

Stock Code: 4109



加捷生醫股份有限公司
JIA JIE Biomedical Co., LTD.

2024

Annual Report

Date of publication: March 25, 2025

Website disclosing the annual report:

Market Observation Post System: <https://mops.twse.com.tw/mops/web/index>

Company's website: <http://www.jiajiebio.com/>

I. Spokesperson and acting spokesperson

Spokesperson: Lin, Ching-Hung

Title: Vice President of Finance Department

Tel: (07)976-1598

Email: angelin@jiajiebio.com

Acting Spokesperson: Shi, Mei-Hsiu

Title: Vice Manager of Finance Department

Tel: (07)976-1598#321

Email : candy@jiajiebio.com

II. Address and telephone number of the company's headquarters, branch offices, and factories

1. Headquarters

Address: 3F., No. 61, Jiuru 1st Road, Sanmin District, Kaohsiung City

Tel: (07)976-1598

2. Branches

(1) Kaohsiung Branch

1-3F., No. 61, Jiuru 1st Road, Sanmin District, Kaohsiung City Tel: (07) 395-2859

(2) Tainan Branch

Address: 15F., No. 248, Sec. 2, Yonghua Rd., Anping Dist., Tainan City Tel: (06) 298-3802

(3) Taichung Branch

Address: 14F.-1, No. 631, Sec. 1, Chongde Rd., North Dist., Taichung City Tel: (04) 2237-5325

(4) Taipei Branch

Address: 7F., No. 97, Sec. 2, Nanjing E. Rd., Zhongshan Dist., Taipei City Tel: (02) 2581-5231

(5) Hualien Branch

Address: 1F., No. 180, Zhongmei Rd., Hualien City, Hualien County Tel: (03) 823-2818

(6) Taoyuan Branch

Address: 5F., No. 7, Xinming Rd., Zhongli Dist., Taoyuan City Tel: (03) 281-0468

(7) Research and Training Center

Address: No. 351, Tai'an Rd., Meinong Dist., Kaohsiung City Tel: (07) 681-1878

3. Factory

(1) Kaohsiung Factory

Address: 9F., No. 1-30, Kuojian Rd., Qianzhen Dist., Kaohsiung City Tel: (07) 970-0568

(2) Meinong Factory

Address: 2-4F, No. 345, Tai'an Rd., Meinong Dist., Kaohsiung City Tel: (07) 681-3581

III. Share Administration Agency

Name: Capital Securities Corporation (Stock Affairs Agency Department)

Address: B2, No. 97, Section 2, Dunhua South Road, Da'an District, Taipei City

Tel: (02) 2702-3999

Website: <https://www.capital.com.tw/web/#/home>

IV. The certified public accountants who duly audited the annual financial report for the most recent fiscal year:

Attesting CPAs: Liao, A-Shen and Wang, Kuo-Hua

CPA's firm: PricewaterhouseCoopers, Taiwan (PwC Taiwan)
Address: 22F., No. 95, Minzu 2nd Rd., Xinxing Dist., Kaohsiung City
Tel: (07) 237-3116
Website:<http://www.pwc.tw>

V. Name of any exchanges where the Company's securities are traded offshore, and the method by which to access information on said offshore securities: None

VI. Company website : <http://www.jiajiebio.com>

Table of Contents

One. Letter to Shareholders.....	5
Two. Corporate Governance Report	10
I. Information on Directors, President, Vice Presidents, Assistant Vice Presidents, and directors of departments and branches:	10
III. Corporate governance	34
IV. Information on the professional fees of the attesting CPAs.....	92
V. Information on replacement of CPAs.....	94
VI. Where the Company’s Chairman, President, or any manager in charge of finance or accounting matters has held a position at the CPA’s firm of its CPAs or at an affiliate of the CPA’s firm in the most recent year, the name and position of the person, and the period during which the position was held, shall be disclosed: None.	95
VII.Changes in shareholding of directors, managers,and major shareholders.....	95
VIII.Information on top ten shareholdings who are related parties to one another	97
IX. The total number of shares and the consolidated shareholding held in any single investee by the Company, its Directors, supervisors, managers, or any companies controlled either directly or indirectly by the Company	98
Three. Fund Raising Status	99
I. Capital and shares	99
II. Corporate bond:None.	106
III. Preferred shares: None.	106
IV. Global depository receipts: None.....	106
V. Employee stock options:	106
VI. Restricted stock awards:.....	106
VII. Issuance of new shares in connection with mergers or acquisitions of shares of other companies: None.....	106
VIII. The implementation status of the capital utilization plan, including the content and implementation status of the plan: None:.....	106
Four. Operational Highlights.....	109
I.Business activities.....	109
II. Overview of market, production and sales	121
III. Information on employees for the most recent two years and the current year up to the date of publication of the annual report	128
IV. Contribution to environmental protection.....	128
V. Labor–management relations	129
VI. Cybersecurity management.....	133
VII.Major Contracts	134
Six.Review and analysis of financial position and financial performance, and an assessment of risks	135
I. Financial position: The main reasons for the significant changes in assets, liabilities and equity in the most recent two years and their impact, and if the impact is significant, the future response plan.....	135
II.Financial performance: The main reasons for the significant changes in operating revenue, net operating profit and net profit before tax in the most recent two years and the expected sales volume and its basis, the possible impact on the Company’s future financial and business matters and the corresponding plan	136
III. Cash flow:	137
IV. Effects of material capital expenditures on finance and business in the most	

recent year: No significant capital expenditures yet.	137
V. Policy on investments in other businesses for the most recent year, the main reasons for profit or loss, improvement plan and investment plan for the coming year:.....	138
VI. For risk matters, the following matters in the most recent year and up to the printing date of the annual report shall be evaluated:	138
VII. Other important matters: None.	141
Eight. Special Disclosure	142
I. Information related to the company’s affiliates	142
II. Private placement securities during the current fiscal year up to the date of publication of the annual report:	147
III. Other supplementary information: None.....	148
Nine. Any of the circumstances listed in subparagraph 2, paragraph 3, Article 36 of the Securities and Exchange Act, which may materially affect shareholders’ interest or the price of the Company’s securities, that have occurred in the most recent year and up to the publication date of the annual report shall be set out: None.	148

One. Letter to Shareholders

Dear Shareholders,

2024 was a year of both challenges and opportunities. The global economy continued to be affected by the international political and economic situation. Inflation, supply chain adjustment and changes in the consumer market brought about a certain degree of uncertainty. However, by adhering to the philosophy of innovative development and stable operation, the Company proactively responded to market changes and continuously improved product competitiveness and service quality, in order to meet the growing demand of consumers for health products.

In terms of product development, we have optimized existing products and developed new products in line with market trends, especially in-depth research in the fields of immunity enhancement, intestinal health and nutritional supplements for the elderly. We worked closely with academic institutions and medical units to ensure the scientific evidence and safety of our products and further enhance brand credibility.

In terms of market deployment, the Company actively deepened channel collaboration, improved digital marketing strategies, and strengthened the development of e-commerce platforms. We aimed to expand market penetration, improve brand visibility, and develop new markets through strategic alliances and partners to gain a competitive advantage.

In terms of ESG, we continued to promote environmental protection, social responsibility and corporate governance. We are committed to fulfilling our corporate sustainability commitments through green production, carbon reduction, and resource recycling. In addition, we also paid attention to the well-being of our employees, provided a quality working environment and career development opportunities, and gave back to society through charity activities to fulfill our corporate social responsibility.

Looking ahead to 2025, we will continue to work hard in the health industry, strengthen product development and market deployment, and create a core driving force of innovation to steadily improve our business performance, and create greater value for shareholders, customers and society.

I. 2024 Business results

(I) Implementation achievements of the business plan

Unit: In Thousand of New Taiwan Dollars ; %

Item	Group		Increase (decrease) change	
	2024	2023	Amount	Proportion
Operating revenue	537,070	332,758	204,312	61
Operating cost	(363,722)	(215,123)	148,599	69
Gross profit	173,348	117,635	55,713	47
Operating expenses	(140,178)	(183,835)	(43,657)	(24)
Operating	33,170	(66,200)	99,370	150

profit				
Non-operating income and expenses	192,315	212,749	(20,434)	(10)
Net income before tax	225,485	146,549	78,936	54
Net profit after tax	216,150	147,024	69,126	47

(II) Budget execution: Not applicable as the Company did not prepare financial forecasts for 2024.

(III) Analysis of financial income and expenses and profitability

1. Analysis of financial income and expenses:

Unit: In Thousands of New Taiwan Dollars

Item		2024	2023
Financial income and expenses	Operating revenue	537,070	332,758
	Gross profit	173,348	117,635
	Net profit after tax	216,150	147,024

2. Analysis of profitability:

Unit: In New Taiwan Dollars; %

Item		2024	2023
Profitability	Return on assets	14.97	12.19
	Return on equity	17.79	14.75
	Pre-tax net profit as a percentage of paid-in capital	22.84	16.48
	Net profit margin	40.25	44.18
	Earnings per share (NTD)	2.16	1.62

(IV) Research and development

1. R&D expenditure and results in the past two years

Unit: In Thousands of New Taiwan Dollars

Year	2024	2023
Item		
R&D expenses	6,548	9,324

2. Future research and development plans:

- (1) Continue to develop basic and applied research on softshell turtles, and plan to apply for patent and health food certification for the research results.
- (2) Develop new production processes for softshell turtle-related materials.
- (3) Develop local ingredients local ingredients in Taiwan to become a new material for innovative health care.
- (4) Work with the new e-commerce marketing platform to develop diversified and daily health food.

II. Summary of the 2025 business plan:

(I) Business policy

- Continue to improve the efficiency of internal administration and organization
- Strengthen the brand and professional certification of main products, and expand product diversity to enhance competitiveness.
- Improve brand image management and strengthen brand belief
- Concentrate on our own business and improve operational performance

(II) Important production and sales policies

1. Sales strategy

- a. Use multimedia electronic marketing tools to improve the promotion efficiency of organizational marketing.
- b. Introduce new products that meet the actual needs of consumers to attract new consumer groups.
- c. Strengthen marketing, establish product brand image and complete product and business introduction system, and improve marketing efficiency through marketing channels such as promotional materials, videos, multimedia, and social media.
- d. Utilize the multimedia electronic marketing platform to explore new marketing channels.

2. Production policy

- a. Continue to optimize the production organization structure, refine the process technology, and upgrade the production technology to reduce the production cost.
- b. Strengthen the communication link between production and sales and regularly review the inventory status to prevent the occurrence of inventory overdue.
- c. Continue to strengthen the capacity of the R&D team, improve R&D capabilities, and introduce products that meet market demand through self-developed R&D, strategic alliances, and technology transfer.

(III) Future development strategies of the Company

At Jia Jie, we will continue to actively invest money and manpower in the R&D of new products. In addition to pioneering multiple applied researches on softshell turtles, we also develop and improve active ingredients of natural ingredients from Taiwan, and strengthens cooperation with academic and medical institutions. After scientific evaluation, the results can be made into excellent health food products to improve the health of the public and reduce the threat of diseases.

In terms of production, we have also invested in the research of the feasibility of adding different dosage form processes, and will consider the market demand and future development. In addition to strengthening the existing production line, we will also evaluate adding new processes to meet the diverse needs of more customers, in order to continue to drive the Company's operational growth.

The Company also continues to deepen organizational promotion, organizes career seminars and health seminars on a regular basis, and enhances the quality of operators and market competitiveness. Through intensive education and training, the Company aims to create business opportunities in the health industry and quality lifestyles. In addition, we will invest in advertising and marketing budgets in various media, and actively participate and strive for external awards, to increase the exposure of our brand and products and to build a sustainable health industry. We hope to move towards the goal of integrating health, leisure and sports, with the aim of becoming a comprehensive health business group that helps people be healthy, building a century-old business.

(IV) Impacts of the external competitive environment, the regulatory environment, and the overall business environment

According to the economic forecast published by the Directorate-General of Budget, Accounting and Statistics, Executive Yuan, the economic growth rate for 2024 was revised down to 3.9%, and the economic growth rate for 2025 is expected to be 3.26%. There are four uncertainties in the subsequent economic situation. First, the development of AI and other information technologies, the mass production and application process. Second, the impact of the U.S. election and the interest rate policy of the Fed and the Central Bank of Japan on the international financial market and the physical economy. Third, the impact of changes in the international geopolitical situation on the supply chain and international raw material prices. Fourth, the subsequent development and impact of trade protection measures in major economies must be carefully monitored. Based on Fair Trade Commission's statistics on multi-level marketing business: By the end of 2023, a total of 331 businesses had implemented multi-level marketing (MLM), a decrease of 42 from the end of 2022. In terms of the number of MLM distributors, there were 3.713 million people at the end of 2023, an increase of 227,000 compared to 3.486 million people at the end of 2022.

The total scale of the MLM business in 2023 was NT\$108.368 billion, an increase of NT\$2.901 billion or approximately 2.75% from the total scale of NT\$105.467 billion in 2022.

The online sales of products has been adopted by MLM companies. In 2023, 214 MLM companies used online platforms to sell products, accounting for 64.65% of the total number of companies, a slight increase of 0.84 percentage points in 2022 (63.81%); 211 companies (63.75% of the total number of companies) used the Internet (online) ordering mechanism, and 176 companies (53.17% of the total number of companies) set up online

stores for distributors to purchase products, and 173 companies (52.27% of the total) used both. These figure show that online marketing is still the main method of online sales of products. Among the online stores, 166 companies (50.15% of the total) were established on their own, 7 companies (2.11% of the total) were established in collaboration with others, and 6 companies (1.81% of the total) were established under both circumstances. Further analysis of the 176 online companies selling products through the online stores found that 29 of them (accounting for 16.48% of the total number of online stores) had sales amounting to less than NT\$100,000; 30 of whom (accounting for 17.05% of the total number of online stores) had sales amounting to NT\$100,000 but less than NT\$1 million; 36 of stores (accounting for 20.45% of the total number of online stores) had sales amounting to over NT\$1 million but less than NT\$10 million; 26 of whom (accounting for 14.77% of the total number of online stores) had sales amounting to over NT\$10 million but less than NT\$50 million; 11 of whom (accounting for 6.25% of the total number of online stores) had sales amounting to over NT\$50 million but less than NT\$100 million, and 37 of whom (accounting for 21.02% of the total number of online stores) had sales amounting to over NT\$100 million.

Looking ahead to 2025, although most research organizations predict many uncertainties of future economic trends, the Directorate-General of Budget, Accounting and Statistics, Executive Yuan stated that Taiwan's economy is expanding steadily and will continue Taiwan's economic growth trend. The Company will continue work hard, enhance our professionalism and comply with laws and regulations to continue to grow and progress.

We hereby report

Lastly, I would like to extend my best regards for your continued encouragement and guidance, and wish you good health and success in your business.

Jia Jie Biomedical Co.,



Ltd.

Chairman: Weng



Chung-Chun

Two. Corporate Governance Report

I. Information on Directors, President, Vice Presidents, Assistant Vice Presidents, and directors of departments and branches:

(I) Directors

(1) Directors

March 25, 2025 Unit: shares; %

Title	Nationality or place of registration	Name	Gender Age	Date elected	Term	Date first elected	Shareholding when elected		Current shareholding		Shareholding of spouse and underage children		Shares held by proxy		Major experience and education	Concurrent duties in the Company and other companies	Spouse or relatives of the second degree or closer acting as manager, director, or supervisor			Remarks
							Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Title	Name	Relationship	
Chairman	The Republic of China	Taiwan Health and Fitness Investment	-	2023.06.13	3	2023.06.13	5,000	0.01	5,000	0.01	-	-	-	-	None	None	None	None	None	
		Representative: Chen, He-Shun (Note 1)	Male 71~80	2023.06.13		2023.06.13	-	-	-	-	-	-	-	-	Department of Chemical Engineering, Yung-Ta Institute of Technology	Corporate Representative as Chairman of the Company Chairman, Xin-A-Po-Luo Energy Co., Ltd. Chairman, Jia Jie Biotechnology Co., Ltd. Chairman, Daily Cosmetics Co., Ltd. Representative Chairman, Jia Jie Investment Co., Ltd.	None	None	None	
Chairman	The Republic of China	Taiwan Health and Fitness Investment	-	2024.06.18	3	2024.06.18	5,000	0.01	5,000	0.01	-	-	-	-	None	None	None	None	None	
		Representative: Weng Chung Chun (Note 2)	Male 71~80	2024.06.18		2024.06.18	-	-	-	-	-	-	-	-	Graduate Institute of Accounting, National Taiwan University	Corporate Representative as Chairman of the Company Chairman, Jia Jie Biotechnology Co., Ltd. Representative Chairman, Jia Jie Investment Co., Ltd.	None	None	None	

															Chunyu (Dongguan) Hardware Products Limited Company Chairman, Chun Yu Works, Inc. (USA) Chairman, Scholar Holdings Ltd. Chairman, Sunny City International Ltd. Director, Indonesia Xiongshi Industry Co., Ltd.				
		Taiwan Health and Fitness Investment	-	2023.06.13		2023.06.13	5,000	0.01	5,000	0.01	-	-	-	-	None	None	None	None	None
Director	The Republic of China	Representative: Hsieh Wen-Fang	Female 31~40	2023.06.13	3	2023.06.13	-	-	120,000	0.01	-				CEO of the Company Representative Director, Jia Jie Biotechnology Co., Ltd. Legal representative Supervisor, Titan Assurance Broker Co., Ltd. Representative Corporate Director, TSG Hawks Baseball Co., Ltd. Representative Corporate Director, TSG Sports Marketing Co., Ltd. Director, Star Travel Corp. Representative Corporate Director, UFC Gym Taiwan	Director	Hsieh I-Ching	Sisterhood	

																Ltd. Representative Corporate Director, KUEI TIEN CULTURAL & CREATIVE ENTERTAINMENT CO., LTD. Representative Corporate Director, Argo Yachts Development Co., Ltd				
Director	The Republic of China	Taiwan Health and Fitness Investment		2023.06.13	3	2023.06.13	5,000	0.01	5,000	0.01	-	-	-	-	Department of Public Administration and Policy, National Chi Nan University	Director, TSG Sports Marketing Co., Ltd. President, You Dong Construction Co., Ltd. Responsible Person, Chun Lin Construction Co., Ltd. Responsible Person, Dong Yuan Construction Co., Ltd.	None	None	None	
		Representative: Chang, Po-Sheng	Male 41~50	2023.06.13		2023.06.13	-	-	200,000	0.17	-	-	-	-						
Director	The Republic of China	Hsieh Chin-Kun	Male 71~80	2023.06.13	3	2023.06.13	1,437,000	1.46	1,437,000	1.21	206,000	0.21	-	-	Department of Agricultural Machinery, National Pingtung University of Science and Technology	Modern Plaza Hotel Chairman	None	None	None	
Director	The Republic of China	Green Summit Co., Ltd.	-	2023.06.13	3	2023.06.13	52,000	0.05	60,246	0.05	-	-	-	-	None	None	None	None	None	
		Huang Chun-I	Male 51~60	2023.06.13		2023.06.13	-	-	-	-	-	-	-	-	Department of Financial Management, National Kaohsiung First University	President, Jinzhifu Asset Management Co., Ltd. Chairman, Yi Tong Yuan Investment Co.,	None	None	None	

																Ltd.				
Director	The Republic of China	Bei Jia Yuan Investment Co., Ltd.	-	2023.06.13		2023.06.13	20,000,000	22.49	20,000,000	16.85	-	-	-	-	None	None	None	None	None	
		Hsieh I-Ching	Female 31~40	2023.06.13	3	2023.06.13	-	-	105,000	0.09	-	-	-	-	Master of Network Engineering, National Chiao Tung University	Technical Assistant Manager, MediaTek Inc. Director, Star Travel Corp. Representative Corporate Director, UFC Gym Taiwan Ltd. Representative Corporate Director, KUEI TIEN CULTURAL & CREATIVE ENTERTAINMENT CO., LTD.	Director, CEO	Hsieh Wen-Fang	Sisterhood	
Independent Director	The Republic of China	Hsu Yin-Chu	Female 31~40	2023.06.13	3	2023.06.13	-	-	-	-	-	-	-	Department of Business Administration, Cheng Shiu University	Director, PONTEX POLYBLEND CO., LTD	None	None	None		
		Tsai Hui-Ming	Male 41~50	2023.06.13	3	2023.06.13	-	-	-	-	-	-	-	Department of Accounting, National Cheng Kung University	Financial Director, Dragon Geosciences Co., Ltd.	None	None	None		
		Kao Chia-Liang	Male 61~70	2023.11.29	3	2023.11.29	-	-	-	-	-	-	-	School of Dentistry, Taipei Medical University	Dentist in charge, Shan Jian Qing Dental Clinic	None	None	None		

Note 1: Resigned on June 18, 2024.

Note 2: Took office on June 18, 2024

(2) The Company's directors who are corporate entities

March 25, 2025

Corporate shareholder	Major shareholders of corporate shareholders
Taiwan Health and Fitness Investment	Jinzhifu Asset Management Co., Ltd. (100%)
Bai-Jia-Yuan Investment Co., Ltd.:	PROMINENT SINO HOLDINGS LIMITED (100%)
Green Summit Co., Ltd.	Hung, Yu-Sheng (0.63%); Hung, Hsiu-Huei (6.77%); Hung Li Wan Co., Ltd. (92.60%)

Major shareholders of major corporate shareholders:

Corporation	Major shareholders of corporate shareholders:
Jinzhifu Asset Management Co., Ltd.	Huang, Chun-I (45%) Wang, Chiung-Fen (36%) E-Top Metal Co., Ltd. (19%)
PROMINENT SINO HOLDINGS LIMITED	INNOVATIVE ADVISORS LTD. (100%)
Hung Li Wan Co., Ltd.	Hung, Hsiu-Huei (99%); Hsu, Han-Yang (1%)

(3) Disclosure of professional qualification of Directors and independence of supervisors:

Criteria Name	Professional qualifications and experience (Note 1)	Independence analysis (Note 2)	Number of concurrent duties as an independent director at a public company
Weng Chung Chun	<p>Possessing work experience in commerce, law, finance, management administration, or corporate operations.</p> <p>Corporate Representative as Chairman of the Company Chairman, Jia Jie Biotechnology Co., Ltd. Representative Chairman, Jia Jie Investment Co., Ltd. Supervisor, Titan Assurance Broker Co., Ltd. Legal representative Chairman, Chun Zu Machinery Industry Co., Ltd. Legal representative Vice Chairman, Chun Yu Works & Co., Ltd. Director, Jade Rich Grain Co., Ltd. Legal representative supervisor, Chun Bang Precision Co., Ltd. Legal representative supervisor, Chun Yu Bio-Tech Corp. Legal representative supervisor, Chun Yu Investment Corp. Chairman, Shanghai Tongsheng Trading Co. Ltd. Chairman, Shanghai Youju Hdwr. Prod. Co., Ltd. Chairman, Shanghai Chun Zu Machinery Industry Co., Ltd. Chairman, Chunyu (Dongguan) Hardware Products Limited Company Chairman, Chun Yu Works, Inc. (USA) Chairman, Scholar Holdings Ltd. Chairman, Sunny City International Ltd. Director, Indonesia Xiongshi Industry Co., Ltd. None of circumstance specified in subparagraphs of Article 30 of the Company Act do not exist.</p>	Not an independent director and thus not applicable.	None
Hsieh Wen-Fang	<p>Possessing work experience in commerce, law, finance, management administration, or corporate operations.</p> <p>CEO of the Company. Representative Director, Jia Jie Biotechnology Co., Ltd. Legal representative Supervisor, Titan Assurance Broker Co., Ltd. Representative Corporate Director, TSG Hawks Baseball Co., Ltd. Representative Corporate Director, TSG Sports Marketing Co., Ltd. Director, Star Travel Corp. Representative Corporate Director, UFC Gym Taiwan Ltd. Representative Corporate Director, KUEI TIEN CULTURAL & CREATIVE ENTERTAINMENT CO., LTD. Representative Corporate Director, Argo Yachts Development Co., Ltd None of circumstance specified in subparagraphs of Article 30 of the Company</p>	Not an independent director and thus not applicable.	None

	Act do not exist.		
Chang, Po-Sheng	Possessing work experience in commerce, law, finance, management administration, or corporate operations. Director, TSG Sports Marketing Co., Ltd. President, You Dong Construction Co., Ltd. Responsible Person, Chun Lin Construction Co., Ltd. Responsible Person, Dong Yuan Construction Co., Ltd. None of circumstance specified in subparagraphs of Article 30 of the Company Act do not exist.	Not an independent director and thus not applicable.	None
Hsieh Chin-Kun	Possessing work experience in commerce, law, finance, management administration, or corporate operations. Chairman, Modern Plaza Hotel. None of circumstance specified in subparagraphs of Article 30 of the Company Act do not exist.	Not an independent director and thus not applicable.	None
Huang Chun-I	Possessing work experience in commerce, law, finance, management administration, or corporate operations. Chairman, OFCO Chairman, YUNG FU CO., LTD. Chairman, Taiwan Health and Fitness Investment Chairman, Formosa Green Power Corporation Chairman, Yi Tong Yuan Investment Co., Ltd. Chairman, TIAN QUAN INVESTMENT CO., LTD. President, Jinzhifu Asset Management Co., Ltd. Director, UFC Gym Taiwan Ltd. Director, TSG TRANSPORT CORP. Director, Argo Yachts Development Co., Ltd. Supervisor, Taiwan Steel Group United Co., Ltd. Supervisor, Taiwan Netcom Investment Holding Co., Ltd.	Not an independent director and thus not applicable.	None
	Chairman, Xin-A-Po-Luo Energy Co., Ltd. Supervisor, Fusite Brand Consulting Co., Ltd. Chairman of Daily Cosmetics Co., Ltd., Supervisor of TSG Engineering Corporation, are not subject to any circumstances specified in Article 30 of the Company Act.		
Hsieh I-Ching	Possessing work experience in commerce, law, finance, management administration, or corporate operations. Technical Assistant Manager, MediaTek Inc. Director, Star Travel Corp. Representative Corporate Director, UFC Gym Taiwan Ltd. Representative Corporate Director, KUEI TIEN CULTURAL & CREATIVE ENTERTAINMENT CO., LTD. None of circumstance specified in subparagraphs of Article 30 of the Company Act do not exist.	Not an independent director and thus not applicable.	None
Hsu Yin-Chu	Possessing work experience in commerce, law, finance, management administration, or corporate operations. Director, PONTEX POLYBLEND CO., LTD None of circumstance specified in	including but not limited to the following: They or their spouse or any relative within the second degree	None

	subparagraphs of Article 30 of the Company Act do not exist.	not serving as a director, supervisor, or employee of the Company or any of its affiliates; not holding shares of the Company; not serving as a director, supervisor, or employee of any company having a specified relationship with the Company; not receiving any pay for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate companies in the past two years.	
Tsai Hui-Ming	Possessing work experience in commerce, law, finance, management administration, or corporate operations. Financial Director, Dragon Geosciences Co., Ltd. None of circumstance specified in subparagraphs of Article 30 of the Company Act do not exist.	including but not limited to the following: They or their spouse or any relative within the second degree not serving as a director, supervisor, or employee of the Company or any of its affiliates; not holding shares of the Company; not serving as a director, supervisor, or employee of any company having a specified relationship with the Company; not receiving any pay for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate companies in the past two years.	None
Kao Chia-Liang	Possessing work experience in commerce, law, finance, management administration, or corporate operations. Dentist in charge, Shan Jian Qing Dental Clinic None of circumstance specified in subparagraphs of Article 30 of the Company Act do not exist.	including but not limited to the following: They or their spouse or any relative within the second degree not serving as a director, supervisor, or employee of the Company or any of its affiliates; not holding shares of the Company; not serving as a director, supervisor, or employee of any company having a specified relationship with the Company; not receiving any pay for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate companies in the past two years.	None

Note 1: Professional qualifications and experience: Specify the professional qualifications and experience of

each director and supervisor. If a member of the Audit Committee, specify their accounting or finance background and work experience. Additionally, specify whether any circumstance under any subparagraph of Article 30 of the Company Act exists with respect to a director or supervisor.

