

# **Center Laboratories, Inc.**

## **2024 Sustainability Report**

# Contents

## Table of Contents

About This Report .....	5
Report Boundary and Scope.....	5
Report Preparation Principles.....	6
Information Basis for the Report .....	6
Report Issuance Date .....	7
Contact Information .....	7
Chairperson' s Message .....	8
2024 Performance Highlight .....	9
<b>1. Sustainable Operations, Rooted in Center Lab .....</b>	<b>11</b>
1.1 Stakeholder Identification and Communication Channels .....	11
1.2 Material Topic Management .....	14
1.2.1 Material Topic Identification Process .....	14
1.2.2 Material Topic Response .....	20
<b>2. Corporate Governance, Global Strategy .....</b>	<b>24</b>
2.1 Organizational Overview.....	24
2.1.1 About Center Lab.....	24
2.1.2 Center Lab Growth Milestones and Key Events.....	31
2.1.3 Participation in External Associations.....	33
2.1.4 Operational Performance.....	33
2.2 Board Governance.....	41
2.3 Integrity First.....	53
2.4 Internal Risk Control.....	56
2.4.1 Risk Management.....	56
2.4.2 Internal Audit .....	59
2.5 Information Security.....	62
2.6 Sustainable Supply Chain .....	66
2.7 Innovation and R&D.....	74

<b>3. Friendly Center Lab, Inclusive Talent .....</b>	<b>86</b>
3.1 Friendly Workplace .....	86
3.1.1 Employee Structure.....	86
3.1.2 Employee Benefits.....	90
3.2 Workplace Safety.....	96
3.2.1 Occupational Safety and Health Management System.....	98
3.2.2 Center Lab Occupational Safety Actions .....	98
3.2.4 Occupational Safety and Health Training Statistics.....	102
3.2.5 Workplace Health Promotion .....	103
3.2.6 Contractor Safety and Health Management .....	105
3.3 Talent Development .....	107
3.3.1 Training and Knowledge Heritage .....	109
3.3.2 Performance Evaluation.....	117
3.4 Diversity and Inclusion.....	118
3.4.1 Communication Channels.....	119
3.4.2 Grievance Mechanisms .....	119
3.4.3 Human Rights Protection.....	121
<b>4. Sustainable Development, Green Environment.....</b>	<b>124</b>
4.1 Climate Risk Management .....	124
4.1.1 Climate Change.....	124
4.2 Energy Conservation and Carbon Reduction .....	131
4.2.1 GHG Management .....	132
4.2.2 Energy Management .....	135
4.3 Water Management .....	137
4.4 Waste Management .....	140
<b>5. Social Engagement, Industry-Academia Collaboration.....</b>	<b>144</b>
5.1 Talent Cultivation Program .....	144
5.2 Medication Safety and Health Education Promotion .....	150
5.3 Donations to Public Associations.....	150
<b>Appendix I: GRI Content Index ★ Indicate as Material Topic.....</b>	<b>151</b>

Appendix II: SASB Sustainability Accounting Standards – Biotechnology and  
Pharmaceuticals ..... 163

Appendix III: Climate-Related Information Disclosure for Listed Companies ..... 167

Appendix IV: Assurance Statement..... 170

# About This Report

Center Laboratories, Inc. (hereinafter referred to as "Center Lab" or "the Company") published its first Sustainability Report in 2022. This marks the fourth edition (hereinafter referred to as "this Report"). Since its establishment, Center Lab has adhered to the principle of "Caring for Life with Selfless Dedication," integrating corporate social responsibility into its business strategy and vision, gradually embedding it into the Company's culture. Through this Report, Center Lab discloses its sustainability goals, strategies, and commitments, enabling the public and stakeholders to better understand the Company's efforts and achievements in sustainable operations.

## Report Boundary and Scope

Disclosure Categories	Coverage
Period	This Report primarily covers business activities from January 1, 2024, to December 31, 2024. Certain management performance data may include information from prior to 2024.
Scope Boundary	Center Lab's Taiwan operational sites (Taipei Headquarters, Hsinchu Shijian factory, and Warehouse Center)
Financial Data	Consistent with financial statements audited by certified accountants
Environmental, Safety, and Health Data	Aligned with the above scope boundary
Employee Data	Aligned with the above scope boundary
Charitable Activities	Aligned with the above scope boundary

Performance	
Information Restatement	There were no significant changes to the Company's organizational structure or reporting period scope this year. Any data variations from the previous year are explained in the relevant sections of the Report where restatements occur.

## Report Preparation Principles

This Report is structured in accordance with the GRI Standards 2021 issued by the Global Sustainability Standards Board (GSSB). It also references the Task Force on Climate-Related Financial Disclosures (TCFD) framework and complies with the Requirements for Listed Companies in Preparing and Filing Sustainability Reports. Additionally, it aligns with the Sustainability Accounting Standards Board (SASB) standards for the biotechnology and pharmaceuticals industry. For stakeholder reference, Appendices include a GRI Content Index, SASB Standard Comparison Table, and a Climate-Related Information Index for Listed Companies.

## Information Basis for the Report

- All data were collected, compiled, and aggregated by relevant departments, with content accuracy and completeness reviewed by department heads. The data were further reviewed by the Report working group, corporate governance unit, and internal audit unit.
- This Report has been verified by GREAT INTERNATIONAL CERTIFICATION CO., LTD. achieving Type 1 moderate assurance under AA1000 AS. The assurance statement is included in the appendices.

# Report Issuance Date

Issuance Date: August 2025

Expected Next Issuance: August 2026

## Contact Information

To continuously improve the quality and content of Center Lab' s Sustainability Report and foster communication with stakeholders, we welcome any feedback or suggestions. Please contact:

Company Address: 7F, No. 3-2, Yuanqu St., Nangang Dist., Taipei City, Taiwan

Company Website: <https://www.centerlab.com.tw/>

ESG Section:



Contact Person: Kuan-Yi Lee

Email: [ir@centerlab.com.tw](mailto:ir@centerlab.com.tw)

Phone: +886-2-2655-8680

# Chairperson's Message

2024 was a crucial year for Center Laboratories, Inc. (Center Lab), marked by deepened commitment to sustainable development and strengthened corporate competitiveness. Guided by our core philosophy of "Driving Sustainability through Innovation, Creating Value through Responsibility," we achieved significant progress in corporate governance, innovative research and development (R&D), and environmental sustainability, further solidifying our leadership position in the biotechnology and pharmaceutical industry.

In corporate governance, we actively promoted board diversity, achieving a 50% representation of female directors and a 25% proportion of independent directors. Our board comprises experts from various fields, ensuring impartial decision-making and diverse perspectives. We strengthened internal audit and risk management mechanisms to enhance governance transparency and completed third-party verification of our ESG report to ensure information disclosure and ethical operations. Additionally, Center Lab advanced its digital transformation, elevating information security measures to support robust business operations.

In innovative R&D, we focused on addressing unmet clinical needs, particularly in pediatric medications and central nervous system (CNS) therapies. In 2024, Center Lab was recognized by the Ministry of Health and Welfare for its contributions to the "New Optimized Pediatric Healthcare Program," affirming our impact in pediatric medicine. We also continued developing CNS drugs and new liquid dosage forms for long-term care, enhancing medication safety and patient convenience.

In talent cultivation, we firmly believe that talent is the cornerstone of corporate growth. In 2024, we relaunched the "Center Lab Talent Cultivation Program" after a four-year hiatus, selecting 18 university students for over 160 hours of intensive training. This program broadened participants' perspectives in R&D, manufacturing, and management, offering opportunities such as overseas internships to deepen talent development.



In environmental sustainability, we actively pursued energy conservation, carbon reduction, and green supply chain management. All new suppliers were required to sign an ESG commitment, and existing suppliers underwent annual reviews to ensure supply chain sustainability. We optimized production processes to improve energy efficiency and invested in equipment upgrades to enhance manufacturing efficiency and environmental friendliness.

Looking ahead, Center Lab will continue to implement sustainable policies to strengthen corporate resilience, fulfilling our commitment to "Sustainable Operations, Safeguarding Health" and creating long-term value for society.

Chairperson, Center Laboratories, Inc.  
Wang, Su-Chi (Yvonne)



## 2024 Performance Highlight

Corporate Governance	Awards and Recognition	Talent Development
Achieved 50% female board representation and 25% independent directors, promoting board diversity.	Recognized by the Ministry of Health and Welfare for contributions to the "New Optimized Pediatric Healthcare Program" in 2024.	Relaunched the "Center Lab Talent Cultivation Program" in 2024, training 18 university students with over 160 hours of intensive training and offering overseas internship

		opportunities to foster talent development.
--	--	---

# 1. Sustainable Operations, Rooted in Center Lab

## 1.1 Stakeholder Identification and Communication Channels

Center Lab places great importance on issues of concern to stakeholders, engaging regularly to gather feedback and insights that inform our sustainable operations and strategic direction. Referencing the AA1000 Stakeholder Engagement Standard (SES) and its five principles—dependency, responsibility, influence, tension, and diverse perspectives—we identified five key stakeholder groups: shareholders (investors), employees, customers, suppliers, and competent authorities, considering their interactions with or impact on our business units.

### Stakeholder Engagement

Stakeholder	Key Concerned Topic	Primary Communication Channels, Response Methods, and Frequency	2024 Implementation
Shareholders (Investors)	<ul style="list-style-type: none"> <li>Financial performance</li> <li>Allocation of dividends</li> <li>Company outlook</li> <li>Corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>Annual shareholder meeting</li> <li>At least one investor conference annually</li> <li>Dedicated spokesperson and deputy spokesperson hotline</li> <li>Regular and ad-hoc disclosures on the Market Observation Post System (MOPS)</li> <li>Company website for corporate information</li> </ul>	<ul style="list-style-type: none"> <li>Held annual shareholder meeting on June 25, 2024</li> <li>Conducted investor conferences on May 31 and December 23, 2024</li> <li>Uploaded financial and business updates to MOPS within statutory deadlines</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Compensation and benefits</li> <li>Career development</li> <li>Workplace safety and health</li> <li>Labor relations</li> </ul>	<ul style="list-style-type: none"> <li>Monthly department meetings</li> <li>Quarterly labor-management meetings</li> <li>Quarterly welfare committee meetings</li> </ul>	<ul style="list-style-type: none"> <li>Conducted regular monthly meetings and quarterly labor-welfare meetings</li> <li>Completed employee health checkups in December 2024</li> <li>Provided training subsidies</li> </ul>

Stakeholder	Key Concerned Topic	Primary Communication Channels, Response Methods, and Frequency	2024 Implementation
	<ul style="list-style-type: none"> <li>Physical and mental well-being</li> </ul>	<ul style="list-style-type: none"> <li>Annual health checkups</li> <li>Annual domestic and international employee trips</li> <li>Ad-hoc club activities</li> <li>Ad-hoc training programs</li> <li>Online internal training courses</li> <li>Employee grievance hotline</li> </ul>	<ul style="list-style-type: none"> <li>Recorded 2,786 hours of internal and external training</li> <li>Offered ~45 courses on Center Lab's internal online learning platform</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Product quality, delivery, and pricing</li> <li>R&amp;D capabilities</li> <li>Controlled substance management</li> <li>Product services</li> </ul>	<ul style="list-style-type: none"> <li>Ad-hoc business visits</li> <li>Ad-hoc seminars and forums</li> <li>Monthly business review meetings</li> <li>Customer service hotline</li> <li>Complaint channels</li> </ul>	<ul style="list-style-type: none"> <li>Hosted over 64 seminars/forums in 2024 to promote products and understand customer requirements</li> <li>Held monthly business review meetings, actively addressing and improving customer complaints</li> <li>Maintained leading market share in pediatric liquid formulations</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Product quality, delivery, safety, and pricing</li> <li>Technical capabilities</li> <li>Stable supply</li> </ul>	<ul style="list-style-type: none"> <li>Ad-hoc supplier interviews</li> <li>Ad-hoc supplier on-site audits</li> <li>Annual supplier evaluations</li> <li>Ad-hoc supplier surveys</li> </ul>	<ul style="list-style-type: none"> <li>100% of new suppliers screened per company mechanisms</li> <li>100% of existing and new suppliers signed the Supplier Social Responsibility Commitment</li> <li>In storage and logistics, added one new supplier, renewed one contract, extended one contract in 2024; all three completed ESG supplier surveys and signed the Supplier Social Responsibility Commitment.</li> <li>New suppliers also signed the Pharmaceutical Good Distribution Practice (GDP) Assessment Questionnaire, Transport Contract, and Quality Agreement; renewed suppliers signed Transport Contracts and Quality</li> </ul>

Stakeholder	Key Concerned Topic	Primary Communication Channels, Response Methods, and Frequency	2024 Implementation
			Agreements.
Competent Authorities	<ul style="list-style-type: none"> <li>• Labor relations and occupational safety</li> <li>• Good Manufacturing Practice (GMP) for pharmaceuticals</li> <li>• Information disclosure</li> <li>• Regulatory compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Ad-hoc participation in policy/law seminars, forums, public hearings, and briefings</li> <li>• Cooperation with regulatory inspections</li> <li>• Ad-hoc visits to competent authorities for direct engagement</li> <li>• Dedicated contact points for ongoing interaction</li> <li>• Compliance with factory audits and certifications</li> </ul>	<ul style="list-style-type: none"> <li>• Participated in physical and virtual policy briefings and biotech R&amp;D seminars hosted by competent authorities, aligning with policy requirements</li> <li>• Dedicated personnel in operations, R&amp;D, HR, and factory units maintained close contact with authorities, ensuring smooth communication and compliance with audits and certifications</li> </ul>

#### Contacts person for Stakeholder

Stakeholder	Name	Title	EMAIL
Shareholders (Investors)	Lin Hsiu-Yueh	Senior manager	catherine@centerlab.com.tw
Deputy Spokesperson	Tang Ching-Yu	Manager	kathleen.tarng@centerlab.com.tw
Employees	Chou Yu-Chu	Chief officer	kanak.chou@centerlab.com.tw
Customers	Hsieh Li-Yu	Manager	kelly_1006@centerlab.com.tw
Suppliers	Lin Chun-Yu	factory manager	dana.lin@centerlab.com.tw
Competent Authorities	Chien Tzu-Tao	Manager	kevin.chien@centerlab.com.tw

# 1.2 Material Topic Management

## 1.2.1 Material Topic Identification Process

### Material Topic Identification Process

#### 步驟 1) 瞭解組織脈絡並鑑別利害關係人

瞭解組織自身概況、產品或服務及所提供的市場、行業特徵及國內外與組織相關議題，並審視營運活動及其商業關係關聯脈絡，鑑別出五大利害關係人：股東（投資人）、員工、客戶、供應商及主管機關，共五類利害關係人。



#### 步驟 2) 蒐集永續議題並鑑別實際及潛在衝擊

參考 GRI 之永續性報導準則、TCFD（氣候變遷相關財務揭露）、聯合國全球盟約（UN Global Compact）、產業間現況與國內外永續關注議題等各種面向，作為永續議題蒐集與制定基礎，最後彙整出與本公司營運相關之永續議題共 17 項。



#### 步驟 3) 評估衝擊的顯著程度

將所蒐集到的 17 項永續議題，針對不同利害關係人，由經理人及相關單位主管匯集溝通內容，藉由多元的溝通管道，廣納各利害關係人之建議，並評估各項議題之衝擊程度，將其作為擬定營運及永續發展策略的重要參考指標



#### 步驟 4) 決定報導的重大主題

綜合內部討論、外部意見反饋與學研專家意見，鑑別出 9 項重大主題，並討論其正負面及實際潛在衝擊，同時繪製出今年晟德的重大主題矩陣。晟德將此 9 項重大主題作為本報告書與利害關係人溝通之重大主題。

#### Step 1: Understand Organizational Context and Identify Stakeholders

Center Lab assesses its organizational profile, products, services, market presence, industry characteristics, and relevant domestic and international issues. By reviewing operational activities and business relationships, we identified five key stakeholder

groups: shareholders (investors), employees, customers, suppliers, and competent authorities.
<p><b>Step 2: Collect Sustainability Issues and Identify Actual and Potential Impacts</b></p> <p>Drawing on the GRI Standards, Task Force on Climate-Related Financial Disclosures (TCFD), United Nations Global Compact, industry trends, and global and local sustainability concerns, we compiled a list of 17 sustainability issues relevant to Center Lab’ s operations.</p>
<p><b>Step 3: Assess the Significance of Impacts</b></p> <p>The 17 identified sustainability issues were evaluated for their impact on different stakeholder groups. Managers and relevant department heads gathered feedback through diverse communication channels, incorporating stakeholder suggestions to assess the significance of each issue. These evaluations serve as key indicators for formulating operational and sustainability strategies.</p>
<p><b>Step 4: Determine Material Topics for Reporting</b></p> <p>Through internal discussions, external feedback, and consultations with academic experts, we identified nine Material Topics, analyzing their positive and negative impacts, as well as actual and potential effects. These efforts culminated in the creation of Center Lab’ s 2024 Material Topic matrix. These nine Material Topics form the basis for communication with stakeholders in this Report.</p>

In 2024, the Sustainability Committee referenced the results of the 2023 stakeholder survey (220 valid responses), which assessed stakeholder concern levels and the impact of sustainability issues, combined with evaluations from 12 senior executives on the issues’ impact on sustainable operations. The aggregated scores were used to develop the 2024 Material Topic matrix. On November 13, 2024, the Sustainability Committee reviewed the survey results and determined nine Material Topics across environmental, social, and governance dimensions for prioritized disclosure: pharmaceutical safety, talent cultivation, operational performance,

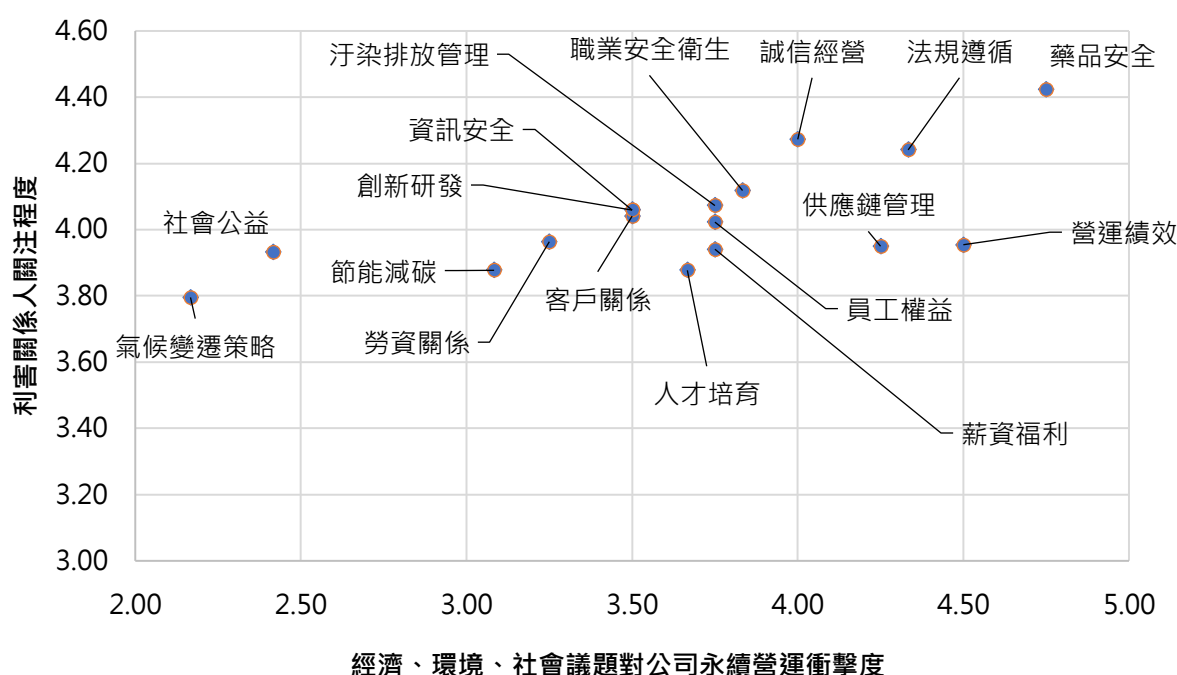
innovative R&D, supply chain management, occupational health and safety, energy conservation and carbon reduction, employee rights, and compensation and benefits. Center Lab will outline the management approach and related disclosures for each Material Topic in this Report.

Note: Center Lab conducts stakeholder surveys in odd years to redraw the Material Topic matrix and determine annual Material Topics (last survey: 2023). In even years, the previous year's matrix is used, with the Sustainability Committee (convening at least annually) finalizing the Material Topics for the year.

Aspect	2024 Material Topics
Environmental	Supply Chain Management, Energy Conservation and Carbon Reduction
Social	Talent Cultivation, Occupational Health and Safety, Employee Rights, Compensation and Benefits
Governance	Operational Performance, Innovative R&D, Pharmaceutical Safety



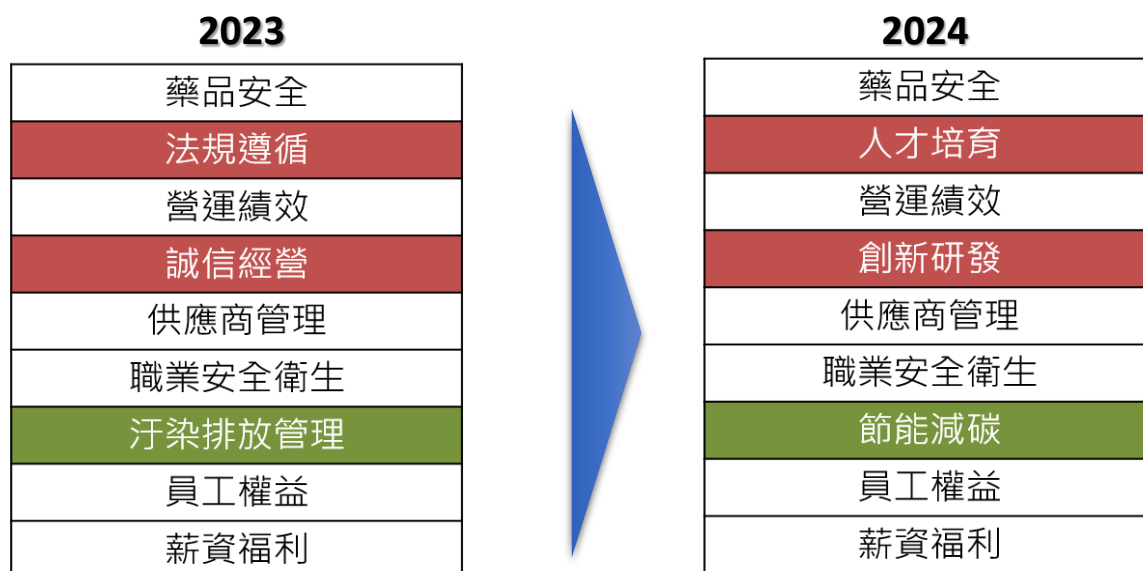
## 重大主題分析矩陣



重大主題分析矩陣	Material Topic Analysis Matrix	利害關係人關注程度	Stakeholder Concern Level
經濟、環境、社會議題對公司永續營運衝擊度	Impact on Company' s Sustainable Operations (Economic, Environmental, Social Issues)	社會公益	Social Engagement
氣候變遷策略	Climate Change Strategy	污染排放管理	Pollution and Emissions Management
資訊安全	Information Security	創新研發	Innovative R&D
節能減碳	Energy	勞資關係	Labor Relations



	Conservation and Carbon Reduction		
職業安全衛生	Occupational Health and Safety	客戶關係	Customer Relationships
人才培育	Talent Cultivation	誠信經營	Ethical Operations
供應鏈管理	Supply Chain Management	員工權益	Employee Rights
法規遵循	Regulatory Compliance	薪資福利	Compensation and Benefits
藥品安全	Pharmaceutical Safety	營運績效	Operational Performance




In 2024, compared to 2023, the Material Topics have been updated as outlined above. For each Material Topic, the responsible departments have developed action plans and established short-, medium-, and long-term goals, with performance regularly reviewed.







2023	2024
Pharmaceutical Safety	Pharmaceutical Safety
Regulatory Compliance	Talent Cultivation
Operational Performance	Operational Performance
Ethical Operations	Innovative R&D
Supply Chain Management	Supply Chain Management
Occupational Health and Safety	Occupational Health and Safety
Pollution and Emissions Management	Energy Conservation and Carbon Reduction
Employee Rights	Employee Rights
Compensation and Benefits	Compensation and Benefits

## 1.2.2 Material Topic Response

Corresponding Sections in This Report	Material Topic	Positive /Negative, Actual/Potential Impact	Impact Description	Internal Boundary	External Boundary			Aligned SDGs	Aligned GRI Specific Topics
				Company	Supplier	Customer	Community		
2.7 Innovative R&D	Pharmaceutical Safety	Positive Potential	Center Lab strictly adheres to the Pharmaceutical Inspection Co-operation Scheme Good Manufacturing Practice (PIC/S GMP) and other pharmaceutical regulations, ensuring all produced drugs meet quality and safety requirements through a robust quality management system.	●		●			GRI 416: Customer Health and Safety 2016
3.3 Talent Development	Talent Cultivation	Positive Actual	Talent cultivation enhances employee skills and loyalty, fosters innovation and efficiency, reduces turnover, strengthens competitiveness, and drives long-term company growth and sustainability.	●					GRI 404: Training and Education 2016

2.1 Organizational Overview	Operational Performance	Positive Actual	Center Lab's outstanding operational performance in 2024 drives continued shareholder investment.	●	●	●		8 合適的工作 及經濟成長 	GRI 201: Economic Performance 2016
2.7 Innovative R&D	Innovative R&D	Positive Actual	Innovative R&D enhances product competitiveness, unlocks market opportunities, strengthens brand influence, increases revenue and profits, and drives sustained corporate growth and industry leadership.	●	●	●		9 產業創新與 基礎建設 	GRI 416: Customer Health and Safety 2016 GRI 417: Marketing and Labeling 2016
2.6 Sustainable Supply Chain	Supply Chain Management	Positive Potential	To ensure pharmaceutical safety, Center Lab implements upstream management of raw materials and regularly evaluates new suppliers through its supplier management system. In addition to requiring new suppliers to sign a social responsibility commitment letter, all existing suppliers must complete an annual ESG questionnaire to strengthen awareness of sustainability.	●	●			17 夥伴關係 	GRI 204: Procurement Practices 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016

3.2 Workplace Safety	Occupational Health and Safety	Positive Actual	Ensuring employee health and safety is a core company policy. Center Lab has established management standards and procedures, conducts regular safety training, and strives to create a safe and healthy work environment.	●	●				GRI 403: Occupational Health and Safety 2018
4.4 Energy Conservation and Carbon Reduction	Energy Conservation and Carbon Reduction	Negative Potential	Energy conservation and carbon reduction lower costs, enhance corporate reputation, ensure regulatory compliance, and promote innovation. Yet it may require short-term investments and operational adjustments.	●		●	●		GRI 306: Waste 2020
3.4 Diversity and Inclusion	Employee Rights	Positive Actual	Center Lab is committed to ensuring fair treatment for all employees, free from discrimination, and fostering a friendly and equitable workplace environment.	●					GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016
3.4 Diversity and Inclusion	Labor Relations	Positive Actual	Harmonious labor relations support sustainable corporate growth. Center Lab ensures employees can freely express opinions without fear of retaliation and strives to meet their needs to maintain positive	●					GRI 402: Labor/Management Relations 2016

			labor-management interactions.						
--	--	--	-----------------------------------	--	--	--	--	--	--

## 2. Corporate Governance, Global Strategy

### 2.1 Organizational Overview

#### 2.1.1 About Center Lab

Founded in 1959, Center Laboratories, Inc. (Center Lab) began as a comprehensive pharmaceutical manufacturer. Since President Lin Rong-Jin took over management in 1998, Center Lab repositioned itself to focus on oral liquid preparation, successfully transforming into Taiwan's leading professional oral liquid pharmaceutical manufacturer. In 2018, both its pharmaceutical and investment businesses achieved remarkable results. As the investment business expanded, Center Lab embarked on its third transformation to become a "professional biotechnology investment holding company." The goal is to assist portfolio companies through repositioning, mergers, acquisitions, and divestitures, aiming to create unicorn enterprises valued at NT\$30 billion and to explore opportunities in emerging industries for a second growth engine.

