(1) Business Plan Implementing Results

EirGenix was established on December 21st 2012, and IPO TPEx board on June 28th, 2019. It is a biotechnology and medical company focusing solely on biosimilars, drug discovery, and biopharmaceutical contract development and manufacturing organization (CDMO). The annual operating incomes of 2021 and 2020 are NT$1,697,359,000 and NT$1,071,838,000, respectively with a 58% growth. The source of revenue in 2021 is the continued growth in CDMO business, and the licensing milestone payments from Sandoz on self-developed product EG12014.

EirGenix masters the key technology of biotechnological drug development and manufacture and can provide customers with differentiated services with high added value. The consistent and stable operating income can cover part of the R&D expense for biosimilars. Various drug development projects are being executed successively as planned. It is expected that EirGenix's financial and business conditions will grow significantly after obtaining the drug certificate and the product is successfully mass-produced and launched.

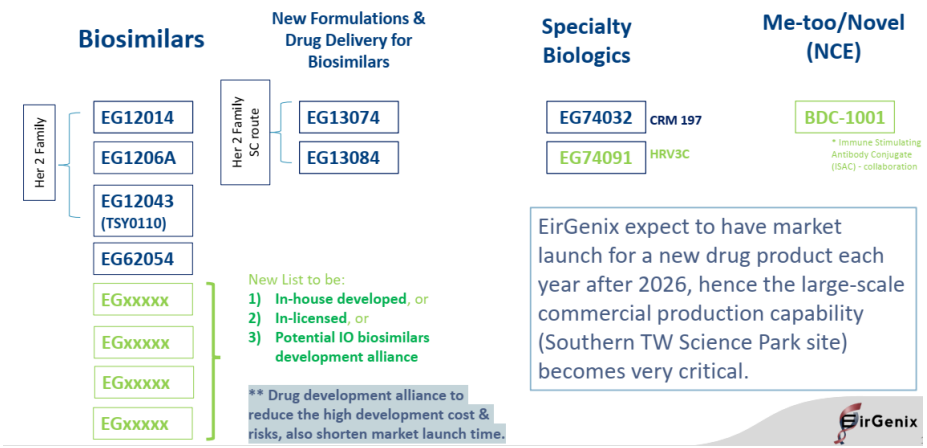
(2) Research and Development Status

Establish competitive and complete production line development strategies.

- There are seven self-developed products, including four biosimilars; one is the Her2 biosimilar with a new formulation for subcutaneous injection, one antibody-drug conjugate, and one carrier protein. In the current product pipeline, we applied a unique strategy of developing Her2 franchise products to synergize future market penetration.
- The primary end point analysis of the phase 3 clinical trial of EG12014 (biosimilar of Roche Herceptin®, with indication of early breast cancer patients.) was completed on March 23rd 2021. EG12014 has shown equivalent efficacy to Herceptin® in regard to its clinical response (pathologic complete response, pCR, defined as ypTO/is ypN0). EMA and FDA have officially accepted the review of the MAA and BLA submitted by Sandoz AG (exclusive partner of EirGenix) for trastuzumab biosimilar EG12014 in the first quarter of 2022.
- On April 29th, 2019, EirGenix signed a global exclusive sales licensing, except Taiwan, Mainland China, Japan, South Korea, and Russia, with Sandoz AG, a world well-known pharmaceutical firm for generic drugs and biosimilars. The licensing agreement includes a signing fee and milestone payments and additional royalty income of product sales in the authorized markets after the product launch. EirGenix is also responsible for the manufacture of EG12014 after the market launch. Sandoz AG, is in the leading position in the global generic drug and biosimilars fields. They have a long history of 136 years and abundant drug development and sales experience in biosimilars and antineoplastic drugs. This strategic alliance will improve the global competitiveness, therefore, benefit to our CDMO business expansion. The launch of EG12014 would provide more treatment choices and opportunities for patients with HER2 breast cancer once the product launches in the market.

- EirGenix has received approval for Phase I PK biosimilarity clinical study of developmental product EG1206A (proposed Pertuzumab biosimilar) in Europe.

Future Product Pipeline Overview



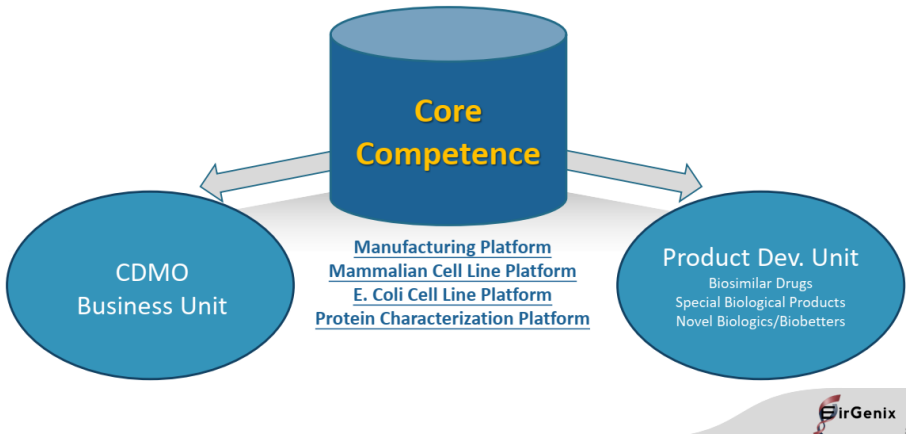
Outstanding development and manufacture technology of biotechnological drugs.

- The operating income has been increasing over the years due to the consistent and stable growth of the CDMO business. The CDMO business had reached the break-even point in 2016, and annual signed contract value had grown significantly since 2015.
- The core competitiveness of EirGenix's CDMO business owns two major production technologies: Mammalian cell culture development and Microbial strain fermentation development with professional capabilities of development, manufacture, and analysis. Through a vertical integration operating model, we can effectively keep track of the quality and cost control. Because the existing facility in Xizhi has reached its full capacity, a large-scale commercial production facility that meets the requirement of international PIC/S GMP was built in Hsinchu Biomedical Science Park at the beginning of 2019. It is used for the self-developed biosimilars EG12014 future production needs in the market. It could also attract international and domestic clients with late developmental stage products which required large-scale production and product commercial launches.
- EirGenix submitted post approval change to Pharmaceuticals and Medical Devices Agency (PMDA), an independent administrative institution authorized by the Ministry of Health and Welfare. The inspection went well with no major deficiency and received a PMDA approval letter on February 3, 2020. EirGenix entered into an agreement for long-term supply on March 2, 2021 and became the first long-term biopharmaceutical factory for biological drugs in the Japanese market. The product is a necessary drug for cancer treatment with over 30% market share in the same category in Japan. It is the only biopharmaceutical factory in Taiwan and China, and one of a few Asian biopharmaceutical factories that was contracted by PMDA. With this accreditation, it would increase the willingness and confidence of Japanese and international biotechnology companies to contract manufacturing and enhance sales promotion. The market demand of Japanese biopharmaceuticals CDMO has been increasing in recent years. With the actual sales of this product in Japan, it will expand the competitive advantage in the Japanese market

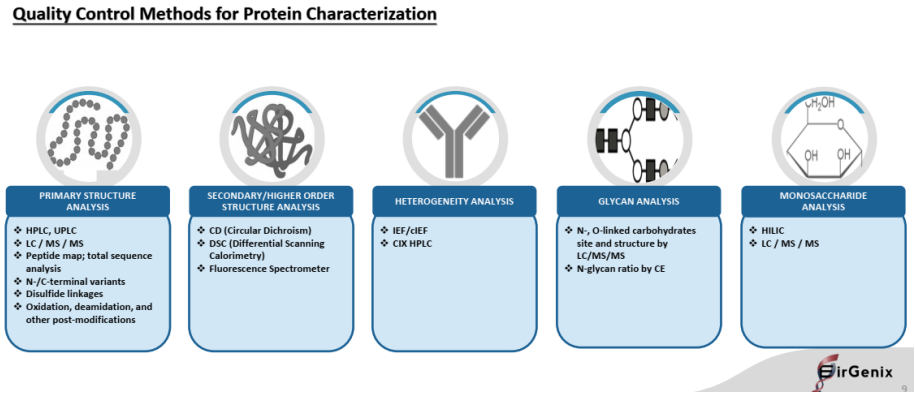
and significantly increase the willingness and confidence of Japanese and international biotechnology companies to entrust manufacturing. This major milestone will accelerate the sales growth of CDMO.

- EirGenix's Xizhi site has been certified by Taiwan FDA as the GMP production facility for commercial biopharmaceutical drug substances. Zhubei site has been inspected and approved by Taiwan FDA as the GMP pilot production facility for biopharmaceutical drug substances.
- EirGenix collaborates with Medigen Vaccine Biologics Corporation, a domestic vaccine manufacturer, and provides antigen protein production development and GMP mass production service.

Business Overview



CDMO – Protein Characterization Service



1.3 Products and Service

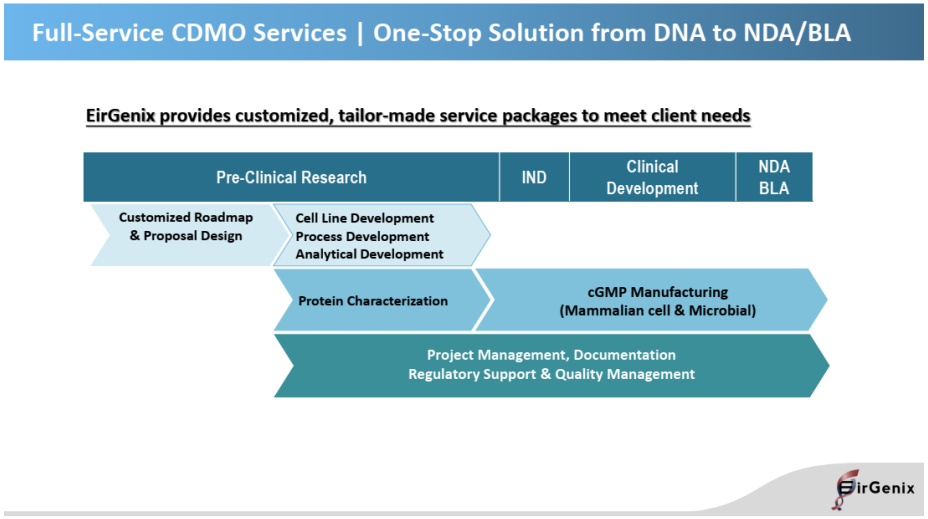
(1) Business Activities

EirGenix is a R&D company for biosimilars and new drugs, provides the bio-pharmaceutical CDMO (Contract Development & Manufacturing Organization) services, cell line building platform, process development platform, analytical science, protein identification and PIC/S manufacturing plant, and provides production of clinical trial drugs, etc.

EirGenix adopts the dual-track mode of bio-pharmaceutical CDMO and product development for biosimilars, using the current cGMP production facilities and high-level technical personnel. The core competitiveness of EirGenix is mainly based on two major expression systems: mammalian cell development and microbial strain fermentation development, as well as the professional capacities of R&D, manufacturing, and analysis. Through the vertically integrated operation mode, the company can master the quality and cost control.

In view of the high price of bio-pharmaceuticals, they are not affordable for many patients and the burden of medical costs on government is increasing. Therefore, the purpose of EirGenix's establishment is to provide customers with high-quality and cost-effective services and to develop biosimilars, while the medium to long-term goal is to develop Niche biologics to enhance human and social well-being and improve the quality of life. EirGenix aims to become an international biopharmaceutical company with its " roots in Taiwan and eyes on the global market."

(2) Main Products (Service)



EirGenix has developed the following CDMO-related core technologies and platforms: (A) cell line development; (B) process development and process amplification; (C) development and validation of analytical methodology; (D) product identification; (E) GMP production and stability tests for clinical trials; (F) CMC (chemical, manufacturing, and control) documents, which are stated separately as follows:

Analytical method development and validation platform

The development of analytical method and validation are related to the quality confirmation of products, including:

(A)Identification: SDS-PAGE, Western blot, IEF, peptide mapping, IEC-HPLC

(B)Quantitative determination: BCA/Bradford, A280

(C)Purity: SEC-HPLC, RP-HPLC, SDS-PAGE

(D)Activity: ELISA, cell-base assay

(E)Impurity: Host cell DNA, host cell protein, ProA residue, endotoxin, bioburden

These analysis methods will be validated through linearity & range, accuracy, and precision, etc.

Process development and process amplification platform

The upstream process development and process amplification mainly focus on the process development and optimization of high cell density fed-batch culture of cell line/strain for production, as well as the scalability and manufacturing friendliness of the production process.

The downstream process development and process amplification focus on the recovery and purification process development, virus clearance experimental research, process amplification (currently 100 liters), dosage form development, and the needs for providing products/materials to support animal experimental research, reference standards, and quality control (QC).

CMC files

EirGenix provides complete CMC file service for customers to apply for a clinical trial of subsequent products; at every stage of new drug research, sufficient CMC data should be submitted to provide a proper guarantee for the identification, quality, purity, potency, and stability of new drugs, and the CMC data required to vary with different research stages, proposed test periods, dosage forms and the amount of other available data. For example, stability data are necessary for all stages of a new drug in the test to prove that the physical and chemical properties of the raw material and the drug are within acceptable limits during the predetermined research period. CMC files can be compared to the resume data of the manufacturing process and can be used as an important basis for the safety assessment of regulatory organizations.

GMP production and stability test platform for clinical trials

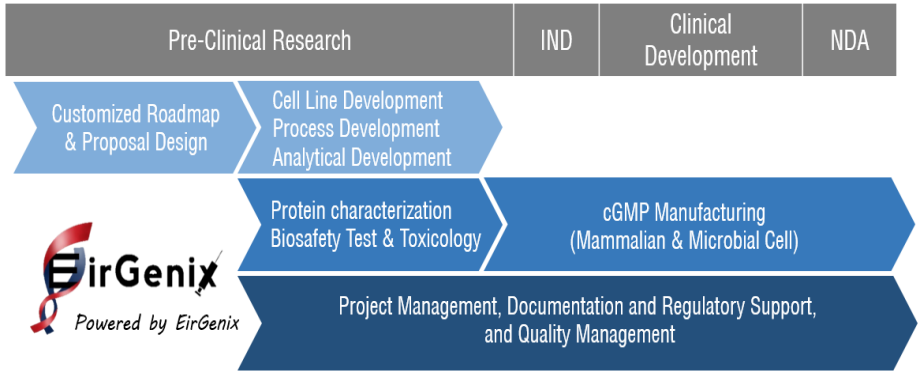
In the pilot run part, drugs need to pass animal toxicology test, early stability test data and reference standards can be provided, and sufficient operating parameters as the basis for GMP production preparation can also be provided. GMP production includes GMP engineering run, GMP production, End of production cell banking and testing, virus clearance experimental research (limited to mammalian cell culture), stability test, and clean validation.

Product identification platform

As protein identification has been paid more attention by regulatory organizations year by year, EirGenix has established a set of HPLC and LC/MS/MS system to perform Peptide mapping, complete sequence, N-/O-linked carbohydrates, disulfide linkages, Oxidation, Deamination, post-modifications, N-/C-terminal variants, secondary and higher-order structures, and other analysis work

Cell line development platform

In order to speed up the R&D/clinical/marketing speed of bio-pharmaceutical products, EirGenix focus on the development of cell line/strain-the first important key technology in the bio-pharmaceutical development stage. The development of cell line/strain includes the development and optimization of high-yield cell lines/strains, the optimization of medium and culture methods, and the establishment of MCB (master cell bank/seed cell bank)/WCB (working cell bank/production cell bank). The focus of this stage is on how to maximize the production and quality of cell lines/strains (recombinant protein drugs or monoclonal antibody drugs, etc.) with the best host cells (animal cells such as CHO, Sp2/0, NS0, Hybridoma, HEK 293, and PER.C6 cells; in microbiology, such as E. coli., S. cerevisiae, and Pichia) together with medium and process development. The mode of execution is to insert a gene expressing a protein into a vector, carry out transfection of the constructed expression system into the host cell (which have been adapted to serum-free and suspension culture), and then select the cell line with stable and high yield, compare the stability of the yield and quality, establish master cell bank and working cell bank, and select or develop cell culture medium for production at the same time.



(3) The New Products (services) are Planning to Development

Own Product Pipeline

Project Name	Drug Class	Indication	Target	PROGRESS				
				Pre-Clinical	Phase I	Phase II/III	MAA/BLA	Partner
EG12014 / EGI014 Trastuzumab Biosimilar	Monoclonal Antibody	Cancer	HER2					PARTNERED WITH SANDOZ
EG1206A Pertuzumab Biosimilar	Monoclonal Antibody	Cancer	HER2					CURRENTLY CONFIDENTIAL
EG13074 TRZ (SC formulation)	Monoclonal Antibody	Cancer	HER2					CURRENTLY CONFIDENTIAL
EG12043 (TSY0110) Antibody Drug Conjugate	Antibody Drug Conjugate	Cancer	HER2					PARTNERED WITH FORMOSA
EG13084 TRZ+PTZ (SC formulation)	Monoclonal Antibody	Cancer	HER2					
EG74032 CRM197 Carrier Protein	Carrier Protein for Vaccine Conjugates	N/A	Infectious /cancer					
EG62054 Biosimilar	Fusion Protein	Ophthalmology / Cancer	VEGF					

EG12014

Indication

Trastuzumab is a drug against breast cancer with high expression of oncogene (HER2/neu), which is mainly used in the treatment of patients with early breast cancer (EBC), metastatic breast cancer (MBC), and metastatic gastric cancer (mGC) of HER2 over-expression or HER2 gene amplification.

Current Status

In March 2021, the analysis results of the Phase III clinical trial indicator data reached the bioequivalency. In December 2021, EirGenix submitted documents to the FDA of the United States and EMA of the European Union to apply for drug marketing inspection and registration review. In January 2022, EirGenix submitted the 1st case for Taiwan CDE accelerated approval pilot project review.