Note 2: Describe the status of independence of each independent director, including but not limited to the following: did they or their spouse or any relative within the second degree serve as a director, supervisor, or employee of the Company or any of its affiliates; specify the number and ratio of shares of the Company held by the independent director and their spouse and relatives within the second degree (or through nominees); do they serve as a director, supervisor, or employee of any company having a specified relationship with the Company (see Article 3, paragraph 1, subparagraphs 5 to 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); specify the amount(s) of any pay received by the independent director for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate thereof within the past 2 years.

(4) Diversity of the Board

1. According to Article 20 of the “Corporate Governance Best-Practice Principles” of the Company, the composition of the Board shall be determined by taking diversity into consideration. An appropriate policy on diversity based on the Company’s business operations, operating dynamics, and development needs be formulated and include, without being limited to, the following two general standards:
 - (1) Basic requirements and values: Gender, age, nationality, and culture; it is advisable that the number of female directors account for at least one-third of all the directors.
 - (2) Professional knowledge and skills: A professional background (e.g. law, accounting, industry, finance, marketing, technology), professional skills, and industry experience.
2. All members of the board shall have the knowledge, skills, and experience necessary to perform their duties. To achieve the ideal goal of corporate governance, the board of directors shall possess the following abilities:
 - (1) Ability to make operational judgments.
 - (2) Ability to perform accounting and financial analysis.
 - (3) Ability to conduct management administration.
 - (4) Ability to conduct crisis management.
 - (5) Knowledge of the industry.
 - (6) An international market perspective.
 - (7) Ability to lead.
 - (8) Ability to make policy decisions.

3. The Company's current Board diversity policy and its implementation status are as follows:

Name of director	Nationality	Gender	Serving as an employee	Basic composition					Core items of diversity									
				Age				Term of office and seniority of Independent Director			Operational judgments	Accounting and financial analysis	Management administration	Crisis management	Knowledge of the industry	An international market perspective	Ability to lead	Ability to make policy decisions
				31-40 years old	41-50 years old	51-60 years old	61-70 years old	Under 3 years	More than 3 years but less than 6 years	More than 6 years but less than 9 years								
Weng Chung Chun	The Republic of China	Male	-	-	-	-	V	-	-	-	V	-	V	V	V	V	V	
Hsieh Wen-Fang	The Republic of China	Female	V	V	-	-	-	-	-	-	V	-	V	V	V	V	V	
Chang, Po-Sheng	The Republic of China	Male	-	-	V	-	-	-	-	-	V	-	V	V	V	V	V	
Hsieh Chin-Kun	The Republic of China	Male	-	-	-	-	V	-	-	-	V	-	V	V	V	V	V	
Huang Chun-I	The Republic of China	Male	-	-	-	V	-	-	-	-	V	-	V	V	V	V	V	
Hsieh I-Ching	The Republic of China	Female	-	V	-	-	-	-	-	-	V	-	V	V	V	V	V	
Hsu Yin-Chu	The Republic of China	Female	-	V	-	-	-	-	V	-	V	-	V	V	V	V	V	
Tsai Hui-Ming	The Republic of China	Male	-	-	V	-	-	V	-	-	V	V	V	V	V	V	V	
Kao Chia-Liang	The Republic of China	Male	-	-	-	V	-	V	-	-	V	-	V	V	V	V	V	

The 11th Board of Directors of the Company comprises nine directors (including three independent directors). The tenure of each independent director does not exceed three terms. All directors are of R.O.C. nationality. The Board composition includes three independent directors, accounting for 33% of the Board, one director who is also an employee representing 10%, and three female directors, representing 33%. The nine directors possess diverse industry management experience and various professional expertise, contributing complementary strengths to the Company's development and operations and enhancing future synergy. The age distribution of Board members is as follows: three directors are aged between 31 and 40, two directors are between 41 and 50, two directors are between 51 and 60, and two directors are between 61 and 70, supporting the Company's aim for diverse perspectives.

In addition, the Company places great emphasis on gender equality in Board composition, with three female directors (including one independent director) currently serving. The Company remains committed to continuously improving the proportion of female directors in the future.

(5) Independence of the Board:

The Company's current Board of Directors consists of nine directors, including three independent directors, representing 33% of the total board of directors. As of the end of 2024, all independent directors complied with the relevant regulations on independent directors set forth by the Financial Supervisory Commission. Furthermore, there were no occurrences among the directors or independent directors of any circumstances as described in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act. All independent directors maintained their independence in performing their duties without any direct or indirect conflicts of interest with the Company, and the roles of Chairman and President (CEO) are held by different individuals. In addition, the Company's Rules of Procedure for Board Meetings stipulate that "directors who have a personal interest or

represent a legal entity with an interest in a proposal shall not participate in discussions or voting on such proposals." All directors comply with this rule to ensure the independence and proper functioning of the Board.

(III) President, Vice Presidents, Assistant Vice Presidents, and directors of departments and branches

March 25, 2025 Unit: shares; %

Title	Nationality	Name	Gender	Date of Election (Take Office)	Current shareholding		Shareholding of spouse and underage children		Shares held by proxy		Main career (academic) experience	Concurrent positions in other companies	Spouse or relatives of the second degree or closer acting as managers			Remarks
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Title	Name	Relationship	
CEO	The Republic of China	Hsieh Wen-Fang	Female	2021/08/12	120,000	0.01	-	-	-	-	Institute of Information Management, National Sun Yat-Sen University	CEO of the Company Representative Director, Jia Jie Biotechnology Co., Ltd. Representative Director, Tai-Ding Insurance Brokerage Co., Ltd. Representative Corporate Director, TSG Hawks Baseball Co., Ltd. Representative Corporate Director, TSG Sports Marketing Co., Ltd. Director, Star Travel Corp. Representative Corporate Director, UFC Gym Taiwan Ltd. Representative Corporate Director, KUEI TIEN CULTURAL & CREATIVE ENTERTAINMENT CO., LTD. Representative Corporate Director, Argo Yachts	None	None	None	

												Development Co., Ltd				
President	The Republic of China	Tseng, Ming-Chuan	Female	2021/08/12	6,000	0.01	-	-	-	-	Institute of Business Administration, National Cheng Kung University	Representative Director, Jia Jie Biotechnology Co., Ltd.; President Representative Corporate Chairman, Mi Hsiang Food Co., Ltd. Representative Corporate Chairman, Bai Chien Hui Food Co., Ltd.	None	None	None	
Deputy General Manager	The Republic of China	Chung, I-Chien	Female	2016/03/27	10,000	0.01	-	-	-	-	Department of Industrial Economics, Kun Shan University	None	None	None	None	
Deputy General Manager	The Republic of China	Lin, Ching-Hung	Male	2013/07/14	-	-	-	-	-	-	Department of Accounting, National Chung Hsing University	Supervisor, Dongguan Jia Jie Biotechnology Co., Ltd. Representative Supervisor, Jia Jie Biotechnology Co., Ltd.	None	None	None	
Deputy General Manager	The Republic of China	Hsieh, Hsiu-Ping (Note 1)	Female	2003/03/27	2,586	0.00	-	-	-	-	Department of Biotechnology, Chung Hwa College of Medical Technology	None	None	None	None	
Associate Vice President	The Republic of China	Wu, Bao-Tai	Male	2003/03/27	9,710	0.01	-	-	-	-	Department of Electronics, Asia Eastern Junior College of Engineering	None	None	None	None	
Associate Vice	The Republic	Fang Ya-Chi	Female	2023/06/27	6,000	0.01	-	-	-	-	Department of Food and	None	None	None	None	

President	of China										Nutrition, Fu Jen Catholic University					
Associate Vice President	The Republic of China	Li, Yuan-Hui	Female	2023/01/07	-	-	-	-	-	-	Department of Information Education, The University of Manchester, UK	None	None	None	None	
Associate Vice President	The Republic of China	Chang Min-Wen	Female	2023/11/07	5,000	0.01	-	-	-	-	Department of International Trade, China University of Technology	None	None	None	None	

Note 1: Resigned on April 30, 2024.

(III) Remunerations of Directors (Independent Directors Included), supervisors, President, and Vice Presidents

1. Remuneration to Ordinary Directors and Independent Directors

Unit: In Thousands of New Taiwan Dollars; Thousand Shares; %

Title	Name	Directors' remuneration								Sum of A+B+C+D and ratio to net income		Remuneration received by directors for concurrent service as an employee (Note 2)								Sum of A+B+C+D+E+F+G and ratio to net income		Compensation from the parent company or business investments other than subsidiaries
		Compensation (A)		Retirement pays and pensions (B)		Remuneration of Directors (C)		Expenses for business execution (D) (Note 1)				Salary, bonus, and special allowance (E)		Retirement pay and pensions (F)		Remuneration of employees (G)						
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements			
Corporation Director	Taiwan Health and Fitness Investment	-	-	-	-	634	634	-	-	634/0.30	634/0.29	-	-	-	-	-	-	-	-	634/0.30	634/0.29	-
Chairman	Chen, He-Shun	1366	1366	-	-	-	27	30	70	1396/0.66	1463/0.68	-	-	-	-	-	-	-	-	1396/0.66	1463/0.68	-
Chairman	Weng Chung Chun	1280	1280	-	-	-	-	50	70	1330/0.63	1350/0.62	-	-	-	-	-	-	-	-	1330/0.63	1350/0.62	-
Corporate director	Taiwan Health and Fitness Investment	-	-	-	-	422	422	-	-	422/0.20	422/0.20	-	-	-	-	-	-	-	-	422/0.20	422/0.20	-
Director	Hsieh Wen-Fang	-	-	-	-	-	27	80	140	80/0.04	167/0.08	2316	2576	-	-	250	-	250	-	2646/1.25	2993/1.38	-
Corporate director	Taiwan Health and Fitness Investment	-	-	-	-	211	211	-	-	211/0.10	211/0.10	-	-	-	-	-	-	-	-	211/0.10	211/0.10	-
Director	Chang, Po-Sheng	-	-	-	-	-	-	80	80	80/0.04	80/0.04	-	-	-	-	-	-	-	-	80/0.04	80/0.04	-
Corporate director	Bei Jia Yuan Investment Co., Ltd. Investment	-	-	-	-	211	211	-	-	211/0.10	211/0.10	-	-	-	-	-	-	-	-	211/0.10	211/0.10	-
Director	Hsieh I-Ching	-	-	-	-	-	-	60	60	60/0.03	60/0.03	-	-	-	-	-	-	-	-	60/0.03	60/0.03	-
Corporate director	Green Summit Co., Ltd. The Company	-	-	-	-	211	211	-	-	211/0.10	211/0.10	-	-	-	-	-	-	-	-	211/0.10	211/0.10	-
Director	Huang Chun-I	-	-	-	-	-	-	80	80	80/0.04	80/0.04	-	-	-	-	-	-	-	-	80/0.04	80/0.04	-
Director	Hsieh Chin-Kun	-	-	-	-	422	422	80	80	502/0.24	502/0.23	-	-	-	-	-	-	-	-	502/0.24	502/0.23	-
Independent Director	Hsu Yin-Chu	360	360	-	-	62	62	180	180	602/0.28	602/0.28	-	-	-	-	-	-	-	-	602/0.28	602/0.28	-
	Tsai Hui-Ming	360	360	-	-	31	31	180	180	571/0.27	571/0.27	-	-	-	-	-	-	-	-	571/0.27	571/0.27	-
	Kao Chia-Liang	360	360	-	-	12	12	180	180	552/0.26	552/0.26	-	-	-	-	-	-	-	-	552/0.26	552/0.26	-

1. Please state the policy, system, standard and structure of the remuneration to independent directors, and the correlation to the amount of remuneration based on their responsibilities, risks, time invested and other factors:
According to Article 17 of the Company's Articles of Incorporation, the Board of Directors is authorized to determine the remuneration to directors regardless of the profit or loss of the Company. In 2020, the 2nd meeting of the Company's 5th Remuneration Committee and the 5th meeting of the Company's 10th Board approved the monthly remuneration of NT\$30,000 to independent directors as well as the attendance fee.
2. Except for those disclosed in the above table, the remuneration of the Company's directors by providing services (e.g., serving as the non-employee consultant) to all companies included in the financial report in the most recent year. (Note 2)

Note 1: Expenses for business execution (D): Transport allowance.

Remuneration Range Table

Ranges of remuneration paid to each of the Company's directors	Name of director			
	Sum of A+B+C+D		Sum of A+B+C+D+E+F+G	
	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements
Below NT\$1,000,000	Taiwan Health and Fitness Investment, Bei Jia Yuan Investment Co., Ltd., Green Summit Co., Ltd., Jin-Zhi-Hong Investment Co., Ltd., Tai-Ben Investment Co., Ltd., Chang Po-Sheng, Hsieh I-Ching, Huang Chun-I Hsieh Chin-Kun Hsu Ying-Chu, Tsai Hui-Ming, Kao Chia-Liang Hsieh Wen-Fang	Taiwan Health and Fitness Investment, Bei Jia Yuan Investment Co., Ltd., Green Summit Co., Ltd., Jin-Zhi-Hong Investment Co., Ltd., Tai-Ben Investment Co., Ltd., Chang Po-Sheng, Hsieh I-Ching, Huang Chun-I Hsieh Chin-Kun Hsu Ying-Chu, Tsai Hui-Ming, Kao Chia-Liang Hsieh Wen-Fang	Taiwan Health and Fitness Investment, Bei Jia Yuan Investment Co., Ltd., Green Summit Co., Ltd., Jin-Zhi-Hong Investment Co., Ltd., Tai-Ben Investment Co., Ltd., Chang Po-Sheng, Hsieh I-Ching, Huang Chun-I Hsieh Chin-Kun Hsu Ying-Chu, Tsai Hui-Ming, Kao Chia-Liang	Taiwan Health and Fitness Investment, Bei Jia Yuan Investment Co., Ltd., Green Summit Co., Ltd., Jin-Zhi-Hong Investment Co., Ltd., Tai-Ben Investment Co., Ltd., Chang Po-Sheng, Hsieh I-Ching, Huang Chun-I Hsieh Chin-Kun Hsu Ying-Chu, Tsai Hui-Ming, Kao Chia-Liang
NT\$1,000,000 (inclusive) – NT\$2,000,000 (non-inclusive)	Chen Hen-Chun, Weng Chung-Chun	Chen Hen-Chun, Weng Chung-Chun	Chen Hen-Chun, Weng Chung-Chun	Chen Hen-Chun, Weng Chung-Chun
NT\$2,000,000 (inclusive) – NT\$3,500,000 (non-inclusive)			Hsieh Wen-Fang	Hsieh Wen-Fang
NT\$3,500,000 (inclusive) – NT\$5,000,000 (non-inclusive)				
NT\$5,000,000 (inclusive) – NT\$10,000,000 (non-inclusive)				
NT\$10,000,000 (inclusive) – NT\$15,000,000 (non-inclusive)				
NT\$15,000,000 (inclusive) – NT\$30,000,000 (non-inclusive)				
NT\$30,000,000 (inclusive) – NT\$50,000,000 (non-inclusive)				
NT\$50,000,000 (inclusive) – NT\$100,000,000 (non-inclusive)				
NT\$100,000,000 and above				
Total	15 people	15 people	15 people	15 people

2. Remuneration of CEO, President and Vice Presidents

Unit: NT\$ Thousand; %

Title	Name	Salary (A)		Retirement pay and pensions (B) (Note 2)		Rewards and special disbursements (C)		Employee profit-sharing compensation (D)				Sum of A+B+C+D and ratio to net income		Compensation from the parent company or business investments other than subsidiaries
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements	
								Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares			
CEO	Hsieh Wen-Fang	2316	2576	131	131	-	87	250	-	250	-	2697/1.28	3044/1.41	-
President	Tseng, Ming-Chuan	2025	2695	108	108	-	-	250	-	250	-	2383/1.13	3053/1.41	-
Deputy General Manager	Chung, I-Chien	1046	1046	58	58	-	-	102	-	102	-	1206/0.57	1206/0.56	-
Deputy General Manager	Lin, Ching-Hung	1208	1734	66	66	-	-	130	-	130	-	1404/0.66	1930/0.89	-
Deputy General Manager	Hsieh, Hsiu-Ping (Note 1)	335	335	18	18	-	-	-	-	-	-	353/0.17	353/0.16	-

Remuneration Range Table

Range of remuneration paid to the President and Vice Presidents	Names of General Manager and Deputy General Managers	
	The Company	All companies included in the financial statements
Below NT\$1,000,000	Hsieh, Hsiu-Ping	Hsieh, Hsiu-Ping
NT\$1,000,000 (inclusive) – NT\$2,000,000 (non-inclusive)	Lin, Ching-Hung; Chung, I-Chien	Lin, Ching-Hung; Chung, I-Chien
NT\$2,000,000 (inclusive) – NT\$3,500,000 (non-inclusive)	Hsieh, Wen-Fang; Tseng, Ming-Chuan	Hsieh, Wen-Fang; Tseng, Ming-Chuan
NT\$3,500,000 (inclusive) – NT\$5,000,000 (non-inclusive)		
NT\$5,000,000 (inclusive) – NT\$10,000,000 (non-inclusive)		

NT\$10,000,000 (inclusive) – NT\$15,000,000 (non-inclusive)		
NT\$15,000,000 (inclusive) – NT\$30,000,000 (non-inclusive)		
NT\$30,000,000 (inclusive) – NT\$50,000,000 (non-inclusive)		
NT\$50,000,000 (inclusive) – NT\$100,000,000 (non-inclusive)		
NT\$100,000,000 and above		
Total	5 people	5 people

Note 1: Resigned on April 30, 2024.

Note 2: Retirement and severance payments are included in pension contributions.

Remuneration to the Five Highest Remunerated Management Personnel

Title	Name	Salary (A)		Retirement pay and pensions (B)		Rewards and special disbursements (C)		Employee profit-sharing compensation (D)				Sum of A, B, C, and D as a % of the net profit after tax (%)		Compensation from the parent company or business investments other than subsidiaries
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
CEO	Hsieh Wen-En	2316	2576	131	131	-	87	250	-	250	-	2697/1.28	3044/1.41	-
President	Tseng, Ming-C	2025	2695	108	108	-	-	250	-	250	-	2383/1.13	2403/1.11	-
Vice President	Lin, Ching-H	1208	1734	66	66	-	-	130	-	130	-	1404/0.66	1930/0.89	-
Deputy General Manager	Chung, J-Chien	1046	1046	58	58	-	-	102	-	102	-	1206/0.57	1206/0.56	-
Deputy General Manager	Hsieh Hsiu-Ping (Note 1)	335	335	18	18	-	-	-	-	-	-	353/0.17	353/0.16	-

Note 1: Resigned on April 30, 2024.

3. Names of managers who distribute employee remuneration and the distribution status

March 25, 2025
Unit: NT\$ Thousand; %

	Title	Name	Amount paid in shares	Amount paid in cash	Total	Total as a percentage of net profit after tax
	CEO	Hsieh Wen-Fang				
	President	Tseng, Ming-Chuan				
	Deputy General Manager	Chung, I-Chien				
	Deputy General Manager	Lin, Ching-Hung				
	Associate Vice President	Wu, Bao-Tai	-	1,026	1,026	0.47
	Associate Vice President	Fang Ya-Chi				
	Associate Vice President	Li, Yuan-Hui				
	Associate Vice President	Chang Min-Wen				

(IV) Compare and describe the analysis of the ratio of total remuneration to net profit after tax in the parent company only or separate financial statements, as paid by the Company and all companies in the consolidated statements during the most recent two years to the Directors, President, and Vice Presidents of the Company, and describe the remuneration policies, standards, and packages, the procedures for determining remunerations, and its linkage to business performance and future risks:

1. Analysis of percentage of the total remuneration paid to directors, president and vice presidents by the Company and all consolidated entities to net income during the past 2 fiscal years:

Unit: NT\$ Thousand; %

Item	Total remuneration			
	2023		2024	
	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements
Director	4,328	4,488	9,508	9,942
President and Vice Presidents	8,525	8,859	8,043	9,586
Percentage of the total remuneration to net income	0.09	0.09	0.08	0.09

2. Remuneration policies, standards and package, procedures for establishing remunerations, and their linkage to business performance and future risks:

- (1) Remuneration policies, standards and package

Based on the recommendations of the Remuneration Committee, the Company pays the president and vice presidents with a basic salary, and then subsidizes transportation allowances based on the characteristics of the job. Their salaries are determined on the basis of education, experience, seniority, and work contribution; the rule for the payment of directors' remunerations is to determine in accordance with the Company's Articles of Incorporation and the recommendations of the Remuneration Committee, and then submitted to the shareholders' meeting for resolution.

- (2) Procedures for establishing remunerations,

In accordance with Article 21 of the Company's Articles of Incorporation, after the Company's annual closing of accounts, if there is any profit, it shall first be used to pay income tax and offset any accumulated losses from prior years. Thereafter, 10% of the remaining profit shall be appropriated to the legal reserve; however, this requirement shall not apply once the legal reserve has reached the total capital of the Company. In addition, after setting aside or reversing special reserves according to laws and regulations, The undistributed earnings at the beginning of the same period is the accumulated earnings available for distribution to shareholders. The Board of Directors shall draft a distribution proposal and submit it to the shareholders' meeting for resolution. Each year, no more than 90% of the distributable earnings may be provided for dividends to shareholders. The dividends and bonuses may be distributed in

cash or share dividends. The cash dividends shall not be less than 10% of the total dividends. If the dividends paid for the year are less than NT\$1, such dividends may be all paid in share dividends.

With the attendance of more than two-thirds of the directors and a majority of the directors present at the Board meeting, the dividends and bonuses, capital surplus, legal reserve, or any part thereof shall be paid in cash. When the report is reported to the shareholders' meeting, the provisions of Paragraph 1 that shall be resolved by the shareholders' meeting do not apply.

Directors attending Board meetings are provided with a transportation allowance of NT\$10,000 per meeting as a subsidy for travel expenses.

(3) Linkage to business performance and future risks

For the remuneration of the Company's directors and managerial officers, in addition to referring to the usual level of payment in the industry, the considerations of the amount of remuneration, the Company's operating conditions, future risks and other factors are also taken, which are highly related to their operational responsibilities assumed, contribution and performance. There is the Remuneration Committee in place to regularly evaluate or review it.

III. Corporate governance

(I) Operation of the Board

8 Board meetings were held in 2024, and the attendance (presence) of Directors is as follows:

Title		Name	No. of meetings attended in person	Number of proxy attendance	Attendance Rate (%)	Remarks
Representative, Taiwan Health and Fitness Investment	Chairman	Chen, He-Shun	3	-	100	Resigned on 2024/06/18
	Chairman	Weng Chung Chun	5	-	100	Took office on 2024/06/18
	Director	Hsieh Wen-Fang	8	-	100	
	Director	Chang, Po-Sheng	8	-	100	
Bei Jia Yuan Investment Co., Ltd.	Director	Hsieh I-Ching	6	2	75	
Representative of Green Summit Co., Ltd.	Director	Huang Chun-I	8	-	100	
Director	Hsieh Chin-Kun	8	-	100		
Independent Director	Hsu Yin-Chu	8	-	100		
Independent Director	Tsai Hui-Ming	8	-	100		
Independent Director	Kao Chia-Liang	8	-	100		

Other mandatory disclosures:

I. If the operations of the Board are under any of the circumstances below, the date of the Board meeting, the session, the content of the proposal, all Independent Directors' opinions, and the Company's response to said opinions shall be specified:

(I) Matters specified in Article 14-3 of the Securities and Exchange Act:

Board of directors	Motion	All Independent Directors' opinions and the Company's response to said opinions
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January 16, 2024 (the 1st meeting in 2024)	<ol style="list-style-type: none"> 1. Proposal for the cancellation of the private placement conducted by the Company in December 2023. 2. In view of the cancellation of the private placement, the Company has formulated this compensation plan to protect the rights and interests of shareholders who have already paid their subscription amounts. 3. Proposal for the qualification review for specific parties involved in related parties. 	Approved by all attending independent directors.
March 12, 2024 (the 2nd meeting in 2024)	<ol style="list-style-type: none"> 1. Proposal for the evaluation for the independence and competency of the attesting CPAs and its CPA firm for the Company's financial statements. 2. Appointment of the Company's CPAs. 3. Proposal for removal of non-compete restriction on directors. 	Approved by all attending independent directors.
May 7, 2024 (the 3rd meeting in 2024)	<ol style="list-style-type: none"> 1. Approval for the amendments to the internal control system forms of the Company 2. Approval for the amendments to the internal control system forms of the Company 	Approved by all attending independent directors.
August 8, 2024 (the 5th meeting in 2024)	<ol style="list-style-type: none"> 1. Proposal for lifting the non-compete restriction on the newly elected independent directors. 2. Remuneration distribution to the directors. 3. Proposal for the change of the company's stock agent to handle shareholder services. 4. Proposal to amend the internal control system of the Company 5. Proposal for the cash capital increase through the issuance of common shares for the year 2024. 6. Proposal for the capital increase through a 100%-owned subsidiary. 7. Application for supplementary public offering and OTC trading of privately placed common shares. 	Approved by all attending independent directors.
August 22, 2024 (the 6th meeting in 2024)	Proposal for the change in shareholding of the company's invested subsidiary.	Approved by all attending independent directors.
October 30, 2024 (the 7th meeting in 2024)	<ol style="list-style-type: none"> 1. Amendments to the proposal for capital increase in cash by private placement of common shares. 2. Proposal for the capital increase through a 100%-owned subsidiary. 3. Dissolution and liquidation of subsidiaries. 	Approved by all attending independent directors.
November 12, 2024 (the 8th meeting in 2024)	Proposal for the addition of the "internal control system" and the "internal audit implementation rules"	Approved by all attending independent directors.

(II) Any objections or qualified opinions raised by an Independent Director against a Board resolution with records or written statements other than the abovementioned matters: None.

II. For the execution status regarding the recusal of Directors for proposals of conflict of interests, describe the name of the Director, the content of proposals, the reason for the recusal for conflict of interests, and voting status.

Board of directors	Motion	Director was required to enter recusal	The reasons why the director was required to enter recusal
March 12, 2024 The 11th meeting of the 2nd term	Proposal for removal of non-competence restriction on directors.	Chen, He-Shun Hsieh Wen-Fang Hsieh I-Ching	Other than the directors recused themselves due to the conflicts of interest from discussion and poll, the chair requested all attending directors, and the proposal was approved as proposed without dissent.
August 8, 2024 The 5th meeting of the 11th term	Proposal for removal of non-competence restriction on directors.	Weng Chung Chun Hsu Yin-Chu	Other than the directors recused themselves due to the conflicts of interest from discussion and poll, the chair requested all attending directors, and the proposal was approved as proposed without dissent.

III. State of implementation of the evaluation of the Board

Evaluation cycle	Evaluation period	Evaluation scope	Method of evaluation	Content of evaluation
Implemented once per year	Proposal for the evaluation of the board of directors' performance for the period from January 1, 2024 to December 31, 2024	Board of directors, individual Board members, and functional committees	Questionnaire of internal self-evaluation of the Board Questionnaire of self-evaluation of board members Questionnaire of self-evaluation of functional committee	The self-evaluation of the Board's performance includes participation in the operation of the Company, improvement of the quality of the Board's decision-making, composition and structure of the Board, election and continuing education of the Directors, and internal control. The peer evaluation of board members includes the alignment of the goals and missions of the Company, awareness of the duties of Directors, participation in

				<p>the operation of the Company, management of internal relationships and communication, and professionalism and continuing education of Directors.</p> <p>The self-evaluation of the functional committees' performance includes participation in the operation of the Company, awareness of the duties of the member, improvement of quality of decisions made by the functional committee, the makeup of the functional committee and election of its members, and internal control.</p>
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IV. Objectives for strengthening the functions of the board of directors in the current year and the most recent year (such as setting up an audit committee, improving information transparency) and the evaluation of its implementation:

1. The goal of strengthening the functions of the board of directors and implementing corporate governance with enhanced information transparency: The operation of the board of directors complies with the "Rules of Procedures for the Board of Directors," and the board meetings are held accordingly; the implementation is good.
2. Evaluation of implementation: The Company insists on the principle of transparent operation, and publishes important resolutions on the MOPS immediately after the board meetings to protect shareholders' rights and interests.