Center Lab's investment portfolio spans diverse fields, including new drug development, biologics and vaccine manufacturing, wellness industries, cell therapy, innovative medical devices, and AI healthcare. The company has nurtured over 20 enterprises. Center Lab is committed to leveraging its resources and expertise to propel promising biotechnology and wellness companies onto the global stage, while specializing in the development and production of oral liquid formulations, central nervous system (CNS) therapies, and specialized pharmaceuticals.

Center Lab's sustainable operations are guided by four interconnected pillars that support its development and corporate vision:

- Nurture and investment in biotechnology and wellness industries
- Breakthroughs in new drug development and innovative medical devices
- Consolidation and expansion of leadership in oral liquid preparation and deep engagement in CNS therapies



- Embracing future trends and investing in next-generation innovative therapies

Center Lab upholds the values of "Innovation, Integrity, Professionalism, and Co-prosperity." We believe that fostering innovation unlocks possibilities, turning the impossible into reality. Integrity is the foundation of our commitment to life, and maintaining transparency and ethical conduct is a core objective. While pursuing corporate growth, Center Lab leverages its professionalism and resources to amplify its influence, fostering co-prosperity within the industry and contributing to a healthier future for humanity.

## Company Overview

Company Name	Center Laboratories, Inc.
Established	November 1959
Address	7F, No. 3-2, Yuanqu St., Nangang Dist., Taipei City, Taiwan
Chairperson	Wang Su-Chi
General Manager	Hsu Jui-Pao
Paid-in Capital	NT\$7.25 billion
Employees (as of December 31, 2024)	199
Main Products and Services	Oral liquid preparations / Biotechnology investment
Operational Sites	Headquarters: 7F, No. 3-2, Yuanqu St., Nangang Dist., Taipei City, Taiwan Shijian factory: No. 2, Shijian Rd., Hukou Township, Hsinchu County, Taiwan Warehouse Center: No. 1, Lane 21, Guangfu N. Rd., Hukou Township, Hsinchu County, Taiwan
2024 Revenue	NT\$971,710,000 (pharmaceutical business only, excluding investments)

## Vision, Mission, Corporate Culture, and Spirit

### Group Vision

To be Taiwan's most professional oral liquid pharmaceutical manufacturer and a leader in the central nervous system (CNS) domain.

### Group Mission and Strategy

1. Specialize in the integration of the oral liquid value chain and product portfolio development and manufacturing, maintaining Taiwan's largest oral liquid pharmaceutical manufacturer status:

- Consolidate the oral liquid market and ensure a comprehensive product portfolio

- Promote pediatric medication safety
  - Enhance technology and maintain quality standards
2. Focus on completing the CNS product portfolio, building brand presence, advancing disease care, and expanding markets:
- Ensure a comprehensive product portfolio and protect intellectual property
  - Deepen expertise in CNS disease areas
3. Become an originator in oral liquids and an expert in the CNS domain.

Note: Central Nervous System (CNS)

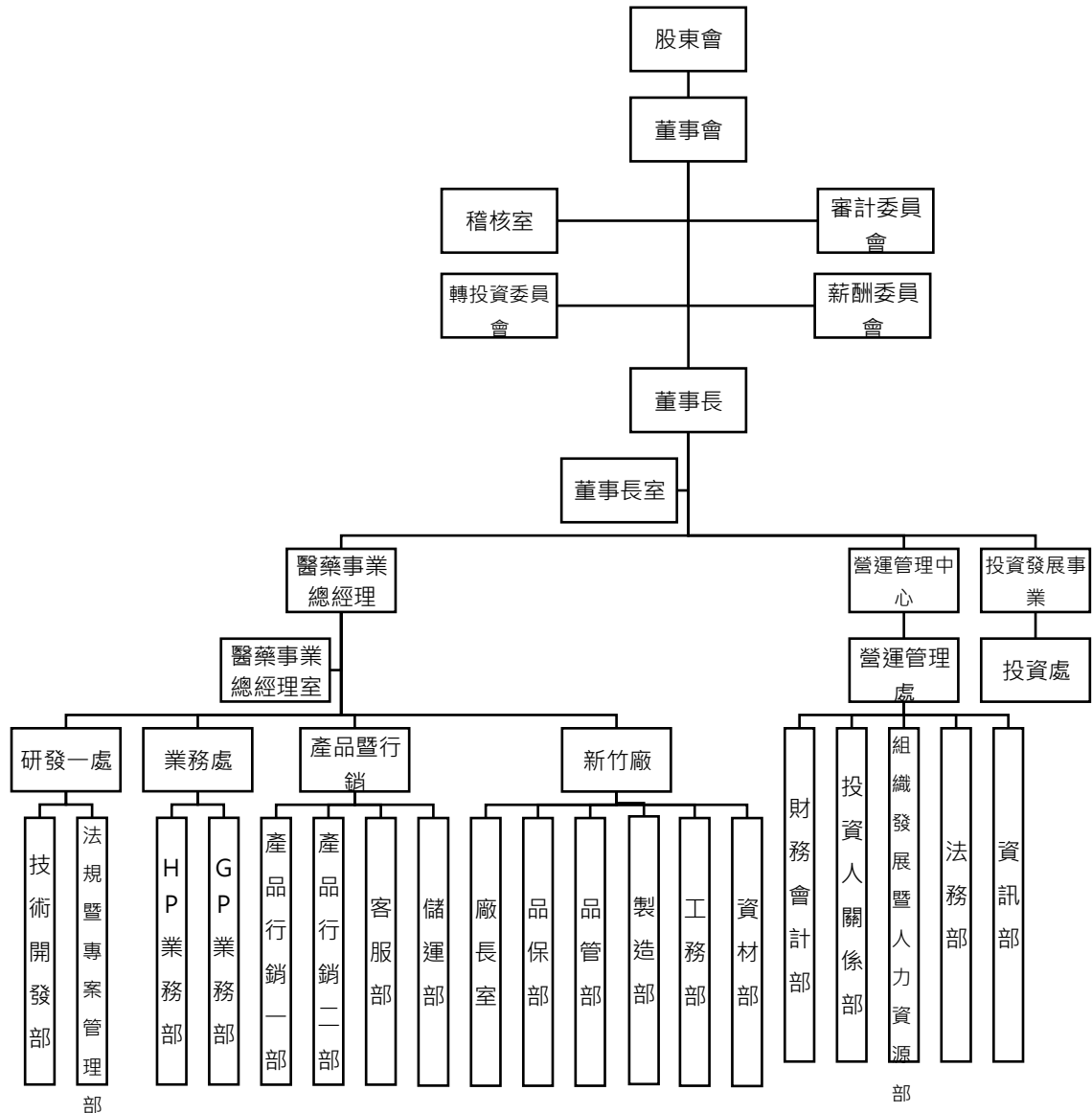
### **Corporate Culture and Values**

1. Care: Create well-being for all stakeholders.
2. Integrity and Pragmatism: Recognize sustainable development as a shared responsibility. Prioritize organizational goals over personal interests, pursuing excellence with dedication and a commitment to continuous improvement.
3. Professionalism: Focus on excellence in core operations, acquire specialized expertise, and foster ambition and teamwork to achieve leadership in target domains.
4. Innovation: Understand ourselves and our environment, balancing rational thinking with breakthrough actions to secure current achievements and future aspirations.

### **Center Lab Spirit**

Guided by the ethos of "Caring for Life with Selfless Dedication," Center Lab's members transform the ordinary into the extraordinary, pursuing excellence through pragmatism. Committed to protecting human health, we dedicate ourselves to developing high-quality pharmaceuticals.

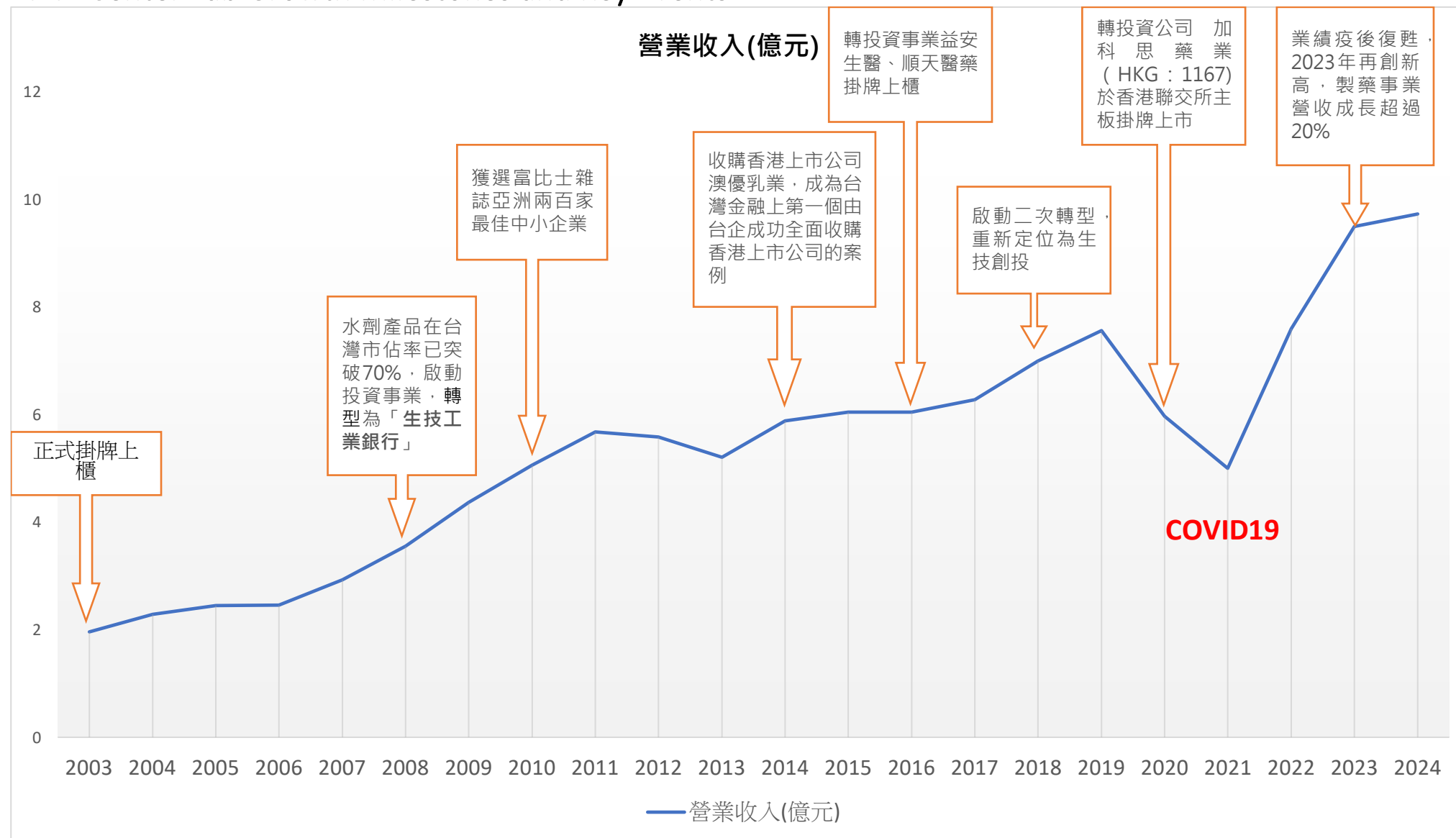
### **Team Organization**



股東會	Shareholders' Meeting	董事會	Board of Directors
稽核室	Audit Office	審計委員會	Audit Committee
轉投資委員會	Investment Committee	薪酬委員會	Remuneration Committee
董事長	Chairperson	董事長室	Chairperson's Office
醫藥事業總經理	General Manager, Pharmaceutical Business	醫藥事業總經理室	General Manager's Office, Pharmaceutical Business
研發一處	R&D Division I	技術開發部	Technology Development Department
法規暨專案管理部	Regulatory Affairs and Project Management Department	業務處	Sales Division
HP 業務部	HP Sales Department	GP 業務部	GP Sales Department
產品暨行銷管理處	Product and Marketing Management Division	產品行銷一部	Product Marketing Department I
產品行銷二部	Product Marketing Department II	客服部	Customer Service Department

儲運部	Logistics Department	新竹廠	Hsinchu factory
廠長室	factory manager' s Office	品保部	Quality Assurance Department
品管部	Quality Control Department	製造部	Manufacturing Department
工務部	Engineering Department	資材部	Materials Department
營運管理中心	Operations Management Center	營運管理處	Operations Management Department
財務會計部	Finance and Accounting Department	投資人關係部	Investor Relations Department
組織發展暨人力資源部	Organizational Development and Human Resources Department	法務部	Legal Department
資訊部	Information Technology Department	投資發展事業	Investment Development Business
投資處	Investment Department		

## 2.1.2 Center Lab Growth Milestones and Key Events



(正式掛牌上櫃)

Official Listing on the OTC Market

(水劑產品在台灣市佔率已突破 70%，啟動投資事業，轉型為「生技工業銀行」)

Liquid Pharmaceuticals products achieved a market share exceeding 70% in Taiwan, initiating investment ventures and transitioning into a "Biotech Industrial Bank."

(獲選富比世雜誌亞洲兩百家最佳中小企業)

Selected as one of Forbes Asia's 200 Best Small and Medium Enterprises.

(收購香港上市公司澳優乳業，成為台灣金融上第一個由台企成功收購香港上市公司的案例)

Acquired Hong Kong-listed Ausnutria Co., Ltd., marking the first successful acquisition of a Hong Kong-listed company by a Taiwanese enterprise in the financial sector.

(轉投資事業益安生醫、順天醫藥掛牌上櫃)

Investment ventures Medeon Biodesign Inc. and Lumosa Therapeutics were listed on the OTC market.

(啟動二次轉型，重新定位為生技創投)

Initiated a second transformation, repositioning as a biotech venture capital firm.

(轉投資公司加科思藥業(HKG:1167)於香港聯交所主板掛牌上市)

Affiliated company Jacobio Pharmaceuticals Group Co., Ltd.(HKG:1167) was listed on the Main Board of the Hong Kong Stock Exchange.

(業績疫後復甦，2023 年再創新高，製藥事業營收成長超過 20%)

Post-pandemic recovery led to record-high performance in 2023, with pharmaceutical business revenue growing by over 20%.



### 2.1.3 Participation in External Associations

In addition to enhancing its product competitiveness, Center Lab. actively engages with stakeholders and fosters constructive interaction with industry associations. These engagements provide opportunities to stay abreast of the latest industry trends.

External Association	Members hip
Pharmaceutical Development Association of the Republic of China	Member
Hsinchu County Pharmacists Association	Member
Hsinchu County Industrial Park Manufacturers Association	Member
Taiwan Parenteral Drug Association	Member
Taiwan Bio Industry Organization	Member
Institute for Biotechnology and Medicine Industry	Member
Taipei Biotech Association	Member
Taiwan Institute of Directors	Member
Taiwan Pharmaceutical Manufacturer Association	Member
Taiwan Society of Regulatory Affairs for Medical Products	Member

### 2.1.4 Operational Performance

Material Topic: Operational Performance	
Significance to the	Rooted in pharmaceuticals, Center Lab leverages its biotechnology and business expertise to pursue sustainable operations through transparent

<b>Company</b>	financial disclosures and enhanced operational efficiency. To foster mutual prosperity with these stakeholders, Center Lab continues to explore industry trends, seize future opportunities, and strive for stable profitability on the path to sustainable operations.
<b>Policy Commitments</b>	<ol style="list-style-type: none"> <li>1. Serve as a health guardian for children and the elderly (originator of oral liquid preparations).</li> <li>2. Specialize in integrating the oral liquid preparation value chain, maintaining Taiwan's leading position as the largest oral liquid pharmaceutical manufacturer.</li> <li>3. Focus on completing pediatric and CNS product portfolios, building brand presence, advancing disease care, and expanding product licensing to establish Center Lab as the most reputable pharmaceutical company in pediatric and elderly care.</li> </ol>
<b>Management Measures and Resources Invested</b>	<p><b><u>Management Measures</u></b></p> <ol style="list-style-type: none"> <li>1. Monthly management meetings: Department heads report on the previous month's operational status and budget achievement.</li> <li>2. Quarterly board meetings: Senior executives report to the board on company operations, achieving two-way communication.</li> <li>3. Transparent financial disclosures: Monthly revenue published on the Market Observation Post System (MOPS) and quarterly financial reports disclosed on the company website.</li> <li>4. Stakeholder engagement: Maintain an "Investor Relations" section on the website, hold 1–2 investor conferences annually, and conduct one annual shareholders' meeting.</li> </ol> <p><b><u>Resources Invested</u></b></p> <ol style="list-style-type: none"> <li>1. Establish a unique marketing model for medical centers.</li> <li>2. Promote welfare policies.</li> <li>3. Advocate for oral liquid preparation safety policies.</li> </ol>
<b>Short-Term Goals</b>	<ol style="list-style-type: none"> <li>1. Ensure a comprehensive product portfolio and effective product lifecycle management.</li> <li>2. Optimize factory space and workflows, improve manufacturing processes and quality, and enhance warehousing and distribution systems to achieve optimal productivity.</li> <li>3. Complete pediatric and CNS product portfolios.</li> <li>4. Build brand and establish Center Lab as an originator in pediatric and CNS domains.</li> </ol>
<b>Medium- and Long-Term</b>	<ol style="list-style-type: none"> <li>1. Leverage CNS brand strength to expand into other elderly care and long-term care diseases.</li> </ol>

<b>Goals</b>	2. Strengthen brand positioning through pediatric and elderly medication safety advocacy.
<b>Performance Evaluation Mechanisms</b>	1. Revenue generation and sustained profitability form the foundation of corporate operations, ensuring long-term sustainable performance. 2. Set annual key performance indicators (KPIs) and conduct regular reviews to ensure departments meet targets, aligning with overall company performance goals. 3. Align with annual corporate governance evaluations to enhance and implement governance practices. 4. Plan and design factories to meet PIC/S GMP and Good Distribution Practice (GDP) regulatory requirements for facility space, workflows, and operations.
<b>2024 Performance Results</b>	Center Lab' s consolidated net operating revenue in 2024 reached NT\$1,617,869,000, an increase of NT\$223,861,000 (16.06%) compared to NT\$1,394,008,000 in 2023. The pharmaceutical business alone recorded a net operating revenue of NT\$971,710,000, up by NT\$21,181,000 (2.23%) from NT\$950,529,000 in 2023.
<b>Responsible Departments</b>	Company-wide

Revenue Overview	Item	2023	2024	Increase compared to Previous Year
Consolidated	Net Operating Revenue	1,394,008	1,617,869	16.06 %
	Net Profit After Tax	1,047,649	1,103,408	5.32 %
Center Lab (Standalone)	Net Operating Revenue	950,529	971,710	2.23%
	Net Profit After Tax	995,421	1,103,683	10.88%

## Operational Performance Reflected in Employee Compensation

In accordance with the company's articles of association, Center Lab allocates 0.1% to 10% of pre-tax profits (before deducting employee and director remuneration) for employee compensation and up to 2% for director remuneration.

Revenue Contribution by Main Products (2024 Consolidated)		
(Unit: NT\$ Thousand)		
Main Products	Amount	%
Pharmaceuticals (Oral Liquid Preparations + CNS Products)	971,710	60.00
Probiotics	646,159	40.00
Total	1,617,869	100.00

#### Direct Economic Value Generated and Distributed by Center Lab

Item	Sub-Item	2022	2023	2024
Direct Economic Value Generated (A)	Operating Revenue	767,722	1,394,008	1,617,869
Economic Value Distributed (B)	Operating Costs	361,454	775,914	868,916
	Employee Salaries and Benefits *note <sup>1</sup>	197,232	405,266	429,306
	Payments to Capital Providers *note <sup>2</sup>	1,296,733	664,329	1,115,420
	Payments to Governments *note <sup>3</sup>	(13,293)	(66,261)	(66,626)
	Community Investments *note <sup>1</sup>	3,434	738	2,445
Retained Economic Value (A-B)		(1,077,838)	(385,978)	(731,592)

Note 1: Employee salaries, benefits, and community investments are included in operating costs.

Note 2: Payments to capital providers include dividends paid to all shareholders and interest paid to lenders.

Note 3: Payments to governments include all taxes and fines paid in accordance with international, national, and local standards (e.g., business tax, income tax, and property tax).

## Financial Subsidies Received from the Government

(Unit: NT\$ Thousand)

Item	2022	2023	2024	Description
Investment Subsidies, R&D Subsidies, and Other Related Subsidies	30	79	0	Labor Ministry Training Program Subsidies

Note: No other categories of government subsidies were received beyond those listed above.

## Defined Benefit Obligations and Other Retirement Plans

To protect employees' retirement planning, Center Laboratories, Inc. has established pension systems in accordance with the Labor Standards Act and the Labor Pension Act, comprising a defined benefit plan (old pension system) and a defined contribution plan (new pension system).

### 確定福利計畫(舊制退休金)

- 適用《勞動基準法》退休條件之員工，退休金支付係根據服務年資之基數及核准其退休時一個月平均工資計算。服務年資15年以內(含)者，滿一年給與兩個基數，服務年超過15年者，每滿一年給與一個基數，惟基數累積最高以45個基數為限。鈺創科技依法按月就薪資總額2%提撥退休金基金，以勞工退休準備金監督委員會名義儲存於臺灣銀行之專戶，並由其負責監督、收支、保管及運用。

### 確定提撥計畫(新制退休金)

- 適用《勞工退休金條例》退休金新制之員工，由公司依員工薪資按行政院核定之月提繳工資分級表6%提撥至勞工保險局之個人退休金帳戶，亦依員工意願協助配合自願提繳作業。

### Defined Benefit Plan (Old Pension System)

For employees subject to the retirement conditions of the Labor Standards Act, pension payments are calculated based on years of service and the average monthly wage at the time of approved retirement. Employees with up to 15 years of service (inclusive) receive two base units per year, while those exceeding 15 years receive one base unit per additional year, capped at 45 base units. Center Lab contributes 2% of total monthly salaries to a pension fund, managed under the name of the Labor Retirement Reserve Fund Supervisory Committee and deposited in a dedicated account at the Bank of Taiwan, which oversees its supervision, transactions, custody, and utilization.

### Defined Contribution Plan (New Pension System)

For employees under the Labor Pension Act's new pension system, Center Lab contributes 6% of employees' salaries to individual pension accounts at the Bureau of Labor Insurance, based on the monthly wage contribution table approved by the

Executive Yuan. The company also facilitates voluntary contributions in accordance with employees' preferences.

## **Tax Policy and Risk Management**

1. Regulatory Compliance: All operations adhere to tax laws and regulations, with honest and timely tax filings and payments, fulfilling the social responsibility of a taxpayer.
2. Transfer Pricing Principles for Related-Party Transactions: Transactions between related entities follow the internationally recognized transfer pricing guidelines published by the Organisation for Economic Co-operation and Development (OECD) and adhere to arm's length principles.
3. Information Transparency: Financial reporting maintains transparency, with tax disclosures handled in accordance with relevant regulations and standards.
4. Tax Risk Management: Center Lab follows internal control processes to identify, assess, and manage tax risks arising from regulatory changes and operational activities, ensuring appropriate measurement, management, and control of these risks.

## **Stakeholder Engagement and Management of Tax-Related Issues**

The Finance and Accounting Department at Center Lab oversees fund allocation and accounting, ensuring tax filings comply with regulations and are reviewed by department heads before submission. For unfamiliar tax matters, the department proactively consults and communicates with competent tax authorities, fostering a relationship of mutual trust and transparency. To ensure tax-handling competency, tax-related talent cultivation is a routine measure. Additionally, Center Lab engages accounting firms or external professional consultants as needed to stay updated on tax regulations, ensuring accurate compliance with tax obligations. This approach minimizes risks of legal penalties, financial losses, or reputational damage due to non-compliance.

## Country-by-Country Tax Information

(Unit: NT\$ Thousand)






Item	2024
Tax Jurisdiction	Taiwan
Resident Entity Name (Operational Sites)	Taiwan
Primary Activities	Production and sale of pharmaceutical oral liquid preparations, investment holding
Number of Employees (as of December 31, 2024)	199
Revenue from Third-Party Sales	0
Revenue from Intra-Group Transactions in Other Tax Jurisdictions	0
Profit/Loss Before Tax	(1,158,471)
Tangible Assets Excluding Cash and Cash Equivalents	1,414,157
Corporate Income Tax Paid in Cash	162,223
Profit/Loss Subject to Corporate Income Tax	54,788



## 2.2 Board Governance

Center Laboratories, Inc. has established diversity guidelines in its Corporate Governance Best Practice Principles and Director Election Procedures, ensuring board composition considers diversity. Directors who also serve as company managers should not exceed one-third of board seats, and diversity policies are tailored to the company's operations, business model, and development requirements.

The company plans to re-elect directors at the 2025 shareholders' meeting to meet board diversity goals. Most directors have experience serving as directors or independent directors of multiple listed companies. The board comprises members with diverse backgrounds in industry, management, finance, accounting, biotechnology investment, biotechnology R&D, and marketing, providing professional insights from varied perspectives to enhance operational performance and management efficiency.

Corporate Governance Policies	Code of Integrity and Ethics	Code of Ethical Conduct for Directors and Managers	Procedures for Handling Material Inside Information	Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct
				

### **2024 Corporate Governance Achievements**

- Ranked in the 21%–35% tier for OTC companies in the 11th Corporate Governance Evaluation.
- Board and functional committee performance evaluations rated as “Excellent.”
- The corporate governance officer completed 12 hours of training in 2024, meeting regulatory requirements.
- Directors completed a total of 57 hours of training, exceeding regulatory requirements, reflecting Center Lab’ s commitment to enhancing governance professionalism.
- Achieved specific management targets for board diversity:

# Governance Practices

## Board Responsibilities

The Board of Directors, Center Lab’s highest governance body, guides corporate strategy, oversees management, and is accountable to the company and shareholders. It ensures compliance with the company’s articles of association and applicable laws. The Procedures for Handling Material Inside Information govern the disclosure of significant information, with releases approved by the Operations Management Department head and reported to the board. In 2024, 47 material announcements were issued. The board has established an Audit Committee and a Remuneration Committee to enhance operational efficiency and functional specialization.

## Board Nomination and Election Process

Per the Director Election Procedures and Articles of Association, the board consists of 7 to 11 directors, elected for three-year terms via a candidate nomination system by shareholders from a candidate list. Directors are eligible for re-election.

## Board Diversity Goals and Implementation

Following the 2022/05/20 shareholders’ meeting and the appointment of a new chairperson on 2022/11/30, female directors totaled 5 out of 9 seats (55.56%). Independent directors held 3 seats (33%), with two-thirds serving fewer than three terms, meeting the company’s diversity goals of at least one-third female directors and over half of independent directors serving fewer than three terms. After the resignation of independent director LIN SHIRLEY YI-HSIEN on 2024/05/15, female directors totaled 4 seats (50%), and independent directors held 2 seats (25%), with half serving fewer than three terms.

Board Composition and Professional Expertise

Core Diversity Item Director Name	Gender	Age	Industry Knowledge	Management	Leadership & P & D	Finance & Accounting	Biotech Innovation	Biotech R & D	Marketing
--------------------------------------	--------	-----	-----------------------	------------	-----------------------	-------------------------	-----------------------	------------------	-----------

					e c c i s i o n - M a k i n g	n t i n g	m e n t		
Jason Technology Co., Ltd. (Representative: Wang Su-Chi)	Female	51-60	V	V	V	V	V		
Tsai Chang-Hai	Male	71-80	V	V	V		V	V	V
Chang Po-Chih	Male	41-50	V	V	V				V
Li-Rong Technology Co., Ltd. (Representative: Lin Chia-Ling)	Female	41-50	V	V	V	V	V		
Wei-Chen Investment Co., Ltd. (Representative: Tsai Pei-Chen)	Female	61-70	V	V	V			V	
Po-Chang Investment Co., Ltd. (Representative: Chen Chun-Hung)	Male	61-70	V	V	V	V	V		
Ho Mei-Yueh	Female	71-80	V	V	V	V			

Ho Shih-Chun	Male	51-60	V	V	V	V			V
--------------	------	-------	---	---	---	---	--	--	---

### Board Member Diversity

Board Diversity Statistics/Year			2022		2023		2024	
			Number	Percentage	Number	Percentage	Number	Percentage
Director	Gender	Male	4	44%	4	44%	4	50%
		Female	5	56%	5	56%	4	50%
	Age	Under 50	4	44%	4	44%	2	25%
		51 ~ 60	1	11%	1	11%	2	25%
		61 ~ 70	2	22%	2	22%	2	25%
		Above 71	2	22%	2	22%	2	25%
	Education	Graduate Degree	3	33%	3	33%	3	37.5%
		Undergraduate Degree	6	67%	6	67%	5	62.5%

### Number of Other Public Company Independent Director Roles

Ho Mei-Yueh	Ho Shih-Chun
2	2

### Board Operations

Each board term lasts three years, with meetings held at least quarterly to set operational plans, review performance, assess financial and operational risks and opportunities, and at least annually report on key ESG strategies and material events, including economic, environmental, and social impacts.