Marketing Promotion Plan

In April 2019, EirGenix Inc. signed a global licensing agreement with Sandoz AG, a global leader in generics and biosimilars. The licensing agreement authorized Sandoz AG to the exclusive commercial rights of EirGenix's EG12014 (Trastuzumab biosimilar) in all global markets except Taiwan, Mainland China, Japan, South Korea, and Russia. The licensing agreement includes a signing fee and milestone payments, and additional royalty payment in the authorized markets after product launch.

EG12014

Market Potentials	According to the annual financial report of Roche in 2021, the global annual sales of this product reached CHF 2.69 billion, of which the European and American markets accounted for 44%. In recent years, the global sales of Roche, the original manufacturer of Herceptin, have been declining year by year due to the competition of biosimilars entering the market. However, the global sales of related products developed with its principal component Trastuzumab as the main axis, due to continuous increase of clinical users by the rising incidence of breast cancer and the marketing of biosimilars (as of the publication date, five items have been approved by American FDA and six items have been approved by EMA of the European Union), maintains growth. With the example of Amgen's Herceptin biosimilar KANJINTI, the sales in 2021 were US$ 5.72 million, with the US market injecting 83.7% of the revenue.

EG1206A

Indication	EG1206A is a Pertuzumab biosimilar with corresponding extensibility of EG12014. EG1206A is used in combination with Trastuzumab and Docetaxel to treat patients with HER2-positive metastatic breast cancer who have not been treated with anti-HER2 or chemotherapy after metastasis.
Current Status	EirGenix has received approval for Phase I PK biosimilarity clinical study of developmental product EG1206A (proposed Pertuzumab biosimilar) in Europe.
Mechanism of Action	EG1206A has different binding mechanisms to HER2 receptor, which can produce the effect of Dual Blockade. EG1206A is a recombinant humanized monoclonal antibody targeting the extracellular dimerization domain (Sub-domain II) of HER2. Therefore, it can block ligand-dependent heterodimerization of HER2 and other members of the HER family (including EGFR, HER3, and HER4). Therefore, mitogen-activated protein (MAP) kinase and phosphoinositide 3-kinase (PI3K) can be generated through two main signal pathways to inhibit ligand-initiated intracellular signaling. When these signaling pathways are inhibited, cell growth stop and apoptosis will be caused, respectively. The original manufacturer is also planning to expand the indications to diseases such as early breast cancer and gastric cancer so as to expand the scope of treatment and market potential.

TSY0110 (EG12043)

Indication	TSY0110 (EG12043), an antibody-drug conjugate (ADC), is a next-generation treatment option with the ability to accurately target highly cytotoxic drugs at malignant tumors without affecting the characteristics of other normal tissues. The ADC developed by EirGenix not only retains the original anti-cancer efficacy of Trastuzumab but also enables the powerful cytotoxic drugs attached to it to exert stronger efficacy, mainly for the treatment of breast cancer.
Current Status	With the cGMP plant, EirGenix has the capability of developing and manufacturing monoclonal antibody drug processes. At the same time, the company forms a strategic alliance with Formosa Laboratories, which has the most experience in developing and manufacturing high-activity raw materials in Taiwan, and integrates experienced antibody drug development technology, cGMP production practice talents and international cooperation network resources, so as to assemble these advantages into a technological platform conducive to the development of ADC. At present, the company has screened out anti-HER2 +/neu ADC molecules with therapeutic effects and will gradually complete pre-clinical trials as planned and further promote the process of clinical trials.

EG74032

Indication	EG74032 is modified from diphtheria toxin (Diphtheria toxin) and is no longer toxic after modification by amino acid. Therefore, it can be used as a carrier in manufacturing the conjugate vaccine to promote immune efficacy.
Product Advantages	CRM197 is an unpatented carrier protein for assisting vaccine immunity. EirGenix can produce high-purity EG74032 with the unique microbial expression system and process.
Current Status	EirGenix's development strategy for EG74032 is to provide small amounts of reagent products (5 mg, 10 mg) to reagent suppliers and research institutes for research and development and to provide products with GMP specifications above gram level to research and development manufacturers for drug development. EG74032 can be used not only by manufacturers that are developing vaccine biosimilars but also by other manufacturers that are developing new vaccine products. At present, EirGenix has completed the development and pilot run of EG74032 process, with the current production scale reaching a 150-liter fermentation tank, which has been sold at home and abroad.

EG62054

Indication	EG62054 is an Aflibercept biosimilar with corresponding extensibility of EG12021. As a recombinant fused protein, EG62054 is composed of the extracellular domains of human VEGF receptors 1 and 2 and the Fc part of human immunoglobulin (IgG1). As a soluble bait receptor, EG62054 can bind to VEGF-A and PlGF with higher affinity than their natural receptors, thus inhibiting the binding and activation of these homologous VEGF receptors. Its approved indications are (1) angiogenic (wet) age-related macular degeneration, (2) visual impairment caused by macular edema secondary to central retinal vein occlusion (CRVO), (3) visual impairment caused by diabetic macular edema (DME), (4) visual impairment caused by macular edema secondary to branch retinal vein occlusion (BRVO). (5) visual impairment caused by choroidal neovascularization (CNV) secondary to pathological myopia (PM). In addition to the related treatment in the field of ophthalmology, EG62054 can also be used to treat patients with malignant metastatic colorectal cancer.
Current Status	This plan is in the pre-clinical development stage.

EG13074

Indication	EG13074 is a new subcutaneous injection dosage form of EG12014. The approved indications of EG13074 are the treatment of patients with early breast cancer (EBC), metastatic breast cancer (MBC) of HER2 overexpression, or HER2 gene amplification.
Current Status	EirGenix's development strategy is different from Roche's way of opening the absorption pathway of subcutaneous tissue with the enzyme Hyluronidase. At present, in the current research and development direction, the high-concentration preparation and innovative syringe design and development for subcutaneous injection are adopted to solve the problem of large-volume subcutaneous injection. At present, this plan is in the stage of dosage form development.

EG12021

Indication	EG12021 is a Bevacizumab biosimilar, which is a monoclonal antibody drug for inhibiting tumor angiogenesis, preventing cancer cells from growing, and reducing metastasis.
Mechanism of Action	EG12021 has been approved for metastatic colorectal cancer (mCRC), metastatic breast cancer (mBC), malignant glioma (WHO Grade 4)-neuroglioblastoma, advanced, metastatic or recurrent non-squamous non-small cell lung cancer (NSCLC), epithelial ovarian, fallopian tube or primary peritoneal cancer, persistent, recurrent, or metastatic cervical cancer, and others.
Current Status	At present, EirGenix has completed the development of the EG12021 cell line and 2-liter small-scale production. After the upstream and downstream process development is completed, several 50-liter scale productions will be carried out continuously, and a complete biological similarity comparison will be carried out on the product to confirm further that there is no clinical difference in physical and chemical properties and biological activities between EG12021 and the reference drug of the original manufacturer. In the future, it is expected that the cell line and process of this product will be out-licensed, targeting emerging countries.

(4) Manufacturing capacity

■ Xizhi

■ The GMP Plant for Mammalian Cell Expression System

The GMP plant for mammalian cell expression system is located on the 1st and 2nd floor of EirGenix's Xizhi Plant. The 1st floor production line consists of two upstream production suites and one downstream production suite with the independent HVAC system. The production capacity includes 200L and 1000L single-used bioreactors (SUB). Purification, filtration and virus removal steps with advanced technology could be performed after the cell culture process to meet the relevant quality requirements. The 2nd floor cell bank production line can provide up to 300 vials per batch.

■ The GMP Plant for the Microbial Expression System

The GMP plant for the microbial expression system is located on the 5th floor of EirGenix's Xizhi Plant. The fermentation capacity includes 30L and 150L (culture volume 20L and 100L). It can provide the production service for soluble protein and insoluble protein. Purification and filtration with advanced technology could be performed to meet the relevant quality requirements. The production line can also provide microbial cell bank production and the capacity is up to 300 vials per batch.

Zhubei

The GMP Plant for Mammalian Cell Expression System

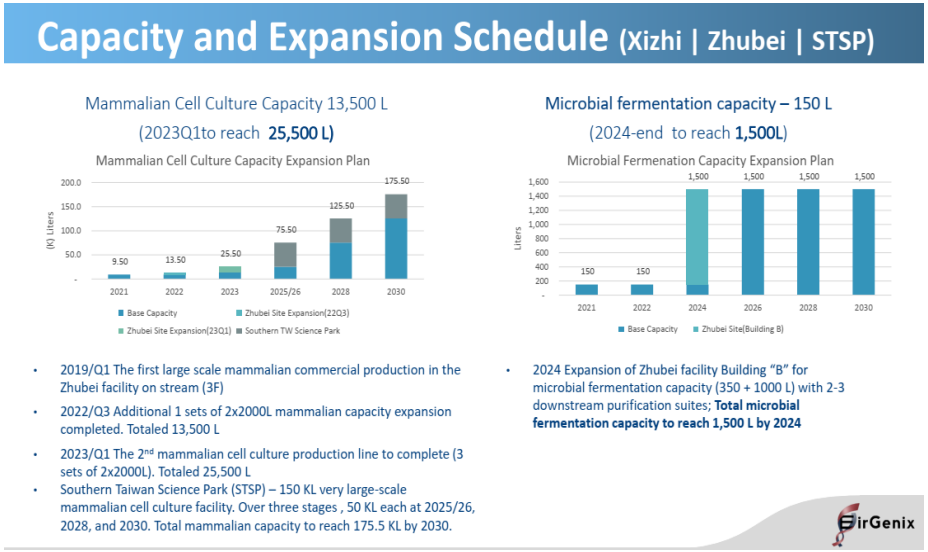
Zhubei Mammalian cell production facility is a cGMP facility designed with global standard. Dedicated HVAC system is applied to each functional cleanroom area. Upstream area is equipped with WAVE and Single-Use Bioreactor (SUB) for cell expansion. Total production cell culture capacity is 14,000 L(two 1kL SUBs and six 2kL SUB). Several chromatography skids with various sizes of columns, nanofiltration skid and UF/DF skids are installed for downstream processes. Pre-viral and post-viral processes are performed in separated clean rooms. Single-Use technology and closed system operation are widely used to minimize risks of contamination and cross-contamination.

Another production line to double the capacity is being constructed and expected to complete in Q1 2023.

Capacity and Expansion Schedule

The total production capacity of Zhubei Plant and Xizhi Plant is 9,500 liters of animal cells and 150 liters of microbial cells currently. The total production capacity of Zhubei Plant and Xizhi Plant will reach 25,500 liters of animal cells and 1,500 liters of microbial cells after the construction of Phase I production lines and equipment expansion in Zhubei Plant and the construction of Phase II plant and equipment expansion in Zhubei Plant.

EirGenix is also currently planning for the construction of a new plant. It is expected to build a large-scale mammalian cell plant for a production capacity of 150,000 liters in three-stages within 6-8 years. The total production capacity of Zhubei Plant, Xizhi Plant, and the newly constructed plant will reach 175,500 liters of animal cells and 1,500 liters of microbial cells by then.



1.4 Company History

Year	Item
2012	EirGenix Inc. was incorporated as a company limited by shares and registered under the provisions of the Company Act of the Republic of China.
2013	On March 15th, 2013, EirGenix, Inc., Formosa Laboratories, Inc., and Development Center for Biotechnology (DCB) signed a joint venture agreement. EirGenix Inc. (EirGenix) obtained the management rights and completed the transfer of all technologies, R&D, and production personnel in April 2013. Meanwhile EirGenix inherited the existing pilot plant and the R&D core, competencies including cell line development, production process development, protein characterization, quality control, and two Taiwan FDA certified cGMP facilities - one for mammalian cells and one for microbial. Completed capital injection in November, with the capital reaching NT$ 540 million.
2014	Granted PIC/S GMP certificate by Taiwan FDA.
2015	Completed capital injection with the capital reaching NT$ 790 million. Received the Gold Prize for "Biomedical and New Agricultural Industry Award" in 2015.
2016	Initiated EG12014 Phase I clinical trial in Europe. Completed capital injection, with the capital reaching NT$ 1.0097 billion. Completed IPO and publicly listed in TPEx Emerging Stock Board. Initiation construction of the new PIC/S GMP bio-pharmaceutical facility with commercial mass-production scale situated in the Zhubei Biomedical Park at the end of 2016.
2017	Nominated for the Best Process Technology and received Grand Winner of Best Bioprocess Excellence in Taiwan by Biologics Manufacturing Asia (BMA). Received the excellence award for Antibody Drug Conjugate platform. Earned international recognition in bioprocess technology. EG12014 met primary endpoint, bioequivalence, after the completion of Phase I clinical trial in Europe. Granted Accreditation Certificate of Foreign Drug Manufacturer by Japan MHLW, with the accreditation category of "biological products" and effective date from October 31st, 2017 to October 30th, 2022. During the effective period the biological products manufactured by EirGenix's designated facility is allowed can be launched in Japan.

Year	Item
	Received "2017 Biomarker Industry Potential Benchmark Award" by Taiwan Bio Industry Organization.
2018	Received the "Asia's Best CMO (Contract Manufacturing Organization) Award" in Asia-Pacific Bioprocessing Excellence Awards 2018. Ranked 145th in Deloitte Technology Fast 500 Asia Pacific. "Trastuzumab biosimilar EG12014" won the 17th Taiwan FDA "Pharmaceutical Technology & Research Development Bronze Award." Completed twice capital injection, with the capital reaching NT$ 1.490229 billion. First patient enrolled in Phase III clinical trial of the proprietary EG12014. Received the Opinion on Successful and Marketable Development of Product or Technology in Scientific and Technological Industry issued by the Industrial Development Bureau (IDB), Ministry of Economic Affairs. EG12014 won the 15th National Innovation Award-Enterprise Innovation Award.
2019	EirGenix, Inc. held the opening ceremony to commemorate the launch of the new "Protein Drug Commercial Production Plant" in Hsinchu (Zhubei) Biomedical Park.

Year	Item
	Won the Grand Winner of Best Bioprocess Excellence in Taiwan Award in Singapore for the 3rd consecutive year. Granted approval by 11 regulatory agencies including the United States, Taiwan, Georgia, Russia, Belarus, South Korea, India, Ukraine, Chile, South Africa, and Colombia to initiate EG12014 Phase 3 clinical trial since 2018. Won the 6th National Industrial Innovation Award-Excellent Innovation Enterprise of the Ministry of Economic Affairs. In April 2019, EirGenix Inc. signed a global licensing agreement with Sandoz AG, a global leader in generics and biosimilars. The licensing agreement authorized Sandoz AG to the exclusive commercial rights of EirGenix's EG12014 (Trastuzumab biosimilar) in all global markets except Taiwan, Mainland China, Japan, South Korea, and Russia. The licensing agreement includes a signing fee and milestone payments, and additional royalty payment in the authorized markets after product launch. Completed the Initial Public Offering listing. Established EirGenix Europe GmbH subsidiary in Germany. Won the New Technology Award of "2019 Taipei Biotech Awards".

Year	Item
	Won the subsequent award of National Innovation Award, Enterprise Innovation Award Continuation Award-Innovation Excellence Award. Completed capital injection, with the capital reaching NT$ 1.691204 billion.
2020	The independently administered Pharmaceuticals and Medical Devices Agency (PMDA), under Japan's Ministry of Health, Labour, and Welfare, carried out an on-site inspection of EirGenix's biopharmaceutical manufacturing facility from September 9th to September 12th, 2019. On February 3rd, 2020, EirGenix received PMDA's official approval in its issued GMP Compliance Inspection Result Notification, proclaiming EirGenix's compliance with relevant Japanese regulations regarding the quality, effectiveness, and safety of pharmaceutical manufacturing, which represented a remarkable milestone for EirGenix as the first GMP biopharmaceutical manufacturing facility in Taiwan to receive the authority's approval; not only the only one in both sides of the Taiwan Straits but also one of the few biopharmaceutical manufacturers in Asia receiving Japan's PMDA approval. 807 patients enrolled in EirGenix's Phase III clinical trial of EG12014.
	Received 2020 Bioprocessing Excellence Award in Greater China Region. Completed capital injection, with the capital reaching NT$ 2.048565 billion. Completed neoadjuvant treatment and surgery of the last patient for the Phase III clinical trial of the breast cancer biosimilar EG12014. Won the 17th National Innovation Award.
2021	The Phase III clinical trial of EG12014 showed equivalent efficacy in regard to its clinical response. Completed capital injection, with the capital reaching NT$ 2.430389 billion. EirGenix's Xizhi site has been certified by Taiwan FDA as the GMP production facility for commercial biopharmaceutical drug substances. Zhubei site has been inspected and approved by Taiwan FDA as the GMP pilot production facility for biopharmaceutical drug substances. Won the Globalizing Award of "2021 Taipei Biotech Awards". Completed capital injection (Private placement), with the capital reaching NT$ 3.002317 billion.
2022	EMA and FDA has officially accepted the review of the MAA and BLA submitted by Sandoz AG (exclusive partner of EirGenix) for trastuzumab biosimilar EG12014.

Year	Item
	EirGenix has received approval for Phase I PK biosimilarity clinical study of developmental product EG1206A (proposed Pertuzumab biosimilar) in Europe.

ESG Performance

Awarded Best Bioprocess Excellence in Greater China Region from Biologics Manufacturing Asia.

Won the Globalizing Award of "2021 Taipei Biotech Awards".

EirGenix was also awarded Taiwan Intellectual Property Management System (TIPS) certification from the Institute of Taiwan Industry to safeguard the intellectual property management system.

EirGenix has been ranked among the top 5% of publicly listed companies by the Taipei Exchange Corporate Governance Evaluations.

Obtains ISO45001 Occupational Health and Safety (Certificate No. OHS751791).


bsi.

Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that: EirGenix, Inc. No. 101, Ln. 169, Kangning St. Xizhi Dist. New Taipei City 221013 Taiwan

台康生技股份有限公司 臺灣 新北市 汐止區 康寧街169巷101號 221013

Holds Certificate No: OHS 751791

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

The contract development, manufacture and testing of biologics products.

For and on behalf of BSI:

Chris Cheung, Head of Compliance & Risk - Asia Pacific

Original Registration Date: 2021-11-09 Effective Date: 2021-11-09
Latest Revision Date: 2021-11-09 Expiry Date: 2024-11-08

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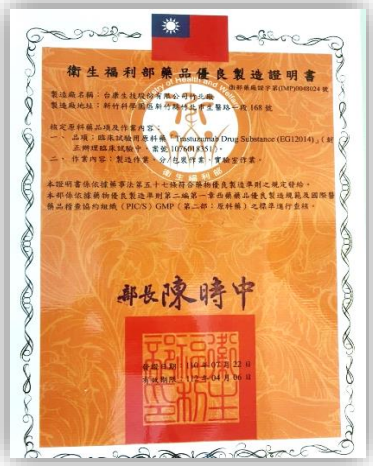
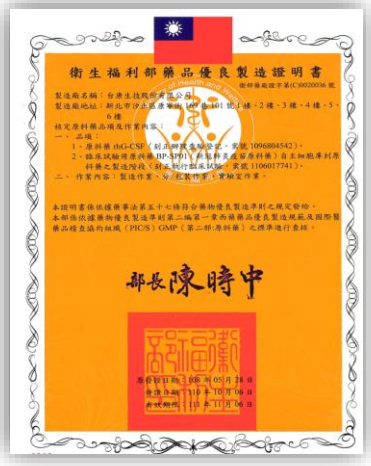
...making excellence a habit.

EirGenix's Xizhi site has been certified by Taiwan FDA as the GMP production facility for commercial biopharmaceutical drug substances. Zhubei site has been inspected and approved by Taiwan FDA as the GMP pilot production facility for biopharmaceutical drug substances.


衛生福利部藥品優良製造證明書

部長 陳時中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部長 陳時中

1.5 Sustainable Development and Commitment

The mission of the Company at the beginning is to provide high-quality and cost-effective Contract Development and Manufacturing Organization and develop biosimilars with commercial values. The medium to long-term goal is focusing on Niche Biologics development to increase human and social benefits and improve life quality. The Company insists on making the technology first with excellent quality as the foundation, and be responsible for customer's success. The goal is to become an international biotechnology and medicine company that begins in Taiwan and focuses on the global market

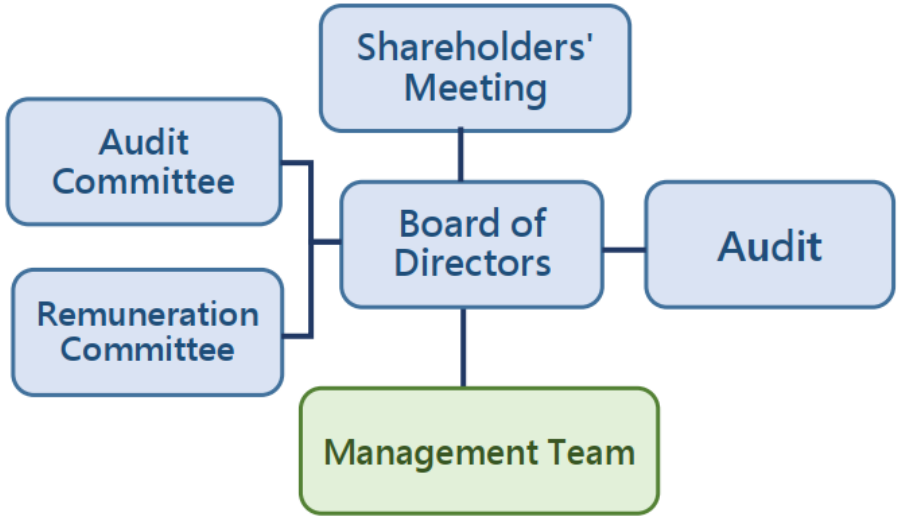
With the corporate spirit indicators of Empathy, Integrity, Responsibility, and Global Vision, all employees of EirGenix shall follow this indicator spirit to practice corporate social responsibility.

1.6 Participation in External Associations

Association	Member
Taiwan Bio Industry Organization	Executive V.P.
Taiwan Pharmaceutical Manufacturer's Association	Member
Taiwan Society of Regulatory Affairs for Medical Products	Member
Taiwan Pharmaceutical Manufacture and Development Association	Member
Medical and Pharmaceutical Industry Technology and Development Center	Member
Taiwan Parenteral Drug Association	Member
Taiwan Antibody Association	Director
Taiwan Research-based Biopharmaceutical Manufacturers Association.	Executive Director
Institute for Biotechnology and Medicine Industry	Member
New Taipei City Biotechnology Alliance	Member
Chinese Bioscience Association	Member

2 Corporate Governance

2.1 Corporate Governance Structure



2.2 Governance Practice

EirGenix values the importance of corporate governance, pursues steady growth and integrity corporate management, enhances the corporate governance structure continuously, improves information transparency, and establishes an effective internal control system to protect the rights and interests of stakeholders. First of all, assesses the Company's overall operating activities, designs and implements an internal control system, and reviews it at any time in response to internal and external environment changes, and ensures the design and effective implementation of the internal control system in accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies." Secondly, formulates the Company's "Corporate Governance Best Practice Principles" and "Sustainable Development Best Practice Principles" to improve the operational performance through a sound management mechanism in order to realize a sustainable operation.

The "Shareholders Meeting" is formed by all shareholders, and it is to make decisions on the Company's major issues and to conclude the final decision of the Company. The Board of Directors is the highest governance body. All board directors shall exercise due diligence in planning the Company's operating policies and reviewing the Company's financial performance; also, ensuring that the Company has operated in compliance with the governing laws and regulations. The Board of Directors has set up an Audit Committee and a Remuneration Committee to secure the operation of the Board of Directors in order to refine corporate governance and enhance the Company's competitiveness. There is an independent audit office in place to operate under the Board of Directors with regular audits performed and audit results reported to the Audit Committee and the Board of Directors.

The Company's financial statements are audited and certified by a certified public accountant; also, the financial report is announced regularly, including the information required by laws and regulations announced in a timely manner. The Company has established a spokesperson system to ensure that all material information is fully disclosed in a timely manner for the reference of the shareholders and stakeholders. EirGenix was ranked in the top 5% among the listed companies in the 8th Corporate Governance Evaluation in 2021 when EirGenix has become a listed company for the 2nd year. EirGenix would

review those items that had failed the evaluation during the year and the respective feasible strategies in the future in order to realize a balance between the policy development of the competent authorities and the Company's development. The Company have feasible corrective actions performed promptly for those nonconformities identified.

2.3 Board of Directors

■ Diversification and Professionalism of the Board Directors

The board director diversification policy is specifically stipulated in the "Articles of Incorporation" and the "Elections of Board Directors" of EirGenix. The specific management objectives of board director diversification policy are stipulated in accordance with the operation pattern and development needs, including basic conditions, professional background, industry experience, etc., to ensure that the board directors have diversified backgrounds and competency, diversity, and independence for the realization of corporate governance. The candidate system is adopted for the Board of Directors of EirGenix. It is necessary to evaluate the candidates' education and experience, and then select the directors from the candidate list in the shareholders meeting. The majority of elected Board Directors of EirGenix shall possess industrial knowledge and organizing, planning, and managing capability and leadership. There are a total of 10 directors (including 4 independent directors) elected to serve on the current 5th Board of Directors (elected on June 10, 2022) for a 3-year term. There are 5 board directors having a professional background in the biotechnology industry. All 10 board directors have possessed organizing, planning, and managing capability and leadership, have the necessary professional knowledge, skills, and management capabilities to perform duties, and are actively participated in board meetings and communicated the business decision-making with the management of the Company. The Company has arranged at least 6-hour professional training courses annually for directors, such as finance and accounting, risk management, corporate governance, legal affairs, internal control

system, corporate social responsibility, etc. The Board of Directors regularly reviews and evaluates the appointment, promotion, remuneration, job performance, and annual performance evaluation of the senior management, and supervises the operation of the Company's management. The current business development of the Company is reported in each Board meeting; also, the direction of the Company's future development is discussed in the Board meeting too with conclusions documented in the meeting minutes truthfully for records, which will be reviewed for its progress in the next Board meeting so to ensure that the Company's business development is properly preserved for future reference in decision-making and on-going concerns.

Director Succession Plan

The director succession plan of EirGenix is with the director candidate database established in accordance with the following criteria:

- All directors are with integrity, responsibility, innovation, and decision-making ability that are in line with the core values of EirGenix; also, they have possessed professional knowledge and skills to help the Company operate and manage, as well as crisis management capabilities and international market vision.
- All board directors have industrial experience in biomedical, corporate strategy, accounting and taxation, finance, law, business management, information security, production management, etc.
- Increase the ratio of female directors and anticipate the newly elected board directors to provide an effective, diversified, and operable policy to the Company.

There was a total of 10 directors (including 4 independent directors) elected to serve on the current 5th Board of Directors (elected on June 10, 2022). In addition to continuously implementing the board director diversification policy, possessing diversified and complementary industrial experience, finance, accounting, and other professional capabilities, the 5th Board of Directors comparing to the previous term is with one additional director elected to serve and with the ratio of female directors increased by 10%.

EirGenix was incorporated at the end of 2012 without the concern of succession for the Board of Directors and management. EirGenix has implemented policies in an orderly manner and has continued to optimize the succession plan for the Board of Directors. The development and implementation of the aforesaid succession plan will be regularly reviewed by the Board of Directors in order to secure the continuation and growth of the board directors' professionalism and experience.

The 5th Term

Title	Name	Gender	Age	Nationality/ Place of Incorporation	Professional biotechnology background	Experience In business, finances, and accounting	Overall planning, leadership, and management capabilities	Possession of college lecturer qualifications or professional and national technical certification
Chairman	Lee-Cheng Liu	M	> 60	R.O.C	✓	✓	✓	
					* President & CEO of EirGenix, Inc.			
Director	Hsiu-Hui Chen	F	< 60	R.O.C	✓	✓	✓	
					* Vice President, Development Center for Biotechnology			
Director	Cheng-Yu Cheng	M	> 60	R.O.C	✓	✓	✓	✓
					* Chairman & President, Formosa Laboratories, Inc.			*Professor, National Taiwan University Department of Pharmacy
Director	Ku-Sung Weng	M	< 60	R.O.C		✓	✓	
						* Deputy Director, Consumer Goods and Chemical Industries Division, Industrial Development Bureau Ministry of Economic Affairs.		
Director	Jih-Luh Tang	M	> 60	R.O.C	✓	✓	✓	✓
					* Founder and President, Retain Biotech. Co.			* Adjunct Associate Professor, Division of Hematology, Department of Internal Medicine, College of Medicine, National Taiwan University.

Title	Name	Gender	Age	Nationality/ Place of Incorporation	Professional biotechnology background	Experience In business, finances, and accounting	Overall planning, leadership, and management capabilities	Possession of college lecturer qualifications or professional and national technical certification
Director	Yu-Ting Chen	F	< 40	R.O.C		✓		
						*Senior Investment Manager, GTM Management Co., Ltd.		
Independent Director	Ming-Thaur Chang	M	> 60	R.O.C		✓	✓	
						* Independent Director, DBS Bank (Taiwan) Ltd.		
Independent Director	Po-Chih Chen	M	> 60	R.O.C		✓	✓	✓
						* Honorary Chairman, Taiwan Thinktank		* Honorary Professor, National Taiwan University
Independent Director	Fu-Shiow Yin	F	> 60	R.O.C	✓	✓	✓	
					* Independent Director, Foresee Pharmaceuticals Co., Ltd.			
Independent Director	Ming-Shen Chen	M	> 60	R.O.C		✓	✓	✓
						* Professor of Finance at National Taiwan University.		

■ Operations of the Board of Directors:

The 5th Term.

A total of 3 (A) meetings of the Board of Directors were held on June 10th and until September 30th, 2022. The attendance of directors was as follows:

Title	Name	Actual Attendance (B)	By Proxy	Attendance Rate (%) (B/A)
Chairman	Lee-Cheng Liu	3	0	100
Director	National Development Fund, Executive Yuan Representative：Hsiu-Hui Chen	3	0	100
Director	Formosa Laboratories, Inc. Representative：Cheng-Yu Cheng	3	0	100
Director	Yao-Hwa Glass Co., Ltd, Management Commission Representative：Ku-Sung Weng	3	0	100
Director	Foxconn Technology Co., Ltd. Representative: Jih-Luh Tang	3	0	100
Director	Foxconn Technology Co., Ltd. Representative: Yu-Ting Chen * Took office on 2022/9/7	1	0	100
	Former Representative: Hsueh-Yen Ku * Left office on 2022/9/7	2	0	100
Independent Director	Ming-Thaur Chang	3	0	100
Independent Director	Po-Chih Chen	3	0	100
Independent Director	Fu-Shiow Yin	3	0	100
Independent Director	Ming-Shen Chen	3	0	100

The 4th Term.

A total of 13 (A) meetings of the Board of Directors were held in 2021 and until April 30th, 2022. The attendance of directors was as follows:

Title	Name	Actual Attendance (B)	By Proxy	Attendance Rate (%) (B/A)
Chairman	Augusta Inc. Representative: Chung-Hur Lee	13	0	100
Director	Formosa Laboratories, Inc. Representative: Cheng-Yu Cheng	12	1	92
Director	Development Center for Biotechnology Representative: Hsiu-Hui Chen	13	0	100
Director	Yao-Hwa Glass Co., Ltd, Management Commission Representative: Wei-Hung Chang	13	0	100
Director	National Development Fund, Executive Yuan	0	1	0

Title	Name	Actual Attendance (B)	By Proxy	Attendance Rate (%) (B/A)
	Representative: Wei-Feng Kao * Took office on 2022/4/18			
	Former Representative: Jing-Jer Lin * Left office on 2022/4/18	12	0	100
Director	Taiwania Capital Buffalo II Bioventures, LP Representative: Chih-Lung Shen * Took office on 2021/12/6	4	0	100
	Former Representative: I-Ta Lu *Left office on 2021/12/6	9	0	100
Director	Lee-Cheng Liu	13	0	100
Independent Director	Ming-Shen Chen	12	1	92
Independent Director	Fu-Shiow Yin	13	0	100
Independent Director	Ming-Thaur Chang	13	0	100

If a board director or a juristic person represented by proxy of EirGenix has a personal interest in any agenda item, the board director shall recuse himself/herself from the discussion and voting and may not exercise voting rights as a proxy for any other director. The recusal of the board director from discussion and voting in the board meeting has been disclosed in the annual report. In addition, self-evaluation (or peer evaluation) is regularly conducted on the Board of Directors and individual director every year; also, the performance evaluation results will be reported to the Board of Directors before the end of the first quarter of the next year. The performance evaluation of the board directors in 2021 has been disclosed on the Company's website and in the annual report. The Board of Directors for the sake of grasping global risk trends and enhancing the collective intelligence on economic, environmental, and social subjects in a timely manner has arranged relevant training courses as a countermeasure to create maximum operating value for all stakeholders. The board directors took 60 hours total in training courses collectively in 2021. EirGenix believes that under the leadership of the Board of Directors with ethical corporate management and sufficient industry experience, the Company's business will grow strong and a sustainable operation is guaranteed.

2021 Directors' Training Records

Title	Name	Course Title	Hours
Chairman	Chung-Hur Lee	The TPEx ESG Forum in 2021. Insider Equity Seminar of Companies Listed on TPEx or Emerging Stock Market.	6
Director	Cheng-Yu Cheng	The corporate governance and Securities Regulations. Business model and transfer pricing management.	6
Director	Hsiu-Hui Chen	The 13th Corporate Governance Forum.	6
Director	Jing-Jer Lin	The 13th Corporate Governance Forum.	6

Title	Name	Course Title	Hours
Director	Wei-Hung Chang	The 13th Corporate Governance Forum.	6
Director	Chih-Lung Shen	Analysis of New Sustainable Development Policies. Fraud Prevention Cases, Investigation into Flow of Funds for Financial Reporting Fraud Cases, and Discussion on Relevant Legal Liability Cases.	6
Director	Lee-Cheng Liu	The 13th Corporate Governance Forum.	6
Independent Director	Ming-Shen Chen	The 13th Corporate Governance Forum.	6
Independent Director	Fu-Shiow Yin	Taiwan Mergers and Acquisitions (M&A) Trends and Development of Investment Holding Companies Insider Equity Seminar of Companies Listed on TPEx or Emerging Stock Market.	6
Independent Director	Ming-Thaur Chang	The Advent of the Era of Sustainable Finance: ESG Megatrends. Response and the Responsibilities of Banks' Board of Directors for Anti-Money Laundering and Countering the Financing of Terrorism Cases.	6

2.4 Audit Committee

The Audit Committee is to help the Board of Directors supervise the Company in implementing all accounting, finance, auditing, and financial control; also, submits the evaluation results to the Board of Directors for discussion. The Audit Committee is set up under the Board of Directors in accordance with the Audit Committee Charter. All independent directors have been designated as the members of the Auditing Committee, one of them is the convener, and at least one of them has accounting or financial expertise. An Audit Committee meeting shall be held at least quarterly.

The 3rd Term.

A total of 3 (A) meetings of the Audit Committee were held on June 10th and until September 30th, 2022. The attendance of directors was as follows:

Title	Name	Actual Attendance(B)	By Proxy	Attendance Rate (%) (B/A)
Independent Director	Ming-Thaur Chang	3	0	100
	Po-Chih Chen	3	0	100
	Fu-Shiow Yin	3	0	100
	Ming-Shen Chen	3	0	100

The 2nd Term.

