Syngen biotech

Syngen Biotech Co., Ltd.



Syngen Biotech Sustainability Report 2025

Syngen Biotech Co., Ltd.

Contents

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

00 About the Report

0.1 About the Report 01
0.2 Chairman's Message 03

01 Sustainable Management

1.1 Company Profile 06
1.2 Stakeholder Engagement 12
1.3 Analysis of Material Topics 15

02 Sustainable Governance

2.1 Corporate Governance 23
2.2 Financial Performance 29
2.3 Compliance and Integrity 32
2.4 Risk Management 36

03 Producer Responsibility

3.1 Innovation and R&D 45
3.2 Quality Management 54
3.3 Supply Chain Management 60
3.4 Customer Relationship Management 64

04 Sustainable Environmental Development

4.1 Climate Action 69
4.2 Environmental Management 75
4.3 Energy and GHG Emission Management 76
4.4 Circular Economy and Waste Management 80
4.5 Pollution Prevention and Management 83

05 Happy Workplace

5.1 Talent Attraction and Retention 89
5.2 Talent Cultivation and Development 101
5.3 Occupational Health and Safety 103

06 Social Prosperity

6.1 Tai Kang Zone 114
6.2 Social Welfare 119

Appendix

Appendix 1 GRI Standards 2021 Comparison Table 120
Appendix 2 Climate-Related Information of TWSE/TPEx Listed Company 124
Appendix 3 SASB Standards 124

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

00 About the Report

Syngen Biotech adheres to the sustainability principles of environmental protection, social responsibility, and corporate governance. It specializes in developing core technologies for the screening, breeding, and fermentation of microbial strains, and has extended its presence to sectors including active pharmaceutical ingredients (APIs), health ingredients, and health food. The Company continuously optimizes its sustainability initiatives by publishing sustainability reports to disclose its internal sustainability management and actions, and to respond to the expectations of its stakeholders.

Principles for Report Preparation

This Report discloses the management policies and implementation performance of Syngen Biotech Co., Ltd. (hereinafter referred to as "Syngen," "the Company," or "We") in governance, social, and environmental aspects. The disclosure is prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, the Task Force on Climate-related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB) standards for Biotechnology & Pharmaceuticals.

Reporting Period

The data within this Report reflects the period from January 1, 2025 through December 31, 2025, with references to past performance.

Reporting Process

1/Engagement

- Engage with stakeholders to discuss material issues.
- Identify the impacts of material issues.

2/Compilation

The Sustainability Project Team compiled the information and prepared the report in accordance with the eight Reporting Principles of the GRI Standards 2021:

Accuracy | Balance | Clarity | Sustainability context | Comparability | Completeness | Timeliness | Verifiability

3/Review

1. Each unit verifies the accuracy of data.
2. The Sustainability Project Team and the Chairman review and finalize the report.
3. The Chinese version of report is submitted to the Board of Directors ("Board") for review and approval for disclosure.



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

00 About the Report

Scope

The information disclosed in this Report covers Syngen Biotech Co., Ltd. at the parent company level; however, financial data are presented on a consolidated basis. For details on the scope of consolidated financial statements and associates, please refer to CH1. Any changes to the scope of disclosure will be specified in this Report.

Data quality management

All financial data and ISO certifications for quality, environmental, and food safety management systems in this Report have been verified by independent third-party bodies.

Financial Data	Quality Management Systems ISO 9001	Food Safety Management Systems ISO 22000	Hazard Analysis Critical Control Point HACCP:2016	Greenhouse Gas Inventory ISO 14064-1
PwC Taiwan	Bureau Veritas	Bureau Veritas	Bureau Veritas	PwC Business Advisory Services Taiwan Ltd.

Third-party verification certificates

Publication history

The report is published annually and is available for viewing and download via the Company's corporate sustainability section. Publication dates are as follows:

This publication: July 2026

Next publication: August 2027

For historical data and other sustainability-related information, please refer to the following sources:

Syngen's official website

Syngen's Facebook page

Contact us

For any questions or suggestions regarding this Report, please contact:

Syngen Biotech Co., Ltd.

Unit: President's Office

Tel: +886-6-5058168

Address: Building A, No. 154, Kaiyuan Road, Xinying District, Tainan City

Company website: https://www.syngen.com.tw/

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

00 Chairman's Message

Despite the global challenges posed by the post-pandemic environment, climate change, and uncertainties in the international landscape, Syngen continues to demonstrate corporate resilience and forward-looking planning. We remain unwaveringly committed to the core values of "people-oriented development and the common good," regarding employee well-being and corporate social responsibility as the cornerstone of our long-term operations. This not only supports the Company's stable growth, but also lays a solid foundation for its future sustainable development. Anchoring its development strategy in the big health industry, Syngen has internalized "Health for All" as its corporate mission and continues to create outcomes that generate both business value and social impact.

Guided by the philosophy that "the greatest doctors treat illness before it emerges," we actively invest in the research, development, and innovation of medicinal products, health foods, and nutritional supplements. In 2025, the Company achieved another record-high revenue of NT$2.136 billion. In terms of its R&D strategy, we have entered the next-generation phase of precision preventive care, shifting our focus from the development of single-strain probiotics to composite solutions that emphasize the synergistic effects of gut microbiota. The Company also advances plant- and microbial-derived exosome technologies, as well as in-house screening and R&D of next-generation probiotics, with the aim of establishing more comprehensive health solutions.

In manufacturing and quality management, we continue to strengthen our food safety and product responsibility mechanisms, and have obtained multiple domestic and international quality system certifications, including PIC/S GMP, GDP, TQF, FDA, NSF, ISO 9001, ISO 22000, and HACCP. These certifications demonstrate our commitment to maintaining the highest standards of product safety and efficacy. We believe that only by placing quality at the core of our operations can we truly earn the long-term trust of the market and consumers.

With respect to corporate governance, we uphold the principles of high-level transparency and stringent ethical standards to ensure that all operations comply with applicable laws, regulations, and international standards, while continuously strengthening trust with investors and stakeholders. In our sustainable development practices, the Company has incorporated environmental management into its business strategies. After adopting ISO 14064 greenhouse gas inventory in 2023 and obtaining third-party certification, the Company completed 100% inventory and verification across all of its sites in 2025, demonstrating our commitment to carbon management. In addition, the Company actively advances energy-saving, carbon-reduction, and resource-circulation measures, and was recognized by the Environmental Protection Bureau of Tainan City Government with a Resource Recycling Filing Award. This achievement reflects the Company's continued progress toward its goals of low-carbon development and a circular economy.

Talent is the most important asset of an enterprise. We are committed to creating a work environment that supports growth and demonstrates care. In 2025, we invested more than NT$16.6 million in employee benefits, while continuously optimizing our benefits system to enhance overall employee satisfaction and organizational cohesion.

In addition, we value the physical and mental well-being of our employees. We have established a comprehensive support system through health check-ups, psychological counseling under the Employee Assistance Program (EAP), and a diverse range of stress-relieving activities. In response to an increasingly diverse talent structure, Syngen will continue to foster a culture of inclusion and equality, enabling every employee to fully realize their professional potential.

Innovation has always been the core force driving Syngen's growth. Amid the evolving landscape of the health industry, we leverage diversified R&D models and global human resource planning to continuously deepen our technological capabilities and product competitiveness. By working alongside our international strategic partners, we are actively expanding our presence in the global market. With our strengths in patented technologies and differentiated products, we are able not only to enhance our market presence, but also to generate long-term and stable value.

Looking ahead, Syngen will continue to advance with innovation as its driving force and sustainability as its guiding principle, steadily navigating the global health industry landscape and realizing our long-term vision of achieving both corporate growth and the common good of society.

Syngen Biotech Co., Ltd.

Chairman 陳威仁



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

01 Sustainable Management

1.1 Company Profile

1.2 Stakeholder Engagement

1.3 Analysis of Material Topics



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

01 Sustainable Management

Core Vision and Commitment



Upholding the mission of advancing health care, Syngen has, since its establishment, invested substantial resources in research and development. With the growing public awareness of well-being, people are placing increasing importance on health care. Our accumulated R&D capabilities over the years have laid a solid foundation in the fields of biotechnology and healthcare. To meet diverse market needs, we have expanded and diversified our health food portfolio. Furthermore, we have been proactively seeking opportunities to showcase our products and R&D technologies, highlighting Taiwan's biotechnology achievements on the global stage.

In addition to investing in international market expansion, we continue to pursue innovation through research and development and seek to establish cross-industry partnerships as part of our marketing approach. These efforts have earned the Company international recognition. Since 2017, we have obtained GMP certification from the National Sanitation Foundation (NSF) and has subsequently passed U.S. FDA inspections and earned GMP certification for health supplements from the TFDA. Additionally, we have actively pursued patent applications both in Taiwan and internationally to enhance product competitiveness, achieve market differentiation, and develop a clear brand roadmap.

In addition to the commitment to continuous growth and self-improvement, we uphold the principles of "Invest in Quality, Innovate in Technology, Free Customers from Concern, and Pursue Health and Happiness." Guided by these values, we continue to obtain certifications and pass inspections at home and abroad, enhance internal operations, introduce automated production equipment, and improve the work environment to ensure a safe and comfortable workplace for employees. Leveraging its R&D strengths and commercialization capabilities, Syngen aims to support the local organic agribusiness and the development of smallholders, playing a leading role in promoting locally produced agricultural products on the global arena. Committed to the development of green and health food, we respond to the international calls for food safety, carbon reduction, and circular sustainability. Beyond ensuring product quality and safety for consumers, we are also ushering in a new era of healthy living for all.

2025 Achievements and Performance

1. Expanded the scope of the ISO 14064 greenhouse gas (GHG) inventory, achieving 100% GHG inventory coverage across all operating sites and obtaining a third-party verification statement.
2. Introduced sorting machines to the capsule production line, improving the accuracy of capsule inspection while reducing labor hours and costs for manual re-inspection.
3. Recognized by the Environmental Protection Bureau of Tainan City Government with a Resource Recycling Filing Award for timely and accurate resource recycling filing.
4. Received award recognition for 10 products and successfully obtained 10 new patents.
5. Continued to enhance corporate governance, with 6 areas improved in corporate governance evaluation compared with the previous fiscal year.
6. Yunlin Technology Industrial Park Plant obtained PIC/S GMP, GDP, and Halal product certifications.
7. Achieved an average customer satisfaction score of 4.56 out of 5.
8. Hit a record high of NT$2.136 billion in revenue in 2025.



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

01 Sustainable Management

1.1 Company Profile

1.1.1 Company Overview

Since its establishment in 1999, Syngen has been a trailblazer in the fields of medical biotechnology and healthcare, upholding the business philosophy of "Sincerity, Honesty, Excellence, and Innovation." In 2003, we became the first API manufacturer in Taiwan to pass the cGMP audit. We focus on the research, development, and production of fermentation-derived APIs, including antibiotics, immunosuppressants, and anti-cancer drugs. We possess unique expertise in probiotic production technology, becoming the first pharmaceutical company in Taiwan to have probiotics certified with a PIC/S GMP API certificate. Leveraging our strong foundation in formulation design and pharmaceutical preparation technologies, we apply our expertise to the R&D and manufacturing of health supplements and foods in special dosage forms. With the successive establishment of the Sinying headquarters, Southern Taiwan Science Park Plant 1 and Plant 2, Malaysia subsidiary, and Yunlin Technology Industrial Park Plant, Syngen continues to drive innovation through years of accumulated professional R&D experience. Upholding an unwavering attitude of rigor while remaining bold in pursuing breakthroughs, the Company actively conducts research and development of functional ingredients and special-dosage-form health products.

Syngen is the proud holder of 111 valid patents and has received numerous domestic and international awards. It has been honored with the 2020 Taiwan BIO Awards - Gold Award, and is a three-time winner of the Taipei Biotech Awards (2018, 2019, and 2023). The Company's antibiotic API, Mupirocin, holds an impressive 10% share of the global market. The Company's functional probiotics and herbal-based health products and raw materials have not only established a strong presence in Taiwan but have also formed partnerships with internationally renowned brands in countries such as the United States and Japan, successfully expanding into multiple global distribution channels.

Company Information

Company Name	Syngen Biotech Co., Ltd.
English Name	SYNGEN BIOTECH CO., LTD.
Year of Establishment	1999
Listing Year on the TPEx	2016
Stock Code	8279 (Biotechnology and Medical Care Industry)
Authorized Capital	NT$271 million
Number of Employees	576
Chairman	Wei-Jen Chen

Associate Companies

Company Name	Relationship with Syngen	Shareholding %
Standard Chem. & Pharm. CO., LTD.	Parent company	46.68%
GeneFerm Biotechnology Co., Ltd.	Associate company	28.94%
Syngen Biotech INTERNATIONAL SDN. BHD.	Subsidiary	100%
Chan Shuo Biotech & Pharma Co., Ltd.	Subsidiary	100%

Note: Data as of December 31, 2025

Participation in External Organizations

	Organization Name	Participating Representative	Role
1	Taiwan Pharmaceutical Manufacturer's Association	Quality Assurance Department/ Quality Control Department	Member
2	Taiwan Functional Food Industry Association	Quality Assurance Department/ Quality Control Department	Member (Chairperson)
3	Taiwan Halal Integrity Development Association	Quality Assurance Department	Member
4	Taiwan Generic Pharmaceutical Association	Quality Assurance Department/ Quality Control Department	Member
5	Taiwan Veterinary Medicine and Healthcare Industry Association	Quality Assurance Department	Sponsoring member
6	National Innovation and Entrepreneurship Association, R.O.C.	Chairman Wei-Jen Chen	Director

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

01 Sustainable Management

1.1 Company Profile

Operational Site



Headquarters (Sinying Plant)

Building A, No. 154, Kaiyuan Road, Xinying District, Tainan City

Tel: (06)632-3588

Products and Services:

Microbial Strain Bank and R&D Center

Formulation development, prototyping, and scale-up R&D

Quality Control Center

API production

Fermentation and production of functional ingredients

Production of health foods and supplements



Southern Taiwan Science Park Plant 1

No. 9, Dashun 9th Road, Xinshi District, Tainan City

Tel: (06)505-8168

Products and Services:

Marketing Center

Quality Control Center

R&D and Cell Laboratory

Fermentation and production of functional ingredients

Production of health foods and supplements



Southern Taiwan Science Park Plant 2

No. 3, Dashun 9th Road, Xinshi District, Tainan City

Tel: (06)505-0118

Products and Services:

Raw Materials Management Center

R&D Center (under planning)



Yunlin Technology Industrial Park Plant

No. 32, Kejia 6th Road, Chang'an Village, Douliu City, Yunlin County

Tel: (05)551-2595

Products and Services:

Pharmaceutical-grade capsule shells

Special capsules (plants/liquids)

Other special dosage forms

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

01 Sustainable Management

1.1 Company Profile

1.1.2 Syngen Milestones

2003
Became the first API manufacturer in Taiwan to pass the cGMP audit

2010
Obtained ISO 9001 and ISO 22000 certifications

2014
APIs obtained PIC/S GMP certification
Obtain TQF certification

2017
Established SYNGEN BIOTECH INTERNATIONAL SDN. BHD.
Obtained GMP certification from the NSF
Won the National Pharmaceutical Technology & Research Development Award - Gold Award
Won the 14th National Innovation Award

2021
Obtained GMP certification for health supplements from the TFDA
Partnered with GeneFerm Biotechnology on a private placement to jointly expand the global market for microbial fermentation
Won the 2020 Taiwan BIO Awards - Gold Award
Won the ROT project of the "Tai Kang Organic Agriculture Plantation"

2022
Established Yunlin Technology Industrial Park Plant
Sinying Plant and Southern Taiwan Science Park Plants obtained the TFDA GMP certification for health supplements.
Granted Accreditation of Foreign Manufacturers (AFM) by PMDA Japan

2024
Chairman Wei-Jen Chen won the 2024 BGS Entrepreneurial Achievement Award.
Won the 2023 Southern Taiwan Science Park Workplace Equality - Excellence Award

1999
Syngen Biotech Co., Ltd. established upon approval

2009
Bacillus coagulans successfully entered the international markets and was exported to the U.S.
Won the 3rd TFDA National Pharmaceutical Technology & Research Development Award

2012
Passed HACCP certification
Won the TOP500 Business Performance Excellence Award

2016
Listed on the Taipei Exchange (TPEx) (8279)
Obtained Tse-Xin Organic Certification
Obtained HALAL certification
Relocated to the new plant in Southern Taiwan Science Park

2018
Successfully passed U.S. FDA inspection with zero 483 observations.

2020
Established Southern Taiwan Science Park Plant 2

2023
Capsule production line at Yunlin Technology Industrial Park Plant applied for PIC/S GMP certification.
Sinying Plant and Southern Taiwan Science Park Plants completed GHG inventory and were accredited with ISO 14064.
Published the first ESG Sustainability Report

2025
Yunlin Technology Industrial Park Plant obtained PIC/S GMP, GDP, and Halal product certifications.
Tai Kang Shih Tang obtained HACCP certification.
The Company expanded the scope of its GHG inventory, achieving 100% coverage across all operational sites and obtaining a third-party verification statement.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

01 Sustainable Management

1.1 Company Profile

Company Performance

NT$ 2.1 billion+

Hit a record high of NT$2.136 billion in revenue in 2025

10

Successfully obtained 10 new patents

10

Received award recognition for 10 products

HACCP

Tai Kang Shih Tang obtained HACCP certification

Certification

Yunlin Technology Industrial Park Plant obtained PIC/S GMP, GDP, and Halal product certifications

4.56 points

Average customer satisfaction score of 4.56

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

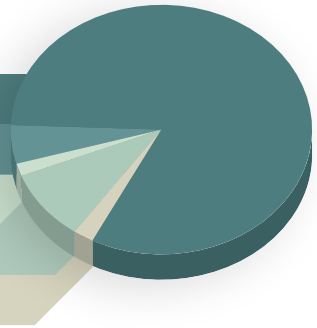
01 Sustainable Management

1.1 Company Profile

1.1.3 Products and Industry Value Chain

2023

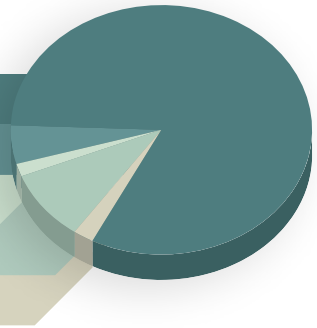
Health foods:	$1,506,540	82.00%
APIs:	$95,562	5.20%
Preventive healthcare:	$29,675	1.62%
Pet healthcare:	$165,602	9.01%
Others:	$39,806	2.17%
Total:	**$1,837,185**	**100%**



Unit: NT$ in thousands

2024

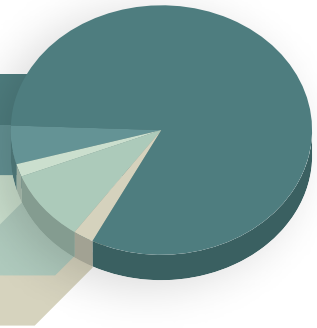
Health foods:	$1,635,505	81.22%
APIs:	$114,611	5.69%
Preventive healthcare:	$48,142	2.39%
Pet healthcare:	$162,455	8.07%
Others:	$52,879	2.63%
Total:	**$2,013,592**	**100%**



Unit: NT$ in thousands

2025

Health foods:	$1,785,235	83.56%
APIs:	$75,916	3.55%
Preventive healthcare:	$53,077	2.48%
Pet healthcare:	$163,266	7.64%
Others:	$58,990	2.77%
Total:	**$2,136,484**	**100%**



Unit: NT$ in thousands

Syngen primarily leverages its fermentation technology expertise in the manufacturing and trading of raw materials and finished products within the microbial pharmaceutical and health food industries. It also engages in the agency sales of preventive healthcare and pet healthcare products. Future product development will focus on the pharmaceutical and food fields. The Company's current main product categories are as follows:

A. Health foods:

As of the end of 2025, Syngen held 4 health food certifications and 95 related patents across multiple countries, including Taiwan, the United Kingdom, the Netherlands, Germany, France, Poland, Hungary, Denmark, China, the United States, Japan, Australia, and Singapore.

B. APIs:

The raw materials are primarily used in medicinal products and health supplements. For medicinal products, they include ingredients applied in antibiotic formulations for skin infections and products supporting gastrointestinal health. As of the end of 2025, Syngen held a total of 11 drug licenses and 16 related patents across multiple countries, including Taiwan, the United Kingdom, Germany, Hungary, Poland, Norway, India, China, Japan, the United States, Australia, Canada, France, Switzerland, and Spain. Raw materials for health supplements cover a variety of products that reduce cholesterol, regulate the state of health, boost energy, and support digestive health, as well as probiotic products.

C. Preventive healthcare:

The products include medical testing instruments and software, such as non-mydriatic fundus cameras, arterial vascular detectors, bone density analyzers, autonomic nervous system testing equipment, blood glucose analyzers, and AI-powered analysis software for diabetic retinopathy.

D. Pet healthcare:

The products cover veterinary healthcare and medicine, including veterinary hematology analyzers, rapid diagnostic test kits, serum immunoassay analyzers, Class IV laser therapy devices, integrated laboratory information software systems, heartworm preventive medicine, generic veterinary drugs, skin-cleansing products, and pet health foods.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

01 Sustainable Management

Pharmaceutical Industry and Health Food Industry Value Chains

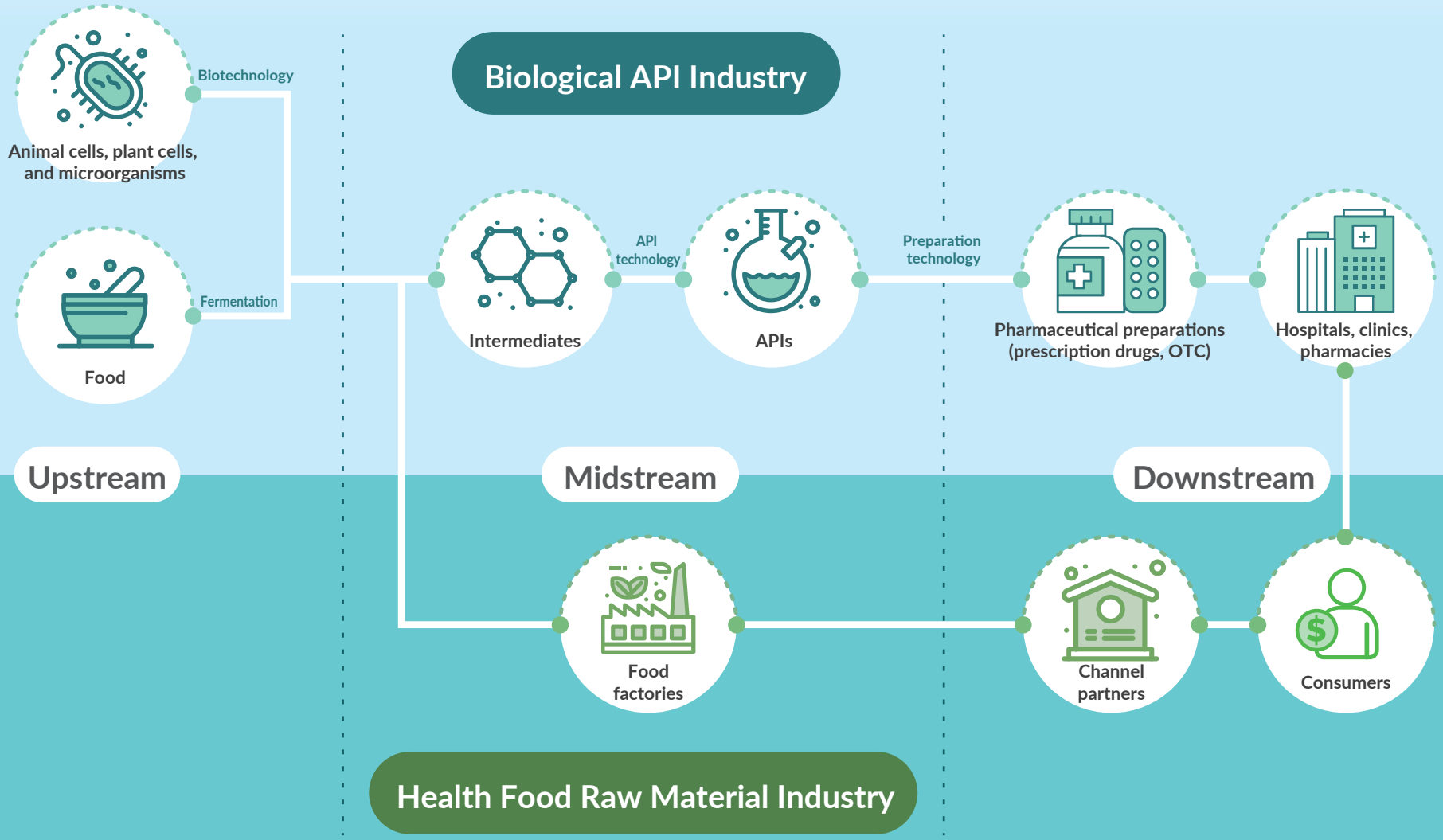


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

01 Sustainable Management

1.2 Stakeholder Engagement

1.2.1 Stakeholder Identification

The process of stakeholder identification begins by listing all parties Syngen engages with during its daily operations across various departments. Through an analysis of these contacts, Syngen then identify stakeholders that have a greater level of influence or impact on the company. Based on input from each business unit and functional department, Syngen identified eight types of stakeholders: employees, shareholders/investors, customers, suppliers, government agencies, media, academic institutions/associations, and communities/non-profit organizations. Department heads then filled out questionnaires according to the five principles of the AA1000 Stakeholder Engagement Standard (SES): Dependency, Responsibility, Tension, Influence, and Diverse Perspectives, to assess the relevance of each stakeholder group to Syngen and rank stakeholder groups according to the materiality of their relationship with Syngen. As a result, the top-ranked group is customers, followed by employees, government agencies, shareholders/investors, suppliers, academic institutions/associations, media, and communities/non-profit organizations.



Five Key Dimensions of Assessment

1. **Diverse Perspectives** Valuing the perspectives of different stakeholders to ensure completeness and diversity
2. **Responsibility** Stakeholders to whom Syngen assumes legal, commercial, operational, or ethical responsibilities
3. **Dependency** Assessing the extent to which stakeholders directly or indirectly depend on Syngen's products, activities, or services
4. **Tension** Stakeholders that pay close attention to Syngen's financial performance and economic, social, and environmental issues
5. **Influence** Assessing the extent to which stakeholders can influence Syngen's strategy or business decision-making



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

01 Sustainable Management

1.2 Stakeholder Engagement

Syngen attaches great importance to the needs and expectations of stakeholders. Through the establishment of diverse communication channels, such as the company's official website, shareholders' meetings, and participation in external associations or organizations, we actively seek to understand stakeholders' attitudes, opinions, and issues of concern. By doing so, we manage to dynamically adjust the Company's business strategies in a timely manner, in hopes of creating a win-win situation with stakeholders and ultimately achieving corporate sustainability.