In 2024, 11 board meetings were held with an average director attendance rate of 92.47%. Discussions included approving operational plans and financial reports, as well as reporting on GHG inventory and verification schedules, sustainability progress, and integrity management. No significant complaints impacting operations or financial matters were received.

## Board Operations:

- In 2024, the Board of Directors convened 11 meetings. Director attendance is detailed below

Position	Name	Required Attendance (A)	Actual Attendance (B)	Attendance Rate (B/A)	Notes
Chairperson	Jason Technology Co., Ltd.(Representative: Wang Su-Chi)	11	11	100%	-
Director	Tsai Chang-Hai	11	9	82%	-
Director	Chang Po-Chih	11	10	91%	-
Director	FAR EAST MICROALGAE INDUSTRIAL CO., LTD.(Note 1)	11	10	91%	-
Director	LENCODERS CO., LTD.(Note 2)	11	11	100%	-
Director	Po-Chang Investment Co., Ltd.(Note 3)	11	10	91%	-
Independent Director	Ho Mei-Yueh	11	11	100%	-
Independent Director	Ho Shih-Chun	11	10	91%	-
Independent Director	LIN SHIRLEY YI- HSIEN	5	4	80%	Resigned on 2024/05/15

Note 1: FAR EAST MICROALGAE INDUSTRIAL CO., LTD. appointed Lin Chia-Ling, LENCODERS CO., LTD. appointed Pei-Chen Tsai, and Po-Chang Investment appointed Chen Chun-Hung as representatives.

Note 2: For directors representing corporate shareholders, both the corporate shareholder name and its representative's name shall be disclosed.

Note 3: (1) For directors who left before the end of the year, the resignation date is noted in the notes, and the attendance rate (%) is calculated based on board meetings held and attended during their tenure.

(2) If a director election occurred before the year-end, both outgoing and incoming directors are listed, with notes indicating whether they are outgoing, incoming, or re-elected, along with the election date. The attendance rate (%) is calculated based on meetings held and attended during their tenure.

## Director and Independent Director Avoidance of Conflicts of Interest

Center Lab's Rules of Procedure for Board Meetings, Code of Integrity and Ethics, and Guidelines for Integrity Operations and Conduct explicitly outline a conflict-of-interest avoidance system for directors. Directors adhere to legal requirements for avoiding conflicts of interest. For board or functional committee agenda items involving a director's personal interests or those of the entity they represent, the director must disclose the material aspects of the conflict during the meeting, recuse themselves from discussion and voting, and refrain from acting as a proxy for other directors' voting rights. Details of 2024 conflict-of-interest recusals are available in the annual report.

### Director Training

To enhance directors' sensitivity to industry trends and decision-making accuracy, Center Lab's Board of Directors arranges at least six hours of annual training to keep members informed of the latest industry developments and strengthen corporate governance. In 2024, directors completed a total of 57 training hours. This ongoing education ensures that the company's sustainability strategies, planning, and execution align with sustainable performance goals, enhancing board management effectiveness.

#### 2024 Director Training Participation

Position	Name	Training Date	Organizer	Course Name	Training Hours
Chairperson	Wang Su-Chi	2024/07/09	Taipei Exchange	AI Strategy and Governance	3
		2024/09/10	Taipei Exchange	Insider Equity Promotion Briefing (Taipei, Session 1)	3
Director	Tsai Chang-Hai	2024/09/20	Taiwan Investor Relations Institute	Trade Secrets, Information Security Practices, and Securities Regulations	3
		2024/11/29	Taiwan Investor Relations Institute	Addressing Blind Spots and Strategies in Information Security Governance	3
Director	Chang Po-Chih	2024/10/30	Taiwan Corporate Governance Association	Latest Trends in Corporate Governance Evaluation Indicators: Intellectual Property Management	3
		2024/11/26	Taiwan Corporate Governance Association	Analysis of Integrity Violations and Securities Law Cases	3
Cor	Lin	2024/09/1	Taipei Exchange	Insider Equity Promotion	3

Position	Name	Training Date	Organizer	Course Name	Training Hours
Corporate Director Representative	Chia-Ling	0		Briefing (Taipei, Session 1)	
		2024/09/12	Securities and Futures Institute	Insider Trading Case Studies and Related Legal Responsibilities	3
Corporate Director Representative	Tsai Pei-Chen	2024/10/04	Taiwan Corporate Governance Association	Global Trends and Risk Management in Digital Innovation and AI Development	3
		2024/10/25	Taiwan Corporate Governance Association	Trends in Anti-Money Laundering and Counter-Terrorism Financing Management in the Financial Sector	3
Corporate Director Representative	Chen Chun-Hung	2024/07/26	Taiwan Academy of Banking and Finance	Corporate Governance Forum: Sustainable Operations	3
		2024/09/05	Taiwan Securities Association	Applications and Future Trends of Generative AI	3
		2024/09/05	Taiwan Securities Association	Pursuing Long-Term Value Growth: Understanding Low-Carbon Transition Trends	3
Independent Director	Ho Mei-Yueh	2024/04/11	Taiwan Corporate Governance Association	Climate Change, Industrial Policy, and Risk Management	3
		2024/05/09	Taiwan Corporate Governance Association	Information Security and Risk Management	1.5
		2024/08/08	Taiwan Corporate Governance Association	Tax Governance in the New Tax Environment and Updates to Securities Regulations	1.5
		2024/08/14	Taiwan Institute of Directors	Real Value Created by Circular and Low-Carbon Innovation: Understanding Circular Economy and Governance	3
		2024/10/08	Taiwan Corporate Governance Association	Impact Analysis of the U.S. Election on Global Economic and Trade Conditions	3
Independent	Ho Shih-Chun	2024/08/20	Taiwan Corporate Governance Association	Trends and Risk Management in Digital Technology and AI	3



Position	Name	Training Date	Organizer	Course Name	Training Hours
Director		2024/08/20	Taiwan Corporate Governance Association	How Companies and Directors Can Avoid Insider Trading Violations	3

To strengthen risk management and encourage qualified professionals to serve as directors, Center Lab annually secures directors' liability insurance to alleviate concerns during their duties and mitigate risks of significant harm to the company and investors. The 2025 directors' liability insurance plan was reported to the board on January 10, 2025.

### Corporate Governance Officer Appointment and Training

To enhance support for directors and improve board effectiveness, Center Lab appointed Tang Ching-Yu as the Corporate Governance Officer on December 8, 2022. In 2024, the officer completed 12 hours of training, meeting regulatory requirements. Training details are as follows:

Date	Organizer	Course Name	Training Hours
2024/07/26	Taiwan Investor Relations Institute	Current Global Industry Trends and Political-Economic Outlook	3
2024/08/02	Taiwan Corporate Governance Association.	Corporate Governance Officer Compliance Practices	3
2024/09/20	Taiwan Investor Relations Institute	Trade Secrets, Information Security Practices, and Securities Regulations	3
2024/11/15	Taiwan Corporate Governance Association.	Comprehensive Intellectual Property Protection Strategies: AI-Assisted IP Compliance Management	3

### Functional Committees

To strengthen board functions, enhance oversight, and improve management capabilities, Center Lab has established functional committees, including the Audit Committee and the Remuneration Committee. These committees, except where legally required to operate independently, report to the board, provide recommendations, and submit proposals for board discussion or reporting.

## Audit Committee Membership and Operations

The Audit Committee comprises three members, all independent directors. Following the resignation of independent director LIN SHIRLEY YI-HSIEN on May 15, 2024, the committee currently has two members. The current (second) term runs from May 20, 2022, to May 19, 2025. In 2024, the Audit Committee held 11 meetings with an attendance rate of 96.3%.

Member attendance is as follows:

Position	Name	Actual Attendance	Proxy Attendance	Attendance Rate (%)	Notes
Independent Director (Convener)	Ho Mei-Yueh	11	0	100%	
Independent Director	Ho Shih-Chun	11	0	100%	
Independent Director	LIN SHIRLEY YI-HSIEN	4	1	80%	Resigned on 2024/05/15

## Remuneration Committee

The Company's Board of Directors approved the establishment of the Remuneration Committee on December 17, 2011, and adopted the Remuneration Committee Charter. The current committee is composed of three members, including two independent directors and one additional member. The committee convenes at least twice per year.

The current (fifth) term of the committee runs from May 20, 2022, to May 19, 2025.

The 2024 attendance record is as follows:

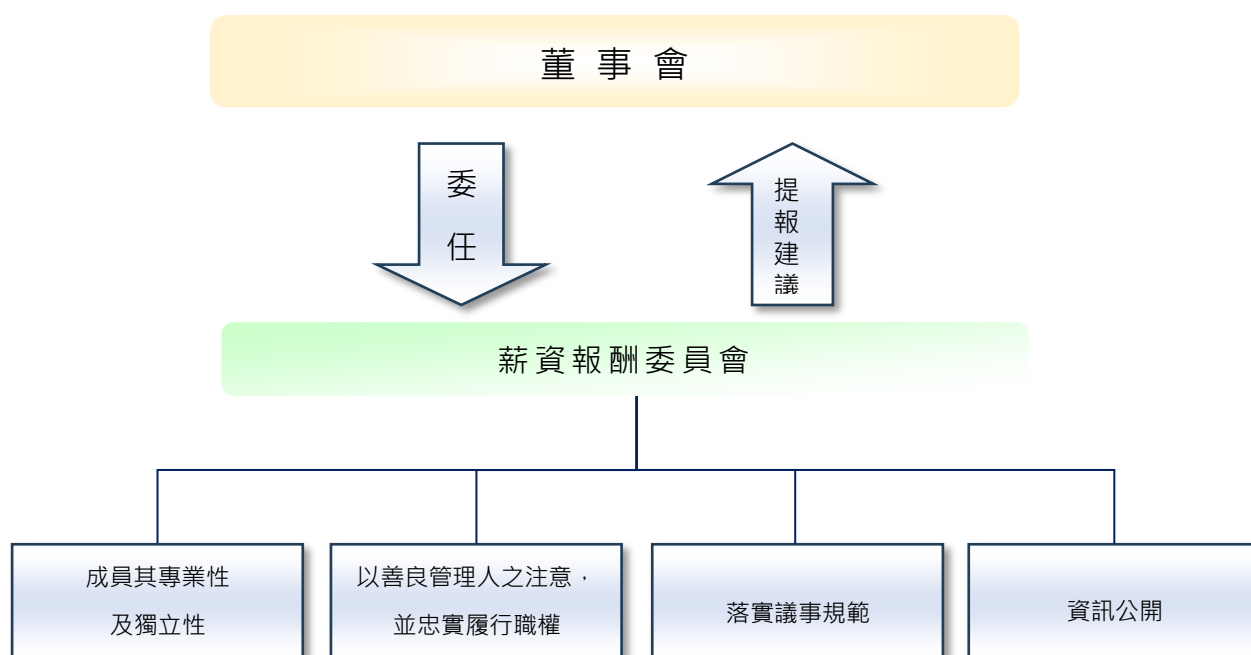
Position	Name	Actual Attendance	Proxy Attendance	Attendance Rate (%)	Notes
Independent Director (Convener)	Ho Mei-Yueh	6	0	100%	--
Independent Director	Ho Shih-Chun	5	1	83.33%	--
Member	Yen Kuo-Lung	2	0	100%	Appointed on 2024/08/13

Independent Director	LIN SHIRLEY YI- HSIEN	3	1	75%	Resigned on 2024/05/15
----------------------	-----------------------	---	---	-----	------------------------

## Remuneration Policy

The Remuneration Committee is responsible for regularly reviewing and overseeing the performance evaluation and compensation policy of directors and senior executives. The compensation for senior executives at Center Lab. comprises monthly salary, position allowances, and retirement and severance benefits in accordance with the Labor Standards Act. There are no signing bonuses, recruitment incentives, or clawback mechanisms. All directors are provided with transportation allowances on a per-meeting basis, while independent directors receive an additional fixed monthly remuneration. To attract and retain high-caliber talent, Center Lab. is committed to establishing a competitive and transparent remuneration mechanism that appropriately shares business results with employees and supports the company's long-term sustainable development.

## Remuneration Determination Process



Board of Directors			
Appointment		Proposal of recommendations	
Remuneration Committee			
Members possess relevant expertise and independence	Act with due diligence and integrity	Follow procedural standards	Ensure transparency and information disclosure

Responsibilities of the Remuneration Committee	<ol style="list-style-type: none"> <li>1. Establish and periodically review performance evaluation standards, annual and long-term performance goals, and compensation policies, systems, standards, and structures for directors and executives.</li> <li>2. Regularly assess the achievement of performance goals for directors and executives, determining individual compensation content and amounts based on evaluation results.</li> </ol>
Remuneration Consultants	The Remuneration Committee may, by resolution, engage legal counsel, accountants, or other professionals to conduct necessary audits or provide advisory services related to its duties.
Meeting Frequency	The committee meets at least twice a year.

## Performance Evaluation of the Board of Directors, Directors, and Functional Committees

In accordance with the Board Performance Evaluation Guidelines, Center Lab conducts annual evaluations by collecting relevant activity data through the responsible unit. Evaluation questionnaires include the Board Performance Self-Assessment, Director Performance Self-Assessment, Audit Committee Performance Self-Assessment, and Remuneration Committee Performance Self-Assessment. In 2024, the board, individual directors, Audit Committee, and Remuneration Committee all achieved an “Excellent” rating (90+ points). Results were reported to the board on January 10, 2025. Board performance evaluation results inform director selection or nomination, while individual director performance results guide their Remuneration determinations.

## Evaluation of Board Competency Enhancement Goals and Implementation

1. **Enhancing Board Functionality:** To strengthen board effectiveness, the Company established performance goals and conducted internal self-evaluations of the Board, directors, and functional committees for 2024.
2. **Enhancing Corporate Governance:** In 2024, the Company arranged training sessions on human rights and ethical business practices. The sustainability report was published in English, obtained third-party assurance, and was submitted to the relevant authorities.
3. **Promoting Board Diversity:** Maintain a target of at least one-third female directors and over half of independent directors serving no more than three consecutive terms.

## **2.3 Integrity First**

### **Regulatory Compliance**

Center Lab upholds integrity as the cornerstone of its operations, fostering a culture of ethical conduct and embedding the principle of rejecting improper benefits in every employee. The Corporate Governance Officer assists the board in adhering to regulations and monitoring significant legal changes impacting operations. The Internal Audit Department evaluates regulatory compliance to ensure all activities align with legal requirements. Center Lab strictly complies with government regulations and rules for listed and OTC companies. The company has established the Procedures for Handling Material Inside Information, Code of Integrity and Ethics, and Guidelines for Integrity Operations and Conduct to regulate conflict-of-interest avoidance and prohibit the use or disclosure of non-public information to prevent insider trading.

### **Ethical Operations**

Center Lab's Code of Integrity and Ethics outlines principles, procedures, and practices for ethical operations, publicly disclosed on the company website to communicate its policy commitment. The board and senior executives actively implement these principles to maximize benefits for shareholders and employees. The Operations Management Department drives the company's integrity goals, irregularly reporting progress to the board. Directors recuse themselves from matters involving conflicts of interest, with details recorded in the annual report. The company has established accounting and internal control systems in accordance with relevant regulations. Internal audits are conducted based on risk assessments, with regular reviews of internal control compliance reported to the board. Additionally, external

auditors annually review internal control compliance.

**Ethical Operations in the Supply Chain**

Center Lab irregularly reviews transactions with customers and suppliers, terminating relationships with those engaged in improper or unethical conduct. In 2024, ESG supplier questionnaires were distributed to 24 suppliers to assess their ESG governance, achieving a 100% response rate. Of these, 91.7% of suppliers have established policies and concrete measures for integrity and anti-corruption compliance, and 83.3% have implemented grievance mechanisms to ensure the protection of whistleblowers.

**2024 Overall Performance**

In 2024, Center Lab reported no significant violations related to corporate governance, environmental protection, labor rights, occupational health and safety, customer privacy leaks, marketing and labeling, or product responsibility (customer health and safety). No legal actions involving anti-competitive behavior, antitrust, or monopolistic practices were recorded, and no fines were imposed by competent authorities. There were no internal or external whistleblower complaints, no significant deficiencies in internal audits or controls, and no complaints from external parties or regulators regarding customer privacy violations. However, an employee was suspected of insider trading during a prohibited trading period, potentially violating the Securities and Exchange Act. The case, handled as an individual act unrelated to the company, is under investigation by the Ministry of Justice Investigation Bureau and has no impact on Center Lab’s financial or operational performance. The company has directed relevant units to enhance employee training on securities regulations, conducting regular compliance education and emphasizing integrity-related laws during training to ensure employees exercise caution and comply with securities trading regulations.

<b>Significant Corruption Risks Identified Through Risk Assessment</b> <b>Bribery and acceptance of bribes</b>	1. Bribery and acceptance of bribes 2. Illegal political contributions 3. Inappropriate charitable donations or sponsorships 4. Offering or accepting unreasonable gifts, hospitality, or other improper benefits
---	--

	5. Infringement of trade secrets, trademarks, patents, copyrights, or other intellectual property rights 6. Engaging in unfair competitive practices 7. Direct or indirect harm to the rights, health, or safety of consumers or other stakeholders during the R&D, procurement, manufacturing, provision, or sale of products and services
<b>Total Number of Operational Sites Assessed for Corruption Risks</b>	3 (Taipei Headquarters, Hsinchu Shijian factory, Warehouse Center)
<b>Proportion of Operational Sites Assessed for Corruption Risks (%)</b>	100%

<b>Communication and Training on Anti-Corruption Policies and Procedures</b>				
<b>Category</b>	<b>Number Participating in Integrity Training</b>	<b>Participation Rate (%)</b>	<b>Number Communicated Anti-Corruption Commitment (or Number of Suppliers)</b>	<b>Communication Rate (%)</b>
Board of Directors	4	50%	8	100%
Employees	52	100%	199	100%
Suppliers	-	-	27	100%

Note 1: The number and percentage of employees participating in integrity training reflect only new hires in 2024. The 199 employees communicated the anti-corruption commitment exclude consultants, interns, and contract workers.

Note 2: The number of suppliers includes raw material and logistics suppliers combined.

<b>Confirmed Corruption Incidents and Actions Taken</b>	<b>Total Incidents in 2024</b>	<b>Description</b>
Total Number and Nature of Confirmed Corruption Incidents	1	An employee was suspected of insider trading during a prohibited trading period, potentially violating the Securities and Exchange Act.
Number of Employees Terminated or Disciplined Due to Corruption Incidents	0	
Number of Contracts Terminated or Not Renewed with Business Partners Due to Corruption Violations	0	

Public Legal Cases and Outcomes Involving Corruption by the Company or Employees	1	Under litigation
--	---	------------------

## Grievance and Due Diligence Management

Center Lab. has established specific procedures for addressing integrity violations in its Guidelines for Integrity Operations and Conduct and Code of Integrity and Ethics. The company has also adopted Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct, establishing grievance channels, complaint handling processes, and mechanisms for protection and disciplinary actions. Upon receiving a complaint, the responsible unit collects evidence and refers the matter to the appropriate level for handling, ensuring confidentiality of the whistleblower's identity and content, and guaranteeing no retaliation for reporting. If necessary, an independent investigation team, free of conflicts of interest, may be formed to verify the case. Employees can also report issues to their supervisors or through the Human Resources Center's grievance channel. Upon receiving a complaint, Center Lab assigns responsible personnel to address it promptly, with violations disciplined in accordance with the company's work rules. (Headquarters Independent Grievance Channel: [odhr@centerlab.com.tw](mailto:odhr@centerlab.com.tw))

## 2.4 Internal Risk Control

### 2.4.1 Risk Management

Center Lab annually conducts risk assessments through a dedicated unit to collect market information and evaluate potential risk events. The company formulates response strategies for significant risk management issues, proactively addressing and preparing for potential major risks within controllable limits. In accordance with relevant regulations, Center Lab has established accounting and internal control systems, with regular compliance audits reported to the Board of Directors. External auditors also conduct annual reviews of internal control compliance.

### Risk Management Scope

Risk Source	Risk Description	Response Measures
Interest Rate, Exchange Rate Fluctuations, Inflation	Fluctuations in interest rates, exchange rates, or inflation may increase raw	Actively collaborate with banks to monitor market interest and exchange rate trends, securing the most favorable rates and timing currency transactions to mitigate exchange rate volatility. Monitor raw material prices to reduce procurement costs.



	material costs, leading to operational losses.	
Investment Leverage Risk	High-risk, high-leverage investments, loans to others, endorsements, guarantees, and derivative transactions may result in profits or losses.	<ol style="list-style-type: none"> <li>1. The Group avoids high-risk or high-leverage investments, with all investments executed per company regulations after prudent evaluation. Non-hedging transactions are not conducted.</li> <li>2. Derivative transaction risk controls: <ul style="list-style-type: none"> <li>- Credit Risk: Limited to reputable domestic and international financial institutions and their products.</li> <li>- Market Risk: Focused on bank-provided public forex markets, excluding futures markets.</li> <li>- Liquidity Risk: Prioritize high-liquidity financial products that can be offset in the market, with financial institutions capable of trading in any market.</li> <li>- Cash Flow Risk: Use only internal funds for derivative transactions, with operational amounts considering cash flow forecasts for the next three months.</li> <li>- Operational Risk: Adhere to company authorization limits, operational procedures, and internal audits. Trading, confirmation, and settlement personnel are separated from risk measurement, monitoring, and control personnel, who report to the board or senior executives not responsible for trading decisions.</li> <li>- Product Risk: Internal traders must have comprehensive and accurate expertise, with banks required to fully disclose risks to avoid misuse.</li> <li>- Legal Risk: Documents signed with financial institutions are reviewed by forex, legal, or professional advisors before execution.</li> </ul> </li> </ol>
Policy and Legal Change Risks	Significant domestic or international policy and legal changes may impact R&D investments and financial performance.	Align with policies designating biotechnology and pharmaceuticals as a key industry under “ Five Plus Two Industry Innovation Plan” to drive next-generation industrial growth.
Technological Change Risks	Technological changes (including information security risks) and industry shifts may affect financial and operational performance.	Continuously focus on R&D and monitor industry and technological trends to meet market requirements.
Corporate Reputation	Inadequate internal management	Uphold ethical and sustainable operations, implement robust corporate governance, and fulfill social responsibilities to

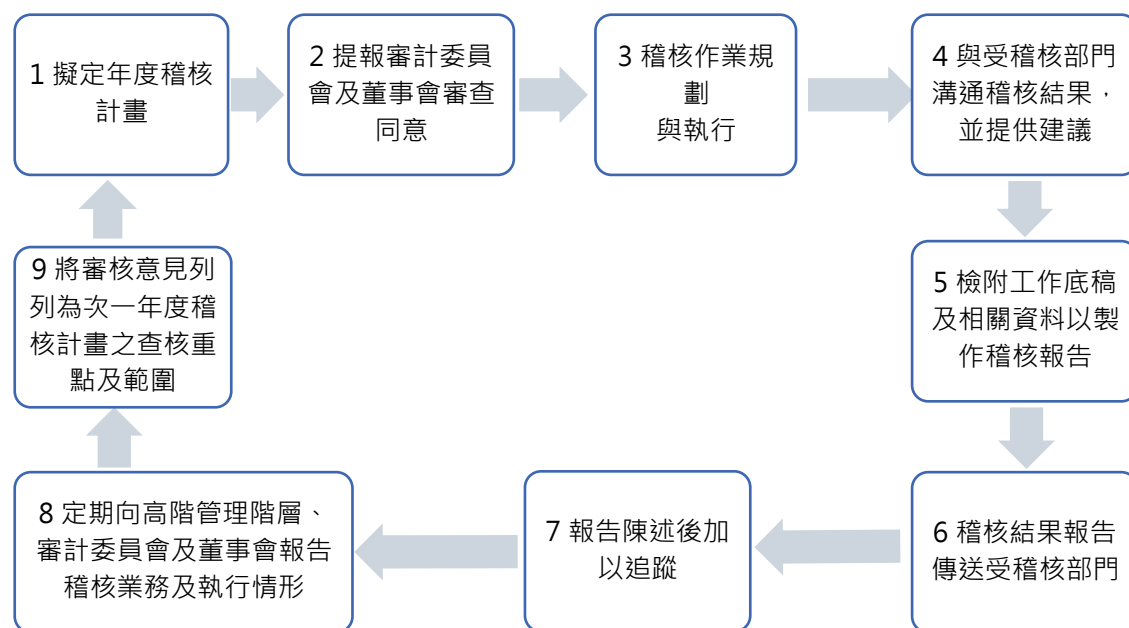
Risk	systems may lead to negative events affecting corporate reputation.	maintain a positive corporate image.
factory Expansion Risk	factory expansion aligns with drug development and marketing plans, both of which involve uncertainties.	Strictly monitor each phase of drug development and marketing plans, assessing market supply and demand to ensure factory expansion meets expected outcomes.
Procurement Risk	Unstable supply from procurement vendors.	Partner with long-term, stable suppliers to ensure reliable material sourcing.
Information Security/Confidential Data Protection Failure	Failures in information security or confidential data protection may lead to financial losses, legal liabilities, reputational damage, reduced customer trust, and impacted operations and competitiveness.	Implement daily backups following the 3-2-1 backup principle (three copies of data, two different storage media, one off-site backup) to ensure comprehensive data protection. No significant data loss occurred in 2024.
Trade Secrets/Intellectual Property Rights	Third-party infringement claims or leakage of trade secrets to third parties.	<ul style="list-style-type: none"> <li>- Conduct intellectual property inventories and patent analyses before new product development, formulating patent avoidance strategies and encouraging R&amp;D innovation.</li> <li>- Effectively manage intellectual property to enhance the value of intangible assets.</li> <li>- Develop proprietary technologies and raise employee awareness of intellectual property protection and infringement risks.</li> </ul>
Industry, Technology, Market, or Customer Demand Changes	Declining product demand or average selling prices; changes in emerging technologies or industry dynamics.	Focus on developing oral liquid preparations addressing unmet prescription needs, leveraging economies of scale to maintain a competitive edge in the oral liquid market.
R&D Timeline Delays	Challenges in talent cultivation and retention, deviations in trial progress or outcomes, or competitors outpacing R&D progress.	<ul style="list-style-type: none"> <li>- Recruit talent with biotechnology and pharmaceutical backgrounds, foster a supportive R&amp;D environment with strong welfare policies, and provide regular internal and external training to retain talent.</li> <li>- Develop multiple new products concurrently, using team-based project execution to promote healthy competition and collaboration.</li> </ul>

## 2.4.2 Internal Audit

### Internal Audit Organization and Structure

Center Lab maintains an Internal Audit Office with one dedicated Audit Supervisor directly reporting to the Board of Directors. The Audit Supervisor attends board meetings to present audit-related matters. The appointment or dismissal of the Audit Supervisor requires approval from the Audit Committee and a resolution by the Board of Directors, as stipulated in the company's Approval Authority Regulations. The appointment, performance evaluation, and compensation of internal audit staff are proposed by the Audit Supervisor and approved by the Chairperson.

### Internal Audit Process



1. Develop the annual audit plan.

2. Submit the plan to the Audit Committee and Board of Directors for review and approval.

3. Plan and execute audit operations.

4. Communicate audit results with audited departments and provide recommendations.

5. Compile audit reports with working papers and relevant materials.

6. Distribute audit result reports to audited departments.
7. Follow up on reported findings.
8. Periodically report audit activities and implementation status to senior management, the Audit Committee, and the Board of Directors.
9. Incorporate audit findings into the focus and scope of the following year's audit plan.

### Internal Audit Implementation

- The Internal Audit Office conducts annual business audits, covering key operational cycles of the internal control system, including sales and receivables, procurement and payments, production, payroll, financing, fixed assets (real estate, factory, and equipment), investment, and R&D cycles. These audits encompass all company units, such as the Hsinchu factory, Sales Division, Product and Marketing Management Division, R&D Division I, and Operations Management Division.
- In 2024, 46 audit reports were issued, identifying two areas for improvement. Audited units were promptly notified, implemented appropriate corrective measures as recommended, and the Internal Audit Office continuously tracked progress.
- Annual Internal Control System Statements are available on the Market Observation Post System (MOPS).