(II) Operation of the Audit Committee or participation of supervisors in the Board's operation

The Audit Committee of the Company is composed of three independent directors. The Audit Committee aims to assist the board of directors to perform its

supervision of the quality and integrity of the Company in the implementation of accounting, auditing, financial reporting processes and financial control.

The main annual key tasks are as follows: 1. financial statements; 2. audit and accounting policies and procedures; 3. internal control system, related policies and procedures; 4. significant asset or derivatives transactions; 5. significant loaning of funds, and making endorsements or guarantee; 6. raising or issuing securities; 7. investments in derivatives and cash; 8. legal compliance; 9. engagement, dismissal or compensations of the CPAs.

- Review Financial statements

The 2024 business report, financial statements, and statement of earnings distribution of the Company are hereby prepared by the Board of Directors. The financial statements have been audited by PwC Taiwan, with an audit report issued. The aforesaid business report, financial statements, and statement of earnings distribution have been audited by the Audit Committee and found no inconsistency.

- Evaluating the effectiveness of the internal control system

The Audit Committee evaluates the effectiveness of the policies and procedures of the Company's internal control system (including control measures for finance, operation, information security, and legal compliance), and reviews the regular reports from Company's Audit Department, the CPAs, and the management. The Audit Committee believes that the Company's internal control system is effective, and the Company has adopted necessary control mechanisms to monitor and correct violations.

- Appoint the attesting CPAs

The Audit Committee is entrusted with the responsibility of supervising the independence of the attesting accounting firm to ensure the fairness of the financial statements.

To ensure the independence of the accounting firm, the Audit Committee evaluates the independence, professionalism and competence of the CPAs, and evaluates whether the Company is related to each other, and has any relationship involving business or financial interests. On March 12, 2024, the 5th meeting of the 4th Audit Committee and the 8th meeting of the 11th Board of Directors reviewed and approved Liao, Ah-Shen and Wang,

Kuo-Hua, CPAs from PwC Taiwan that both of them comply with the criteria of independence and competent to serve as the Company's finance and taxation attesting CPAs.

(1) Operation of the Audit Committee.

6 Board meetings were held in 2024, and the attendance (presence) of independent directors is as follows:

Title	Name	No. of meetings attended in person	Number of proxy attendance	Attendance Rate (%)	Remarks
Independent Director (Convener of the 4th term)	Hsu Yin-Chu	6	0	100	
Independent Director	Tsai Hui-Ming	6	0	100	
Independent Director	Kao Chia-Liang	6	0	100	

Other mandatory disclosures:

I. If any of the following circumstances exists, specify the audit committee meeting date, meeting session number, content of the motion(s), the content of any dissenting or qualified opinion or significant recommendation of the independent directors, the outcomes of audit committee resolutions, and the measures taken by the Company based on the opinions of the audit committee:

(I) Any matter under Article 14-5 of the Securities and Exchange Act:

Audit Committee Date and session	Motion	The dissenting or qualified opinion or significant recommendation of the independent directors	The outcomes of audit committee resolutions, and the measures taken by the Company based on the opinions of the audit committee
March 12, 2024 The 5th meeting of the 4th term	<ol style="list-style-type: none"> 1. The Company's 2023 financial statements. 2. Proposal for the 2023 internal control statement of the Company. 3. Proposal for the evaluation for the independence and competency of the attesting CPAs and its CPA firm for the Company's financial statements. 4. Appointment of the Company's CPAs. 	None	Approved by all Independent Directors. Submitted to the 8th board meeting of the 11th Board for resolution and implemented accordingly.

	<p>5. Proposal for removal of non-compete restriction on directors.</p> <p>6. Proposal for the amendments to the internal control system forms of the Company</p>	None	
<p>May 7, 2024 The 6th meeting of the 4th term</p>	<p>1. Proposal for the amendments to the internal control system forms of the Company</p>		<p>Approved by all Independent Directors. Submitted to the 9th board meeting of the 11th Board for resolution and implemented accordingly.</p>
<p>August 8, 2024 The 7th meeting of the 4th term</p>	<p>1. Proposal for removal of non-compete restriction on directors.</p> <p>2. Proposal to amend the internal control system of the Company</p> <p>3. Proposal for the cash capital increase through the issuance of common shares for the year 2024.</p> <p>4. Proposal for the capital increase through a 100%-owned subsidiary.</p> <p>5. Proposal for the 100% indirectly held subsidiary to acquire real property from a related party.</p> <p>6. Application for supplementary public offering and OTC trading of privately placed common shares.</p>		<p>Approved by all Independent Directors. Submitted to the 11th board meeting of the 11th Board for resolution and implemented accordingly.</p>
<p>August 22, 2024 The 8th meeting of the 4th term</p>	<p>Proposal for the change in shareholding of the Company's investee.</p>		<p>Approved by all Independent Directors. Submitted to the 12th board meeting of the 11th Board for resolution and implemented accordingly.</p>

<p>October 30, 2024 The 9th meeting of the 4th term</p>	<p>1. Amendments to the proposal for capital increase in cash by private placement of common shares. 2. Proposal to increase the capital of "Mixiang Food Co., Ltd." through a 100% re-investee, Jia Jie Investment Co., Ltd. 3. Dissolution and liquidation of subsidiaries.</p>		<p>Approved by all Independent Directors. Submitted to the 13th board meeting of the 11th Board for resolution and implemented accordingly.</p>
<p>November 12, 2024 The 10th meeting of the 4th term</p>	<p>Proposal for the addition of the internal control system and the "internal audit implementation rules"</p>		<p>Approved by all Independent Directors. Submitted to the 14th board meeting of the 11th Board for resolution and implemented accordingly.</p>

(II) Any other proposals not approved by the Audit Committee that were approved by two-thirds of all Directors other than the abovementioned matters: None.

II. For the execution status regarding the recusal of Independent Directors for proposals of conflict of interests, describe the name of the Independent Director, the content of the proposals, the reason for the recusal for conflict of interests, and voting status: None.

III. Communication between the independent directors and the chief internal audit officer and the CPAs that serve as external auditor (including any significant matters communicated about with respect to the state of the company's finances and business and the method(s) and outcomes of the communication).

1. In addition to submitting the audit report and follow-up report to the independent directors for review before the end of the next month after the month of completion, the Company's internal chief auditor also attends the Audit Committee meetings. Independent directors can fully communicate with the internal chief auditor.
2. The CPAs of the Company will fully communicate with the independent directors on the scope of the audit and the findings of the audit process through written or in person communication, and attend the Audit Committee meetings to provide relevant opinions.

(III) Implementation of corporate governance and the deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. Has the Company established and disclosed its corporate governance principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?	V		The Company is committed to the promotion of corporate governance, and on March 18, 2019, the Board approved to establish the “Corporate Governance Best-Practice Principles,” and reported such to the 2019 regular shareholders’ meeting.	None
II. Shareholding structure and shareholders’ equity (I) Has the Company created a set of internal procedures to handle shareholders’ suggestions, queries, disputes, and litigations and enforced them accordingly?	V		The Company has spokespersons, acting spokespersons and shareholder service, to communicate with shareholders in various ways. Shareholders attending the Company’s shareholders’ meetings have appropriate time to discuss the proposals of the shareholders’ meeting. For feasible suggestions without disputes, the Company adopts all and improved, but disputed proposals are resolved by voting in accordance with the rules of procedures.	None
(II) Does the Company know the identity	V		The Company grasps the list of major shareholders who	None

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
of its major shareholders and the parties with ultimate control of the major shareholders?			actually control the Company all the time, and the shareholder service agency assists in handling it.	
(III) Has the Company established and implemented risk management practices and firewalls for its affiliated companies?	V		The Company operates in accordance with the regulations of the competent authority, and has established internal control and internal audit regulations for the supervision of subsidiaries.	None
(IV) Has the Company established internal policies that prevent insiders from trading securities against non-public information?	V		To maintain the fairness of transactions in the securities market, the Company has formulated written regulations in accordance with the relevant regulations of the competent authority, the Company has established the “Operational Procedures for Handling Material Inside Information,” and “Regulations for Preventing Insider Trading.” On March 18, 2019, the Board approved to establish the “Code of Ethical Conducts” for implementation. The insiders are requested to strictly comply with these regulations, to reduce the circumstances of intentional or accidental insider trading by insiders due to ignorance of the regulations, and avoid damaging the Company’s reputation.	None

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
三、Composition and responsibilities of the board of directors (I) Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented?	V		1. The Company passed the “Corporate Governance Best-Practice Principles” in the 22nd meeting of the 8th Board of Directors on March 18, 2019. In Chapter 3 “Strengthening the Functions of the Board of Directors” the diversity policy is specified. The nomination and selection of board members of the Company comply with the Company’s Articles of Incorporation. In addition to evaluating the education, work experience, and qualifications of each director, the opinions of stakeholders are referred to, and the “Regulations Governing the Election of Directors and Independent Directors” and the “Corporate Governance Best-Practice Principles” are complied with to ensure the board members’ diversity and independence.	None
			2. Among the 11th board of directors, not only are three female members included, but the directors having expertise in operation management, business judgement, crisis management, knowledge of industry, leadership and decision-making include Chen, He-Shun, Hsieh, Wen-Fang, Hsieh, Chin-Kun, Hsieh, I-Ching, Huang, Chun-I、Chang,	None

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>Po-Sheng, Hsu, Yin-Chu, Kao Chia-Liang; Director Tsai, Hui-Ming has the expertise in accounting and finance.</p> <p>3. The Company has one director who is also an employee. The proportion of independent directors is 33%, and the proportion of female directors is 33%. The term of office of the three independent directors is less than 3 years; three directors are aged over 60 years old, and six are aged 37–59.</p> <p>4. The board of directors formulates a diversity policy on the composition of members and discloses it on the Company’s website and the MOPS.</p>	
(II) In addition to the Remuneration Committee and the Audit Committee established in accordance with the law, has the Company voluntarily set up other functional committees?	V		The Company has established the Remuneration Committee and Audit Committee; other functional committees will be established based on the regulations and the requirements of the Company. The establishment will be made pursuant to the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and the actual requirements of the Company.	None
(III) Has the Company established its Regulations for Performance Evaluation of the Board and the	V		The Company has formulated the “Rules for Performance Evaluation of Board of Directors.” At the end of each year, the Board shall conduct at least one internal performance	None

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
evaluation methods and conducted regular performance evaluations each year? Has the Company reported the results to the Board as the reference for individual Directors' remuneration and nomination for re-appointment?			evaluation of the Board. The results of self-evaluation of the Board in 2024 and self-evaluation of board members are expected to be submitted to the Board in the second quarter of 2025, and furnish suggestions for improvement to strengthen the effectiveness of the Board. The Company's directors' remuneration complies with the Company's Articles of Incorporation, while considering the Company's operating results and their contribution to the Company's performance, to give them a reasonable remuneration.	
(IV) Are external auditors' independence assessed regularly?	V		The Company's attesting CPAs are affiliated with the Taiwan office of one of the Big Four international accounting firms. The Board of Directors annually evaluates the independence of the attesting CPAs by referring to the Audit Quality Indicators (AQIs) and requests the certifying accountants to provide a "Statement of Independence". All currently engaged CPAs are independent. The Company evaluates the independence and competence of the CPAs at least once a year, and requests the CPAs and their firms to provide relevant information	None

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies									
	Yes	No	Summary										
			<p>and statements for the evaluation by the Finance Department. The evaluations of the last two years were submitted on March 12, 2024 and on February 25, 2025, to the Audit Committee for deliberation and to the Board for approval. The results of the 2024 evaluation are as follows:</p> <table border="1"> <thead> <tr> <th>Assess criteria</th> <th>Assessment results</th> <th>Whether the requirements of independence are met</th> </tr> </thead> <tbody> <tr> <td>The CPAs themselves, their spouses, and minor children have no investment or financial interest sharing relationship with the Company.</td> <td>Yes</td> <td>Yes</td> </tr> <tr> <td>The CPAs themselves, their spouse, and minor children have no loans borrowed from or lent to the Company. However, this restriction does</td> <td>Yes</td> <td>Yes</td> </tr> </tbody> </table>	Assess criteria	Assessment results	Whether the requirements of independence are met	The CPAs themselves, their spouses, and minor children have no investment or financial interest sharing relationship with the Company.	Yes	Yes	The CPAs themselves, their spouse, and minor children have no loans borrowed from or lent to the Company. However, this restriction does	Yes	Yes	
Assess criteria	Assessment results	Whether the requirements of independence are met											
The CPAs themselves, their spouses, and minor children have no investment or financial interest sharing relationship with the Company.	Yes	Yes											
The CPAs themselves, their spouse, and minor children have no loans borrowed from or lent to the Company. However, this restriction does	Yes	Yes											

Assess criteria	Implementation status			Summary	Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No			
			not apply if the principal is a financial institution and the dealings are normal business transactions.		
			The accounting firm has not presented the assurance service report on the effective operation of the financial information system designed or assisted for implementation.	Yes	Yes
			The CPAs or any member of the audit team have not been a director, managerial officer, or any position of the Company who may exert significant influence over the audit engagement within the most recent two years.	Yes	Yes
			The non-audit services provided to the Company are	Yes	Yes

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			not critical to the audit cases.	
			The CPAs or any member of the audit team is not promoters or agents of shares and other securities issued by the Company.	Yes Yes
			Accountants or members of the audit service team do not represent the Company in defense of legal cases or other disputes between the Company and third parties, except for these permitted by laws.	Yes Yes
			The CPAs or members of the audit service team have no relationship as spouses, direct blood relatives, direct relatives by marriage, or collateral blood relatives within the second degree of	Yes Yes

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>kinship with the Company's directors, managerial officers, or personnel with positions that have a significant influence on audit cases.</p> <p>The partner CPAs who have left the position within one year have not served as directors or managerial officers of the Company or have any position that has a significant influence on the audit case.</p> <p>The CPAs or members of the audit service team have not received gifts of great value or special favors from the Company or directors, managerial officers or major shareholders.</p> <p>The CPAs are not currently</p>	
				Yes
				Yes
				Yes

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			employed by principals or auditees to perform regular work, receive fixed salaries, or act as directors or supervisors.	
			The CPAs have not provided audit services to the Company for seven consecutive years.	Yes
			Do the CPAs recuse themselves from undertaking an entrusted matter that has a direct or significant indirect conflict of interests with the CPAs, affecting their impartiality and independence?	Yes
			When the CPAs provide audit, review, or special review of financial statements and prepares an opinion, in addition to maintaining	Yes

Assess criteria	Implementation status			Summary	Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No			
			independence in substance, do they also maintain independence in form?		
			Do the members of the audit service team, other partner CPAs or shareholders of corporate accounting firms, accounting firms, its affiliates and alliance firms also maintain independence from the Company?	Yes	Yes
			Are the CPAs performing professional services with integrity and rigor?	Yes	Yes
			Do the CPAs maintain a fair and objective stance when performing professional services, and have they avoided prejudice, conflicts of interest or interests affecting their professional judgment?	Yes	Yes

Assess criteria	Implementation status					Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary			
			The CPAs' integrity, impartial and objective stance are not affected due to lack or loss of independence.	Yes	Yes	
IV. Has the Company allocated an appropriate number of qualified persons and appointed a chief of corporate governance in charge of corporate governance affairs (including but not limited to furnishing information required for business execution by Directors and supervisors, assisting Directors and supervisors to comply with laws, handling matters relating to Board meetings and shareholders' meetings according to laws, and preparing minutes of Board meetings and shareholders' meetings)?	V		The Company's Finance Department is a dedicated unit for corporate governance. Department employees provide directors with information needed to perform business, handle matters related to board meetings and shareholders' meetings in accordance with the law, handle Company registration and change registration, and prepare minutes of board and shareholders' meetings and other corporate governance-related matters.			None
V. Has the Company established channels for communicating with its stakeholders	V		The Company maintains good communication channels with different stakeholders according to the scope of business that			None

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(including but not limited to shareholders, employees, customers, and suppliers) and created a stakeholders section on its company website? Does the Company appropriately respond to stakeholders' questions and concerns on important corporate social responsibility issues?			each department is responsible for, and has set up a dedicated section for stakeholders on the Company website to properly respond to important corporate social responsibility issues that stakeholders are concerned about.	
VI. Does the Company engage a share transfer agency to handle shareholders' meeting affairs?	V		The Company engages Stock Agency Department of Capital Securities Corp. to handle the affairs of shareholders' meetings.	None
VII. Information disclosure (I) Has the Company established a website that discloses financial, business, and corporate governance-related information?	V		A "Shareholder Column" is set up on the website to fully disclose finance, business, and corporate governance information.	None
(II) Has the Company adopted other means to disclose information (e.g. English website, assignment of dedicated personnel to collect and	V		The Company has dedicated personnel responsible for the collection of disclosure information and implements the spokesperson system.	None

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
disclose corporate information, implementation of a spokesperson system, broadcasting of investor conferences via the company website)?				
(III) Has the Company published and declared its annual financial statements within two months from the end of the fiscal year and published and declared its Q1, Q2 and Q3 financial statements along with the monthly business performance statements before the prescribed deadline?	V		The Company publishes and declares its annual financial statements within three months from the end of the fiscal year and published and declared its Q1, Q2 and Q3 financial statements along with the monthly business performance statements before the prescribed deadline. Please inquire at the “MOPS” with TWSE.	None
VIII. Does the Company have other important information to facilitate a better understanding of the Company’s implementation of corporate governance (including but not limited to employees’ interest, employee care, investor	V		(I) Employees’ interest Based on the human-oriented principle, the Company regards employees as an important asset of the Company. It has established a complete management system for employees’ working environment, education and training, so that employees can integrate their personal interests	None

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
relations, supplier relations, stakeholder rights, continuing education of Directors and supervisors, implementation of risk management policies and risk measurement standards, implementation of customer policies, the Company's purchase of liability insurance for Directors and supervisors)?			<p>with the Company's interests under the prerequisite of peace of mind and security, enabling them to contribute wholeheartedly to the Company and create benefits.</p> <p>(II) Employee care Every year, regular health examination for employees and health examination for special operations are implemented, and family members are also allowed to participate in general health examination.</p> <p>(III) Investor relations The Company insists on the principle of creating maximum benefits for the investing public, increasing the return on shareholders' equity, and providing sufficient information for investors' reference.</p> <p>(IV) Rights of suppliers and stakeholders To ensure that the suppliers perform the contracts stably, the Company regularly assesses the suppliers.</p> <p>(V) Rights of stakeholders A. Responsibility to customers: The Company provides safe and high-quality products, values customers' opinions, and immediately takes measures to handle</p>	

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>customers' complaints to meet customer needs.</p> <p>B. Responsibilities to shareholders: The goal of the Company is to fully protect the rights and interests of shareholders.</p> <p>(VI) Implementation of risk management policies and risk measurement standards The Company has established various internal control regulations for risks such as finance, raw materials, human resources, engineering, information security, and work safety, with critical insurance purchased relevant to reasonably manage and control the Company's overall operating risks.</p> <p>(VII) Implementation of customer policy The Company adjusts its product mixes according to customers' needs, and is committed to product safety and quality maintenance to provide customers with the best products and services.</p> <p>(VIII) Continuing education of directors and supervisors: please refer to page 49 of the annual report. The directors of the Company comply with the</p>	

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>“Regulations Governing Procedure for Board of Directors Meetings of Public Companies,” where any proposal in a board meeting involving of the circumstances requiring recusal of certain director(s) and specifying that conflict of interest may be harmful to the Company’s interests, the director shall recuse him/herself, not participate in voting, and shall not exercise voting rights on behalf of other directors.</p> <p>(IX) The liability insurance the Company purchased for directors and supervisors: The Company has purchased liability insurance for directors and key staff every year since December 19, 2017.</p> <p>(X) The Company also has dedicated personnel to regularly and irregularly update the important financial and business information on the Company website, and follow the internal control system.</p>	
<p>IX. Please explain the improvements made, based on the latest Corporate Governance Evaluation results published by TWSE Corporate Governance Center, and propose enhancement measures for any issues that are yet to be rectified.</p> <p>Improved: enhancement of information disclosure on the Company’s website</p> <p>Enhancement for rectification: 1. Upload the meeting handbook and supplementary Shareholders’ meeting materials 30 days prior to the</p>				

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>meeting, and the annual report 18 days prior to the meeting.</p> <p>2. Directors and supervisors are arranged to complete the continuing education hours as required in the “Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies.”</p>				

(IV). If the Company has established its Remuneration Committee, the composition, responsibilities, and operations of the Committee shall be disclosed:

(1) Members of the Remuneration Committee

The responsibility of the Remuneration Committee is to evaluate the Company's directors and managerial officers' remuneration policies and systems from a professional and objective perspective, and to make recommendations to the Board for its reference of resolution.

Capacity (Note 1)	Name	Professional qualifications and experience (Note 2)	Independence analysis (Note 3)	Number of other public companies at which the person concurrently serves as remuneration committee member
Independent Director (convener)	Hsu Yin-Chu	<p>Possessing work experience in commerce, law, finance, management administration, or corporate operations.</p> <p>Director, PONTEX POLYBLEND CO., LTD</p> <p>None of circumstance specified in subparagraphs of Article 30 of the Company Act do not exist.</p>	<p>including but not limited to the following: They or their spouse or any relative within the second degree not serving as a director, supervisor, or employee of the Company or any of its affiliates; not holding shares of the Company; not serving as a director, supervisor, or employee of any company having a specified relationship with the Company; not receiving any pay for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate companies in the past two years.</p>	0
Independent Director	Tsai Hui-Ming	<p>Possessing work experience in commerce, law, finance, management administration, or corporate operations.</p> <p>Finance Manager, Raw Breathe biotech co., ltd.</p> <p>None of circumstance specified in subparagraphs of Article 30 of the Company Act do not exist.</p>	<p>including but not limited to the following: They or their spouse or any relative within the second degree not serving as a director, supervisor, or employee of the Company or any of its affiliates; not holding shares of the Company; not serving as a director, supervisor, or employee of any company having a specified relationship with the Company; not receiving any pay for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate companies in the past two years.</p>	0
Independent Director	Kao Chia-Liang	<p>Possessing work experience in commerce, law, finance, management administration, or corporate operations.</p> <p>Dentist in charge, Shan Jian Qing Dental Clinic</p> <p>None of circumstance specified in subparagraphs of Article 30 of the Company Act do not exist.</p>	<p>including but not limited to the following: They or their spouse or any relative within the second degree not serving as a director, supervisor, or employee of the Company or any of its affiliates; not holding shares of the Company; not serving as a director, supervisor, or employee of any company having a specified relationship with the Company; not receiving any pay for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate companies in the past two years.</p>	0

Note 1: Please specify in the form the years of professional service, professional qualifications and experience, and independence of the members of the Remuneration Committee. If they are Independent Directors, a remark to refer to Table 1 Information on Directors and Supervisors (I) on page OO may be made. Please fill in

“Independent Director” or “Others” in the title column (please indicate “convener” if applicable).

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

Note 3: Independence analysis: Describe the status of independence of each remuneration committee member, including but not limited to the following: whether the member or their spouse or relative within the second degree of kinship serves or has served as a director, supervisor, or employee of the Company or any of its affiliates; the number and ratio of shares of the Company held by the member, their spouse, and their relatives with the second degree (or through their nominees); whether the member has served as a director, supervisor or employee of a “specified company” (see Article 3, paragraph 1, subparagraphs 5 to 8 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); the amount(s) of any pay received by the remuneration committee member for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate thereof within the past 2 years.

(2) Operation of the Remuneration Committee

1. The Company’s remuneration committee has a total of three members.
2. The term of the current members is from June 13, 2023 to June 12, 2026.
The number of remuneration committee meetings held in 2024 was four. The attendance by the members was as follows:

Title	Name	No. of meetings attended in person	Number of proxy attendance	Attendance Rate (%)	Remarks
Convener (the 6th term)	Hsu Yin-Chu	4	-	100	
Member	Tsai Hui-Ming	4	-	100	
Member	Kao Chia-Liang	4	-	100	

Other mandatory disclosures:

- I. If the board of directors declines to adopt or modifies a recommendation of the Remuneration Committee, it should specify the date of the meeting, session, the content of the motion, the resolution by the board of directors, and the Company’s response to the Remuneration Committee’s opinion (e.g. the remuneration passed by the Board of Directors exceeds the recommendation of the Remuneration Committee, the circumstances and cause for the difference shall be specified):
None.
- II. For any objections or qualified opinions raised by a member of the Remuneration Committee against a resolution with records or written statements, the date of the Remuneration Committee meeting, session, the content of the proposals, opinions of all members, and the Company’s response to the opinions of members shall be described: None.