Category	Significance to Syngen	Top 3 Issues of Concern	Communication Channel	Communication Frequency	2025 Communication Results
Customers	Customers are the Company's main source of revenue. Revolving around customer needs, Syngen aims to provide customers with a better experience, ensure excellent quality, and achieve customer satisfaction. This serves as the driving force behind Syngen's continuous improvement and growth.	1. Waste management 2. Product quality and safety 3. Water stewardship	Customer service email	24 hours	• Maintained close contact with customers at all times; responded actively and promptly to customer needs • Visited customers as necessary to promote the Company's products and understand customer needs • Maintained up-to-date product and service information on the official website for customer access
			Customer satisfaction surveys	Non-regular	
			Public information	Non-regular	
			Official correspondence	Non-regular	
			Official website	24 hours	
Employees	Syngen regards talent as the Company's most important asset and the most critical factor for building core competitiveness and affecting operational performance. Therefore, we value employee feedback, promptly respond to their concerns, fulfill our responsibility for employee care, and aim to create a "happy workplace" for our employees.	1. Waste management 2. Customer health and safety 3. Energy management	Performance reviews and meetings	Twice a year	• Conducted annual internal GMP training, listing major anomalies • Conducted monthly training on raw materials-related laws and regulations • Quarterly labor-management meetings • Organized internal training programs
			Internal training sessions	Non-regular	
			Employee Welfare Committee	Non-regular	
			Labor-management meetings	Quarterly	
			Grievance channels	Non-regular	
Government agencies	Syngen strictly complies with government laws and regulations, actively operates in line with government policies, and communicates with the government as necessary, including participating in inspections and supervision by relevant competent authorities, such as the National Taxation Bureau, Environmental Protection Bureau, Bureau of Energy, Fire Bureau, Labor Inspection Office, and Labor Affairs Bureau, to enable the Company to comply with laws and regulations more clearly and effectively.	1. Customer health and safety 2. Supplier management 3. Water stewardship	Meetings and visits	Non-regular	• Reported to the Health Bureau • Participated in on-site inspections • Maintained product traceability records
			Official correspondence	Non-regular	
			Public hearings/press conferences	Non-regular	
			Phone calls	Non-regular	
Shareholders/ investors	The support of shareholders and investors, who hold shares in Syngen, is crucial for its sustainable development. Therefore, Syngen strives to maintain good communication with shareholders and incorporate their high-quality input into its business policies, aiming to achieve a robust business operation and fulfil its responsibilities for shareholders/investors.	1. Corporate Governance 2. Waste management 3. Economic performance	Shareholders' meetings	At least once a year	• Held the Annual General Meeting • Held the annual investor conference
			Market Observation Post System (MOPS)	Non-regular	
			Investors relations section on the official website	24 hours	
			By mail	Non-regular	
Academic institutions/ Associations	In addition to public activities held by government agencies, the Company maintains interactions with major research institutes and academic institutions at home and abroad, ensuring access to the latest and best resources and opportunities at all times.	1. Customer Relationship Management 2. Biodiversity 3. Social engagement	Industry-academia collaboration	Non-regular	• In 2025, the Company engaged in industry-academia collaboration with Chung Hwa University of Medical Technology, National Pingtung University of Science and Technology, and Southern Taiwan University of Science and Technology, providing students with internship opportunities at the Company. • In 2025, the Company continued to receive visits from academic and research institutions. • Collaborated closely with major research institutes in Taiwan
			Member meetings	Annually	
			External seminars	Non-regular	

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

01 Sustainable Management

1.2 Stakeholder Engagement

Category	Significance to Syngen	Top 3 Issues of Concern	Communication Channel	Communication Frequency	2025 Communication Results
Suppliers	Stable suppliers are an indispensable part of a company's growth and the key to sustainable development and value chain. Establishing effective supplier communication channels and evaluation system ensures the quality and stability of products and services while reducing.	1. Product quality and safety 2. Innovation and R&D 3. Intellectual property management	Supplier point of contact: Procurement Section, Department of Management	Non-regular	• Conducted annual supplier evaluation • Annual supplier audits
			production costs and risks.	Non-regular	
			Questionnaires	Non-regular	
			Training sessions	Non-regular	
			On-site supplier audits	Annually	
Media	The media serves a channel bridging companies and stakeholders (e.g., customers, investors, and the general public). Through media exposure, press conferences, brand events, and shareholders' meetings, the Company demonstrates its values, mission, and commitments to the public, strengthens interactions and relationships with stakeholders, and builds a positive corporate image and reputation.	1. Corporate Governance 2. Waste management 3. Product quality and safety	Press releases	Non-regular	• Published 7 articles on the official website in 2025
			Press conferences	Non-regular	
				Non-regular	
Communities/ Non-profit organizations	Tai Kang Park, a collaborated ROT project between Syngen and the government, enhances mutual trust and cooperation with local communities, achieving common good with community residents and local smallholders. It demonstrates the Company's commitment to leveraging its available resources to give back to local communities and the general public, facilitating the sustainable development of the Company.	1. Customer relationship management 2. Economic performance 3. Information security management	Community briefings	Annually	• Held contract performance management meetings and business performance evaluation meetings in 2025 • Held nearly 30 events in 2025
			Charitable events	Non-regular	
			Department of Management	Monthly	
			Customer satisfaction surveys	Non-regular	
			Market Observation Post System (MOPS)	Non-regular	

Stakeholder Contacts and Communication Channels

Spokesperson

Jesse Wu
E-mail: wu.jesse@syngen.com.tw

Employee grievance channel:

Personnel Section,
Department of Management
Email: suggestionbox@syngen.com.tw

Investor relations section

Spokesperson Jesse Wu
E-mail: wu.jesse@syngen.com.tw
Acting spokesperson Shallin Cho
Tel: +886-65058168
E-mail: cho.shallin@syngen.com.tw

ESG section

Ms. Li, Sustainability Project Team
Tel: +886-65058168
Email: service@syngen.com.tw

Customer service hotline

Manager Tsai, Sales Division
Tel: 0800-688178
Email: service@syngen.com.tw

Suppliers section

Procurement Section,
Department of Management
Email: service@syngen.com.tw

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

01 Sustainable Management

1.3 Analysis of Material Topics

1.3.1 Materiality Identification Process

Syngen upholds the principles of openness and transparency, providing diverse communication channels to facilitate effective two-way dialogue. Through regular communication with stakeholders via multiple channels, the Company identifies the most material topics for stakeholders and the Company. The Company discloses relevant information and gathers feedback from stakeholders, ensuring that the Company can continuously make improvements on the path to sustainable development and respond to the expectations of the public.

Step 1 Identify stakeholders

According to the 5 major principles of the AA1000 SES, stakeholders are defined as "internal or external groups or individuals that influence, or are influenced by, the Company." Stakeholder questionnaires were distributed to department heads for completion based on this definition.

A total of 20 stakeholder questionnaires were collected, identifying 8 types of stakeholders.

Step 2 Collect sustainability topics

Based on sustainability standards and regulations (e.g., GRI, TCFD, SASB), topics of concern to domestic and foreign peers, MSCI ESG rating criteria, and major global sustainability trends, Syngen identified sustainability topics related to its business operations, selecting 21 sustainability issues for impact assessment.

A total of 14 cross-departmental sustainability interviews were conducted, resulting in 21 sustainability issues being selected for impact assessment.

Step 3 Conduct a material topic questionnaire

The Company distributed the "Syngen Sustainability Material Topics Questionnaire" to assess the positive and negative impacts of the 21 sustainability topics from internal and external stakeholders. Internally, department heads who are familiar with their respective departmental job scope completed the survey for their teams.

A total of 113 material topics questionnaires were collected: 18 from internal employees and 95 from external stakeholders.

Step 4 Confirm material topics

3 key indicators

1. Evaluation on the positive/ negative impacts of material topics on the economy, environment, and people (including their human rights) was conducted based on stakeholders' responses. The scores of external questionnaires were weighted, reflecting the materiality of stakeholders' relationship with the Company.

2. Evaluation on the positive/ negative impacts of material topics on the company operations as well as the likelihood of occurrence based on the internal responses.

3. A dual materiality matrix was created based on results from internal and external evaluations.

Step 5 Confirm the order and content for disclosing material topics

Confirm 10 key material topics

Based on the analysis results of the dual materiality matrix, the Sustainability Project Team discussed and identified 10 material topics. Management approaches and annual performance results for the material topics are disclosed in the Sustainability Report, ensuring compliance with principles such as sustainability context and completeness, thereby achieving the goal of effective communication with stakeholders.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

01 Sustainable Management

1.3 Analysis of Material Topics

1.3.2 Identification and Confirmation of Material Topics

Sources of Sustainability Topics

International sustainability standards and frameworks	Sustainable Development Goals (SDGs)	International sustainability investment ratings	Industry trends	Topics of concern to stakeholders
Including the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) Standards, the Responsible Business Alliance (RBA) Code of Conduct, and the Task Force on Climate-related Financial Disclosures (TCFD) recommendations	The Company evaluated the 17 SDGs and associated 169 targets, linking them to Syngen's relevant actions	Including the MSCI ESG Leaders Indexes, the Dow Jones Sustainability Index (DJSI), and the Carbon Disclosure Project (CDP)	International sustainability trends and issues of concern to industry peers	Issues of concern to stakeholders such as customers, employees, government agencies, shareholders/investors, suppliers, academic institutions/associations, media, and communities/non-profit organizations

Sustainability Topics

After internal discussions within Syngen's Sustainability Project Team and engagement with stakeholders, we analyzed sustainability topics from four dimensions: governance, environment, society, and industry. As a result, 21 sustainability topics were identified. Revolving around these topics, Syngen will continue to refine its governance approaches, advancing towards corporate sustainability.

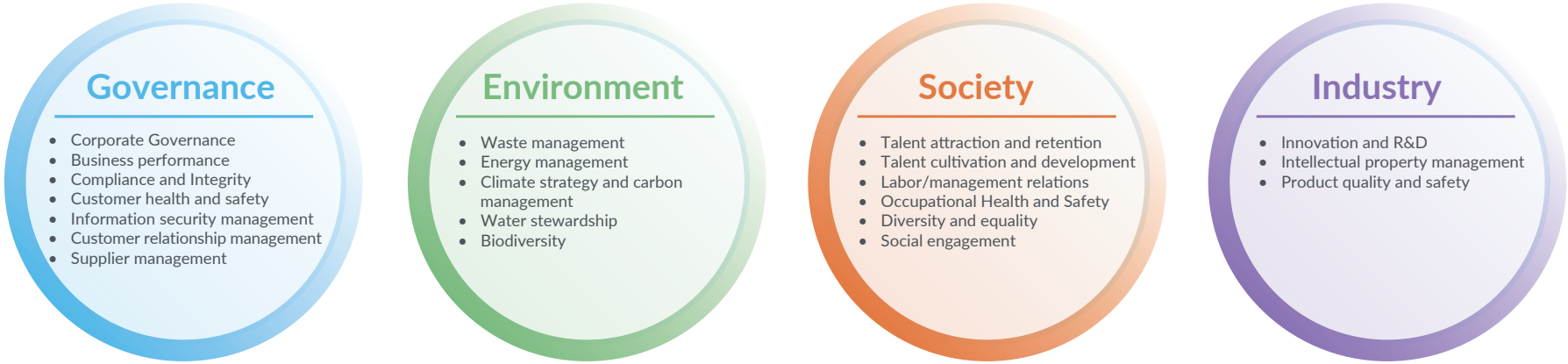


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

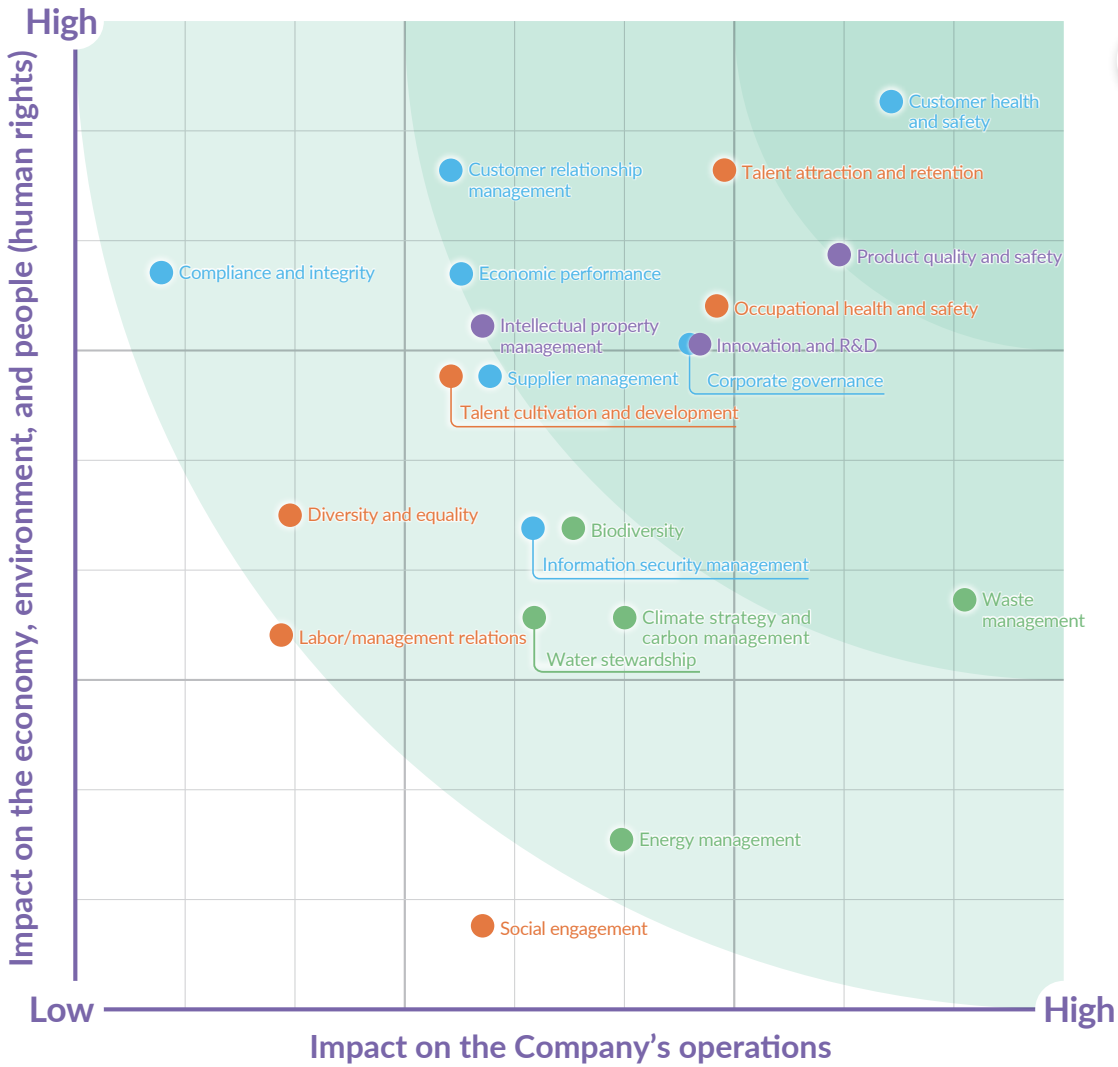
06 Social Prosperity

07 Appendix

01 Sustainable Management

1.3 Analysis of Material Topics

Materiality Matrix



Governance Environment Society Industry

Materiality Matrix

Syngen conducted a stakeholder materiality analysis to assess the 21 sustainability topics. Based on the two dimensions: "impact on the economy, environment and people (human rights)" and "impact on the Company's operations," the Company adopted a matrix-based cross analysis and, after discussion with external consultants. determined that topics with a high level of "impact on the economy, environment and people (human rights)" and "impact on the Company's operations" should be identified as material topics for priority disclosure. As a result, a total of 10 material topics were confirmed.

1. Customer health and safety
2. Talent attraction and retention
3. Product quality and safety
4. Occupational health and safety
5. Customer relationship management
6. Innovation and R&D
7. Corporate governance
8. Economic performance
9. Intellectual property management
10. Waste management

Syngen has formulated sustainable development strategies based on the identified material topics, regularly reviewing performance and goal achievement. To improve the credibility of performance results, the Company has also implemented internal verification and independent third-party assurance.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

01 Sustainable Management

1.3 Analysis of Material Topics

1.3.3 Boundary of Material Topic Impact

Hotspots and Impacts Across the Value Chain

Material Topic	Customers	Employees	Government Agencies	Shareholders/ Investors	Suppliers	Academic Institutions/ Associations	Media	Communities/ Non-Profit Organizations	Significance to Syngen	Corresponding SDGs
Customer Health and Safety	○		○	○					Protecting the health and safety of customers is both a legal and ethical responsibility for a company. Customer satisfaction drives Syngen's continuous improvement. The Company is committed to providing better products and services to ensure customers' health and safety.	3, 12
Talent Attraction and Retention		○		○		○			Talent is the most important asset of a company. Syngen encourages employees to grow together with the Company. The Company has set up employee grievance channels, designed diverse training courses, created a multicultural workplace environment, aiming to foster a healthy and friendly happy workplace.	3, 4, 5, 8
Product Quality and Safety	○	○	○		○				Syngen continuously makes improvements and has introduced digital control mechanisms to improve process efficiency. The Company conducts audits and evaluations of suppliers and provides quality management training for employees to ensure the stability of product supply and product quality, meeting requirements of competent authorities and ensuring the health and safety of customers.	3, 12
Occupational Health and Safety		○	○						Through various channels such as occupational safety and health training and labor-management meetings, Syngen communicates occupational safety and health-related information to employees. The Company also regularly reviews the latest occupational safety regulations to ensure workplace safety for employees.	4, 5, 8, 16
Customer Relationship Management	○	○		○	○		○		By providing high-quality products and services, the Company establishes positive interaction and communication with customers. This helps enhance customer loyalty and satisfaction, while also strengthening corporate brand value.	3, 8, 12

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

01 Sustainable Management

1.3 Analysis of Material Topics

Material Topic	Customers	Employees	Government Agencies	Shareholders/ Investors	Suppliers	Academic Institutions/ Associations	Media	Communities/ Non-Profit Organizations	Significance to Syngen	Corresponding SDGs
Innovation and R&D		○		○		○			Innovation and R&D are key factors driving a company to improve its competitiveness. Syngen invests in product and patent R&D every year, aiming to enhance its own technologies and product edge and maintain leadership in the market.	9, 12
Corporate Governance		○	○	○					Effective corporate governance helps identify, manage, and reduce risks, thereby improving corporate efficiency and competitiveness, ensuring that companies are managed and operated in an effective, transparent, and responsible manner, achieving long-term sustainable development.	8, 16, 17
Economic Performance		○		○	○				Pursuing growth and profitability is the foundation of corporate operations. Good profitability can improve corporate value and shareholder returns. It can also create stable employment and career development opportunities, improving employees' quality of life and well-being.	8, 9, 13
Intellectual Property Management		○		○		○			An enterprise's intellectual property assets are one of its most important business values. Syngen encourages the R&D Department to engage in technology R&D and product innovation, facilitate technological advancements and industrial upgrades, and drive the Company's economic growth and social progress.	12, 17
Waste Management	○	○	○					○	Effective waste management reduces the negative impact on the environment, mitigates pollution and ecological destruction, and protects natural resources and ecosystems. The Company must comply with these regulations to avoid fines, lawsuits, and reputational damage.	6, 12, 13, 14, 15

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Governance

2.1 Corporate Governance

2.2 Financial Performance

2.3 Compliance and Integrity

2.4 Risk Management



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Governance

Core Vision and Commitment

Syngen is committed to ensuring transparent operations and protecting stakeholders' rights and interests through the continuous enhancement of its corporate governance practices, under the oversight of the Board of Directors regarding the operation of each organizational unit. At the same time, the Company strives to enhance its financial performance through technological research and development. In daily operations, the Company strictly complies with laws and regulations, upholds business integrity, and has established organizational and operational mechanisms for risk management, including risk item management, internal controls, and information security management. Through these sustainable governance frameworks, Syngen aims to build a solid foundation for long-term corporate sustainability.



2025 Achievements and Performance

1. Achieved NT$2.136 billion in 2025 revenue.
2. Continued to enhance corporate governance, with 6 areas improved in corporate governance evaluation compared with the previous fiscal year.
3. Zero violations of integrity management or conflict-of-interest regulations; Zero violations of anti-competition, anti-trust, and monopolistic practices.



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Governance

Material Topic: Corporate Governance

Actual and potential positive impacts on the economy, environment, and people — Opportunities

Economy: Strengthens corporate transparency and trust, boosts investor confidence, attracts more investment and capital flows, and drives corporate growth and expansion.

Environment: Helps companies build environmental protection awareness, promotes green production and recycling, reduces adverse impacts on the environment, and facilitates sustainable development.

People: Protects employee rights, improves labor benefits, and promotes the fulfillment of corporate social responsibility, thereby achieving social stability.

Actual and potential negative impacts on the economy, environment, and people — Risks

Economy: Waste of funds and lack of transparency in the Company's internal finances, which could affect investors' confidence and corporate value, resulting in a decline in stock prices and capital outflow, and endangering the stable development of the Company.

Environment: Neglecting environmental protection could cause pollution and resource waste, which in turn causes damage to the ecological environment and even leads to environmental disasters.

People: Damage to employee rights and interests, reduced labor benefits, and even labor disputes and social instability, adversely affecting corporate reputation and image.

Resources invested in 2025

- Improved 6 areas in corporate governance evaluation compared with the previous fiscal year.
- Conducted integrity awareness-raising education for 145 new employees. A total of 28 employees received training courses related to business integrity, with topics covering regulations, information security, and anti-money laundering.

Strategic Objectives

Company policies or commitments to corporate governance

Syngen is committed to maintaining a high level of transparency by regularly disclosing accurate and complete corporate information to investors, shareholders, and other stakeholders. At the same time, we respect and protect the rights and interests of all stakeholders, and are dedicated to establishing a comprehensive risk management system, including legal compliance, intellectual property, and information security protection. In addition, the Company is committed to continuously refining its corporate governance mechanisms and improving its corporate governance performance.

Short-term goals (1 year)

- Establish a Sustainable Development and Risk Management Committee and a Nomination Committee to continuously enhance corporate governance.
- Reference the 2026 (first) ESG evaluation indicators to increase the transparency of corporate governance-related information disclosure.
- Organize sustainability-related training courses for the Board of Directors.

Medium and long-term goals (3-5 years)

- Establish a mechanism that links directors' performance evaluations and compensation to personal performance and future risks.
- Achieve an ESG evaluation ranking within the top 35%.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Management

2.1 Corporate Governance

2.1.1 Governance Framework

Improving operational transparency boosts the trust of investors and the general public in the Company. To establish a robust corporate governance system and culture, we have established clear principles in accordance with the Corporate Governance Best Practice Principles and the Sustainable Development Best Practice Principles, ensuring the Company's operations are legal and efficient. Additionally, we respect and protect the rights and interests of all stakeholders, and disclose the Company's operating status and important decisions to shareholders and other stakeholders in a timely manner to establish trust and a stable business foundation.