2024 Audit Focus Areas	
1. Derivative transactions (monthly)	10. Sales and receivables cycle
2. Loans to others and endorsements/guarantees (quarterly)	11. Procurement and payments cycle
3. Regulatory compliance	12. Production cycle
4. Acquisition or disposal of assets	13. Payroll cycle
5. Related-party transaction management	14. Financing cycle
6. Oversight and management of subsidiaries	15. Real estate, factory, and equipment cycle
	16. Investment cycle
	17. R&D cycle
	18. Follow-up on corrective actions for

7. Management of functional committee operations (Board of Directors, Audit Committee, Remuneration Committee)	anomalies and tasks assigned by superiors
8. Financial statement preparation process management	19. Conducting annual self-assessment operations
9. Information security inspections	

### **Communication Between Independent Directors, Internal Audit Supervisor, and External Auditors**

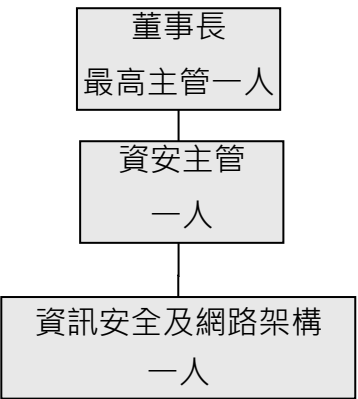
Details of 2024 communications between independent directors and the Internal Audit Supervisor are summarized on the company website.



## 2.5 Information Security

### Information Security Risk Management Framework

The Information Technology Department at Center Lab is responsible for formulating, implementing, and managing information security and protection policies, conducting risk management, and ensuring compliance audits. Starting in 2024, one Information Security Supervisor and one Information Security Officer were appointed to oversee the planning, monitoring, and execution of information security management, handle information security incidents, and report annually to the Board of Directors on security outcomes and strategic directions.



Chairperson
One senior executive
One Information Security Supervisor
One Information Security and Network Infrastructure

### Information Security Policy

To effectively implement information security management across all sites, quarterly meetings are held following the Plan-Do-Check-Act (PDCA) cycle to review the applicability of security policies and protective measures, with annual performance reports submitted to the Chairperson.

- Plan (P): Focus on information security risk management, establishing a

comprehensive information security management system to mitigate threats from system, technical, and procedural perspectives, and develop high-standard confidential information protection services tailored to company requirements.

- Do (D): Implement multi-layered security defenses, continuously adopt innovative security technologies, integrate security controls into routine software and hardware operations, and systematically monitor information security to ensure the confidentiality, integrity, and availability of critical assets.
- Check (C): Actively monitor security management effectiveness, measuring and analyzing performance through security metrics.
- Act (A): Emphasize review and continuous improvement, ensuring ongoing supervision and audits to maintain effective security protocols. Employees violating policies or procedures face disciplinary actions based on severity, including impacts on annual performance reviews or necessary legal actions. Regular reviews of performance metrics and maturity assessments guide improvements, including enhanced security measures, training, and awareness campaigns to prevent leaks of critical confidential information.

### Information Security Management Guidelines

Security Control Item	Execution Strategy
Implement Control Tools for Various Information Risks	Enhance management measures for device management, hardware protection, application system security monitoring, internet, and mobile security. Conduct annual technical and management audits to improve network and system security capabilities and information governance standards, including firewall optimization and backup software updates.
Address Increasing Volume and Complexity of Cyber Threats and Risks from Emerging Technologies	Implement email whitelisting and real-name authentication for wireless network connections to strengthen the Group's cybersecurity environment.
Quarterly Information Staff Meetings	Address information security risk management, threat intelligence, security controls, outsourcing and dependency management, and incident response to assess overall operational risks and maintain network and information security resilience.
Human Resource	<ul style="list-style-type: none"> <li>• Integrate employee hiring, changes, or terminations into information</li> </ul>

Security and Information Security Training to Enhance Awareness	<p>security processes to ensure staff implement relevant security measures, reducing risks.</p> <ul style="list-style-type: none"> <li>• Provide regular training tailored to job functions and current security needs to enhance employee awareness.</li> <li>• Strengthen training for information security management staff and provide specialized or functional training for dedicated personnel.</li> <li>• Issue irregular cybersecurity alerts to employees to heighten vigilance.</li> </ul>
Information Asset Identification and Risk Management	<p>Conduct annual asset inventories and classifications to assess confidentiality, availability, and integrity, identifying vulnerabilities and threats, and developing risk mitigation plans with continuous follow-up until improvements are completed. Enhance measures against external threats, including comprehensive Endpoint Detection and Response (EDR) software and Multi-Factor Authentication (MFA).</p>
Information Security Incident Reporting and Response	<p>Center Lab joined the Taiwan Computer Emergency Response Team (TWCERT) in 2023 to access and share cybersecurity intelligence. Conduct simulations for incidents with potential operational impacts, ensure departments report incidents based on authority and severity levels, follow established response plans, document processes and outcomes, and report to the Information Security Committee.</p>

## Confidential Information Protection Policy

The company has established the Patent Management Regulations, Integrity and Ethics Policy, Privacy Protection Procedures, Personal Data Protection Regulations, Five Prohibitions for Confidential Information Protection, and site-specific security management regulations to govern intellectual property, personal privacy, and access control. Employees sign confidentiality agreements upon onboarding to acknowledge their obligations. For projects involving confidential information, employees and suppliers sign non-disclosure agreements. Robust policies and management systems ensure the protection of company and client confidential information. Public folder access is restricted, and customer privacy or personal data is managed per relevant regulations to prevent leaks or losses. In 2024, no losses resulted from cybersecurity incidents, no significant violations of confidential information protection were identified during client audits, and no customer complaints regarding privacy leaks or data loss were received.

## 2024 Information Security Control Achievements

- Training and Awareness: Conducted five awareness campaigns in 2024, with a 100% completion rate for training focused on cybersecurity protection measures.
- Security Audits: Completed with no non-compliance findings, demonstrating



robust and controlled cybersecurity capabilities.

- Compliance: Appointed an Information Security Supervisor and Officer in December 2023, as required by law, with no deficiencies in internal security audits.
- Training Programs: Provided 3 hours of cybersecurity awareness, social engineering, and prevention training per employee; issued 196 cybersecurity alerts and emails to share incident information and prevention measures.
- Dedicated personnel completed 120 hours of external cybersecurity training and 80 hours of functional training; internal training for IT staff averaged 6 hours per person.
- Invested NT\$1,200,000 to enhance software and hardware infrastructure, including security firewalls and MFA, strengthening network protection, system operations, and confidential information management.

Statistics/Year	2022	2023	2024
Information Security Budget Percentage of Revenue	0.24%	0.26%	0.28%

## 2.6 Sustainable Supply Chain

Maintaining stable and positive supplier relationships is a key strategy in Center Lab's long-term operational blueprint. In supplier management, Center Lab requires suppliers to consistently provide high-quality raw materials, conducts qualification assessments for new raw material suppliers, and performs irregular on-site audits of existing suppliers. For pharmaceutical logistics providers, the company signs product distribution contracts and quality agreements. Additionally, Center Lab encourages supplier partners to embrace corporate social responsibility (CSR) issues, integrating ethical business practices, labor rights, environmental sustainability, and occupational health and safety into their management processes to collectively fulfill CSR and promote supply chain sustainability.

Material Topic: Sustainable Supply Chain	
Significance to the Company	Center Lab is committed to fostering long-term, mutually beneficial partnerships with suppliers, requiring adherence to ESG standards to maintain a win-win supply chain. This ensures stable supply to customers and delivers high-quality, safe, and non-toxic products, enhancing customer confidence and satisfaction.
Policies and Commitments	Conduct regular supplier evaluations to ensure alignment with Center Lab's sustainability goals and values, encouraging suppliers to adopt more environmentally friendly, ethical, and transparent practices to collectively create a better future.
Short-Term Goals	<p>Raw Material Suppliers (Materials Department):</p> <ol style="list-style-type: none"> <li>1. Ensure existing qualified raw material suppliers with ongoing deliveries achieve at least a B-grade rating.</li> <li>2. Maintain a local procurement ratio of over 90% annually.</li> <li>3. Ensure 100% of key suppliers obtain PIC/S GMP certification.</li> <li>4. New requirement in 2024 that suppliers should comply with GRI standards.</li> </ol> <p>Logistics Suppliers (Logistics Department):</p> <ol style="list-style-type: none"> <li>1. Add 1–2 suitable logistics suppliers based on varying transportation requirements.</li> <li>2. Achieve 100% logistics supplier sign-off on the Supplier Social Responsibility Commitment.</li> <li>3. Ensure 100% of logistics suppliers comply with GDP standards</li> </ol>

	<p>or obtain relevant certifications.</p> <p>4. Achieve an A-grade rating for at least 80% of logistics suppliers annually.</p>
<b>Medium- and Long-Term Goals</b>	<p>Raw Material Suppliers (Materials Department):</p> <ol style="list-style-type: none"> <li>1. Achieve an A-grade rating for over 95% of suppliers annually.</li> <li>2. Maintain a local procurement ratio of over 95% annually.</li> <li>3. Ensure over 50% of suppliers comply with GRI standards.</li> <li>4. While ensuring product quality, delivery times, and pricing meet Center Lab's requirements, encourage suppliers to establish a Corporate Social Responsibility Management System and Implementation Plan aligned with the Responsible Business Alliance (RBA) Code of Conduct, addressing ethics, labor rights, environment, health and safety, and management systems to collectively fulfill CSR.</li> <li>5. Gradually identify secondary suppliers for single-source materials, starting with evaluations of 1–3 suppliers.</li> </ol> <p>Logistics Suppliers (Logistics Department):</p> <ol style="list-style-type: none"> <li>1. Achieve an A-grade rating for at least 90% of suppliers annually.</li> <li>2. Increase direct delivery vehicle usage to 20%.</li> <li>3. Collaborate with at least one supplier to establish ESG standards, sustaining a mutually beneficial supply chain.</li> </ol>
<b>Resources Invested and Actions Taken</b>	<ol style="list-style-type: none"> <li>1. Develop an annual audit plan to evaluate key suppliers, engaging in ongoing communication to assist suppliers in improving quality systems, green procurement, environmental protection, and factory safety, aligning with sustainable management goals.</li> <li>2. Assess key suppliers' delivery and quality performance monthly through supplier reports and irregular meetings, collaborating closely to address deficiencies and enhance delivery and quality stability.</li> </ol>
<b>2024 Performance Results</b>	<ol style="list-style-type: none"> <li>1. 100% of new suppliers were screened per the company's evaluation mechanisms.</li> <li>2. 100% of existing qualified suppliers and new suppliers signed</li> </ol>

	<p>the Supplier Social Responsibility Commitment.</p> <p>3. In logistics, one new logistics supplier was added, one contract was renewed, and one was extended in 2024. All three completed ESG supplier questionnaires and signed the Supplier Social Responsibility Commitment. The new supplier also signed the GDP Assessment Questionnaire, Transportation Contract, and Quality Agreement, while the renewed supplier completed the Transportation Contract and Quality Agreement.</p>
<b>Responsible Departments</b>	Materials Department (Procurement), Logistics Department

### Supplier Management Strategy

To ensure a stable raw material supply, Center Lab maintains close partnerships with domestic suppliers and actively develops relationships with international suppliers to secure product supply and support R&D without raw material constraints.

To ensure raw material quality, Center Lab requires new suppliers to comply with Ministry of Health and Welfare regulations, providing Certificates of Analysis (C.O.A), product specifications, testing methods, Material Safety Data Sheets (MSDS) for main components, TSE/BSE certificates, and origin-related documents (e.g., manufacturer registration, GMP certificates, ISO certificates, import/export permits, or other certification documents). Suppliers must complete a supplier questionnaire and provide samples for quality control testing. Only those passing quality inspections and documentation reviews are approved as new suppliers. Center Lab's rigorous screening process ensures stable raw material quality, reducing subsequent quality management costs. In 2024, 100% of new suppliers were screened per the company's GDP/GMP and ESG requirements.

## **Raw Material and Logistics Supplier Assessment and Evaluation Management**

### **1. Raw Material Supplier Assessment Methods :**

- A-Grade Suppliers: Assessed biennially via written evaluation (Supplier/Manufacturer Evaluation Form) or on-site audits every three years (where feasible). If evaluation results fail to meet Center Lab's requirements, the supplier is downgraded to B-grade. If GMP quality certification for active pharmaceutical ingredients does not comply with PIC/S standards, or ISO/other certifications are revoked, the supplier is downgraded to C-grade for re-evaluation.
- B-Grade Suppliers: Assessed annually via written evaluation (Supplier Form) or on-site audits every two years (where feasible). Non-compliant suppliers are downgraded to C-grade. B-grade suppliers meeting evaluation criteria, holding GMP/ISO certifications recognized nationally or internationally, or consistently supplying stable quality raw materials for over two years may be upgraded to A-grade.
- C-Grade Suppliers: Assessed annually via written evaluation or on-site audits in Taiwan (where feasible); non-Taiwan suppliers are evaluated via existing documentation or questionnaires. Non-compliant suppliers are designated for further re-evaluation, with relevant departments notified. C-grade suppliers meeting evaluation criteria, holding GMP/ISO certifications, and supplying three or more batches of stable quality raw materials may be upgraded to B-grade.
- On-Site Assessments: When necessary, the responsible department submits a Supplier Evaluation Application Form for approval. A cross-departmental evaluation team is formed to assess suppliers based on the Supplier Evaluation Scorecard, focusing on material supply stability, quality management capabilities, and compliance with environmental substance requirements. Suppliers rated B or C are required to address deficiencies within a specified period, with evaluations conducted biennially.

### **2. Logistics Supplier Assessment Methods :**

- Quality assurance personnel, in collaboration with responsible staff, schedule audits, typically conducting written evaluations (Distributor/Agent/Logistics Provider Evaluation Form) biennially or on-site audits every four years (where feasible) to ensure compliance with Good Distribution Practices (GDP). If

official audit documents confirm low risk, the audit interval may be extended.

- If the evaluation results are unsatisfactory, quality assurance specialists promptly arrange on-site audits per the Distribution Management Regulations, Distributor and Logistics Provider Audit Procedures, and Logistics Provider Audit Checklist.

No.	Logistics Supplier Evaluation Item	Weight (%)	Evaluation Content
1	Service Quality	20% (30% for new suppliers)	Verify if the supplier provides services compliant with regulations and company SOPs.
2	Price	20% (30% for new suppliers)	Confirm the supplier's pricing is within $\pm 10\%$ of market rates.
3	Delivery Commitment	10%	Ensure delivery commitments meet company and customer requirements.
4	Cooperation Level	10%	Verify the supplier's ability to meet routine and ad-hoc operational needs.
5	Incident Response Capability	10%	Assess the supplier's ability to quickly recover supply, resolve, and improve issues.
6	Workplace and Equipment Conditions	10%	Confirm the supplier's workplace, equipment, environment, and processes meet regulations.
7	Financial Status	5%	Verify the supplier's financial stability.
8	Human Resource Management	5%	Assess labor relations, staffing shortages, employee stress, strike risks, or child labor use.
9	Operational Optimization	5%	Evaluate plans and execution for optimizing processes and facilities.
10	Supply	5%	Assess the supplier's commitment to environmental

	Chain Transparenc y and CSR		protection and green production beyond profit.
<p>Note 1: New supplier evaluations cover items 1–6; existing qualified suppliers are evaluated on all 10 items.</p> <p>Note 2: Evaluation Standards:</p> <p>A (90+ points): Suitable for deep collaboration as a primary supplier.</p> <p>B (80–89 points): Suitable as a backup supplier.</p> <p>C (70–79 points): Placed on a watchlist (may require corrective actions, ongoing monitoring, and reduced procurement).</p> <p>D (&lt;70 points): Excluded from supplier list.</p>			

Rating	Raw Material Supplier/Manufacturer Evaluation Criteria
A-Grade	Consistently supplies stable quality raw materials for two years or three or more batches, holds GMP/ISO certifications recognized nationally or internationally, and meets Center Lab’ s formal qualification requirements.
B-Grade	Consistently supplies stable quality raw materials as a formal qualified supplier has supplied fewer than three batches or less than two years.
C-Grade	New or re-evaluated suppliers.

## Supplier Social Responsibility Requirements

Beyond fulfilling its own obligations, Center Lab seeks to leverage its influence to promote corporate social responsibility (CSR) alongside suppliers, fostering societal well-being. Starting in 2024, Center Lab will require new suppliers to sign the Supplier Social Responsibility Commitment, encouraging partners to prioritize a Friendly Workplace, occupational health and safety, environmental protection, labor rights, and ethical business practices. For existing suppliers, since 2023, Center Lab has annually distributed ESG supplier questionnaires at year-end to track progress on sustainability issues. Questionnaires are sent to raw material suppliers accounting for the top 80% of annual transaction value and to all logistics suppliers, with statistical analysis beginning in 2024. Suppliers are scored based on questionnaire responses, with those scoring below 10 classified as high-risk. Center Lab will engage high-risk suppliers to improve their performance on social responsibility issues, enhancing the overall sustainability and stability of the supply chain.

The company signs outsourcing contracts with processing vendors, requiring compliance with local labor, employment, safety, health, environmental, and ethical regulations. Suppliers found to have serious CSR violations without tangible improvements following guidance are deemed in material breach of contract. Center

Lab will terminate or rescind contracts and orders with such suppliers and revoke their supplier status.

New Supplier ESG Assessments		
Supplier Category	Raw Material New Suppliers	Logistics New Suppliers
2024 Assessed Suppliers	2	1
Assessment Ratio	100%	100%

Existing Supplier ESG Assessments				
Supplier Category	Raw Material Suppliers		Logistics Suppliers	
Year/Assessment Item	2023	2024	2023	2024
Number of Suppliers Assessed for Environmental/Social Impacts	20	24	-	3
Number of Suppliers Identified with Significant Actual or Potential Negative Environmental/Social Impacts	-	5	-	1
Proportion of Identified Suppliers with Improvements Post-Assessment	-	100%	-	100%
Proportion of Identified Suppliers with Terminated Relationships Post-Assessment and Reasons	-	0%	-	0%

Note 1: ESG questionnaires for raw material suppliers are tracked annually since 2023; logistics supplier ESG questionnaires are tracked annually since 2024.

Note 2: In 2024, ESG questionnaires were distributed to the top 24 raw material suppliers by transaction value (representing 79.1% of annual transaction value), with a 100% response rate.

Note 3: In 2024, 27 suppliers were assessed, with 6 classified as high-risk and 21 as medium- to low-risk. Lower scores for high-risk suppliers were due to industry-specific factors (e.g., bottle/container suppliers are not subject to chemical hazard management; agents without factories are exempt from certain factory-related social/environmental questions).

## Local Procurement

Center Lab maintains a robust supplier database and conducts material sourcing surveys to develop local suppliers, promoting local procurement to achieve timely and cost-effective sourcing. This reduces transportation costs and associated environmental impacts, aligning with sustainable development goals.

Local Procurement	Raw Material Suppliers	Material Suppliers
-------------------	------------------------	--------------------



<b>Expenditure (%)</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Local Procurement Ratio (%)</b>	18.25%	14.78%	21.96%	99.89%	99.84%	99.70%

Note 1: Local scope is defined by the location of each operational site.

Note 2: Overseas raw materials purchased through Taiwan agents are not counted as local procurement.

Note 3: Assessments follow PIC/S GMP standards; most raw materials are not locally manufactured in Taiwan.

## 2.7 Innovation and R&D

Center Lab has long focused on pediatric, central nervous system (CNS), and dysphagia-related disease areas, developing new oral liquid preparations to address unmet prescription needs. The company continuously evaluates and develops product portfolios in pediatric, CNS, and emerging disease areas to meet these needs, solidifying its leadership in oral liquid formulations and enhancing market competitiveness.

Beyond addressing general pediatric diseases, Center Lab's pharmaceutical division develops products for schizophrenia, Parkinson's disease, dementia, and other neurological disorders, while expanding into new areas such as anticoagulants and diabetes medications. The company accelerates the development of innovative drugs with administrative patent protection, including new indications, formulations, or combinations. Leveraging its proprietary Stabilized Oral Suspension Formulation (SOSF) technology platform, Center Lab advances new oral liquid formulations to gain a technological edge, strengthens 505(b)(2) drug project management, accelerates R&D outputs, and prioritizes product approvals and market launches in Taiwan to expand business opportunities.

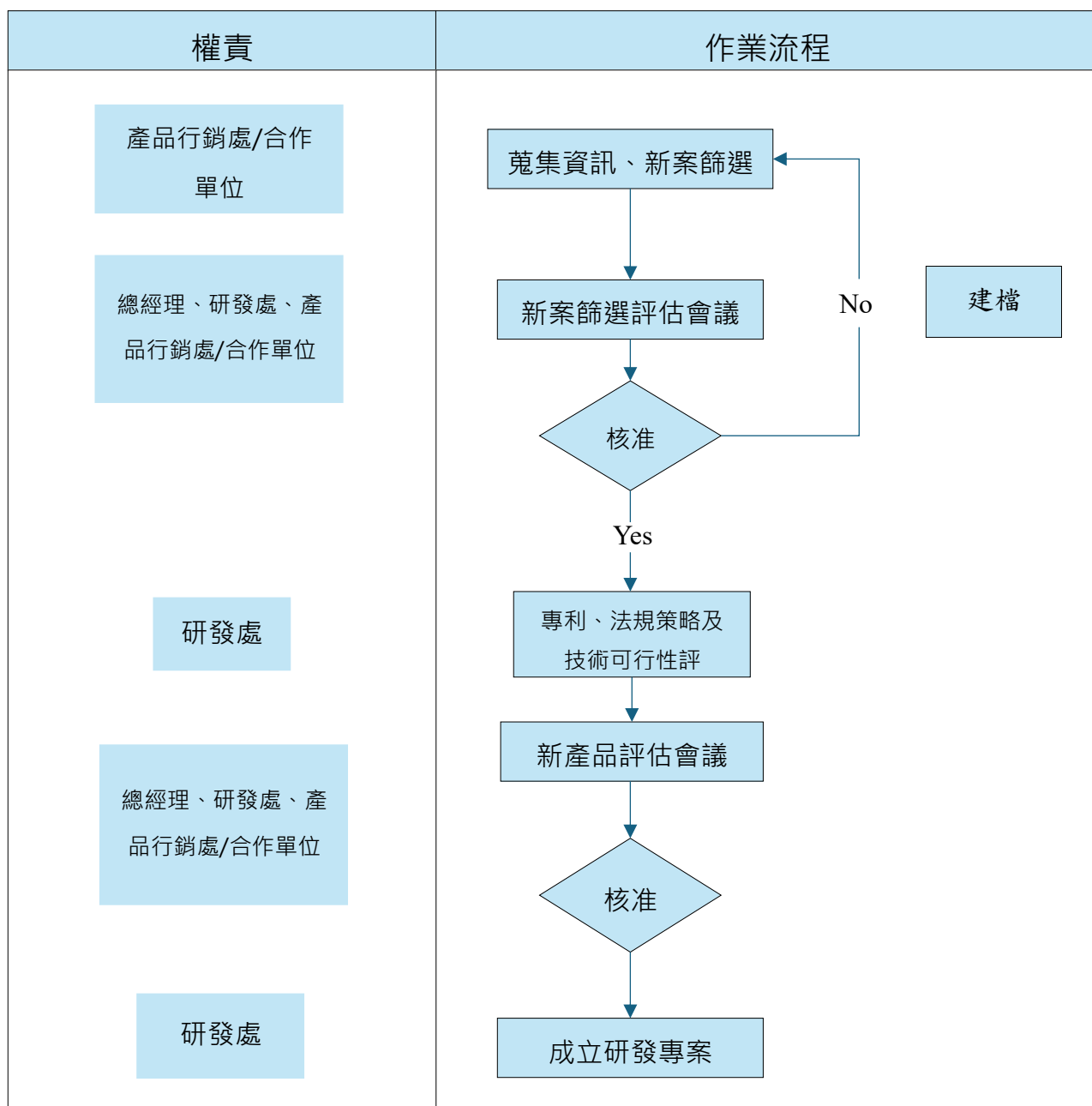
During product development evaluations, Center Lab's R&D team conducts feasibility assessments to identify potential risks and regulatory strategies, establishes project tasks and timelines upon approval, and sets milestone checkpoints to monitor progress, ensuring products achieve regulatory approval as planned.

As a specialized oral liquid preparation manufacturer, Center Lab's production facilities focus on oral liquids. In addition to developing and producing proprietary products, the company undertakes contract development and manufacturing for other firms. It also operates a medium-scale solid dosage facility for high-value products. If equipment for new products is unavailable in-house, decisions to acquire equipment or outsource production are made during the development phase. Bioequivalence (BE) or clinical trials are primarily outsourced to Contract Research Organizations (CROs), with safety management handled by CROs. While Center Lab does not directly interact with clinical trial participants, it ensures CRO staff and healthcare professionals adhere to ethical guidelines during interactions.

Material Topic Management Guidelines: Innovation and R&D	
Significance to the Company	<ul style="list-style-type: none"> <li>Innovation and R&amp;D are core drivers of Center Lab' s sustainable operations. High-quality R&amp;D capabilities, diversified product portfolios, and accelerated innovative drug development enhance market competitiveness.</li> <li>The R&amp;D team, comprising the Technical Development Department (formulation, process, and analytical method development) and the Regulatory and Project Management Department, averages over five years of experience. With strong R&amp;D capabilities and collaborative team-based project execution, human capital risk is relatively low.</li> </ul>
Policies/Commitments	<ul style="list-style-type: none"> <li>Regulatory Compliance: Adhere to all regulations issued by the Taiwan Food and Drug Administration (TFDA) from product development to drug approval.</li> <li>Effective Timeline Management: Conduct feasibility assessments before project initiation to ensure products achieve regulatory approval as planned.</li> <li>Accelerate Innovative Drug Development: Focus on products with administrative patent protection, such as new indications, formulations, or combinations.</li> <li>Enhance R&amp;D Efficiency: Accelerate outputs and prioritize product approvals and market launches in Taiwan to expand business opportunities.</li> </ul>
Short-Term Goals	<ul style="list-style-type: none"> <li>New Product Development: Complete development of a neuropathic pain and epilepsy adjunctive therapy drug and submit for registration in 2024; advance phased development of anticoagulant and diabetes oral liquid formulations; complete development of a pediatric heart failure drug, finalize contract manufacturing, and submit for registration and rare disease designation.</li> <li>New Product Evaluations: Complete evaluation for a new Parkinson' s disease dyskinesia drug exempt from bridging clinical trials; complete evaluation for a generic drug for depression and anxiety treatment.</li> </ul>
Medium-Term Goals	<ul style="list-style-type: none"> <li>BE Trials: Complete BE trials for anticoagulant and diabetes oral liquid formulations.</li> <li>New Oral Liquid Formulations: Secure drug approvals for neuropathic pain/epilepsy adjunctive therapy, anticoagulant, and diabetes drugs, strengthening CNS portfolios and expanding into new disease areas.</li> <li>Pediatric Heart Failure Drug Launch: Achieve rare disease approval for a pediatric heart failure drug with 10-year protection.</li> <li>First-to-Market Generic: Secure approval for a first-to-market generic for depression and anxiety, capturing high-value market share and enhancing CNS portfolios.</li> </ul>
Long-Term	<ul style="list-style-type: none"> <li>Revenue Growth: Achieve NT\$1.5 billion in revenue by 2030, with CNS</li> </ul>

<b>Goals</b>	products contributing 40–45%.
<b>Management Measures/Resources Invested</b>	<ul style="list-style-type: none"> <li>• Resource Allocation: Allocate approximately NT\$60 million in 2024 for new R&amp;D laboratory construction.</li> <li>• Technology Platform Development: Invest 3–4% of annual revenue in oral liquid formulation development, optimizing the SOSF (Stabilized Oral Suspension Formulation) technology platform.</li> </ul>
<b>2024 Performance Results</b>	Aligned with recent R&D achievements.
<b>Responsible Department</b>	R&D Division I

## New Product Evaluation Process



Responsibility	Process Steps	
Product Marketing Division / Cooperative Units	Collect information, screen new proposals	File establishment
	New proposal evaluation meeting	
	Approval	
R&D Division	Patent, regulatory strategy, and technical feasibility assessment	
General Manager, R&D Division, Product Marketing Division / Cooperative Units	New product evaluation meeting	
	Approval	
R&D Division	Establish R&D project	

# Center Lab Supports Government's Healthy Taiwan Initiative, Receives Award from Ministry of Health and Welfare

## Participates in "New Optimized Pediatric Healthcare Plan" and Approved for Contract Manufacturing of Pediatric Heart Failure Drug

[Taipei, November 19, 2024]

On November 19, 2024, the Ministry of Health and Welfare (MOHW) held the "2024 Optimized Pediatric Healthcare Plan Results Presentation." Center Laboratories, Inc. actively participated in the government's "New Optimized Pediatric Healthcare Plan" and was approved for contract manufacturing of a pediatric heart failure drug, earning an award presented to General Manager Hsu Jui-Pao. Center Lab, Taiwan's leading pediatric oral liquid preparation manufacturer emphasized its R&D team's commitment to enhancing care for severe and rare pediatric diseases, fully supporting Taiwan's pediatric healthcare optimization. The company also called for public attention to children's health to collectively safeguard their healthy growth.