- (3) Information on Members and the Operation of the Nomination Committee: not applicable

(V) Promotion of Sustainable Development – Implementation Status and Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Evaluation item	Implementation status (Note 1)			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary	
I. Does the company conduct risk assessments of environmental, social and corporate governance (ESG) issues related to the company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies? (Note 2)	✓		The Company's internal risk management policy adopts preventive measures in advance and reduces the losses caused by risks as a principle. A management review meeting has been established to identify, evaluate, handle and monitor potential risks that may affect the Company's achievement of goals, and regularly track and incorporate such into the daily operations of each unit.	None
II. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board?	✓		The Company has not established such, but may establish the same depending on the actual operational needs.	If it is required by laws or actual operation, the "Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies" and related laws and regulations will be complied with.
III. Environmental issues (I) Has the Company set up an appropriate	✓		(I) To ensure that the environmental	None

<p>environmental management system based on the characteristics of its industry?</p> <p>(II) Is the Company committed to improving energy efficiency and to the use of renewable materials with low environmental impact?</p> <p>(III) Has the Company evaluated the potential risks and opportunities of climate change to the Company at present and in the future and taken countermeasures for climate-related issues?</p> <p>(IV) Has the Company made statistics on GHG emissions, water consumption, and the total</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>performance can be achieved, and meeting the requirements of laws and regulations as well as the Company's environmental policy, while pursuing continuous improvement,</p> <p>(II) the core business of environmental protection is integrated with the trust of customers, to continuously implement waste reduction work. For the general industrial waste generated by operations, in addition to strengthening promotion to employees to perform well in garbage classification and resource recycling, the external professional waste disposal companies are also requested to assist in disposal.</p> <p>(III) The Company has evaluated the potential risks and opportunities of climate change and include such in the risk management.</p> <p>(IV) The company is not in a high-polluting industry.</p>	
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<p>weight of waste for the most recent two years and formulated policies for energy-saving and carbon dioxide reduction, GHG emissions reduction, water consumption reduction, or other waste management?</p>			<p>Formulating energy-saving, carbon reduction and greenhouse gas reduction strategies as follows: 1. Encourage employees to take public transportation, and take more stairs but fewer elevators. 2. Use energy-saving lamps and ask colleagues to turn off the lights.</p>	
<p>IV. Social issues (I) Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?</p>	<p>✓</p>		<p>(I) The Company has established the work rules and personnel regulations in accordance with government laws and regulations. In addition to establishing the Employee Welfare Committee and implementing a pension system in accordance with laws and regulations, the Company also purchases employee group insurance. There is no illegal employment of child labor or forced labor. All employees are subject to and protected by the Labor Standards Act. Since the establishment of the Company, there have been no labor disputes, corruption, bribery or discrimination.</p>	<p>None</p>

<p>(II) Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?</p>	<p>✓</p>		<p>(II) The Company has provided numerous welfare policies for employees. In addition to the labor insurance, national health insurance, retirement pension and parental leave stipulated by laws and regulations, the Welfare Committee handles numerous activities and other welfare measures. In addition, employee bonuses are granted to employees based on their performance appraisal to promote labor and management harmony.</p>	
<p>(III) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?</p>	<p>✓</p>		<p>(III) Our production plant has passed ISO 22000 and HACCP certification, so we have achieved a certain level of hygiene and cleanliness in our working environment. In addition, we regularly carry out firefighting and sanitation equipment inspection and repair, and hold general labor safety and health education and training courses to provide a safe and healthy working environment for our employees. In addition to the required labor insurance and</p>	

<p>(IV) Has the Company established effective career development training programs for employees?</p>	<p>✓</p>		<p>annual health checkup benefits, we also provide group accident insurance for our employees to enhance the protection of their personal and work safety.</p> <p>(IV) The Company provides relevant external professional education training from time to time to help employees develop their professional skills in the workplace. We also encourage employees to assess their interests, skills, values and goals and to communicate their career intentions to their managers in order to plan their future career plans.</p>	
<p>(V) Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?</p>	<p>✓</p>		<p>(V) The Company believes in promoting preventive healthcare and improving physical health. We implement strict quality control policies for all products, set up quality control and customer complaint handling operations in our internal control system, and follow them to establish a smooth channel to receive external customer complaints and provide</p>	

<p>(VI) Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?</p>	<p>✓</p>		<p>good service and solve problems to continuously improve and refine the quality of our services in order to achieve the goal of protecting consumers' rights and interests.</p> <p>(VI) The Company collects relevant information from suppliers before dealing with them and makes a supplier evaluation report to evaluate suppliers.</p>	
<p>V. Does the Company prepare a sustainability CSR report or any report of non-financial information based on international reporting standards or guidelines? Are the abovementioned reports supported by the assurance or opinion of a third-party certifier?</p>		<p>✓</p>	<p>The Company fulfills its corporate social responsibility in accordance with the regulations of the competent authorities and relevant laws and regulations. The Company has set up a CSR section on its website and will disclose relevant information on the Company's website and the Market Observation Post System in accordance with the actual operations.</p>	<p>The Company has not yet prepared any CSR report.</p>
<p>VI. If the Company has established its own Sustainable Development Best-Practice Principles based on the "Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies," please describe any differences from the Principles in the Company's operations: None</p>				
<p>VII. Other information useful to the understanding of the implementation of sustainable development: The Company has set up a CSR section on its website and will disclose relevant information on the Company's website and the Market Observation Post System in accordance with the actual operations.</p>				

Note 1: If the "Yes" box is checked for the implementation status, please specify the important policies, strategies, measures and

implementation status; if the “No” box is checked for the implementation status, please explain the differences and reasons in the “Differences from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor” column, and explain the plans for future implementation of relevant policies, strategies and measures. However, with regard to the promotion items 1 and 2, listed companies should describe the governance and supervisory framework for sustainable development, including but not limited to the management guidelines, strategies and goal setting, and review measures. Please also describe the Company’s risk management policies or strategies on environmental, social and corporate governance issues related to its operations, and the evaluation thereof.

Note 2: The materiality principle refers to environmental, social, and corporate governance issues that have material impacts on the investors and other stakeholders of the Company.

Note 3: For the disclosure methods, please refer to the best-practice samples on the website of the Corporate Governance Center, Taiwan Stock Exchange.

Implementation of Climate-Related Information Item

Item	Execution
<p>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.</p>	<p>To ensure that climate change issues are integrated into its sustainable business strategy, Jia Jie Biomedical Co., Ltd.'s Board of Directors and Sustainability Development Committee have adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework, issued by the Financial Stability Board (FSB), starting in 2023. The company has established a mechanism to identify climate-related risks and opportunities, thereby enhancing the assessment and management of potential impacts of climate change on its operations.</p> <p>In 2024, Jia Jie Biomedical Co., Ltd. further strengthened its climate governance mechanisms. Through internal review mechanism and periodic climate risk monitoring in collaboration with PwC Taiwan's advisory services, the Company has integrated climate risk management into its financial decision-making.</p> <p>In addition, the Company has established greenhouse gas inventory standards and actively implemented energy-saving and carbon reduction projects, as well as supply chain emission reduction strategies, to enhance overall operational resilience.</p> <p>Looking ahead to 2024 and beyond, Jia Jie Biomedical will continue to deepen its climate governance efforts and is committed to completing full TCFD disclosure by 2027. This commitment will ensure that the Company's business model aligns with international sustainability standards and adapts to evolving market and regulatory requirements, thereby laying a solid foundation for long-term competitiveness and sustainable growth.</p> <p>The highest governing officer for climate governance at Jia Jie Biomedical Co., Ltd. is the Chairman of the Board, who is responsible for overseeing the overall sustainable development</p>

	<p>policies. The highest decision-making officer for sustainable development strategies is the President, who is responsible for determining the strategic direction and key topics for sustainable development.</p> <p>On November 12, 2024, following a resolution by the Board of Directors, Jia Jie Biomedical formally established the Sustainable Development Committee to strengthen ESG (Environmental, Social, and Governance) management mechanisms and to ensure the effective implementation of the Company's sustainable development goals and strategies.</p> <p>The Sustainable Development Committee is responsible for formulating Jia Jie Biomedical Co., Ltd.'s sustainable development strategies, overseeing ESG performance, and assessing the impacts of external risks and internal governance to ensure the parallel advancement of sustainable operations and corporate growth. The Committee will convene two climate risk review meetings annually. In 2024, the Board of Directors reviewed and approved newly established or amended climate-related targets.</p> <p>ESG Sustainable Development Management Framework: Jia Jie Biomedical has established five ESG teams responsible for executing sustainability-related initiatives and projects, ensuring that ESG policies are effectively incorporated into daily operations.</p> <ol style="list-style-type: none">1. Corporate Governance and Ethical Management Team: Responsible for optimizing the Company's internal climate governance mechanisms. In 2024, a climate financial risk assessment process was introduced to ensure the integration of climate governance with corporate operational decision-making.2. Employee Relations and Social Welfare Team: Focused on employee health and climate adaptation measures. In 2024, periodic health checkups for all employees were implemented to ensure workplace safety and health under extreme climate
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	<p>conditions.</p> <ol style="list-style-type: none"> 3. Sustainable Environmental Development Team: Responsible for assessing the impact of climate change on Company operations and formulating mitigation strategies. The team also completed a carbon emissions inventory and monitored carbon emission hotspots to ensure progress toward low-carbon and energy transition goals. iieve the goal of low-carbon and energy transformation. 4. Social Care Team: Responsible for promoting social welfare, community engagement, and corporate social responsibility (CSR) projects. 5. Customer Relations Team: Responsible for managing customer relationships, information security and customer privacy, network quality, digital inclusion, and innovation. <p>In 2024, the Sustainable Development Committee advanced the Company's climate governance mechanisms through ESG meetings and alignment with international standards, laying a solid foundation for achieving future key objectives. Looking ahead, in 2025, the Company plans to continue replacing outdated, high-energy-consuming equipment, introduce high-efficiency energy-saving facilities, and expand the installation of solar energy and other energy storage systems, steadily progressing toward energy transition and carbon emission reduction goals.</p>
<ol style="list-style-type: none"> 2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term). 3. Describe the financial impact of extreme weather events and transformative actions. 4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system. 	<p>To formulate the Company's key climate change strategies, it is first necessary to identify the critical climate-related risks and opportunities each year. In 2024, following the TCFD guidelines and considering industry development trends and international policy changes, the Company collected and analyzed climate-related issues relevant to Jia Jie Biomedical's operations. In addition, through discussions between the Sustainable Development Team</p>

and department heads, the Company assessed the actual risks and opportunities faced and developed corresponding adaptation and response measures.

As a result, the Company identified eight key climate-related risks and opportunities, including two transition risks (such as rising raw material costs and changes in labeling and packaging regulations), three physical risks (such as supply chain disruptions caused by extreme weather events, changes in rainfall patterns and water resource risks, and rising temperatures), and three climate opportunities (such as improving production and distribution efficiency, adopting low-carbon energy, and developing low-carbon products and services). These risks and opportunities respectively impact short-term (1-3 years), medium-term (3-5 years), and long-term (over 5 years) operational development, and will have varying degrees of influence on the Company's financial structure, supply chain stability, and product competitiveness. Accordingly, the Company has developed concrete response strategies to mitigate operational impacts and catch market transformation opportunities. The following presents the detailed results of the risk and opportunity identification:

I. Transition Risks

1. **Rising Raw Material Costs**

- **Description:** Jia Jie Biomedical's product formulations primarily use natural ingredients. Due to the impacts of climate change, the costs of agricultural and animal-based resources are rising, and supply disruptions may occur.
- **Impact Period:** Medium-term (3-5 years)
- **Likelihood of Occurrence:** High
- **Financial Impact Level:** Medium
- **Planned Response Measures:**

1. Strengthen R&D capabilities to reduce dependence on a single raw material.

	<ul style="list-style-type: none"> 2. Sign long-term contracts with suppliers to ensure stable supply. 3. Develop alternative materials, such as plant-based or synthetic ingredients. 4. Establish strategic reserves to mitigate the effects of market fluctuations. <p>2. Changes in Labeling and Packaging Regulations</p> <ul style="list-style-type: none"> ● Description: Environmental regulations in various countries are becoming more stringent, such as requirements for carbon footprint labeling and the use of eco-friendly packaging materials. Companies must promptly adjust to comply with regulatory demands. ● Impact Period: Short term (1–3 years) ● Likelihood of Occurrence: High ● Financial Impact Level: Low ● Planned Response Measures: <ul style="list-style-type: none"> 1. Monitor the market regulation status. 2. Establish mechanisms for rapid adjustment of product labeling and packaging. 3. Develop sustainable packaging solutions to enhance the brand’s eco-friendly image. <p>2. Physical Risks</p> <ul style="list-style-type: none"> 1. Changes in Rainfall Patterns and Impact of Extreme Weather <ul style="list-style-type: none"> ● Description: Extreme weather events such as droughts and floods lead to water resource instability, affecting production and plant operations, and increasing health risks for employees. ● Impact Period: Medium-term (3-5 years) ● Likelihood of Occurrence: High ● Financial Impact Level: Medium ● Planned Response Measures: <ul style="list-style-type: none"> 1. Establish a supply chain contingency plan to diversify suppliers and reduce risk.
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	<ol style="list-style-type: none"> 2. Install a 24-hour uninterruptible power supply (UPS) system at headquarters. 3. Build water storage tanks to address water shortage risks. 4. Install rainwater harvesting systems to reduce dependence on tap water. <ol style="list-style-type: none"> 2. Supply Chain Disruptions (Impact of Extreme Weather) <ul style="list-style-type: none"> ● Description: Typhoons, floods, and droughts affect the supply chain, resulting in unstable raw material supply or rising costs, which impact production and delivery capabilities. ● Impact Period: Short term (1–3 years) ● Likelihood of Occurrence: High ● Financial Impact Level: Medium to High ● Planned Response Measures: <ol style="list-style-type: none"> 1. Diversify suppliers to reduce reliance on a single source. 2. Establish strategic raw material reserves. 3. Develop alternative materials. 4. Strengthen climate risk monitoring to proactively address climate impacts. 3. Rising Average Temperature <ul style="list-style-type: none"> ● Description: Rising temperatures increase the demand for cooling equipment, leading to higher energy consumption and operating costs. ● Impact Period: Medium-term (3-5 years) ● Likelihood of Occurrence: High ● Financial Impact Level: Medium ● Planned Response Measures: <ol style="list-style-type: none"> 1. Regular maintenance, inspection and replacement of air-conditioning equipment, to improve operating efficiency and reduce the incidence of failure. 2. Continue to implement and introduce various energy-saving management measures. 3. The air-conditioning system is deployed and controlled. The
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	<p>indoor temperature is adjusted by setting up the air-conditioning temperature in office above 25 °C or opening the windows.</p> <ol style="list-style-type: none"> 4. Promote greening and shading measures: Reduce indoor temperatures and lower air conditioning demand through tree planting, rooftop insulation, and external wall shading designs. 5. Improve equipment energy efficiency: Replace high-energy-consuming equipment with energy-efficient cooling and lighting systems to reduce electricity consumption.
<p>5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.</p>	<p>Not applicable.</p>
<p>6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>III. Opportunities</p> <ol style="list-style-type: none"> 1. Enhancing Production and Distribution Efficiency <ul style="list-style-type: none"> ● Description: By improving production yield rates and on-time delivery rates, the Company aims to increase customer willingness to place orders, boost sales volume and product quality, and drive revenue growth. ● Impact Period: Medium-term (3-5 years) ● Likelihood of Occurrence: High ● Financial Impact Level: Medium ● Planned Response Measures: <ol style="list-style-type: none"> 1. Increase waste recycling rates and promote circular economy practices. 2. Consolidate shipments to reduce logistics costs. 3. Replace outdated equipment to enhance operational efficiency. 4. Safety stocks are adopted for controlling the raw materials, to reduce the need for individual orders due to emergency needs. 5. Continue to strengthen the ratio of local procurement and

	<p>production of raw materials.</p> <ol style="list-style-type: none"> 6. Adopt smart production management: introduce automation and data analytics technologies to improve production efficiency and reduce energy consumption. 7. Promote supply chain carbon footprint assessment: collaborate with suppliers to evaluate and reduce carbon emissions across the supply chain and enhance overall environmental benefits. <p>2. Adoption of Low-Carbon Energy</p> <ul style="list-style-type: none"> ● Description: Currently, the main energy sources used in the plant are electricity and diesel. Jia Jie Biomedical is evaluating the adoption of low-carbon energy sources to reduce carbon emissions. ● Impact Period: Medium-term (3-5 years) ● Likelihood of Occurrence: Medium ● Financial Impact Level: Medium ● Planned Response Measures: <ol style="list-style-type: none"> 1. Plan to expand the total capacity of solar power generation. 2. Introduce energy storage technologies to reduce peak power demand. 3. Participate in the electricity market to enhance future flexibility <p>3. Development of Low-Carbon Products and Services</p> <ul style="list-style-type: none"> ● Description: The growing trend toward environmental protection is driving market demand. Jia Jie Biomedical is launching low-carbon products to respond to market needs, creating opportunities for sales growth. ● Impact Period: Medium-term (3-5 years) ● Likelihood of Occurrence: High ● Financial Impact Level: Medium ● Planned Response Measures: <ol style="list-style-type: none"> 1. Increase the use of eco-friendly packaging materials (e.g., low-carbon cartons) to reduce the carbon footprint of products. 2. Develop low-carbon products to meet the market demands.
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	<p>3. Promote carbon reduction across the supply chain and encourage suppliers to adopt low-carbon manufacturing processes.</p> <p>This report comprehensively assesses the risks and opportunities faced by Jia Jie Biomedical and provides corresponding management strategies to ensure the Company maintains its advantage in sustainable development and market competitiveness.</p>																				
<p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p>	<p>Under planning.</p>																				
<p>8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.</p> <p>9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan</p>	<p>(1) Greenhouse Gas Inventory Information</p> <p>In 2023, Jia Jie Biomedical began to conduct independent greenhouse gas inventory of the entire plant in accordance with the Greenhouse Gas Inventory Protocol and the Greenhouse Gas Inventory Quantification Operation. The results of the inventory are as follows (not yet verified externally):</p> <p>In 2022, the total greenhouse gas emission in Meinong Plant was 218.6262 tons/CO₂e. The greenhouse gas emissions intensity was 0.8664 metric tons of CO₂e.</p> <p>In 2023, the total greenhouse gas emission in Meinong Plant was 557.6827 tons/CO₂e. The greenhouse gas emissions intensity was 2.1165 metric tons of CO₂e.</p> <table border="1" data-bbox="1084 1118 2029 1396"> <thead> <tr> <th colspan="2">Year</th> <th colspan="2">2023</th> </tr> <tr> <th>Category</th> <th>Location</th> <th>Emission</th> <th>Gas type proportion (%)</th> </tr> </thead> <tbody> <tr> <td>Scope 1</td> <td>Meinong Plant</td> <td>75.2988</td> <td>13.50</td> </tr> <tr> <td>Scope 2</td> <td>Meinong Plant</td> <td>482.3839</td> <td>86.50</td> </tr> <tr> <td colspan="2">Total greenhouse gas emissions</td> <td>557.6827</td> <td>100</td> </tr> </tbody> </table>	Year		2023		Category	Location	Emission	Gas type proportion (%)	Scope 1	Meinong Plant	75.2988	13.50	Scope 2	Meinong Plant	482.3839	86.50	Total greenhouse gas emissions		557.6827	100
Year		2023																			
Category	Location	Emission	Gas type proportion (%)																		
Scope 1	Meinong Plant	75.2988	13.50																		
Scope 2	Meinong Plant	482.3839	86.50																		
Total greenhouse gas emissions		557.6827	100																		

	(metric tons CO2e)		
	Revenue (in NT\$ millions)	263.486	
	Emission intensity (tons CO2e/NTD million)	2.1165	
	Year		2024
	Category	Location	Emission
			Gas type proportion
	Scope 1	Whole plant	44.1593
	Scope 2	Whole plant	428.0001
	Total greenhouse gas emissions (metric tons CO2e)		472.1594
	Revenue (in NT\$ millions)		309.628
	Emission intensity (tons CO2e/NTD million)		1.5249

(VI) Implementation of ethical corporate management and differences from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor

Assess criteria	Implementation status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>I. Establishment of integrity policies and solutions</p> <p>(I) Does the Company have an ethical corporate management policy approved by its Board, and rules and publicly available documents addressing its policy and measures of ethical corporate management, and commitment regarding active implementation of such policy from the Board and the senior management?</p> <p>(II) Has the Company established a risk assessment mechanism against unethical conduct, analyzed and assessed on a regular basis the business activities within their business scope which are at a higher risk of being involved in unethical conduct, and established prevention programs accordingly which at least cover the prevention measures against the conducts listed in paragraph 2, Article 7 of the “Ethical Corporate Management Best-Practice</p>	<p>✓</p> <p>✓</p>		<p>(I) The Company has established “Operating Procedures for Ethical Management and Guidelines for Conduct” to provide a basis for the code of conduct for directors and management, and to monitor the implementation of the guidelines and internal controls in accordance with the guidelines.</p> <p>(II) In accordance with the Company’s “Operating Procedures for Ethical Management and Guidelines for Conduct” and through regular monitoring by internal audit system, the Company actively prevents the occurrence of unethical conduct.</p>	None.

Assess criteria	Implementation status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>Principles for TWSE/GTSM Listed Companies”?</p> <p>(III) Has the Company clearly specified operating procedures, guidelines for conduct, and a violation punishment and complaint system in the unethical conduct prevention plan and duly implemented them? Does the Company regularly review and revise said plan?</p>	✓		<p>(III) The Company has established “Operating Procedures for Ethical Management and Guidelines for Conduct” to provide a basis for the code of conduct for directors, management and employees with clear guidelines in the event of non-compliance, and to monitor the implementation of the guidelines and internal controls in accordance with the guidelines.</p>	
<p>II. Enforcement of business integrity</p> <p>(I) Does the Company assess the ethics records of whom it has business relationships and include business conduct and ethics-related clauses in the business contracts?</p> <p>(II) Has the Company set up a dedicated department that is subordinated to the Board to promote ethical corporate management, and does it regularly (at least once a year) report to the Board on its ethical corporate management policy and unethical conduct</p>	✓		<p>(I) If the Company discovers any unethical conduct in business dealings or cooperation with customers or suppliers, the Company shall immediately cease business dealings with them and list them as rejected business partners in order to implement the Company’s ethical corporate management beliefs.</p> <p>(II) The Company’s “Operating Procedures for Ethical Management and Guidelines for Conduct” designates the General Management Division as the dedicated unit and intends to report to the Board of Directors on a regular basis to further implement the ethical corporate management policy.</p>	None.

Assess criteria	Implementation status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
prevention program and monitor their implementation? (III) Has the Company established policies to prevent conflict of interests, provide appropriate communication and complaint channels, and implement such policies properly?	✓		(III) The Company establishes a conflict of interest prevention policy and provides appropriate representations on the operation of the pipeline. Employees may report violations and grievances to the personnel unit or directly to the Board of Directors' audit unit.	
(IV) Has the Company established effective accounting and internal control systems in place for the implementation of ethical corporate management? Has the internal audit department formulated relevant audit plans based on the assessment results of unethical conduct risk to perform audits on compliance with the unethical conduct prevention program or engage CPAs to perform such audits?	✓		(IV) In order to ensure the implementation of ethical corporate management, the Company has established an effective accounting system and internal control system. Internal auditors regularly check the compliance of the former system in accordance with the audit plan and prepare audit reports to the Board of Directors.	
(V) Does the Company provide internal and external ethical corporate management training programs on a regular basis?	✓		(V) The Company will hold promotional meetings from time to time so that employees can clearly understand ethical corporate management concepts and regulations. We will promote ethical corporate management to our	

Assess criteria	Implementation status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			vendors before signing any contract.	
III. Whistleblowing system (I) Has the Company established specific whistleblowing and reward procedures, set up conveniently accessible whistleblowing channels, and appointed appropriate personnel specifically responsible for handling complaints received from whistleblowers? (II) Has the Company established standard operation procedures for investigating the complaints received, follow-up measures taken after investigation, and mechanisms ensuring such complaints are handled in a confidential manner? (III) Has the Company adopted proper measures to protect whistleblowers from retaliation for filing complaints?	 ✓ ✓ ✓		(I) Relevant provisions are included in the Company's "Operating Procedures for Ethical Management and Guidelines for Conduct." (II) Relevant provisions are included in the Company's "Operating Procedures for Ethical Management and Guidelines for Conduct." (III) Relevant provisions are included in the Company's "Operating Procedures for Ethical Management and Guidelines for Conduct."	None.
IV. Enhanced information disclosure Has the Company disclosed its Corporate Management Best-Practice Principles and the results of their implementation on its website and the MOPS?	✓		The Company has disclosed its corporate governance rules and regulations on its website in order to make corporate governance information transparent, and regularly enhances the dissemination of information and keeps the	None.

Assess criteria	Implementation status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			reporting channels open.	
<p>V. If the Company has adopted its own Ethical Corporate Management Best-Practice Principles based on the “Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies,” please describe any differences from the principles in the Company’s operations:</p> <p>The Company has formulated the Corporate Governance Best-Practice Principles, which are included in the internal control system and various management practices in accordance with the spirit of corporate governance, and has been implemented in practice with sound control functions</p>				
<p>VI. Other important information to facilitate a better understanding of the Company’s implementation of ethical corporate management (i.e. the examination and modification to the Ethical Corporate Management Best-Practice Principles established by the Company):</p> <ol style="list-style-type: none"> 1. The Company complies with the Company Act, the Securities and Exchange Act, the Business Entity Accounting Act, the regulations related to TPEX listing and other laws and regulations related to business practices as a fundamental part of the implementation of ethical corporate management. 2. The Company has established the “Procedures for Handling Material Inside Information,” which stipulates that directors, managerial officers and employees shall not disclose material inside information known to them to others and shall not inquire or collect unpublished material inside information of the Company that is not related to their personal duties, and shall not disclose unpublished material inside information of the Company to others that is available to them other than in the performance of their businesses. 				

Note: Regardless of whether “Yes” or “No” is chosen for the implementation status, please provide a description in the description column.

(VII) If the Company has formulated corporate governance principles and related articles, it shall disclose the way of inquiry:

1. Corporate governance-related rules and regulations and background introduction

(1) The Company is committed to the implementation of corporate governance operations and has established the corporate governance best-practice principles and related regulations.

(2) In accordance with the Company's Articles of Incorporation and the Regulations Governing the Election of Directors, the Company adopts the registered cumulative voting system.

2. The full text of these regulations is available on the "Market Observation Post System" (<http://newmops.twse.com.tw/>) or the Company's website (<http://www.jiajiebio.com/>).

(VIII). Other important information to facilitate a better understanding of the Company's implementation of corporate governance:

1. Training for directors

Title	Name	Organizer	Name of the course	Training hours
Director	Chen, He-Shun (Note 1)	Taiwan Investor Relations Institute	Navigating with Corporate Governance: Steering the Course of Business Intelligence	3.0
		Taiwan Corporate Directors Association	Legal Responsibilities of Directors and Supervisors of Public Companies	3.0
	Weng Chung Chun	Taiwan Corporate Directors Association	The Real Value Created by Circular and Low-Carbon Innovation: Understanding Circular Economy and Governance	3.0
		Taiwan Corporate Governance Association	Corporate Governance 3.0: Practical Analysis of "Sustainability Reports	3.0
	Hsieh Wen-Fang	Taiwan Corporate Directors Association	The Real Value Created by Circular and Low-Carbon Innovation: Understanding Circular Economy and Governance	3.0
		Taiwan Corporate Directors Association	Legal Responsibilities of Directors and Supervisors of Public Companies	3.0
	Hsieh Chin-Kun	Taiwan Investor Relations Institute	Navigating with Corporate Governance: Steering the Course of Business Intelligence	3.0
		Taiwan Corporate Directors Association	Legal Responsibilities of Directors and Supervisors of Public Companies	3.0
	Chang, Po-Sheng	Taiwan Corporate Directors Association	Legal Responsibilities of Directors and Supervisors of Public Companies	3.0

		Taiwan Corporate Directors Association	The Real Value Created by Circular and Low-Carbon Innovation: Understanding Circular Economy and Governance	3.0
	Huang Chun-I	Taiwan Corporate Directors Association	Legal Responsibilities of Directors and Supervisors of Public Companies	3.0
		Taiwan Stock Exchange	2024 Cathay Pacific Sustainable Banking and Climate Change Summit	6.0
	Hsieh I-Ching	Taiwan Corporate Directors Association	The Real Value Created by Circular and Low-Carbon Innovation: Understanding Circular Economy and Governance	3.0
		Accounting Research and Development Foundation	Preparation and Supervision of Sustainability Report	3.0
Independent Director	Tsai Hui-Ming	Taiwan Corporate Directors Association	Legal Responsibilities of Directors and Supervisors of Public Companies	3.0
		Accounting Research and Development Foundation	Professional Training Course on the Three-Step Approach to Proper Sustainability Reporting Disclosure	3.0
	Hsu Yin-Chu	Taiwan Investor Relations Institute	Navigating with Corporate Governance: Steering the Course of Business Intelligence	3.0
		Taiwan Corporate Directors Association	Legal Responsibilities of Directors and Supervisors of Public Companies	3.0
		Taiwan Stock Exchange	2024 Cathay Pacific Sustainable Banking and Climate Change Summit	6.0
		Taiwan Corporate Directors	The Real Value Created by Circular and Low-Carbon	3.0

		Association	Innovation: Understanding Circular Economy and Governance	
Independent Director	Kao Chia-Liang	Accounting Research and Development Foundation	Corporate Legal Responsibilities and Case Studies in the Contention for Management Right	3.0
		Accounting Research and Development Foundation	Effective Internal Control for Sustainability Reporting	3.0

Note 1: Resigned on June 18, 2024.

2. Discussion of Corporate Governance: In order to make the Company's information transparent, the Company is committed to improving the content of disclosure, pursuing true and complete presentation, and reducing the occurrence of information asymmetry.
3. Acquisition of related licenses by the Company's finance, accounting or audit related personnel: two employees from the Finance Department obtained stock affairs related licenses.

(IX) Implementation of the internal control system:

1. Statement of Internal Control

Jia Jie Biomedical Co., Ltd.

Statement of Internal Control System

Date: February 25, 2025

Based on the results of a self-assessment, the Company states the following with regard to its internal control system during the year 2024:

I. The Company acknowledges and understands that establishing, operating and maintaining an internal control system are the responsibilities of its Board of Directors and management, and such a system has been established. Internal control is a process designed to provide reasonable assurance that the following objectives are achieved: The effectiveness and efficiency of operations (including profitability, performance, and safeguarding of assets); reliability, timeliness, transparency, and regulatory compliance of reporting; and compliance with applicable laws, regulations, and by-laws.

II. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing its stated objectives. Moreover, the effectiveness of an internal control system may be subject to changes in the environment or circumstances. However, the internal control system of the Company features a self-monitoring mechanism that enables immediate rectification of deficiencies upon discovery.

III. The Company assesses the design and operating effectiveness of its internal control system based on the criteria set forth in the Regulations Governing the Establishment of Internal Control Systems by Public Companies (hereinafter referred to as the "Regulations"). The criteria adopted by the Regulations identify five key components of internal control based on the process of management control: 1. control environment; 2. risk assessment; 3. control activities; 4. information and communication; and 5. monitoring activities. Each element further encompasses several sub-elements. Please refer to "The Governing Principles" for details.

IV. The Company has assessed the design and operating effectiveness of its internal control system according to the aforesaid criteria.

V. Based on the results of the assessment, the Company believes that, as of December 31, 2024, its internal control system (including the supervision and management of its subsidiaries) was effective to provide reasonable assurance that the control objectives were achieved, including the effectiveness and efficiency of operations; reliability, timeliness, transparency, and regulatory compliance of reporting; and compliance with applicable laws, regulations, and by-laws.

VI. This Statement is an integral part of the annual report and prospectus of the Company and will be released to the public. Any illegal misrepresentation or omission in the public statement above is subject to the legal consequences described in Articles 20, 32, 171, and 174 of the Securities and Exchange Act.

VII. The Company's Board of Directors authorized this Statement on February 25, 2025. The content of this statement was unanimously approved by the nine directors who were present, with no objections raised.

Jia Jie Biomedical Co., Ltd.
(Company Seal)
Chairman: Weng Chung-Chun
(Seal)
President: Tseng, Ming-Chuan

2. For those who appointed CPAs to review the internal control system, the CPAs' review report shall be disclosed: None.

(X) Material resolutions of shareholders' meetings, interim meetings or Board meetings during the most recent year and up to the publication date of the annual report:

(1). Important resolutions of shareholders' meetings

Date	Important resolution
2023.6.13 Shareholders' Meeting	<ol style="list-style-type: none"> 1. Approval the proposal for ratification of the 2023 financial statements of the Company 2. Approval the proposal for ratification of the Company's 2023 earning appropriation proposal 3. Approval of the proposal for the amendments to certain provisions of the "Articles of Incorporation" of the Company. 4. Approval of proposal for removal of non-compete restrictions on newly elected directors.

(2) Important resolutions of Board meetings

Date	Important resolution
2024.03.12 11th term 8th meeting	<ol style="list-style-type: none"> 1) Approval of the 2023 financial statements of the Company 2) Approval of the Company's profit-sharing remuneration for employees and profit-sharing remuneration for directors for 2023. 3) Approval of the Company's 2023 earning distribution proposal. 4) Approval of the 2023 internal control statement of the Company. 5) Approval of the proposal for removal of non-compete restrictions on new directors. 6) Approval of the proposal for removal of non-compete restriction on the Company's managerial officers. 7) Approved the submission of the "Greenhouse Gas Inventory and Verification Schedule" of the Company. 8) Approval of the proposal for the intended amendments to certain provisions of the "Articles of Incorporation" of the Company. 9) Approval of the matters related to the Company 2024 regular shareholders' meeting.
2024.05.07 11th term 9th meeting	<ol style="list-style-type: none"> 1) Approval of the proposal to amend the internal control system of the Company 2) Approved the submission of the "Greenhouse Gas Inventory and Verification Schedule" of the Company. 3) Approval of adding proposals and amendments to the cause of convention for the 2024 regular shareholders' meeting. 4) Approval of the proposal for the capital reduction to offset accumulated deficits by a subsidiary.
2024.06.18 11th term 10th meeting	<ol style="list-style-type: none"> 1) Approval of the election of the Chairman of the Company.
2024.08.08 11th term 11th meeting	<ol style="list-style-type: none"> 1) Approval of the proposal for removal of non-compete restrictions on new directors. 2) Approval of the proposal for the change of the company's stock agent to handle shareholder services. 3) Approved the proposal to amend the internal control system of the Company 4) Approved the submission of the "Greenhouse Gas Inventory and Verification Schedule" of the Company. 5) Approval of the proposal for the cash capital increase through the

Date	Important resolution
	issuance of common shares for the year 2024. 6) Approval of the proposal for the capital increase through a 100%-owned subsidiary. 7) Approval of the proposal for the 100% indirectly held subsidiary to acquire real property from a related party. 8) Approval of the application for supplementary public offering and OTC trading of privately placed common shares.
2024.08.22 11th term 12th meeting	Approval of the proposal for the change in shareholding of the company's invested subsidiary.
2024.10.30 11th term 13th meeting	1) Approval of the proposal for the cash capital increase through the issuance of common shares for the year 2024. 2) Approval of the proposal for the capital increase through a 100%-owned subsidiary. 3) Approval of the dissolution and liquidation of subsidiaries.
2024.11.12 11th term 14th meeting	1) Approval of the proposal for the addition of the "internal control system" and the "internal audit implementation rules" 2) Approved the formulation of the Company's business plan for 2024. 3) Approved the submission of the "Greenhouse Gas Inventory and Verification Schedule" of the Company. 4) Approval of the proposal for removal of non-compete restriction on the Company's managerial officers.
2025.01.08 11th term 15th meeting	1) Approval of the proposal for the Company's "2024 cash capital increase and employee stock subscription plan." 2) Approval of the proposal for the cash capital increase and new share issuance, and the subscription recommendation for managers and directors who are also employees. 3) Approval of the proposal for the amendment of the Company's "accounting policies".
2025.02.25 11th term 16th meeting	1) Approval of the 2024 financial statements of the Company 2) Approval of the Company's profit-sharing remuneration for employees and profit-sharing remuneration for directors for 2024. 3) Approval of the Company's 2024 earning distribution proposal. 4) Approval of the 2024 internal control statement of the Company. 5) Approved the submission of the "Greenhouse Gas Inventory and Verification Schedule" of the Company. 6) Approval of the proposal for the intended amendments to certain provisions of the "Articles of Incorporation" of the Company. 7) Approval of the amendments to certain provisions of the "Procedures for Acquisition or Disposal of Assets" of the Company. 9) Approval of the matters related to the Company 2025 regular shareholders' meeting.

(XI) Review of the implementation status of resolutions of regular shareholders' meetings:

Resolutions of regular shareholders' meetings	Resolution results	Execution
June 13, 2024		
Ratification of the Company's 2023	The voting results of this proposal: 58,827,653 votes in favor, accounting for 91.40% of the total voting rights,	Implemented in accordance

Resolutions of regular shareholders' meetings June 13, 2024	Resolution results	Execution
financial statements.	328,456 votes against, 0 invalid votes, 5,205,150 abstentions/failure to vote, and the proposal was adopted as submitted.	with the results of the resolution.
Ratification of the Company's 2023 earning distribution proposal.	The voting results of this proposal: 59,043,651 votes in favor, accounting for 91.73% of the total voting rights, 335,458 votes against, 0 invalid votes, 4,982,150 abstentions/failure to vote, and the proposal was adopted as submitted.	Implemented in accordance with the results of the resolution.
Amendments to certain articles of the "Articles of Incorporation"	The voting results of this proposal: 57,554,794 votes in favor, accounting for 89.42% of the total voting rights, 1,907,318 votes against, 0 invalid votes, 4,899,147 abstentions/failure to vote, and the proposal was adopted as submitted.	Implemented in accordance with the results of the resolution.
Proposal for removal of non-compete restriction on directors.	The voting results of this proposal: 57,784,151 votes in favor, accounting for 89.78% of the total voting rights, 1,576,857 votes against, 0 invalid votes, 5,000,251 abstentions/failure to vote, and the proposal was adopted as submitted.	Implemented in accordance with the results of the resolution.

(XII) During the most recent year and up to the publication date of the annual report, where a Director or supervisor has expressed a dissenting opinion with respect to a material resolution passed by the Board, and the said dissenting opinion with records or written statements, disclose the principal content thereof: None.

IV. Information on the professional fees of the attesting CPAs

Name of accounting firm	Name of CPA		Audit period	Remark
PwC Taiwan	Liao A-Shen	Wang Guo-Hua	2024/1/1-12/31	

Range of CPA professional fees

Unit: Thousand NTD

Amount range		Fee item	Audit fees	Non-audit fees	Total
1	Less than \$2,000 thousand			v	
2	\$2,000 thousand (inclusive) – \$4,000 thousand		v		v
3	\$4,000 thousand (inclusive) – \$6,000 thousand				
4	\$6,000 thousand (inclusive) – \$8,000 thousand				
5	\$8,000 thousand (inclusive) – \$10,000 thousand				
6	More than \$10,000 thousand (inclusive)				

Information on CPA professional fees

Unit: Thousand NTD

Name of accounting firm	Name of CPA	CPA audit period	Audit fees	Non-audit fees (Note)	Total	Remarks
PwC Taiwan	Liao A-Shen Wang Guo-Hua	2023/1/1-12/31	3,080	329	3,409	

Note: Tax return audit and printing fees

- (I) If the non-audit fees paid to the attesting CPA, the CPA firm and its affiliates account for at least one-fourth of the audit fees: None
- (II) If the Company changes its CPA's firm and the audit fees paid for the year in which such change took place are lower than those for the preceding year: None.
- (III) When the audit fees paid for the current year are lower than those for the preceding year by 10% or more, the reduction in the amount of audit fees, reduction percentage, and reasons shall be disclosed: None.

V. Information on replacement of CPAs

(I) About the predecessor CPAs

Date of replacement	Not applicable		
Reason for the replacement and description	In accordance with the internal rotation mechanism of the firm of the attesting CPAs, the Company changed its attesting CPAs from Wu, Chien-Chih and Liao, A-Shen from PwC Taiwan to Liao, A-Shen and Wang, Kuo-Hua with effect from the first quarter of 2021.		
The description is about whether the appointer or the accountant terminates or rejects the appointment.	Counterparty	Auditor	Appointer
	Circumstance		
	Proposed the termination of the appointment	Not applicable	Not applicable
	Refuse to accept (continue) the appointment	Not applicable	Not applicable
Opinions for audit reports other than unqualified opinions in the most recent two years and the reason	Not applicable		
Whether there is any different opinion from the issuer	Yes		Accounting principles or practices
			Disclosure of financial statements
			Audit scope or steps
			Others
	Non Desc	Not applicable	
Other disclosures (those to be disclosed under item 1-4 to item 1-7, subparagraph 6, Article 10 of the Regulations)	None		

(II) About the successor CPAs

CPA's firm	PwC Taiwan
Name of CPA	CPAs Liao, A-Shen and Wang,
Date of appointment	Not applicable
Opinions that may be issued, consultation matters, and results for the particular accounting methods or accounting principles, and financial statements before the appointment	Not applicable
Written opinion of the succession CPAs on	Not applicable

matters different from the former CPAs	
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(III) Response letter of the former CPAs regarding matters stated in item 1 and item 2-3, subparagraph 6, Article 10 of the Regulations: None.

VI. Where the Company's Chairman, President, or any manager in charge of finance or accounting matters has held a position at the CPA's firm of its CPAs or at an affiliate of the CPA's firm in the most recent year, the name and position of the person, and the period during which the position was held, shall be disclosed: None.

VII.Changes in shareholding of directors, managers,and major shareholders

1. Changes in shareholdings of directors, managers and major shareholders

Title	Name	Unit: shares			
		2024		As of March 25, 2025	
		Increase (decrease) in shares held	Increase (decrease) in shares pledged	Increase (decrease) in shares held	Increase (decrease) in shares pledged
Director	Taiwan Health and Fitness Investment	-	-	-	-
Corporate representative of director, Chairman	Chen, He-Shun (Note 1)	-	-	-	-
Corporate representative of director, Chairman	Weng Chung-Chun (Note 2)				
Corporate representative of director, and CEO of the Company	Hsieh Wen-Fang	-	-	120,000	-
Corporate representative of director	Chang, Po-Sheng	-	-	200,000	-
Director	Green Summit Co., Ltd.	-	-	8,426	-
Corporate representative of director	Huang Chun-I	-	-	-	-
Director	Bei Jia Yuan Investment Co., Ltd.	(1,819,000)	-	-	-
Corporate representative of director	Hsieh I-Ching	-	-	10,000	-
Director	Hsieh Chin-Kun	-	-	-	-
Independent Director	Hsu Yin-Chu	-	-	-	-

Independent Director	Tsai Hui-Ming	-	-	-	-
Independent Director	Kao Chia-Liang	-	-	-	-
President	Tseng, Ming-Chuan	-	-	(10,000)	-
Deputy General Manager	Lin, Ching-Hung	-	-	-	-
Deputy General Manager	Chung, I-Chien	-	-	10,000	-
Associate Vice President	Wu, Bao-Tai	-	-	-	-
Associate Vice President	Fang Ya-Chi	(10,000)	-	6,000	-
Associate Vice President	Li, Yuan-Hui	(2,000)	-	-	-
Associate Vice President	Chang Min-Wen	(1,187)	-	5,000	-

Note: 1. Resigned on June 18, 2024.

Note 2: Took office on June 18, 2024.

2. Transfers of shareholding by directors, managerial officers, and major shareholders: None.
3. Changes in pledge of shares: None

VIII.Information on top ten shareholders who are related parties to one another

March 25, 2025

Unit: shares; %

Name	Shares held in own name		Shareholding of spouse and underage children		Shareholding under the title of a third party		Name and relationship of the top ten shareholders who are related parties, spouses, or relatives within the second degree of kinship.		Remarks
	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage	Name	Relationship	
Bai-Jia-Yuan Investment Co., Ltd.:	20,000,000	16.84	-	-	-	-	None	None	-
Bai-Jia-Yuan Investment Co., Ltd.: Chi-Tai Chen	-	-	-	-	-	-	Bai-Jia-Yuan Investment Co., Ltd.:	Chairman	-
Jinzhifu Asset Management Co., Ltd.	9,800,000	8.25	-	-	-	-	None	None	-
Jinzhifu Asset Management Co., Ltd.: Wang, Chiung-Fen	-	-	-	-	-	-	Jinzhifu Asset Management Co., Ltd.	Chairman	-
Hsieh Chin-Kun	1,437,000	1.21	-	-	-	-	None	None	-
Lai, Fu-Min	1,400,000	1.18	-	-	-	-	None	None	-
Fuan De Bao Investment Co., Ltd.	1,073,000	0.90	-	-	-	-	None	None	-
Fuan De Bao Investment Co., Ltd.: Lin, Chun-Chang	-	-	-	-	-	-	Fuan De Bao Investment Co., Ltd.	Chairman	-
Tsai, Tai-Hsin	1,073,000	0.90	-	-	-	-	None	None	-
D-Link Corporation	1,060,000	0.89	-	-	-	-	None	None	-
D-Link Corporation: Kuo, Jin-He	-	-	-	-	-	-	D-Link Corporation	Chairman	-
Wu, Mei-Chueh	1,050,000	0.88	-	-	-	-	None	None	-
Shi You Investment Co., Ltd.	901,220	0.76	-	-	-	-	None	None	-
Shi You Investment Co., Ltd.: Huang, Wei-Hsiang	-	-	-	-	-	-	Shi You Investment Co., Ltd.	Chairman	-
Chun Yu Bio-Tech Corp.	750,000	0.63	-	-	-	-	None	None	-

IX. The total number of shares and the consolidated shareholding held in any single investee by the Company, its Directors, supervisors, managers, or any companies controlled either directly or indirectly by the Company

December 31, 2024
Unit: Thousand shares; %

Investee (Note)	Held by the Company		Investment of Directors, supervisors, managers, or any companies controlled either directly or indirectly by the Company		Aggregate ownership	
	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage
Wisetech Corporation	11,890	100	-	-	11,890	100
Jia Jie Investment Co., Ltd.	15,463	100	-	-	15,463	100
Jia Jie Biotechnology co., Ltd.	10,000	100	-	-	10,000	100
Heilongjiang Shen Shou Pharmaceutical Co., Ltd.	-	41	-	-	-	41

Three. Fund Raising Status

I. Capital and shares

(I) Sources of share capital

1. Sources of share capital

Unit: Thousand NTD; Thousand Shares

Year/Month	Issue price (NTD)	Authorized capital		Paid-up capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of share capital	Paid in properties other than cash	Others
1995.05	1,000	16	16,000	16	16,000	Cash	None	Gao-Shi-Jian-II-Zi No. 89415241
1998.11	10	7,600	76,000	7,600	76,000	Capital increase by cash 60000	None	Gao-Shi-Jian-II-Zi No. 08711512001
1999.12	10	5,776	57,760	5,776	57,760	Capital reduction 18240	None	Jing-(1999)-Shang-Zi No. 088144613
1999.12	10	13,038	130,380	13,038	130,380	Capital increase by cash 72620	None	Jing-(1999)-Shang-Zi No. 088144613
2000.07	10	17,250	172,500	14,092	140,919	Capital increase from earnings 10539	None	(2000)-Tai-Cai-Zheng-(I)-Zi No. 45658 Jing-(2000)-Shang-Zi No. 089123997
2001.07	10	17,250	172,500	14,867	148,670	Capital increase from earnings 7751	None	(2001)-Tai-Cai-Zheng-(I)-Zi No. 133925 Jing-(2001)-Shang-Zi No. 09001277530
2002.01	10	25,000	250,000	19,240	192,395	Capital increase by cash 43725	None	(2001)-Tai-Cai-Zheng-(I)-Zi No. 170559 Jing-Shou-Shang-Zi No. 09101057440
2002.07	10	28,000	280,000	21,126	211,256	Capital increase from earnings 18861	None	(2002)-Tai-Cai-Zheng-(I)-Zi No. 134315 Jing-Shou-Shang-Zi No. 09101294790
2002.11	10	24,126	241,256	21,126	211,256	Reduction of authorized capital Capital	None	Jing-Shou-Shang-Zi No. 09101478120
2003.09	10	44,120	441,200	26,031	260,305	Capital increase from earnings 49050	None	(2003) Tai-Cai-Zheng-I-Zi No. 0920130066 Gao-Shi-Fu-Jian-II-Gong-Zi No. 092051995330
2004.01	10	44,120	441,200	29,483	294,827	Conversion of corporate bonds to new shares 34,521	None	Gao-Shi-Fu-Jian-II-Gong-Zi No. 09300713730
2004.04	10	44,120	441,200	31,865	318,653	Conversion of corporate bonds to new shares 23,826	None	Gao-Shi-Fu-Jian-II-Gong-Zi No. 09300801220

Year/Month	Issue price (NTD)	Authorized capital		Paid-up capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of share capital	Paid in properties other than cash	Others
2004.08	10	44,120	441,200	32,317	323,166	Conversion of corporate bonds to new shares 4,513	None	Gao-Shi-Fu-Jian-II-Gong-Zi No. 09300916230
2004.08	10	69,500	695,000	38,849	31999,486	Capital increase from earnings 64418 Conversion of corporate bonds to new shares New shares 902	None	Tai-Cai-Zheng-I-Zi No. 0930127169 Gao-Shi-Fu-Jian-II-Gong-Zi No. 09300929200
2004.10	10	69,500	695,000	38,989	389,892	Conversion of corporate bonds to new shares 1,406	None	Gao-Shi-Fu-Jian-II-Gong-Zi No. 09300980750
2005.02	10	69,500	695,000	38,995	389,946	Conversion of corporate bonds to new shares New shares 54	None	Gao-Shi-Fu-Jian-II-Gong-Zi No. 09400358740
2005.03	10	69,500	695,000	38,515	385,146	Retirement of treasury shares 4800	None	Jin-Guan-Zheng-III-Zi No. 0930156354 Gao-Shi-Fu-Jian-II-Gong-Zi No. 09400371250
2005.05	10	69,500	695,000	38,893	31999,932	Conversion of corporate bonds to new shares 3,786	None	Gao-Shi-Fu-Jian-II-Gong-Zi No. 09400439340
2005.07	10	69,500	695,000	38,936	389,365	Conversion of corporate bonds to new shares 433	None	Gao-Shi-Jian-II-Zi No. 09400529240
2005.09	10	69,500	695,000	41,067	410,673	Capital increase from earnings 21308	None	Jin-Guan-Zheng-I-Zi No. 0940128056 Gao-Shi-Fu-Jian-II-Gong-Zi No. 09400584760
2005.10	10	69,500	695,000	39,583	395,826	Retirement of treasury shares 16740 Conversion of corporate bonds to new shares 1,893	None	Jin-Guan-Zheng-III-Zi No. 0940128280 Jin-Guan-Zheng-III-Zi No. 0940140515 Gao-Shi-Fu-Jian-II-Gong-Zi No. 09400629330
2006.10	10	69,500	695,000	40,196	401,962	Retirement of treasury shares 8440 Conversion of corporate bonds to new shares 14,576	None	Jin-Guan-Zheng-III-Zi No. 0950139493 Gao-Shi-Fu-Jian-II-Gong-Zi No. 09500709540

Year/Month	Issue price (NTD)	Authorized capital		Paid-up capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of share capital	Paid in properties other than cash	Others
2007.05	10	69,500	695,000	40,932	409,319	Conversion of corporate bonds to new shares 7357	None	Gao-Shi-Fu-Jian-II-Gong-Zi No. 09600510520
2007.07	10	69,500	695,000	42,189	421,890	Conversion of corporate bonds to new shares 12,571	None	Gao-Shi-Fu-Jian-II-Gong-Zi No. 09600609690
2007.10	10	69,500	695,000	43,690	436,901	Capital increase from capital reserve 15,011	None	Jin-Guan-Zheng-I-Zi No. 0960044428 Gao-Shi-Fu-Jian-II-Gong-Zi No. 09600693250
2008.09	10	69,500	695,000	45,001	450,008	Capital increase from capital reserve 13,107	None	Jin-Guan-Zheng-I-Zi No. 0970038794 Gao-Shi-Fu-Jian-II-Gong-Zi No. 09700685310
2009.02	10	69,500	695,000	44,342	443,418	Retirement of treasury shares 6,590	None	Jin-Guan-Zheng-III-Zi No. 0970063032 Gao-Shi-Fu-Jing-II-Gong-Zi No. 09800432950
2009.04	10	69,500	695,000	43,941	439,408	Retirement of treasury shares 4,010	None	Jin-Guan-Zheng-III-Zi No. 0980002163 Jin-Guan-Zheng-III-Zi No. 0980011763 Gao-Shi-Fu-Jing-II-Gong-Zi No. 09800499810
2009.10	10	69,500	695,000	44,820	448,196	Capital increase from capital surplus 8.71999	None	Jin-Guan-Zheng-Fa-Zi No. 0980037976 Gao-Shi-Fu-Jing-II-Gong-Zi No. 09800682490
2010.10	10	69,500	695,000	46,164	461,642	Capital increase from capital reserve 13,446	None	Jin-Guan-Zheng-Fa-Zi No. 0990041945 Gao-Shi-Fu-Jing-II-Gong-Zi No. 09900673200
2011.04	10	69,500	695,000	49,214	492,142	Conversion of corporate bonds to new shares 30,500	None	Jin-Guan-Zheng-Fa-Zi No. 0990057157 Gao-Shi-Fu-Si-Wei-Jing-Shang-Gong-Zi No. 10001146590
2011.07	10	69,500	695,000	50,274	502,738	Conversion of corporate bonds to new shares 10,596	None	Jin-Guan-Zheng-Fa-Zi No. 0990057157 Jing-Shou-Shang-Zi No. 10001170200
2011.10	10	100,000	1,000,000	53,239	532,390	Capital increase from capital reserve 29,652	None	Jin-Guan-Zheng-Fa-Zi No. 1000037190 Jing-Shou-Shang-Zi No. 10001246050

Year/Month	Issue price (NTD)	Authorized capital		Paid-up capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of share capital	Paid in properties other than cash	Others
2012.01	10	100,000	1,000,000	50,779	507,790	Retirement of treasury shares 24,600	None	Jin-Guan-Zheng-Jiao-Zi No. 1000049575 Jin-Guan-Zheng-Jiao-Zi No. 1000062340 Jing-Shou-Shang-Zi No. 10101009950
2012.10	10	100,000	1,000,000	54,841	548,413	Capital increase from capital reserve 40,623	None	Jin-Guan-Zheng-Fa-Zi No. 1010035057 Jing-Shou-Shang-Zi No. 10101214730
2013.09	10	100,000	1,000,000	55,178	551,778	Conversion of corporate bonds to new shares 3,365	None	Jing-Shou-Shang-Zi No. 10201183310
2013.10	10	100,000	1,000,000	62,371	623,715	Capital increase from capital reserve 21,937 Capital increase by private placement 50,000	None	Jin-Guan-Zheng-Fa-Zi No. 1020029792 Jing-Shou-Shang-Zi No. 10201215390
2013.11	10	100,000	1,000,000	65,173	651,734	Conversion of corporate bonds to new shares 28,019	None	Jing-Shou-Shang-Zi No. 10201244570
2014.04	10	100,000	1,000,000	66,198	661,980	Conversion of corporate bonds to new shares 10,246	None	Jing-Shou-Shang-Zi No. 10301069330
2014.05	10	100,000	1,000,000	67,998	679,980	Capital increase by private placement 18000	None	Jing-Shou-Shang-Zi No. 10301087080
2014.10	10	100,000	1,000,000	71,370	713,700	Capital increase from capital reserve 26,479 Conversion of corporate bonds to new shares 7,241	None	Jin-Guan-Zheng-Fa-Zi No. 1030029139 Jing-Shou-Shang-Zi No. 10301217360
2014.12	10	100,000	1,000,000	71,657	716,572	Conversion of corporate bonds to new shares 2,872	None	Jing-Shou-Shang-Zi No. 10301246460
2015.10	10	100,000	1,000,000	74,523	745,235	Capital increase from capital surplus 2866	None	Jin-Guan-Zheng-Fa-Zi No. 1040028766 Jing-Shou-Shang-Zi No. 10401210060
2016.01	10	100,000	1,000,000	75,035	750,347	Conversion of corporate bonds to new shares 511	None	Jing-Shou-Shang-Zi No. 10401280630

Year/Month	Issue price (NTD)	Authorized capital		Paid-up capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of share capital	Paid in properties other than cash	Others
2016.10	10	100,000	1,000,000	78,753	787,535	Capital increase from capital surplus and earnings 3718	None	Jing-Shou-Shang-Zi No. 1050123199960
2017.09	10	100,000	1,000,000	81,877	818,773	Capital increase from capital surplus and earnings 3124	None	Jing-Shou-Shang-Zi No. 10601133660
2018.08	10	100,000	1,000,000	81,377	813,773	Retirement of treasury shares 500	None	Jing-Shou-Shang-Zi No. 10701093340
2018.11	10	100,000	1,000,000	81,218	812,183	Retirement of treasury shares 159	None	Jing-Shou-Shang-Zi No. 10701151200
2019.02	10	100,000	1,000,000	68,937	689,367	Capital reduction 12282	None	Jing-Shou-Shang-Zi No. 10801019610
2021.01	10	160,000	1,600,000	1999,937	19999,367	Capital increase by private placement 20000	None	Jing-Shou-Shang-Zi No. 11001000870
2024..03	10	160,000	1,600,000	98,736	987,366	Capital increase by private placement 9800	None	Jing-Shou-Shang-Zi No. 11330022740
2025.03	10	160,000	1,600,000	118,736	1,187,366	Capital increase by cash 20000	None	Jing-Shou-Shang-Zi No. 11430037350

March 25, 2025
Unit: shares

Share category	Authorized capital			Remarks
	Outstanding shares	Unissued shares	Total	
Registered common stocks	118,736,681	41,263,319	160,000,000	TPEX listed stocks: 87,134,240 shares Privately placed stocks: 31,602,441 shares

2. Information relating to the shelf registration system: None.

(II) List of major shareholders:

March 25, 2025
Unit: shares; %

Name of major shareholder	Shares	Shareholding percentage
Bai-Jia-Yuan Investment Co., Ltd.:	20,000,000	16.84%
Jinzhifu Asset Management Co., Ltd.	9,800,000	8.25%
Hsieh Chin-Kun	1,437,000	1.21%
Lai, Fu-Min	1,400,000	1.18%
Fuan De Bao Investment Co., Ltd.	1,073,000	0.90%
Tsai, Tai-Hsin	1,073,000	0.90%
D-Link Corporation	1,060,000	0.89%
Wu, Mei-Chueh	1,050,000	0.1999%
Shi You Investment Co., Ltd.	901,220	0.76%
Chun Yu Bio-Tech Corp.	750,000	0.63%

(VI) The Company's dividend policy and implementation:

1. Dividend policy

In accordance with the Company Act amended on May 20, 2015, and Article 21-1 of the amended Articles of Incorporation of the Company, the industry environment of the Company is changeable, and the enterprise life cycle is entering the stable growth stage. Considering the Company's future capital demand, long-term financial planning, and satisfaction of shareholders' needs for cash inflow, the Company's dividend policy is to adopt a residual dividend policy. If there is earnings after finalizing accounts each year, after paying the income tax for profit-seeking enterprises and making up losses from previous years, an amount of 10% of the legal reserve shall be set aside first, except when the legal reserve has reached the total capital. In addition, after the special reserve is set aside or reversed as required by law, the undistributed earnings at the beginning of the period shall be combined into the shareholders' accumulated distributable earnings, and the Board of Directors shall propose a motion for the distribution thereof and submit to the shareholders' meeting for resolution and distribution. Each year, no more than 90% of the distributable earnings may be provided for dividends to shareholders. The dividends and bonuses may be distributed in cash or share dividends. The cash dividends shall not be less than 10% of the total dividends. If the dividends paid for the year are less than NT\$1, such dividends may be all paid in share dividends.