The Board of Directors is the Company's highest governance body, responsible for supervising overall business strategies and major policies as well as overseeing the management team. It is accountable to shareholders. Functional committees under the Board of Directors include the Audit Committee and the Remuneration Committee, and a Sustainable Development Task Force under the President's Office. The Company not only values its business strategies and shareholders' responsibilities, but also actively cares about sustainable development, ensuring the attainment of the Company's sustainable development goals. Details on the responsibilities and operating status of relevant organization units are shown in the table below:



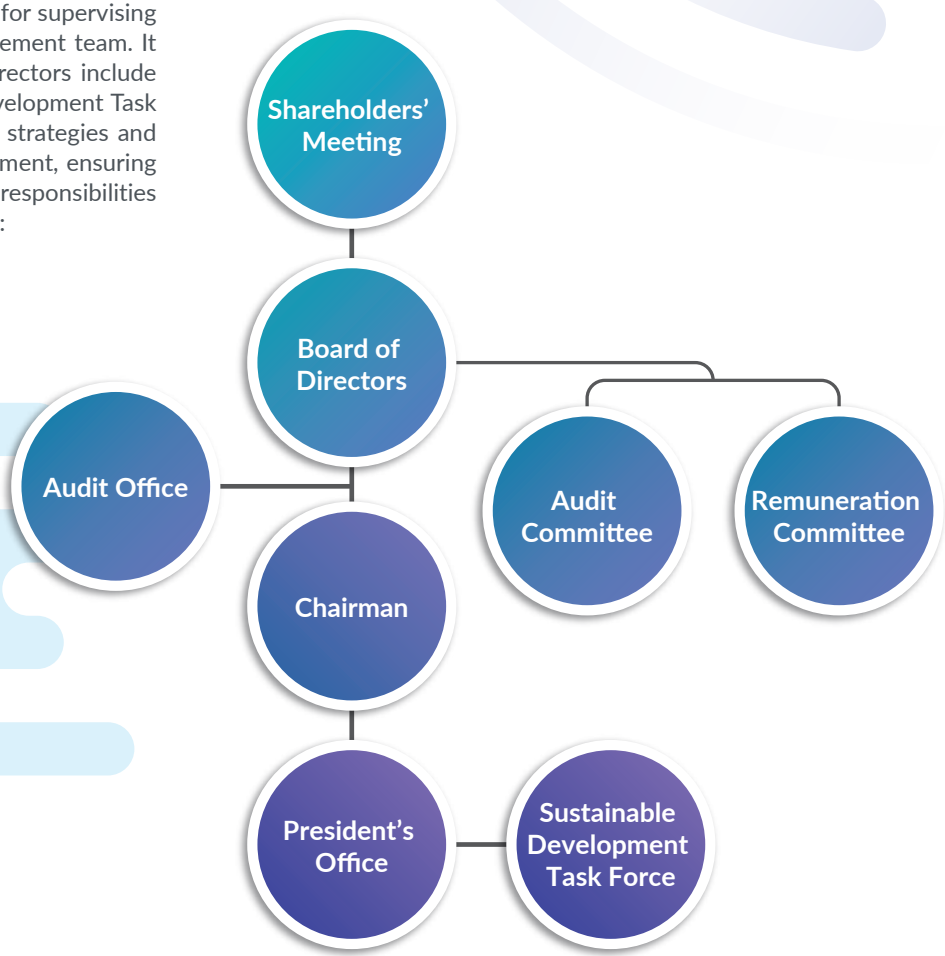


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Management

2.1 Corporate Governance

Responsible Unit	Description of Responsibilities	Operations
Board of Directors	• The Company's highest governance body, responsible for supervising and approving overall business strategies and major policies, and overseeing the management team. • The President serves as the convener of the Sustainable Development Task Force and reports the implementation status to the Board of Directors at least once a year. • Focuses on issues such as integrity governance and business development, as well as sustainability-related issues, and works with relevant department heads to formulate and implement sustainable development plans.	Convenes at least once per quarter; held 4 Board meetings in 2025
Audit Committee	• Assists the Board of Directors in supervising and ensuring the Company's quality and integrity in accounting, auditing, financial reporting, and financial control.	Convenes at least once per quarter; held 4 meetings in 2025
Remuneration Committee	• Establishes and periodically reviews performance evaluation standards for directors and managers, annual and long-term performance goals, and policies, systems, standards, and structures for compensation. • Periodically evaluates the achievement of performance goals of directors and managers, and determines individual compensation package and amounts based on the performance evaluation results.	Convenes at least once per quarter; held 2 meetings in 2025
Audit Office	• Formulates an annual audit plan based on risk assessment results. • Ensures continuous effective implementation of the internal control system and assists management in fulfilling their responsibilities. • Assists the Board of Directors and management in formulating management approaches and achieving business goals.	Prepare annual audit plans and business reports each year
Sustainable Development Task Force	• Stays updated on sustainability issues and sustainable development policies. • Convenes sustainable development-related working group meetings. • Collaborates with department heads to assess the Company's core operational capabilities, formulates sustainable development plans, and facilitates cross-departmental communication and cooperation on executing sustainability-related tasks. • Regularly reports climate change-related matters and risk assessment results to the Board of Directors.	1. Reports the implementation status to the Board of Directors at least once a year 2. Reported to the Board of Directors in 2025 on the completion of the Company's GHG inventory and verification disclosure schedule. 3. Prepares and reviews the Sustainability Report

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

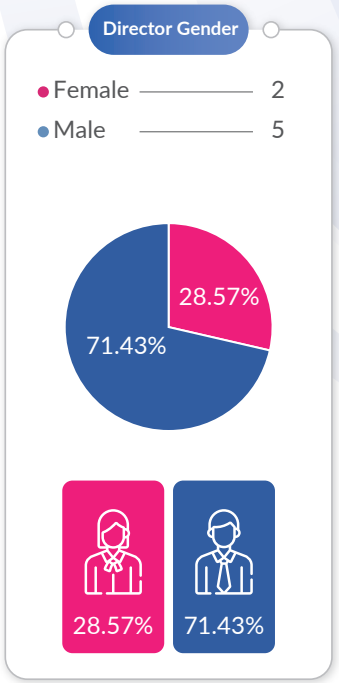
02 Sustainable Management

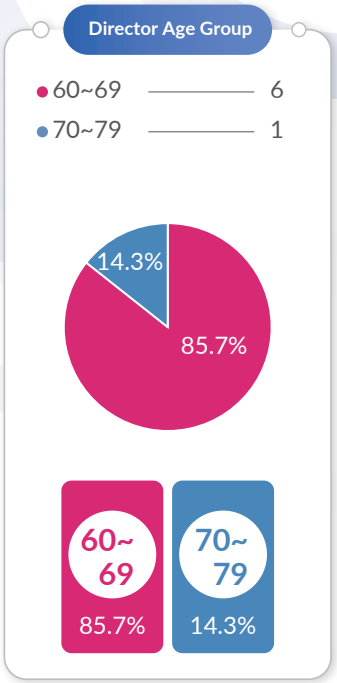
2.1 Corporate Governance

2.1.2 Board of Directors

The Company has developed a comprehensive director selection system, advocates and respects the diversity policy of directors, and actively promotes the sound development of the composition and structure of the Board of Directors. We believe that diversity improves overall corporate performance. Board members are elected in accordance with the Corporate Governance Best Practice Principles. In addition to the requirement that directors who concurrently serve as managers of the Company should not exceed one-third of all Board seats, the Company has developed appropriate Board diversity policies based on its operations, business model, and development needs. These policies cover, but are not limited to, basic qualifications and values (e.g., gender, age, nationality, and culture), as well as professional knowledge and skills (e.g., law, accounting, industry, finance, marketing or technology, professional expertise, and industry experience). Guided by the principle of merit-based appointment, the Company seeks Board members with diverse and complementary capabilities across different industries and fields.

The election of the Company's Board directors follows the candidate nomination system set forth in the Company's Articles of Incorporation. Based on its operating scale and development needs, the Company elected its 10th-term Board of Directors at the annual general shareholders' meeting held on May 30, 2023, with a total of 7 directors. Among them, 4 are independent directors, accounting for 57%; 2 are female directors, accounting for 28.57%. Directors are mostly between the ages of 60 and 69, with only 1 director aged 70 or above. In addition, the directors possess extensive academic and work experience in biotechnology, healthcare, finance, accounting, and other relevant fields. For details on the composition of the Board, directors' education and work experience, and concurrent positions, please refer to the 2025 Annual Report.





Position	Name	Gender	Nationality	Professional Skills						
				Business judgment	Finance and accounting	Business management	Crisis management	Knowledge of the industry	Knowledge of the industryIn-ternational perspective	Leadership decision-making
Chairman	Wei-Jen Chen	♂	Republic of China	O		O	O	O		O
Director	Tzu-Ting Fan	♂	Republic of China	O		O	O	O	O	O
Director	Tsuey-Wen Yeh	♀	Republic of China	O	O	O	O			
Independent Director	A-Ching Tu	♂	Republic of China		O		O			O
Independent Director	Shih-Chieh Li	♂	Republic of China				O	O	O	
Independent Director	Sheng-Shih Wang	♂	Republic of China				O	O	O	
Independent Director	Chao-Yuan Huang	♀	Republic of China	O		O	O	O	O	

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Management

2.1 Corporate Governance

Board Operations

The Company's Board of Directors convenes at least once every quarter, and may hold extraordinary meetings if necessary. Directors' actual meeting attendance is included in the performance evaluation. In 2025, the Board convened 4 meetings, with an overall average attendance rate of 100%. Directors are required to recuse themselves when a matter in which they have a conflict of interest, either personally or a legal entity they represent, that could harm the Company, thereby protecting the best interests of stakeholders.

To strengthen the various abilities required by directors to perform their duties, enhance their professional competencies, and deepen their understanding of ESG-related issues, we arrange external training courses each year based on trends in corporate governance practices, the Company's business development needs, and the professional expertise of directors. In 2025, a total of 45 hours of continuing education were provided, averaging approximately 6.43 hours per director, which meets the regulatory requirements for the number of hours of training. These courses covered sustainable governance, risk management, integrity management, insider trading, and corporate resilience, ensuring that directors remain up-to-date with the latest trends and best practices in the industry and apply these knowledge to the Company's strategic development and governance practices.

Organizer	Course Description	Course Hours
Taipei Exchange	Practice Sustainable Development Through the TPEx Market	6
Taiwan Institute of Directors	Implementation of Cross-generational Talent Management and Sustainability Standards (IFRS S1/S2)	3
Securities and Futures Institute	IFRS Sustainability Standards	3
	Key Considerations for Directors and Supervisors Regarding Financial Statement Misstatements	3
Accounting Research and Development Foundation of the Republic of China	2025 Insider Trading Prevention Seminar	3
Taiwan Corporate Governance Association	Analysis of Practical Application of Sustainability Policies and Sustainability Disclosure Standards	6

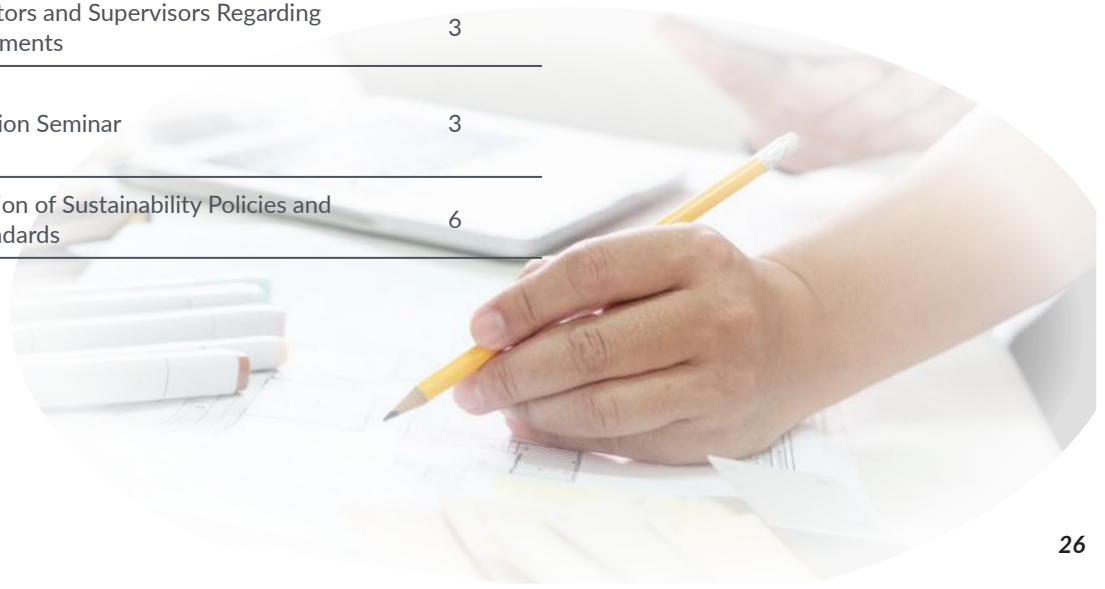


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

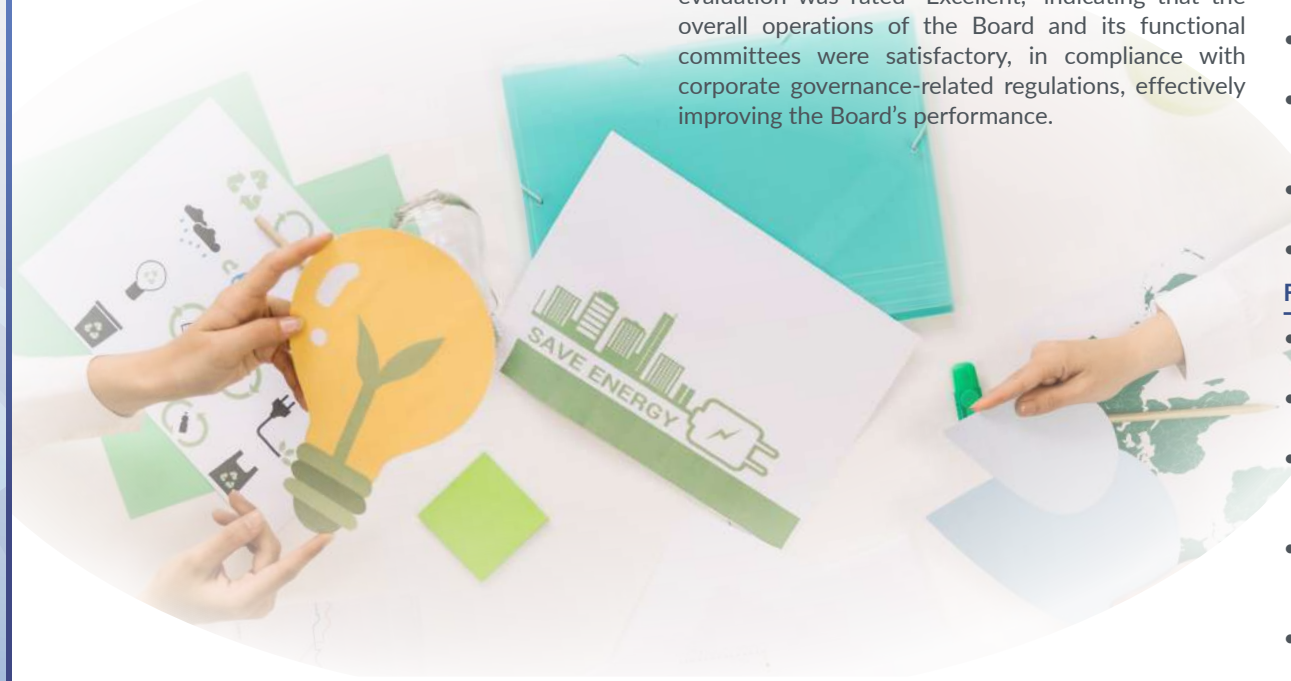
07 Appendix

02 Sustainable Management

2.1 Corporate Governance

Board Performance Evaluation

To improve the efficiency of the Board operations, Syngen has developed the Board Performance Evaluation Policy to ensure that the Board and its functional committees fulfill their responsibilities in areas such as corporate governance, corporate operations, and corporate sustainability practices. According to this policy, the Company conducts at least one internal performance evaluation per year for the Board and its functional committees. The evaluation results serve as a reference when selecting or nominating directors and committee members to ensure that the Company can select and nominate candidates with outstanding performance and capabilities, thereby improving the overall efficiency of the Board operations.



Internal Evaluation

According to the Company's performance evaluation system, upon the conclusion of each fiscal year, the Board as a whole, individual directors, and functional committee members conduct internal self-evaluations of the "Board as a whole," "Board directors," and "functional committees," respectively. The evaluations cover the following areas: understanding of the Company's goals and tasks, internal controls, level of participation in the Company's operations, internal relationship management and communication, Board operations, directors' professionalism and continuing education, and directors' awareness of responsibilities and self-assessment. The evaluation results are consolidated by the agenda working group and reported to the Board. Based on the results in 2025, the average evaluation was rated "Excellent," indicating that the overall operations of the Board and its functional committees were satisfactory, in compliance with corporate governance-related regulations, effectively improving the Board's performance.

Internal Evaluation

Board of Directors

- Participation in the Company's business operations
- Improvement of the Board's decision-making quality
- Board composition and structure
- Director selection and continuing education
- Internal controls

Average Score **95.80**

Board Directors

- Understanding of the Company's goals and tasks
- Awareness of directors' responsibilities
- Participation in the Company's business operations
- Management of internal relationships and communication
- Directors' expertise and continuing education
- Internal controls

Average Score **99.39**

Functional Committees

- Participation in the Company's business operations
- Awareness of committee responsibilities
- Improvement of the decision-making quality of the functional committees
- Functional committee composition and member selection
- Internal controls

Average Score **99.83**

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Management

2.1 Corporate Governance

Functional Committees

To improve corporate governance and strengthen the Company's competitiveness, the Board of Directors has established two functional committees: the Audit Committee and the Remuneration Committee. Both committees are composed entirely of independent directors. Except for matters that must be exercised independently in accordance with laws and regulations, resolutions made by the two functional committees are submitted to the Board of Directors for discussion and approval. The review mechanisms of the functional committees enable the Company to ensure that the Board effectively fulfills its duties and enhances shareholder interests.

Remuneration Policy for Directors and Managers

Assessment principles: Remuneration standards are determined in accordance with the Company's Regulations Governing Remuneration for Directors and Managers and are set based on the contribution to the Company, taking into account the industry salary levels, job responsibilities, performance, and seniority, as well as the Company's overall business performance. Additionally, the assessment considers factors such as understanding of the Company's goals and tasks, awareness of directors' responsibilities, level of participation in the Company's operations, internal relationship management and communication, directors' expertise and continuing education, contribution to the Company's image, directors' and managers' goal achievement rates, profitability, operating efficiency, and overall contribution. The remuneration policy is reviewed by the Remuneration Committee and approved by the Board of Directors. It is subject to further review, as necessary, based on the Company's financial standing and relevant laws to balance sustainability with risk management.

Relevance: The Company's aforementioned remuneration policy and procedures for setting remunerations are positively correlated with business performance, and are disclosed in accordance with applicable laws and regulations in the prospectus. The associated future risks associated with the policy have been considered and effectively managed.

Committee Name	Audit Committee	Remuneration Committee
Number of Committee Members	4	4
Number of Meetings	4	2
Attendance Rate	100%	100%
Responsibilities	1. Review the Company's business plans. 2. Review annual and semi-annual financial reports (the semi-annual reports are exempt if the law does not require them to be audited or attested by a CPA). 3. Review and revise the internal control system and assess its effectiveness. 4. Review and revise procedures for handling material financial and business activities. 5. Review matters involving directors' conflicts of interest. 6. Review major assets or derivatives transaction. 7. Review major lending, endorsements, or guarantees. 8. Review the offering, issuance, or private placement of equity securities. 9. Approve the appointment, dismissal, and remuneration of CPAs. 10. Approve the appointment or dismissal of heads of finance, accounting, or internal audit.	1. Periodically review the Regulations and propose amendments. 2. Establish and periodically review performance evaluation standards for the Company's directors and managers, annual and long-term performance goals, and policies, systems, standards, and structures for compensation, and disclose performance evaluation standards in the annual report. 3. Periodically evaluate the achievement of performance goals of the Company's directors and managers, and determines individual compensation package and amounts based on the performance evaluation results. The annual report shall disclose the individual performance evaluation results of each director and manager, as well as the relevance and reasonableness of the compensation package and amounts of to their performance evaluation results, and report to the shareholders' meeting.
Major Proposals	1. Approval of amendments to certain articles of the Articles of Incorporation. 2. Approval of the change of certified public accountant. 3. Approval of the amendment to the Procedures for Acquisition or Disposal of Assets.	Approval of employee and director remuneration and year-end bonus distribution proposals.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Management

2.2 Financial Performance

Material Topic: Financial Performance

Actual and potential positive impacts on the economy, environment, and people — Opportunities

Economy: Sound financial performance can drive corporate growth and expansion, create employment opportunities, increase tax income, and advance economic development.

Environment: Effective financial management can encourage enterprises to invest in environmentally friendly technologies and renewable energy, reducing carbon emissions, and reducing the consumption of natural resources, thereby contributing to the ecological environment protection.

People: Robust financial performance helps improve a company's social image, enhances its sense of corporate social responsibility, supports social welfare initiatives, and promotes harmonious social development.

Actual and potential negative impacts on the economy, environment, and people — Risks

Economy: Poor financial performance may cause the Company to face financial pressure, affecting business expansion and investment plans, and further affecting employment and economic growth.

Environment: When revenue performance is not ideal, the Company may prioritize short-term financial stability and reduce investments in energy conservation and carbon reduction measures, which could adversely affect the environment.

People: Poor financial performance may affect the development of the Company's employees and neighboring communities. Measures such as layoffs may take a toll on the local economy, thereby adversely affect people's lives and well-being.

Resources invested in 2025

- Achieved NT$2.136 billion in 2025 revenue.
- R&D expenses totaled NT$60,561 thousand in 2025, accounting for 3% of annual revenue.

Strategic Objectives

Company policies or commitments to financial performance

The Company will continue to promote capital investment plans, including setting up a capsule production line at the Yunlin Technology Industrial Park Plant to expand capacity and obtain customer orders, thereby enhancing overall competitiveness. At the same time, the Company has been actively cooperating with domestic and foreign pharmaceutical companies or academic research institutes to expand product portfolio, solidifying its niche in the API market. The Company also continues to develop new health foods and supplements, strengthening industry-academia collaboration. Moreover, the Company is actively expanding to international markets, strengthening exports, and improving operational efficiency through strategic alliances.

Short-term goals (1 year)

- Conduct vertical resource integration with related companies of the Group to improve efficiency, reduce costs, shorten lead time, and achieve customer satisfaction through upstream, midstream, and downstream collaboration.
- Leverage trends of preventive medicine to integrate medical devices, health foods, APIs, and formulations, and further expand potential customers through the existing sales networks that have been established by the related companies.

Medium and long-term goals (3-5 years)

- Expand overseas sales channels and the Mainland China market, progressively increasing the proportion of international business. In addition to expanding the API markets in developed countries/regions such as Europe, the United States, and Japan, the Company will partner with well-known brands in the U.S. and Japan to promote its feature products, working with strategic partners to expand its presence in the Mainland China, Japan, Europe, the U.S., and emerging markets in Southeast Asia, ultimately achieving the goal of globalized operations.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Management

2.2 Financial Performance

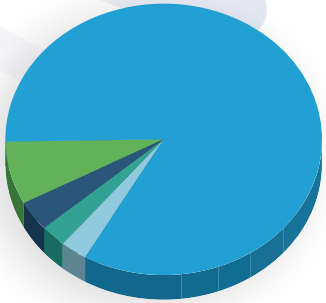
In 2025, the Company recorded consolidated net revenue of NT$2,136,484 thousand, an increase of approximately NT$122,892 thousand, or approximately 6.1%, compared to 2024. Specifically, health foods contributed the highest net revenue at NT$1,785,235 thousand, accounting for 83.56% of the total, followed by NT$174,205 thousand for pet healthcare and NT$75,916 thousand for APIs, accounting for 8.15% and 3.55% of the total, respectively. Preventive healthcare generated NT$53,076 thousand, accounting for 2.49% of the total. Other products, including formulations and biochemical agricultural products, generated a combined total of NT$48,052 thousand, accounting for approximately 2.25% of the total.

In terms of gross profit, the gross profit margin in 2025 was 34%, a 36% decrease compared to 2024. This was mainly due to the new business unit at the Yunlin Technology Industrial Park being in the initial stage of mass production and not yet having achieved optimal production efficiency. Looking ahead, the Company will continue investing in process improvements and R&D projects for APIs to create greater business value and drive the Company's business growth and market competitiveness.

Consolidated Financial Information Unit: NT$ in thousands

Item	2023	2024	2025
Revenue	$1,837,185	$2,013,592	$2,136,484
Gross profit	$643,918	$723,936	$723,585
Gross margin	35.0%	35.95%	33.87%
Net profit after tax	$333,802	$299,611	$334,843
Earnings per share	10.14	8.86	10.02

Item	Revenues	Percentage
Healthy foods	$1,785,235	83.56%
Pet healthcare	$174,205	8.15%
APIs	$75,916	3.55%
Preventive healthcare	$53,076	2.49%
Veterinary drugs, preparations, and biochemical agricultural products	$48,052	2.25%



Item	Key Elements	2023	2024	2025
Direct economic value generated	Revenue	$1,837,185	$2,013,592	$2,136,484
Economic value distributed	Operating costs	$1,379,567	$1,528,999	$1,629,621
	Employee salaries and benefits	$154,688	$181,175	$179,730
	Payments to providers of capital (dividends paid in the current year)	$135,504	$135,504	$135,504
	Payments to government (income tax)	$58,975	$59,404	$63,250
	Social donations	$70	$117	$154
	Total	$1,728,804	$1,905,199	$2,008,259
Economic value retained (generated less distributed)		$108,381	$108,393	$128,225

Unit: NT$ in thousands



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

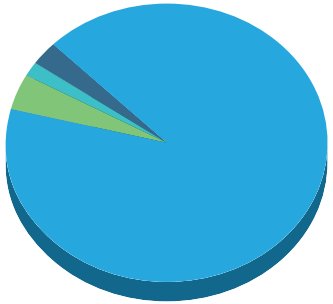
07 Appendix

02 Sustainable Management

2.2 Financial Performance

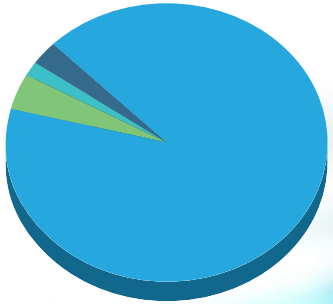
2023

Sales Region	Sales Amount	Percentage
Taiwan	$1,699,322	92.50%
China (including Hong Kong)	$51,774	2.82%
Brazil	$36,673	2.00%
Others	$49,416	2.68%
Total	$1,837,185	100%



2024

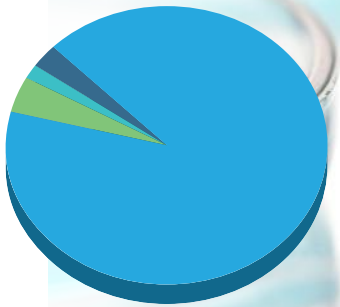
Sales Region	Sales Amount	Percentage
Taiwan	$1,869,541	92.85%
China (including Hong Kong)	$50,856	2.53%
Brazil	$46,150	2.29%
Others	$47,045	2.33%
Total	$2,013,592	100%



2025

Sales Region	Sales Amount	Percentage
Taiwan	$2,020,784	94.58%
China (including Hong Kong)	$33,902	1.59%
Brazil	$34,853	1.63%
Others	$49,416	2.68%
Total	$1,837,185	100%

Unit: NT$ in thousands



Government Financial Aid History

Item	2023	2024	2025
Tax credit for substantial investment using undistributed earnings	4,388	2,131	1,157
Tax credit for smart machinery or 5G investments	1,120	2,614	723
Tax credit for R&D investments	1,136	2,351	2,263
Total	6,644	7,096	4,143

Unit: NT$ in thousands

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Management

2.3 Compliance and Integrity

2.3.1 Compliance with laws and regulations

Syngen regards compliance as the key to stable growth and sustainable operations. All business activities of the Company comply with relevant laws and regulations. Management keeps abreast of any changes in important domestic and overseas policies and laws, ensuring timely responses to changes in the market environment. In the event of important policies and regulatory changes, the legal team evaluates the situation, plans response measures, and establishes relevant regulations, processes, and systems to ensure operating activities' compliance. The Company also conducts periodic compliance audits and improvement plans to avoid violations of laws, regulations, and contracts, while safeguarding the Company's brand image.

In 2025, the Company had no material violations. However, the Company was fined NT$30,000 for each violation for failing to promptly register product-related information on the TFDA platforms, namely the Fadenbook (Food Business Registration System) and Ftracebook (Food Traceability System). In addition, due to an error in which personnel selected the wrong customer code, the invoice title was incorrect, resulting in a fine of NT$1,500 for inaccurate invoice records. The Company was also fined NT$200,000 due to a work-related injury involving production line personnel. The Company reported these matters to the President in writing. The Audit Office conducted a legal compliance audit at the end of the year to follow up on the status of corrective actions. All of the above cases were rectified within the required timeframe, and the Company has strengthened employee awareness-raising training. The production line has also added protective equipment, improving the working environment.

In addition, the Company strictly abides by the Company Act, Fair Trade Act, and Securities and Exchange Act, other important laws and regulations related to corporate governance and compliance of public companies, as well as environmental protection and occupational safety legal regulations. In 2025, the Company had no incidents related to anti-competition, anti-corruption, anti-trust, and monopolistic practices. In the future, we will continue to implement corporate governance, internal control system, and internal audit system to ensure that our employees adhere to them and reduce legal risks. We will increase the number of training hours provided to employees, thereby strengthening their awareness of and compliance with laws and regulations.