A total of 11 (A) meetings of the Audit Committee were held in 2021 and until April 30th, 2022. The attendance of directors was as follows:

Title	Name	Actual Attendance(B)	By Proxy	Attendance Rate(%) (B/A)
Independent Director	Ming-Thaur Chang	11	0	100
	Ming-Shen Chen	10	1	91
	Fu-Shiow Yin	11	0	100

EirGenix has established a communication channel between the Audit Committee, certified public accountants, and internal audit officer. The audit officer submits a monthly summary report on the

audit results of the previous month and the follow-up on the corrective actions performed to the independent directors for review. The audit officer attends the quarterly Audit Committee meetings to report the audit performance, audit results, and follow-up status to the independent directors. At the same time, the audit officer attends the quarterly board meeting to report the internal audit performance on a quarterly basis. In addition, the certified public accountant is to explain the process of checking or reviewing the Company's financial statements, the scope of matters, and the update of relevant regulations at the Audit Committee meeting that is convened quarterly, which is to be discussed with the independent directors accordingly. Finally, the independent directors may communicate with the internal audit officers and the certified public accountant by emails, meeting arrangements, and telephone calls as needed regarding the overall operation comprehensively.

2.5 Remuneration Committee

EirGenix evaluates the fairness and reasonableness of the performance evaluation process and remuneration of directors and managers in order to improve the remuneration system of directors and managers. The Board of Directors passed the "Remuneration Committee Charter" with the Remuneration Committee established and all the independent directors designated as the Remuneration Committee members. The Remuneration Committee meeting shall be convened at least twice a year.

The 3rd Term.

A total of 1 (A) meetings of the Remuneration Committee were held on August 11th and until September 30th, 2022. The attendance of directors was as follows:

Title	Name	Actual Attendance(B)	By Proxy	Attendance Rate (%) (B/A)
Convener	Ming-Thaur Chang	1	0	100
Committee member	Po-Chih Chen	1	0	100
	Ming-Shen Chen	1	0	100
	Fu-Shiow Yin	1	0	100

The 2nd Term.

A total of 10 (A) meetings of the Remuneration Committee were held in 2021 and until April 30th, 2022. The attendance of directors was as follows:

Title	Name	Actual Attendance(B)	By Proxy	Attendance Rate (%) (B/A)
Convener	Ming-Thaur Chang	10	0	100
Committee member	Ming-Shen Chen	9	1	90
	Fu-Shiow Yin	10	0	100

2.6 Integrity Management

EirGenix has formulated the "Ethical Corporate Management Best Practice Principles," the "Procedures for Ethical Management and Guidelines for Conduct," and the "Guidelines for the Adoption of Codes of Ethical Conduct;" has stipulated punishment and grievance system, and has regularly reviewed, amended, implemented, and promoted

business activities to prevent the risk of unethical conduct. The Legal Affairs Department under the Board of Directors is designated as the responsible unit for promoting ethical corporate management, the formation, supervision, and implementation of ethical corporate management policies and preventive measures. The violation of ethical corporate management detected during an internal control audit should be handled in accordance with the governing law and regulations and should be reported to the Board of Directors in order to ensure the sufficient implementation of the ethical corporate management, which is to be reported to the Board of Directors annually and regularly. EirGenix shall advocate the insider trading and insider equity related laws and regulations and precautions, "Ethical Corporate Management Best Practice Principles," the "Procedures for Ethical Management and Guidelines for Conduct," the "Guidelines for the Adoption of Codes of Ethical Conduct," and procedures for preventing insider trading to the board directors and management at least once a year; also, shall convey the relevant measures and the latest legal information to the department head and the management.

The HR Department will raise new employees' awareness of the Company's code of ethics, management measures and regulations on their first day of work. The Audit Office and the Finance Department will send electronic or paper files of the above regulations and practical cases to directors, managers, and employees from time to time, to duly implement ethical management and prevent insider trading. All measures and regulations are disclosed on the Company's internal and external websites for employees to follow.

In addition, the Legal Affairs and Audit Office of EirGenix inspects each unit occasionally and reports the inspection results to the Board of Directors, and analyzes and evaluates the business activities with high risk of unethical conducts within the business scope. All directors also completed the course of Corporate Governance and Securities Regulations.

Ethical Corporate Management Best Practice Principles

- The Company shall base on the business concept of integrity, transparency, and responsibility to formulate ethical-based policies for the approval of the Board of Directors. The Company shall also establish a sound corporate governance and risk control mechanism to create a business environment beneficial to a sustainable operation.
- The Company shall conduct business activities in a fair and transparent manner based on the principle of ethical corporate management.
- It is prohibited to conduct any unethical act of bribery and acceptance of bribes, illegal political contributions, improper charitable donations or sponsorships, unreasonable gifts, entertainment or other improper benefits, infringement of intellectual property rights, and unfair competitions.
- The ethical corporate management policy should be explicitly stated in the articles and regulations of the Company and in any external document, including the commitment of the Board of Directors and management to actively implement the ethical corporate management policy, which is to be implemented in internal management and business activities truthfully.
- Comply with the governing laws and regulations truthfully to implement the ethical corporate management.

2.7 Risk Management

Risk Aspect	Risk description	Company response
Operation Risk	It refers to the risk of uncertainty affecting the normal operation of the Company in biotech drug R&D, and the products developed by the Company or CDMO business, such as, operational risks (material shortages, improper production scheduling, etc.), product quality risks, information system risk, credit risk (referring to the risk of loss caused by the failure of customers, suppliers, and counterparties in performing their obligations or responsibilities), and other quality risks.	▪ Please refer to the product quality and management system for the response to quality risk in details. ▪ Please refer to the information security for the response to the information system risk.

Risk Aspect	Risk description	Company response
Market business risk	It refers to the risk of loss due to the changes in the value of financial assets and liabilities (including assets and liabilities on and off the balance sheet) arising from the fluctuations of market and business risk factors (interest rates, exchange rates, stock prices, and commodity prices).	✚ Collect exchange rate information constantly, observe the trend and changes of major currencies in the international foreign exchange market in order to grasp the exchange rate trend, and maintain a good interactive relationship with the bank in order to obtain more extensive foreign exchange information and preferential exchange rate quotations; also, follow up on the impact of inflation on the expenses of the industry continuously. Observe market changes for the Company's reference in decision-marking. ✚ Observe the changes in interest rate constantly, maintain good interaction and communication with banks to obtain preferential interest rates, and cooperate with the long-term and short-term capital planning to reduce the Company's overall financing costs.
Liquidity risk	Liquidity risk includes market liquidity risk and capital liquidity risk. Market liquidity risk refers to the risk of significant market changes when dealing with or offsetting the held positions due to insufficient or disordered market. Liquidity risk refers to the inability of having assets cashed in or obtaining sufficient funds, which results in the risk of non-performing loans.	✚ The simple and mature structure, simple and clear quotation, open and accessible information, multiple market participants, many quotations offered, liquified capital allocation, and multiple capital sources are all intended for preventing systemic risks in the financial market.

Risk Aspect	Risk description	Company response
Hazard Risk	It refers to the risk of loss resulted to the Company due to severe natural or man-made disasters (such as, earthquakes, fires, or chemical spills and pandemics).	Please refer to the occupational safety and health for the Company's response in details.
Law Risk	It refers to the failure in complying with the governing laws and regulations, or the contract without legal effect, going beyond authorization, omissions in clauses, inadequate provision, etc., resulting in the invalidity of the contract with the possibility of loss derived therefrom.	It is to follow the domestic and international governing laws and regulations. The responsible personnel shall observe changes in laws and regulations constantly for the reference of the management. Therefore, the Company is capable of grasping the changes in domestic and international policies and laws at any time with responsive measures implemented effectively.
Protection of intellectual property rights	The biotechnology industry is an advanced-knowledge and high-tech-intensive industry; therefore, the leak of business secrets is detrimental to the Company. The drug R&D involves extensive science and technology development. Therefore, for the sake of avoiding tort or protecting intellectual property rights from infringement, relevant R&D technologies or	Please refer to the protection of intellectual property rights for the Company's responsive measures.

Risk Aspect	Risk description	Company response
	products should be protected with patents.	
Others	The development of new drugs is time-consuming, and it entails the risk of development failure that is time-consuming and costly.	✚ Take advantage of the government resources and apply for subsidies from the government and the Ministry of Economic Affairs during the clinical trial of the newly developed drugs in order to reduce the R&D expenditure. In addition, the drug R&D risk can also be minimized with the Company's CDMO stable income and the investment funds from the authorized cooperation partners. ✚ Prepare adequate funds for support in order to reduce the risk of drug R&D failure. Carefully evaluate the opportunities and benefits of each drug in development. Strive to save resources and control cost rationally. Strictly implement budget management systems to reduce unnecessary expenses.

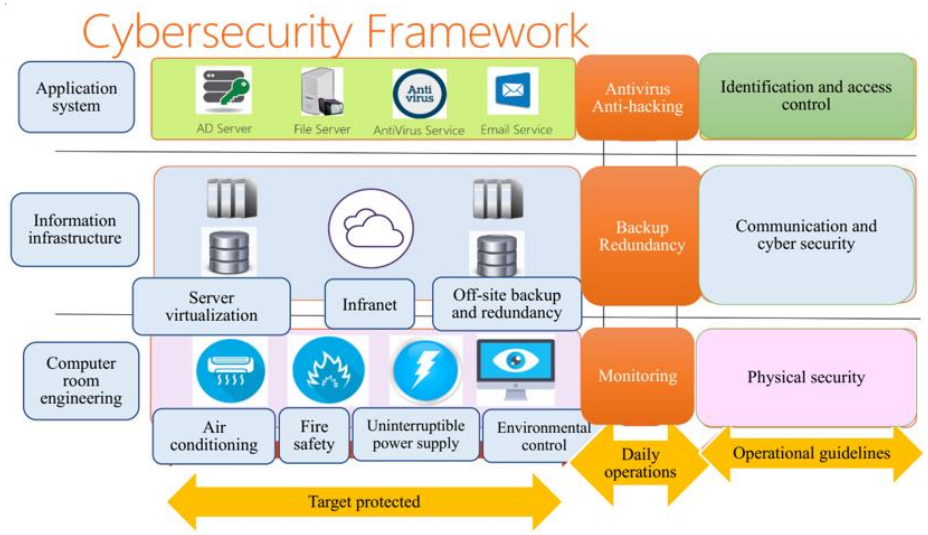
2.8 Cyber Security

The Company has included information security in the annual audit project, regularly reviewed and evaluated security measures, and regularly changed various security settings, while updating the system and working with professional vendors to ensure information and network security. Furthermore, to ensure that our information system can continue to provide stable services, we have established various redundancy mechanisms and backup systems and improved relevant processes as appropriate and upgraded computer software and hardware in response. The Information Technology Department often sends information security information to employees via emails and reported information security issues to the Board on March 22, 2022.

(1) Cyber Security Risk Management Structure

We have also established an information security risk management framework to reduce the risk of unknown information security threats caused by changes in the internal and external information environment. To reduce the unknown information security risks caused by new information technologies adopted and changes in the external environment, the Information Technology Department is responsible for coordinating information security and relevant matters and formulating internal information security plans. After such plans are approved, the department should conduct information security risk management as per the standard operating procedures, regularly examine internal information security, raise personnel's awareness of information security, and perform information security drills.

The Company's information security framework is designed in a layered manner, and the structure is as follows:



(2) Cyber Security Policy

It aims to achieve the purpose of corporate sustainable development, ensure the effective operations of the Company's information systems to support the normal operations of various business activities, and ensure continuous operations to minimize operating losses. When all employees of the Company use information-related systems, this information security management policy is used as the basis for management and compliance.

The information system security policy is divided into the aspects below:

System and regulations
Update relevant information security management regulations, infrastructure, systems, and information security protection technologies in line with relevant laws and regulations and changes in the Company's business and information technologies, to maintain the confidentiality, integrity, and availability of our important information systems, and continuously protect information from various threats. The permissions management and changes of the important information systems should be recorded as a basis for auditing.
Information technology management
Update and evaluate information systems in real time and execute necessary control measures to ensure the security of data, systems, networks, and information infrastructure.
Personnel and organization
The Information Technology Department should offer information security education and training to raise internal personnel's awareness of information security and improve their relevant professional skills.

(3) Measures for the Administration of Information Security

The Company actively strengthens the security of the overall information system. Relevant matters, from the information security regulations to the design of information infrastructure, system maintenance and upgrading, professional personnel's training, and raising of employees' awareness of information security, are all included in the scope of information security. We self-examine information security every year to see if relevant systems are aligned with the changes in the environment and make timely adjustments according to needs. We adopted the Taiwan Intellectual Property Management System (TIPS) in 2021 to strengthen the management of the Company's confidential information. Our specific information security management measures implemented are as follows:

Category	Description	Operating method
Permissions management	Personnel and group accounts and verification methods management, permissions management, and system management permissions management	• Personnel accounts management operations should proceed or be changed after an application is filed and approved by responsible managers in accordance with the operating procedures. Each user's use permissions should be immediately revoked after resignation or job change to prevent unauthorized access. • Regularly review system-related permissions. • Manage system account life cycle and permissions accounts. • Adopt multi-factor authentication and designated login to manage important

Category	Description	Operating method
		systems.
Access management	Data flow control and auditing, physical equipment access management, audit records, and incident investigation	▪ Revise data flows into and out of important information systems and keep records of the access for auditing. ▪ Conduct physical security protection of the information system console. ▪ Analyze audit records and issue automatic warnings of abnormalities. ▪ Identify the information security level according to the importance and the degree of risk. ▪ Adopt digital rights management technology for important files to control the data flow to avoid unauthorized access.
Threat and risk management	Rate the information risks that may be caused by internal employees, external personnel, and potential vulnerabilities in the systems and take measures to reduce risks	▪ Standardize the user's computer preset. ▪ Launch operating regulations for external vendors to access the Company's information systems. ▪ Launch risk assessment procedures for adoption of new technologies. ▪ Deploy multiple brands' multi-layer firewalls and cloud email filtering to reduce the chance of external cyber attacks and intrusion of phishing emails. ▪ Strengthen endpoint security, regularly update users' computers, and install antivirus software. ▪ Regularly offer information security education and training to improve personnel's awareness of information security.
System integrity and availability management	Maintain the availability and integrity of data and systems to resume normal operations in the event of a disaster or damage	▪ The host has been virtualized in a cluster to improve the availability of systems. ▪ Adopt large storage devices, regularly automate on-site and off-site backups, and perform recovery tests as planned to ensure the integrity and availability of systems. ▪ Adopt multiple redundancy mechanisms for infrastructure, multiple UPS systems with automatic generators, N+1 and 1+1 fan coil units, as well as multiple redundancy measures for internal and external network wires and equipment to reduce the chance of information service interruption.

2.9 Protection of Intellectual Property Rights

EirGenix strives to develop high-quality and market-competitive biological drugs, including self-developed biological drugs and the entrusted manufacturing process development and production services provided to domestic and foreign biopharmaceutical companies. For the sake of properly protecting the Company's R&D achievements and intellectual property rights, and maintaining the competitive advantage of the Company's products in the market, the intellectual property management system is specially formulated. It is to ensure the Company's intellectual property management internally, to prevent infringing the intellectual property rights of others, and to enhance corporate governance; also, protect the Company's intellectual property from being infringed externally and reduce the risk of confidential information leakage.

Protection of Business Secrets

Personnel control

Define the personnel who have access to the relevant business secrets of the Company with their purview assigned, such as: authority control measures, business secret protection and confidentiality regulations, intellectual property ownership, and other related regulations.

Equipment control

For equipment that is prone to cause the loss of confidential and important documents of the Company, control the personnel, purpose, approach, and circulation of information, such as: information security management, information room management, limit of authority, access control system, and other related regulations and measures.

Confidential document control

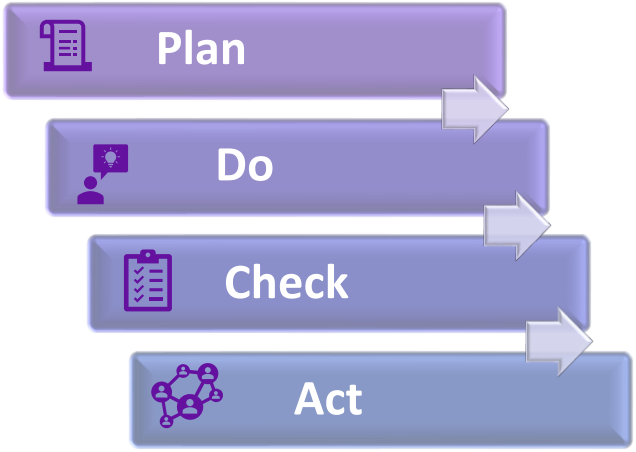
Stipulate relevant procedures for documents that affect intellectual property, such as, limit of authority setting, access, data system backup and restoration, and other related regulations and measures.

Environmental facility control

Control the facilities designated for accessing confidential documents, define control areas and plan control measures, including but not limited to elevator and access control and zoning control, designated zone for unauthorized personnel, full-time automatic monitoring equipment at control points inside the factory, entry and exit registration with the security guards, and factory patrol related regulations and measures.

■ Taiwan Intellectual Property Management System (TIPS)

EirGenix had implemented Taiwan Intellectual Property Management System (TIPS) in 2021 with the "Plan-Do-Check-Act" (PDCA) management cycle to manage the Company's intellectual property. The intellectual property management system is with the intellectual property management objective formulated in accordance with the intellectual property management policy of EirGenix. The Company implements intellectual property management systematically and enhances employees' awareness of intellectual property confidentiality. The mission is to obtain, protect, maintain, and utilize the intellectual property and with infringement-avoidance with the right-protection measures adopted throughout the process. EirGenix, in addition to protecting business secrets, cooperates with external professional consultants to study trademarks, patent deployment strategies, and patent practice insights in order to evaluate the feasibility and effectiveness of protecting R&D achievements with patents.