2. Dividend distribution proposed at the shareholders' meeting: On February 5, 2025, the Board of Directors passed a special resolution to distribute a cash dividend of NT\$0.5 per share, totaling NT\$59,368,341. The proposal is to be reported at the 2025 annual shareholders' meeting.

(VII) Effects of the intended stock grants proposed at the shareholders' meeting on the operating performance and earnings per share of the Company for the

year: Not applicable.

(VIII) Remuneration of employees, Directors, and supervisors:

1. Percentage or range of remuneration of employees, Directors, and supervisors stated in the Articles of Incorporation:

In accordance with the Company Act amended on May 20, 2015, and Article 21-1 of the amended Articles of Incorporation of the Company, The Company shall distribute 1%–10% of the remuneration to employees and no more than 5% of the remuneration to directors/supervisors depending on the current year's profit. However, the Company shall make up losses if any.

No less than 0.5% of the remuneration to employees in the preceding paragraph shall be allocated for distribution to entry-level employees.

The remuneration of employees described in the preceding paragraph may be paid in shares or cash, and the remuneration shall include employees of subsidiaries of the Company thereof.

The profit of the current year as referred to in Paragraph 1 refers to the income before tax and before deducting the remuneration to employees and directors/supervisors.

The allocation of remuneration to employees and directors/supervisors shall be resolved and approved by a majority of the directors present at a directors' meeting attended by more than two-thirds of the whole directors, and reported to a shareholders' meeting.

The above amendments to the Articles of Incorporation were approved by the Board of Directors on February 25, 2025 and approved at the regular shareholders' meeting on May 23, 2025.

2. Basis for estimation of the employee bonuses and profit-sharing remuneration for directors, and supervisors during the period, the basis for the calculation basis of the number of shares for bonuses distributed in shares, and the accounting treatment if the distribution amount is different from the estimated amount:

Proposed cash bonuses for employees (profit-sharing remuneration) for 2024 (to be distributed in 2025): NT\$5,615,105; profit-sharing stock remuneration for employees: NT\$0; profit-sharing remuneration for directors and supervisors: NT\$2,695,250.

(1) The proposed distribution of employee bonus is NT\$5,615,105, which differs by NT0 from the estimated amount of NT\$5,615,105 for 2024.

(2) The proposed remuneration to directors and supervisors is NT\$2,695,250, which differs by NT\$0 from the estimated remuneration of NT\$2,695,250 for 2024.

3. The treatment for the difference between the estimated amount of employee profit-sharing remuneration and profit-sharing remuneration for directors and supervisors: None.

4. Distribution of remuneration of employees, Directors and supervisors in the preceding year (including the number of shares, amount, and stock price of the distribution); if there is any difference with the remuneration of employees, Directors and supervisors recognized, the difference,

reason, and measures adopted shall be described:

(1) Proposed cash bonuses for employees (profit-sharing remuneration) for 2023 (to be distributed in 2024): NT\$4,434,953; profit-sharing remuneration for employees: NT\$0; profit-sharing remuneration for directors and supervisors: NT\$2,217,477.

A. The proposed distribution of employee bonus (profit-sharing remuneration) is NT\$4,434,953, which differs by NT\$10,137 from the estimated amount of NT\$4,445,090 for 2023.

B. The proposed remuneration to directors is NT\$2,217,477, which differs by NT\$5,067 from the estimated remuneration of NT\$2,222,544 for 2023.

C. The difference in the estimate of the employees bonus (profit-sharing remuneration), directors and supervisors: It is treated as the change of accounting estimate and will be adjusted and accounted for in the next year.

(IX) Share repurchases by the Company: None

II. Corporate bond: None.

III. Preferred shares: None.

IV. Global depository receipts: None.

V. Employee stock options:

1. Employee stock options that have not yet expired: Not applicable.
2. Names of managerial officers who have obtained employee stock options and the top ten employees with the most employee stock options for more than NT\$30 million as of the publication date of the annual report as well as their acquisition and subscription: Not applicable.

VI. Restricted stock awards:

1. Effects of restricted stock awards not fully vested up to the publication date of the annual report on shareholders' interest: Not applicable
2. Names of managers who have obtained restricted stock awards and the top ten employees with the most employee stock options up to the publication date of the annual report as well as their acquisition and subscription: Not applicable

VII. Issuance of new shares in connection with mergers or acquisitions of shares of other companies: None.

VIII. The implementation status of the capital utilization plan, including the content and implementation status of the plan: None:

(I) Private Placement of Common Shares

1. Plan content:

(1) Shareholders' Meeting Resolution: On November 29, 2023, the shareholders' meeting approved a private placement of no more than 15,000,000 common shares.

(2) Number of Shares to be Issued and Total Funds to Be Raised: A total of 9,800,000 common shares are to be privately placed at an issuance price of NT\$13.34 per share, raising a total of NT\$130,732,000.

(3) Use of Fund:

(4) Planned use of funds: to supplement working capital and repay bank loans.

Planned use of funds: to supplement working capital and repay bank loans.

Item/Plan	Expected completion date	Total amount of funds required	Planned fund utilization progress	
			2024	2024
			First Quarter	Second Quarter
To replenish the working capital	Q1 2024	55,732,000	55,732,000	0
To repay bank loans	Q2 2024	75,000,000	40,000,000	35,000,000
Total		130,732,000	95,732,000	35,000,000

2. Execution

The Company's private placement of common shares is expected to be completed in January 2024. The execution status is explained as follows:

Planned use of funds: to supplement working capital and repay bank loans.

Item	Execution		Amount	Reason for Progress Ahead of or Behind Schedule and Improvement Plan
To replenish the working capital	Amount	Planned	55,732,000	In accordance with the fund utilization plan, the replenishment of working capital was completed in the first quarter of 2024.
		In-person	55,732,000	
To repay bank loans	Amount	Planned	75,000,000	In accordance with the fund utilization plan, the repayment of bank loans was completed in the second quarter of 2024.
		In-person	75,000,000	

(II) Capital increase by cash

1. Project content

(1) Approval date and document number: Pursuant to the Order

Jin-Guan-Zheng-Fa-Zi No. 1130362505 issued by the Financial Supervisory Commission dated December 6, 2024.

(2) Total funding required for this plan: NT\$430,000,000.

(3) Purpose of funds:

A. Issuance of 20,000,000 new common shares through capital increase, with a par value of NT\$10 per share and an issue price of NT\$18 per share. The expected fundraising amount is NT\$360,000,000.

B. The remaining NT\$70,000,000 will be funded with the Company's own capital.

(4) Project items and estimated schedule:

Item	Expected date of completion	Total amount of funds required	Planned fund utilization progress
			Q1 2026
Reinvestment in subsidiaries	Q1 2026	430,000,000	430,000,000

(1) Expected benefits:

The total actual amount raised through this cash capital increase is

NT\$360,000 thousand. Together with NT\$70,000 thousand from the Company's own funds, the entire sum will be used to invest in the Company's wholly owned subsidiary, Jia Jie Investment, which will in turn invest in its own wholly owned subsidiary, Shinerice Foods. As of the end of the first quarter of 2025, the Company has injected an additional NT\$230,000 thousand into Shinerice Foods. The anticipated benefits are expected to gradually materialize as the central kitchen begins operations following the completion of the capital deployment.

Four. Operational Highlights

I. Business activities

(I) Scope of business

1. Major scope of business

- (1). C102010 Manufacture of Dairy Products.
- (2). C103050 Manufacturing of Canning, Freezing, Dehydration, Pickled
of Food.
- (3). C104010 Manufacturing of Sugar Confectionery.
- (4). C104020 Manufacture of Bakery and Steam Products.
- (5). C105010 Edible Oil and Fat Manufacturing.
- (6). C110010 Beverage Manufacturing.
- (7). C199030 Instant Meal Box Food Manufacturing.
- (8). C199990 Manufacture of Other Food Products Not Elsewhere
Classified
- (9). C801990 Other Chemical Materials Manufacturing.
- (10). CE01010 General Instrument Manufacturing.
- (11). CE01030 Optical Instruments Manufacturing.
- (12). CE01990 Other Optics and Precision Instrument Manufacturing.
- (13). F101990 Wholesale of Other Agricultural, Livestock and Aquatic
Products.
- (14). F102020 Wholesale of Edible Fat and Oil.
- (15). F102030 Wholesale of Tobacco and Alcohol.
- (16). F102040 Wholesale of Nonalcoholic Beverages.
- (17). F102170 Wholesale of Foods and Groceries.
- (18). instead F107030 Wholesale of Cleaning Supplies.
- (19). F107990 Wholesale of Other Chemical Products.
- (20). F108031 Wholesale of Medical Devices.
- (21). F108040 Wholesale of Cosmetics.
- (22). F109070 Wholesale of Culture, Education, Musical Instruments and
Educational Entertainment Supplies.
- (23). F113030 Wholesale of Precision Instruments
- (24). F113060 Wholesale of Measuring Instruments
- (25). J303010 Magazine (Periodical) Publishing.
- (26). F401010 International Trade
- (27). F113020 Wholesale of Electrical Appliances.
- (28). F113990 Wholesale of Other Machinery and Tools.
- (29). F213010 Retail Sale of Electrical Appliances.
- (30). F213990 Retail Sale of Other Machinery and Tools.
- (31). JE01010 Rental and Leasing.
- (32). ZZ99999 All business activities that are not prohibited or restricted
by law, except those that are subject to special approval.

2. Sales percentage of main products for 2024

Unit: NT\$ Thousand; %

Business item	Year	2024	
		Operating revenue	Sales percentage
Nutrition and health care		304610	57
Insurance brokerage		59643	11
Instant Meal Box Food manufacturing		165374	31
Others		7443	1
Total		537070	100

3. Main products (services) of the Company at present

- (1) JustBest Series (Softshell Turtle Essence-P, Remain Young Capsules, Softshell Turtle Koo Elite Bright Capsules, Kamimori High Calcium Capsules, Sesame Spike EX Capsules, Jia Yong Yong Caplets, Yuet You Powerful Plus Capsules) and other products.
- (2) JustSlim series (Always Health Probiotics, Just Fibre Lactobacillus with Endospore Enzyme, and SlimStable Momordica charantia Peptide Compound Tablets) and other products.
- (3) JustGood Series (Small Molecule π Flowing Water Machine, and Songsense) and other products.
- (4) Softshell Turtle Chuan Pei Series (Softshell Turtle Chuan Pei All Round Vitamins Capsule Food)
- (5) E-commerce channel full product lineup includes: Softshell Turtle Chuan Pei Capsules, Joint Support Type II Collagen Capsules, Sleep Well Sesame Extract x GABA Capsules, Bright Vision Marigold Lutein x Gac Fruit Capsules, Energy Boost Antrodia Cinnamomea Mycelium x Turmeric Extract Drink, and Daily Probiotic Powder Sachets.

4. New products to be developed

- (1) Develop products with different life cycles for different marketing platforms and targets.
- (2) For marketing, efficiently develop preventive health products in three major directions to promote human health by improving nutrition, gastrointestinal, and temperature:
 - A. Nutrition (JustBest series): With Softshell Turtle nutrition as the core ingredient, we develop “target” healthcare products for different age groups, focusing on all-round healthcare priorities for each life cycle, such as the five age groups of children before 12 years old, adolescents between 12 and 20 years old, youths between 20 and 65, and the elderly over 65 years old.

- B. Gastrointestinal (JustSlim Series): Gastrointestinal health is the source of health, through the promotion of intestinal health to improve digestive function, promote metabolism (including weight control), regulation of immunity and other three basic healthcare priorities. JustSlim series will use plant-derived functional ingredients and probiotics to build a series for vegetarians to expand the healthcare market, and can also be used in conjunction with JustBest series for more complementary effects.
- C. Temperature and Environment (JustGood series): Jia Jie Biomedical provides the “Songsense” products imported from Japan can be used for bathing and foot bathing to improve the unhealthy low-temperature condition of the body and promote metabolism, and will continue to develop a series of products for the home environment to take care of overall health.
- (3) For the e-commerce platform, considering the needs of middle-aged and older adults, the Company has developed health supplements related to eye health, joints, cardiovascular health and female health. The goal is to align the products with the brand's spirit of natural and local origins, ensuring the development of safe and effective nutritional supplements.

(II) Industry overview

1. Current status and development of the industry

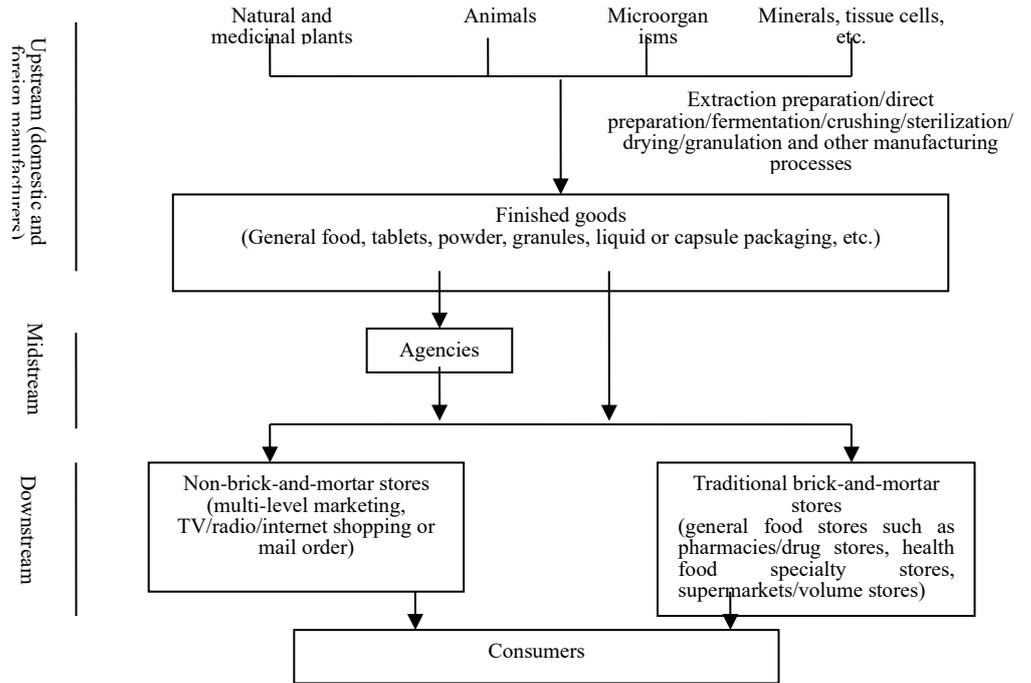
The biotechnology industry started in the U.S. in the 1970s and has flourished in recent years to become a highly anticipated star industry. Taiwanese government has attached great importance to biotechnology as far back as the 1980s. In 1982, biotechnology was listed as one of the eight key technologies, and in 2000, it was also listed as one of the ten emerging industries. In 1995, the Executive Yuan passed the “Asia-Pacific Manufacturing Center Project” and the “Biotechnology Industry Promotion Program” to promote the establishment of a sound regulatory system for biotechnology and pharmaceuticals, strengthen research and development, and facilitate major investment projects. In 2016, the “Taiwan Bioeconomy Industry Development Plan” was approved to focus on the development of five major areas: pharmaceuticals, medical devices, healthcare, food and agriculture, as an important policy direction for the development of the bioeconomy industry, hoping to develop Taiwan into a research and development and manufacturing center for biotechnology and pharmaceutical industries in the Asia-Pacific region.

The Ministry of Economic Affairs (MOEA) has announced to amend the “Act for the Development of Biotech and New Pharmaceutical Industry,” and the draft article will be amended to “Act for the Development of Biotech and Pharmaceutical Industry,” which is expected to be sent to the Legislative Yuan for the third reading in the second half of 2021. The “Act for the Development of Biotech and Pharmaceutical Industry” will be seamlessly applied in 2022 and is expected to be implemented until the end of 2031. In

addition to increasing the number of applicable items in response to the international trend of advanced development of biotechnology industry, and attracting capital investment and retaining outstanding talents through tax incentives, the overall international competitiveness of the industry is expected to be enhanced

2. Correlation between the upstream, midstream, and downstream of the industry

The Company is a manufacturer and distributor of health food products in the biotechnology industry, and its upstream, midstream and downstream correlations are listed as follows:



3. Development trends of products

The 21st century is a harbinger of a new era for the health food industry. While the upstream international perception of functional ingredients and health food materials is rising and international demand is high, the downstream health food and organic food are emerging. According to the report of the Biotechnology Industry Development Strategy and Measures for Manufacturing Industry, the priority areas for the future development of biotechnology industry in Taiwan include the fermentation industry, health food industry, agricultural biotechnology and environmental protection biotechnology. In addition, the Executive Yuan also announced during the biotechnology strategy meeting that Taiwan will do its best to promote the development of the biotechnology industry, indicating that the continuous growth of the health food market should be expected in the future. With the improvement of the Flowing Water standard of the people's livelihood, the food supply is safe and the nutrition intake is easy. However, changes in work style and eating habits have led to excessive or unbalanced nutritional intake and the risk of high blood pressure, high blood fat and high blood sugar. People need to rely on health food to supplement their nutritional requirements or to keep their high blood pressure, high blood fat and high blood sugar within the standard values. In addition, the traditional custom of taking food to build up the body has led to the rapid development of the domestic health food market as people purchase health food products in liquid or granular form, which were originally boiled and produced in a standardized manner, and consider them to have the same effect. In addition, as the social problems of aging and fewer children continue to occur, a healthy body will become a common target for future citizens to avoid becoming a burden. We will continue our efforts in healthcare products to develop products that meet the needs of all age groups and ethnic groups, and to create more employment opportunities through direct selling and e-commerce, whether part-time or full-time, so that businessmen can use their strengths to serve society and reduce the burden on society.

4. Market competition:

Softshell Turtle has a long history of consumption in China and is regarded as a nutrition supplement. The Chinese turtle contains special enzymes and hormones, and with the complete fish nutrients in its body, it has the uniqueness of a dietary supplement and therapeutic effect. Softshell Turtle is unique and irreplaceable in the market, and our business partners are loyal consumers so its related products contribute to the stability and development of the Company.

The government has been promoting the development of biotechnology industry, which has led to the booming of the biotechnology industry in Taiwan, and it is only natural that there are many competitors. On the one hand, the Company is strengthening its internal operation and linkage to enhance its operational strength, and

on the other hand, it is strengthening its R&D and quality control to build up a barrier of products and services to keep its competitors at bay, which is believed to limit the impact to a minimum.

In addition, we are actively building up our internal administration team with the goal of global presence.

(III) Technology and R&D overview

1. Technology Level

On top of the consideration for stable quality, we produce Softshell Turtle Essence-P by our own heat concentration process imported from MIYAKU, Japan, and conduct Softshell Turtle Essence-P stability test, which has a higher level of technology compared to other domestic multi-level marketing companies that are mostly agents of foreign products.

Recently, the Company has been actively collaborating with various sectors, working with scholars and experts to develop better products. At the same time, it has participated in both domestic and international quality certification programs and international invention award competitions. These efforts aim not only to enhance competitiveness but also to strengthen organizational marketing operations, with the expectation of gradually gaining prominence in a highly competitive market.

2. R&D

The Company was established in May 1995. Initially we were mainly engaged in the professional marketing service of Softshell Turtle Essence-P products, and did not have an R&D department. Subsequently, in order to strengthen our R&D capability, we set up a research and development department in 2000, which is responsible for new product development, research and improvement of product production technology, and product application research. We have commissioned several domestic universities to conduct research on the immune function of Softshell Turtle related products over the years. In 2020, Taiwan Steel Group injected new energy into Jia Jie's product development by combining health and exercise elements with natural health ingredients from Taiwan, making Jia Jie the first choice of health food brand in Taiwan!

Over the years, we have conducted the following research:

- (1) Conducted research on immune function, hypolipidemic function and product stability of Softshell Turtle Essence-P in collaboration with the Biotechnology Section of the Incubation Center of National Taiwan Ocean University and the Department of Nutritional Foods of Fu Jen Catholic University.
- (2) Cooperated with the Department of Biotechnology, National Chiao Tung University to conduct further research on the health functions of round fish liver powder products.
- (3) Cooperated with National Pingtung University of Science and Technology to conduct further research on the effectiveness of Softshell Turtle Essence in inhibiting atherosclerosis.
- (4) With the development of Softshell Turtle intestine and Softshell Turtle liver powder, based on the study of the liver health function of Softshell Turtle liver powder, we learned that

Softshell Turtle liver powder products have a significant health function of reducing chemically induced liver damage, and its processing method can be used as a basis for the manufacture of Softshell Turtle liver health products.

- (5) Developed enzyme products, which are substances found in all animals and plants and are necessary for maintaining normal body functions, digesting food, and repairing tissues, etc., and which are made of protein and participate in almost all bodily activities. Therefore, when the enzymes required for normal metabolism are insufficient, they need to be supplemented externally.
 - (6) To avoid the problem of adulteration of softshell turtle ingredients, which occurred for many products in the society, which affects the quality of products and damages the rights of consumers, we provided a method to identify the adulteration of Softshell Turtle oil and powder. Therefore, we cooperated with National Pingtung University of Science and Technology to detect Softshell Turtle in food products by using the chain reaction method of polymeric enzymes.
 - (7) Collaborated with YUANPEI UNIVERSITY OF MEDICAL TECHNOLOGY to study the difference in nutritional composition of Softshell Turtle powder obtained by different processing methods.
 - (8) Conducted joint research and development with Chi Mei Medical Center and National Chiayi University on probiotic series products, hoping to create another marketing channel with highly effective probiotic products.
 - (9) Collaborated with Chi Mei Hospital through a project-based partnership to conduct functional testing of probiotics, aiming to understand the effect of probiotics in alleviating intestinal inflammation.
3. Research and development expenses and as a percentage of operating revenues for the most recent two years and the current year up to the date of publication of the Annual Report:

Unit: NT\$ Thousand; %

Year	2024	2023
Item		
R&D expenses	6,548	9,324
Net operating income	537,070	332,758
Proportion	1.22	2.80

4. Future R&D plan and R&D expenses expected to be invested:
- (1) Continue to develop research and development on the combination of raw materials from various parts of Softshell Turtle with various food products, and upgrade them with the latest biotechnology processes to improve the nutritional value and help the cells in the body to function properly faster.
 - (2) Develop local ingredients local ingredients in Taiwan to become a new material for innovative healthcare. The advantageous probiotics selected from the fermentation broth of local fruits in

Taiwan have been evaluated for related application and commercial diversification.

(3) Proactively cooperate with various sectors and conduct collaborative research projects with academia in order to develop better products and obtain technical support.

(4) Estimated R&D expenses in 2025: Including the salaries of R&D personnel, R&D materials, and outsourced research, the estimated R&D expenses are approximately NT\$10,000 thousand.

5. Technologies or products successfully developed

(1) Develop Kamimori high-calcium capsule product, using turban nail powder as the main ingredient. As we age, bone mass decreases and generally speaking, the fastest bone loss in women occurs after menopause, so we need to pay special attention to bone maintenance to prevent bone loss.

(2) Developed turtle-deer Kamimori capsule food, containing the Chinese recipe of turtle shell, turtle-deer nourishing essence, plus glucosamine, catechins, chondroitin and B-complex nutrients, which is the key to nourishing and diverse supplementation, promote metabolism and provide vitality, and is a healthy product for modern people.

(3) Developed Softshell Turtle Koo Elite Bright capsule, containing Softshell Turtle powder, fish oil, Chinese wolfberry, cassia seeds, vitamins A and E and fruits and vegetables, marigold, red algae extract and other ingredients, as well as polyunsaturated fatty acids DHA and EPA and astaxanthin, lutein, etc., with antioxidant effects. The product helps maintain the integrity of cell membranes and is a daily supplement of nutrients and health care for video gamers, students, office workers, silver-haired people and phubbers.

(4) Developed blueberry enzyme tablet food, containing 70-in-one comprehensive fruit enzymes, starch, lipolytic enzymes, water sugars and other ingredients to help improve the digestive function of the gastrointestinal tract, as well as blueberry extract, West Indian cherries. The product is rich in vitamin C, which is to complement the nutrient deficiency of Softshell Turtle Essence, and also has an antioxidant effect to help maintain the healthy gastrointestinal tract function.

(5) Developed the sesame Spike EX capsule food, containing supercritical carbon dioxide extraction of sesame. The product's small molecules are easy to be absorbed and has a strong antioxidant effect, so it is wildly applied in Japan to facilitate sleep. The product also is combined with other scientific compound GABA, sour date extract relaxation lyrical pressure, PS to enhance brain response, while sesame extract compound can facilitate sleep, which is another good choice for people with modern sleep disorders.

(6) Using 13–16 taels of Chinese turkey, slow-boiled into the essence of round fish, suitable for the whole family, late night overtime workers, growing teenagers, silver-haired people, mothers-to-be,

anyone who needs nourishment after surgery. It is a nutritional health drink that can be consumed by all the above groups to replenish the energy each day, nourish and strengthen the body, beautify the face, and energize the spirit.