2.3.2 Integrity

Syngen has established a Code of Ethical Conduct and Integrity Management Principles and Guidelines. It has also established an Integrity Management Task Force with members from departments of Human Resources, Procurement, Sales, Finance, and Audit, responsible for formulating, overseeing, and implementing integrity management policies and preventive plans based on their respective job duties and scope. This design ensures the effective implementation of the Company's integrity management regulations.

	Key Points	Supervision, Management, and Implementation	Applicable Personnel
Code of Ethical Conduct	• Uphold honesty and integrity, avoid taking advantage of one's position to accept bribes or obtain improper benefits from service providers • Prevent conflicts of interest, establish a whistleblowing system, and ensure its effective implementation • Disclose policies of the Code of Ethical Conduct in internal regulations and the official website	• The Board is responsible for supervision. • The Audit Office formulates or revises the regulations. • Based on job scope of respective functional departments, heads of these departments are responsible for facilitating the implementation.	• Directors • Managers • Employees • Agents • Individuals with substantial control
Integrity Management Principles and Guidelines	• Prohibit dishonest conduct and define the scope of interests • Comply with relevant laws and regulations; establish integrity policies and prevention plans, including prohibition on bribery, illegal political donations, and improper charitable donations • Employees shall abide by fair trade regulations, protect intellectual property rights, and ensure products/services do not harm stakeholders • Establish an internal control system, design a whistleblowing mechanism, and ensure the implementation and continuous improvement of the integrity policy • Recuse oneself from decisions that involve conflicts of interest to prevent improper personal or third-party benefits		• Directors • Managers • Employees

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Management

2.3 Compliance and Integrity

Whistleblowing System and Handling Procedures for Integrity Management

The Company has established the Regulations Governing Implementation of the Suggestion Box and set up dedicated reporting channels, encouraging internal and external personnel to report unethical or inappropriate conduct. Dedicated personnel are assigned to handle reports, and take necessary measures for cases involving severe circumstances. We are committed to protecting whistleblowers from improper treatment, ensuring confidentiality of their identity, and providing them with rewards. Verified cases will be handled in accordance with laws and company regulations. Violators' information may be disclosed when necessary. In 2025, 1 employee welfare suggestion was received.

Whistleblowing Channels

Written (paper submission)

Contact method	Suggestion box
Receiving unit	Audit Office

Email

Contact method	suggestionbox@syngen.com.tw
Receiving unit	Chief Auditor, Chairman

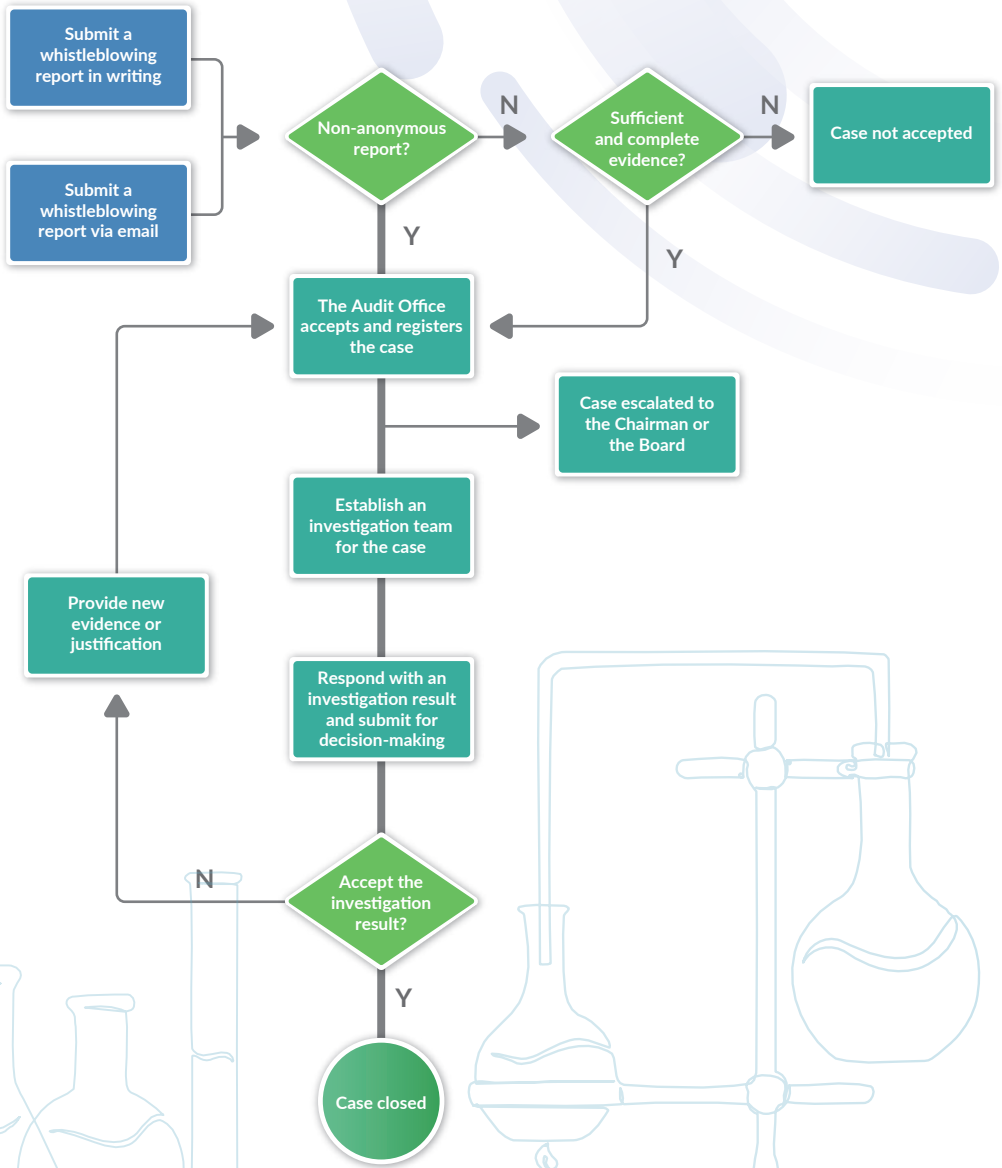


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Management

2.3 Compliance and Integrity

Integrity Management in 2025

The Company regularly organized training and awareness-raising activities for its directors, managers, and employees to explain the Company's integrity management policy, preventive plans, and the potential consequences of policy violations. In addition, the integrity management policy has been incorporated into employee performance evaluation and human resources policy, developing clear and effective reward and disciplinary measures.

Integrity performance

- Zero violations of integrity management or conflict-of-interest regulations.
- Zero violations of anti-competition, anti-trust, and monopolistic practices.

Training sessions

- A total of 145 new hires received training.
- A total of 28 personnel and employees participated in the "Integrity Management Principles" internal training.

Internal advocacy

- Promoted the Company's integrity management philosophy and policies through department meetings and internal announcements.
- Promoted the Regulations Governing Implementation of the Suggestion Box, setting up a suggestion box and a grievance email channel. In 2025, 1 employee welfare suggestion was received.

Reward and disciplinary policies

- Linked the integrity management policy to employee performance evaluation and human resources policy. Employees who committed violations involving serious circumstances were subjected to disciplinary measures in accordance with relevant legal regulations or HR rules.
- 100% of employees passed the evaluation.

Prevention of Insider Trading

Syngen has established the Procedures for Handling Material Internal Information and Preventing Insider Trading, clearly stipulating that directors, managers, and employees must not disclose any material non-public information they possess to external parties, nor may they inquire about or collect such information if it is unrelated to their job duties, nor may they disclose any such information obtained outside the scope of their job duties.

Regulation advocacy

Newly appointed directors and managers are provided with compliance advocacy manuals and insider trading information available on the TPEx website.

Training sessions

The Company promotes courses on the prohibition of insider trading every year and uploads relevant presentation materials to the Company's intranet for department heads to perform the internal awareness-raising training, improving employees' compliance awareness.

Regular reminders

All quarterly Board meeting notices would remind that directors must not trade their Company stocks during the blackout period before the announcement of the financial report, ensuring that directors will not unintentionally violate regulations.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Management

2.3 Compliance and Integrity

Information Transparency

Adequate information disclosure is an indispensable element of corporate governance. To protect stakeholder rights, we strive to provide diverse channels and information to facilitate dialogue with stakeholders. Important information is presented in a transparent and timely manner to enhance the connection and communication between the Company and stakeholders. Syngen periodically publishes operational financial information and sustainability reports, which are available on its official website for stakeholders to view and download.

Financial information

Publish Chinese financial reports, annual financial reports, annual reports of shareholders' meetings, handbooks of shareholders' meetings, and minutes of shareholders' meetings every quarter. These documents are published on the Market Observation Post System (MOPS) and disclosed on the Company's official website for stakeholders' reference.

Non-financial information

The Sustainability Report, which is available on the MOPS, is prepared in accordance with the GRI Standards and the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies. Important information is also disclosed in the corporate sustainability section of the Company website for stakeholders' reference.

Other Information

Important Board resolutions and Company regulations (e.g., Articles of Incorporation and material information) are published simultaneously on the Company's official website (www.syngen.com.tw) for stakeholder access.

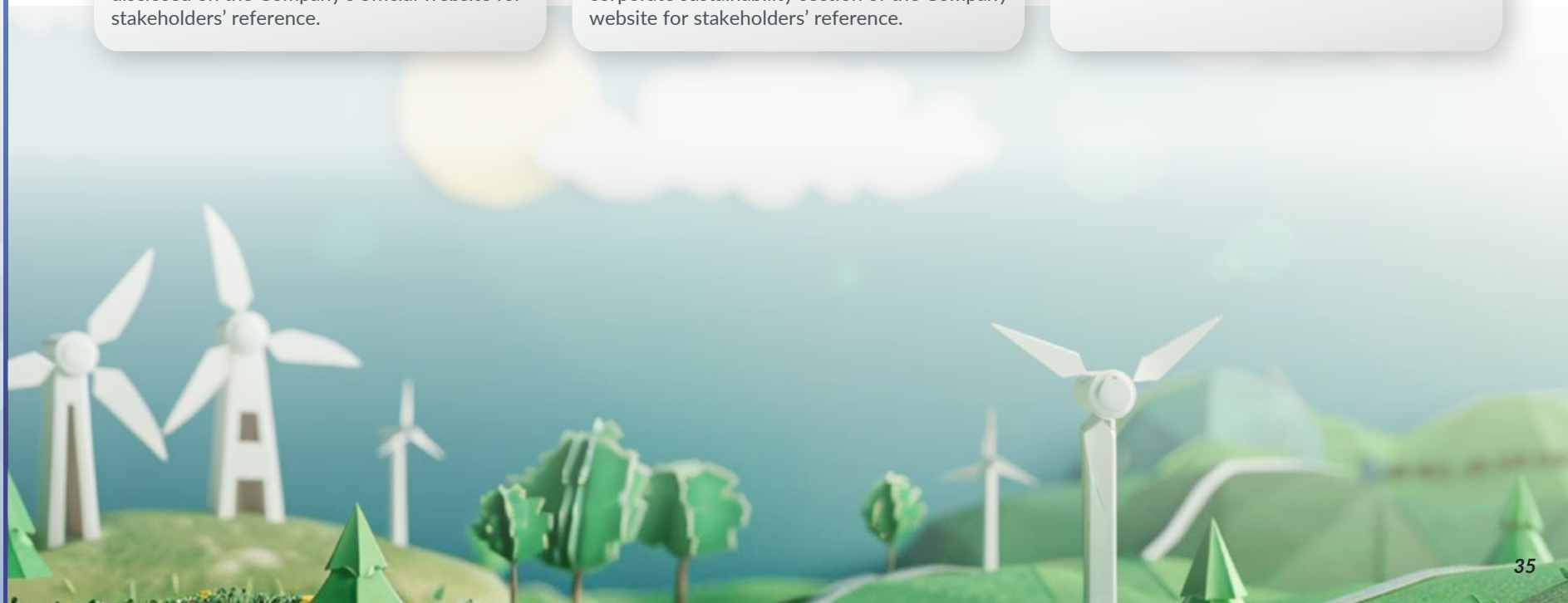


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Management

2.4 Risk Management

The key to achieving stable growth and sustainable operation is to effectively manage risks. Syngen has established a risk management system in accordance with the PDCA Cycle to assess external or internal environmental risks. We have established an internal control system, and relevant departments are responsible for managing risk assessment results, and periodically reviewing and following up on progress at the Board meetings. In addition, to address the impacts brought by climate change, the Company introduced the TCFD framework to identify related risks.

2.4.1 Risk Management Organization and Operations

The Audit Office is established under the Company's Board. Major policies related to the Company's operations are assessed and analyzed by appropriate responsible departments and implemented in accordance with Board resolutions. The Audit Office formulates annual audit plans based on the results of risk assessments and ensures its effective execution to implement supervision mechanisms and establish sound risk management practices.

Internal Audits

In accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies, the Company conducts periodic and ad-hoc internal audits. The Audit Office develops audit plans in accordance with risk assessment and regulatory requirements. Once deficiencies are identified, it immediately communicates with responsible departments and establishes correction procedures. If a deficiency involves major violations or the Company suffers significant losses, it immediately reports to the Audit Committee. The relevant responsible departments will take corrective actions as soon as possible, and the audit department will conduct a follow-up review to ensure the completion of corrective actions, ensuring that the Company's operational risks are effectively controlled. The chief audit officer also attends Board meetings quarterly, reporting potential operational risks to the Board in a timely manner.



Internal Audit Results

In 2025, the Audit Office completed a total of 58 audit items, with no major nonconformities reported. All minor nonconformities have been correct and closed within the deadline. No penalties were imposed on the Company or its internal personnel due to violations of the internal control system. All departments must conduct a self-assessment of internal controls once a year to identify potential risks and ensure compliance with relevant policies. In 2025, the Company passed the effectiveness evaluation of the internal control system, and all directors signed the Internal Control System Statement.

Internal audit methods and responsibilities

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Management

2.4 Risk Management

2.4.2 Risk Management Mechanism

To effectively manage operational risks and opportunities, Syngen evaluates the impacts of related issues on sustainable operations, and categorizes risks into five dimensions. Upon analysis and evaluation, each responsible department proposes countermeasures each year, which are then submitted to the senior management and executed based on Board resolutions.

Risk Category	Risk Factor	Management Mechanism	Responsible Unit
Compliance with laws and regulations	Major changes in food safety regulations	Regularly update regulations according to the Operating Procedures for the Control of External Documents	Quality Assurance Department
Financial risk	Market risk Credit risk Liquidity risk	• Continue to monitor changes in market interest rates and foreign exchange rates • Diversify investment portfolios according to the limits set by the Company • Adjust raw materials, equipment, and exported products based on changes in exchange rates • Ensure customers settle accounts receivable according to the agreed-upon payment terms • Monitor the Company's liquidity demand forecasts to ensure that it has sufficient working capital to meet operational needs	Finance Department
Occupational safety, health, and environmental risk	Occupational safety incidents	Conduct hazard identification and risk assessment for employees' operating procedures, job duties, and actions, and purchase medical insurance/group insurance for employees to minimize the impacts and risks caused by occupational accidents.	Occupational Safety Office Department of Management
	Insufficient productivity	• Work with academia through industry-academia collaboration projects • Conduct internal training programs regularly to cultivate the skills and abilities of existing employees and improve productivity levels	Department of Management
	Climate change risk	Conduct assessments based on the four thematic areas of the TCFD framework: Governance, Strategy, Risk Management, Metrics & Targets, to effectively implement the Corporate Sustainability Best Practice Principles and address the potential significant impacts of extreme weather on business development, improving our ability to respond to climate change.	Environmental Protection Office
Information security risk	Information security	Conduct periodic information security risk audits. If deficiencies are identified, the audited unit is required to propose specific corrective actions, regularly track the progress, and report the audit results to the Board each year to ensure compliance with local regulations.	IT Section
Market risk	Market competition	• Conduct regular market surveys and analysis of global industry trends • Find opportunities to differentiate products and attract target customers through market positioning and brand development • Expand distribution channels, enter new geographical or vertical markets, and explore new market opportunities	Marketing Department R&D Department
	Food safety incidents	Establish a food fraud management mechanism (e.g., traceability management, supplier management, raw material inbound management, production process management, product labeling & claims management, potential vulnerability inventory & assessment, vulnerability management) according to the Operating Procedures for the Food Safety Protection Plan; propose relevant findings and response measures in the annual food safety protection assessment report.	Quality Assurance Department Quality Control Department

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Management

2.4 Risk Management

2.4.3 Information security management

In recent years, the government and corporate personal data leakage and frequent information security incidents have drawn public attention. To strengthen the information security management mechanism of TWSE/TPEx listed companies, the FSC requires all listed companies to enhance their overall information security management across three areas: information disclosure, corporate governance, and supervisory assistance. Syngen will continue to strengthen its information security management to ensure compliance with local regulations, improve its ability to respond to potential risks, safeguard the information security and privacy of customers and stakeholders, and maintain reputation and customer trust.

Information Security Risk Management Framework

The Company has set up an information security team, managed by the IT Section. The team includes 1 dedicated information security supervisor and multiple dedicated information security personnel, responsible for formulating information security operating procedures, while all internal units are required to implement these procedures and conduct monthly information security awareness-raising communications, and the Audit Office performs information security risk audits. If deficiencies are identified, the audited unit is required to propose specific corrective actions, regularly track the progress, and report the audit results to the Board each year.



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Management

2.4 Risk Management

Information Security Management Measures

The Company conducts periodic reviews of internal information security regulations and analyzes internal risk levels. It establishes enhanced information security management measures to improve the overall information security environment.

Type	Description	Measures	Implementation Status in 2025
Access management	Management of user accounts, permissions, and system operation behaviors	• Personnel account permission management and review • Regular inventory of personnel account permissions	Conducted reviews once a year and removed inappropriate permissions
Access control	Controls for personnel access to internal and external systems and data transmission channels	• Internal/external access controls • Controls over data leakage channels • Use of Managed Detection and Response (MDR) services for real-time detection, response, and reporting	Controlled permissions across all systems; no abnormal incidents occurred in 2025
External threats	Internal system underlying vulnerabilities, virus infection channels, and protection measures	• Regular updates of host/computer systems • Virus protection and malware detection • Firewalls installed to separate internal networks from the Internet	Updated firewall and anti-malware virus pattern files regularly (auto updated when new versions are available)
System availability	Measures for ensuring system availability and handling service interruptions	• Monitoring of system/network availability • Response measures for service interruptions • Data backup and redundancy measures, on-site/off-site backup mechanisms • Regular disaster recovery drills	• Conducted data backups daily • Conducted the annual disaster recovery drill • Sent monthly information security awareness-raising reminder emails and announcements

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

02 Sustainable Management

2.4 Risk Management

Information Security Incident Reporting Procedures

The reporting and handling of information security incidents shall comply with these procedures. In 2025, no information security incidents occurred in the Company. In the future, we will continue to maintain a high level of awareness of information security, further strengthen security measures, optimize the Company's information security defense policy on a rolling basis, and enhance the Company's information security resilience to ensure the security of the Company's data and systems.



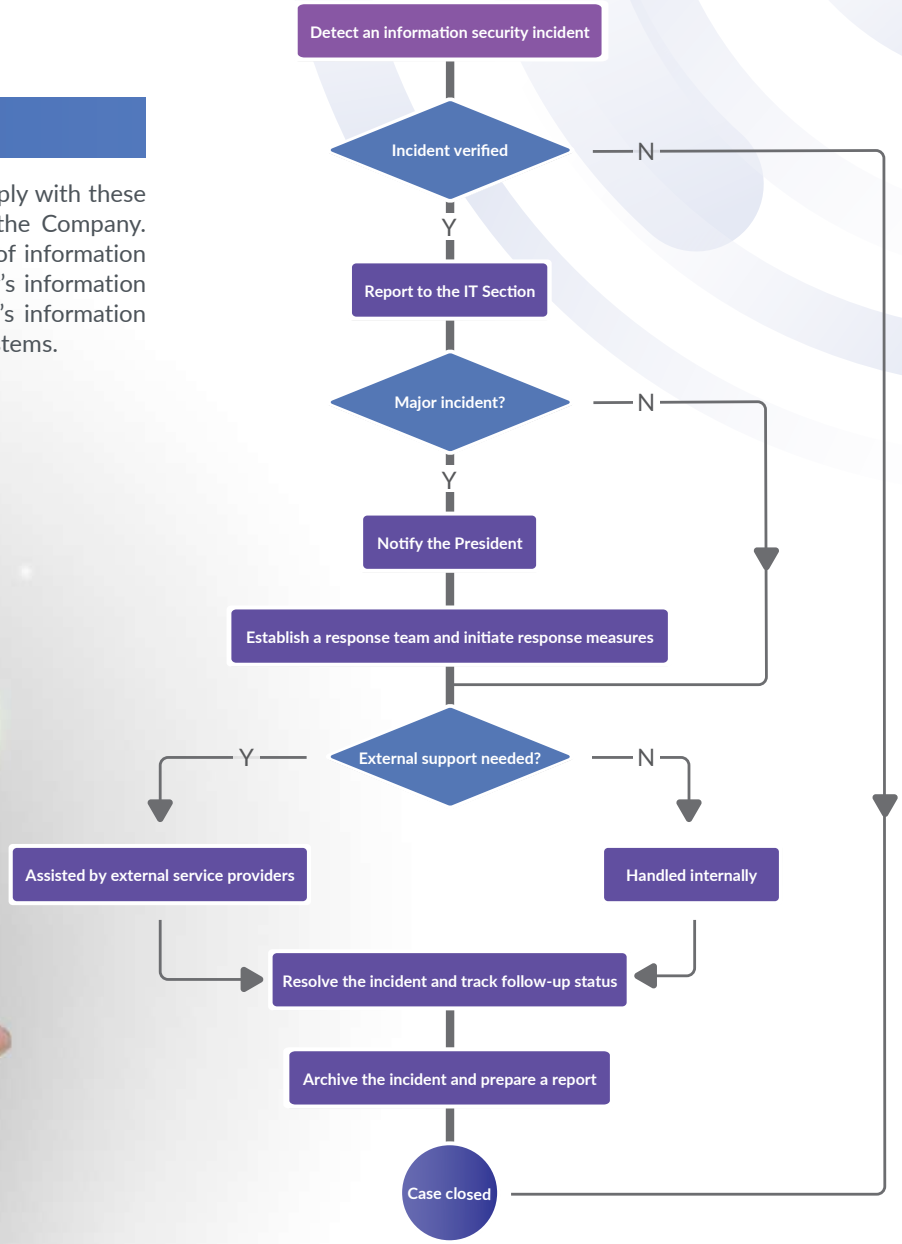


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Producer Responsibility

3.1 Innovation and R&D

3.2 Quality Management

3.3 Supply Chain Management

3.4 Customer Relationship Management

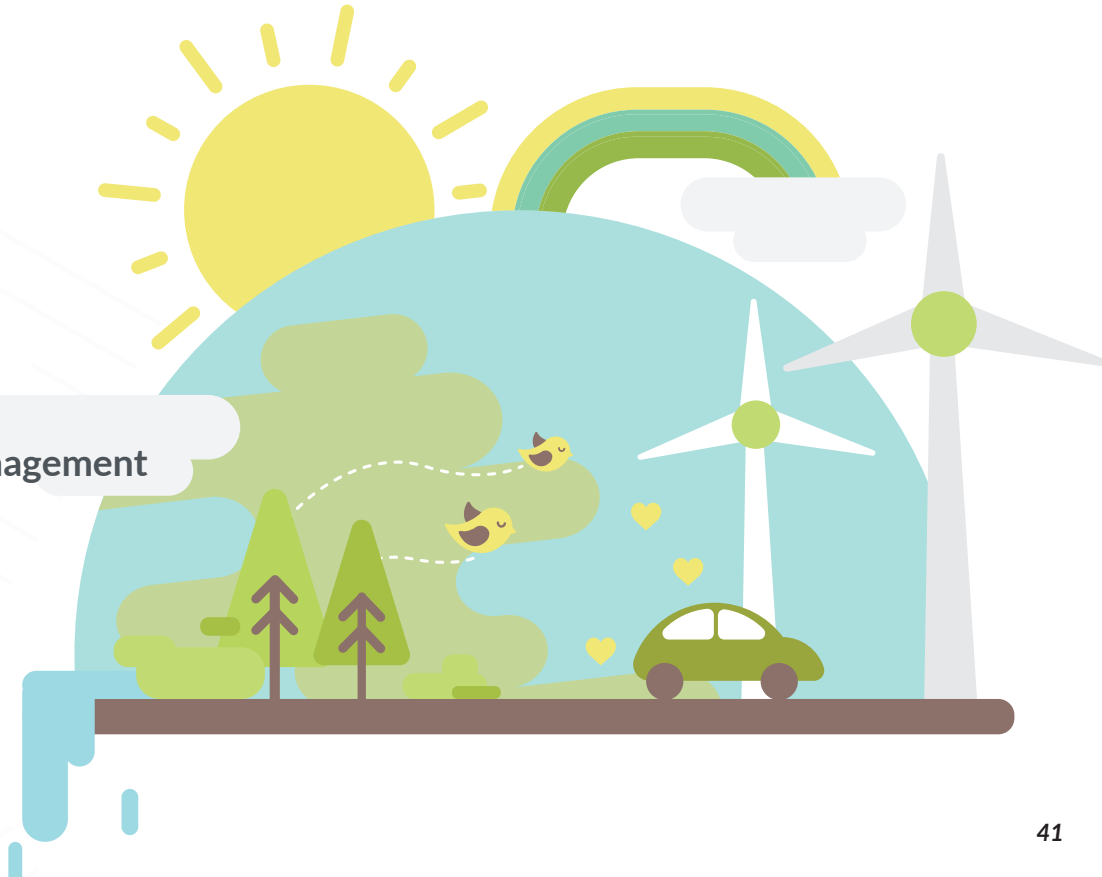


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Sustainable Governance

Core Vision and Commitment

The Company upholds the philosophy of sustainable development and the spirit of pursuing high quality in the pharmaceutical industry, focusing its biotechnology R&D, production, and sales expertise on the development of industries related to APIs, health foods and supplements, preventive healthcare, and pet healthcare products. Leveraging our expertise in microbial fermentation, we produce APIs and engage in the R&D and production of health foods using pharmaceutical-grade manufacturing capabilities. Through a fully integrated, vertically aligned production model covering both upstream and downstream processes, the Company offers comprehensive end-to-end services from the R&D and production of health-related raw materials, to the development of formulations with specific health benefits, and the manufacturing of a diverse product portfolio and specialized dosage forms. This capability defines the Company's unique strengths and competitive edge in the health-food sector. With an R&D-oriented approach, Syngen continuously innovates and is committed to keep improving product quality and technical capability. The Company integrates environmental sustainability concepts into its R&D processes to promote corporate sustainable development, facilitate healthy development of society, and provide global consumers with safer and healthier choices.