The intellectual property policy and corresponding stakeholders, subjects, and practices formulated by EirGenix in 2022:

Stakeholders	Internal/External Subjects	Countermeasures	Intellectual Property Policy
Government	Regulatory changes	Review domestic and international intellectual property regulations and assess whether it is necessary to adjust the intellectual property management system.	Respond to changes in regulations, and optimize organizational system and regulations
Competitors	• Prevent leakage of business secrets • Avoid infringing the business secrets of others	• Take inventory of confidential information and perform intellectual property audits. • Agree not to use the proprietary information of others.	• Implement business secret protection. • Implement intellectual property education and training with a propaganda initiated.
Customers	Protect the intellectual property (confidential information and business secrets) of customers from leakage.	• Identify customers' confidential information and perform intellectual property audits. • Control the access to confidential information.	• Implement business secret protection. • Implement intellectual property education and training with a propaganda initiated.
Employees	Promote R&D momentum and enhance awareness of intellectual property protection and ownership of intellectual property rights.	• Improve employees' confidentiality awareness by providing them with intellectual property education and training. • Encourage employees to propose innovative plans.	Encourage innovation and enhance employees' awareness of intellectual property protection

3 Stakeholders Engagement

3.1 Stakeholders Identification and Communication

Identification of stakeholders

EirGenix refers to the four principles of stakeholders in the GRI Standards, that are, inclusiveness, sustainability context, materiality, and completeness, added with the AA1000 accountability principles “stakeholder engagement standard,” through the three-step of identification, analysis, and confirmation, to identify the main stakeholders of the Company, including the government, shareholders and investors, customers, employees, suppliers, community groups, etc.

Communication with stakeholders

EirGenix has a stable business strategy and financial operation with the business operation and financial information announced on the Market Observation Post System (MOPS) and the Company’s website to protect the rights and interests of the stakeholders. Each department within the Company shall maintain positive communication and interaction with stakeholders through regular business transactions, routine investigations, interviews, analysis, etc. The Company grasps the needs and expectations of the stakeholders truthfully according to the concerns of each stakeholder, which are included in the job responsibilities and work plan of the relevant departments. Also, constantly examine whether there are differences in the issues of concern between the Company and stakeholders, and adjust the Company’s operation management accordingly by considering their views, and give appropriate responses to stakeholders for their issues of concern.

3.2 Responses and Responsibilities to Stakeholders

EirGenix promotes the refinement of each organization continuously to ensure that the Company's sustainable development meets the expectations of stakeholders, and to adjust the Company's sustainable operation strategy and long-term objectives accordingly in order to realize the vision of sustainable development and create shared value for the society and the Company jointly.

EirGenix will regularly report the communication conducted with stakeholders to the Board of Directors annually. The information submitted on November 10, 2021 is as follows:

Stakeholders	Subjects of concern	Communication channel	Communication and response
Government	Corporate Governance Ethics and Integrity Sustainable development strategy Regulatory compliance	Visit, phone call, official letter, and E-mail Policy and Regulations Advocacy Meeting Communication between industry and government agencies Regulatory audits	Multiple publicity meetings held by the competent authorities Multiple government-industry-university meetings Multiple official correspondences Multiple occupational safety audits
Investors Shareholders	Operational performance Corporate Governance Company products and technologies Risk management Regulatory compliance	IR mailbox and hotline Investor conference Corporate investors' visit and video conferences General shareholders meeting Market Observation Post System (MOPS) information disclosure The Company's responsible stock affair personnel Stockbroker "KGI Securities"	4 " Public Investor Conferences" (as of October 2021) Press conference held (3/23/2021) Multiple investor's visits and video conferences Daily IR mailbox and hotline reply Multiple important news releases Send monthly revenue results and the Company's press releases to the mailbox of shareholders and investors. Hold general shareholders meeting every year. Annual Report of Shareholders Meeting, Prospectus, and Financial Statements
Customers	Product quality Customer relations Risk management	On-site visit and communication Customer audits Biotechnology exhibitions	Multiple customer communication meetings Multiple customers' visits to the Company and video conferences

Stakeholders	Subjects of concern	Communication channel	Communication and response
	Regulatory compliance	Online exhibitions	Multiple domestic and foreign online exhibitions and conferences Voluntary Customer Service
Employee	Employee benefits and salary Labor Relations Occupational Safety and Health Career Development and Education & Training Performance evaluation	Employee opinions sharing channel (telephone, E-mail, etc.) Labor-Management meeting Employee Welfare Committee ELC-EIRGER's Learning Center Environmental safety and health education and training	Quarterly labor-management meetings Quarterly employee welfare committee meetings Environmental health and safety meeting Annual health checkup ELC-EIRGER's Learning Center had a total of 13 classes with 38 hours arranged in 2021. Monthly staff meeting Quarterly Town hall meeting
Suppliers	Corporate Governance Products and technologies Risk management Regulatory compliance	New supplier evaluation Supplier audits and visits Quotation or service inquiries (telephone or E-mail)	Annual supplier evaluation Daily communication with suppliers Multiple project tendering evaluations Request the suppliers to follow relevant laws and regulations on the subjects of environmental protection, occupational safety and health, labor rights, etc.
Community Groups	Workplace Environment Health and Safety Regulatory compliance Business exchanges and cooperation in the industrial park	Official letter, Email, & telephone Education and Training seminars	Industry and commerce decree notification Regular fire drills, evacuation education and training, safety education and training, emergency drills for toxic chemical substances disasters, and other education and training Annual health checkup: All employees shall receive a health checkup every two years; also, special health checkup will be arranged every year for those who perform special work (such as: noise)

Stakeholders	Subjects of concern	Communication channel	Communication and response
			Community groups: Hsinchu Science Park or the local Environmental Protection Bureau will hold relevant education & training and publicity meetings regularly.

3.3 Area of Focus

Compile the subjects that are of concern to the stakeholders and that have a substantive impact on the business operation in accordance with the material subjects; also, define the internal and external boundaries according to the impact of the material subjects as follows in details:

Material subjects	GRI Standard	Impact boundaries/Stakeholders	
		Within the organization	Outside the organization
Operational performance	201	Employee	Shareholders / Government/ Investors
Energy management	302	Employee	Community Groups / Government
Greenhouse gases emission	305	Employee	Community Groups / Government
Wastewater and waste	306	Employee	Community Groups / Government
Occupational safety and health	403	Employee	Government / Suppliers
Customer service	103	Employee	Customers
Information security	103	Employee	Customers / Suppliers / Government / Investors
Intellectual property right protection	103	Employee	Shareholders / Government / Investors

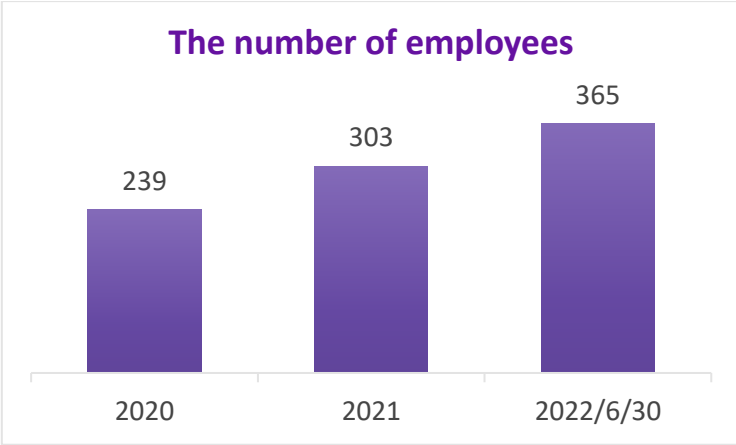
4 Social Inclusion

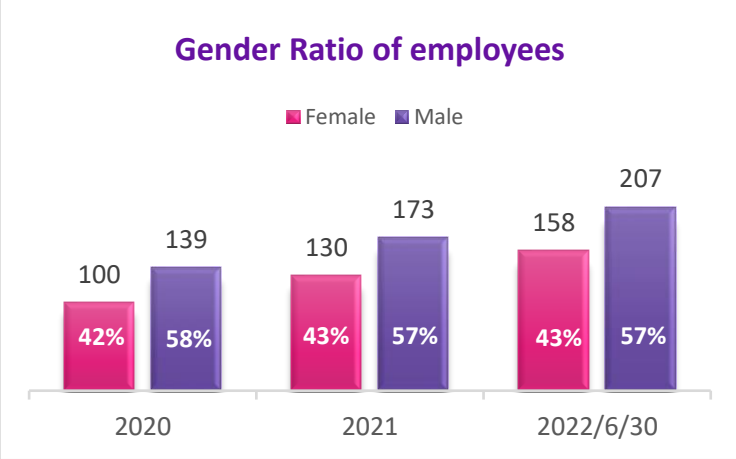
4.1 Employee Structure

The number of employees employed for the two most recent fiscal years and during the current fiscal year up to the date of publication of the annual report, their average years of service, average age, and education levels:

Unit: Person; age; years ; %

Year		2020	2021
Employees	Management	14	17
	Supervisor	22	20
	Staff	203	266
	Total	239	303
Average Years of Age		36.30	36.29
Average Tears of Service		3.08	2.93
Education	Ph.D.	10.9	9.9
	Master's	66.1	65.7
	Bachelor's	23	24.4
	High School	0	0





4.2 Remuneration and Benefits

Excellent human resources are the cornerstone of a company's sustainable operation. Employees are the most important asset of a company. EirGenix strives to provide a comprehensive remuneration and welfare system to attract, retain, and recruit outstanding talents; also, rewards employees who perform well and make long-term contributions in order to enhance the Company's competitiveness.

(1) Remuneration and Benefits

Employee Reward System

The Company rewards system relates to employee individual performance, his/her contribution to the company, and his/her personal work profession and job levels, as well as the Company's business performance. While the Company is profitable in the current year, 1-5% of the Company annual profit shall be issued to employees as a reward. Employee compensation consists of three parts: salary, bonus, and welfare. Employee salary is related to his/her work profession and position, while the bonus is connected to individual performance, department contribution, and annual company business performance results. As for welfare to employees, it must be not only in compliance with laws and regulations from the government and also designed to meet employee's needs from all aspects. The Company also issues stock-related rewards as welfare, such as Employee Stock Options, Restricted Stock Units, IPO/SPO reserved stock options for employees. All these non-cash rewards to employees are provided to share our accomplishments and also to retain and grow with employees. The company's average salary was adjusted to 2%~6% in 2021.

Workplace diversity and equality

Males and females at the Company enjoy equal pay for equal work and equal promotion opportunities. In 2021, the average percentage of female employees is 42.9%, and the average percentage of female managerial personnel is 31.7%.

Other benefits

Other benefits include flexibility of starting and finishing daily working time, wedding leave, funeral leave, hospitalization allowance, maternity allowance, pregnancy leave, employee lunch allowance, department teambuilding feasts, transportation allowance, welfare committee activities, employee outing allowance, lottery draw in the annual feast, group insurance, and occupational injury insurance.

Retirement Policy

Employees may apply for retirement under any of the following conditions:

- Where the employee attains the age of 55 and has worked for 15 years.
- Where the employee has worked for more than 25 years.
- Where the employee attains the age of 60 and has worked for 10 years.

In compliance with the Labor Pension Act and the "Monthly Contribution Classification of Labor Pension" issued by the government, the Company has the obligations to bear pension

contribution amounts for each employee no less than 6% of his/her monthly salary and save in his/her personal pension account. Since the establishment of the Company, one employee has retired, and retirement-related matters have been handled in accordance with the provisions of the Labor Pension Act.

Employees benefits trust fund program

The Company has set up a benefits trust fund program, which inspires employees through linking long-term benefit plans with the Company's operating performance.

(2) Employee Relations

The Company's human rights policy and specific management program are as follows:

Diversity, inclusion, and equal opportunity

In terms of recruitment, remuneration and benefits, training, performance evaluation, promotion, resignation, or retirement, the Company treats all employees and job applicants equally regardless of their socioeconomic status, age, gender, sexual orientation, marriage, family status, disabilities, race, religion, appearance, nationality, language, political affiliation, or pregnancy. We also provide effective and appropriate grievance mechanisms and diverse communication channels to avoid situations that endanger employees' rights and interests, thereby achieving equal employment.

Against forced labor and child labor.

To ensure compliance with corporate social responsibility and ethical standards, the Company's regulations on normal working hours and extended working hours, leave, paid leave, and other types of leave are in compliance with labor laws. We do not force employees to perform labor services. The Company complies with the local regulations on the minimum working age and does not employ child workers.

Physical and psychological health, work balance, and a safe work environment

The Company attaches great importance to safety and health in the workplace for employees to work in a healthy, safe, and humane environment with a healthy body and mind. The Company encourages employees to participate in health promotion activities and set up their own clubs to bond through club activities. In addition to holding the year-end party, cycling, and basketball games to balance their life and help them bond, the Company has installed fitness equipment for them to use after work.

The Company's labor relations have been harmonious.

The Company communicates with employees not only through Town Hall Meeting and Labor-Management Meeting but also through internal emails, office displays, and suggestion boxes for employees to provide their opinions at any time. The Company also meets the needs of employees in a timely manner through communication, education, and incentive mechanisms. The

Company has not had any dispute between employers and employees requiring settlements in 2020 and 2021.

In order to fulfill the corporate social responsibility and implement the protection of human rights, with reference to the principles enshrined in international human rights conventions such as the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights, EirGenix has respected the basic internationally-recognized human rights and formulated human rights policies applicable to EirGenix, to prevent violations of human rights, provide reasonable and safe workplaces and enable the current colleagues to obtain reasonable and dignified treatment.

EIRGer

Every employee of EirGenix is an EIRGer who is outstanding, honorable, responsible, and visional.

EirGenix as an international top bio-pharmaceutical company is proud to be able to cultivate biologics talent in Taiwan.

(3) Education and Training

EirGenix bases on the concept of “lifelong learning” to carry out the talent development plan, designs a continuous and diversified learning program to improve the occupational quality of employees, enhances a positive cycle of work efficiency and quality of each employee, and realizes a learning-oriented organization.

EirGenix has a customized education and training program offered every year, which includes pre-employment and on- job training for employees. In addition to a completed new-recruit training and GMP training program, three series of courses are provided to employees: A. Professional courses B. Leadership and management courses, and C. Core functional courses plus advanced English language courses. The Company cultivates professional talents, enhances organizational and corporate concepts, and upgrades industrial competitiveness through the aforesaid education and training courses.

EirGenix being the best CDMO partner of international pharmaceutical companies is with the core business of developing biosimilars, gives priority in complying with relevant international GMP regulations. The Company’s personnel who perform GMP-related operations in accordance with the GMP guidelines must receive appropriate education and training; also, may perform tasks after gaining a detailed understanding of the production or analytical activities. Therefore, GMP-related education and training is extremely important in EirGenix.

EIRGer's Learning Center

EIRGer's Learning Center is built to shape the EirGenix into a learning organization. Also known as ELC, it provides the employees with diversified training courses annually. Professional courses take the majority and follow with leadership program and core competency training:

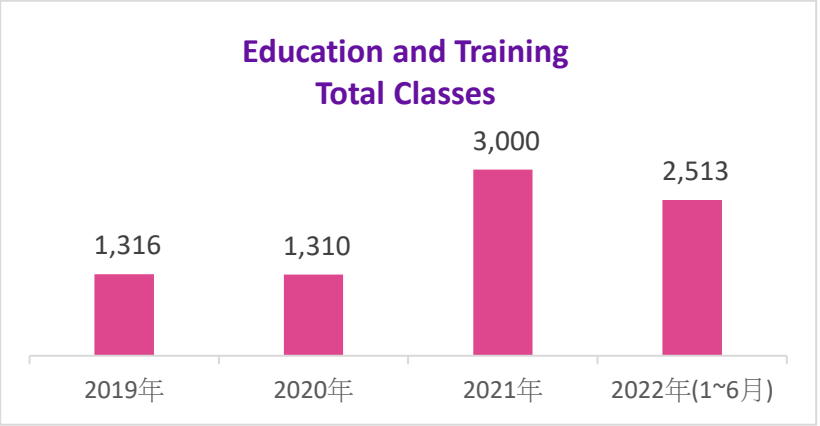
E Experts Program. The training covers professional topics such as cGMP, CMC, biologics, and manufacturing.

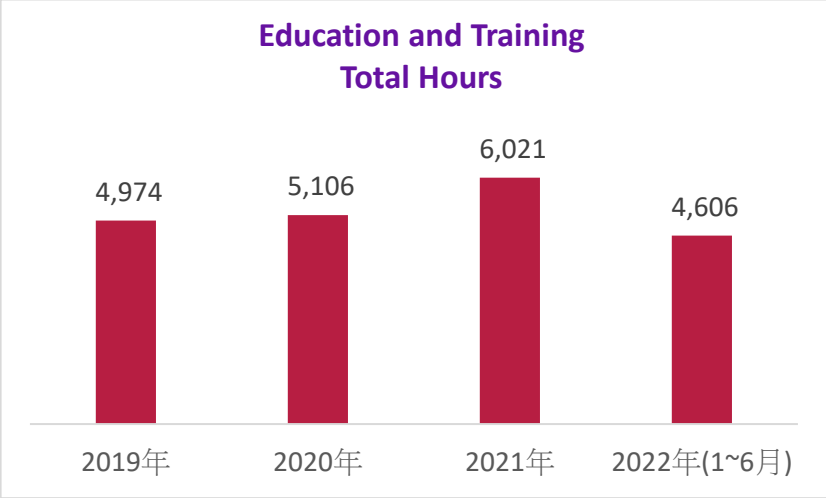
L Leadership Program. This program is designed for the current managers and potential supervisors, in which management skills, team building, communication, coaching, strategical thinking, and leadership mindset are provided.