- (7) JustSlim series (nutritional drinks – original, tropical fruit and matcha cocoa flavors, probiotics and Shiso Oil capsules) are three types of products that help control calories with low-calorie, high-fiber and high nutrition, and bring away bad bacteria from the intestines with patented good bacteria to help smooth bowel movements, while Shiso Oil, rich in omega-3 fatty acids, promotes the body's oil metabolism. The three types of products complement each other to achieve the goal of weight control in a healthy way. Slender Stability Bitter Melon Peptide Compound Tablet and Slender Evacuation Enzyme Jelly will be developed later to make the series complete. Slender Stability Bitter Melon Peptide Compound Tablet uses patented bitter melon peptide with chromium to stabilize carbohydrates, while Slender Evacuation Enzyme Jelly uses postbiotics to build a healthy digestive tract with laxative ingredients of Chinese recipe, both of which have received extremely positive feedback from the channels.
- (8) Antrodia cinnamomea series: We developed antrodia cinnamomea mycelium capsule and Ben antrodia cinnamomea mycelium compound drink with a similarly powerful industry leader, GREENYN BIOTECHNOLOGY CO., LTD. Antrodia cinnamomea is a unique fungus in Taiwan. It is not easy to obtain wild antrodia cinnamomea, and it is relatively economical and safe to produce triterpenoid-rich antrodia cinnamomea in solid state culture. Our antrodia cinnamomea mycelium capsule obtained the health food liver protection certification, and the Ben antrodia cinnamomea drink is loved by the public, which helps people to cope well with social affairs, to stay up late and work overtime without losing energy.
- (9) Jia Yong Yong Caplets: An upgraded product of turtle-deer Kamimori capsules, containing turtle-deer essence of Chinese recipe, turtle-deer and ostrich, plus western technology of type II collagen, polysaccharide and hyaluronic acid, it is a holy product for nourishing and flexible mobility.
- (10) Jia Water Fair Skin Tablets: Combine Softshell Turtle with collagen and multinational beauty materials, such as French melon extract rich in SOD nutrients, Italian blood orange extract, Japanese rose flower office, etc., to help stay youthful and fair-skinned with vitality and radiance.
- (11) SOSO series: 367Speedy Slender Jelly is designed as a packet of jelly to help smooth bowel movements, with light calories and 01999 full pink latte Brewed Beverage, to get rid of the impression that health food is mostly capsules and tablets, and can better meet the needs of the young generation for a slender metabolism.
- (12) Yuet You Powerful EX+: An upgraded version of Yuet You Powerful Plus, featuring a compound formula combining

pumpkin seed extract and soft-shell turtle whip extract, designed to help middle-aged and older adults maintain smooth urination and sustain vitality.

- (13) Always Health Probiotics: Selected from 57 probiotic strains found in fermented extracts of locally sourced fruits and vegetables in Taiwan, three patented strains were identified — Lactobacillus rhamnosus JJ101, Lactobacillus paracasei JJ102, and Lactobacillus plantarum JJ103. Each sachet contains 20 billion live lactobacilli, combined with a carefully selected blend of three prebiotics. Tested for efficacy, the product supports internal cleansing, promotes metabolism, helps regulate the body's constitution, and enhances immunity.
- (14) Joint Support Type II Collagen Capsules: Specially formulated with bioactive undenatured type II collagen developed locally in Taiwan, combined with TPF-101, water-soluble turmeric, and frankincense. This formula helps prevent the decline of mobility and supports agility and flexibility with ease.
- (15) Bright Vision Marigold Lutein x Gac Fruit Capsules: Utilizing gac fruit grown by small farmers in Taiwan to provide comprehensive eye-nourishing nutrients, combined with internationally recognized ingredients such as FloraGLO lutein, KUROMANIN black soybean seed coat extract, and Hyabest hyaluronic acid, making it the top choice for modern eye health care.

(IV) Long-term and short-term business development plan

1. Short-term plan

(1) Marketing strategy

- A. Focus on the core business, focus on marketing the main products, and set up distributors' friendship centers and family gathering centers throughout the province to enhance distributors' professional ability and loyalty to the Company and provide services to a wider range of product lovers and new members.
- B. Revitalize the sales venues and strengthen the marketing: with the basic core of humanity of the Company's operations, the improvement of the operations efficiency of the sales venues will help the sales of various products and businesses, and we will continue to strengthen the marketing and activities in the short term to enhance the operation efficiency and confidence.
- C. Enhance the professional ability of our business partners: We organize various training activities to continuously strengthen the business strength of our business partners and provide better services.

(2) Production policy

- A. Continuously implement international standards such as ISO 9001, ISO 22000, and HACCP to ensure the implementation of hygiene and quality control requirements and pursue the goal of zero defects in product quality.
- B. Implement employee education and training courses to establish a perfect process management and production process

operation concept to ensure the yield and safety of the production process.

C. Set up a unified shipping center, introduce a more efficient management system ERP, and distribute products directly to distributor members' premises, and analyze various data to effectively control product production efficiency and reduce inventory goals.

(3) R&D and product development direction

A. Recruit R&D professionals and strengthen training. In addition to actively participating in lectures and training activities at various professional academic institutions, we are working together to develop new products through close contact with professors at universities and colleges.

B. Actively apply for Softshell Turtle Essence-P to obtain health food certification to increase public recognition of the Company's healthcare products.

C. Develop new products through strategic alliances with industry peers and other industries, such as Softshell Turtle Essence, probiotic enzymes, lutein, sesquiterpenes, nutritional drinks, and maintenance products, to provide consumers with more diverse product choices.

(4) Operational scale and financial support

A. Restructure Taiwan and China investees:

The Company will review the Taiwan and China investees one by one and strictly control the use of funds by the investees to avoid affecting the parent company and causing losses. The Company plans to gradually merge the investees into the parent company, dispose of the shares to recover the capital, reduce the scale, or gradually close down the business.

B. Develop budgets and review them regularly to reduce fixed expenses and expenditures:

We plan to adjust the manpower and organizational structure and appropriately reduce the impact on the services provided by the Company. We should review the expenses and expenditures of internal staff, including the annual education and training expenses and course arrangements. In addition, we should regularly prepare and strictly execute budgets, review and reduce all expenses, and spend the money in a cost-effective manner to enhance operational efficiency.

2. Long-term plan

(1) Marketing strategy

A. Establish a dedicated business development department:

The Business Development Department consists of the Marketing and Sales Division, the Multimedia Division, and the Event Planning Division, together with the Product Development Division, which is staffed by nutritionists and food technicians. Each division works in tandem with the other, using professional and marketing tools to assist business owners

in sales and promotion. The Marketing and Sales Division provides business owners with the best service and event execution at each branch. The Business Development Division will be the strong backbone for all distributors in frontline marketing.

The Business Development Department will work with the direct selling organization to achieve operational goals, maintain the best connection to the marketplace, respond to changes, and move accurately toward goals.

B. Build the brand and marketing to make Jia Jie Biomedical visible to the world:

We have re-established Line, internet and various media marketing models, using various media and platforms to expand marketing and make Jia Jie visible to the world.

C. Upgrade the level of our products:

Centering around Softshell Turtle nutrition, we will focus on the seven key points of healthcare – brain power, eye power, agility, beauty, aphrodisiac, anti-height, and cancer prevention, etc. We hope to become the representative company in Taiwan for Softshell Turtle-related functional products.

(2) Production strategy

Product packaging operations will be improved towards fully automated processes. In the future, automated packaging equipment will be purchased to achieve the goal of effectively controlling product quality and improving production efficiency. In line with the marketing planning, we regularly review sales and manufacturing and supply to reduce inventory, minimize losses, and provide the best product quality.

(3) R&D and product development strategy

We will cooperate with relevant academic research institutions to develop special series of nutritional supplements and topical maintenance devices for chronic civilization diseases, so as to help patients with chronic civilization diseases to use them for a long time, and to adjust their physique and enhance their immunity. And develop preventive health products efficiently in three series of directions, including nutrition, gastrointestinal, moisture, and temperature and environment, to promote human health. In addition, in line with the business strategy to introduce young people, we will also develop a series of products for young people with sense, such as probiotics, collagen, weight control series, and maintenance series. Expand the group and multiply the revenue.

(4) Operational scale and financial planning

In order to consider the future long-term capital operation of the Company, we will plan to introduce strategic alliance partners. Currently, our revenue only comes from the direct selling industry, and we plan to introduce strategic alliance partners in the future. Through cross-industry cooperation, we can maintain the Company's sustainable and stable operations and provide better protection for employees in the long run.

A. Effective in increasing overall revenue

In view of the Company's performance and long-term capital operation efficiency, we will plan to introduce a strategic alliance partner. In the future, we plan to expand the Company's business base through the entry of strategic partners and the introduction of cross-industry cooperation, or to operate in a similar manner as a holding company or direct selling subsidiary in the same industry, which is more capable of maintaining the Company's long-term sustainable and stable operation, protecting the welfare of the Company's employees, and ensuring the shareholders' rights and interests.

B. Long-term capital for sustainable operations

We plan to introduce long-term strategic corporate shareholders to provide sufficient capital to assist the Company's sustainable development, and gradually build a system of professional managerial officers, recruit professionals who have a reputation for practical operation of direct selling organizations, and plan direct selling market business plans as well as the upgrading of internal systems and talents in order to continue to expand our direct selling market share.

C. Increase the ownership of managing shareholders

The introduction of long-term strategic shareholders in the future will enhance the core shareholdings of the management team and distributors, consolidate the Company's management rights and centralize core shareholdings, which will have obvious benefits to the Company's sustainable operation and maintain the distributors' centripetal force, and the increased shareholdings of the operators can protect the management rights and a relatively stable shareholding structure can also effectively protect the rights of employees and attract outstanding talents to join the Company.

D. Establishment of a tourism factory: In order to revitalize the assets of the training center, reduce expenses, and increase non-industrial revenue, we intend to combine the local culture of Mino, the historical background of Jia Jie Biomedical, and the R&D and manufacturing capabilities of the biotechnology factory to build a tourist factory, establish the Company's brand image, provide special products, and significantly increase non-operating income.

II. Overview of market, production and sales

(I) Market analysis

1. Sales region of major products

Unit: NT\$ Thousand; %

Item \ Year		2024		2023	
		Amount	As a percentage of total sales for the year	Amount	As a percentage of total sales for the year
Taiwan	Northern region	94,542	18	76,839	23

	Central region	56,546	10	49,768	15
	Southern region	370,670	69	196,749	59
	Eastern region	15,312	3	9,402	3
	Subtotal	537,070	100	332,758	100
China	China	0	0	0	0
	Subtotal	0	0	0	0
Total		537,070	100	332,758	100

2. Major competitors

According to the Fair Trade Commission's Multi-level marketing business declaration statistics, 373 multi-level marketing businesses were filed at the beginning of 2024, 33 new businesses were filed in 2024, and 9 were withdrawn, resulting in a total of 331 multi-level marketing businesses at the end of 2024.

3. Market share

According to the Fair Trade Commission's "Report on the Results of the Survey on the Business Development of Multi-level Marketing Businesses in the Republic of China in 2023", the total turnover of multi-level marketing business of nutritional food in 2023 is \$70.835 billion. The Company's revenue in 2024 had a moderate growth compared to 2023. The Company will continuously focus on business growth in 2025 in order to achieve a larger market share.

4. Future market demand and supply and growth potential

As the economy develops, personal income increases and health issues become more important, our products are able to meet the market trends and our distributors are able to do their best, so the market demand should grow steadily in the future. Since the Company is the only domestic vendor that can master the source of Softshell Turtle and its production technology, the supply situation can be adjusted according to the market demand and there will not be any imbalance yet.

With the advent of the aging society, the demand for healthcare products is doubling, and we are now focusing on strengthening product research and development and cross-industry alliances to provide more quality products and multiply our revenue by cutting through various needs.

5. Competitive advantage

①Product uniqueness

The raw material used by the Company is the hibernating and cold-blooded Chinese turtle, which is a traditional food in the East but not in the West. This unique feature also allows our main Softshell Turtle products to have market segmentation and therefore stable growth for our distributors.

② Award-winning products with excellent quality

On October 15, 1997 and March 4, 1998, the Company's main product, Softshell Turtle Essence-P, received the 1997 Taiwan Golden Product Award and the Gold Medal Award from the Taiwan External Trade Development Council and Consumer Association of Taiwan, respectively. In addition, we were the first company in Taiwan's direct selling industry to obtain ISO 9002 certification for comprehensive services on December 31, 1997. We later obtained ISO 9001 certification for our international quality management system in September 2003; ISO 22000 and HACCP certifications for international food safety management systems in November 2005; and GMP certification for our "Softshell Turtle Essence-P" product in March 2006. In 2008, we received the National Quality Assurance Gold Award; in 2011, the Golden Rudder Award from the National Cheng Kung University Association for Corporate Management; and in 2014, the Quality Sustainability Award from SGS. In 2020, we received two major honors at the Asia Pacific BIO Health & Biotechnology Awards: the Industry Excellence Leadership Award and the Outstanding Health & Biotechnology Brand Award. In 2022, we were awarded the Silver Prize at the Monde Selection World Quality Awards, the SNQ (Symbol of National Quality) certification, and received special recognition for our longstanding contributions to the direct selling industry. In 2023, we received the Silver Award for Innovative Health Food Products from the Health Food Society of Taiwan, the Bronze Prize at the Monde Selection World Quality Awards, the 20th National Brand Yushan Award, and once again earned the SNQ certification. That same year, we also won the Gold Medal at the International Salon of Inventions and New Technologies (Ukraine), the Grand National Prize for Best Product in the 20th National Brand Yushan Awards, the Gold Medal at the 14th IIC International Innovation and Invention Competition, the Gold Medal at the 2023 Asia Exhibition of Innovations and Inventions Hong Kong, another SNQ certification, the Gold Medal at the International Warsaw Invention Show, and the Excellence Award for Innovative Products from the Taiwan Association for Lactic Acid Bacteria.

③ Stable source and quality of raw materials

The Company strictly requires the upstream farmers to raise the raw materials, and sets up long-term purchase contracts, commits to the minimum annual purchase quantity and purchase price, and ensures the quality of Chinese turkeys by protecting the rights and basic profits of farmers.

④Self-production and self-sales

Other large multi-level marketing companies selling health food products in Taiwan are mostly foreign companies or distributors of foreign brands, and the ratio of self-production is not high. While the Company introduced Softshell Turtle Essence-P related technology and advanced manufacturing process from Japan, which makes us more competitive than other multi-level marketing companies.

⑤Different from traditional marketing approaches

The Company uses a multi-level marketing approach to sell its products and recommends them directly to consumers through distributors, which is different from traditional store marketing channels. The Company's comprehensive return and exchange service, briefing sessions, basic staff training, and transparent bonus calculations help distributors expand their organizations, while the multi-level marketing strategy attracts and acquires distribution rights for a wide range of products, which is another unique competitive advantage.

6. Favorable and unfavorable factors for the development prospect, and countermeasures

①Favorable factors

- A. With the advent of the 21st century, human beings are becoming more and more aware of the pursuit of health. The products produced and introduced by the Company belong to the health service industry, which has excellent market expansion.
- B. The Company has the characteristic of self-production and self-marketing, and has the inherent advantage of mastering raw materials, and the products sold have good uniqueness and high recognition. Also, in December 2000, we purchased the Meinong plant to reduce production costs and increase profitability.
- C. The Company has a fast product turnover and good service and communication with the right concept, which can form a continuous consumption and promote the stable growth of business.

②Unfavorable factors

- A. The number of companies joining the health service industry is increasing, and the quality of the companies varies, sometimes misleading the public and generating incorrect concepts.

Countermeasures: Construct a sound internal control system and purchase its own office to express the Company's philosophy and determination of sustainable management.

- B. Similar products of inferior quality continue to enter the market, which will affect the sales performance in some markets.

Countermeasures: Actively research and develop, establish and maintain our own brand name to differentiate ourselves from other products in the market, and build a complete distribution system to enhance our competitive advantage and create profits.

C. Some people still need to be educated on the concepts of nutrition, health and healthcare.

Countermeasures: The Company will actively obtain health food certifications and enhance the promotion of the characteristics of the Chinese Food Products through distributors and other channels in order to educate consumers about the correct understanding of the products.

D. The imported products are still subject to the risk of exchange rate fluctuations and increased costs.

Countermeasures: The Company has a strategic alliance with Japan's Koyo Health and Beauty Culture to ensure the stability of the price of purchases. In addition, the Company will continue to introduce products from other domestic manufacturers in order to diversify the source of purchases and reduce the ratio of imported products.

(II) Main usage and manufacturing processes for the Company's main products

1. Description of products:

- (1) Softshell Turtle Essence-P: All-round nutritional health food, natural chelated balanced nutrients, nourishing and strengthening the body.
- (2) Remain Young: Softshell Turtle eggs are also known as Softshell Turtle ova. Its animal lecithin is very valuable.
- (3) Songsense: A home bath and footbath that fills the home with the fragrance of the forest.
- (4) Jia Jie Small Molecule π Flowing Water machine: in line with environmental protection requirements, no plugging, no wastewater discharge, raw drinking, a good choice for hydration on weekdays.
- (5) Jia Xian Lactic Acid Bacteria with Spores: The environmental protection of the body starts from the intestine, helping to maintain the function of the digestive tract.
- (6) Kamimori High-Calcium Capsules: Helps the normal development of teeth and bones.
- (7) Yuet You Powerful EX capsule: Support physiological functions such as smooth bodily processes and enhanced physical vitality.
- (8) Softshell Turtle Koo Elite Bright Capsules: An all-around bright supplement formula that helps maintain vision in dark places.
- (9) Sesame Aroma EX Capsules: A sesame extract compound that

synergistically supports sleep and provides an ideal choice for modern individuals seeking to relieve stress and ease emotions.

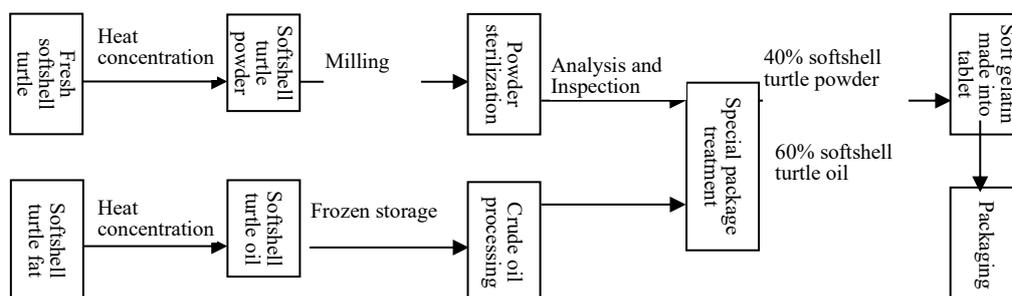
- (10) Jia Yong Yong Caplets: Formulated with traditional Chinese herbal extracts such as soft-shell turtle shell, deer antler, and ostrich extract, combined with nutrients including type II collagen, proteoglycans, and hyaluronic acid, making it an excellent supplement for supporting joint lubrication and flexible mobility.
- (11) Slimming and stabilizing bitter melon peptide compound tablets: with patented bitter melon peptide and chromium to help stabilize carbohydrates.
- (12) Always Healthy Probiotics: Contains more than 20 billion of patented lactic acid bacteria, and the formula of three selected prebiotics has been tested and tested to be effective in environmental protection in vivo, adjust physical fitness and enhance protective power.
- (13) Soft-Shell Turtle Chuan Pai Capsules: A comprehensive natural vitamin supplement for Eastern wellness, helping replenish essential bodily energies, essence, qi, and spirit, to comprehensively balance and adjust the body's constitution.
- (14) Energy Boost Antrodia Cinnamomea Mycelium x Turmeric Extract Drink: Featuring Antrodia cinnamomea with multiple patents and an energizing multi-ingredient formula, helping users stay energized during social gatherings and late-night overtime without fatigue.
- (15) Joint Support Type II Collagen Capsules: Carefully formulated with locally sourced natural ingredients from Taiwan to help prevent cartilage degeneration and support agile, flexible movement.
- (16) Bright Vision Marigold Lutein x Gac Fruit Capsules: A complete set of eye-supporting nutrients that nourish internal eye health and provide external soothing, offering comprehensive protection for vision.
- (17) Always Healthy Probiotics: Contains three patented strains of lactobacilli combined with three types of prebiotics, providing a

complete formula to support internal cleansing and promote balanced body constitution.

(18) Sleep Well Sesame Extract x GABA Capsules: A dual-action sleep support formula that promotes relaxation and helps facilitate falling asleep.

2. Manufacturing processes of the Company's main products

The manufacturing process of our self-produced Softshell Turtle Essence-P is listed below:



(III) Supply of major raw materials

The main ingredients of our Softshell Turtle Essence-P are whole Softshell Turtle and Softshell Turtle oil. The whole Softshell Turtle is currently supplied under contract, and is raised by contract farmers and submitted to the Company. Softshell Turtle oil is purchased and supplied under long-term supply contracts. The diversified supply of raw materials ensures no shortage and the quality has been reliable for many years.

(IV) List of major vendors and customers

1. List of major vendors

Major suppliers in the most recent two years

Unit: NT\$ Thousand; %

Item	2024					2023			
	Name	Amount	As a percentage of annual net purchases	Relationship with the issuer	Name	Amount	As a percentage of annual net purchases	Relationship with the issuer	
1	Bright Peaceful Inc.	18,309	13	None	Bright Peaceful Inc.	19,800	36	None	
2	MERLE CO., LTD.	11,19993	8	None	MERLE CO., LTD.	10,633	19	None	
3	Asahi	11,044	8	None	Wu, Chen-Sheng	3,713	7	None	
4	Jinzong	9,864	7	None	-	-	-	-	
	Others	94,787	64		Others	20,790	38		

	Net purchase	145,19997	100		Net purchase	54,936	100	
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2. List of major customers

Major sales customers in the most recent two years

Unit: NT\$ Thousand; %

Item	2024				2023			
	Name	Amount	As a percent age of the annual net sales	Relati onshi p with the issuer	Name	Amount	as a percent age of net sales up to Q1 of the current year	Relatio nship with the issuer
1	ASE Group	71,245	13	None	-	-	-	-
	Others	465,825	87		Others	332,758	100	
	Net sales	537,070	100		Net sales	332,758	100	

III. Information on employees for the most recent two years and the current year up to the date of publication of the annual report

Unit: People

Year		2022	2023	2024 (As of 2024/04/21)
Number of employees	Administrative staff	48	46	46
	Technicians	14	16	16
	General staff	5	5	5
	Total	67	67	67
Average age		42.33 years old	42.78 years old	43.09 years old
Average years of service		9.62 years	9.91 years	6.19 years
Academic background	Ph.D.	0%	0%	0%
	Master's Degree	17.19%	20.89%	20.89%
	Bachelor's Degree	70.31%	64.19%	64.19%
	Senior high school	10.94%	14.92%	14.92%
	Below senior high school	1.56%	0%	0%

IV. Contribution to environmental protection

- For the most recent year and for the current year up to the date of publication of the Annual Report, the amount of loss due to environmental pollution (including compensation and environmental protection audit results of violations of environmental protection laws and regulations, the penalty date, the penalty number, the provisions of the regulation violated, the content of the regulation violated, and the penalty content should be stated) and the estimated amount of current and potential future losses and countermeasures. If the amount cannot be reasonably estimated, the fact that it cannot be reasonably

estimated shall be stated: None occurred.

2. Potential future losses and countermeasures: None
3. Information on the Company's compliance with the European Union's environmental protection directive (RoHS): Based on the characteristics of the Company's industry, the Company is not affected by the European Union's Restriction of Hazardous Substances Directive (RoHS).

V. Labor-management relations

(I) Material labor-management agreements at present and implementation:

1. Welfare measures for employees

- (1) Participation in labor insurance, national health insurance and group insurance.
- (2) If the Company makes a profit in a year as concluded by the year-end accounting close, it shall pay employee bonuses and year-end cash awards to employees based on their performance, in addition to paying taxes, dividends and provident funds as required by law.
- (3) The Company may provide work uniforms according to actual needs.

2. Retirement pension system and implementation

- (1) In accordance with the "Labor Standards Act," the Company has a defined benefit retirement plan that applies to all regular employees with years of service prior to the implementation of the "Labor Pension Act" on July 1, 2005, and to employees who elect to continue to be subject to the Labor Standards Act after the implementation of the "Labor Pension Act." For employees who meet the retirement requirements, pension payments are calculated based on the length of service and the average salary for the six months prior to retirement, with two bases for each year of service up to and including 15 years and one base for each year of service in excess of 15 years, subject to a maximum accumulation of 45 bases. In the fourth quarter of 2014, the Company reached a settlement agreement with all employees applicable to the old scheme to settle their years of service under the old scheme and labor retirement reserve fund. On January 30, 2015, the Company obtained a letter of approval from the Labor Affairs Bureau to terminate the dedicated pension funds account for labor pension reserves and withdraw the principal and interest.
- (3) Since July 1, 2005, the Company has established a defined contribution plan in accordance with the "Labor Pension Act," which is applicable to the employees of Taiwanese nationality. For employees choosing the labor pension system under the "Labor Pension Act," the Company contributes no less than 6% of their monthly salary to their personal accounts at the Labor Insurance Bureau. The employees may receive monthly pension payments or lump sum payments according to the amount of their pension in their personal pension accounts and the amount of accumulated gains.

3. Continuing education and training for employees

Through appropriate education and training, all of our employees, whether they are engaged in administrative or technical work, can

improve their skills and qualifications to ensure that they understand the relevance and importance of their work and how to contribute their efforts to achieve quality goals. Therefore, the Administration Department of the Company will compile the annual education and training demand form filled out by each unit every year, and then set up an annual education and training plan, which will be implemented after approval.

The content and number of training sessions for each department in 2024 are summarized as follows

Department	Number of training sessions	Content of training sessions
Auditing department	3	Note 1
Finance Department	5	Note 2
Administration Department	8	Note 3
Brand Strategic Division	1	Note 4
Product R&D Division	11	Note 5
Production Division	4	Note 6
Event Marketing Department	3	Note 7

Note 1: Seminar on Sustainable Information Disclosure Policies and Key Points for Internal Control and Auditing; in-depth understanding of the impact of ESG on environmental protection, social responsibility, and corporate governance; application and case studies of integrating "ESG" with "internal audit and control"; incorporating sustainable information management into the internal control system and designating it as an annual audit priority to establish a corporate ESG internal control framework.

Note 2: Continuing education for accounting supervisors; analysis of the latest developments in financial accounting regulations and standards, IFRS Sustainability Disclosure Standards, and the evolution of sustainability, climate-related information, and shareholder meeting annual report disclosures.

Note 3: 2024 Labor Standards Act Promotion Conference; 2024 Industrial Park SME Health Service Briefing; 2024 Employment Discrimination Prevention and Gender Equality in the Workplace Promotion Conference; Human Resources Development and Utilization Workshop for Middle-aged and Elderly Workers; New Common Transmission Platform (BotVUE) User Migration; 2024 Listed and OTC Companies Sustainability Report Preparation and Production Function Promotion Conference (for OTC Companies);

Labor Standards Act and Labor Conditions Inspection Practical Briefing.

Note 4: Seminar on Functional Natural Ingredients Exploration and Application.

Note 5: International Symposium on the Future Development of Precision Health Foods; Solid Dosage Form Development and Practical Training Course; 2024 Domestic Vitamin Tablet and Capsule Food Registration Application Seminar; 2024 Food Labeling Regulations Seminar – Tainan Session; Category A Occupational Safety and Health Business Supervisor Training Course; Global Health Foods Seminar; Biotechnology Exhibition – Understanding the Health Foods Market Status; 2024 College and University Food and Beverage Hygiene Management Workshop; HACCP Continuing Education Course (online); HACCP Food Defense and Food Fraud Course (online).

Note 6: Barcode Automation Inventory Management; Category A Occupational Safety and Health Business Supervisor Training Course; Solid Dosage Form Development and Practical Training Course; HACCP Continuing Education Course.

Note 7: Multi-level Marketing Management under the Fair Trade Act; mastering behavioral norms under the Fair Trade Act to enhance understanding and identification abilities to protect the long-term interests of consumers and enterprises.

4. Employees' code of conduct or ethics

- (1) The Company has established "Work Rules for Employees" for employees at all levels to follow and strive to achieve the tasks and missions assigned by the Company, and employees work diligently in the workplace to comply with the following codes of conduct:
- 1) Employees shall not use the Company's telephone and computer to engage in private conversations and Internet communication, if found to be true, will be punished with three demerits and the Company reserves the right of legal recourse.
 - 2) Do not sleep, play or quarrel.
 - 3) Do not chew betel nuts, drink alcohol, gamble or take drugs, etc.
 - 4) Do not have bad behavior that affects the quality of products.
 - 5) No alteration of work records.
 - 6) Do not talk about the Company in such a way as to negatively affect the Company's image or destroy the employees' work morale.
 - 7) Do not disrupt the work order, obstruct public health and safety behavior.
 - 8) Do not compete with distributors for customers.
 - 9) Do not engage in personal matters during the Company's working hours, including Internet access, etc.
 - 10) Never steal the Company's products for private sale.

- 11) Never accept any bribes from suppliers of the Company.
- 12) Never criticize or behave negatively in front of distributors.