2025 Achievements and Performance

1. Achieved an average customer satisfaction score of 4.56 out of 5.
2. Received award recognition for 10 products; successfully obtained 10 new patents.
3. Introduced sorting machines to improve the accuracy of capsule inspection while reducing labor hours and costs for manual re-inspection.



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Sustainable Governance

Material Topic: Innovation and R&D

Actual and potential positive impacts on the economy, environment, and people Opportunities

Economy: Improve the core value of the brand, facilitate consumers' buying behavior, and drive business growth.

Environment: Promote the concept and values of environmental protection and sustainability, inspire consumers to pay attention to environmental protection, and drive green consumption and lifestyle changes.

People: Improve corporate visibility, build consumers' trust and loyalty to the brand, and enhance corporate image and influence.

Actual and potential negative impacts on the economy, environment, and people Risks

Economy: If the R&D direct does not align with market demand, products may fail to meet sales goals, affecting the Company's profits.

Environment: A large amount of test samples and production waste may be generated in the course of R&D, increasing carbon emissions and posing risks of resource waste and environmental pollution.

People: Use of inappropriate promotional methods or messages may mislead consumers and result in penalties imposed by competent authorities.

Resources invested in 2025

- R&D expenses totaled NT$60,561 thousand in 2025, accounting for 3% of annual revenue.
- Collaborated with domestic academic and research institutes on the R&D projects of health raw materials and obtained efficacy verification.

Strategic Objectives

Company policies or commitments to innovation and R&D

The Company will continue its R&D-oriented approach and innovation, investing in patented, efficacious functional ingredients and health foods and supplements. All associated R&D and professional manufacturing services are executed to pharmaceutical standards.

Short-term goals (1 year)

- R&D investments account for 3% of annual revenue.
- Develop local agricultural health ingredients to reduce carbon emissions and promote the in-depth scientific research, development, and application of Taiwan's agricultural resources.
- In response to global population aging and diseases associated with a modern lifestyle, develop health foods with lower environmental impact to improve nutrient absorption and support metabolic syndrome management, sports health, and sleep optimization.

Medium and long-term goals (3-5 years)

- Formulate plans and develop smart manufacturing production lines and factories in stages.
- Develop domestic raw materials for plant-based health products.
- Conduct R&D and production of patented, efficacious raw materials.
- Develop green and low-carbon transformation products.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Sustainable Governance

Material Topic: Intellectual property management

Actual and potential positive impacts on the economy, environment, and people — Opportunities

Economy: Protect the R&D results of companies, encourage companies to invest more resources in R&D and innovation, drawing more investment attention.

Environment: Promote the development of green pharmaceutical processes and technologies to reduce the negative impact on the environment.

People: Protect product innovation achievements, encourage companies to develop more new drugs, treat more diseases, and improve public health.

Actual and potential negative impacts on the economy, environment, and people — Risks

Economy: Companies need to invest large amounts of resources to protect their innovation achievements, which may increase R&D costs that could eventually be passed on to consumers.

Environment: Excessive focus on patent protection for high-profit products could result in ignoring the R&D of environmentally friendly technologies.

People: The protection of intellectual property rights may lead to knowledge monopolies and restrict the open sharing of scientific research and technological advancements, thereby reducing society's overall capacity for innovation.

Resources invested in 2025

- Filed applications for 10 patent items.
- Received award recognition for 10 products.
- Patent protection strategies were optimized, strengthening intellectual property management mechanisms.

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Strategic Objectives

Company policies or commitments to intellectual property management

The Company has established patent protection strategies to strengthen the intellectual property management mechanisms.

Short-term goals (1 year)

- File applications for 4 new patent items.
- Maintain a certain level of investment based on operating conditions to ensure the Group's competitive advantage.
- Compete for domestic and international awards and improve international patent planning.

Medium and long-term goals (3-5 years)

Continue to actively develop probiotics and plant-based health products aimed to achieve anti-aging, metabolic regulation, anti-fatigue, beauty, and weight management, while attaching greater importance to the research and development of green and clean health foods.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Producer Responsibility

3.1 Innovation and R&D

Innovation and R&D

R&D innovation fuels Syngen's technological growth and boosts its competitiveness. It is one of the Company's core values. We have long invested in the research and development of raw materials for products to meet market needs and improve product efficacy. In the future, we will continue to be R&D-oriented and pursue innovation to expand the domestic and international markets for health foods and APIs. Through upstream-to-downstream integration from raw materials to finished products, we aim to differentiate from competitors, actively investing in the R&D of environmentally friendly biotechnology products, while reducing environmental impact and damage during production.

We are fully aware that the development of green products not only protects the ecosystem of the Earth, but also has a positive impact on public health. Through innovation and technological advancement, we are committed to delivering environmentally friendly and socially beneficial products. This not only addresses the urgent global demand for sustainable development, but also strengthens the sense of corporate social responsibility and brand reputation.

Syngen's R&D Strategies

1. Actively recruit R&D talent, expand the R&D team, strengthen the skills of researchers through training, and improve R&D efficiency and quality
2. Collaborate with academia to leverage their expertise, improving the Company's R&D capabilities
3. Stay updated on industry trends and research developments to adjust product strategies and R&D directions in a timely manner and stay ahead of the market
4. Incorporate green and sustainability issues into product design and development to create more green and low-carbon products

3.1.1 Innovative Products

The Company allocates approximately 3% of its annual revenue to R&D projects. New product development will focus on two sectors: pharmaceuticals and health foods. Leveraging its existing core technologies, the Company continues to invest in the R&D of niche raw materials and products. Additionally, it works with leading domestic and foreign manufacturers as well as academic research institutions to acquire or develop key technologies through models such as technology transfer and licensing. The Company aims to develop specialized and differentiated products that feature high unit prices, advanced technology, and new efficacy and applications. In first half of 2026, the Company will complete the addition of production lines for plant capsules to meet the growing demand for vegetarian food and plant capsules.

New Product R&D Strategies

Industry trends	Understand industry trends, global research trends, and emerging technologies to adjust strategies in a timely manner
Public health issues	Focus on the development of products aligned with society needs, such as metabolic syndrome and aging. to meet market demand and social expectations
Sustainability issues	Focus on the functional development of local ingredients, utilizing local natural resources and advantages to develop environmentally friendly products that could provide consumers with a better experience; prioritize the development of green, clean, and low-carbon health foods

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

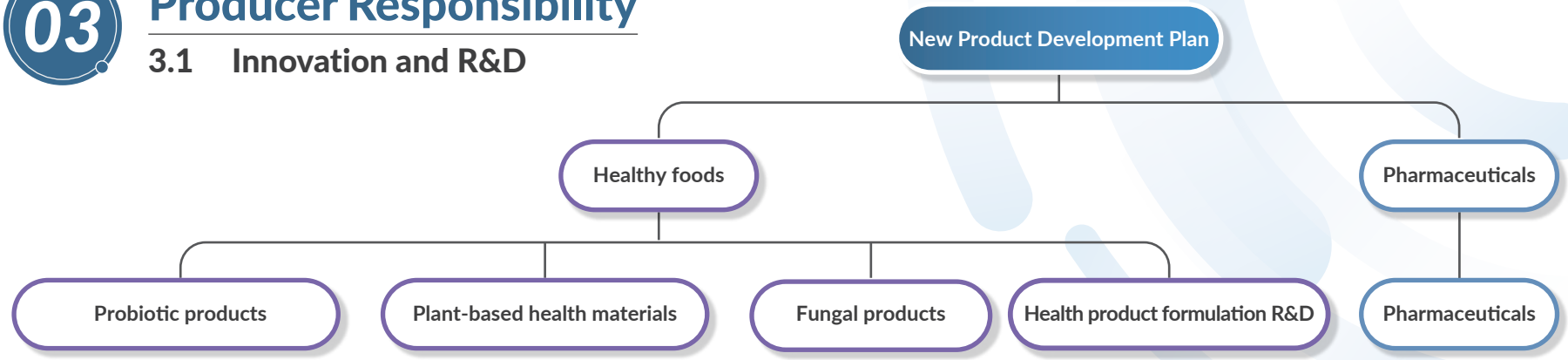
05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Producer Responsibility

3.1 Innovation and R&D



Health foods for managing weight and improving metabolic syndrome

Utilize proprietary strains and fermentation process technologies to develop local ingredients and unique fermentation technologies; leverage biotechnology and differentiation to improve the value of agricultural resources.

Anti-aging health foods combined with medical systems

In 2025, Taiwan's population aged 65 and above exceeded 20%, officially making it a super-aged society. The Company actively invests in research and development of health foods and related health checkups that can slow down aging and promote wellness. The product employs health food ingredients to change biochemical metabolic reactions in the body, ultimately slowing down aging.

Four Major Focus Areas of Product R&D

Products that delay neurodegenerative diseases and cancer

In response to the health issues of a super-aged society, we are actively investing in research on probiotics and local ingredients related to neurodegenerative diseases, chronic inflammation, and cancer, aiming to improve public health and well-being.

Multi-functional probiotics that boost immunity and provide anti inflammation effect

Leveraging multiple functional screening platforms, we continue to research and develop the functions of probiotics and local ingredients. Through the regulatory effects of probiotics, we aim to create complementary benefits and help address various metabolic syndrome issues faced by people today.

2025 R&D Results

Project	Description
Development of local ingredient efficacy	Developed a variety of local plant-based ingredients combined with patented probiotics to support weight management and improve metabolic syndrome indicators, such as blood glucose and blood lipids.
LAB microencapsulation	Effectively improve the stability of strains at room temperature to ensure live bacterial count in probiotic products. Continued to improve and introduce new product manufacturing processes.
Anti-aging probiotics	Developed probiotics to help delay functional degeneration caused by aging, improve sarcopenia, boost workout performance, slow the progression of neurodegenerative diseases, and improve nutrient absorption.

03 Producer Responsibility

3.1 Innovation and R&D

Table of Contents
About the Report
Chairman's Message
01 Sustainable Management
02 Sustainable Governance
03 Producer Responsibility
04 Sustainable Environmental Development
05 Happy Workplace
06 Social Prosperity
07 Appendix

International Invention Awards in 2025: 6 Gold Medals and 4 Special Awards



2025 Japan
Japan Design, Idea and Invention Expo - Gold Medal



2025 United States
All American DAVINCI International Innovation and Invention Expo - Gold Medal



2025 London
International Invention & Trade Expo - Gold Medal



2025 France
International Invention and Innovation Contest "PRIX EIFFEL" - Gold Medal



2025 London
International Invention & Trade Expo - Special Award from INOVA Croatia



2025 London
International Invention & Trade Expo - Canadian Special Award

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Producer Responsibility

3.1 Innovation and R&D

3.1.2 Sustainable New Agriculture

In recent years, as Syngen has rolled out its diversified business expansion plan, it has incorporated local value into its business development plans and actively invested in the R&D of green, environmentally friendly biotechnology products to reduce environmental impact and damage during production. In 2021, after taking over the "Tai Kang Organic Agriculture Zone" in Liuying District, Tainan City, we began actively promoting the "Agree culture" project. The project supports the government's local agricultural promotion plan under the Food and Agriculture Education Act, focusing on five major aspects: Recognition, Support, Recultivation, Vitality, and Value-adding.

Using the "Tai Kang Organic Agriculture Zone" as a promotional area, we invite the public to experience first-hand farming activities such as fruit picking and crop cultivation, understand the concept of "right plant, right place," learn about local specialty agricultural products, learn to cherish natural food resources, and embrace organic, eco-friendly agriculture, achieving the purpose of food and agricultural education. We also expect the guided tours to inspire visitors to recognize and identify with rural culture. Additionally, these hands-on activities help the public better understand the processing of agricultural products, serving as a reminder to cherish food, while also supporting Taiwan's plan for domestically produced organic agricultural products and processed goods. Additionally, Syngen injects new life into Taiwan's local agricultural products using microbial fermentation technologies, adding uniqueness and high value to plant-based raw materials and improving the international visibility of health foods and agricultural products from Taiwan.

Recognition

Through food and agriculture education, visitors learn about the natural environment, food, and community culture. This recognition could encourage them to community volunteering or return home to farm.

Support

The project promotes domestically produced agricultural products and processed goods, encouraging local production for local consumption—eating local and eating seasonal. This reduces transportation-related carbon footprint while also supporting local farmers and processors by driving higher demand for their products.

Recultivation

Bolstered by contract-farming models, the smallholder recultivation project can provide farmers with stable income.

Vitality

As economic activity flows and people return, rural areas regain vitality, thus contributing to the sustainable development of the local community.

Value-adding

The project uses biotechnology to give agricultural products new value, offering an approach that differs from traditional processing methods and increases the added value of these products.



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Producer Responsibility

3.1 Innovation and R&D

Adding Value to Organic Agricultural Products

Through in-depth cooperation with farmers around Taiwan, Syngen has successfully developed a new series of health products that combine probiotics technologies with local agricultural products in Taiwan since 2020. We apply professional microbial fermentation expertise to develop postbiotic health products featuring organic agricultural products from Taiwan. Employing functional probiotics to empower organic agricultural products with added value, we use pharmaceutical-grade drying technology to preserve nutritional value while increasing the added value of agricultural products, helping secure farmers' income.

In addition, we have planned to gradually conduct efficacy verification and application development of other ingredients. We aim to discover more unique crops produced locally and develop functional, distinctive nutritional ingredients for customers at home and abroad, bringing Taiwan's agricultural products onto the global arena in a new way.

-Cha Wu Le-

Syngen leverages its expertise and local agricultural resources, creating the first local brand "-Cha Wu Le-." The Company processes premium fresh greater burdock, which were originally exported to Japan, into convenient tea beverages. This design not only solves the challenges of preservation and sales but also increases product value.



Spring Water

Pineapple series: Syngen collaborates with the region's only organic smallholder whose pineapples are certified by the Ministry of Agriculture (MOA). Upholding the principles of organic and healthy production and a commitment to protecting the natural ecosystem, we select Golden Diamond Pineapples (Tainung No. 17) grown using grass-cover cultivation and harvested after 18 months. The pineapples are then processed into 100% additive-free organic pineapple juice, with the entire process—from the place of origin to finished product—fully certified by Tse Xin.

Organic apple-pineapple sparkling drink: Combining organic agricultural products with sparkling water, the Company uses pure organic juice, pressurized with carbon dioxide to create a unique, bubbly sparkling drink that delivers a taste of health. The launch of this product also established Syngen as the first organic sparkling beverage manufacturer in Taiwan. To move closer to its environmental protection and health goals, all beverages are packaged in glass bottles, preventing the pollution of the Earth by plastic and petrochemical products as well as an adverse effect on consumers' health.



Yang Shi Jhai

Applying Syngen's proprietary fermentation liquid of Ganoderma lucidum, the Company selected rare Ganoderma lucidum and harnessed the power of Mother Nature using established scientific methods. Through extensive research from ancient records to scientific verification, we managed to develop a uniquely patented liquid fermentation product of Ganoderma lucidum, accredited with patents across multiple countries and awarded gold medals at international invention exhibitions.



Tai Kang Shih Tang

Leveraging the established product brand of the Tai Kang Organic Agriculture Zone, Syngen combines biotechnology with locally sourced organic agricultural products. By adhering to acceptance specifications for health functional ingredients and safety data, we ensure the products can mitigate crop losses caused by factors such as adverse climate conditions and mass production.

"Biozyme®": The product features a variety of local vegetables combined with the Company's probiotics and preparation technologies, ensuring that nutrients are fully preserved. The special dosage form design allows the full absorption of active ingredients for health benefits.

Synroja®: The product is made from a variety in southern Taiwan and fermented using Syngen's patented, efficacious strain which combines the fermentation of our patented fungal strain "Lactobacillus fermentum V3." Research has found that it can effectively alleviate symptoms such as intestinal inflammation, abdominal pain, and diarrhea.

Syncurcum®: Using professional microbial-fermentation technology combined with organically cultivated red turmeric from Taiwan, we developed a probiotic-enhanced fermented turmeric that improves the low absorption rate of curcumin in the human body.

VegePro＋®: Selected specialty crops undergo professional microbial fermentation, effectively addressing a range of health conditions caused by high-fructose and high-fat diets, including obesity, fatty liver, hyperlipidemia, and high cholesterol. They also help improve hyperinsulinemia, thereby preventing progression to type 2 diabetes.



Table of Contents
About the Report
Chairman's Message
01 Sustainable Management
02 Sustainable Governance
03 Producer Responsibility
04 Sustainable Environmental Development
05 Happy Workplace
06 Social Prosperity
07 Appendix

03 Producer Responsibility

3.1 Innovation and R&D

3.1.3 R&D Technology

Through continuous investment in R&D technologies, we continue to improve our core technologies, product technologies, production equipment, and R&D equipment. R&D expenses totaled NT$60,561 thousand in 2025, accounting for 3% of annual revenue. The investment in R&D is expected to continue and reach 3% of the annual revenue in 2026. Depending on future operational performance, Syngen will maintain a certain level of investment to ensure the Company's competitive advantages in the health food sector.

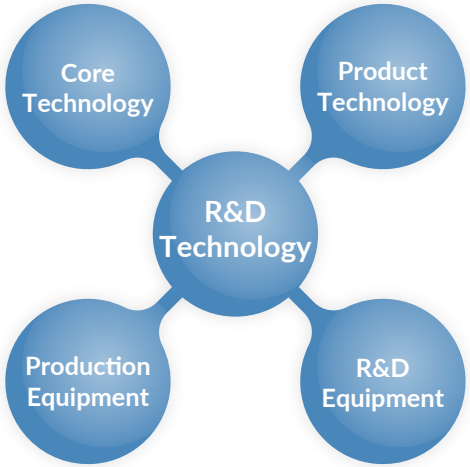


R&D Expenses Unit: NT$ in thousands

Item	2023	2024	2025
R&D expenses	$46,756	$59,337	$60,561
Ratio to revenue	3%	3%	3%

Product Technology

The research team has extensive experience in the development of health products and has created a range of dosage forms. Specifically, liquid forms include ready-to-drink beverages, ampoules, functional drinks, and sparkling drinks, while solid dosage forms include powders, granules, tablets, and capsules. We have also introduced sustained-release dosage forms to enhance the technical quality of our food products and achieve differentiation beyond industry peers. This diversity enables us to meet the needs of different customers, bringing more choices to the market.



Unique
With a strain center in place, the Company possesses unique fermentation raw materials and process technologies. It has integrated strain identification and preservation techniques to maintain strain characteristics for a long period of time, supporting API development and R&D technologies of special health foods.

Professional
Continuing the pharmaceutical spirit upheld by the Group, the Company conducts product development underpinned by scientific research data and has become the first certified API manufacturer in Taiwan.

Innovative
The Company possesses multiple breakthroughs, innovative, and patented R&D technologies, offering a wide variety of product dosage forms, as well as customized products and services in special dosage forms.

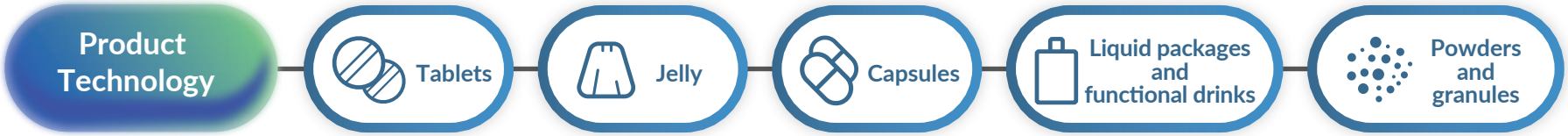


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Producer Responsibility

3.1 Innovation and R&D

Production Equipment

Syngen is the first fermentation-derived API manufacturer in Taiwan to obtain certification. Its production facilities comply with international pharmaceutical-grade production and R&D requirements. The Company upholds extremely stringent standards in pharmaceutical-grade production and R&D. We have established high-standard facilities certified under ISO 9001 and ISO 22000, and our API production has also been accredited with PIC/S GMP. The facilities are also equipped with the latest technologies and equipment to ensure high production efficiency and quality control.

Fermentation raw materials

Equipped with advanced deep fermentation and extraction process equipment, as well as a professional R&D and mass production team

We possess extensive experience in microbial fermentation and extraction, and purification. Through process scale-up, we are able to transition professional R&D results into mass production rapidly. We offer processes for various product types. Thanks to automated and computerized precision control, we deliver fermentation and extraction services, as well as comprehensive mass production of finished product packaging, meeting diversified customer manufacturing needs.

Finished products

Pharmaceutical-grade production and R&D meeting international standards

Our pharmaceutical plants meet international specifications, using advanced equipment. From product R&D, quality assurance, inspection, mass production to product release, every stage undergoes strict quality controls, fully complying with national regulations and international standards. In addition, we have obtained multiple certifications, including NSF GMP, PIC/S GMP, ISO 9001, ISO 22000, HACCP, and TQF, enabling us to provide customers with the best quality products. To maximize production efficiency, we employ IoT (Internet of Things) for material and production capacity resource planning. This reduces lead time and helps us meet customer demands for high quality products, high production capacity, and fast delivery.

R&D Equipment

Syngen applies rigorous pharmaceutical standards to the research and development of APIs and health products. It has established an R&D center with a team composed of master's and doctoral professionals specializing in fields such as microbiology, food science, nutrition, cell biology, and analytical chemistry. Through stringent scientific research and clinical trials, the Company conducts functional validation and is committed to the development of health ingredients and products. The team's biotechnology expertise enables them to integrate strain identification and preservation, functional strain screening, active ingredient analysis, cell efficacy verification, screening of strains for production, microbial fermentation process, recovery and purification, as well as production manufacturing and commercialization technologies. Leveraging a variety of advanced and precise equipment as well as extensive experience in fermentation and product development, the Company precisely monitors the entire process. This rigor enables the development of forward-looking, unique, innovative, and internationally competitive products. Furthermore, the Company collaborates with Taiwan's most recognizable universities and research institutions. The resulting research achievements have obtained multiple international patents, won domestic and foreign awards, and been published in renowned journals.



Polymerase Chain Reaction

PCR



Enzyme-linked immunosorbent assay

ELISA



Real-time PCR



5L Fermenter

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

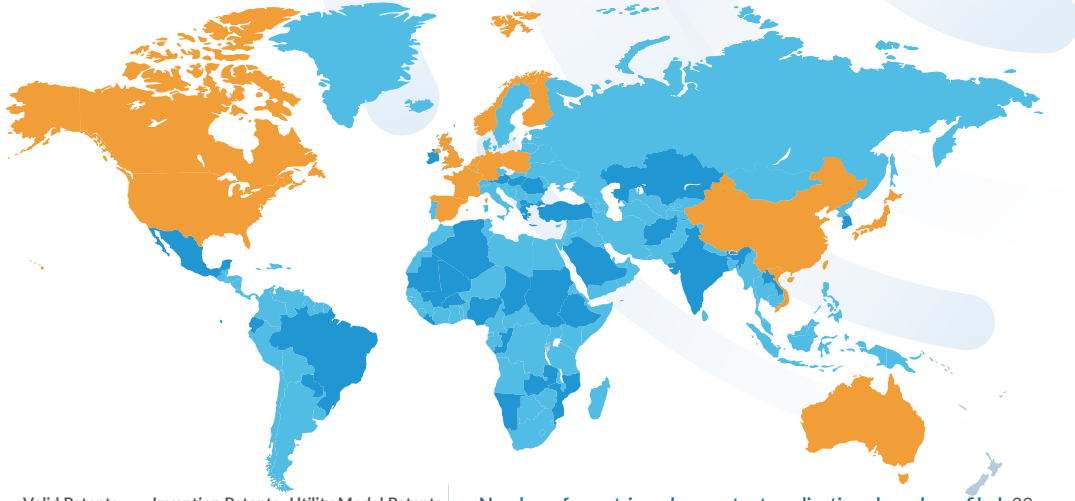
03 Producer Responsibility

3.1 Innovation and R&D

3.1.4 Patent Management

Syngen is actively developing a strategic global patent map to protect its key technologies and block external competition. The Company protects intellectual property through patent protection, trade secrets, and trademark registration. It applies for relevant patents in production, sales, and benchmark countries before a product launch or at an early stage of sales to secure exclusiveness and priority. The Company employs a strategic model for global patent application, targeting inventions that are highly difficult, highly unique, and highly profitable.

As of the end of 2025, the Company held 111 patents, including 72 invention patents and 39 utility model patents. Currently, we have obtained 11 drug licenses for our APIs and preparations, with 16 related patents obtained across multiple countries. We have obtained 95 health food-related patents and will continue to apply for domestic and overseas patents as part of our strategic planning.



Valid Patents	Invention Patents	Utility Model Patents
111	72	39

Number of countries where patent applications have been filed: 22

Taiwan, Australia, Vietnam, Japan, China, Hong Kong, Singapore, India, Canada, USA, Germany, United Kingdom, Hungary, Poland, France, Switzerland, Spain, Denmark, Netherlands, Norway, Finland, Belgium

2018 - 2025 Awards



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

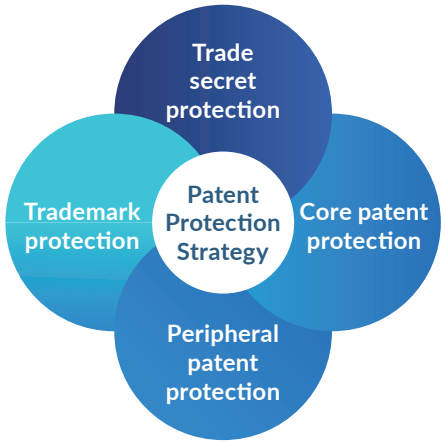
07 Appendix

03 Producer Responsibility

3.1 Innovation and R&D

Patent Protection Strategy

Considering that most of Syngen's products involve intellectual property rights related to strains and processes, the Company has developed a patent protection strategy to protect the Company's R&D results and maintain competitive advantage, strengthening the intellectual property management mechanism.



Core patent protection strategy	Patent protection focuses on core technologies/purposes to ensure their uniqueness, competitive advantages, and exclusivity, as well as to increase the added value of products.
Peripheral patent protection strategy	The strategy covers related technologies, methods, or product characteristics, such as fermentation technologies, testing methods, dosage form technologies, and efficacious composite formulations. Peripheral patents work together with core technology patents to achieve the most well-rounded patent protection.
Trademark protection strategy	Build trademark recognition within the patent protection period: All of the Company's probiotic products are registered for trademark protection to emphasize safety, stability, and functionality, strengthening market recognition of the products and trademarks.
Trade secret protection strategy	The strategy aims to ensure that the Company's confidential business information and important data are not accessed, used, or disclosed without authorization. Specific measures are as follows: 1. Define and identify trade secrets 2. Establish confidentiality agreements 3. Conduct classification, tiered management, and licensing 4. Conduct training to prevent information leakage 5. Keep documents confidential and require NDA execution 6. Require agreements during employee onboarding, throughout employment, and upon departure

R&D Knowledge Management Mechanism

R&D progress tracking and discussion

Personnel involved in the project follow the planned timelines and regularly report R&D progress and results to the project leader.