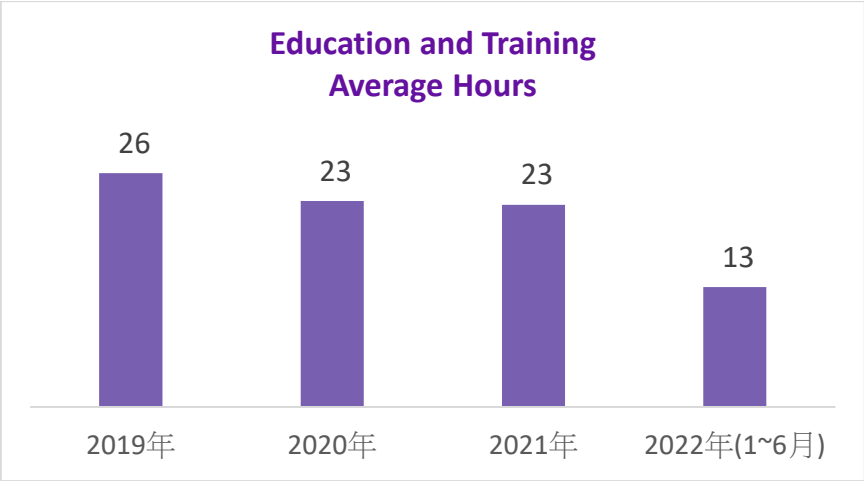
C Common Knowledge Program, as known as core competency training, in which ELC intends to build up morale and teamwork for employees, and also most common knowledge education and training courses are designed to develop employees.

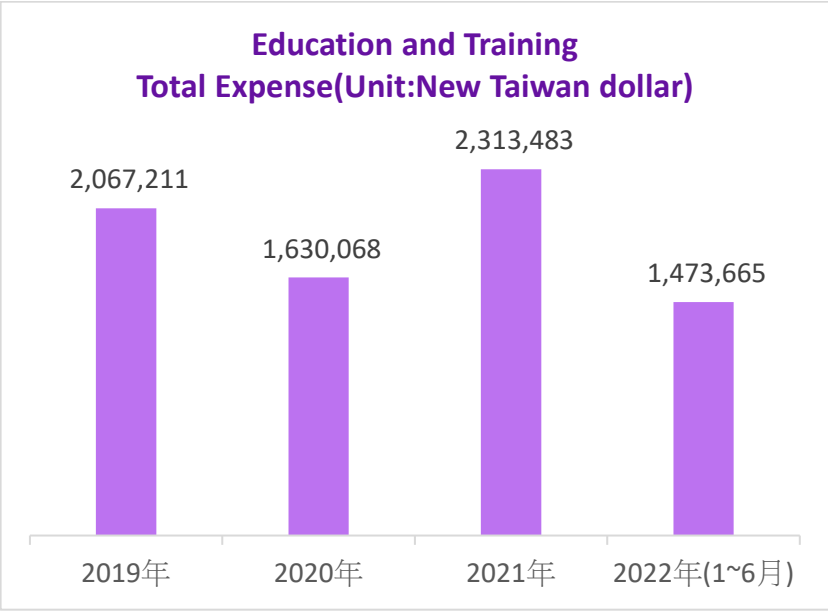
During the period from 2020 to June 2022, EirGenix has arranged over 2,500 advanced study and training courses after the year of 2021 for more than 5,000 hours at an expense of NT$1.5 million. Each employee of EirGenix had received more than 20 hours of training courses at an expense of NT$7,800 per person.

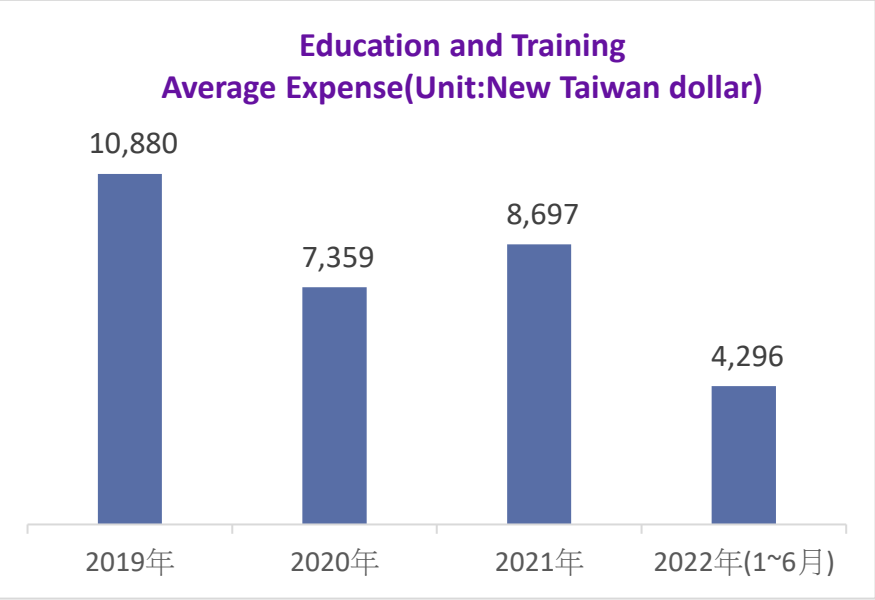
The Company's internal training and external training program provided to employees in 2021-2022 has been affected by Covid-19 pandemic; therefore, the actual training expense is much lower than the training budget planned. Under the circumstance, the Company has arranged 210 external training courses for a total of 4,057 external training hours at an expense exceeding NT$1.5 million. In order to have internal training courses arranged continuously, the Company has online quality training courses arranged as much as possible due to the pandemic in order to reduce the risk of employee clustering and maintain the richness and diversity of internal training courses. EirGenix values the importance of the learning and development of all employees and encourages each employee to improve self-competence and cultivate professionalism as intended.




Education and Training
Total Hours
4,974
5,106
6,021
4,606
2019年
2020年
2021年
2022年(1~6月)

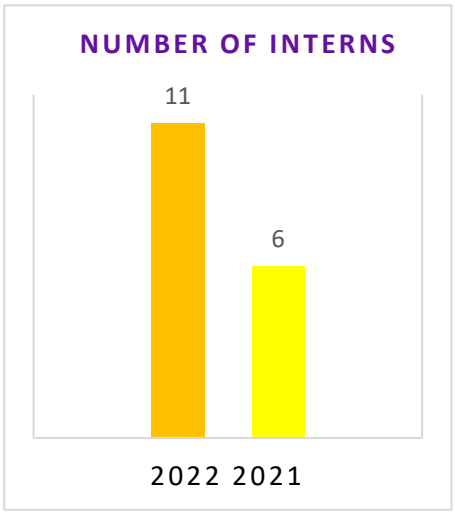

Education and Training
Average Hours
26
23
23
13
2019年
2020年
2021年
2022年(1~6月)


Education and Training
Total Expense(Unit:New Taiwan dollar)
2,067,211
1,630,068
2,313,483
1,473,665
2019年
2020年
2021年
2022年(1~6月)


Education and Training
Average Expense(Unit:New Taiwan dollar)
10,880
7,359
8,697
4,296
2019年
2020年
2021年
2022年(1~6月)

(4) EirGenix Campus Star Summer Internship Program

EirGenix provides students with sufficient internship opportunities for them to participate in the Company's business operations, and to gain practical learning experience and access to the workplace, which is beneficial to their development of professionalism.



4.3 Occupational Safety and Health

The Company for showing respect to the employees, related workers, and stakeholders, and for fulfilling corporate social responsibilities is committed to improving the working environment, reducing the probability of hazard occurrences, cultivating an excellent safety and health culture, and pursuing environmental resource sustainability. EirGenix has the environmental and occupational safety and health management policies and commitments announced as follows:

- Complying with laws and regulations: comply with the governing laws and regulations, and provide personnel with safe and healthy working conditions.
- Risk and opportunity control: respond to environmental safety requirements and risk opportunities, and prevent injuries, diseases, and environmental pollution.
- Enhancing ability awareness: implement environmental and safety and health education and training, and improve employees' environmental safety and health awareness.
- Staff consultation engagement: understand the needs and expectations of workers and stakeholders, and enhance partnerships.
- Substantiating continuous improvement: set up environmental safety and health objectives continuously to improve performance and create a diversified and friendly workplace.
- Caring for environmental resources: adhere to process improvement, achieve the goals of environmental protection, energy saving, and recycling reduction.

(1) Employee Safety and Health

- New recruits are required to take the First-Day Training on occupational safety and health. Arrange occupational safety and health education and training program regularly for at least twice a year, with at least 3-hour safety education training included each time. The main contents of the training courses include fire drills, toxic chemicals substances disaster contingency drills, occupational safety knowledge, and classification and use of chemicals.

- Provide adequate personal protective gears according to the needs of the working environment.
- Arrange staff nurses to provide healthcare for staff on a monthly basis. In addition, arrange occupational doctors to conduct health interviews with the employees at the factory on a quarterly basis in order to provide them with health consultation and care for their physical and mental health. Arrange health seminars regularly to provide the employees with a healthy and comfortable workplace.
- Each employee shall receive a health checkup every two years; also, special health checkup will be arranged every year for those who perform special work in accordance with the Occupational Safety and Health Act.
- Arrange occupational safety and health and GMP related education and training program regularly; also, arrange staff health checkup and employee group insurance to ensure the safety and health of employees.

(2) Working Environment

- Arrange regular employee operation and working environment monitoring every six months, including illumination, carbon dioxide concentration, noise, high temperature, chemical operations, etc. in order to have the employees worked in a safe and harmless workplace.
- Inspect the work environment every day, arrange regular inspections, and check with the employees for any area to be improved regularly in order to eliminate hazards and uncertain factors, and to provide the employees with a safe and secure environment.
- Provide pregnant women and female staff with parking spaces, including a convenient workplace to pregnant employees. In addition, provide a nursing room to nursing mothers so they can have a safe breastfeeding space at work.

(3) Pandemic Prevention Management

EirGenix being a major bio-pharmaceutical company in Taiwan has been actively demanding employees to pay attention to their personal hygiene, frequent hand washing, and environmental cleanliness. Therefore, multiple alcohol sterilizers are installed within the company and the factory. EirGenix contracts qualified service providers to have the environment disinfected, and provides sufficient masks to the employees for use.

EirGenix has been actively responding to the pandemic outbreak with relevant prevention policies proposed during the Covid-19 pandemic in 2020-2022 as follows:

- The Company's employees have all received at least two doses of vaccine, and around 80% of the Company's employees have received the third dose of vaccine.
- Provide pandemic prevention information to the Company's employees regularly, such as, the latest government pandemic prevention policies and pandemic prevention measures.
- In terms of operating environment requirements of "health, comfort, and safety," the meeting room and office are sterilized every day after work, and the entire factory is sterilized on a monthly basis.

- The Company's employees are to receive quick-screening twice a week. Visitors and vendors before entering the factory must undergo a qualification review, pandemic investigation, and provide their quick screening results.
- Individuals while entering the Company's premise must wear a mask at all time and must maintain a social distance.
- The employee cafeteria is equipped with partitions; also, schedule staff meal times on each floor.
- The Company's employees shall take body temperature every day with the "Daily Self-Checking Form" filled out.
- Department members work on the designated "floor" by "grouping" and "zoning."

4.4 Charitable Activities and Community Involvement

EirGenix takes "Empathy" as its core value, and spares no effort in social welfare by donating money and carrying out actions. The Company helps the employees internally and invites them to help provide resources to the people and groups in Taiwan and abroad for the benefits of everyone and group the best can be. Share the shareable resources of EirGenix and its employees, that is, give financial support to people in need and train the people in need to help themselves.

- **"Used Shoes Save Life!" Let the second-handed materials of yours become a blessing to the ones in need.**

The "Used Shoes Save Life" of the Care Ministries International (CMI) is formed by mostly young members who donate used shoes and travel to every forgotten corner in East Africa. Move towards the sustainable development direction of the United Nations SDGS in 2030, including digging wells, establishing schools, clinics, organizing cloth sanitary napkins workshops, chicken farm consultation, and growing vegetables of high economic value in extreme poverty and remote villages. Also, take good care of orphans and widows in accordance with the guidance of the Bible, roll up sleeves to work with a group of young people to save lives and to help improve life in remote villages.

The Company raises funds from colleagues for donation collectively.

The 2021 Staff Christmas Event – Amazing Grace Deaf Bakery

Amazing Grace Deaf Bakery provides job opportunities with communications conducted by sign language, trains the hearing-impaired individuals to bake, and help them enhance their self-worth. Amazing Grace Deaf Bakery helps the hearing-impaired individual "fish" and learn various techniques; also, helps build up a suitable "fishpond," that is, a working environment where they can communicate. The Company purchases the baked products of Amazing Grace Deaf Bakery as Christmas gifts to the employees.

Genesis Social Welfare Foundation Winter foods for the poor

Genesis Social Welfare Foundation is compassionate in maintaining humanity and respecting life, and cooperating with philanthropists to promote the well-being of vegetative patients and home-based services through joint effort and teamwork. The Company had cancelled the yearend party due to the pandemic; also, the allowance for the aforesaid party is saved and then donated for providing meals to the poor at the year end.

Fun Ride and Nanliao beach cleanup

The Company's annual sports events and cooperation with the Department of Environmental Protection for organizing beach cleanup events.

The Giver's clothes recycling, summer micro-quarantine-relief donation.

The Giver is to help friends with mental disorders build up their self-worth and self-confidence through work, to re-socialize and resolve the social gap, and to provide them with jobs and salaries by sorting and selling the donated clothes. The Company raises funds from colleagues for donation collectively.

5 Sustainable Development

5.1 Environmental Sustainability Goals

The climate change issue has become the operational focus of the business sustainability development. Green operation, environmental protection, and sustainable development are the social responsibilities and commitments of EirGenix. The Company's obligation of implementing environmental protection is clearly defined in the Company's environmental safety and health management policy.

EirGenix is a professional drug R&D and production company with a comprehensive environmental management system established and implemented. The pilot plant of EirGenix had obtained the international GMP standard (PIC/S GMP) certification from the Food and Drug Administration of the Ministry of Health and Welfare in 2014. The survey results of Japan PMDA "Pharmaceuticals Suitability Survey Notice" in February 2020 were concluded to be in conformity with the governing laws and regulations on the quality, effectiveness, and safety of pharmaceuticals and medical devices, which was a biopharmaceutical manufacturer authorized by the Japanese official regulatory agency for the GMP inspection. Obtained ISO45001 certification in 2021. EirGenix is dedicated to energy saving and environmental sustainability, and integrates the concept of green building into Zhubei Plant. EirGenix obtained the green building label certificate (Green building label certificate No.: GB-GF-01-00055) in 2020 and will continue to move towards environmental sustainability.

5.2 Green Plant and Energy-Saving and Carbon-Reduction Measures

In the sense of green environmental protection, EirGenix is persistent in pursuing the goal of three-win "occupational safety, environmental protection, and economy" so as to establish and maintain the safety, health, and environment management system. The Company since its incorporation in 2013 has adhered to the principles of law, anti-pollution, environmental protection, operating hazard identification, and workplace refinement to demand all the employees to participate in, improve, and enhance communication continuously. At the same time, in response to the challenges of climate change and the implementation of the national greenhouse gas reduction, EirGenix continues to plan and promote various energy-saving and carbon-reduction measures, and work towards low-carbon transformation in order to realize the Company's sustainable operation.

EirGenix Zhubei Plant was officially in operation in 2019 with the repair and maintenance service performed regularly on various environmental protection and control equipment so as to ensure the normal operation of various environmental protection and prevention equipment and systems. A new plant shall be planned in accordance with the orientation of environmental protection. The heavy-voltage equipment, high-energy-consumption equipment, and long-term operation equipment and ancillary equipment are equipped with the high-efficiency IE3 inverter motors. The ice water engine is equipped with the first-class energy-efficient and energy-saving units. The main engine is equipped with double compression capacity regulator that can be adjusted on-site accordingly. The steam boiler is equipped with natural gas boiler and its combustion efficiency is greater than 95% in order to save energy and ease environmental burden. In addition, the responsible employees in each department continue to monitor various equipment, such as, air-conditioning equipment, steam condensate water recovery equipment; evaluate energy-saving measures and promote energy-saving; and plan and evaluate the feasibility of installing solar panels in 2022, which has achieved a comprehensive production kinetic energy and maximized resource usage.

5.3 GHG Management

EirGenix regularly evaluates the potential risks and opportunities of climate change to enterprises now and in the future; also, adopts countermeasures for climate-related issues and strives to minimize the impact of the Company's business operations on the environment. Also, the greenhouse gas inventory and verification are planned in accordance with the national objective of "2050 Net Zero Emissions." The Company will continue to control the completion of the greenhouse gas inventory and verification in accordance with the references guide and relevant regulations issued by the competent authority.

In terms of energy saving and reduction of carbon and greenhouse gas emission, the establishment of an energy management system and the effective utilization of energy is one of the keys to the Company's successful sustainable development. Currently, electricity consumption is the main source of the Company's greenhouse gas emissions. In addition to saving electricity consumption as one of the means to reduce carbon, the Company improves energy-saving efficiency of equipment to reduce the use of non-renewable energy; it also strives to minimize the impact of the Company's operational activities on the environment.

- The Company evaluates the non-production areas, such as, offices or laboratories; also, uses fresh air machines or installs timer in the fans by calculating the exhaust. Air-conditioning equipment are used in the manufacturing area with the precondition of not affecting the Company's process to achieve the purpose of energy saving and carbon reduction.
- The lights in the non-production area are set to automatically turn off at 8:00 every evening. Employees are required to turn off the lights in the unoccupied area.
- Enhance pollution prevention: boilers are fueled with natural gas to reduce environmental pollution.
- Maintenance of management system: review various environmental management operations through the operation of

the environmental management system in order to refine the long-term operation continuously.