Center Lab highlighted that the MOHW's "New Optimized Pediatric Healthcare Plan" comprehensively covers stages from pregnancy to childhood, achieving remarkable results through multifaceted efforts. As a leader in oral liquid formulations with a 70% market share, Center Lab's pediatric oral liquids dominate the Taiwanese market despite challenges from declining birth rates. In 2024, the company was approved for contract manufacturing of a pediatric heart failure drug, leveraging its expertise in pediatric drug development to support physicians and promote healthy, happy growth for children.

The approved contract-manufactured drug, "Cen-Capto (HeartPeace)," is a pediatric heart failure oral liquid preparation that allows precise dosing based on a child's weight, improving symptoms, meeting precision medicine needs, and enhancing medication safety for pediatric patients.



General Manager Hsu Jui-Pao  
Represents Center Lab at Award

Recent Product Development Achievements	
Product Item	R&D Achievement
Anti-diarrhea drug	Obtained drug approval in February 2023
Neuropathic pain and epilepsy adjunctive therapy drug	Development completed, registration application submitted in 2024
Anticoagulant and diabetes oral liquid formulations	Development completed, registration application planned for 2025
Neonatal and pediatric cardiovascular disease drug	Development completed, contract manufacturing approved in 2024, registration application submitted
Parkinson' s disease dyskinesia new-efficacy drug	Bridging clinical trial evaluation completed, conditional exemption from bridging trials approved
Depression and anxiety generic drug	Development evaluation completed, R&D project to be established in 2025

## R&D Expenditure

Recent Year R&D Expenditure (Thousand NTD) ; %			
Year Item	2022	2023	2024
R&D Expenditure	47,016	32,281	28,801
Percentage of Revenue	6%	3%	3%

Note: The figures above are based on Center Lab' s individual financial statements.

## Intellectual Property Management

Center Laboratories, Inc. conducts annual intellectual property (IP) training for R&D and regulatory project management personnel to enhance IP-related



competencies, strengthen professional management capabilities, and improve IP protection measures. As of 2024, Center Lab holds 23 granted patents across various countries, with 4 additional patent applications pending. During new product development evaluations, the company performs IP assessments for proposed targets, covering compound patents, product composition, process patents, and indication patents. Center Lab designs development plans to avoid infringement, with minimal risk of IP disputes.

**Regulatory Compliance**

From drug development to marketing authorization, Center Lab adheres to regulations issued by the Taiwan Food and Drug Administration (TFDA), including Good Laboratory Practices (GLP), Good Clinical Practice (GCP), Good Manufacturing Practices (GMP), the Pharmaceutical Affairs Act, Drug Registration and Review Guidelines, and pharmacopoeia standards of the top 10 advanced pharmaceutical nations. In 2024, no products were found to violate health, safety, or marketing labeling regulations.

Center Lab upholds its principles of “Innovation, Integrity, Professionalism, and Shared Prosperity,” maintaining stringent quality controls and requirements throughout product development, regulatory approval, manufacturing, and sales. The company is committed to providing safe and effective health-related products and services to safeguard patient health.

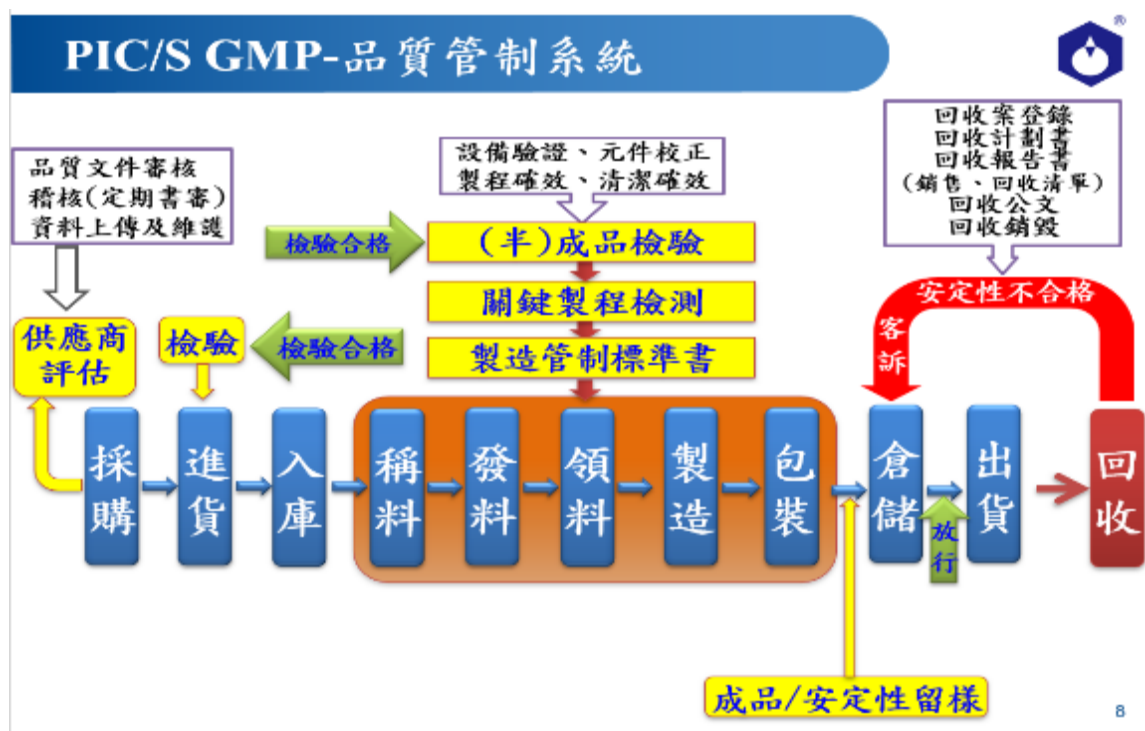
Quality Policy
Regularly review and maintain product purity, content stability, uniformity, safety, and efficacy to ensure consistent quality.

**Product Process Flow**

- ♦ Oral Liquid Preparation: Raw materials → Dissolution → Filtration → Filling → Sealing → Inspections → Labeling → Packaging.
- ♦ Tablets: Raw materials → Sieving → Mixing → Granulation → Drying → Sizing → Tableting → Inspections → Sorting → Dispensing → Packaging.

All Center Lab products undergo extensive impurity and stability studies for raw materials, excipients, and formulations prior to regulatory approval, with analytical

and testing methods established to ensure quality stability. To further ensure consumer safety, post-market products align with international standards, adopting the latest testing specifications from the pharmacopoeias of the top 10 advanced nations and evaluating raw material sources per International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH) and PIC/S GMP guidelines. Products are manufactured in PIC/S GMP-compliant facilities with environmental monitoring, undergoing at least three production validation cycles before market entry to ensure quality. Clinical trials meeting those standards are conducted to secure drug approvals.



Through its quality management system, the Quality Assurance (QA) department oversees supplier and manufacturer requirements, conducting inspections upon receipt of goods to ensure compliance before warehousing. Each product batch is tested, with annual revalidation to confirm safety and efficacy. Any process or formulation changes require revalidation to verify quality. Storage and transportation comply with regulatory requirements, and grievance handling/product recall procedures are established for quality concerns, with annual recall drills to ensure process effectiveness.



**Water System Validation**



**Laboratory testing**

Center Lab distributes its pharmaceuticals through exclusive channels such as hospitals, clinics, and pharmacies, where professional physicians prescribe medications based on patients' medical needs, ensuring optimal treatment while protecting patient privacy. For any inquiries regarding medication use, Center Lab maintains a customer service department with dedicated pharmacists available to address customer and patient concerns promptly. The Taiwan Food and Drug Administration operates a defective product reporting system for timely notification and resolution of quality issues, and all Center Lab products are covered under the Drug Injury Relief System.

From drug development and clinical trials to mass production, market launch, and delivery to patients, Center Lab employs standardized operating procedures at every stage to achieve comprehensive quality control. This ensures the safety and efficacy of medications, maintaining consistent quality standards to safeguard public health.

- \*All pharmaceuticals are manufactured in compliance with marketing authorization requirements to ensure they meet intended uses and quality standards, minimizing risks to patient safety, quality, or efficacy. A robust and documented quality assurance system, incorporating Good Manufacturing Practices (GMP) and quality control, is implemented and monitored for post-market safety and efficacy.
- \*Upon receiving product quality complaints, Center Lab immediately initiates investigations to identify root causes, developing Corrective and Preventive Actions (CAPA) based on findings. Investigation processes and outcomes are documented and communicated to healthcare institutions. The effectiveness of these measures is reviewed annually to ensure the safety of all in-date products. For issues involving defective manufacturing, product deterioration, counterfeiting, or other serious quality concerns requiring recall, Center Lab proactively notifies competent authorities.
- \*In accordance with Article 57 of the Pharmaceutical Affairs Act and Article 3 of the Good Manufacturing Practices for Pharmaceuticals, manufacturing facilities must appoint a supervising pharmacist and an Authorized Person (AP) to oversee product release, with registration in the competent authorities' system. Both the AP and their deputy are required to complete at least 24 hours of GMP-related continuing education annually, provided by central health authorities or delegated institutions.
- \*All personnel undergo at least one annual GMP training session, two fire safety training sessions, and one chemical hazard training session, with additional qualification reviews and external training as required by their roles.
- \*An annual Product Quality Review (PQR) is conducted for all pharmaceuticals to verify process consistency and the appropriateness of specifications for raw materials and finished products, identifying trends to confirm improvements in products and processes.
- \*All drug labels, package inserts, and packaging comply with Article 75 of the Pharmaceutical Affairs Act and Article 20 of the Regulations for Registration of Medicinal Products, reflecting details approved by central health authorities.
- \*Center Lab has established the Finished Product Warehouse Management Regulations for raw materials, semi-finished, and finished products, ensuring proper storage spaces and management systems. Employees follow standard operating procedures for access and control, protecting material quality from environmental impacts.
- \*The Hsinchu manufacturing factory, along with its storage facilities, equipment, and transportation tools, complies with current PIC/S Good Manufacturing Practices (GMP)

regulations. Distribution procedures and drug traceability mechanisms align with PIC/S Good Distribution Practices (GDP).

\*To enhance drug testing precision, Center Lab annually updates or acquires critical testing equipment based on instrument conditions and new requirements, while also standardizing processes by adding auxiliary testing instruments.



### 3. Friendly Center Lab, Inclusive Talent

#### 3.1 Friendly Workplace

Center Laboratories, Inc. considers its employees among its most valuable assets. The company complies with laws and regulations, treating every employee fairly without discrimination, upholding gender equality, and fostering a friendly and inclusive workplace environment. Center Lab employs diverse recruitment channels to attract top talent, regularly reviews employee health and safety measures, and maintains a clean, safe, and healthy work environment. Additionally, the company offers a variety of training programs to enhance employees’ professional skills and develop essential competencies, helping employees maximize their potential and pursue continuous self-development, and take pride in contributing to a respected organization.

##### 3.1.1 Employee Structure

As of the end of 2024, Center Lab employed a total of 199 employees, with males accounting for approximately 49.49% and females 50.51%. Female managers (chief officer(主任) level and above) represented an average of 73.68%, reflecting the company’s commitment to empowering women in a Friendly Workplace. This ensures all genders have equal opportunities for equitable pay, promotions, and balanced representation in managerial roles. The workforce includes 38 managers (19.39%) and 158 non-managerial staff (80.61%), with 3 temporary employees. The average employee age is 42.02 years.

##### Worker Category Statistics

Worker Category Statistics	2022		2023		2024	
Total Employees	172		182		199	
Employee Category	Male	Femal	Male	Female	Male	Female

		e				
Number of Employee	84	88	92	90	98	101
Permanent Employees (Full-Time)	82	85	90	89	97	99
Temporary Employees (Contract)	2	3	2	1	1	2
Non-Guaranteed Hours Employees (Dispatched)	0	0	0	0	0	0
Full-Time Employees	82	85	90	89	97	99
Part-Time Employees	2	3	2	1	1	2
<p>Note 1: Total employees = Permanent employees + Temporary employees + Non-guaranteed hours employees = Full-time employees + Part-time employees.</p> <p>Note 2: Non-employee statistics: Only one cleaner at the Taipei headquarters is under a direct contract.</p>						

### Employee Diversity Statistics

Employee Diversity Statistics				2022		2023		2024	
				Number	Percentage	Number	Percentage	Number	Percentage
Employees	Managers	Gender	Male	16	41.03%	11	32.35%	10	26.32%
			Female	23	58.97%	23	67.65%	28	73.68%
		Age	Under 30	0	0.00%	0	0.00%	0	0.00%
			30–50	24	14.37%	21	11.73%	19	9.69%
			51 and above	15	8.98%	13	7.26%	19	9.69%
		Education	Graduate Degree	10	5.99%	9	5.03%	10	5.10%
			Undergraduate Degree	25	14.97%	21	11.73%	24	12.24%
			Other	4	2.40%	4	2.23%	4	2.04%
	Non-	Gender	Male	66	39.52%	79	44.13%	87	44.39%
			Female	62	37.13%	66	36.87%	71	36.22%

	Man ageri al Empl oyee s	Age	Under 30	21	12.57%	21	11.73%	27	13.78%
			30–50	91	54.49%	104	58.10%	103	52.55%
			51 and above	16	9.58%	20	11.17%	28	14.29%
		Educ atio n	Graduate Degree	17	10.18%	23	12.85%	26	13.27%
			Undergrad uate Degree	80	47.90%	87	48.60%	94	47.96%
			Other	31	18.56%	35	19.55%	38	19.39%

Note: Managers are defined as chief officer level and above; non-managerial employees are below chief officer level.

The percentage of managers by gender = (Number of managers of each gender / Total number of managers) × 100%

The percentage of non-managerial employees under 30 = (Total non-managerial employees under 30 / Total employees) \* 100%.

The percentage of non-managerial employees with a graduate degree = (Total non-managerial employees with a graduate degree / Total employees) \* 100%.



Over the past two years, Center Lab has maintained stable employee turnover, with new hires consistently outpacing resigned employee, indicating steady company growth. The company employs two individuals with disabilities, both based at the Taipei headquarters, surpassing regulatory requirements by 200%. Tailored job roles and accessible workplace facilities are provided to support these employees.

### Employee Turnover Statistics

New hire and Turnover rate		2022		2023		2024	
		Total	Rate ( note )	Total	Rate ( note )	Total	Rate ( note )
New Hires							
Age	Under 30	13	7.56%	12	6.70%	20	10%
	30–50	23	13.37%	35	19.55%	39	20%
	51 and above	0	0.00%	3	1.68%	4	2%
Gender	Male	16	9.30%	29	16.20%	31	16%
	Female	20	11.63%	21	11.73%	32	16%
Resigned employees							
Age	Under 30	8	6.30%	8	4.47%	12	6%
	30–50	20	15.75%	26	14.53%	30	15%
	51 and above	3	2.36%	3	1.68%	2	1%
Gender	Male	15	11.81%	20	11.17%	24	12%
	Female	16	12.60%	17	9.50%	20	10%

Note: Total employees are based on year-end (12/31) headcount.

New hire rate = (Total new hires in category / Total employees) \* 100%.

For example, female new hire rate = (Total female new hires / Total employees) \* 100%

Turnover rate = (Total resigned employees in category / Total employees) \* 100%.

under-30 turnover rate = (Total under-30 resigned employees / Total employees) \* 100%.

### 3.1.2 Employee Benefits

Center Lab fosters a happy and Friendly Workplace, prioritizing employees' physical and mental health and quality of life to achieve work-life balance and holistic development. Beyond statutory benefits, the company has implemented various welfare initiatives to support employees' physical, mental, and health needs. These include birthday cash gifts, marriage subsidies, childbirth subsidies, festival and Labor Day cash gifts, funeral subsidies, domestic and international travel subsidies, hospitalization condolence payments, departmental gatherings, year-end lucky draws, periodic free health checkups, performance bonuses, and commuting/parking subsidies for Taipei office employees.

Welfare Categories	Welfare Items
Statutory Benefits	Labor and health insurance
	Parental leave without pay
	Labor pension scheme
Company Benefits (Including Employee Welfare Committee)	International travel subsidy: NT\$10,000, with 2 days of travel leave
	Domestic travel subsidy: NT\$4,500, with 1 day of travel leave for trips of 3+ days
	Non-travel subsidy: NT\$2,000, with 1 day of travel leave
	Marriage subsidy: NT\$2,000
	Childbirth subsidy: NT\$2,000
	Funeral subsidy: NT\$1,500–3,000
	Three festival cash gifts: NT\$1,500 each
	Birthday cash gift: NT\$600
	Health checkups: Irregular in Taipei; annual at Hsinchu factory
	Regular Christmas departmental gatherings, with additional events based on budget and needs
	Group insurance: 11 claims in 2024, totaling NT\$125,382
	Welfare Committee subsidies in 2024: NT\$2,041,870



2024 Spring party



2024 Spring party



Annual health checkups



Annual health checkups



Departmental gatherings



Departmental gatherings





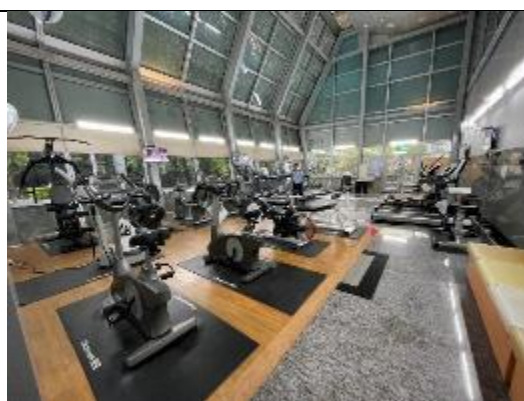
Employee travel



Employee travel








Reading corner



Gym



	
Lounge	Nursery Room
	
Pantry room	Meeting room
	
Multi-function blood pressure monitor	Table tennis room

## Parental Leave and Care

Center Laboratories, Inc. complies with the Gender Equality in Employment Act, allowing employees in Taiwan with over six months of service to apply for parental leave without pay if they need to care for children under three years old. Beyond providing this right, Center Lab maintains a robust leave management system, enabling employees to flexibly balance childcare and family responsibilities. For extended absences due to military service or serious illness, employees may request leave without pay and apply for reinstatement upon completion, accommodating both family care and personal needs.

In 2024, one employee (0 males, 1 female) applied for parental leave without pay, with a 100% reinstatement rate (1 employee reinstated), demonstrating Center Lab's supportive approach to employees with childcare needs.

### Parental Leave Statistics

Item	Gender	2022	2023	2024
Eligible for Parental Leave	Male	12	8	4
	Female	11	7	7
	Total	23	15	11
Applied for Parental Leave	Male	3	1	0
	Female	1	3	1
	Total	4	4	1
Due to Reinstatement	Male	2	1	0
	Female	0	3	1
	Total	2	4	1
Actual Reinstatements	Male	2	1	0
	Female	0	3	1
	Total	2	4	1
Reinstatement Rate	Male	100%	100%	0%
	Female	0%	100%	100%
	Total	100%	100%	100%
Retained for One Year Post-Reinstatement	Male	0	1	0
	Female	0	0	0
	Total	0	1	0
Retention Rate	Male	0%	50%	0%
	Female	0%	0%	0%
	Total	0%	50%	0%
Note 1: Eligibility for parental leave is based on employees who applied for maternity leave,				

paternity leave, or prenatal checkup leave in the past three years.

Note 2: Reinstatement rate = (Actual reinstatements / Employees due to reinstate) \* 100%.

Note 3: Retention rate = (Employees retained 12 months post-reinstatement / Actual reinstatements from prior year) \* 100%.

## Compensation and Benefits

Center Lab ensures compensation and benefits are equitable across genders, with variations arising from job roles, overtime, or bonuses. The company is committed to equal pay for equal work and provides wages above statutory minimums. Plans are in place to introduce an employee satisfaction survey to dynamically adjust management practices based on employee needs.

Basic Salary and Compensation Ratios		2022		2023		2024	
Employee Category	Item	Male	Female	Male	Female	Male	Female
Managers	Basic Salary	0.84	1	0.76	1	0.76	1
	Compensation	1.15	1	0.93	1	0.95	1
Non-Managerial Staff	Basic Salary	0.88	1	0.91	1	0.93	1
	Compensation	1.15	1	1.21	1	1.20	1

Note 1: Basic salary is the minimum fixed amount paid for job duties, excluding overtime, bonuses, or allowances. Average basic salary is reported by gender and employee category.

Note 2: Compensation includes basic salary plus additional payments (e.g., seniority allowances, bonuses, benefits, overtime, leave encashment, subsidies for transport, living expenses, or childcare). Average compensation is reported by gender and employee category.

2024 Gender-Based Salary Compared to Local Minimum Wage		
Gender	Male	Female
Entry-Level Basic Salary (NT\$)	42,668	35,756
Statutory) Minimum Wage (NT\$)	27,470	27,470
Multiple of Statutory Minimum Wage	1.55	1.30
Note: Entry-level basic salary includes total annual earnings (overtime and fixed bonuses) for direct employees.		



## Salary Information of Full-Time Employees Not in Managerial Positions

▪ **Search Website:** <https://mops.twse.com.tw/mops/#/web/t100sb15>

▪ **Navigation Path:** Market Observation Post System (MOPS) > Consolidated Reports > Corporate Governance > Employee Benefits and Compensation Statistics > Salary of Full-Time Employees Not in Managerial Positions > Salary Information of Full-Time Employees Not in Managerial Positions

(Search Criteria: Query Conditions: Market Category (OTC) > Industry Category

(Biotechnology and Medical Care) > Query Year (Enter the desired query year; The company's OTC code is 4123)



## 3.2 Workplace Safety

Material Topic: Occupational Safety and Health	
<b>Significance to the Company</b>	Center Lab' s manufacturing facilities adhere to Occupational Safety and Health regulations and PIC/S Good Manufacturing Practices (GMP), ensuring a safe and hygienic work environment for factory employees.
<b>Policies or Commitments</b>	<ol style="list-style-type: none"><li>1. Comply with Occupational Safety and Health regulations and PIC/S GMP standards.</li><li>2. Provide a safe work environment and comprehensive training on proper equipment operation.</li></ol>
<b>Management Measures</b>	<ol style="list-style-type: none"><li>1. Conduct personnel training tailored to equipment operation, including external certification programs.</li><li>2. Provide appropriate protective clothing and gear based on factory control zones.</li><li>3. Manage chemicals and pharmaceuticals per classification, with labeling, usage registration, storage, handling, reporting, and disposal protocols.</li></ol>



	<ol style="list-style-type: none"> <li>Require registration and control for vendor visits and construction activities within the factory.</li> <li>Implement monitoring and access control, with graded access restrictions by factory zone.</li> <li>Perform regular maintenance and inspections of machinery and equipment.</li> <li>Conduct emergency response and fire equipment training in accordance with fire safety regulations.</li> <li>Provide annual health checkups, including specialized tests based on job requirements.</li> <li>Arrange regular consultations with healthcare professionals to support employee physical and mental health.</li> <li>Supply protective gear and first-aid kits by department, with regular checks on quantities and expiration dates.</li> </ol>
<b>Short-Term Goals</b>	<ol style="list-style-type: none"> <li>Achieve zero disabling workplace injuries annually.</li> <li>Attain Level 3 results for specialized occupational health checkups and general health screenings.</li> <li>Ensure all Hsinchu factory employees receive on-site healthcare services within two years.</li> <li>Expand and improve the working environment of the Quality Control Department's laboratory.</li> </ol>
<b>Medium- and Long-Term Goals</b>	<ol style="list-style-type: none"> <li>Establish a safe and reassuring workplace environment, allowing employees to work without concerns.</li> <li>Achieve zero workplace accidents and zero regulatory violations.</li> </ol>
<b>2024 Performance Results</b>	<ol style="list-style-type: none"> <li>Conducted one chemical hazard training session.</li> <li>Held two fire emergency response drills.</li> <li>Organized one laboratory biosafety training session.</li> <li>Retrained one forklift operator for certification in 2024.</li> <li>Obtained one Class A Occupational Safety and Health Supervisor certification and retrained one in 2024.</li> <li>Certified one first-aid responder in 2024.</li> <li>Achieved Level 2 results for specialized occupational health checkups and general health screenings.</li> </ol>
<b>Responsible Units</b>	factory manager's Office, Engineering Department

### 3.2.1 Occupational Safety and Health Management System

In accordance with the Occupational Safety and Health Act, Center Lab has appointed one Class B Occupational Safety Supervisor at the Taipei office and one Class A Occupational Safety Supervisor each at the Hsinchu Shijian and Guangfu factories. The company conducts regular health and safety training and has established the Workplace Employee Safety and Health Regulations, incorporating hazard and risk assessments. Periodic fire and chemical drills are performed. The Factory Safety Management Regulations guide employees on emergency response procedures for workplace incidents, with no occupational accidents reported in 2024. To encourage proactive risk identification and prevention, employees can report near-miss incidents, suggest improvements to occupational safety and health policies, or raise concerns about workplace environment, health, or safety hazards via a dedicated complaint and suggestion mailbox managed by safety personnel. No occupational safety or health complaints were received in 2024.