Management unit for R&D results

R&D results and analysis methods are managed by the Industry–Academia Section of R&D Department. The team uses the R&D results to apply for domestic and international competitions in categories such as innovation, biotechnology development, and public welfare.

Maintenance and management of R&D results

The aforementioned information and achievements related to awards and patents are consolidated by the Industry–Academia Section of R&D Department and the Quality Assurance Department.

Utilization management of R&D results

In product development, Syngen uses patents to build brand value, ensuring that trademarks are linked to product efficacy. R&D results can be licensed to customers through trademark licensing.

Conflict of interest avoidance

The Quality Assurance Department is responsible for managing the Company's external information such as patents and trademarks to protect the Company's interests, avoid product infringement, mitigate damage to rights, and safeguard intellectual property rights.

Information disclosure management

Efficacy of live bacteria is often achieved through process design and process-related information constitutes trade secrets, which are protected through measures such as role-based access control and data encryption.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Producer Responsibility

3.2 Quality Management

Material Topic: Customer health and safety

Actual and potential positive impacts on the economy, environment, and people Opportunities

Economy: Companies can build a good brand reputation, boost consumers' trust and loyalty to products, thereby increasing product sales and market share.

Environment: By providing eco-friendly or recyclable packaging materials, the Company conveys the concept of environmental protection to customers and encourages everyone to work together for a greener future.

People: Safe and reliable products can enhance consumers' confidence in product effectiveness and protect customers wellness, thereby maximizing product effectiveness.

Actual and potential negative impacts on the economy, environment, and people Risks

Economy: Product failures could harm consumer health, resulting in extensive product recalls and compensation claims, thereby placing huge financial pressure on the business.

Environment: Large-scale recalls due to product safety issues could generate large amounts of waste. Inappropriate disposal may cause severe environmental pollution.

People: Product safety issues directly affect the health of consumers, which may lead to serious health risks and public health crises, compromising the health rights of consumers.

Resources invested in 2025

- The Company attaches importance to product quality and consumer rights, and has established written regulations such as the Customer Complaint Handling Procedures to strive to address customer complaints as quickly as possible. The marketing and labeling of products and services comply with relevant legal regulations and international standards to ensure the quality of products and services, protecting the rights and interests of customers.

Strategic Objectives

Company policies or commitments to customer health and safety

Upholding the quality policy of "Invest in Quality, Innovate in Technology, Free Customers from Concern, and Pursue Health and Happiness," the Company aims to provide customers with high-quality products and services.

Short-term goals (1 year)

- Obtain SQF certification

Medium and long-term goals (3-5 years)

- Extend the GMP inspection cycle for medicinal products to three years

Table of Contents
About the Report
Chairman's Message
01 Sustainable Management
02 Sustainable Governance
03 Producer Responsibility
04 Sustainable Environmental Development
05 Happy Workplace
06 Social Prosperity
07 Appendix

03 Producer Responsibility

3.2 Quality Management

Material Topic: Product quality and safety

Actual and potential positive impacts on the economy, environment, and people Opportunities

Economy: Effective quality management reduces waste during production, improves production efficiency, and reduces production costs.

Environment: Valuing product quality and safety encourages upstream and downstream suppliers to raise environmental protection awareness. It contributes to the establishment of a green supply chain, reducing the overall impact on the environment.

People: Customers have access to safe and high-quality products and services.

Actual and potential negative impacts on the economy, environment, and people Risks

Economy: Violations caused by product quality or safety issues may result in high fines and compensation claims, further affecting the Company's financial stability.

Environment: Specific raw materials required for high-quality production may face supply shortages or price fluctuations, affecting the stability and costs of production.

People: A lack of guaranteed product quality may cause food safety concerns among customers.

Resources invested in 2025

- Yunlin Technology Industrial Park Plant obtained PIC/S GMP, GDP, and Halal product certifications.
- All employees passed quality management training.
- Introduced sorting machines to improve the accuracy of capsule inspection while reducing labor hours and costs for manual re-inspection.

Strategic Objectives

Company policies or commitments to product quality and safety

The Company has established the Quality Assurance Department and the Quality Control Department. Through internal quality management training for employees as well as external supplier audits and corrective actions (if any), the Company ensures product quality.

Short-term goals (1 year)

- Reduce the number of repeated abnormal events in the laboratory to less than 40
- Reduce the number of deviation occurrences to less than 5

Medium and long-term goals (3-5 years)

- Introduce a smart quality management system to improve the efficiency of quality inspections
- Continue to update the certification of the biotechnology food quality system to ensure stable product quality
- Conduct personnel training and cooperation policies with outstanding schools to recruit high-quality talent for the Company

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Producer Responsibility

3.2 Quality Management

3.2.1 Quality Certification

Upholding the quality policy of "Invest in Quality, Innovate in Technology, Free Customers from Concern, and Pursue Health and Happiness," Syngen continuously improves and refines its production technologies to increase product yield. Through external certifications and compliance with laws and regulations related to biotechnology food safety and quality, including PIC/S GMP, ISO 9001, the Act Governing Food Safety and Sanitation, Good Hygiene Practices (GHP), Taiwan Quality Food (TQF), ISO 22000 & HACCP Food Safety Management System, NSF GMP, Health Food GMP, Health Supplement GMP, Halal certification, and completion of U.S. FDA inspections, we provide customers with products that are safe, effective, and healthy. For the "Must-Trace" system established by the government, the Company performs mock traceability and tracking drills at least twice a year, all completed within the required time limit. In 2025, the Company recorded incidents of non-compliance with health and safety regulations related to the Company's products and services, mainly due to incomplete registration of contract manufacturing information. Corrective actions have been completed.



NSF GMP Quality System Standards

GMP (Good Manufacturing Practice) uses risk assessment to identify hazardous factors to end users (patients) and sets quality goals to design and control the manufacturing process. It requires personnel to comply with operating procedures and inspect each phase of the manufacturing process to avoid errors, aiming to produce products that meet quality standards while minimizing risks to end users. To raise employees' awareness of GMP, the Company organizes internal and external training courses on "GMP Quality System Standards" every year, and all employees have passed the evaluation.

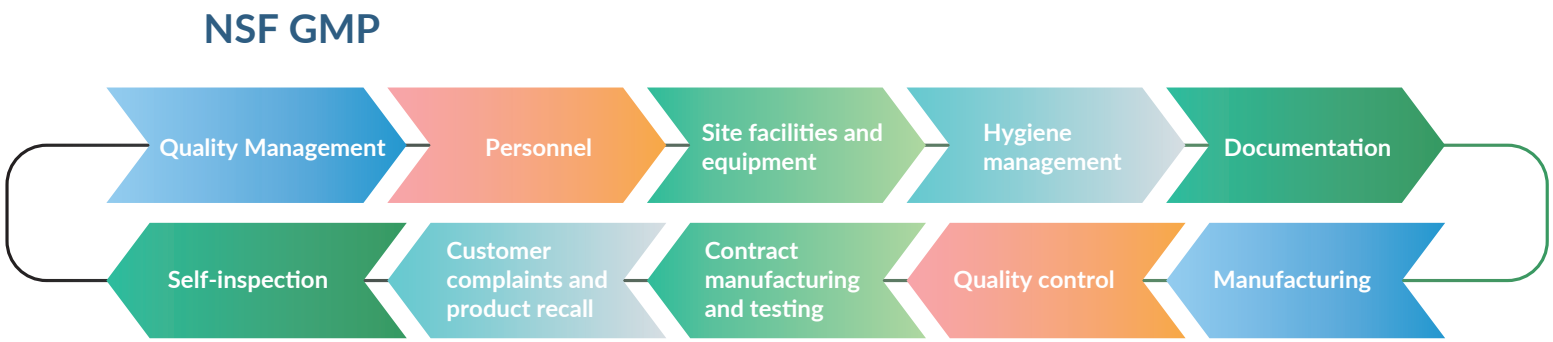


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

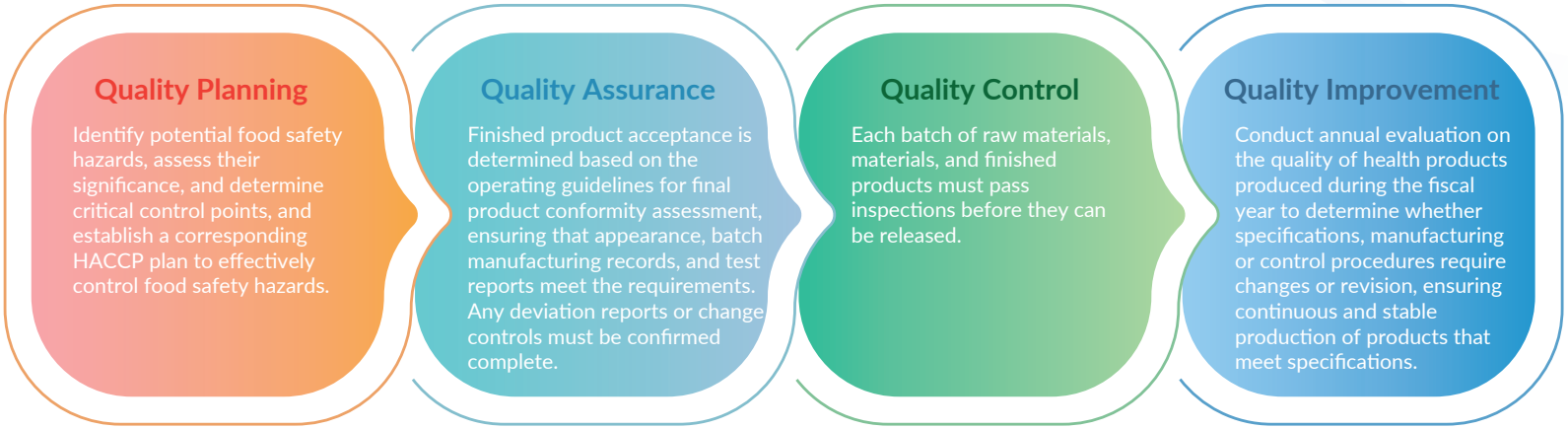
07 Appendix

03 Producer Responsibility

3.2 Quality Management

3.2.2 Quality Management

The Company has established a Quality Control Department and a Quality Assurance Department responsible for tracking and managing quality indicators and issues related to the Company's raw materials and produced products. Weekly scheduling meetings are held with R&D, quality assurance, quality management, and production management teams to discuss and formulate quality management strategies, ensuring continuous improvement in operations, product and service quality, and process performance. Meetings are held before and after ad-hoc official or client on-site inspections. The Production Department then takes deficiency corrective actions in accordance with relevant food laws and regulations. The Quality Control Department follows different testing procedures for sampling based on specific test requirements. Through continuous improvement and optimization of product quality, we enhance our competitiveness and customer satisfaction. There were no violations of legal regulations concerning product information, labeling, or marketing communications in 2025.



Raw Materials and Quality Management Process

Category	Management Process	Monitoring Frequency	Task
Raw materials	Inventory	Every order	Warehouse personnel verify actual quantities against system records.
	Goods inspection	Every incoming batch	Quality control personnel conduct sampling and testing based on required testing items.
Materials	Goods release	Every incoming batch	Quality assurance personnel conduct material release based on specifications and test results.
In process	Requisition	Each batch	Production personnel collect raw materials and materials based on work orders' material requisition forms.
Semi-finished products	Manufacturing	Each batch	Production personnel manufacture based on work orders' procedures and parameters.
Finished products	Product inspection	Each batch	Quality control personnel conduct sampling and testing based on required testing items for each finished product.
Stability of finished APIs	Product release	According to SOP	The Production Department performs sampling, while the quality control team places the samples into test chambers (with set temperature and humidity) and conducts testing as scheduled.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

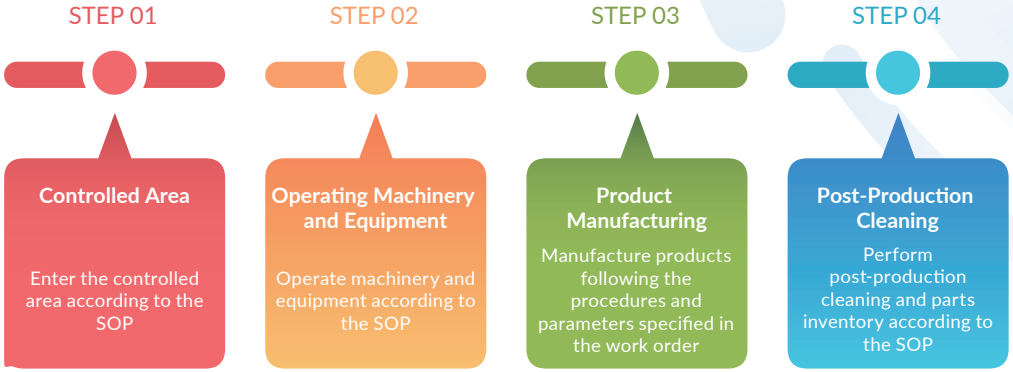
06 Social Prosperity

07 Appendix

03 Producer Responsibility

3.2 Quality Management

Production Management Process



Quality Management Training

The Company conducts periodic internal and external quality management-related training courses, encouraging personnel to acquire knowledge of new developments in the biotechnology and medical industries, raise their awareness of product quality management, support the establishment of a quality management system, and prevent food safety issues.

	Course Name	Trainee	Completion Rate/Course Hours
Routine courses	Food Safety, Allergens, Food Prevention, Food Fraud	All employees	100% / 0.5 hours
	GHP Basics	All employees	100% / 0.5 hours
	GHP Basics	All employees	100% / 2 hours
	Halal Assurance System	All employees	100% / 1 hour

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Producer Responsibility

3.2 Quality Management

3.2.3 Smart Management

In response to the trend of smart system management, the Company has formulated a plan to develop smart manufacturing production lines and factories in stages. To ensure that every stage yields optimal results, the Company continuously improves the automation of production equipment and related support systems. It adopts highly flexible and precise management approach to improve operational efficiency.

Equipment/System	Feature	Results
Multi-lane packaging machine	Upgraded from a single-lane to a 10-lane packaging machine	Output increased to 400,000 packs per machine per day
Laser scoring machine	Replace blade-cutting with laser technology, creating precise score marks at the tear-open location	Easier to tear and cleaner openings
Laser printer	Replace ribbon technology with laser technology, printing dates and batch numbers onto the packaging surface	Smudge-proof text on the packaging
Electronic inspection system	Introduced in 2024. Before mass production of each product batch, the system conducts first-article sample testing and uses image recognition to ensure the accuracy of expiration date printing on product packaging, thereby reducing waste caused by operational errors	There were no expiration date printing errors in 2025
CCD vision system	Introduced in 2024 and used in the beverage production line and API production line • Beverage production line: Via cameras, detect defects such as incomplete bottle caps or incorrect content coloration in real time, precisely controlling yield • API production line: Identify differences in color of raw materials to detect losses in real time and improve yield	Reduce human errors, control product quality, and lower labor costs
Sorting machine	• The machine design allows capsules to rotate 360 degrees under the CCD camera, enabling clearer capsule image capture and accurate rejection of defective products while avoiding blind spots in inspection • The design adopts high-resolution CCD and special lighting to detect capsule appearance defects and printing in real time, including broken printed characters • Its modular design facilitates maintenance and cleaning, reduces downtime, and improves the continuous operation capability of the production line	• Improve the accuracy of capsule inspection to reduce the risk of defective products entering the market • Reduce labor hours and costs for manual reinspection • Accelerate production speed and improve overall efficiency and stability of the production line, with significantly improved capacity reaching 100,000 capsules per hour • Strengthen quality management and meet GMP/ISO standards and requirements

Smart management not only improves production efficiency, but also ensures product quality, meeting customer needs to the greatest extent. The Company employs ERP to manage raw materials, materials, semi-finished products, and finished products. After products are completed, they will undergo strict quality inspections, ensuring that products are delivered on schedule. Moving forward, the Company will manage loss rates and yield rates through its ERP system. The Company will also evaluate the implementation of smart management approaches, such as a Manufacturing Execution System (MES), to ensure sufficient production materials and achieving on-time delivery. The Company will continue to optimize its smart manufacturing systems to maintain a leading position in future market competition and lay a solid foundation for its industrial transformation and upgrade.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Producer Responsibility

3.3 Supply Chain Management

To ensure the quality and safety of products and raw materials, we have formulated the Supplier Management Procedures and followed the Integrity Management Principles to ensure that suppliers have clear guidelines to follow during cooperation, fulfill their corporate social responsibility, and continue to improve. In response to the trend of sustainable supply chains, we plan to incorporate sustainability issues into procurement-related considerations in the future and require suppliers to actively address environmental and social issues, aiming to build a stable and sustainable supply chain.

3.3.1 Supplier management

The Company's Supplier Management Procedures are developed to ensure that the raw materials and supplies provided by suppliers continue to meet the Company's manufacturing and operational requirements in terms of quality, lead time, price, and service. Through the establishment of a systematic supplier management mechanism, including supplier development, selection, approval, performance evaluation, and periodic reassessment, the Company manages suppliers through cross-departmental collaboration among procurement, quality assurance, and relevant units to ensure information transparency and consistency in decision-making. At the same time, the Company continues to improve its supply chain resilience and stability through evaluation and improvement mechanisms, thereby supporting long-term corporate development and strengthening overall competitiveness.

Qualification Screening	Sample Evaluation	Qualification Review	Official Transaction	Periodic Evaluation	Periodic Audit
Determine the characteristics of the required products or services and complete the supplier evaluation report.	Conduct quality inspections, lead time assessments, price reviews, performance testing, and safety evaluation of samples to ensure compliance with the Company's standards and requirements.	Based on the supplier evaluation report and sample evaluation results, the quality assurance unit reviews and approves supplier qualification.	After identifying suitable suppliers, execute formal supply agreements or purchase contracts.	Perform evaluations annually and periodic tracking of supplier improvement, serving as an important reference for selecting suppliers.	Conduct supplier audits annually and the quality assurance unit performs on-site audits, with the results serving as a reference for supplier qualification.

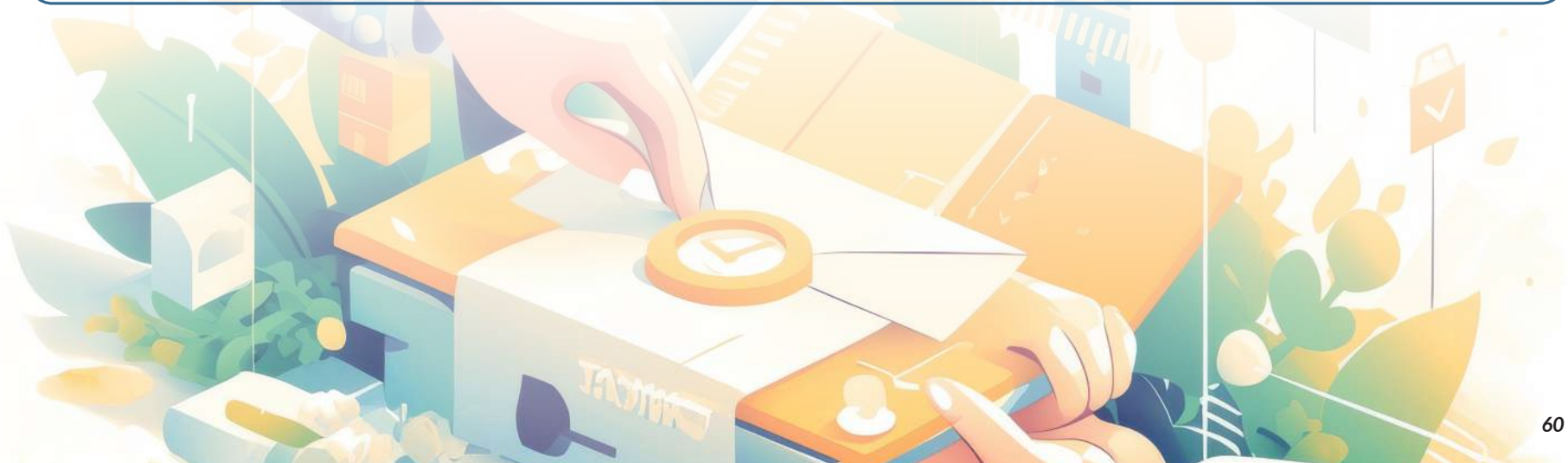


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

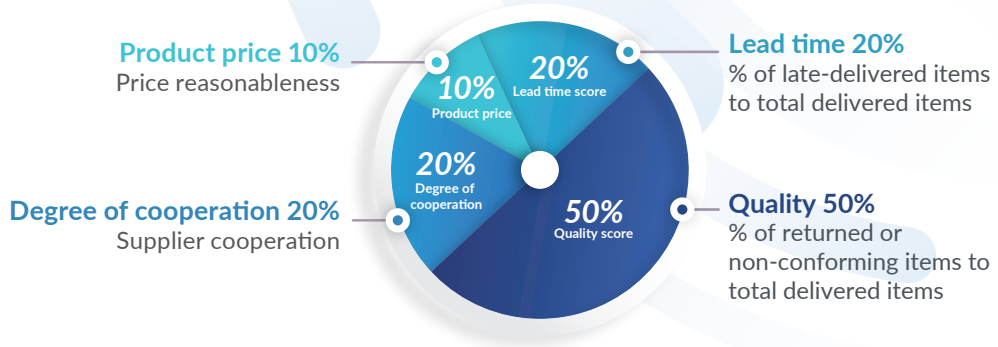
07 Appendix

03 Producer Responsibility

3.3 Supply Chain Management

3.3.2 Supplier Evaluation

To implement the spirit of sustainable management, the Company carefully evaluates the performance of its existing suppliers. The Procurement Department conducts supplier evaluations annually, covering four major aspects: quality, lead time, price, and degree of cooperation. According to the evaluation criteria, the total score is divided into four grades: A, B, C, and D. Suppliers scoring below 65 points are required to submit improvement results within a specified time limit; those failing to achieve improvement within the time limit are deemed unqualified. In 2025, the Company evaluated 345 suppliers, representing an evaluation coverage rate of 100%.



Grade A | Priority procurement (90 or above)
Increase purchase quantities or product categories and prioritize partners for new products
320 suppliers

Grade B | Recommended for cooperation (80-89.9)
Second sourcing suppliers, with normal engagement
21 suppliers

Grade C | Improvement needed (65-79.9)
Reduce orders to encourage improvements
3 suppliers

Grade D | Unqualified (64.9 or below)
Require suppliers to submit improvement results within a specified time limit; those failing to achieve improvement within the time limit are deemed unqualified and directly removed from the list of qualified suppliers
1 supplier

In addition to the supplier evaluation system, the Company also manages supplier performance through key performance indicators (KPIs) of the Procurement Department to improve raw material quality and delivery stability. The main indicators include: The on-time delivery rate for planned raw materials and supplies (target of 85% or above) and the quality pass rate of raw materials and supplies (target of 85% or above). These indicators are used to strengthen product quality stability and ensure that production schedules are carried out as planned. The Procurement Department regularly tracks suppliers' lead time and quality performance through the aforementioned quantitative indicators and uses the results as a basis for tiered supplier management and reassessment.

The Company aims to increase the proportion of qualified suppliers that have obtained ISO 22000 and HACCP certifications to ensure supplier production quality and compliance with the Company's standards and requirements. In the future, the Company will continue to optimize its supplier management system by incorporating environmental protection performance (e.g., energy conservation, carbon reduction, and waste management) as well as social and corporate governance performance (e.g., regulatory compliance and integrity management) into supplier evaluation and management, thereby implementing sustainable supplier management.

Supplier Certification	2023	2024	2025	% of total procurement
ISO 9001	NT$80million	NT$80million	NT$170million	25%
ISO 22000	NT$20million	NT$20million	NT$150million	23%
HACCP	NT$20million	NT$20million	NT$150million	23%

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Producer Responsibility

3.3 Supply Chain Management

3.3.3 On-site Supplier Audits

To ensure that product quality meets the Company's standards and reduce potential quality risks, the Company has formulated the Supplier On-Site Audit Work Instructions. The Quality Assurance Department conducts periodic supplier audits. The annual supplier audit plan is developed based on risk assessment results, taking into account factors such as the characteristics of raw materials and supplies, the supplier's evaluation rating from the previous fiscal year, process abnormalities caused by the supplier, and the ratio of customer complaints and returns.

In 2025, the Company completed on-site audits of 13 suppliers. For suppliers that failed to meet the required standards, we tracked and required them to take corrective actions, aiming to improve supplier quality and lead time accuracy, while ensuring the stability and reliability of the supply chain.

Grade A	Score: 90.1-100	11 suppliers
Grade B	Score: 80.1-90	2 suppliers
Grade C	Score: 70.1-80	0 suppliers
Grade D	Score: 60.1-70 Notify the Procurement Department and relevant units to list such suppliers as unqualified.	0 suppliers



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Producer Responsibility

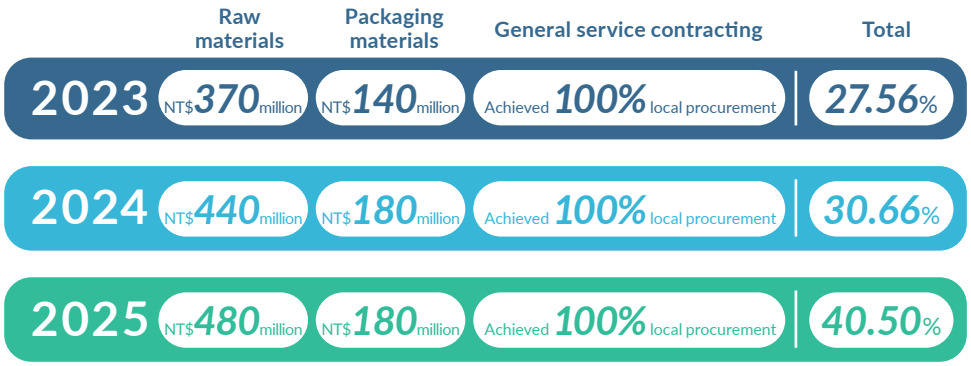
3.3 Supply Chain Management

3.3.4 Local Procurement and Green Procurement

Local Procurement

Although Taiwan's APIs offer better quality, its smaller scale of businesses and production has prevented it from achieving large-scale economic benefits. Moreover, Taiwan's focus on generic drug manufacturing makes it difficult to compete on price with major global API players, such as those in China and India. Therefore, due to cost considerations, most APIs are imported. However, Syngen continues to actively ramp up its local procurement efforts. Suppliers are categorized into raw materials, packaging materials, and general service contracting. By setting procurement goals for each category, we demonstrate our commitment to local procurement. As of the end of 2025, the Company's overall local-procurement ratio was 40.5%, which not only stabilizes the supply chain, but also contributes to supporting local industries and significantly reducing the environmental impact of product transportation.