- Operation and setting of auxiliary equipment: Activate the operating equipment through on-site demand and sensor detection to substantially reduce the long-term operation of the equipment.

5.4 Water Resource Management

(1) Tap water use

EirGenix being a biopharmaceutical company values the importance of water source quality inspection and control and wastewater discharge management, and evaluates the introduction of water-saving processing equipment and expansion of wastewater treatment equipment. Reduce water consumption and wastewater discharge effectively by improving the water recycling rate in order to reduce its impact on the environment at the same time. Contract an external institution to regularly test the water quality. EirGenix has conducted internal monitoring; also, the Quality System Department regularly conducts sampling at the water consumption point.

Plan the balanced water consumption map inside the factory by consulting with the water-saving specialists in the industrial park; find the equipment with the largest water consumption; and adjust the water planning for the equipment with a larger water consumption. The current achievement is illustrated as follows:

- Shorten the irrigation time of each area with the outdoor sprinkler irrigation system.
- A total of 25~35% RO wastewater in the manufacturing process has been recycled.
- Adjust the discharge volume of the cooling water tower with the discharge conductivity increased in accordance with the suggestions of the Hsinchu Science Park Bureau (NSTC).

Direct the rainwater mat foundation pool water to the cooling water tower for use, which helps reduce the consumption of tap water and recycled water. Install water meters at several tap water inlets, water recycling area, and drainage area to clearly understand the water consumption and to obtain more accurate data on water saving and energy management.

Year	Water Consumption (Unit: tons)
2021	72,941
2020	76,416

Advocacy Policy
- Promote process water and general water conservation policies. - Enhance tour inspection, complete the leakage point repair promptly, if any. - Recycle the RO drainage of the pure water system to the well water tank for use. - Increase the steam condensate recovery facility in the plant to improve the condensate recovery rate. - Shorten the irrigation time of the outdoor sprinkler irrigation system in each area.

Advocacy Policy
✚ Increase the discharge conductivity of the cooling water tower discharge volume as suggested by the consultants.

(2) Wastewater Treatment

EirGenix complies with the relevant government laws and international regulations accordingly. In terms of wastewater anti-pollution control, the Company's Xizhi Plant has obtained a "Storage Permit." In addition, the Zhubei Plant is under the administration of Hsinchu Science Park Bureau (NSTC); therefore, it is different from other areas and it is with the "Management License" of Hsinchu Science Park Bureau obtained.

Under the circumstance, EirGenix while planning the new plant adheres to the goals of environmental protection. Although it does not require a discharge permit for the construction of the Zhubei Plant, a complete wastewater system was constructed to effectively treat the wastewater discharged from the factory in order to comply with the management standards of Hsinchu Science Park. Currently, EirGenix has a designated Class A wastewater operator in service.

5.5 Waste and Toxic Chemical Substances Management

EirGenix engages in the pharmaceutical R&D industry without using materials that have a severe impact on the environment. EirGenix since its incorporation has complied with the relevant government environmental protection regulations and policies and has strived to improve the efficiency of resource utilization in order to reduce the impact of products on the environment. EirGenix has formulated relevant policies for the management and control of waste and toxic chemical substances.

(1) Waste Management Policy

EirGenix tries to use only recyclable consumables as much as possible. Except for products and consumables that involve chemicals or those need to be sterilized in the process or experiment, which need to be collected and handed over to qualified treatment plants for incineration, other wastes are sorted (such as, plastic empty bottles, paper, metal cans, aluminum cans, etc.) and handed over to the

resource recycling plant for recycle and reuse in order to protect the environment.

EirGenix for the purpose of effectively managing and controlling industrial waste has implemented waste sorting, collection, storage, management, and removal strictly; also, has contracted qualified removal and treatment service providers to have waste disposed, treated, recycled, and reused in accordance with the "Waste Disposal Act." EirGenix tries to use recyclable consumables as much as possible, except for the sterilized products in manufacturing process or in experiment that need to be collected and sterilized first, and then handed over to a qualified treatment plant for incineration in order to protect the environment. EirGenix has 2 Class A waste operators in service currently.

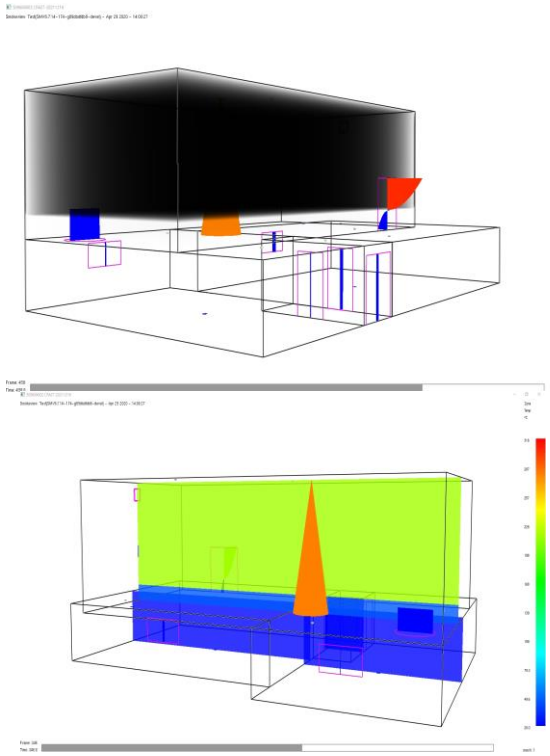
	The environmental protection personnel of EirGenix have declarations made on the Internet lawfully; also, have followed up on and confirmed the final treatment status. EirGenix has audited the waste disposal sites occasionally to ensure that waste removal and disposal procedures are in compliance with the governing laws and regulations.
	It is to be implemented strictly. All waste removal and disposal service providers must have a waste treatment contract signed; also, the Company will contract only the state-run and private-run service providers approved by the competent authority to perform the removal and disposal service.
	A waste disposal plan shall be proposed in accordance with the Waste Disposal Act for implementation accordingly.

(2) Toxic Chemical Substances Management Policy

EirGenix has toxic chemical substances managed in accordance with the "Regulations Governing Toxic and Concerned Chemical Substances." Each unit within the Company has toxic substances management personnel appointed, the operation volume documented according to regulations, and the storage and operation areas clearly marked and locked in control.

EirGenix was appointed as the deputy team leader of the Mutual Defense of New Taipei City in 2016. All personnel related to the management of toxic chemical substances have received professional and regular trainings, and they have possessed certain professional knowledge about toxic disaster response. EirGenix has 1 Class A toxic chemical substances specialist and 2 general professional responders and operators in service currently.

EirGenix and the Environmental Protection Department, New Taipei City Government had jointly held the "2021 Toxic Chemical Substances Disaster Contingency Drill" in 2021 with a focus on the minor operating sites and instructing other minor operations for Class I-III toxic chemical substances companies on how to wear and take off the protective gears, carry out the contingency plan, and provide related support.



(3) Fire Management Policy

EirGenix has formulated contingency plans and disaster prevention/protection plans for fire management policies. The fire drills with different themes are planned every year to enhance personnel's familiarity with the use of fire equipment so as to use them promptly and correctly in case of emergency in order to minimize losses.

In addition, carry out the CFAST software simulation for the hazardous area within the plant. If there is a fire in the experimental area, warehouse, boiler, or related equipment room within the plant, under the circumstance of fire plume and smoke layer declined, the Company is to plan scenario simulations for the fire in different work areas with the Pathfinder escape and refuge software implemented to plan the best escape and evacuation route in each working area. The fire drill is to be carried out in accordance with the planned escape and evacuation route so to ensure that every employee fully understands the best escape route in the respective work area.

■ Task Force on Climate-related Financial Disclosures (TCFD)

EirGenix aims to promote low-carbon operations with the implementation of ESG strategies, and measures and analyzes the climate-related risks and opportunities with operational development strategies formed in accordance with the "Task Force on Climate-Related Financial Disclosures (TCFD)" announced by the International Financial Stability Board (FSB).

Governance：Disclose the organization's governance around climate related risks and opportunities.

The board's oversight of climate-related risks and opportunities.	✚ The Board of Directors is the highest governance unit on climate-related issues, and is responsible for supervision and decision-making. The responsible unit shall report climate-related issues to the Board of Directors. ✚ Enhance sustainability policies and observe climate-related risks and opportunities.
Management's role in assessing and managing climate-related risks and opportunities.	Appoint the director of corporate sustainability management and establish an ESG promotion team.

Strategy：The actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

(1) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

(2) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

(3) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios.

Risks		Risk Perception	Risk Factor	Operational and Financial Impact	Short, Medium, and Long term	Response Measures
Transition Risks	Policy and Legal Risks	Develop climate-related policies and actions continuously. Policy objectives are classified into two categories: restrict any	Government policies and regulatory compliance	Implement carbon pricing mechanism to reduce greenhouse gas emissions and to	Short, medium, and long term.	Construct and implement low-carbon operation strategy.

Risks		Risk Perception	Risk Factor	Operational and Financial Impact	Short, Medium, and Long term	Response Measures
		impact that may cause adverse effects of climate change and promote climate change adaptation.		reduce operation cost.		
				Increase energy reuse ratio.	Short and medium term.	Include energy recycling equipment in the plant construction plan.
				Climate-related legal liability.	Medium term.	Companies, suppliers, and customers implement climate-related policies and regulations.
	Technology Risk	Economy bodies gradually support low-carbon, high-efficiency technological improvement and innovation that will affect the competitiveness, productivity and logistics cost of some organizations, and end-users even.	The timing of new technology development and use.	CDMO services and marketing of self-developed drugs.	Short and medium term.	Production technology is with a focus on low-carbon, high-efficiency technological innovation.

Risks		Risk Perception	Risk Factor	Operational and Financial Impact	Short, Medium, and Long term	Response Measures
Transition Risks	Market Risk	Product and service mechanism is affected by the supply and demand structure.	Product supply and supply chain.	Increase of production cost	Short and medium term.	Adjust the corporate value chain to show the Company's unique competitiveness.
	Reputation Risk	Whether the organization is dedicated to building up a "low-carbon operation" image?	Corporate reputation.	Improve the willingness of investing in the company and increasing the opportunities for cooperation between enterprises and customers.	Short, medium, and long term.	A good corporate reputation will help build up a positive business operation.
Physical Risks	Acute Risk	Physical risks arising from climate change may have an impact on the company's finance, especially a single incident.	Increased severity and frequency of extreme climate events	Affect operations and increase operating expenses.	Long term.	Formulate a Plant Contingency Plan. Increase the energy recycling ratio.
				Unstable supply chains	Long term.	Increase number of suppliers and stocks and improve supply chain resilience.

Risks		Risk Perception	Risk Factor	Operational and Financial Impact	Short, Medium, and Long term	Response Measures
	Chronic Risk	Long-term changes in climate patterns	Continuing climate change	High temperatures could cause rising sea level or prolonged heatwaves.	Long term.	Powered with renewable energy

Risk Management：The organization identifies, assesses, and manages climate-related risks.

(1) The organization's processes for identifying and assessing climate-related risks.
(2) The organization's processes for managing climate-related risks.
(3) Processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

Risk identification	Risk measurement	Risk monitoring	Risk report	Risk response

Evaluate and supervise the Company's risk-bearing, management, and adaptability in a timely manner in order to enhance corporate governance and establish an effective risk management mechanism. The Board of Directors of EirGenix had the "Risk Management Policies and Procedures" formulated in 2020 as the ultimate guiding principle for risk management of the Company to identify various potential risks (market, liquidity, operation, hazards, legal, and other risks) that may have affected operation and profitability for reference in formulating operating policies. Also, adopt appropriate preventive measures for risk alert and enhance the Company's resilience in response to risk events upon occurrence in order to minimize the impact on the Company's business operation.

The responsible unit is to identify relevant risk factors every year, to measure and analyze the possible impact of risks on the business operation, and develop risk control measures to control potential risks within a tolerable and controllable range, and report the risk management status to the Board of Directors.

Metrics and Targets：The metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

The metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	EirGenix evaluates the potential risks and opportunities of climate change to enterprises now and in the future regularly and adopts countermeasures to respond to climate-related issues in order to minimize the impact of the Company's operating activities on the environment. EirGenix has the greenhouse gas inventory and verification planned in accordance with the national objective "2050 Net Zero Emission."
The targets used by the organization to manage climate-related risks and opportunities and performance against targets.	EirGenix is planning the greenhouse gas inventory and verification. EirGenix has a paid-in capital of less than NT$5 billion; therefore, it should apply the greenhouse gas inventory in Phase III (completed the inventory in 2026 and the verification in 2028). The subsidiaries in the consolidated financial statements should apply the greenhouse gas inventory in Phase IV (completed the inventory in 2027 and the verification in 2029). The greenhouse gas inventory and verification disclosure schedule will be controlled continuously in accordance with the reference guide and relevant regulations announced by the competent authority.
Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	EirGenix has been pursuing a three-win "occupational safety, environmental protection, and economy" in green energy and environmental protection to establish and maintain a "safety, health, and environment management system." EirGenix since its incorporation in 2013 has based on the principles of strictly complying with laws and regulations, pollution prevention and control, environmental and ecological protection, identifying work hazards and optimizing workplace to request all employees to participate in and continue to improve and enhance communication. Also, in response to the challenges of climate change and supporting the implementation of the national greenhouse gas reduction, EirGenix continues to plan and promote various energy saving and carbon reduction measures, and works towards low-carbon transformation to realize the Company's sustainable operation.

GHG emissions Unit: tons/CO_2

Year	Scope 1	Scope 2	Unit product emissions (kg)	Scope 3
2021	794.07	9,233	7.363	0

Scope 1: Refers to direct GHG emissions from sources directly owned or controlled by an organization.
Scope 2: Refers to indirect GHG emissions from purchased electricity, heat, or steam.
Scope 3: Refers to other indirect GHG emissions from sources generated by an organization's activities, which do not belong to indirect sources but are from GHG emissions owned or controlled by other organizations.

6 Customer Service

6.1 Market Expansion and Customer Satisfaction

For the Company's existing CDMO customers, during the implementation of the CDMO project, the project manager is responsible for coordinating all the departments involved and promoting various CDMO plans with a regular meeting set up to communicate with customers. Customers' needs, suggestions, or complaints, if any, can be processed in accordance with the "Customer Service Guidelines" and the "Customer Complaint Guidelines" SOP. The PM who has received a verbal or written complaint from a customer shall have the internal quality compliance team and the quality assurance department informed immediately in order to handle and investigate the aforesaid customer complaint in a prompt and efficient manner with a corrective action performed accordingly. The customer complaint process is illustrated below.

Customer complaint process		Action plan
Step1	Any employee receives a verbal or written complaint from a customer	Immediately notifies the Quality Compliance Team, Quality Assurance. Department and Project Managers.
Step2	The Quality Assurance Department shall convene responsible units to investigate	The Quality Assurance Department designates the responsible department to initiate relevant investigations in accordance with the
	product quality-related customer complaints.	"Procedures for Deviation Process" SOP.
Step3	Corrective and preventive actions and deviation investigation	The Quality Assurance Department reviews the correctness and logic of corrective and preventive action or deviation investigations adopted by the responsible unit. The Quality Assurance Department shall assess other batches, products, or other related possible effects as well. The Quality Assurance Department shall transliterate the investigation report. It is to be approved by the QA supervisor.
Step4	Customer response and case closing	The quality compliance team provides the completed customer complaint closing notice to the project manager. The project manager provides the customer complaint closing notice to the customer in writing or by email.

The Company's CDMO potential customers may have the Business Development and Customer Relations Department (BD) informed of any needs or suggestions in accordance with the "Customer Service Guidelines." The BD will coordinate with the responsible units and communicate and explain how to meet customers' needs or suggestions.

6.2 Marketing Communications and Protection of Customer Information

(1) Customer Relationship Maintenance and Activities

- Regular communication: regularly communicate with customers in the form of on-site visits and online meetings through the salespersons and project implementation departments. Conduct regular project discussion with the current customers and do the best to fulfill customers' reasonable needs. Update the Company's development status and service content to the potential customers occasionally in order to grasp the business opportunities.
- Participation of societies and associations: cooperate with societies or associations to improve the domestic pharmaceutical industry's understanding of biosimilars, and enhance the close contact between the Company and major hospitals through professional knowledge or technology sharing in order to establish the communication channels after the market launch of the biosimilars in the future.
- The customer service email and investor section are designated in the Company's website with the contact information provided.

(2) Customer Information

The Sales Department and the employees in contact with customers have received complete education and training, and full knowledge of the relevant legal and ethical concerns when marketing the Company's services; therefore, they can actively protect customer information.

The CDMO customer information shall be processed in accordance with the Company's "The Management Regulations for Classified Archives." Except for the front-line staff, customer information may not be leaked arbitrarily. Also, the Company has a confidentiality agreement signed with all customers for the protection of customer information.

6.3 Product Quality and Management System

EirGenix has undertaken the Xizhi cGMP pilot factory facilities and excellent technical personnel of the Development Center for Biotechnology. EirGenix utilizes the experience accumulated by the predecessors and the efforts of a strong technical and management team to quickly gain a firm foothold in this industry. EirGenix has transformed from being a pilot plant to a commercial raw material plant along with the official operation of the Zhubei Plant in 2019, the Xizhi Plant passed the GMP suitability survey of Japan's PMDA in 2020, and passed the TFDA inspection in 2021, which represents the affirmation of domestic and foreign regulatory units and customers on the quality and technology of EirGenix.