### 3.2.2 Center Lab Occupational Safety Actions

Initiative Item	Description
<b>Disaster Prevention Drills and Facility Safety Inspections</b>	Conduct semiannual fire and toxic chemical disaster drills at factories. Annual external inspections and maintenance of fire safety equipment. Biennial public safety inspections of buildings. Monthly maintenance of elevators by professional vendors, with records and mandatory safety inspections. Regular employee safety and health training. Office environments are cleaned and disinfected regularly to ensure a safe and hygienic workplace.
<b>Chemical Management</b>	The Quality Control Department registers and updates priority chemicals online annually. One controlled chemical, N,N-dimethylaniline, requires a permit for procurement and use. Quality control personnel must complete training and obtain a Specific Chemical Substance Operations Supervisor certificate. Factories are equipped with emergency showers and ventilation systems, inspected

	monthly, cleaned, and tested biweekly for functionality.
<b>Environmental Monitoring</b>	In accordance with the Labor Workplace Environment Monitoring Implementation Measures, Hsinchu factory's quality control chemical laboratory (handling organic solvents and specific chemicals) and boiler operation areas are monitored by external professional agencies, providing data or reports to ensure a safe working environment.
<b>Health Checkups for Specific Workers</b>	In accordance with the Occupational Safety and Health Act, quality control operators receive specialized health checkups to assess chemical exposure risks. Eleven substances used are classified as particularly hazardous: biphenylamine and its salts, benzene, arsenic, chromic acid and its salts, formaldehyde, carbon disulfide, dimethylformamide, n-hexane, manganese, ethylmercury compounds, and mercury and its inorganic compounds. These are included in annual employee health checkups. Results are analyzed, with on-site health services and

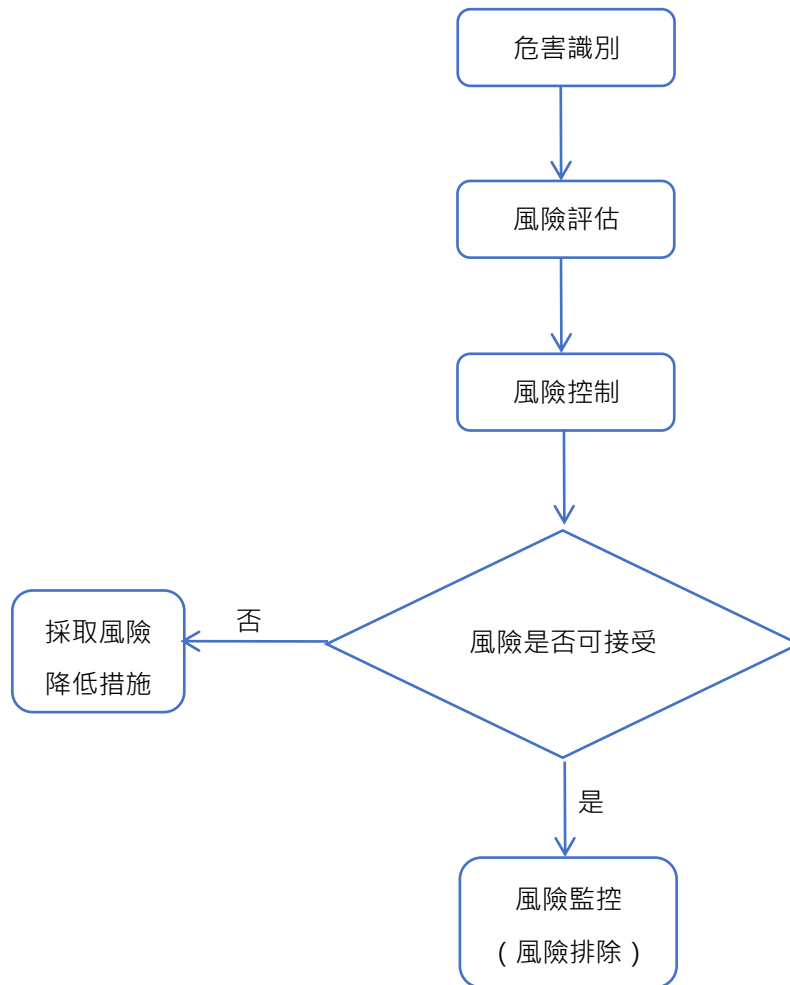
### **3.2.3 Hazard Identification, Risk Assessment, Incident Investigation, and Emergency Response**

- **Hazard Identification and Analysis**

Hazard identification and analysis are critical components of occupational safety and health management, aimed at systematically identifying potential hazards in the workplace or operations and assessing their impact on employee health and safety. In accordance with the Enforcement Rules of the Occupational Safety and Health Act, Center Laboratories, Inc. conducts workplace and operational hazard identification, hazard analysis, and evaluates the effectiveness of existing protective measures. Control measures are then developed to mitigate risks, prevent occupational incidents, and ensure employee health and safety. The hazard identification and analysis process includes:

- **Operation Description:** Clearly define the operation or activity.
- **Hazard Identification and Consequences:** Identify potential hazards and their possible outcomes.
- **Existing Protective Measures:** Review current protective measures and their effectiveness.
- **Risk Level Assessment:** Evaluate risk levels based on likelihood and severity.
- **Risk Reduction Controls:** Implement appropriate control measures to reduce risks to acceptable levels.

## Risk Management Process



Hazard Identification	
Risk Assessment	
Risk Control	
Risk Acceptability Check	
Yes	No
Monitor risks (risk eliminated).	Implement risk reduction measures.

To enhance risk education, Center Lab simplifies risk classification and hazard identification concepts for employees, enabling practical application across job roles.

Large visual management posters are displayed on workplace bulletin boards,



providing easy access to relevant information.

### Incident Investigation Process

1	Incident occurrence or discovery.
2	Emergency incident handling.
3	Notification and related matters.
4	Incident investigation report submission, approval, and safety awareness promotion.
5	Implementation and follow-up of improvement recommendations.

### Emergency Response Organizational Structure

The factory manager (highest-ranking official) and the Maintenance Department supervisor, as occupational safety and health responsible persons, oversee the development and integration of the Factory Safety Management Regulations. These regulations establish response procedures for various emergency scenarios to address critical situations effectively.

### 3.2.4 Occupational Safety and Health Training Statistics

Occupational Safety and Health Training Statistics	2023	2024
Total Employees	179	196
Training Hours (Internal & External)	1,102	1,319.5
Average Training Hours per Employee	6.16	6.73

Note: 2023 data updated due to revised calculation method.

	
Annual fire safety training and fire suppression team drills.	Annual fire evacuation drills.
	
Courses on toxic and priority chemical substance management regulations.	Occupational safety and health education training.





Laboratory chemical management training.

### 3.2.5 Workplace Health Promotion

Center Lab is committed to implementing a robust employee health service system and mental health protection measures, enhancing workplace health awareness from a care perspective. The company actively promotes accurate health knowledge through regular disease prevention campaigns, health education, hygiene-focused lectures, preventive healthcare consultations, health checkups, and employee health education initiatives. These efforts aim to ensure employees' health does not impact their work, fostering a healthy, friendly, and vibrant workplace.

#### ◎Employee Health Management

Center Lab conducts annual occupational health checkups, including general and specialized assessments for hazardous operations (Taipei headquarters: 81 general checkups; Hsinchu factory: 81 general, 5 specialized). Abnormal results, primarily related to metabolic syndrome (blood pressure, lipids), intraocular pressure, and chest X-rays, are managed through tiered interventions. Employees receive personalized health guidance, disease education, follow-up re-examinations, and ongoing health management. In 2024, no occupational or suspected occupational diseases were identified. The company invited external experts (fitness coaches) to conduct health seminars covering: Basics of physical fitness, Definition of health , Daily exercise requirements, Principles of healthy eating, and Effective ways to start exercising. These sessions included demonstrations and practical exercises to enhance employees' understanding and adoption of healthy lifestyles.

 <p><b>- 體FUN指南 -</b></p> <p><b>練出好身材，活出好心情</b></p> <p>體檢結束後 健康單上是否紅字一串!! 健康後生活有任何改變嗎?!</p> <p>給自己身體變健康的一次機會 不來肯定後悔!</p> <p>日期: 1/25(四) 時間: 下午2:00-3:00 地點: 南軟4F 350-351會議室</p> <p><b>健康教練專家</b> <b>JACK CHEN</b></p> <p><b>Expertise 專長</b></p> <ul style="list-style-type: none"> <li>• 體力訓練/體能/肌力/耐力</li> <li>• 重量訓練/徒手訓練</li> <li>• 動作/代謝/呼吸/心血管系統運動訓練</li> <li>• 重量訓練/徒手訓練</li> <li>• 運動傷害預防/運動傷害處理</li> <li>• 肌肉骨骼疼痛</li> <li>• 運動表現改善訓練</li> </ul> <p><b>Certificate 專業證照</b></p> <ul style="list-style-type: none"> <li>• ACSM 國際運動科學協會認證私人教練</li> <li>• 美國 NASM 國際運動科學協會認證</li> <li>• NASM 國際運動科學協會認證</li> <li>• 中華運動科學協會認證教練執照</li> <li>• CPR + AED 心肺急救培訓</li> </ul> <p><b>Experience 經歷</b></p> <ul style="list-style-type: none"> <li>• 國內大型企業/學術機構/政府/體育委員會</li> <li>• 20年/運動/健身/私人教練/250+/2500小時</li> <li>• 40歲/運動/健身/私人教練/250+/2500小時</li> <li>• 臺灣運動科學協會/私人教練</li> </ul>	 <p>Physical fitness overview presentation showing a slide with a graph and text.</p>
<p>Center Lab Health Promotion Posters</p>  <p>Health promotion courses in progress, showing participants in a large room.</p>	<p>Physical fitness overview</p>  <p>Introduction to whole foods presentation showing a slide with text and images.</p>

## Hsinchu factory Health Management Program

1. On-Site Healthcare Services: A physician visits annually for two hours, and a nurse visits monthly. Employees at higher risk of cardiovascular diseases within the next decade are screened for individual health consultations, medical guidance, and follow-up to improve health outcomes.
2. Implementation of Health Plans
  - Prevention Plan for Diseases Triggered by Abnormal Workloads
  - Human Factors Engineering Improvement Plan for Musculoskeletal Injuries
  - Maternal Health Protection Plan in the Workplace



- Prevention Plan for Unlawful Harm During Duty
3. 2024 Performance Results: Musculoskeletal injury management and follow-up: 4 cases, Health guidance: 33 sessions, Post-health checkup guidance: 33 sessions.

### **3.2.6 Contractor Safety and Health Management**

Center Laboratories, Inc. considers contractors and subcontractors integral partners, prioritizing their safety and health through stringent management protocols. The company mandates contractor responsibilities, including construction safety, environmental maintenance within work areas, and occupational safety insurance, to ensure the safety of the facility and personnel.

Center Lab requires suppliers to provide consistently high-quality raw materials. New raw material suppliers undergo qualification assessments, while existing suppliers are subject to irregular on-site audits. Contracts and quality agreements are signed with pharmaceutical distribution and logistics providers to maintain product integrity.

### 3.2.7 Occupational Incident Statistics and Analysis

Data on occupational injuries and diseases for employees and non-employees indicate that in 2024, no employees experienced occupational injuries or diseases (including recordable cases). Center Lab continues to maintain a zero lost-time injury record through ongoing workplace environment improvements and sustained safety training.

#### Employee Occupational Injuries and Diseases Statistics

Statistic/Year		2022	2023	2024
Total Hours Worked		332,304	368,136	387,696
Fatalities from Occupational Injuries	Number	0	0	0
	Percentage	0	0	0
Severe Occupational Injuries (Note 1)	Number	0	0	0
	Percentage	0	0	0
Recordable Occupational Injuries (Note 2)	Number	0	0	0
	Percentage	0	0	0
Occupational Diseases	Number	0	0	0
	Percentage	0	0	0
Recordable Occupational Diseases	Number	0	0	0
	Percentage	0	0	0

#### Non-Employee Occupational Injuries and Diseases Statistics

Statistic/Year		2022	2023	2024
Total Hours Worked		932	3752.5	6,415
Fatalities from Occupational Injuries	Number	0	0	0
	Percentage	0	0	0
Severe Occupational Injuries (Note 1)	Number	0	0	0
	Percentage	0	0	0
Recordable Occupational Injuries (Note 2)	Number	0	0	0
	Percentage	0	0	0

Occupational Diseases	Number	0	0	0
	Percentage	0	0	0
Recordable Occupational Diseases	Number	0	0	0
	Percentage	0	0	0

Note 1: Severe occupational injuries refer to injuries causing death or preventing recovery to pre-injury health within six months, excluding fatalities.

Note 2: Recordable occupational injuries or diseases include cases resulting in death, days away from work, restricted work, job transfer, medical treatment beyond first aid, loss of consciousness, or significant injuries/diseases diagnosed by licensed healthcare professionals, including fatalities but excluding minor injuries treated on-site.

Note 3: Commuting accidents are excluded.

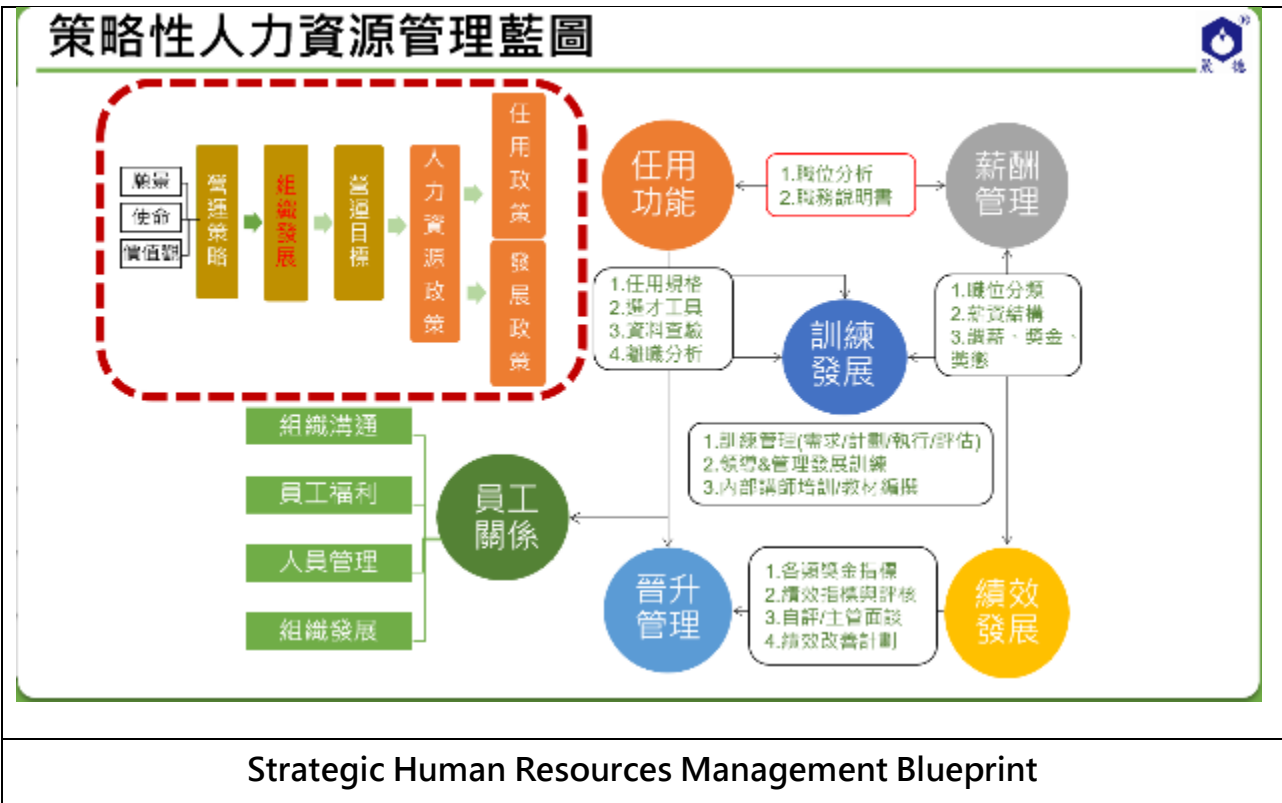
### 3.3 Talent Development

Material Topic: Talent Cultivation	
<b>Significance to the Company</b>	<p>Talent is the foundation of corporate competitiveness and sustainability. Talent Cultivation enhances employees' professional skills and innovation capacity, strengthening Center Laboratories, Inc.'s competitive advantage. Through comprehensive training mechanisms, the company attracts and retains top talent, ensuring long-term development and market leadership.</p> <p>Center Lab views employees as its most valuable asset, emphasizing teamwork, innovative service, and self-learning. The company provides full opportunities for employees to excel, offering clear career development pathways and training to support internal promotions, fostering mutual growth for employees and the organization.</p>
<b>Policies and Commitments</b>	<p>Center Lab is committed to providing comprehensive training programs to enhance employees' professional skills and overall competencies, recognizing them as the company's most critical asset. Policies include: Specialized training tailored to different roles, leadership and management skill development, extended education on business processes and corporate culture, and additional relevant training opportunities to ensure employees thrive in a rapidly evolving market.</p> <p>The company pledges to offer fair and diverse training opportunities, encouraging active participation in personal and professional development. Training effectiveness is regularly evaluated to meet employee needs, fostering a culture of knowledge sharing and continuous learning. These efforts aim to promote mutual growth, achieve a win-win scenario, and lay the foundation for long-term success.</p>

<b>Short-Term Goals</b>	<ol style="list-style-type: none"> <li>1. Establish a foundational training program: Within one year, design and implement skills and cultural training for all new hires to ensure rapid integration into the company environment.</li> <li>2. Strengthen succession planning: Within two years, identify and develop at least 20% of high-potential employees to build a talent pipeline for key positions.</li> </ol>
<b>Medium- and Long-Term Goals</b>	<ol style="list-style-type: none"> <li>1. Promote continuous education: Within three years, establish a professional talent development roadmap to encourage participation in external certification courses or continuing education.</li> <li>2. Develop leadership programs: Within five years, implement specialized leadership training for managers to ensure they possess essential leadership and change management skills.</li> <li>3. Enhance corporate culture and brand image: Through sustained talent training, establish Center Lab as an industry-leading employer, attracting and retaining top talent.</li> </ol>
<b>Resources Invested and Actions Taken</b>	<p>The Human Resources Department annually refines:</p> <ol style="list-style-type: none"> <li>1. Industry value chain training curriculum map</li> <li>2. Job description competencies</li> <li>3. Regulatory certifications</li> <li>4. Strategic priority tasks, conducting competency assessments to finalize annual training needs and budgets.</li> </ol> <p>Courses are developed per the ADDIE (Analyze, Design, Develop, Implement, Evaluate) model to achieve measurable outcomes through structured activities.</p>
<b>2024 Performance Results</b>	Annual training hours increased by 24%.
<b>Responsible Department</b>	Organizational Development and Human Resources Department

Center Lab prioritizes employee education and training. Beyond onboarding programs, the company has established the Internal Trainer Operations Guidelines to certify internal trainers who deliver diverse courses irregularly. A digital learning platform facilitates online learning, and departments organize specialized on-the-job training as needed. The company encourages and subsidizes external training to enhance employee competitiveness. Compliance with the Labor Standards Act and Occupational Safety and Health Act ensures timely safety, environmental hygiene,

and fire drill training.



### 3.3.1 Training and Knowledge Heritage

Center Lab spares no effort in Talent Cultivation, prioritizing the transfer of experience and knowledge. The company fosters an open, diverse learning environment, offering comprehensive training systems for new hires and existing employees to enhance professional competencies and maximize satisfaction. Tailored development programs include: 1. New hires training 2. Advanced professional training aligned with the industry value chain 3. Management skills training for supervisors, support employees in continuously learning and growing through diverse learning methods. 4. The company also introduces corporate culture and values-based training to develop critical competencies. In 2024, total employee training hours reached 2,786 hours.

#### Employee Training Hours

Statistic/Year	2022	2023	2024
Average Training Hours per Employee	1.84	12.14	14.21
Female	2.6	11.70	14.46
Male	1.05	12.57	13.96
Managers	4.7	11.65	8.91
Non-Managerial Staff	0.96	12.26	15.49

Notes:

1. Managers: Chief officer level and above.
2. 2022 data reflects only external training; 2023–2024 include internal training, causing a significant increase.
3. Average training hours = Total training hours / Total employees.
4. Average training hours by gender: (Gender total training hours) / (Gender total employees).
5. Average training hours by level: (Level total training hours) / (Level total employees).

	
GMP factory management sharing	Training Activities
	
Product labeling introduction	Good Distribution Practices (GDP) training

	
Interactive course quizzes	

## Center Lab Training Platform

### 1. Online Platform Courses

Developed by Center Lab's HR team, these courses transform biotechnology industry knowledge into accessible online modules, enabling flexible, self-directed learning. The platform is structured around five academies (Manufacturing, Quality Training, Marketing & Sales, Organizational Development, R&D), offering total 45 courses.

# 晟德線上課程平台介紹

橘字：製作中  
藍字：2024新增



5大學院 / 新人訓練包 / 法規小教室 目前共計45門線上課程



Center Lab University Structure



# 訓練體系&核心訓練類別架構



## 2. Online Library

Course materials and handouts from internal and external trainers are stored in a cloud-based library, supporting knowledge management and access for relevant personnel.

## 3. Annual Internal and External Training Planning

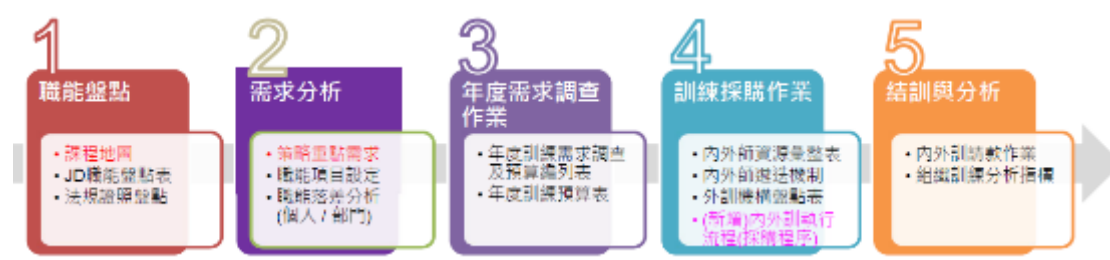
The training operation cycle helps identify competency gaps, leading to the design or arrangement of appropriate training programs. Regulatory compliance requirements are incorporated into annual plans, while soft skill training is arranged based on competency surveys. Once the training budget is finalized, employees can apply for training subsidies through the defined process.

### Training Planning Process

#### 1. Competency Assessment

- Curriculum mapping
- Job description (JD) competency inventory
- Regulatory certification inventory

2. Needs Analysis
<ul style="list-style-type: none"> <li>• Strategic priority requirements</li> <li>• Competency item definition</li> <li>• Competency gap analysis (individual and departmental)</li> </ul>
3. Annual Needs Survey
<ul style="list-style-type: none"> <li>• Annual training needs survey and budget compilation</li> <li>• Annual training budget table</li> </ul>
4. Training Procurement
<ul style="list-style-type: none"> <li>• Internal and external trainer compilation</li> <li>• Trainer selection mechanism</li> <li>• External training institution inventory</li> <li>• Internal and external training procurement processes(new additions)</li> </ul>
5. Training Completion and Analysis
<ul style="list-style-type: none"> <li>• Internal and external training operations</li> <li>• Organizational training performance metrics</li> </ul>



**Internal and External Training Execution Process**

Strategic Priorities, Competency Gaps, and Regulatory Training Needs	
Survey and Confirmation	
Internal Training	External Training
Search and evaluate suitable trainers	Collect and evaluate external course information
Ensure course structure aligns with training objectives	Departmental nomination or external training application

Trainers provide course design and credentials	Supervisor approval
Internal review (Train-the-Trainer, TTT)	Training unit confirmation
Approve trainers post-evaluation	Registration and payment
Confirm training dates and venues	Attend as scheduled
Publish course announcements	
Course Execution	



### New Employee Orientation Program: For Your Helping

To ensure new hires integrate quickly into Center Laboratories, Inc. and become part of the Center Lab family, a structured orientation program is designed. This program accelerates understanding of company culture, encourages open expression of ideas, and provides a mechanism for addressing adaptation challenges. It also enables HR to gather feedback on new hires' learning experiences, informing continuous improvements to future orientation programs.

company

⑤新人試用考核之績效發展計劃  
展現晟德文化行為，推進各項工作的開展



晟德  
Seng Te

新人適應計劃  
New Employee Orientation Program

卓越人才造就卓越成就  
卓越技能造就卓越能力  
晟德《新人適應計劃》

部門：\_\_\_\_\_

姓名：\_\_\_\_\_

New Employee Orientation Program

## New Employee Training Highlights

	
Classroom-based training	Icebreaker games for new hires
	
Interactive team-building activities	Practical classroom exercises

### 3.3.2 Performance Evaluation

Center Lab encourages employees to leverage their professional skills fully, offering regular training opportunities. In line with the Employee Performance Evaluation Guidelines, the company conducts annual performance evaluations and one-on-one discussions for all employees. Supervisors and employees collaboratively set individual development plans, with periodic reviews and feedback to support career growth.



2024 Evaluation Statistics		Evaluated Employees	Total Employees in Category	Percentage
Gender	Male	90	98	92%
	Female	93	105	89%
Employee Type	Managers	37	37	100%
	Non-Managerial Staff	146	166	88%

Note 1: Employee count based on staff employed as of February 28, 2025 (excluding contract workers).

Note 2: Employees with less than three months of service or those who have not passed the new hire probationary evaluation are excluded.

Note 3: Managers are defined as chief officer level and above.

## 3.4 Diversity and Inclusion

Center Laboratories, Inc. places high importance on labor-management



relations, striving to create a mutually beneficial and harmonious environment with open communication channels. Employees can address concerns, suggestions, or rights-related issues with management through various means, fostering stable and amicable labor relations with no significant disputes. Center Lab has established work rules in compliance with legal requirements to regulate labor conditions and protect employee rights. Additionally, the company operates an Employee Welfare Committee to implement welfare measures and coordinates administrative improvements through labor-management and internal meetings to safeguard employee interests.

### **3.4.1 Communication Channels**

Center Lab prioritizes labor-management relations, fostering a mutually prosperous environment with robust communication pathways. Employees can engage with management in any form to resolve issues, offer suggestions, or advocate for their rights. Work rules, established per legal standards, regulate labor conditions to protect employee rights.

While the company has not yet formed a labor union or signed a collective bargaining agreement, it conducts regular labor-management meetings as mandated by law. Labor representatives, elected by all employees upon term completion, consist of five representatives each from Taipei and two from Hsinchu for both labor and management sides. In 2024, four meetings were held, facilitating coordination and improvement of measures through these and other internal meetings to uphold employee rights. Labor representatives also participate in incident investigations as well as safety and health discussions. The company respects employees' freedom of association and assembly, with the Employee Welfare Committee serving as a platform for dialogue, consensus-building, and welfare implementation.

### **3.4.2 Grievance Mechanisms**

Center Lab maintains accessible grievance channels, allowing employees to raise workplace issues through internal processes with supervisors at various levels. To uphold gender equality and ensure a harassment-free work environment, the

company has established a dedicated sexual harassment prevention complaint mailbox. All investigations are conducted confidentially to protect the complainant's identity and personal information. No employee grievances were received in 2024. Note: As of 2024, Center Lab has not experienced mass layoffs. Should such occur, the company would comply with the Mass Layoff Protection Act, providing 60 days' advance notice to affected employees.

# 拒絕不法侵害 打造友善職場

嚴德致力提供一個公平、安全的工作環境。  
如果您或您身邊的同事遭遇任何形式的職場不法侵害，  
請您勇敢地站出來，並利用公司提供的申訴管道。



申訴管道

專線：廠區(03)598-1829 #101  
公司(02)2655-8680 #363  
信箱：odhr@centerlab.com.tw

Grievance Mechanism Posters



2024/12/11

## 組織發展暨人力資源部公告「友善職場宣導」

By 江益庭 | 內部宣傳  
發佈日期: 2024/12/11

親愛的同仁們，

鑒於近期社會事件頻傳，進行友善職場之宣導，期待同仁共同維繫展德大藥廠之承諾。

### 【反職場霸凌的承諾】

展德致力於提供一個公平、安全的工作環境，讓每位同仁都能在尊重與安心中工作。我們鼓勵各位勇敢舉報任何形式的職場不法侵害，並利用我們的申訴管道，確保每位同仁的聲音都能被聽見。

我們每位同仁都是友善文化的創造者，讓我們攜手合作，全心反對職場霸凌，共同打造一個安心的工作環境！

感謝大家的努力，讓我們一起為企業的成長與和諧努力！

讓我們堅定信念，持續秉持誠信及尊重之核心價值，向不良行為說不，為最後的輝煌未來共同奮鬥！

感謝每一位同仁的努力！

溫暖祝福，

詳細內容請參閱附件，謝謝！

組織發展暨人力資源部

## Internal platform announcements

### 3.4.3 Human Rights Protection

Center Lab is deeply committed to promoting labor and business ethics policies, fulfilling its corporate social responsibility by safeguarding the fundamental human rights of employees, customers, suppliers, and stakeholders. The company adheres to international human rights standards, including the Universal Declaration of Human Rights, UN Global Compact, UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work, prohibiting any actions that infringe upon or violate human rights. Center Lab ensures all employees are treated fairly, equally, and with dignity, fostering a friendly and equitable environment for work and growth. Human rights protection measures include:

Measure	Description
Compliance with Labor Laws	Adhere to labor regulations, providing fair and reasonable wages and working conditions.
Friendly Workplace Environment	Promote workplace equality, prohibiting discrimination based on race, color, religion, nationality, gender, sexual orientation, age, or disability. Ban all forms of forced labor, employment discrimination,

	and harassment, fostering a dignified, safe, equal, and inclusive environment.
<b>Reasonable Working Hours</b>	Prohibit child labor, regulate working hours and overtime, and monitor employee attendance to ensure well-being.
<b>Healthy and Safe Workplace</b>	Comply with safety and health regulations, regularly review employee health and safety measures, and maintain a clean, safe work environment.
<b>Harmonious Labor-Management Communication</b>	Maintain diverse, open communication channels, hold regular labor-management meetings to align perspectives, and respect freedom of association.
<b>Grievance Mechanisms</b>	Provide accessible grievance channels for employees to raise issues with supervisors. Operate a dedicated sexual harassment prevention complaint mailbox, handling investigations confidentially to protect complainant identities.