Type	Procurement Category	Purchase Targets	2025 Achievements
Raw materials	Including chemical, biological, and pharmaceutical raw materials	Due to cost considerations, most APIs are imported. In the future, we will continue resource integration with the Group, achieving self-sufficiency in medicinal product supply capacity.	70% raw materials imported
Packaging materials	Materials and packaging equipment required for drug packaging	Adopt the principle of "local procurement and local supply," using eco-friendly materials for packaging, reducing the use of shrink film; enhance awareness and increase the procurement of FSC-certified packaging.	40.5% of items purchased and supplied locally
General service contracting	Equipment, labor contracting, equipment maintenance, transportation, and logistics	Ensure products and services meet the Company's quality standards and regulatory requirements, and prioritize cooperation with local suppliers.	100% of contracted services purchased locally



Green Procurement

Syngen attaches great importance to the environmental impact of its operations and actively implements the philosophy of green procurement when purchasing related equipment or supplies. In 2025, Syngen's green procurement amount was NT$5.354 million. For office equipment, the Company gives priority to electrical appliances with energy-saving or environmental labels. It also uses eco-friendly toilet paper and implements the reuse of photocopy paper. In terms of product raw materials, the Company purchases FSC-certified packaging materials to reduce the impact on the environment. In the future, the Company will continue to invest in green procurement and fulfill its environmental responsibilities.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Producer Responsibility

3.4 Customer Relationship Management

Material Topic: Customer Relationship Management

Actual and potential positive impacts on the economy, environment, and people Opportunities

Economy: Effective customer relationship maintenance helps expand more diverse business opportunities and increase sales performance.

Environment: Promoting the R&D and promotion of green products helps protect the environment and contributes to corporate green development strategies.

People: Providing multi-faceted sales channels meets the needs of different types of customers and maintains customer stickiness and loyalty.

Actual and potential negative impacts on the economy, environment, and people Risks

Economy: Products and services that do not meet customer preferences may lead to reduced sales performance due to market changes.

Environment: Failure to promote customers' awareness and adoption of environmentally friendly products may increase the Company's carbon footprint and environmental burden.

People: Negative incidents such as food safety issues during the sales process may harm corporate image and brand reputation.

Resources invested in 2025

- Provided training for sales personnel to enhance their expertise.
- Boosted product sales through customer marketing activities and necessary support.
- Continued to conduct customer satisfaction surveys. A total of 80 customers completed the satisfaction survey in 2025 and the response rate was 100%.
- Customer complaints were submitted to the quality assurance unit for root cause investigation and resolved through cross-departmental corrective actions. As a result, customer satisfaction was improved.

Strategic Objectives

Company policies or commitments to customer relationship management

The Company provides diverse communication channels to maintain effective communication with customers and establish long-term trusted relationships. This serves as the cornerstone of Syngen's customer service philosophy and value.

Short-term goals (1 year)

- Conduct continuous re-training of sales personnel to enhance product knowledge and service professionalism.
- Continue to conduct customer satisfaction surveys, aiming to achieve a 100% response rate.
- Expand the scope of its customer satisfaction survey and conduct stratified analysis to identify differences among various customer tiers.

Medium and long-term goals (3-5 years)

- Provide professional training for sales personnel to improve quality and operational efficiency.
- Continue to optimize the content and evaluation aspects of the customer satisfaction survey based on actual implementation.
- Continue to conduct stratified analysis of customer satisfaction results as a reference for customer relationship management and risk identification.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Producer Responsibility

3.4 Customer Relationship Management

3.4.1 Customer Services

Service Process

01. Service consultation
Sales, customers

02. Dosage form and packaging planning
Formulation design, product type, product positioning
R&D Department, customers

03. Product order execution
Communication and confirmation of formulation and delivery schedule
R&D Department, Production Department, Quality Control Department

04. Production scheduling and manufacturing
Self-control of raw materials, efficient production, and self-inspection before release
Production Department

05. Finished product completion
Finished product inspection reports, domestic/ international logistics arrangements
Quality Control Department

06. After-sales services
Quality Assurance Department

Customer satisfaction surveys

The Company values feedback from stakeholders. A customer satisfaction survey was conducted in 2025, with a total of 80 customers participating. The survey evaluated multiple aspects, including product quality, order delivery, overall company service, sales unit service and administrative efficiency, and the professional competence of sales unit personnel. Customers gave highly positive feedback on our products and services, with an average score of 4.56 out of 5. For items mentioned in the customer satisfaction survey requiring improvement or those scored lower, the Company conducted communication and discussions and proposed improvement plans.

Customer Satisfaction Area	Description	Score
Product quality	Whether product quality meets customer needs	4.5/5
Order delivery	Whether order deliveries meet customer needs	4.5/5
Overall company service	Overall service level of Syngen	4.6/5
Service and administrative efficiency of the sales team	Service and administrative efficiency of sales personnel	4.6/5
Professional qualifications of the sales team	Professional qualifications of sales personnel	4.6/5

Customer Satisfaction Improvement Process



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

03 Producer Responsibility

3.4 Customer Relationship Management

3.4.2 Customer Complaint Management Regulations

To address customer complaints quickly, timely, and effectively and to ensure positive customer satisfaction, Syngen has established the Customer Complaint Handling Procedures for all teams to follow. By continuously improving product and service quality and enhancing the customer experience, we strive to deliver better and more thoughtful services. By upholding higher product-quality standards, we maintain our leading position in the industry. In 2025, the Company did not receive any customer claims for fines or warnings due to privacy breaches.

Sales/ related departments

Accept and respond to customer complaints

Conduct preliminary handling; complete the customer complaint form

Quality Assurance Department

Register, review, and handling of customer complaints, respond to sales units, retain records, and track statistics

Conduct internal investigation, clarify responsible parties, and formulate actions

Production/ related departments

Review complaints and formulate corrective actions, involving relevant responsible units such as quality control, production, warehousing, procurement, and R&D

Develop corrective actions and preventive measures to avoid recurrence

Customer Complaint Handling Procedures

01 Provide the customer with preliminary investigation within 3 working days

02 Provide a written investigation report within 7 working days

03 Track the progress of complaint responses and investigations

04 Fill out the progress-tracking record form

05 Close the case within 30 days after providing the report

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

04 Sustainable Environmental Development

4.1 Climate Action

4.2 Environmental Management

4.3 Energy and GHG Emission Management

4.4 Circular Economy and Waste Management

4.5 Pollution Prevention and Management



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

04 Sustainable Environmental Development

Core Vision and Commitment

As global warming intensifies, climate change has become a major focus of international attention. In addition, Taiwan has limited natural energy resources and relies heavily on imports. With rising environmental awareness, the Company continues to promote energy conservation mindset and reduce carbon dioxide emissions. In recent years, we have closely monitored climate change issues and assessed the potential risks and impacts that climate change may pose to the Company. We have actively promoted energy conservation and carbon reduction, controlled GHG emissions, reduced water consumption, and carried out other waste management projects. In response to the trend toward a circular economy, we use materials with low environmental impact and incorporate environmental protection concepts into technological innovation and product development.

Since 2023, we have introduced TCFD framework to objectively assess the impact of climate change on our business, so as to help stakeholders to understand and recognize the actions and resilience we demonstrate in facing climate change. At the same time, we pay attention to biodiversity conservation and ecological restoration. We planted 200 bald cypress trees along the detention basin in the Syngen-operated Tai Kang Organic Agriculture Zone, not only providing birds with habitats and food sources, but also increasing the diversity of local plants and animals, helping to maintain the ecosystem stability. We will continue to dedicate our efforts to ecological protection, striving to attain sustainable development goals.

2025 Achievements and Performance

1. Expanded the scope of GHG inventory and completed GHG inventories for 100% of all operational sites
2. Promoted energy conservation and carbon reduction measures in 2025, saving 470,195.85 kWh of electricity
3. There were no major violations of environmental laws and regulations in 2025.



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

04 Sustainable Environmental Development

4.1 Climate Action

Aware of the increasingly severe challenges brought about by climate change, such as difficulties in mitigation and adaptation, Syngen not only monitors climate change issues closely and evaluates the potential risks and impacts of climate change on the Company, but also introduced the TCFD framework established by the Financial Stability Board (FSB) in 2023. Following the four thematic areas of TCFD, namely governance, strategy, risk management, and metrics and targets, we conduct assessments to ensure that the Company adapts to the potential risks and opportunities brought about by both current and future climate change, developing appropriate management strategies and action plans to reduce the impact of climate risks while exploring new industry landscape and business opportunities.

4.1.1 Climate Change Management

TCFD Management Framework

Four Thematic Areas	Actions	Responsible Unit
Governance	• Syngen's Board of Directors serves as the highest governing body, incorporating climate-related issues into the scope of goals and performance management. • The Environmental Protection Office proposes implementation plans, including assessments of climate-related operational risks, as well as the establishment of sustainability policies, systems, and targets. The office is required to report the progress to the Board of Directors each year.	• Board of Directors • Environmental Protection Office
Strategy	• In accordance with the TCFD framework, the Company regularly identifies and discloses the impacts of short-, medium-, and long-term climate-related risks and opportunities on the organization's operations, strategies, and financial planning, and evaluates the future market development potential. • Syngen assesses the impacts of climate-related risks and opportunities on the Company.	• Environmental Protection Office
Risk Management	• Based on the scope and severity of climate change impacts, the Company assesses and scores each climate change-related risk, and categorizes them into different quadrants based on these scores. For high-impact risks, relevant management measures are discussed and formulated through cross-departmental efforts and integrated into the Company's existing risk management system.	• Environmental Protection Office
Metrics/Targets	• Short term goals: Continue to monitor the latest international issues related to GHG emissions, energy management, and climate change to ensure compliance with applicable laws and regulations. Actively promote energy conservation and water conservation plans while encouraging green procurement actions. Continue to obtain ISO certification, aiming to complete GHG inventories for all operational sites by 2025. • Medium-term goals: Obtain the Product Carbon Footprint certificates continue to invest in energy-saving equipment and solar panel installation technologies to improve our energy usage structure, gradually achieving the goal of reducing GHG emissions by 1% each year. • Long-term goals: Committed to developing sustainable products, continuously monitor the climate-related threats faced by the Company, and formulate response measures as early as possible, ultimately achieving our goal of achieving net-zero emissions.	• Environmental Protection Office • Relevant departments

Climate Governance Structure and Responsibilities

To strengthen the Company's management of climate-related risks and foster a culture of climate risk governance, Syngen incorporates climate-related risks into the Company's risk management procedures. The Environmental Protection Office is responsible for implementing sustainability policies, systems, and related management initiatives, promoting concrete plans that are closely linked to the job scope of each department, aiming to achieve short-, medium-, and long-term goals. We report performance results to the Board of Directors once a year, enabling the Board to keep abreast of sustainability-related trends as well as the Company's progress and responses in climate governance. The Company's Board members, bringing diverse backgrounds, possess extensive professional experience, industry knowledge, and excellent management skills, providing guidance and suggestions on climate-related issues.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

04 Sustainable Environmental Development

4.1 Climate Action

4.1.2 Climate-related Risk and Opportunity Assessment

In accordance with the TCFD guidelines, the Company categorizes climate-related issues into physical risks, transition risks, and opportunities. Employees from related departments were convened to evaluate the likelihood of occurrence and the degree of financial impact of each risk and opportunity. Through a materiality matrix analysis, the Company ultimately determined 5 risks and 3 opportunities, and developed corresponding short-, medium-, and long-term goals along with response strategies. In the future, we will regularly monitor the implementation status and goal achievement, applying adaptation and mitigation strategies to respond to the sustainability crisis caused by climate change, reducing the Company's financial risks, and moving towards low-carbon development.

Identification of Climate-related Risks and Opportunities

Process	Description
Collection of climate-related information	• According to the TCFD framework, Syngen collected information on physical risks (acute, chronic), transition risks (policy and legal, market, technology, reputation), and opportunities. • Focusing on the biotechnology industry and our operational sites, the Company collected data from international research reports, international standards, Taiwan's Disaster Risk Adaptation, online information, and news events.
Department interviews and questionnaire design	• The Company held meetings with the heads of relevant departments to understand their operational status and climate-related intersections, identify potential climate-related risks and opportunities, which then informed the design of the TCFD risk and opportunity questionnaires. The questionnaires were distributed to the department heads to complete, assessing the likelihood and degree of financial impact that climate-related risks and opportunities may have on each unit. A total of 18 climate issues related to Syngen were selected and scored, and 14 valid questionnaires were collected.
Materiality matrix analysis	• A materiality matrix analysis was conducted based on the likelihood of occurrence (vertical axis) and the degree of financial impact (horizontal axis) from the questionnaire responses to identify material climate-related risks and opportunities. As a result, 8 material climate issues were identified, including 5 risks and 3 opportunities.
Setting metrics and targets	• For material climate risks and opportunities identified, Syngen develops further management measures and countermeasures, assesses their financial impacts, and conducts corresponding planning. The President's Office and the Environmental Protection Office work with each unit to set annual metrics and goals for Syngen.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

04 Sustainable Environmental Development

4.1 Climate Action

Climate Change Risk Impacts and Management

Based on the results of the materiality matrix analysis, the top five risks identified were "industrial electricity price increases and water consumption levy," "GHG," "rising average temperatures," "goodwill impairment," and "regulations related to renewable energy." After internal discussions, we concluded that shifting focus to low-carbon product development and sustainable energy use would better align with Syngen's sustainability actions and strategies. Therefore, we decided to include "low-carbon transition costs" in the scope of material climate-related risk management in place of "GHG." The following management measures and response plans have been developed for the five risk issues, along with an assessment of their financial implications.

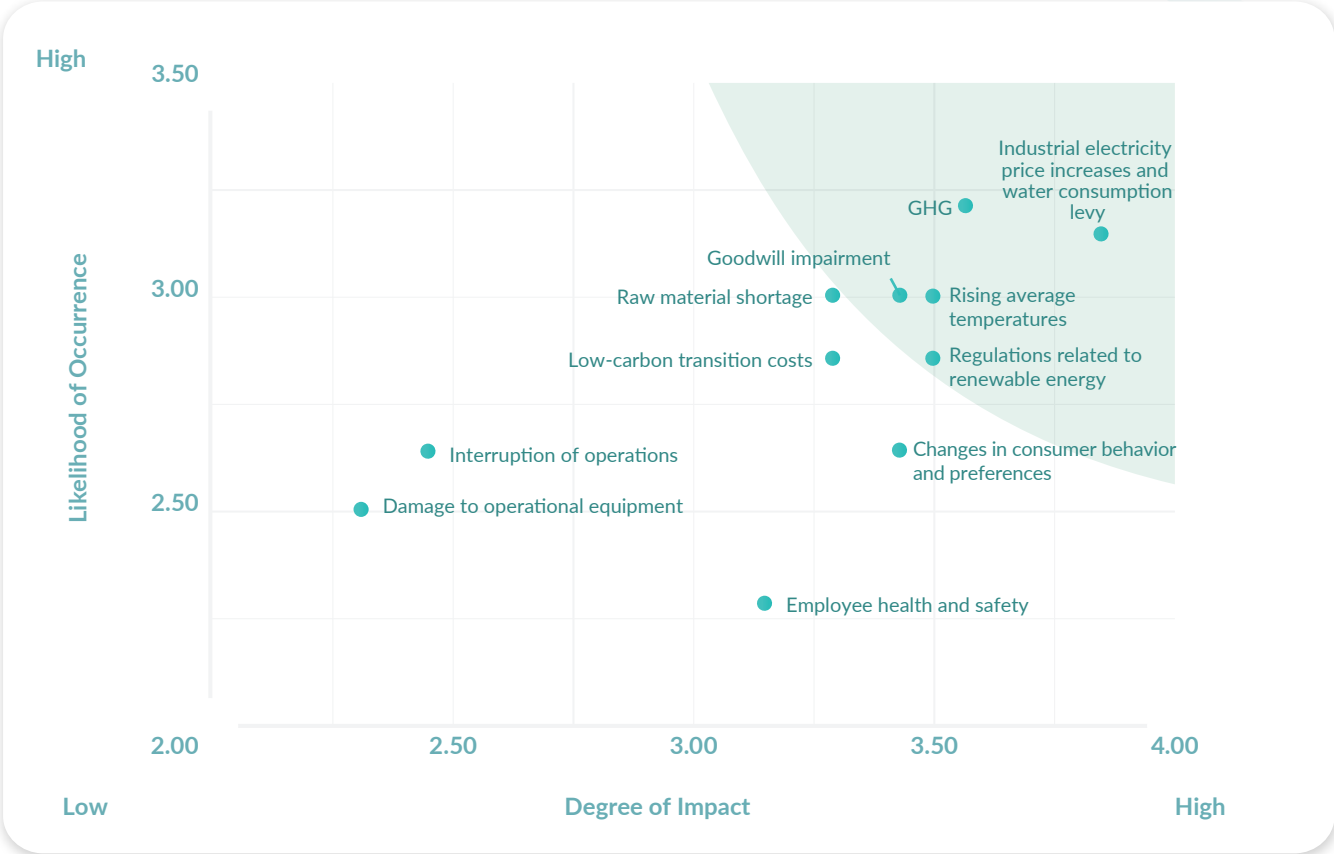


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

04 Sustainable Environmental Development

4.1 Climate Action

Type	Aspect	Topic	Impacts	Financial Implications	Management Responses
Physical risk	Chronic	Rising average temperatures	Long-term temperature increases drive higher demand for cooling systems, central air conditioning, and chilled water, which increases the Company's electricity expenses. During the transportation process, storage conditions become harder to control, posing a risk to the stability of product quality.	• Direct costs: Increased electricity consumption due to higher cooling demand, resulting in higher operating costs. • Indirect costs: Rising average temperatures may affect employees' physical and mental well-being, lowering productivity and increasing personnel costs.	• Operations: Improve energy efficiency, upgrade facilities, technologies, and equipment, and reduce the risk of product quality defects through quality control mechanisms. • Employee care: Strengthen the installation of ventilation and cooling equipment to mitigate the physical and psychological stress placed on employees due to high temperatures.
Transition risk	Policy and legal	Industrial electricity price increases and water consumption levy	Industrial electricity price increases and the promulgation of the Regulations Governing Water Consumption Levy Collection directly affect major water and electricity users.	• Direct costs: Government policies, such as increasing industrial electricity rates, levying a water consumption fee, or developing other measures to increase environmental-related expenses, may increase Syngen's operating costs, especially if the Company fails to transition in time.	• Process improvements: Add water-storage tanks in the short term; in the long term, recycle process water for use in processes with lower water quality requirements. • Compliance with laws and regulations: Continuously monitor updates on laws and regulations and strengthen communication with the government and industry associations for policy support.
		Regulations related to renewable energy	Due to the government's requirements for amendments to regulations related to energy transition and renewable energy, companies need to invest more time and resources to assess the impact of new regulations on the business.	• Direct costs: The addition of compliant equipment and technologies, along with facility renovation or upgrade, will result in increased capital investment and operating costs. • Operating costs: Failure to build renewable energy capacity in accordance with the law may result in fines.	• Compliance with laws and regulations: Closely monitor updates on regulations related to energy transition and renewable energy, and formulate response strategies to ensure that Syngen can maintain compliance with regulatory requirements, competitiveness, and sustainable development.
	Technology	Low-carbon transition costs	Given the uncertainty of immature, emerging low-carbon technologies and solutions, production interruptions or quality problems may arise, affecting product supply and market competitiveness.	• Direct costs: Customers' higher demand for low-carbon and high-efficiency green products necessitates greater capital investment in R&D, technologies, and equipment, potentially increasing both R&D expenditures and production equipment costs.	• Government policy support: Pay close attention to government policies and subsidies, and seek government policy support to reduce R&D and production costs. • Technology risk assessment: Conduct thorough technical assessments and evaluate ROI to ensure that the introduction of new technologies and solutions meets company needs and standards.
	Reputation	Goodwill impairment	Customers' sustainability requirements for Syngen are increasing. Failure to meet standards may lead to more negative customer feedback on Syngen and affect credit ratings from banks.	• Revenue: Market disappointment in a company's commitments to sustainability may affect brand reputation and market valuation, leading to a decrease in revenue.	• Evaluate the risks of goodwill impairment amidst sustainability trends, incorporate sustainable development into corporate strategies and operations, and formulate concrete sustainable development goals and plans.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

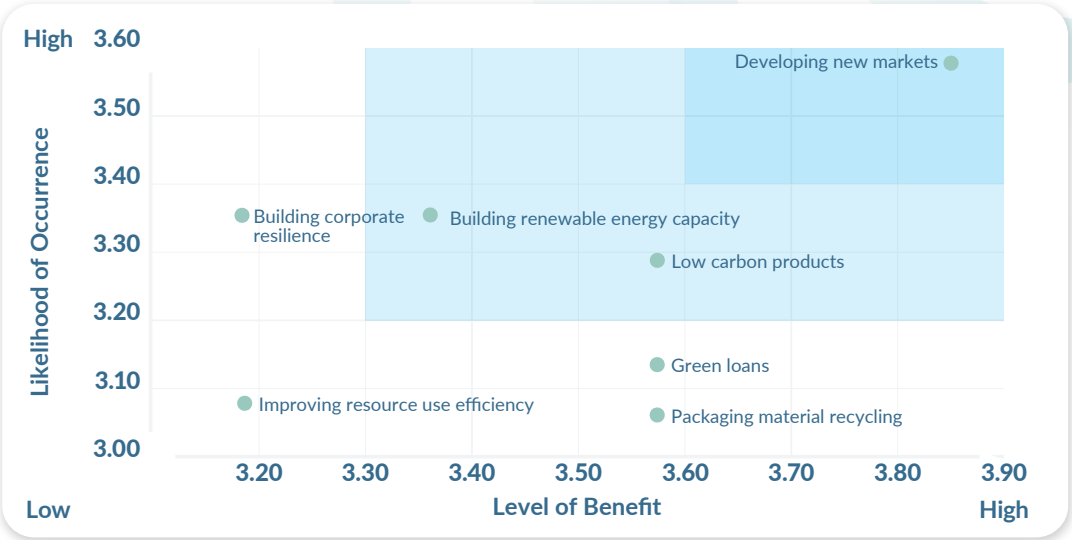
07 Appendix

04 Sustainable Environmental Development

4.1 Climate Action

Climate Change Opportunity Impacts and Management

Based on the analysis results of the materiality matrix, Syngen identified the top three opportunities as follows: developing new markets, low-carbon products, and building renewable energy. The following management measures and response plans have been developed for the three opportunity issues, along with an assessment of their financial implications.



Type	Aspect	Topic	Impacts	Financial Implications	Management Responses
Opportunities	Products and services	Low carbon products	In response to today's sustainable development and growing demand for low-carbon products, the development of low-carbon products can reduce product carbon footprint and enhance company competitiveness.	• Capital expenditure: Low-carbon product R&D can reduce production costs and improve energy efficiency, thereby lowering energy expenditures. • Revenue: Meeting the needs of green consumers improves brand image and market competitiveness, thereby increasing sales and profits.	• R&D investment: Improve low-carbon products, expand low-carbon product portfolio, and purchase locally produced and eco-friendly raw materials to meet existing market demand and improve product competitiveness.
Transition risk	Energy	Building renewable energy capacity	Due to future amendments to regulations related to renewable energy and the development of low-carbon energy, the use of renewable energy can significantly reduce GHG emissions, attracting customers with sustainable development needs.	• Capital expenditure: Compliance with government requirements for renewable energy may qualify us for government incentives, and may reduce future carbon pricing or carbon tax charges. • Revenue: Excess renewable energy can be traded in green power markets, generating more profits.	• Operations: Syngen plans to evaluate the potential for purchasing green electricity, related certificates, or installing solar panels to increase competitiveness among its competitors.
	Market	Developing new markets	Improving the sustainability performance of existing products or developing new sustainable products helps unlock new market opportunities.	• Revenue: New product R&D and production and low-carbon business opportunities help penetrate new markets, adjust the revenue structure, and improve profitability.	• Operations: Use environmental friendliness or the enhancement of product sustainability as directions for product research and development.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

04 Sustainable Environmental Development

4.1 Climate Action

4.1.3 Metrics and Targets

All Syngen's plants comply with local laws and regulations and with the Group's (Standard Chem. & Pharm. CO., LTD.) strategies. The Company conducts a periodic GHG inventory of its plants in Taiwan every year, and implements various internal energy conservation and carbon reduction measures to improve energy and resource efficiency. Additionally, periodic reports are presented to the Board of Directors.

Type	Aspect	Topic	Actions in 2025	2026 Targets	Medium- and Long-Term Targets
Physical risk	Chronic	Rising average temperatures	• Implemented GHG inventory as well as energy conservation and carbon reduction measures	• Improve the scope of GHG inventory and continue to implement energy conservation and carbon reduction measures	• Resume normal operations promptly following climate events
		Raw material shortage	• Increased safety inventory at the premises and encouraged customers to prepare materials early • Implemented a second source mechanism	• Raise suppliers' awareness to reduce the risk of material shortages and mitigate impacts on raw material quality caused by climate events or natural disasters	• Develop alternative raw materials
Transition risk	Policy and legal	Industrial electricity price increases and water consumption levy	• Replaced outdated equipment to improve energy efficiency; installed water-saving devices and implemented wastewater recycling	• Continue to replace outdated equipment with the goal of achieving an annual electricity saving rate of 1%	• Evaluate the implementation of energy-saving diagnostics and focus on replacing and upgrading process equipment to optimize energy-saving effectiveness
		Regulations related to renewable energy	• The Company was not subject to renewable energy regulations or penalties	• Evaluate internal renewable energy management	• Evaluate the installation of energy storage systems to effectively manage energy and renewable energy
	Technology	Low-carbon transition costs	• Conducted GHG inventory • Adjust health product development strategies • Established a comprehensive R&D mechanism	• Refine the GHG inventory process • Continue to optimize R&D mechanisms of low carbon emissions	• Increase the use of low pollution, low environmental impact, and recyclable raw materials; optimize processes to reduce carbon emissions
	Reputation	Goodwill impairment	• Published the 2024 Sustainability Report	• Prepare a sustainability report each year	• Improve the transparency of operational information, ensuring that stakeholders have access to the Company's operations status
Opportunities	Products and services	Low carbon products	• Conducted alternative raw material testing in response to possible raw material shortages caused by extreme weather to avoid impact on the quality of end products • Developed 2 local plant-based health ingredients	• Adjust health product development strategies • Continue to improve R&D mechanisms • Use locally/domestically-sourced raw materials for plant-based health products to reduce carbon footprint	• Promote eco-friendly products while also contributing to the revitalization of agricultural development and the smallholder recultivation
	Energy	Building renewable energy capacity	• The Group installed solar PV systems with a capacity of 927 kW. The parent company, Standard Chem. & Pharm. CO., LTD., transferred 370 kW of solar green-power rights to Syngen	• As the Company's plants are currently under expansion, it is difficult to plan the installation of new solar panels in the short run, but renewable energy will be included in its operational planning	
	Market	Developing new markets	• Developed next-gen health ingredients, e.g., local AKK • strains, probiotics, and plant exosomes	• Continue to develop new ingredients, optimize existing products, and introduce sustainable design concepts	• Promote eco-friendly products to increase competitiveness

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

04 Sustainable Environmental Development

4.2 Environmental Management

Environmental management plays a crucial role in corporate operations, including air pollution prevention, water pollution prevention, toxic chemical substance management, and waste management. The Company is committed to maintaining the environment inside and outside its plants, strictly abiding by government laws, regulations, and all environmental-related requirements. For pollution prevention controls, the Company has obtained the required permits in accordance with the law. The wastewater generated at the Company's plants is treated through wastewater treatment facilities. Additionally, the Company conducts periodic wastewater quality testing to ensure that there is no significant impact on the environment and ecosystems. In 2025, the Company was not subject to any penalties by government environmental authorities for violations of environmental regulations.