(2) The Company requires its employees to behave ethically and morally and to conduct themselves in accordance with social and legal norms. We expect our employees to have a strong ambition and passion to show it in their daily work so that the Company can thrive in the industry with the heart of service.

5. Work environment and employee safety protection measures:

In order to maintain the safety of the working environment and employees, the Company has established a safety and health management staff in accordance with Article 14, Paragraph 3 of the Labor Safety and Health Act, and has established a “Safety and Health Code of Conduct,” which is regularly promoted and instructed to the relevant departments for implementation.

- (1) Labor safety and health management and the division of authority and responsibility: Determine occupational disaster prevention plans, emergency response plans, and direct the relevant departments to implement them. Planning, supervising the inspection and examination of safety and health facilities, implementing education and training, and providing labor safety and health consultation services.
- (2) Equipment maintenance and inspection: Regular inspection, key inspection, and operation checkpoint of all machinery and equipment used in the workplace in accordance with the annual safety and health inspection plan.
- (3) Work safety and health standards: workplace, machinery, equipment installed in accordance with the provisions of various safety and health protection equipment, shall not be arbitrarily disassembled or lose its effectiveness, if found disassembled or having lost its effectiveness, should be immediately reported and remedied.
- (4) Education and training: Fire safety drills and escape drills are held regularly to ensure the safety of the working environment and employees.
- (5) First aid and rescue: Emergency first aid and rescue shall be handled in accordance with the “Emergency Response Plan.”

6. Continuing education and training of managerial officers

Title	Name	Organizer	Name of the course	Training hours
Deputy General Manager	Lin, Ching-Hung	Accounting Research and Development Foundation	Continuing Education for Accounting Officer and Chief Corporate Governance Officer	16 hours
Deputy General Manager	Chung, I-Chien	Fair Trade Commission	1. Online filing procedures and key considerations for the Fair Trade Commission's multi-level marketing management system	10 hours

Title	Name	Organizer	Name of the course	Training hours
			2. Seminar on legal regulations for multi-level marketing 2024 special lecture on the Fair Trade Act	

7. Other important agreements: None.

(II) For the most recent year and for the current year up to the date of publication of the Annual Report, the amount of loss due to labor disputes (including labor inspection results of violations of the labor standards act, the penalty date, the penalty number, the provisions of the regulation violated, the content of the regulation violated, and the penalty content should be stated) and the estimated amount of current and potential future losses and countermeasures should be disclosed and if the amount cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be stated: None.

Possible future loss due to labor disputes: None.

VI. Cybersecurity management

(I) Describe the risk management structure of cybersecurity, cybersecurity policies, substantial management plans, and resources invested in cybersecurity management.

1. Information security risk management structure:

- (1) The Company's Information Department is responsible for planning, implementing and promoting information security management issues and promoting information security awareness.
- (2) The Company's Audit Division is the audit unit for information security monitoring. If the audit reveals any deficiencies, it will immediately request the inspected unit to propose relevant improvement plans and submit them to the Board of Directors, and regularly track the effectiveness of the improvements in order to reduce internal information security risks.

2. Information security policy

- (1) Maintain the sustainable operations of information systems
- (2) Prevent the invasion of and damages caused by hackers and viruses
- (3) Prevent human-made use with inappropriate intention and illegitimacy
- (4) Prevent the leakage of confidential and sensitive data
- (5) Prevent human-made negligence and accidents
- (6) Maintain the safety of physical environments

3. Substantial management plan for information security

- (1) Computer mainframes, application services, and other equipment of

the Company are located in the exclusive server room, where access records are kept for inspection.

- (2) The server room is equipped with independent space to keep the computer equipment operating in a proper temperature environment, and a pharmacological fire extinguisher is placed for general or electrical fires.
- (3) The host of the server room is equipped with uninterruptible power and voltage stabilization equipment to avoid system crashes caused by unexpected transient power outages or to ensure that the operation of computer applications will not be interrupted during temporary power outages.
- (4) Promotional reminder: Request employees to regularly change the system passwords to maintain the safety of accounts.
- (5) Information security promotion: Provide information security example documents for colleagues' reference.

(II) List losses incurred due to material cybersecurity events and possible effects in the most recent year and up to the publication date of the report, and countermeasures; if reasonable estimations cannot be made, the fact that reasonable estimations cannot be made shall be specified: None

VII. Major Contracts

Nature of contract	Counterparty	Starting and end date of contract	Major content	Restrictive clauses
Chief Distribution Agreement	Bright Peaceful Inc.	5 years from 2022.3.1, renewable for 5 years if no change in terms and conditions is requested 2 months prior to expiration	Chief distributor of the products provided by Bright Peaceful Inc.	The sales region is Taiwan, R.O.C.



Six. Review and analysis of financial position and financial performance, and an assessment of risks

I. Financial position: The main reasons for the significant changes in assets, liabilities and equity in the most recent two years and their impact, and if the impact is significant, the future response plan

Unit: In Thousand New Taiwan Dollars; %

Item \ Year	2024	2023	Differences	
			Amount	Percentage
Current assets	348,336	437,305	(199,969)	(20)
Fixed assets	446,358	447,079	(721)	(0)
Other assets	687,590	528,529	159,061	30
Total assets	1,482,284	1,412,913	69,371	5
Current liabilities	116,849	336,839	(219,990)	(65)
Long-term liabilities	-	-	-	-
Other liabilities	6,233	5,853	380	6
Total liabilities	123,082	342,692	(219,610)	(64)
Share capital	987,367	999,367	9,800	11
Capital surplus	91,051	58,303	32,748	56
Retained earnings	349,832	163,015	186,817	115
Other equity	(97,234)	(63,815)	33,419	52
Total shareholders'	1,359,202	1,070,221	289,981	27
<p>Descriptions: 1. The increase in assets this year is mainly due to the increase in financial assets measured at fair value through profit and loss and the deposit of private placements.</p> <p>2. The decrease in current liabilities during the year was mainly due to the refund of subscription payments to investors who did not meet the requirements for the private placement conducted in 2023.</p> <p>3. The increase in retained earnings this year is mainly due to the profit made in the current year.</p>				

II. Financial performance: The main reasons for the significant changes in operating revenue, net operating profit and net profit before tax in the most recent two years and the expected sales volume and its basis, the possible impact on the Company's future financial and business matters and the corresponding plan

Unit: NT\$ Thousand; %				
Item \ Year	2024	2023	Amount increased (decreased)	Change percentage (%)
Operating revenue	537,070	332,758	204,312	61
Operating cost	(363,722)	(215,123)	148,599	69
Gross profit	173,348	117,635	55,713	47
Operating expenses	(140,178)	(183,835)	(43,657)	(24)
Operating loss	33,170	(66,200)	99,370	150
Non-operating income and expense	192,315	212,749	(20,434)	(10)
Net profit before tax from continuing operations	225,485	146,549	78,936	54
Income tax expenses	(9,335)	475	9,810	21
Net profit after tax from continuing operations	216,150	147,024	69,126	47
<p>1. Description of the analysis of changes:</p> <p>(1) The increases in operating revenue, operating costs, gross profit, operating income, and net income after tax during the year were mainly due to the increase in operating revenue of the Company and its subsidiaries.</p> <p>(2) The decrease in operating expenses compared to the same period last year was mainly due to the decrease in advertising expenses by a subsidiary.</p> <p>2. Changes in the Company's main business content: No significant changes yet.</p> <p>3. Expected sales volume in the coming year and the main factors influencing the Company's expected sales volume to continue to grow or decline:</p> <p>The key factors for the continued growth of the Company's sales are to improve operational performance, focus on the Company's core business and main products, inspire confidence in direct sellers, and attract new members to the marketing organization. In the face of fierce competition in the direct selling market, the Company will be able to satisfy the needs of direct sellers and strengthen the backing to distributors only with perfect logistical services, in order to achieve the goal of expanding the marketing organization to increase sales.</p>				

III. Cash flow:

1. Liquidity analysis for the most recent two years:

Unit: %

Item \ Year	2024	2023	Increase (Decrease) percentage
Cash flow ratio	37.95	(1.33)	2953
Cash flow adequacy ratio	60.72	116.91	(48)
Cash reinvestment ratio (%)	(0.57)	(0.58)	(2)
<p>Descriptions: 1. The increase in cash flow ratio in 2024 compared to 2023 is mainly due to the increase in consolidated cash flow.</p> <p>2. The decrease in the net cash flow adequacy ratio in 2024 compared to 2023 was primarily due to the distribution of cash dividends in 2024.</p>			

2. Cash flow analysis for the coming year

Unit: In Thousands of New Taiwan Dollars

Cash balance at the beginning of the period (1)	Estimated net cash flow from operating activities throughout the year (2)	Estimated cash outflow throughout the year (3)	Estimated cash surplus (deficit)	Remedial measures for estimated cash deficit	
			(1)+(2)-(3)	Investing plan	Financing plan
\$112,942	(5,028)	(123,240)	226,156	—	—
<p>Explanation: 1. The analysis of changes in cash flows during the year:</p> <p>(1) Operating activities: Due to the net effect of changes in inventories, accounts receivable/payable and prepayments.</p> <p>(2) Investing activities: Mainly used to acquire fixed assets and long-term investments.</p> <p>(3) Financing activities: Mainly due to the expected increase in repayment of lease liabilities and short-term borrowings</p> <p>2. Remedial measures for estimated cash deficit and liquidity analysis: None.</p>					

IV. Effects of material capital expenditures on finance and business in the most recent year: No significant capital expenditures yet.

V. Policy on investments in other businesses for the most recent year, the main reasons for profit or loss, improvement plan and investment plan for the coming year:
No significant changes.

VI. For risk matters, the following matters in the most recent year and up to the printing date of the annual report shall be evaluated:

The organizational structure of the Company's risk management is as follows:

Responsible unit	Risk management
Board of directors	Risk assessment control and ultimate control unit Responsible for operational decisions to reduce strategic risks.
Auditing department	Responsible for revising and promoting the internal control system and strengthening the internal control function to ensure its continued effectiveness.
Finance Department	Responsible for financial adjustment and utilization; comply with government regulations and policies to reduce accounting risks; evaluate medium and long-term investment benefits and reduce investment risks.
Personnel Administration Section	Responsible for recruiting, training, and establishing personnel management system to reduce the risk of personnel behavior, ethics, and conduct.
Information Department	Maintain and manage computers and related peripherals, integrate applications, develop and maintain systems to reduce network and information security risks.
Sales Division	Responsible for crisis prevention and response to customer complaints in the sales business.

(I) Effects of changes in the interest rate and exchange rate and inflation on the Company's profit or loss:

Change in interest rates:

1. Assets:

- (1) The Company's investments in equity instruments are not interest-bearing and are therefore not exposed to cash flow risk from changes in interest rates.
- (2) Receivables: The Company's receivables are all due within one year and are therefore assessed to be free of significant cash flow risk from changes in interest rates.
- (3) Other financial assets: These include cash and other financial assets – current, which are assessed by the Company to be free of significant cash flow risk from changes in interest rates.

2. Liabilities:

- (1) Bonds payable: The Company's debt instruments are zero-interest bonds, and therefore there is no cash flow risk from changes in interest rates.
- (2) Other financial liabilities: These include various current liabilities, which are assessed by the Company to be free of significant cash

flow risk from changes in interest rates.

Changes in foreign exchange rates: The Company mainly sells and purchases its products domestically, so it is not expected that changes in foreign exchange rates will have a significant impact on the Company.

Inflation: The Company's main product is health food products. Inflation should have no impact on the Company's operations.

(II) Engagements in high-risk, high-leverage investments, lending funds to others, endorsement and guarantee and derivative transactions:

The Company has established the "Procedures for Acquisition and Disposal of Assets," "Procedures for Endorsement and Guarantee," and "Procedures for Lending of Funds to Others" to be followed by the Company and its subsidiaries in the related operations. As of the date of publication of this annual report, the Company and its subsidiaries had not been engaged in high-risk, high-leverage investments or derivative transactions with high risks. In addition, the Company has lending of funds with its subsidiaries for operating capital needs, all of which are handled in accordance with the "Procedures for Lending of Funds to Others."

(III) Future R&D plan and R&D expenses expected to be invested

1. Efficiently develop preventive health products in four major directions to promote human health by improving nutrition, gastrointestinal, moisture, temperature and environment:

A. Nutrition (JustBest series): With Softshell Turtle nutrition as the core ingredient, we develop "target" healthcare products for different age groups, focusing on all-round healthcare priorities for each life cycle, such as the five age groups of children before 12 years old, adolescents between 12 and 20 years old, youths between 20 and 65, and the elderly over 65 years old. In addition, continue to develop research and development on the combination of raw materials from various parts of Softshell Turtle with various food products, and upgrade them with the latest biotechnology processes to improve the nutritional value and help the cells in the body to function properly faster.

B. Gastrointestinal (JustSlim Series): Gastrointestinal health is the source of health, through the promotion of intestinal health to improve digestive function, promote metabolism (including weight control), regulation of immunity and other three basic healthcare priorities. JustSlim series will use plant-derived functional ingredients and probiotics to build a series for vegetarians to expand the healthcare market, and can also be used in conjunction with JustBest series for more complementary effects.

C. Temperature and Environment (JustGood series): Jia Jie Biomedical provides the “Songsense” products imported from Japan can be used for bathing and foot bathing to improve the unhealthy low-temperature condition of the body and promote metabolism, and will continue to develop a series of products for the home environment to take care of overall health.

2. Estimated R&D expenses in 2025: Including the salaries of R&D personnel, R&D materials, and outsourced research, the estimated R&D expenses are approximately NT\$10,000 thousand.

(IV) Effect of changes in domestic and foreign policies and laws of significance on the finance and business of the Company and countermeasures:

The Company’s financial and business affairs are carried out in accordance with the relevant laws and regulations, and up to now, there is no significant impact on the Company.

(V). Effect of technological changes and industrial changes on the Company’s finance and business, and countermeasures: No significant impact.

(VI) Effect of changes in the corporate image on corporate crisis management and countermeasures:

The Company has been committed to maintaining its corporate image and complying with laws and regulations for many years, and if it faces any situation that affects its corporate image or violates laws and regulations, it will immediately formulate countermeasures. As of yet, the Company has not encountered any situation that may affect the Company’s corporate image.

(VII) Expected benefits and possible risks related to mergers and acquisitions, and countermeasures: No such situation.

(VIII) Expected benefits and possible risks related to plant expansion and countermeasures:

The Company’s current capacity is not yet fully utilized, so there is no possibility of additional plant expansion in the near future.

(IX) Risks of concentrations of purchases or sales and countermeasures:

None of the Company’s customers have more than 10% of the total sales, so there is no risk of concentration of customers. As for purchases, we have signed long-term supply contracts with all of the vendors that constitute high concentrations of purchases, so the source of supplies is quite stable, so the possible risk is minimized.

(X) Effects and risks of mass transfer or change in the equity held by directors, supervisors, or major shareholders with a shareholding over 10% of the Company and countermeasures:

There was no significant transfer of equity by the Company’s directors, supervisors or major shareholders with a shareholding over 10%

(XI) Effects and risks of changes in the right to management of the Company and countermeasures:

None.

(XII) During the most recent 2 years and the current year up to the date of publication of the annual report, for litigious and non-litigious disputes, the Company's Directors, supervisors, President, persons with actual responsibility for the Company, major shareholders holding a stake of greater than 10%, and subsidiaries that have been concluded by means of a final and unappealable judgment, or are still under litigation, where such a dispute could materially affect shareholders' equity or the prices of the Company's securities: None.

(XIII) Other important risks and countermeasures: None.

VII. Other important matters: None.

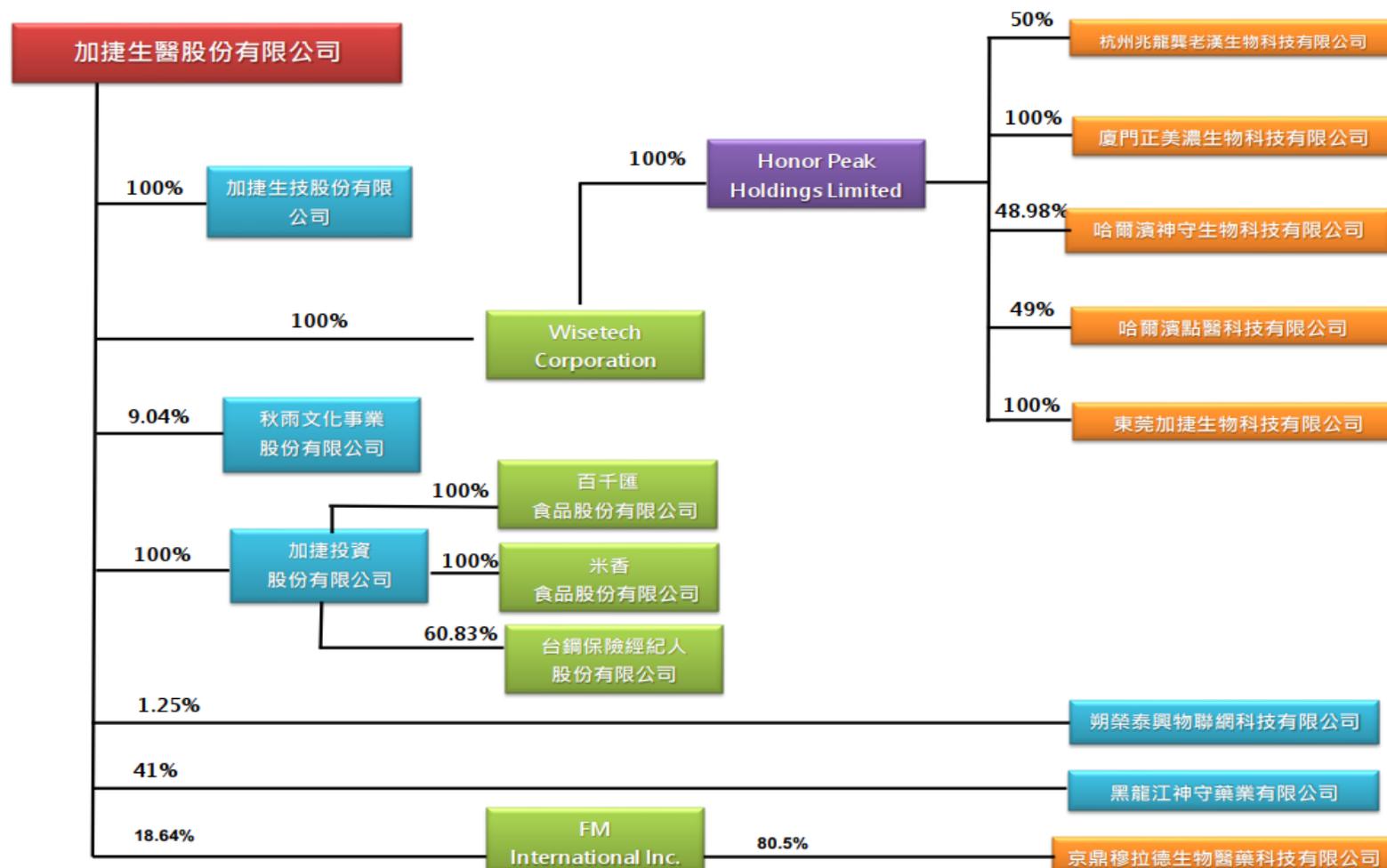
Eight. Special Disclosure

I. Information related to the company's affiliates

(I) Overview of affiliates

1. Organizational structure of affiliates

(1) Organizational chart of affiliates



(2) Any affiliate presumed to be in a controlling and subordinate relationship under Article 369-3 of the Company Act:

None.

(3) Any subordinate company directly or indirectly controlled by the Company for personnel, finance and business operations in accordance with Paragraph 2, Article 369-2 of the Company Act:

<u>Affiliated enterprises</u>	
Jia Jie Investment Co., Ltd.	A subsidiary in which the Company directly owns more than 50% of the common stock.
Jia Jie Biotechnology co., Ltd.	A subsidiary in which the Company directly owns more than 50% of the common stock.
Wisetech Corporation	A subsidiary in which the Company directly owns more than 50% of the common stock.

(II) Basic information on affiliates

Unit: In Thousands of New Taiwan Dollars

Company name	Date of incorporation	Address	Paid-in capital	Main business activities or products
Jia Jie Investment Co., Ltd.	2003.08.20	3F., No. 61, Jiuru 1st Road, Sanmin District, Kaohsiung City	\$154,625	Investment
Jia Jie Biotechnology co., Ltd.	2021.08.16	2F., No. 61, Jiuru 1st Road, Sanmin District, Kaohsiung City	\$100,000	Wholesale of foods, groceries and wholesale of daily commodities, and retail sale of other products
Wisetech Corporation (Note)	2003.08.18	Offshore Chambers, PO Box 217, Apia, Samoa	\$353,766	Overseas investment

Note: Translated into NTD at the exchange rate of 32.785 on the balance sheet date (2024.12.31).

(III) Information on the common shareholder of affiliates presumed to be in a controlling or subordinate relationship: No such situation.

(IV) Industries covered by the operations of all affiliates

The Company and its affiliates operate in the following businesses: Processing, sale, and trading of Softshell Turtle powder, Softshell Turtle eggs, Softshell Turtle oil and other Softshell Turtle food, miscellaneous food manufacturing (e.g. softshell turtle egg powder capsules, enzyme powder, tortoise jelly, softshell turtle oil, and powder capsules), the import, export of the aforementioned products, the distribution, bidding, quotation of products for domestic and foreign manufacturers, wholesale of nonalcoholic beverages, wholesale of sugar confectionery, wholesale of bakery product, wholesale of assist food products, wholesale of cosmetics, wholesale of sporting goods, wholesale of medical devices, and overseas investments.

(V) Information on directors, supervisors, and presidents of affiliates

Unit: shares; %

Company name	Title	Name or name of legal representative	Current shareholding	
			Shares	Shareholding percentage
Jia Jie Investment Co., Ltd.	Chairman	Jia Jie Biotechnology co., Ltd. Representative: Weng Chung-Chun	15,462,500	100.00
Jia Jie Biotechnology co., Ltd.	Chairman	Jia Jie Biotechnology co., Ltd. Representative: Weng Chung-Chun	10,000,000	100.00
Wisetech Corporation	Director	Jia Jie Biotechnology co., Ltd. Representative: Weng Chung-Chun	11,890,234	100.00

(VI) Business overview of affiliates

The financial position and results of operations of each affiliate:

Unit: In Thousands of New Taiwan Dollars

Company name	Capital	Total assets	Total liabilities	Net worth	Operating revenue	Operating profit	Gains or losses for the period (after tax)	Earnings per share (NTD) (after tax)
Jia Jie Investment Co., Ltd.	154,625	234,680	38,914	195,766	225,016	18,492	13,954	0.90
Jia Jie Biotechnology co., Ltd.	100,000	31,912	696	31,216	3,683	(4,919)	(4,672)	(0.47)

Wisetech Corporation (Note)	353,766	11,567	2,118	9,449	-	(1,102)	(2,469)	(0.06)
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Note: Translated into NTD at the exchange rate of 32.785 on the balance sheet date (2024.12.31).

II. Private placement securities during the current fiscal year up to the date of publication of the annual report:
Report on the implementation of capital increase in cash by private placement of common shares for 2023.

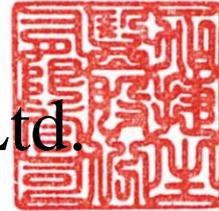
Item	The 2nd private placement in 2023
Types of securities for the private placement	Common shares
Date of approval by the shareholders' meeting and the amount	On November 29, 2023 15,000,000 shares
The basis and reasonableness of the price:	<p>The issue price of the private placement of common shares shall not be less than 80% of the higher of the following two benchmarks on the pricing date. The actual price date and actual private placement price are authorized to the Board of Directors for determination based on the consultation with certain offerees and prevailing market conditions as well as the following pricing principles in the future.</p> <p>(1) The simple average closing price of the common shares of the Company for either the 1, 3, or 5 business days before the price determination date, after adjustment for any distribution of stock dividends, cash dividends or capital reduction.</p> <p>(2) The simple average closing price of the common shares of the Company for the 30 business days before the price determination date, after adjustment for any distribution of stock dividends, cash dividends, or capital reduction.</p> <p>The basis for the aforesaid private placement price to be set is in compliance with the provisions of the "Directions for Public Companies Conducting Private Placements of Securities", so the price should be reasonable.</p> <p>(3) If the private placement price is likely to be lower than the face value of the shares, the reason for the private placement price lower than the face value, the rationality of the pricing method, and the impact on shareholders' equity:</p> <p>A. Reasons and reasonableness of the private placement price lower than the par value: According to the current laws and regulations and the aforementioned pricing method, the private placement price may be lower than the par value. In addition to the private placement, there is a restriction on free transfer within three years as set forth in Article 43-8 of the Securities and Exchange Act. Therefore, it is reasonable for the private placement price to be lower than the face value.</p> <p>B. Method of setting the issue price Due to the impact of the general environment, the Company's stock price may also fall below the par value. In order to successfully obtain funds to improve the financial structure and increase investors' willingness to subscribe, it is necessary for the Company to issue new shares at a discounted price. The price of common shares per share of the capital increase by private placement shall not be lower than 80% of the reference price. In addition to complying with Article 4 of the "Directions for Public Companies Conducting Private Placements of Securities", the impact of the issuance of new shares at a discounted price on the original shareholders' equity has also been considered, and the pricing is deemed reasonable.</p> <p>C. Impact on shareholders' equity if the private placement price is lower than the par value: The difference between the actual private placement price and the par value will result in cumulative losses, which will be eliminated depending on the Company's future operating conditions.</p>
Method of selecting specific persons:	The subjects of this private placement of common shares are limited to specified persons in compliance with Article 43-6 of the Securities and Exchange Act and Letter Tai-Cai-Zheng-Yi-Zi No. 0910003455 dated June 13, 2002 (91) issued by the Financial Supervisory Commission, Executive Yuan.
Necessary reasons	The Company evaluated the market conditions, timeliness and feasibility of raising

for conducting the private placement:	capital, issuance costs, and the mobility and flexibility of raising capital through private placement as compared to public offering. The private placement will help the Company's future operation and development. Therefore, instead of public offering, the Company has conducted a private placement in accordance with the Securities and Exchange Act and other relevant regulations.				
Date when payment completed	January 30, 2024				
Information of the placee	Targets of private placement	Qualification requirements	Number subscribed (thousand shares)	Relationship with the Company	Participation in the Company's operations
	Jinzhifu Asset Management Co., Ltd.	Compliant with Subparagraph 2, Paragraph 1, Article 43-6 of the Securities and Exchange Act	9,800	Specific person, insider or related party	None
Actual subscription (or conversion) price (NT\$)	13.34				
Difference between the actual subscription (or conversion) price and the reference price (NT\$)	The reference price was NT\$16.67 per share, different from the actual price of NT\$13.34 per share. Therefore, the difference between the actual subscription price and the reference price was NT\$3.33 per share.				
The impact of private placement on shareholders' equity (e.g. causing an increase in accumulated losses...)	The implementation of the plan strengthens the financial structure, improves operational efficiency, strengthen industry position, and enhances long-term competitiveness, which will be of positive benefit to shareholders' equity.				
Utilization of funds from private placement and progress of plan implementation	For the purpose of replenishing working capital and repaying bank borrowings, as of April 2024, the accumulative actual amount drawn was NT\$ 130,732,000, 100% of which has been executed.				
Benefits of private placement demonstrated	Bank borrowings repaid, interest expenses reduced, and the financial structure improved.				

III. Other supplementary information: None.

Nine. Any of the circumstances listed in subparagraph 2, paragraph 3, Article 36 of the Securities and Exchange Act, which may materially affect shareholders' interest or the price of the Company's securities, that have occurred in the most recent year and up to the publication date of the annual report shall be set out: None.

Jia Jie Biomedical Co., Ltd.



Chairman: Weng Chung-Chun