**法規遵循宣導\_企業社會責任**

本公司承諾善盡企業社會責任保障全體員工所有人權，遵守國家勞動法律法規、國際公認的勞工道德、健康安全和環境標準以及其它適用的國際公約和相關法令，持續改善工作條件和勞工福利。

**禁止童工**

- 禁止雇用童工和囚工，不接受任何雇用童工或強迫勞動的供應商。

**反歧視、反騷擾**

- 尊重勞工的基本人權，禁止任何形式的歧視或侮辱人格的行為。
- 為建立尊重、平等之性別和諧工作環境，禁止任何形式的非法歧視和騷擾、暴力行為。

**工時管理**

- 合理安排生產計畫，合理安排勞工的工作時間和休息休假時間。

**禁止強迫勞動**

- 尊重勞工自由，禁止任何形式的強迫勞動。

**保障人選待遇**

- 提供安全衛生的工作條件和工作環境，確保勞工的安全和健康。

**自由結社**

- 推動勞資合作，尊重勞工的結社自由和集體談判權。

27

2024/12/10

## 組織發展暨人力資源部公告「年度政策宣導公告」

By 江盈蘭 | 自制度報章  
發佈日期: 2024/12/10

親愛的各位同仁，

大家好！

為了確保公司營運的健康及積極的工作環境，我們特別提醒您重視以下相關準則/辦法，謝謝您的合作，期待大家一起維護公司的良好環境。

1. 員工道德行為準則
2. 檢舉不法與不道德或誠信行為案件之處理辦法
3. 人權政策
4. 資訊安全
5. 工作場所性騷擾防治宣導(含跟蹤騷擾防治法)

為加強宣導公司內部道德觀念，若同仁發現有違反行為時，得以檢舉申訴，公司並應盡保密義務。

### ■ 不法/不道德/誠信行為相關

檢舉管道：

- (1) 檢舉方式：「親自舉報」、「電話舉報」、「投函舉報」或「電子郵件舉報」。
- (2) 檢舉電話：(02)2655-8680 分機 301 或 501
- (3) 檢舉電子郵件信箱：catherine@centerlab.com.tw 或 yvonne@centerlab.com.tw。

### ■ 性騷擾相關

申訴管道：人資單位

電話：(02)2655-8680 #362

電子信箱：bonnie.chiang@centerlab.com.tw

詳細準則/辦法內容請參閱附件，謝謝！

組織發展暨人力資源部

Internal Platform Announcements

## 4. Sustainable Development, Green Environment

### 4.1 Climate Risk Management

#### 4.1.1 Climate Change

In 2023, Center Laboratories, Inc. continued to align with the Task Force on Climate-related Financial Disclosures (TCFD) framework to identify climate-related risks and opportunities, categorized under governance, strategy, risk management, and metrics and targets. The Sustainability Committee, through its members, assesses these risks and opportunities, formulates response strategies, and reports annually to the Board of Directors, which oversees implementation effectiveness. Center Lab will progressively enhance TCFD-aligned disclosures in the future.

## 2024 Short-, Medium-, and Long-Term Climate-Related Risks and Opportunities

Governance	Strategy	Risk Management	Metrics and Targets
Governance of climate-related risks and opportunities	Actual and potential climate-related impacts on business, strategy, and financial planning	Processes for managing climate-related risks	Metrics and targets for assessing and managing climate issues
<p>◆ Climate risk and opportunity governance, alongside annual sustainability risk management, is reported to the Board by the General Manager, with oversight of execution outcomes.</p>	Reference: 2023 Short-, Medium-, and Long-Term Climate Risks and Opportunities Table	<p>Risk Identification, Assessment, and Management Process:</p> <p>Step1. Sustainability Committee members collect climate and environmental data and assess climate risks within operational scopes.</p> <p>Step2. Develop a list of climate risks and opportunities and create an</p>	<p>◆ In 2023, Center Lab completed a voluntary GHG inventory, designating 2024 as the baseline year for GHG inventory, with a comprehensive inventory and report to be finalized in 2025.</p> <p>◆ Aligning with the Sustainability Roadmap for Listed Companies, Center Lab set 2024 as the GHG inventory baseline year, with a report due in 2025. Due to ongoing facility renovations and expansion plans from 2024–2028, specific reduction targets cannot yet be set. A new baseline year and carbon reduction targets will be established post-renovation.</p>

		internal operational impact survey questionnaire.	
		Step3. The Sustainability Committee conducts analysis of climate risks, opportunities, and operational impacts, identifying material risk items.	
		Step4. Formulate execution strategies and set targets.	
		Step5. Annually review the effectiveness of strategies and targets through Sustainability Committee meetings.	
<p>◆ The General Manager chairs climate risk and opportunity governance, with first-level unit heads responsible for risk identification, assessment, and management.</p>	Reference: Climate-Related Impacts		
	Center Lab referenced the 2°C Scenario (2DS) during Sustainability Committee discussions, utilizing tools from the Taiwan Climate Change Integration Platform (TCCIP) to	The company's risk management system integrates climate risks and opportunities into operational units.	

	<p>assess physical climate risk scenarios. The 2DS/RCP2.6 scenario was adopted for evaluating physical risks, regulatory transition risks, and other climate-related risks and opportunities.</p>		
--	---	--	--

Climate Change Risk Issue	Risk Level	Time Horizon	Climate Change Opportunity Issue	Opportunity Level	Time Horizon
Enhanced emissions reporting obligations	Low	Long-term	Adopt more efficient transportation methods	Low	-
Customer behavior changing	Low	-	Use more efficient production and distribution processes	Medium	Medium-, Long-term
Market information uncertainty	High	Short-, Medium-, Long-term	Recycling and reuse	Medium	-
Rising raw material costs	Medium	Long-term	Transition to more efficient buildings	Low	-
Increasing stakeholder concerns and negative feedback	Medium	Long-term	Reduce water use and consumption	Low	-
Increased severity of extreme weather events (typhoons, floods)	High	Short-, Medium-, Long-term	Adopt incentive policies	Low	-
Changes in precipitation and extreme climate patterns	High	Medium-, Long-term	Market change opportunities	High	Short-term
Rising average temperatures	Medium	-	Note: Short-term (1–3 years), Medium-term (3–5 years), Long-term (6+ years)		



Following discussions across business units, Center Lab identified the operational and financial impacts of climate-related issues and developed corresponding strategies:

#### Climate Change Risk Responses

Key Climate Risk		Potential Operational and Financial Impacts	Future Response Strategies
Extreme Climate Disasters	Natural disasters like heavy rain or flooding may damage operational site equipment, injure personnel, cause raw material shortages, or disrupt supply chains.	<ul style="list-style-type: none"> <li>increased operating costs</li> <li>reduced revenue</li> <li>heightened employee safety risks</li> </ul>	<p>Develop business continuity and recovery plans.</p> <p>Establish climate disaster prevention guidelines to enhance awareness and environmental safety.</p> <p>Identify critical raw material suppliers and secure alternative sources to mitigate risks.</p>
Market Information Uncertainty	Reduced consumer demand for non-eco-friendly products and expectations for proactive environmental actions may increase development and production costs.	<ul style="list-style-type: none"> <li>increased operating costs</li> <li>increased R&amp;D costs</li> <li>damaging</li> </ul>	<p>Monitor market feedback on sustainability, explore low-carbon and plastic-reduction options for products, packaging, and marketing, and progressively align products with sustainability goals.</p>

		corporate reputation	
--	--	-------------------------	--

### Climate Change Opportunity Responses

Key Climate Opportunity		Challenges and Opportunities	Response Strategies
Increased Market Demand	Global warming and emissions contribute to rising respiratory disease cases, increasing demand for related pharmaceuticals.	<ul style="list-style-type: none"> <li>Increased market share</li> <li>Increased sales growth</li> <li>Increased operating costs</li> </ul>	Actively develop diverse products to meet various indications, optimize production lines intelligently, and enhance production efficiency.

## 4.2 Energy Conservation and Carbon Reduction

Material Topic: Energy Conservation and Carbon Reduction	
<b>Significance to the Company</b>	Energy conservation and carbon reduction policies, along with technological improvements, reduce energy costs and enhance production efficiency, boosting competitiveness and profitability. These efforts also contribute to reducing GHG emissions, improving air quality, protecting employee and community health, and supporting environmental sustainability.
<b>Policies and Commitments</b>	<ol style="list-style-type: none"> <li>1. Comply with government regulations on energy and GHG emissions.</li> <li>2. Continuously promote energy-saving initiatives, monitor equipment management, and optimize settings to improve energy efficiency.</li> <li>3. Implement Energy Management and GHG inventory during production processes.</li> </ol>
<b>Short-Term Goals</b>	<ol style="list-style-type: none"> <li>1. Advance energy-saving improvement projects, including electricity conservation, enhanced energy efficiency, and promotion of energy-saving practices for office and public equipment.</li> <li>2. Conduct a voluntary GHG emissions inventory for factory sites in 2024 to understand emissions trends and prepare responses, with a completed inventory report by 2025.</li> </ol>
<b>Medium- and Long-Term Goals</b>	<ol style="list-style-type: none"> <li>1. Annually evaluate Scope 1, Scope 2, and Scope 3 risks and carbon reduction measures based on ISO 14064-1 GHG inventory results.</li> <li>2. Continuously optimize high- and low-voltage power supply equipment and integrate load-side power improvements.</li> <li>3. Gradually install independent electricity meters for new and retired equipment in new and existing factories, with consumption monitored via a central control system.</li> </ol>
<b>Resources Invested and Actions Taken</b>	<ol style="list-style-type: none"> <li>1. Transition factory lighting from 90W to 40W LED tubes.</li> </ol>
<b>2024 Performance Results</b>	<ol style="list-style-type: none"> <li>1. Replaced five 40W LED lamps in the Shijian factory's pure water room and 23 in the first-floor raw material warehouse, achieving annual electricity savings of 3,136 kWh and emissions reductions of 1,549.184 tCO<sub>2</sub>e.</li> </ol>
<b>Performance Evaluation Mechanism</b>	Internal and external audits.

<b>Responsible Units</b>	Engineering Department, Manufacturing Department, Finance and Accounting Department
--------------------------	---

#### 4.2.1 GHG Management

Center Lab's primary energy consumption stems from purchased electricity and diesel used in boilers. Recent energy-saving measures and electricity conservation policies have stabilized electricity usage without significant increases. Aligning with the Sustainability Roadmap for Listed Companies, Center Lab designated 2024 as the baseline year for GHG inventory, with a report due in 2025. Data from this report will inform carbon reduction targets and strategies.

Following ISO/CNS 14064-1 and the Ministry of Environment's GHG inventory guidelines, Center Lab adopts the operational control approach to define inventory boundaries, covering Taipei headquarters, Shijian factory, and storage centers. The inventory aims to establish current emissions trends and inform proactive measures. Future efforts will continue estimating GHG emissions from energy use to guide energy conservation and carbon reduction adjustments. Emitted GHGs include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and hydrofluorocarbons (HFCs), with no emissions of ozone-depleting substances, nitrogen oxides, sulfur oxides, or other significant gases.

##### ◆ Direct GHG Emissions (Scope 1)

Direct emissions from sources owned or controlled by Center Lab include:

- Stationary sources: Diesel used in emergency generators and steam boilers.
- Mobile sources: Gasoline for company vehicles, forklifts, and diesel for trucks.
- Process emissions: Acetylene and flux.
- Fugitive emissions: CO<sub>2</sub> fire extinguishers and refrigerants (used in chillers, refrigerators, vehicles, water dispensers, air dryers, dehumidifiers, etc.).

##### ◆ Energy Indirect Emissions (Scope 2)

Indirect emissions arise solely from purchased electricity used in factories, offices, and public areas.

##### ◆ Other Indirect GHG Emissions (Scope 3)

Other indirect emissions result from activities of Center Lab and its subsidiaries, with emissions estimated only for diesel used in business vehicles at Taipei headquarters. No bioenergy sources are used.

## GHG Emissions and Intensity Over the Past Three Years

Emission Unit: Metric Tonnes CO<sub>2</sub>e/Year

Year	2022	2023	2024 (Hsinchu)	2024 (Taipei)
Scope 1 Emissions	148.1700	153.3900	224.5067	0.0180
Scope 2 Emissions	2,406.8600	2,551.7100	2,561.7249	92.6931
Scope 3 Emissions	-	-	-	207.1884
Total Emissions (Scope 1 + 2 + 3)	2,555.0300	2,705.1000	2786.2316	299.8995
Total Revenue (Million NTD)	767.722	950.529	971.710	
<b>GHG Emissions Intensity</b>	<b>3.33</b>	<b>2.85</b>	<b>3.18</b>	

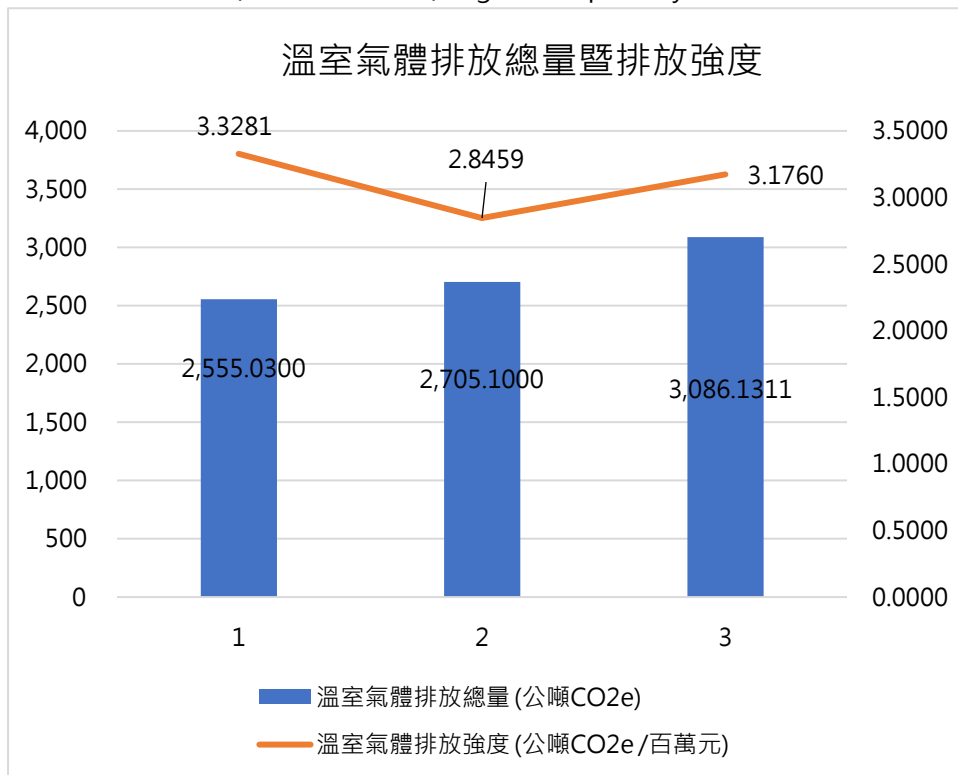
Notes 1: Scope 1 emissions for 2022 and 2023 were calculated based on boiler diesel consumption; 2024 emissions were derived from the GHG inventory.

Notes 2: Taiwan's electricity emission factors: 0.495 kg CO<sub>2</sub>e/kWh (2022), 0.494 kg CO<sub>2</sub>e/kWh (2023). As the 2024 factor was unavailable at the time of this report, the 2023 factor (0.494 kg CO<sub>2</sub>e/kWh) was used.

Notes 3: Global Warming Potential (GWP) values are sourced from the IPCC Fifth Assessment Report (2013).

Notes 4: GHG emission factors are based on the Ministry of Environment's GHG Emission Factor Management Table, Version 6.0.4.

Notes 5: Revenue (in millions NTD) aligns with publicly disclosed consolidated financial statements.



Total GHG Emissions and Intensity(溫室氣體排放總量暨排放強度)

Total GHG emissions (metric tons CO<sub>2</sub>e) (溫室氣體排放總量 (公噸 CO<sub>2</sub>e) )

GHG emissions intensity (metric tons CO<sub>2</sub>e per NT\$ million)(溫室氣體排放強度 (公噸 CO<sub>2</sub>e/百萬元) )

Center Lab complies with environmental regulations, holding an Air Pollution Source Operation Permit from the Environmental Protection Agency for its factory boiler processes. Waste gases from pharmaceutical manufacturing are treated by air pollution control equipment before emission. The company regularly reports and pays air pollution control fees and commissions qualified testing firms every five years to conduct air pollutant tests. The 2023 test results, shown below, met environmental standards, with the next test scheduled for 2028.

<b>Boiler Test</b>	Nitrogen Oxides	Sulfur Oxides
Recent Test Date	2023/10/6	2023/10/6
Result	32.8ppm	ND

<b>Scrubber Test</b>	Non-Methane Hydrocarbons	Particulate Matter
Recent Test Date	2023/2/17	2023/2/17
Result	10ppm	ND

## 4.2.2 Energy Management

Center Lab actively promotes energy conservation and carbon reduction policies within its facilities. Initiatives include installing energy-saving or sensor-activated lighting in public areas and adjusting air conditioning systems alligning with PIC/S GMP standards to reduce energy use. Regular maintenance of equipment is conducted, with plans to phase out outdated systems to improve operational efficiency. Additionally, portions of the factory rooftops are leased for solar panel installation to support green energy generation, contributing to energy conservation and carbon reduction goals.

### Energy Usage

In 2024, Center Lab' s energy sources included electricity and gasoline, with no renewable energy usage. Energy is consumed internally without external sales, primarily from purchased electricity, diesel for factory equipment, and diesel/gasoline for business vehicles. In 2024, the total annual electricity consumption reached 5,600,038 kWh, representing an increase of 649,993 kWh compared to 4,950,045 kWh in 2023. This rise was driven by increased production to meet market demand, with 2024 output reaching approximately 133% of 2023 levels due to higher production and overtime hours. Energy consumption details for the past three years are as follows:

Energy Consumption				
Year	Purchased Electricity (kWh)	Factory Diesel (Liters)	Business Vehicle Diesel (Liters)	Business Vehicle Gasoline (Liters)
2022	4,492,560	31,000	5,976.50	Not recorded
2023	4,950,045	37,000	7,943.60	Not recorded
2024	5,600,038	38,200	7,286.10	89,592.96

Total Energy Consumption									
Year	Purchased Electricity (GJ)	Purchased Electricity(% of Total)	Factory Diesel (GJ)	Factory Diesel (% of Total)	Business Vehicle Diesel (GJ)	Vehicle Diesel (% of Total)	Business Vehicle Gasoline (GJ)	Vehicle Gasoline (% of Total)	Total Energy (GJ)
2022	16,173.22	92.56%	1,090.03	6.24%	210.15	1.20%	0.00	0.00%	17,473.40

2023	17,820.16	91.85%	1,301.01	6.71%	279.32	1.44%	0.00	0.00%	19,400.49
2024	20,160.14	80.93%	1,343.20	5.39%	256.20	1.03%	3,150.30	12.65%	24,909.84

Notes 1: 1 kWh = 3.6 MJ; GJ = Giga Joules. Gasoline heat value: 7,800 kcal/L; Diesel heat value: 8,400 kcal/L; 1 kcal = 4,186 J.

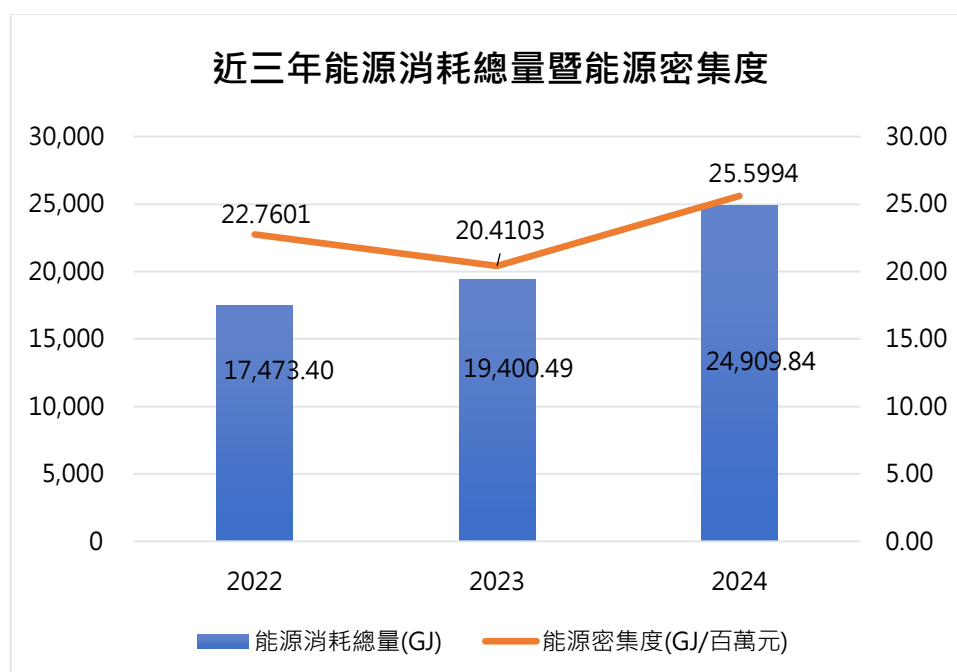
Notes 2: Energy heat values and liter equivalents are based on the Energy Product Unit Heat Value Table published by the Bureau of Energy, Ministry of Economic Affairs.

Data source: Bureau of Energy, Ministry of Economic Affairs ( <http://www.moeaboe.gov.tw/> ) .

Notes 3: Variations in energy consumption: 2022 electricity data includes only the Hsinchu Shijian factory; 2023 includes Hsinchu Shijian factory and Taipei headquarters; 2024 shows a significant increase in Hsinchu due to expanded production capacity.

Total Energy Consumption and Energy Intensity			
Year	Revenue (Million NTD)	Total Energy Consumption(G J)	Energy Intensity (GJ/Million NTD)
2022	767.722	17,473.40	22.7601
2023	950.529	19,400.49	20.4103
2024	971.710	24,909.84	25.5994

Note: Energy Intensity = Total Energy Consumption (GJ) / Revenue (Million NTD)



**Total Energy Consumption and Energy Intensity in recent three years(近三年能源消耗總量暨能源密集度)**

**Total Energy Consumption ( GJ) (能源消耗總量(GJ))**

**Energy Intensity (GJ/ million NTD)(能源密集度(GJ/百萬元))**



### Recent Years Energy Conservation Achievements

Year	Energy-Saving Measure	Electricity Saved (kWh/Year)	Energy Saved (GJ) <sup>note2</sup>	Emissions Reduced (tCO <sub>2</sub> e) <sup>note3</sup>
2023	Shijian factory heat coil and air conditioning unit energy-saving	24	0.0864	11.856
2023 Total		24	0.0864	11.856
2024 <sup>note1</sup>	Shijian factory pure water room: Replaced 5 units of 40W LED lamps	560	2.0160	276.640
	Shijian factory first-floor raw material warehouse: Replaced 23 units of 40W LED	2,576	9.2736	1,272.544
2024 Total		3,136	11.2896	1,549.184

Note 1: Electricity savings formula: ((Old equipment wattage – New equipment wattage) × Units replaced × Annual usage hours) (Wh). 2024 usage hours = 250 working days (per Personnel Administration Bureau) × 8 hours/day = 2,000 hours. Old lamps: 96W; New lamps: 40W.

Note 2: 1 kWh = 3.6 MJ.

Note 3: Electricity emission factor: 0.494 kg CO<sub>2</sub>e/kWh (2023, per Bureau of Energy). As the 2024 factor was unavailable, the 2023 factor was used for 2024 calculations.

### 4.3 Water Management

According to the Environment Sustainable Index (ESI), Taiwan ranks among the top 18 water-scarce countries globally. Scenario analysis using the World Resources Institute's (WRI) Aqueduct tool indicates a 10–20% water scarcity risk in Center Lab's region by 2030. While no immediate water shortage risk exists, Center Lab proactively promotes water conservation



through regular employee reminders to support national water-saving initiatives.

Center Lab complies with environmental regulations, holding a Water Pollution Prevention Permit. Wastewater is regularly sampled to meet emission standards, treated by industrial park wastewater facilities, and subject to monthly sewage fees. All water used (100%) is sourced from Taiwan Water Corporation, originating from the Touqian River and Shihmen Reservoir, with no use of well water, groundwater, rainwater, or other sources. In 2024, the total annual water withdrawal decreased by 10.005 metric tons compared to 49.654 metric tons in 2023, indicating effective water-saving efforts at factory. Beyond production line requirements, water is used solely for employee domestic purposes (drinking, washing, environmental cleaning), with domestic wastewater legally discharged via sewage systems. The company actively promotes water conservation among all employees.

## Wastewater Test Results

Metric: mg/L	Total Suspended Solids	Standard	Biochemical Oxygen Demand	Standard	Chemical Oxygen Demand	Standard
2022	4.20	400	75	400	255	480
2023	2.50	400	24	400	146	480
2024	10.1	400	60	400	287	480

Note: Process wastewater is tested semiannually by external agencies, consistently meeting regulatory standards.

## Water Withdrawal, Discharge, and Consumption

Metric: Million Liters	2022	2023	2024
Water Withdrawal	40.537	49.654	39.649
Water Discharge	33.933	42.099	31.718
Water Consumption	6.604	7.555	7.931

### Water Management Measures

To promote water conservation, recycling, and equipment efficiency:

1. Irregularly replace and update old pipelines.
2. Regularly replace water purifier filters and test water quality to ensure safety.
3. Conduct routine equipment maintenance, disinfection, and tank cleaning to optimize water-use efficiency.
4. Disseminate water, electricity, and resource conservation information via bulletin boards or email announcements.
5. Provide training on proper water use for new and existing employees.

## 4.4 Waste Management

Center Laboratories, Inc., operating in the biotechnology and medical sector, generates waste from its Taipei headquarters and Hsinchu factory, categorized as general business waste and hazardous business waste. General business waste includes household garbage, while hazardous business waste comprises waste liquids and containers. Waste is collected, sorted, and weighed at the facility before being entrusted to qualified third-party waste clearance, treatment, or recycling organizations for transportation and processing.

Before partnering with third-party waste management vendors, Center Lab verifies their credentials through the Ministry of Environment's Resource Recycling Agency's "Permit Data Query" and "Permitted Recycling Agency Query" systems, ensuring valid government-issued permits, appropriate clearance categories, and active licenses. Contracts for waste clearance or treatment are signed only after reviewing permit certificates. Center Lab diligently monitors the waste clearance process, conducting irregular environmental and operational inspections of waste storage or temporary holding areas at its facilities. The company also performs random audits to verify clearance activities, ensuring the vehicle license plates match those reported in the online waste manifest (three-part form). Post-clearance, waste flow is tracked via the Ministry of Environment's "Real-Time Monitoring Platform" to confirm GPS trajectories, and completed clearances are reported online with daily GPS tracking to the treatment facility, ensuring compliance with regulations and contract terms while contributing to environmental protection.

### General Business Waste Clearance Audit Records

[illegible]

## Hazardous Business Waste Clearance Audit Records

[illegible]

東莞縣志卷之五 藝文志

製版日期: 11/15/2011 16:31

[illegible]

### Waste Management Measures

1. Promote digitalization of documents, forms, and processes to reduce paper use.
2. Implement reusable food ware in employee cafeterias and encourage staff to use personal water bottles.
3. Continuously promote proper waste sorting and recycling through irregular announcements and mandatory training for new employees.
4. Regularly inspect storage areas to ensure environmental safety and hygiene.
5. Conduct unscheduled audits to check for incomplete sorting or improper disposal.
6. Store waste solvents in locked, dedicated spaces managed by designated personnel, equipped with fire-linked alarms and explosion-proof facilities to ensure safety.
7. Manage hazardous chemicals and waste liquids in accordance with environmental protection requirements. Waste must be categorized (glass, corrosive, flammable, toxic) and handled to minimize risk; incompatible substances must not be stored together.
8. Ensure all waste storage avoids direct contact with the ground and use leak-proof containers to prevent spills.

Annual Total Waste Weight						
Category	Waste Item	Annual Total Waste Weight (Tonnes)			Treatment	Off-Site/On-Site
		2022	2023	2024		
Hazardous Business Waste	Waste liquids, containers (B0199, B0399)	4.19	4.51	5.47	Incineration	Off-Site
	Waste liquids, containers (B0299)	0.0026	0.0234	0.071	Chemical	Off-Site
General Business Waste	Household garbage	8.26	6.7	17.22	Physical	Off-Site
	General business activity waste	24.55	18.3	15.43	Physical	Off-Site
General Waste - Recyclable	Cardboard	87.27	112.99	116.10	Recycling	Off-Site
Total Weight		124.2726	142.5234	154.291	-	

## 5. Social Engagement, Industry-Academia Collaboration

### 5.1 Talent Cultivation Program

Beyond fulfilling its corporate social responsibility, Center Lab prioritizes Talent Cultivation in Taiwan. In 2024, the company launched the “Center Lab Bootcamp,” a summer internship program with 18 participants, marking a proactive step toward nurturing future talent for the company and the biotechnology industry, fostering opportunities and direction for Taiwan’s biotech sector.