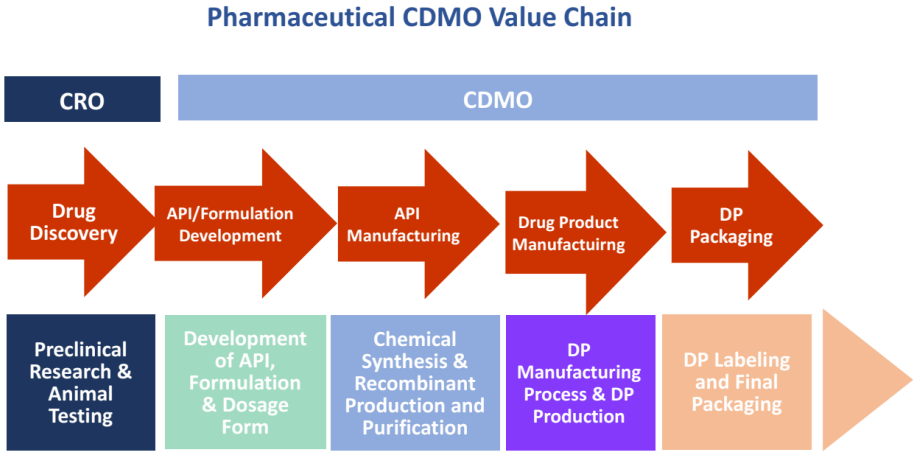
In addition, EirGenix, during the outbreak of the COVID-19 pandemic, has been commissioned to produce a new coronary

pneumonia vaccine for the protection of human health by exercising the experience of the team and conquering many technical challenges, which is regarded as the Company's primary business. The Xizhi factory passed the TFDA inspection in 2021 and obtained the manufacturing license to produce BP-SP01 new coronary pneumonia vaccine, assist customers in manufacturing high-quality biological drugs, and bring more protection to human health with the successfully developed drugs.

EirGenix being the world-leading bio-pharmaceutical company has a strong belief in "Giving Back to Society." The Company has arranged a series of courses to enhance the culture of "quality." The Company expects all employees to know the GMP standard by heart and to manufacture quality biopharmaceuticals for enhancing human and social well-being, improving the quality of life, and giving back to society.

7 Supply Chain Management

7.1 CDMO and Biosimilar Supply Chain



7.2 Supplier Management

EirGenix and its suppliers are committed to a long-term cooperative relation, and make the global vision and sustainable management its mission. In addition to considering the technical capabilities, quality, delivery and price competition of the suppliers, EirGenix has also established a supplier evaluation and sustainable management mechanism. At the same time, EirGenix requests the suppliers to commit themselves to environmental protection, safety and health and human rights; also, to jointly fulfill their corporate social responsibilities.

The “Supplier evaluation and management procedures” is established for supplier selection, evaluation and regular audit. The said supply management includes quality, environmental and labor safety and health, technology and supply capabilities and classification and rating management. Also, the Company requires the supply of raw materials to be compliant with CGMP regulations with a safe source before warehousing. Review the social responsibility and environmental performance of suppliers through risk assessment and supplier review management operations; also urge and assist suppliers to fulfill their corporate social responsibilities and improve their environmental management capabilities.

(1) Quality Assurance Policy

- Ensure the supplier quality system and supply quality through supplier written evaluation or on-site audit.
- Stable quantity supply and continuous supply:
  Value the importance of stable product supply. Although most of the key raw materials are supplied by the manufacturers only, the multiple factories of the manufacturer are audited and certified. Maintain sufficient supply and stable quantity supply continuously. Consumables are supplied by multiple suppliers.
- Shorten delivery time: ensure an on-time delivery and communicate in advance to anticipate the inventory preparation plan in order to shorten the delivery time.
- Pursuit of sustainable development:
  Comply with international regulations and customer specifications and substantiate the sustainable management of suppliers. Cooperate with partners and grow strong together through information exchange and practical operation. Strive to maintain a long-term cooperative

relation with foreign and domestic suppliers to jointly establish a stable supply chain. In addition, request domestic and local cooperative manufacturers to obtain legal registration, and to comply with relevant laws and regulations on labor, human rights, environmental protection, safety and health, environment and society, etc. or to provide a statement that they meet the requirements and to jointly enhance the objective of corporate social responsibility.

(2) Supplier Evaluation and Classification

EirGenix had the "supplier evaluation and management procedures" formulated in 2020 to ensure that the raw materials suppliers of GMP products and the outsourced manufacturers, outsourced analysis and inspection (commissioned inspection laboratories), outsourced transportation and general outsourced services and other supplier evaluation operations are all in compliance with the regulatory standards.

For supplier management and review, GMP product manufacturers are classified as follows: Raw material suppliers, general outsourced services, outsourced analytical inspections (commissioned inspection laboratories), commissioned manufacturing plants and commissioned transportation and equipment suppliers that are classified as new suppliers and existing suppliers for management.

According to the "supplier evaluation and management procedures" (including written review and on-site audit), suppliers after preliminary evaluation are classified as: approved, qualified, and unqualified. For ensuring that the purchased raw materials and service providers meet the requirements of CGMP or EirGenix, they are graded according to the evaluation results: A (100~81 points), B (80~65 points), & C (< 65 points). Manufacturers who are graded A or grade B can be registered as approved/qualified raw material suppliers and included in the key consumable suppliers list. The qualified supplier renewal operation should be initiated for the approved suppliers after a written evaluation or on-site audit.

(3) Supplier Sustainability Management Ability Selection and Annual Audit

EirGenix for ensuring a sufficient supply of raw materials has the supplier selection and cooperation strategy formulated in order to maintain the source of supply and to prevent the risk of short supply. For the product provided exclusively by only one supplier, EirGenix will strive to maintain a long-term partnership with the said supplier to ensure a stable supply channel and inventory management. At the same time, in terms of risk evaluation, evaluates suppliers based on their business philosophy, financial status, industrial safety and environmental protection, and compliance with laws and regulations.

- Current supplier evaluation: A total of 230 written supplier evaluations (66 evaluations performed in 2020 and 164 evaluations performed in 2021) was completed in 2020-2021; also, 14 on-site audits were performed. There are a total of 69 agents and distributors approved for raw materials supply, 125 manufacturing plants, and 29 outsourced inspection laboratories and outsourced manufacturing plants; also, 33 outsourced manufacturers for general service and instruments.
- Annual evaluation and frequency of evaluation implemented: The evaluation plan for the next year is provided at the end of each

year, and the evaluation score of Level-A – to be re-evaluated after five years (implemented once in five years); evaluation score of Level-B – to be re-evaluated after three years (implemented once in three years).

- On-site audit: the auditors perform an audit at the manufacturing plant in accordance with the supplier audit procedure.

Appendix

Global Reporting Initiative (GRI) Content Index

★ The material topics of the year.

Topics	Disclosure	Content	Chapter	Page	Note
GRI 102：General Disclosures					
Organizational Profile	102-1	Name of the Organization	1.1 Company Profile and Organization	5	
	102-2	Activities, brands, products, and services	1.3 Products and Service	12	
	102-3	Location of headquarters	1.1 Company Profile and Organization	5	
	102-4	Location of operations	1.1 Company Profile and Organization	5	
	102-5	Ownership and legal form	1. About EirGenix	5	
	102-6	Markets served	1.3 Products and Service	12	
	102-7	Scale of the organization	1. About EirGenix	5	
	102-8	Information on employees and other workers	4.1 Employee Structure	52	
	102-9	Supply chain	7.1 CDMO and Biosimilar Supply Chain	76	
	102-10	Significant changes to the organization and its supply chain	N/A		
	102-11	Precautionary principles or approach	2.7 Risk Management	38	
	102-12	External initiatives	N/A		
	102-13	Membership of associations	1.6 Membership of associations	27	

Topics	Disclosure	Content	Chapter	Page	Note
Strategy	102-14	Statement from senior decision-maker	Message from the Chairman	1	
Ethics and Integrity	102-16	Values, principles, standards, and norms of behavior	2.6 Integrity Management	36	
	102-17	Mechanisms for advice and concerns about ethics	2.6 Integrity Management	36	
Governance	102-18	Governance structure	2.1 Corporate Governance Structure	28	
	102-19	Delegating authority	2.1 Corporate Governance Structure	28	
	102-20	Executive-level responsibility for economic, environmental, and social topics	2.1 Corporate Governance Structure	28	
	102-21	Consulting stakeholders on economic, environmental, and social topics	3. Stakeholders Engagement	48	
	102-22	Composition of the highest governance body and its committees	2.3 Board of Directors 2.4 Audit Committee 2.5 Remuneration Committee	29 35 36	
	102-25	Conflicts of interest	2.2 Governance Practice	28	
	102-36	Process for determining remuneration	2.5 Remuneration Committee	36	
Shareholder Engagement	102-40	List of stakeholder groups	3. Stakeholders Engagement	48	
	102-41	Collective bargaining agreements	N/A		
	102-42	Identifying and selecting stakeholders	3. Stakeholders Engagement	48	
	102-43	Approach to stakeholder engagement	3. Stakeholders Engagement	48	
	102-44	Key topics and concerns raised	3.2 Responses and Responsibilities to Stakeholders	49	

Topics	Disclosure	Content	Chapter	Page	Note
Reporting Practice	102-45	Entities included in the consolidated financial statements	About this Report	3	
	102-46	Defining report content and topic boundaries	3.3 Area of Focus	51	
	102-47	List of material topics	About this Report 3.3 Area of Focus	3 51	
	102-48	Restatement of information	N/A		
	102-49	Changes in reporting	N/A		
	102-50	Reporting period	About this Report	3	
	102-51	Date of most recent report	About this Report	3	2021/9/30
	102-52	Reporting cycle	About this Report / Publication Frequency	3	
	102-53	Contact person for questions regarding the report	About this Report / Contact	3	
	102-54	Claims of reporting in accordance with the GRI Standards	About this Report / References	3	
	102-55	GRI content index	About this Report / References	3	
	102-56	External assurance	N/A		
Economic Aspect					
★ Economic Performance					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	3.3 Area of Focus	51	
	103-2	The management approach and its components	1.2 Business Performance 1.5 Sustainable Development and Commitment	10 27	

Topics	Disclosure	Content	Chapter	Page	Note
	103-3	Evaluation of the management approach	1.2 Business Performance	10	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	1.2 Business Performance	10	
Environmental Aspect					
★Energy					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	5. Sustainable Development	62	
	103-2	The management approach and its components	5. Sustainable Development	62	
	103-3	Evaluation of the management approach	5. Sustainable Development	62	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	5.2 Green Plant and Energy-Saving and Carbon-Reduction Measures	62	
Water and Effluents					
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	5.4 Water Resource Management	64	
★Emissions					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	5.1 Environmental Sustainability Goals	62	
	103-2	The management approach and its components	5.1 Environmental Sustainability Goals	62	
	103-3	Evaluation of the management approach	5. Sustainable Development	62	

Topics	Disclosure	Content	Chapter	Page	Note
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissionS	5.3 GHG Management	63	
	305-2	Energy indirect (Scope 2) GHG emissions	5.3 GHG Management	63	
	305-3	Other indirect (Scope 3) GHG emissions	5.3 GHG Management	63	
	305-5	Reduction of GHG emissions	5.3 GHG Management	63	
Waste					
GRI 306: Waste 2020	306-2	Management of significant wasterelated impacts	5.5 Waste and Toxic Chemical Substances Management	65	
★ Environmental Compliance					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	5.1 Environmental Sustainability Goals	62	
	103-2	The management approach and its components	5.1 Environmental Sustainability Goals	62	
	103-3	Evaluation of the management approach	5. Sustainable Development	62	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	N/A		N/A
Social Aspect					
★ Employment					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	4. Social Inclusion	52	
	103-2	The management approach and its components	4. Social Inclusion	52	
	103-3	Evaluation of the management approach	4. Social Inclusion	52	

Topics	Disclosure	Content	Chapter	Page	Note
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	4.1 Employee Structure	52	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.2 Remuneration and Benefits	53	
	Salary	Information about the number, average salary and median salary of full-time employees who are not in a managerial position. And the information compared to previous year.	4.2 Remuneration and Benefits	53	
Occupational Safety and Health					
GRI 403: Occupational Safety and Health 2018	403-1	Occupational safety and health management system	4.3 Occupational Safety and Health	58	
	403-5	Worker training on occupational health and safety	4.3 Occupational Safety and Health	58	
	403-6	Promotion of worker health	4.3 Occupational Safety and Health	58	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.3 Occupational Safety and Health	58	
	403-9	Work-related injuries	4.3 Occupational Safety and Health	58	
	403-10	Work-related ill health	4.3 Occupational Safety and Health	58	
★ Training and Education					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	4.2 Remuneration and Benefits 4.3 Occupational Safety and Health	53 58	
	103-2	The management approach and its components	4.2 Remuneration and Benefits	53	

Topics	Disclosure	Content	Chapter	Page	Note
			4.3 Occupational Safety and Health	58	
	103-3	Evaluation of the management approach	4.2 Remuneration and Benefits	53	
			4.3 Occupational Safety and Health	58	
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	4.2 Remuneration and Benefits	53	
			4.3 Occupational Safety and Health	58	
★ Diversity and Equal Opportunity					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	4. Social Inclusion	52	
	103-2	The management approach and its components	4. Social Inclusion	52	
	103-3	Evaluation of the management approach	4. Social Inclusion	52	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	4. Social Inclusion	52	
★ Customer Health and Safety					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	6. Customer service	73	
	103-2	The management approach and its components	6. Customer service	73	
	103-3	Evaluation of the management approach	6. Customer service	73	

Topics	Disclosure	Content	Chapter	Page	Note
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	6. Customer service	73	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	6. Customer service	73	
★ Socioeconomic Compliance					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	2. Corporate Governance	28	
	103-2	The management approach and its components	2. Corporate Governance	28	
	103-3	Evaluation of the management approach	2. Corporate Governance	28	
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	2. Corporate Governance	28	
★ Cyber Security					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	2.8 Cyber Security	42	
	103-2	The management approach and its components	2.8 Cyber Security	42	
	103-3	Evaluation of the management approach	2.8 Cyber Security	42	
★ Intellectual Property Rights Protection					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	2.9 Protection of Intellectual Property Rights	45	
	103-2	The management approach and its components	2.9 Protection of Intellectual Property Rights	45	
	103-3	Evaluation of the management approach	2.9 Protection of Intellectual Property Rights	45	

Sustainability Accounting Standards Board (SASB) Content Index

Biotechnology & Pharmaceuticals

Code	Accounting Metric	Category	Disclosure	Chapters	Page
Safety of Clinical Trial Participants					
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	Discussion and Analysis	The Company has made it necessary to have the clinical trials reviewed by a third-party ethics committee to ensure the rights and safety of the test subjects.	1.3 Products and Service	12
HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	Quantitative	Zero (No such incident occurred to the Company during the reporting year.)	-	-
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries 2	Quantitative	Zero (No such incident occurred to the Company during the reporting year.)	-	-
Access to Medicines					
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Discussion and Analysis	The Company's self-developed medicines was not yet ready for sales in market during the reporting year.	-	-

Code	Accounting Metric	Category	Disclosure	Chapters	Page
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Discussion and Analysis	The Company's self-developed medicines was not yet ready for sales in market during the reporting year.	-	-
Affordability & Pricing					
HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	Quantitative	Zero (No such incident occurred to the Company during the reporting year.)	-	-
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	Quantitative	Zero (The Company's self-developed medicines was not yet ready for sales in market during the reporting year.)	-	-
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	Quantitative	Zero (The Company's self-developed medicines was not yet ready for sales in market during the reporting year.)	-	-
Drug Safety					
HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	Discussion and Analysis	EirGenix has no products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human	-	-

Code	Accounting Metric	Category	Disclosure	Chapters	Page
			Medical Products database during the reporting period.		
HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	Quantitative	Zero (No such incident occurred to the Company during the reporting year.)	-	-
HC-BP-250a.3	Number of recalls issued, total units recalled	Quantitative	Zero (No such incident occurred to the Company during the reporting year.)	-	-
HC-BP-250a.4	Total amount of product accepted for take back, reuse, or disposal	Quantitative	Zero (No such incident occurred to the Company during the reporting year.)	-	-
HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Quantitative	Zero (No such incident occurred to the Company during the reporting year.)	-	-
Counterfeit Drugs					
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Discussion and Analysis	The Company's self-developed medicines was not yet ready for sales in market during the reporting year.	-	-
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Discussion and Analysis	The Company's self-developed medicines was not yet ready for sales in market during the reporting year.	-	-
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Quantitative	Zero (No such incident occurred to the Company during the reporting year.)	-	-

Code	Accounting Metric	Category	Disclosure	Chapters	Page
Ethical Marketing					
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims4	Quantitative	Zero (No such incident occurred to the Company during the reporting year.)	-	-
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Discussion and Analysis	The Company has the "Code of Ethic Conduct" and other regulations formulated and has strictly complied with the WHO and "Pharmaceutical Affairs Act," "Pharmaceutical Affairs Act Enforcement Rules" and other regulations related to drugs and medical care. Internal educations and trainings are arranged regularly to ensure the employees' compliance with requirements.	2.6 Integrity Management	36
Employee Recruitment, Development & Retention					
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Discussion and Analysis	The Company establishes a safe workplace and environment, promotes diversified and equal employment opportunities, and attracts talents to join.	4. Social Inclusion	52
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid level managers,	Quantitative	The Company discloses relevant data according to the indicators.	4. Social Inclusion	52

Code	Accounting Metric	Category	Disclosure	Chapters	Page
	(c) professionals, and (d) all others				
Supply Chain Management					
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third party audit programs for integrity of supply chain and ingredients	Quantitative	0% (The Company formulates the audit, evaluation and approval procedures for raw material suppliers to ensure that raw materials are purchased from qualified suppliers, and to ensure that qualified raw materials are used for the production of drugs.)	7.2 Supplier Management	76
Business Ethics					
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery5	Quantitative	Zero (No such incident occurred to the Company during the reporting year.)	-	-
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Discussion and Analysis	Zero (No such incident occurred to the Company during the reporting year.)	-	-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