#### Center Lab Bootcamp: Core Principles and Vision

##### Center Lab Bootcamp Vision:

The vision of the Center Lab Bootcamp is to provide university students with a comprehensive, industry-aligned internship experience, equipping them with the skills needed to become immediate contributors to the biotechnology sector.

- **World-Class, Multidisciplinary Courses**  
Offer foundational courses covering production, sales, R&D, finance, and operations, alongside essential workplace skills such as presentation and project management techniques. General education courses on corporate life cycles encourage students to view businesses holistically, accelerating their understanding of enterprises and industries.
- **Career Insights from Industry Leaders**



Senior executives from Center Lab and over ten affiliated companies deliver lectures, sharing career planning insights and strategies for sustaining passion in the workplace.

- Diverse Internship Opportunities

Provide internships across multiple Center Lab Group companies, enabling students to gain cross-departmental practical experience and develop workplace-ready skills.

To bridge academia and industry, Center Lab offers internship quotas to schools near its facilities, signing collaboration agreements to allow students early access to industry experience.

Industry - Academia Collaboration	School	Department	Contract Period	Contracted Interns	Actual Interns
2023	Jenteh Junior College of Medicine, Nursing and Management	Biotechnology and Pharmaceutical Management	2023/9/1-2024/6/30	2	1
2024	Yuanpei University of Medical Technology	Biotechnology and Pharmaceutical Technology	2024/7/1-2025/5/31	2	2
Total				4	3





Center Lab Bootcamp Activities







Center Lab Bootcamp Final Presentation



Factory Tour

5.2 Medication Safety and Health Education Promotion

Medication safety for the elderly requires special attention due to the prevalence of multiple chronic conditions, necessitating the use of several medications concurrently. Aging leads to physiological decline, including reduced immune function and slower drug metabolism. Additionally, cognitive and memory impairments in older adults may hinder adherence to medication instructions, increasing risks of missed doses, drug interactions, or adverse effects.

As a pharmaceutical company, Center Lab recognizes the critical importance of elderly medication safety. In recent years, the company has actively promoted medication safety education for the elderly, aiming to enhance safe and informed medication use among seniors and their caregivers, fostering a safer medication environment. In 2024, the number of sessions significantly increased to 47 events.

Elderly Medication Safety Promotion Events		
2022	2023	2024
8 Events	27 Events	47 Events
Note: 2022 events were reduced due to the pandemic.		

5.3 Donations to Public Associations

Center Lab irregularly donates to support charitable organizations and biotech medical institutions, including Chang Bing Show Chwan Memorial Hospital, Taiwan Neurological Society, Movement Disorder Society, Changhua Christian Hospital, Da Chien General Hospital, Chen Ching Foundation, Pingtung Christian Hospital, Rongxing Medical Development Foundation. Embodying the principle of “taking from society, giving back to society,” the company promotes social prosperity through its corporate social responsibility efforts. In 2024, total donations amounted to over NTD 2.44 million.

## Appendix I: GRI Content Index

★ Indicate as Material Topic

Statement of Use	Center Laboratories, Inc. has reported in accordance with the GRI Standards for the period January 1 to December 31, 2024.				
GRI 1 Used	GRI 1: Foundation 2021				
Applicable GRI Sector Standards	No sector standards have been published by GRI for this industry.				
Topic	Disclosure	Description	Section	Page	Omission Reason/Explanation
GRI 2: General Disclosures 2021					
Organization and Reporting Practices	2-1	Organizational details	2.1 Organizational Overview		
	2-2	Entities included in sustainability reporting	About This Report		
	2-3	Reporting period, frequency, and contact point	About This Report		
	2-4	Restatements of information	About This Report		
	2-5	External assurance	About This Report		
Activities and Workers	2-6	Activities, value chain, and other business relationships	2.1 Organizational Overview		
	2-7	Employees	3.1 Friendly Workplace		

	2-8	Workers who are not employees	3.1 Friendly Workplace		
Governance	2-9	Governance structure and composition	2.2 Board Governance		
	2-10	Nomination and selection of the highest governance body	2.2 Board Governance		
	2-11	Chair of the highest governance body	2.2 Board Governance		
	2-12	Role of the highest governance body in overseeing impact management	2.2 Board Governance		
	2-13	Delegation of responsibility for managing impacts	2.2 Board Governance		
	2-14	Role of the highest governance body in sustainability reporting	2.2 Board Governance		
	2-15	Conflicts of interest	2.2 Board Governance		
	2-16	Communication of critical concerns	2.2 Board Governance		
	2-17	Collective knowledge of the highest governance body	2.2 Board Governance		
	2-18	Evaluation of the highest governance body' s performance	2.2 Board Governance		
	2-19	Remuneration policies	2.2 Board Governance		
	2-20	Process to determine remuneration	2.2 Board Governance		
	2-21	Annual total compensation ratio	--	--	Restricted by confidentiality provisions as company proprietary information
Strategy, Policies, and Practices	2-22	Statement on sustainable development strategy	Chairperson' s Message		



	2-23	Policy commitments	3.4 Diversity and Inclusion		
	2-24	Embedding policy commitments	3.4 Diversity and Inclusion		
	2-25	Processes to remediate negative impacts	3.4 Diversity and Inclusion		
	2-26	Mechanisms for seeking advice and raising concerns	3.4 Diversity and Inclusion		
	2-27	Compliance with laws and regulations	2.3 Integrity First		
	2-28	Membership associations	2.1.3 Participation in External Associations		
Stakeholder Engagement	2-29	Approach to stakeholder engagement	1.1 Stakeholder Identification and Communication Channels		
	2-30	Collective bargaining agreements	3.4.1 Communication Channels		Not applicable. The company has no labor union or collective bargaining agreements.
GRI 3: Material Topics 2021					
Material Topics	3-1	Process to determine material topics	1.2 Material Topic Management		
	3-2	List of material topics	1.2 Material Topic Management		

## Economic Aspects

### ★ Economic Performance (Operational Performance)

GRI 3: Material Topics 2021	3-3	Management of material topics	1.2 Material Topic Management		
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	2.1.4 Operational Performance		
	201-2	Financial implications and other risks and opportunities due to climate change	4.1 Climate Risk Management		
	201-3	Defined benefit plan obligations and other retirement plans	3.1.2 Employee Benefits		
	201-4	Financial assistance received from government	2.1.4 Operational Performance		
GRI 207: Tax 2019	207-1	Approach to tax	2.1.4 Operational Performance		
	207-2	Tax governance, control, and risk management	2.1.4 Operational Performance		
	207-3	Stakeholder engagement and management of tax-related concerns	2.1.4 Operational Performance		
	207-4	Country-by-country reporting	2.1.4 Operational Performance		
★ Innovation and R&D					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.2 Material Topic Management		

GRI 416: Customer Health and Safety 2016	416-1	Assessment of health and safety impacts of product and service categories	2.7 Innovation and R&D		
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	2.7 Innovation and R&D		
<b>★ Medication Safety</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.2 Material Topic Management		
GRI 416: Customer Health and Safety 2016	416-1	Assessment of health and safety impacts of product and service categories	2.7 Innovation and R&D		
	416-2	Incidents of non-compliance concerning product and service health and safety	2.3 Integrity First 2.7 Innovation and R&D		
<b>Market Presence</b>					
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	5.1 Talent Cultivation Program		
<b>Anti-Corruption</b>					
GRI 205: Anti- Corruption 2016	205-1	Operations assessed for corruption risks	2.3 Integrity First		
	205-2	Communication and training on anti-corruption policies and procedures	2.3 Integrity First		
	205-3	Confirmed incidents of corruption and actions taken	2.3 Integrity First		

Anti-Competitive Behavior					
GRI 206: Anti-Competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.3 Integrity First		
Environmental Aspects					
★ Energy Conservation and Carbon Reduction					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.2 Material Topic Management		
GRI 302: Energy 2016	302-1	Energy consumption within the organization	4.2 Energy Conservation and Carbon Reduction		
	302-2	Energy consumption outside the organization	4.2 Energy Conservation and Carbon Reduction		
	302-3	Energy intensity	4.2 Energy Conservation and Carbon Reduction		
	302-4	Reduction of energy consumption	4.2 Energy Conservation and Carbon Reduction		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	4.2 Energy Conservation and Carbon Reduction		

	305-2	Energy indirect (Scope 2) GHG emissions	4.2 Energy Conservation and Carbon Reduction		
	305-3	Other indirect (Scope 3) GHG emissions	4.2 Energy Conservation and Carbon Reduction		
	305-4	GHG emissions intensity	4.2 Energy Conservation and Carbon Reduction		
	305-5	Reduction of GHG emissions	4.2 Energy Conservation and Carbon Reduction		
★ Supplier Management					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.2 Material Topic Management		
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	2.6 Sustainable Supply Chain		
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers screened using environmental criteria	2.6 Sustainable Supply Chain		
	308-2	Negative environmental impacts in the supply chain and actions taken	2.6 Sustainable Supply Chain		

GRI 414: Supplier Social Assessment 2016	414-1	New suppliers screened using social criteria	2.6 Sustainable Supply Chain		
	414-2	Negative social impacts in the supply chain and actions taken	2.6 Sustainable Supply Chain		
<b>Water and Effluents</b>					
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	4.3 Water Management		
	303-2	Management of water discharge-related impacts	4.3 Water Management		
	303-3	Water withdrawal	4.3 Water Management		
	303-4	Water discharge	4.3 Water Management		
	303-5	Water consumption	4.3 Water Management		
<b>Other Emissions Management</b>					
GRI 305: Emissions 2016	305-6	Emissions of ozone-depleting substances (ODS)	4.2 Energy Conservation and Carbon Reduction		
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.2 Energy Conservation and Carbon Reduction		
<b>Waste Management</b>					

GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	4.4 Waste Management		
	306-2	Management of significant waste-related impacts	4.4 Waste Management		
	306-3	Waste generated	4.4 Waste Management		
	306-4	Waste diverted from disposal	4.4 Waste Management		
	306-5	Waste directed to disposal	4.4 Waste Management		
Social Aspects					
★ Remuneration and Benefits					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.2 Material Topic Management		
GRI 202: Market Presence 2016	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	3.1.2 Employee Benefits		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	3.1.1 Employee Structure		
	401-2	Benefits provided to full-time employees (excluding temporary/part-time)	3.1.2 Employee Benefits		
	401-3	Parental leave	3.1.2 Employee Benefits		
★ Occupational Health and Safety					

GRI 3: Material Topics 2021	3-3	Management of material topics	1.2 Material Topic Management		
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	3.2 Workplace Safety		
	403-2	Hazard identification, risk assessment, and incident investigation	3.2 Workplace Safety		
	403-3	Occupational health services	3.2 Workplace Safety		
	403-4	Worker participation, consultation, and communication on occupational health and safety	3.2 Workplace Safety		
	403-5	Worker training on occupational health and safety	3.2 Workplace Safety		
	403-6	Promotion of worker health	3.2 Workplace Safety		
	403-7	Prevention and mitigation of occupational health and safety impacts linked to business relationships	3.2 Workplace Safety		
	403-8	Workers covered by an occupational health and safety management system	3.2 Workplace Safety		
	403-9	Work-related injuries	3.2 Workplace Safety		
	403-10	Work-related ill health	3.2 Workplace Safety		
★ Talent Cultivation					
GRI 404: Training and Education 2016	3-3	Management of material topics	1.2 Material Topic Management		
	404-1	Average hours of training per year per employee	3.3 Talent Development		



	404-2	Programs for upgrading employee skills and transition assistance	3.3 Talent Development		
	404-3	Percentage of employees receiving regular performance and career development reviews	3.3 Talent Development		
<b>★ Employee Diversity and Equal Opportunity (Employee Rights)</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.2 Material Topic Management		
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2.2 Board Governance 3.1.1 Employee Structure		
	405-2	Ratio of basic salary and remuneration of women to men	3.1.2 Employee Benefits		
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	3.4.3 人權維護		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers at significant risk for incidents of freedom of association and collective bargaining	2.6 Sustainable Supply Chain 3.4.3 Human Rights Protection		
<b>★ Customer Health and Safety (Medication Safety)</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.2 Material Topic Management		

GRI 416: Customer Health and Safety 2016	416-1	Assessment of health and safety impacts of product and service categories	2.7 Innovation and R&D		
	416-2	Incidents of non-compliance concerning product and service health and safety	2.3 Integrity First 2.7 Innovation and R&D		
<b>Child Labor</b>					
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	2.6 Sustainable Supply Chain 3.4.3 Human Rights Protection		
<b>Forced or Compulsory Labor</b>					
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2.6 Sustainable Supply Chain 3.4.3 Human Rights Protection		
<b>Customer Privacy</b>					
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy or losses of customer data	2.3 Integrity First 2.5 Information Security		

## Appendix II: SASB Sustainability Accounting Standards – Biotechnology and Pharmaceuticals

Disclosure Topic	Metric Code	Disclosure Indicator	Type	Unit	Disclosure Content
Safety of Clinical Trial Participants	HC-BP-210a.1	Description of management processes to ensure clinical trial quality and patient safety, by region	Qualitative	n/a	Human BE trials and clinical trials are primarily outsourced to CROs. All related safety management processes are handled by the CROs. Center Lab does not have direct contact with clinical trial participants.
	HC-BP-210a.2	Number of adverse events associated with clinical trials and product monitoring, including: 1) voluntary actions taken by the entity 2) regulatory or administrative actions taken	Quantitative	Number	0 cases related to clinical trial management and pharmacovigilance.
	HC-BP-210a.3	Total monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Quantitative	Presentation currency	No legal proceedings occurred related to clinical trials in developing countries; monetary losses totaled NT\$0.
Access to Medicines	HC-BP-240a.1	Description of initiatives to promote access to healthcare products for priority diseases and in underserved markets, as defined by the Access to Medicine Index	Qualitative	n/a	Center Lab's products are mainly sold in the Taiwanese market. Only a limited number are distributed to Hong Kong, Macau, and the Philippines via authorized distributors. No specific initiatives or programs are currently in place.
	HC-BP-240a.2	Number of products listed in the WHO Prequalification of Medicines Programme (PQP)	Qualitative	n/a	None of the company's products are listed in the WHO PQP.
Affordability & Pricing	HC-BP-240b.2	Percentage change in product portfolio prices compared to the previous reporting period: 1) Weighted average list price 2) Weighted average net price	Quantitative	Percentage (%)	Price adjustments were made for some products; overall pricing remained stable.
	HC-BP-240b.3	Percentage change in price for the product with the	Quantitative	Percentage	Price adjustments were made for some

		largest increase compared to the previous reporting period: 1) List price 2) Net price	tive	(%)	products; overall pricing remained stable.
Drug Safety	HC-BP-250a.1	Number of products listed in public databases of product safety issues or adverse events   Quantitative	Quantitative	n/a	No products were listed in any public safety or adverse event databases.
	HC-BP-250a.2	Number of fatalities associated with products	Quantitative	Number	0 deaths.
	HC-BP-250a.3	Number of recalls issued, and total amount of product recalled	Quantitative	Number	Two recall cases occurred in 2024: 80 bottles of "ApraZ" and 507 bottles of "Consrine" were recalled due to updates in the warning labels of the reference drugs.
	HC-BP-250a.4	Total amount of products accepted for return, reuse, or disposal	Qualitative	Metric tons (t)	In 2024, 116.1 metric tons of cardboard boxes were recycled as general industrial waste.
	HC-BP-250a.5	Number of enforcement actions taken for violations of current Good Manufacturing Practice (cGMP) or equivalent standards	Quantitative	Number	0 enforcement actions.
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies to maintain traceability and prevent counterfeiting	Qualitative	n/a	Anti-counterfeit labeling instructions are in place.
	HC-BP-260a.2	Processes to inform customers and business partners of counterfeit risks	Qualitative	n/a	No such incidents reported.
	HC-BP-260a.3	Number of incidents leading to raids, seizures, arrests, and/or criminal prosecutions related to counterfeit products	Quantitative	Number	0 incidents.
Ethical Marketing	HC-BP-270a.1	Total monetary losses from legal proceedings associated with false marketing claims	Quantitative	Presentation currency	No legal proceedings related to false marketing claims; monetary losses totaled NT\$0.
	HC-BP-270a.2	Description of code of ethics governing off-label use and marketing	Qualitative	n/a	Chapter 2.7 Innovation and R&D: Center Lab' s products are sold exclusively through authorized

					channels such as hospitals, clinics, and pharmacies. Prescriptions are issued by licensed physicians based on patient needs to ensure optimal treatment outcomes and protect patient privacy. All products are covered under the drug injury relief program.
Employee Recruitment, Development, and Retention	HC-BP-330a.1	Description of strategies for recruiting and retaining scientists and technical staff	Qualitative	n/a	3.1.2 Employee Benefits
	HC-BP-330a.2	Voluntary and involuntary turnover rate for: a. Executives b. Mid-level managers, c. Professionals d. All other employees	Quantitative	Percentage (%)	In 2024, 3 employees were involuntarily separated, accounting for 1.51% of the total workforce. All other separations were voluntary due to career development.
Supply Chain Management	HC-BP-430a.1	Percentage of facilities participating in Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs to ensure supply chain quality and drug ingredient integrity: 1)Entity facilities 2)Tier-1 supplier facilities	Quantitative	Percentage (%)	No participation in Rx-360 or equivalent programs: 1) 0% 2) 0%
Business Ethics	HC-BP-510a.1	Total monetary losses from legal proceedings related to corruption or bribery	Quantitative	Presentation currency	No legal proceedings related to corruption or bribery; total monetary losses are 0 NTD.
	HC-BP-510a.2	Description of code of ethics governing interactions with healthcare professionals	Qualitative	n/a	Chapter 2.7 Innovation and R&D: Clinical BE and human trials are conducted by CROs, who are responsible for safety protocols. While Center Lab does not directly engage with trial participants, relevant personnel are reminded to adhere to ethical standards in all interactions with

					healthcare professionals.
--	--	--	--	--	---------------------------

Disclosure Topic	Metric Code	Disclosure Indicator	Type	Unit	Disclosure Content
Operational Metrics	HC-BP-000.A	Number of patients treated	Quantitative	Number	Data not available: Sales are made to hospitals, clinics, and pharmacies; prescription drugs are dispensed based on medical need, making the data non-aggregable.
	HC-BP-000.B	1) Number of drugs in product portfolio 2) Number of drugs in R&D (Phases 1–3)	Quantitative	Number	1) Product portfolio: CNS: 6 indications, 14 SKUs; NCNS: 9 indications, 32 SKUs. Details available on the company website. 2) R&D drugs: Phase I – Pre-development assessment *2 Phase II – In development *2 Phase III – Regulatory submission *2.

## Appendix III: Climate-Related Information Disclosure for Listed Companies

### Climate Change Risks and Opportunities and Corresponding Measures

Item	Report Section
1. Description of the board and management' s oversight and governance of climate-related risks and opportunities.	4.1 Climate Risk Management
2. Explanation of how identified climate risks and opportunities affect the company' s business, strategy, and finances (short-, medium-, and long-term).	4.1 Climate Risk Management
3. Description of the financial impacts of extreme weather events and transition actions.	4.1 Climate Risk Management
4. Explanation of how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	4.1 Climate Risk Management
5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts.	4.1 Climate Risk Management
6. If a transition plan exists to manage climate-related risks, describe the plan, including indicators and targets for identifying and managing physical and transition risks.	4.1 Climate Risk Management
7. If internal carbon pricing is used as a planning tool, explain the basis for price setting.	Internal carbon pricing not yet implemented
8. If climate-related targets are set, describe the activities covered, GHG emission scopes, planned timeline, annual progress, and, if carbon offsets or Renewable Energy Certificates (RECs) are used, specify the source	4.1 Climate Risk Management

and quantity of emission reductions or RECs	
9. GHG inventory, assurance status, reduction targets, strategies, and specific action plans (see Tables 1-1 and 1-2)	4.1 Climate Risk Management

### 1-1: GHG Inventory Information

Description of GHG emissions for the past two years (tCO<sub>2</sub>e), intensity (tCO<sub>2</sub>e/Million NTD), data coverage, and assurance status.

Category	2023		2024		Assurance Agency and Status (Certification)
Scope 1	Total Emissions (tCO <sub>2</sub> e)	Intensity (tCO <sub>2</sub> e/Million NTD)	Total Emissions (tCO <sub>2</sub> e)	Intensity (tCO <sub>2</sub> e/Million NTD)	
Parent Company	153.3900	0.1614	224.5247	0.2311	A third-party assurance statement (verification certificate) is scheduled to be disclosed in 2027.
Scope 2	Total Emissions (tCO <sub>2</sub> e)	Intensity (tCO <sub>2</sub> e/Million NTD)	Total Emissions (tCO <sub>2</sub> e)	Intensity (tCO <sub>2</sub> e/Million NTD)	
Parent Company	2,551.7100	2.6845	2,654.4180	2.7317	
Scope 3	Total Emissions (tCO <sub>2</sub> e)	Intensity (tCO <sub>2</sub> e/Million NTD)	Total Emissions (tCO <sub>2</sub> e)	Intensity (tCO <sub>2</sub> e/Million NTD)	
Parent Company	-	-	207.1884	0.2132	



Note: 2023 revenue: NTD 950.529 million; 2024 revenue: NTD 971.710 million. 2024 Scope 3 emissions disclosed only for Taipei headquarters.

### GHG Reduction Targets, Strategies, and Action Plans

Disclosure of the base year and baseline data, carbon reduction targets, strategies, specific action plans, and the progress made toward achieving targets.

Center Lab aligns with the Sustainable Development Roadmap for Listed Companies, designating 2024 as the baseline year for its GHG inventory, with the inventory report to be completed in 2025. Baseline data is provided above. However, due to ongoing facility renovations and expansion at the Center Lab plant from 2024–2028, specific reduction targets cannot be set at this stage. A new baseline year and carbon reduction targets will be established upon completion of the renovations.

# Appendix IV: Assurance Statement



## Independent Assurance Statement Based on 2024 Sustainability Report of Center Laboratories, Inc.

Statement No.: 2504011

Center Laboratories, Inc. (hereinafter referred to as Center Laboratories) and GREAT International Certification Co., Ltd. (hereinafter referred to as GREAT) are independent companies and organizations. Except for the evaluation and verification of the company's 2024 sustainability report, GREAT has no financial relationship with Center Laboratories.

The purpose of this independent assurance statement (hereinafter referred to as the Statement) is only to serve as the conclusion of guaranteeing the relevant matters within the scope defined in the following relevant Center Laboratories's Sustainability Report, and not for other purposes. Except for the Statement for fact verification, GREAT does not bear any relevant legal or other responsibilities for the use of other purposes, or anyone who reads this Statement.

This Statement is based on the conclusions made by the relevant information verification provided by Center Laboratories to GREAT. Therefore, the scope of the review is based on and limited to the content of the information provided. GREAT believes that the information content is complete, accurate and precise. Any questions about the content of this Statement or related matters will be answered by Center Laboratories.

### The Scope of Assurance

The verification scope of Center Laboratories and GREAT agreement includes:

- The contents of the entire sustainability report and all operating performance of Center Laboratories from January 1, 2024 to December 31, 2024;
- According to the type 1 of AA1000 Assurance Standard v3, evaluate the nature and degree of Center Laboratories's compliance with the AA1000 Accountability Principles (2018), excluding the verification of the reliability of the information/data disclosed in the report.
- This Statement is made in Chinese and translated into English for reference.

### Verification Opinion

We summarize the content of Center Laboratories's sustainability report, and provide a fair standpoint of Center Laboratories 's related operations and performance. We believe that the specific performance indicators of Center Laboratories in 2024, such as environment, society and corporate governance, are presented correctly. The performance indicators disclosed in the report demonstrate Center Laboratories's expectations and efforts to identify and satisfy stakeholders.

Our verification work is carried out by a group of teams with verification capabilities according to the AA1000 Assurance Standard v3, as well as the planning and execution of this part of the work to obtain the necessary information data and instructions. We believe that the evidence provided by Center Laboratories is sufficient to show that its reporting method and self-declaration in accordance with the AA1000 Assurance Standard v3 and its 2018 appendix are in line with the GRI Sustainability Reporting Guidelines.

### Verification method

To gather the evidence relevant to the conclusions, we performed the following:

- To conduct a senior management review of issues from external parties related to Center Laboratories 's corporate policies to confirm the appropriateness of the statement in this report;
- To discuss with the managers of Center Laboratories about the way of stakeholder participations, and have no direct contact with external stakeholders;
- To interview with employees related to the preparation of the sustainability report and information provision;
- To audit the performance data of Center Laboratories on a sampling basis;
- To evidence supporting the claims made in the review report;
- To Review the management process of the principles of inclusivity, materiality, responsiveness, and impact described in the company report and its related AA1000 Accountability Principles (2018).

### Conclusion

The results of a detailed review of the AA1000 Accountability Principles (2018) including inclusivity, materiality, responsiveness, impact and GRI sustainability reporting standards are as follows:

- **Inclusivity**  
Center Laboratories has established a process of cooperation with major stakeholders, including shareholders(investors),

Page 1 of 2



employees, customers, suppliers, competent authority, etc., and will launch a series of stakeholder activities in 2024, involving environment, society, economy and a series of major themes. In terms of our professional opinion, this report covers the inclusivity issues of Center Laboratories.

### - Materiality

The report has stated that Center Laboratories focuses on environment, society, economy topics, and identified 9 major topics including drug safety, talent cultivation, operating performance, innovation R&D, supply chain management, occupational safety and health, energy saving and carbon reduction, employee rights and salary and benefits, etc. In terms of our professional opinion, this report appropriately covers the materiality issues of Center Laboratories.

### - Responsiveness

Center Laboratories responds to requests and opinions from stakeholders. Implementation methods include shareholders' meeting, corporate briefing session, set up a spokesperson and a proxy spokesperson hotline, public information observatory, company website, labor-management meetings, welfare committee meeting, employee complaint hotline, customer business visits/seminars, customer service hotline, customer complaint channel, supplier interviews/ field audits/evaluations/questionnaire surveys, competent authority policy promotion meeting/supervision and inspection/visit/factory inspection and certification, those numerous internal and external stakeholder communication mechanisms, as an opportunity to provide further responses to stakeholders, and to promptly respond to stakeholder concerns. In terms of our professional opinion, this report covers the responsiveness issues of Center Laboratories.

### -Impact

Center Laboratories has identified and fairly demonstrated its impact with balanced and effective measurement and disclosure. Center Laboratories has established a process for monitoring, measuring, evaluating and managing impacts, which helps to achieve more effective decision-making and results management within the organization. In terms of our professional opinion, this report covers the impact issues of Center Laboratories.

### -GRI Guidelines

Center Laboratories provides the self-declaration of compliance with the GRI Sustainability Reporting Standards and relevant information. Based on the results of the review, we confirm that the report refers to the social responsibility and sustainability of the GRI Sustainability Reporting Standards. Relevant disclosure items for developments have been disclosed, partially disclosed, or omitted. In terms of our professional opinion, this self-declaration covers Center Laboratories 's social responsibility and sustainability themes.

### Assurance level

According to the AA1000 Assurance Standard v3 and its 2018 Appendix, we have verified that this Statement is a moderate level of assurance, as described in the scope and methods of this Statement.

### Responsibility

The responsibility of the sustainability report, as stated in this Statement, is owned by the person in charge of Center Laboratories. The responsibility of GREAT is solely to provide professional opinions based on the scope and methods described, and to provide a Statement for the stakeholders.

### Ability and Independence

GREAT is composed of experts in various management system fields. The verification team is composed of members with professional background, who have received training in a series of sustainable development, environmental and social management standards such as AA1000 AS v3, ISO 9001, ISO 14001 and ISO 45001, and are qualified as lead auditors.

*On behalf of the assurance team MAY 06, 2025*

**GREAT International Certification Co., Ltd.**

**Taiwan, Republic of China**

Signed by General Manager W. J. Chen



**AA1000**  
Licensed Report  
000-250/V3-90A4V

Page 2 of 2