Environmental Management Policies and Guidelines

Syngen owns four plant sites: Sinying Plant, Southern Taiwan Science Park Plant 1, Southern Taiwan Science Park Plant 2, and Yunlin Technology Industrial Park Plant. All plant sites comply with applicable local laws and regulations, as well as the Group's strategy. Based on this foundation, the Company further establishes its environmental management policies. The Company strengthens the monitoring and implementation of environmental protection measures through the environmental management system, formulates environmental performance indicators, implements various energy-saving policies, and conducts annual GHG inventories. In 2025, the Company expanded the scope of its GHG inventory to include Southern Taiwan Science Park Plant 2, Yunlin Technology Industrial Park Plant, and Tai Kang Organic Agriculture Zone (Note), achieving 100% GHG inventory for all operational sites.

Note: The Tai Kang Organic Agriculture Zone is operated under a rehabilitate-operate-transfer (ROT) project engaged by the Agriculture Bureau of the Tainan City Government. The Company is responsible for the operation and maintenance of the zone to promote organic agriculture.

Environmental Permits Obtained at Each Operational Site

Environmental Permit	Sinying Plant	Southern Taiwan Science Park Plant 1	Southern Taiwan Science Park Plant 2	Yunlin Technology Industrial Park Plant
Waste Disposal Plan	✓	✓	The plant currently used as a warehouse; relevant permits will be obtained based on future planning.	✓
Water Pollution Prevention Permit	✓	✓		✓
Stationary Pollution Source Operation Permit	✓	N/A		N/A
Toxic Chemical Substance Permit	✓	N/A		✓

GHG Emissions Management

- Conduct GHG inventory in accordance with ISO 14064-1 and obtain third-party verification statements

Air Pollution Prevention and Management

- Apply for air pollution source permits
- Apply for stationary pollution source permits

Water Pollution Prevention and Management

- Apply for wastewater discharge permits
- Implement testing and reporting of wastewater quality and volume

Toxic Chemical Substance Management

- Apply for toxic chemical substance permits

Waste management

- Operating Procedures for Waste Disposal
- Waste Disposal Plan
- Reporting and tracking of industrial waste and destination
- Waste reduction and resource recycling initiatives

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

04 Sustainable Environmental Development

4.3 Energy and GHG Emission Management

4.3.1 Energy management

Syngen's plants use diesel, natural gas, and purchased electricity. In terms of energy consumption, the plant equipment consumes the most electricity, followed by the natural gas consumption used for boilers that produce steam. In 2025, the Company's total energy consumption was 87,476.5701 GJ, a decrease of 13,022.1395 GJ compared with the previous year. Going forward, the Company will continue to introduce energy-saving measures with the goal of achieving an annual electricity saving rate of 1%.

2025 Energy Consumption Across All Plants

Item	Unit	Sinying Plant	Southern Taiwan Science Park Plant 1	Southern Taiwan Science Park Plant 2	Yunlin Technology Industrial Park Plant
Purchased electricity consumption	kWh	7,362,469	5,828,800	1,154,240	2,873,808
	GJ	26,510.9256	20,988.4596	4,156.2105	10,348.0653
Diesel	Liter	12,670.093	300	0	0
	GJ	457.7657	10.8389	0	0
Natural gas	Cubic meter	348,967	330,879.08	0	5,790
	GJ	12,726.3973	12,066.7531	0	211.1542
Renewable energy	kWh	0	0	0	0
	GJ	0	0	0	0
Total	GJ	39,695.0886	33,066.0516	4,156.2105	10,559.2195

Note: The calorific value coefficients listed in this table are based on the Net Calorific Value of Energy Products table updated by the Energy Administration, Ministry of Economic Affairs on August 12, 2025. 1 kWh of electricity = 860 kcal, 1 L of diesel = 8,629 kcal, 1 M^3 of natural gas = 8,710 kcal. Calculation formula: Calorific value (GJ) = Energy usage * Calorific value coefficient (kcal) * 4.187/1000000.

Energy Consumption by Plant Site Over the Past Three Years

Operational Site	2023	2024	2025
Sinying Plant (GJ)	48,763.1576	54,212.5445	39,695.0886
Southern Taiwan Science Park Plant 1 (GJ)	20,585.3331	31,556.5043	33,066.0516
Southern Taiwan Science Park Plant 2 (GJ)	1,046.2744	2,747.9650	4,156.2105
Yunlin Technology Industrial Park Plant (GJ)	120.4815	11,981.6958	10,559.2195
Renewable energy consumption (GJ)	0	0	0
Total energy consumption (GJ)	70,515.2466	100,498.7096	87,476.5701
% of renewable energy consumption	0%	0%	0%
Annual revenue (NT$ in millions)	1,837	2,014	2,136
Energy intensity (GJ/NT$ million)	38.386	49.900	40.953

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

04 Sustainable Environmental Development

4.3 Energy and GHG Emission Management

4.3.2 GHG Emissions Management

Although the Company is not classified as a GHG emission entity subject to mandatory regulation by environmental authorities, it remains committed to corporate social responsibility and environmental sustainability, proactively advancing GHG inventory efforts and reduction management. Since 2021, the Company has established its GHG inventory system in accordance with the ISO 14064-1 standard. It has formed a GHG Inventory Task Force, defined organizational and operational boundaries, and inventoried Scope 1 direct emissions and Scope 2 energy indirect emissions. The Company has also strengthened data collection and internal verification procedures. In 2023, the Company obtained its first third-party verification statement, further enhancing information transparency and data credibility.

The Company has completed the GHG inventory for Sinying Plant and Southern Taiwan Science Park Plant 1. In 2025, the Company expanded the scope of its GHG inventory to include Southern Taiwan Science Park Plant 2, Yunlin Technology Industrial Park Plant, and Tai Kang Organic Agriculture Zone (Note), achieving 100% GHG inventory for all operational sites. In the future, the Company will continue to improve its GHG inventory practices and promote energy conservation and carbon reduction measures.

Note: The Tai Kang Organic Agriculture Zone is operated under a rehabilitate-operate-transfer (ROT) project engaged by the Agriculture Bureau of the Tainan City Government. The Company is responsible for the operation and maintenance of the zone to promote organic agriculture.



2025 Energy Consumption Across All Plants

GHG Emission Category	Sinying Plant	Southern Taiwan Science Park Plant 1	Southern Taiwan Science Park Plant 2	Yunlin Technology Industrial Park Plant	Tai Kang Zone
Category 1: Direct GHG emissions and removals	1,258.8716	936.5331	89.9202	96.6585	29.2354
Category 2: Indirect GHG emissions generated from purchased energy	3,490.6991	2,762.8512	547.1098	1,362.2191	167.7637
Category 3: Indirect GHG emissions from transportation	83.3928	129.4107	0	26.2046	7.3758
Category 4: Indirect emissions from products used by the organization	1,088.4166	854.5056	128.8346	329.7577	44.6468
Total emissions (tCO_2e)	5,921.3801	4,683.3006	765.8646	1,814.8399	249.0217

Note: Category 1: Emissions from the use of fuels, air-conditioning equipment, and chilled water equipment in internal production activities.
Category 2: Electricity and water consumption required for operations.
Category 3: Employee commuting.
Category 4: Quantified upstream emissions from purchased electricity and oil, and quantified emissions from solid waste disposal.

Energy Consumption by Plant Site Over the Past Three Years

GHG Emission Category	2023	2024	2025
Category 1: Direct GHG emissions and removals	2,396.728	2,670.9273	2,411.2188
Category 2: Indirect GHG emissions generated from purchased energy	6,846.9835	6,938.3052	8,330.6429
Category 3: Indirect GHG emissions from transportation	208.5141	221.6737	246.3839
Category 4: Indirect emissions from products used by the organization	1,840.9951	2,058.2265	2,446.1613
Total emissions (tCO_2e)	11,293.2207	11,889.1327	13,434.4069
GHG emission intensity ($tonCO_2e$/NT$ million)	6.15	5.90	6.29

Note:
1. The purchased electricity indirect emission factor is based on the 2024 electricity carbon emission factor of 0.474 kg CO_2e/kWh, announced by the Energy Administration, Ministry of Economic Affairs, in 2025. The Company also references the Global Warming Potential (GWP) values from the IPCC Sixth Assessment Report (AR6), 2023.
2. External verification has been carried out since 2023, with the inventory boundary covering the Sinying Plant and the Southern Taiwan Science Park Plant 1.Starting from 2025, the GHG inventory boundary covers Sinying Plant, Southern Taiwan Science Park Plant 1, Southern Taiwan Science Park Plant 2, Yunlin Technology Industrial Park Plant, and the Tai Kang Organic Agriculture Zone.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

04 Sustainable Environmental Development

4.3 Energy and GHG Emission Management

4.3.3 Energy Conservation and Carbon Reduction Actions

To attain the goal of reducing GHG emissions by 1% per year, Syngen continues to implement various energy conservation and carbon reduction initiatives to improve energy efficiency. In 2025, the Company continued to replace public utility equipment, enhance the energy efficiency of air-conditioning and lighting systems, and improve the efficiency of production process equipment. Measures included replacing outdated equipment and adjusting machine operations, enabling the Company to achieve its annual target of reducing GHG emissions by 1%. In the future, the Company plans to establish a smart energy management system to effectively monitor energy management performance, so that the Company is able to understand energy consumption in real time, promptly identify and resolve energy waste issues, and continuously improve and optimize its energy management strategies.

At the same time, the Company carries out regular equipment maintenance to ensure its efficiency, reduce energy consumption, and lower failure rates. The indoor environmental design and temperature settings of the air conditioning system comply with policies that support environmental actions. We promote reuse of waste paper for printing in the offices as well as water- and electricity-saving habits among employees, incorporating energy conservation mindset into daily actions. We also organize GHG inventory training to cultivate environmental-system seed personnel who will continue to promote the Company's energy conservation policies.

Regular

Based on factory service manuals or SOPs for preventive maintenance

- Planned execution: We regularly inspect and maintain equipment according to the maintenance manuals provided by equipment manufacturers or the preventive maintenance SOPs.
- Reducing equipment failure and energy consumption: Regular preventive maintenance enables us to effectively reduce the failure rate of equipment and ensure that equipment operates at optimal efficiency, thereby reducing energy consumption.

Non-regular

Irregular inspections to identify and handle abnormalities in real time

- Emergency handling: During routine inspections, if any abnormal conditions are detected, we immediately take emergency action.
- Reducing equipment failure and energy consumption: Rapid response and handling of abnormal conditions help prevent minor issues from developing into major failures, thereby reducing equipment downtime and energy waste.

01 Equipment abnormality determination
Determine on-site whether equipment abnormalities were caused by a human element or not, in order to take appropriate action.

02 Backup equipment activation
Activate backup equipment to reduce downtime and impact on production.

03 Replacement of worn parts
Replace parts to eliminate abnormalities and extend the service life of equipment.

04 Determination of outsourced repair needs
Determine whether outsourced repair is required based on the severity of the malfunction and internal maintenance capabilities.

05 Equipment trial operation
After repairs are completed, conduct equipment trial operation to ensure that all problems have been resolved and the equipment can operate normally.

Table of Contents
About the Report
Chairman's Message
01 Sustainable Management
02 Sustainable Governance
03 Producer Responsibility
04 Sustainable Environmental Development
05 Happy Workplace
06 Social Prosperity
07 Appendix

04 Sustainable Environmental Development

4.3 Energy and GHG Emission Management

Energy Conservation and Carbon Reduction Results

Year	2023	2024	2025	Short-term Targets	Medium- and Long-Term Targets
Energy conservation and carbon reduction measures	• Improved lighting efficiency • Improved chiller efficiency	• Improved lighting efficiency • Replaced freeze dryers	• Improved energy efficiency of air-conditioning and lighting systems • Improved energy efficiency of production process equipment, including replacement of outdated equipment and adjustment of machine operations	• Continue to replace public utility equipment and production process machinery to improve energy efficiency	• Evaluate the adoption of an energy management system • Introduce energy-saving diagnostics and improve equipment and process energy efficiency
Energy conservation (kWh/year)	85,147.69	49,438.69	470,195.85		
Carbon reduction (kg CO_2e)	42,148.106	23,433.939	219,581.462		

Note: Category 1: Emissions from the use of fuels, air-conditioning equipment, and chilled water equipment in internal production activities.
Category 2: Electricity and water consumption required for operations.
Category 3: Employee commuting.
Category 4: Quantified upstream emissions from purchased electricity and oil, and quantified emissions from solid waste disposal.

Achievements of Energy Conservation and Carbon Reduction Projects in 2025

Improvement of air conditioning system

- Replaced outdated equipment with inverter air conditioners
- Added inverters; reduced the load of air handling units

Electricity Saved: *152,454.267* kWh

Improvement of lighting system

- Replaced traditional lighting fixtures with LED energy-saving alternatives

Electricity Saved: *8,002.583* kWh

Improvement of production unit energy efficiency

- Replaced with energy-saving freeze dryers
- Replaced outdated brine chillers
- Replaced secondary chilled water pumps attached to chillers and added inverter speed control

Electricity Saved: *237,231* kWh

Improvement of machine operation

- Coordinated the start and stop operations of cooling water pumps attached to brine chillers and ice machines with the main units to avoid ineffective pump operation and energy waste

Electricity Saved: *72,508* kWh

Table of Contents
About the Report
Chairman's Message
01 Sustainable Management
02 Sustainable Governance
03 Producer Responsibility
04 Sustainable Environmental Development
05 Happy Workplace
06 Social Prosperity
07 Appendix

04 Sustainable Environmental Development

4.4 Circular Economy and Waste Management

Material Topic: Waste management

Actual and potential positive impacts on the economy, environment, and people — Opportunities

Economy: Recycling and reuse of organic and chemicals substances may create new products or technologies, generating economic value.

Environment: Effective disposal and management of waste can reduce environmental pollution and reduce the use of natural resources, contributing to protecting ecosystems.

People: Effective disposal of waste can reduce the level of air, water, and soil pollution, thereby improving the living environment and health of the public.

Actual and potential negative impacts on the economy, environment, and people — Risks

Economy: Product design generates large amounts of waste, increasing waste disposal costs.

Environment: Waste may adversely affect local biodiversity, threatening the food chain balance and ecosystem stability.

People: Hazardous gases and particulate matter may be released during the waste treatment process, or released into water bodies, potentially contaminating them and jeopardizing the health of surrounding residents.

Resources invested in 2025

- Recognized by the Environmental Protection Bureau of Tainan City Government with a Resource Recycling Filing Award for timely and accurate resource recycling filing.
- Invested NT$14,202,838 in resources and obtaining permits required by legal regulations in 2025.
- Reduced waste generated from administrative office operations, including the reuse of waste paper for printing to reduce paper waste; reuse of envelopes used for inter-plant communication.

Strategic Objectives

Company policies or commitments to waste management

To reduce the environmental impact of its operating activities and implement the concept of a circular economy, the Company upholds the principles of source reduction, resource circulation, proper treatment, and continuous improvement. Based on these principles, the Company has established a comprehensive waste management system. Through process optimization, classification management, legal removal, and reuse measures, the Company ensures that waste treatment processes comply with regulatory requirements and reduces potential risks to the environment and society.

Short-term goals (1 year)

- Increase the accuracy rate of waste sorting to 100% and strengthen internal audits and training mechanisms.
- Maintain a 100% legal treatment rate for hazardous industrial waste.
- Maintain a record of zero major violations or penalties.

Medium and long-term goals (3-5 years)

- Invest in related fermentation liquid equipment to reduce waste.
- Evaluate the introduction of circular economy models to expand the opportunities for by-product reuse and cross-industry resource integration.
- Promote a waste reduction cooperation mechanism in the supply chain to reduce waste generated from raw materials and packaging materials, and continue moving toward the goals of waste reduction and maximum resource utilization.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

04 Sustainable Environmental Development

4.4 Circular Economy and Waste Management

4.4.1 Circular Economy

Syngen has been considering how to promote sustainable products to reduce the environmental and safety impacts generated during product manufacturing, production, and consumption. We evaluate different stages of the product life cycle, including the selection of raw materials, concept development, R&D, certification, production and manufacturing, warehousing and product transportation, marketing and promotion, use and service, and treatment, waste disposal, and circular reuse. In doing so, we manage to reduce the adverse impact of each stage on the environment and move towards a sustainable biotechnology industry.

Stage	Goal	Results
Raw material selection	Prioritize domestic suppliers and suppliers close to Taiwan; promote green procurement by prioritizing the procurement of materials, equipment, or supplies with eco-friendly labels.	All Company products have been sourced from eco-friendly materials promoted by the government and use materials that have a low impact on the environment.
Concept R&D	Integrate microbial fermentation technology to increase the added value of agricultural products and address the issue of agricultural oversupply.	Through locally sourced agricultural products and microbial fermentation technology, the Company has developed multiple products, such as Biozyme®, Synroja®, and Syncurcum®.
Production and manufacturing	• Increase the reuse of production waste. • Reduce the use of packaging materials.	• Fermentation liquid and diatomaceous earth are recycled and reused as raw materials for organic fertilizers and biogas power generation. • Reduced the use of shrink film.
Warehousing and product transportation	Increase the reuse of packaging materials.	Use of reused packaging materials and cardboard boxes.
Marketing and promotion	Develop and promote health foods that combine probiotic technology with locally sourced agricultural products in Taiwan to increase the added value of agricultural products.	Through locally sourced agricultural products and microbial fermentation technology, the Company has developed multiple products, such as Biozyme®, Synroja®, and Syncurcum®.
Waste disposal and circular reuse	• Increase the recycling and reuse of production waste. • Increase the reuse of packaging materials.	• Fermentation liquid and diatomaceous earth are recycled and reused as raw materials for organic fertilizers and biogas power generation. • Use of reused packaging materials and cardboard boxes.



Table of Contents
About the Report
Chairman's Message
01 Sustainable Management
02 Sustainable Governance
03 Producer Responsibility
04 Sustainable Environmental Development
05 Happy Workplace
06 Social Prosperity
07 Appendix

04 Sustainable Environmental Development

4.4 Circular Economy and Waste Management

4.4.2 Waste management

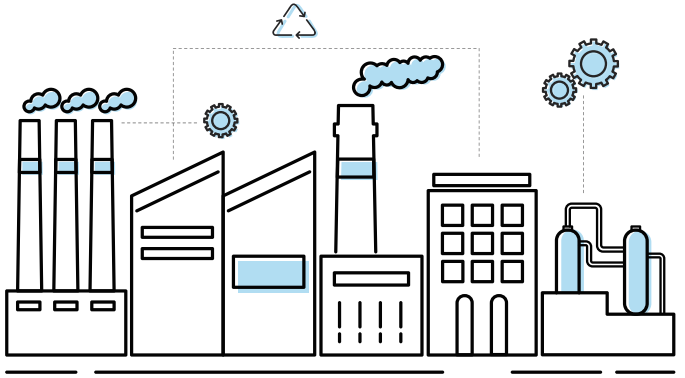
To reduce environmental impact and ensure that waste is effectively treated, Syngen manages waste in accordance with its Operating Procedures for Waste Disposal. Company waste is classified into general industrial waste and hazardous industrial waste. Waste management first focuses on waste reduction during processes, followed by the consideration of outsourced reuse or treatment. The Company carefully selects qualified waste removal and recycling service providers. All industrial waste is sorted and collected, then processed or reused by service providers approved by the Ministry of Environment. In 2025, the Company was recognized by the Environmental Protection Bureau of Tainan City Government with a Resource Recycling Filing Award for timely and accurate resource recycling filing. Additionally, we promote waste classification methods to employees through channels such as announcements and labeling to ensure that all employees understand and comply with waste management regulations.

Waste Treatment Over the Past Three Years

Unit: Tons

Category	Disposal Method	2023	2024	2025
General industrial waste	Reuse	281.250	294.684	210.824
	Incineration	153.832	175.426	180.402
	Others	100.688	57.644	136.836
Hazardous industrial waste	Incineration	40.690	59.020	27.430

Note: Data collected from Sinying Plant, Southern Taiwan Science Park Plant 1, Southern Taiwan Science Park Plant 2, and Yunlin Technology Industrial Park Plant.



Waste Reuse

Category	Purpose	Reuse Amount in 2025 (tons)	Reuse Ratio in 2025
Reuse of diatomaceous earth	Raw materials for organic fertilizers	42.99	100%
Reuse of fermentation liquid	Biogas power generation or raw materials for organic fertilizers	130.784	100%
Reuse of organic sludge	Substrate for planting	58.94	100%

Note: Organic sludge is classified as Category D general industrial waste in accordance with regulations. However, its treatment method is reuse and remanufacturing as a substrate for planting.



Table of Contents
About the Report
Chairman's Message
01 Sustainable Management
02 Sustainable Governance
03 Producer Responsibility
04 Sustainable Environmental Development
05 Happy Workplace
06 Social Prosperity
07 Appendix

04 Sustainable Environmental Development

4.5 Pollution Prevention and Management

The impact of climate change on air and water resources is increasingly prominent, posing more severe challenges for companies. Extreme weather events and climate change may worsen air quality, affecting employee health and productivity. At the same time, climate change may exacerbate water shortages and water pollution, having a direct impact on companies' production and supply chains. Under these circumstances, effective air pollution and water pollution controls become critical. Under feasible cost benefits, technologies, and finances, Syngen strives to minimize the adverse impacts on human health and the environment by adopting the best available pollution control technologies, ensuring we are prepared for these upcoming challenges, thus achieving a triple-win synergy across environmental, economic, and social aspects.

4.5.1 Air Pollution Management

The Company actively improves environmental quality through air pollution prevention equipment. Each plant regularly conducts maintenance and repair of environmental protection equipment to ensure the normal operation of key equipment. In addition, as volatile organic compounds (VOCs) are generated from the production process at the Sinying Plant, the plant has installed an activated carbon adsorption tower and a scrubber. The activated carbon adsorption tower adsorbs harmful gases and VOCs in the air, while the scrubber removes pollutants through chemical or physical methods. These measures help reduce air pollutant emissions, ensure that the plant's environmental indicators continue to comply with the air pollutant emission standards stipulated by the Ministry of Environment, and protect the surrounding community environment as well as employee health and safety. The Company was not subject to any penalties for violations of air pollution prevention regulations in 2025.

Air Pollutants by Site

Unit: kg

Category	Fiscal Year	Sinying Plant	Southern Taiwan Science Park Plant 1	Southern Taiwan Science Park Plant 2	Yunlin Technology Industrial Park Plant
NOx	2023	629.35	410.50	0	5.26
	2024	736.8	456.1	0	7.77
	2025	562.2	530.05	0	9.28
VOCs	2023	1,014.32	0	0	0
	2024	434.74	0	0	0
	2025	320.17	0	0	0

Note: The Southern Taiwan Science Park Plant 2 is used as a warehouse for the moment; relevant permits will be obtained based on future planning.

Air Pollution Controls

Controls

The Sinying Plant has installed air pollution prevention and control equipment, including an activated carbon tower and a scrubber.

Description

Activated carbon in the activated carbon adsorption tower is replaced regularly; Raschig rings in the scrubber are cleaned regularly.

Investment

NT$273,000/year

Effectiveness

Ensured the effective operation of prevention and control equipment, with air pollutant emissions continuously meeting standards. No penalties were imposed for violations of air pollution prevention regulations.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

04 Sustainable Environmental Development

4.5 Pollution Prevention and Management

4.5.2 Water stewardship

All Syngen's plants use water for processes and daily operations, fully sourced from tap water supplied by the Wushantou Reservoir and the Hushan Reservoir, with no use of any groundwater. Due to the high demand for industrial water, we use the World Resources Institute (WRI) Aqueduct Water Risk Atlas to assess the water stress and water risk of each operational site of to avoid operational impact from water shortages. The assessment results show that all water withdrawal sources for Syngen's operational sites are located in low-to-medium water-risk areas, indicating that no site is exposed to water risks. The total water consumption in 2025 was 103.052 million liters, a decrease of 4.741% compared to 2024. In the future, the Company will continue to plan water-saving measures, prioritize the replacement of water-saving devices, and increase wastewater recycling and reuse.

Water Source for Each Site

Operational Site	Water Use Structure	Water Source	Water Stress/Impact
Sinying Plant	Process water use/daily water use	Wushantou Reservoir	Non-water stress area; during dry seasons, water is supplied by water tankers or coordinated tap water from nearby factories.
Southern Taiwan Science Park Plant 1	Process water use/daily water use	Wushantou Reservoir	Non-water stress area.
Southern Taiwan Science Park Plant 2	Process water use/daily water use	Wushantou Reservoir	Non-water stress area.
Yunlin Technology Industrial Park Plant	Process water use/daily water use	Hushan Reservoir	Non-water stress area.

Water Resource Utilization

Unit: million liters

Fiscal Year	Tap Water Withdrawal	Total water withdrawn	Water Discharge	Water Consumption	Water Use Intensity
2023	87.824	87.824	60.466	27.358	0.04780
2024	108.181	108.181	81.086	27.095	0.05371
2025	103.052	103.052	73.717	29.335	0.04824

Note: 1. No groundwater is used at any Syngen's operational sites.
2. Water discharge: The Company's wastewater first undergoes preliminary treatment within the plant. It is then further treated by the parent company's wastewater treatment unit and by the wastewater treatment facilities of the industrial park's contracted wastewater treatment plant.
3. Water use intensity = Total actual water withdrawal/Revenue (in NT$ millions).

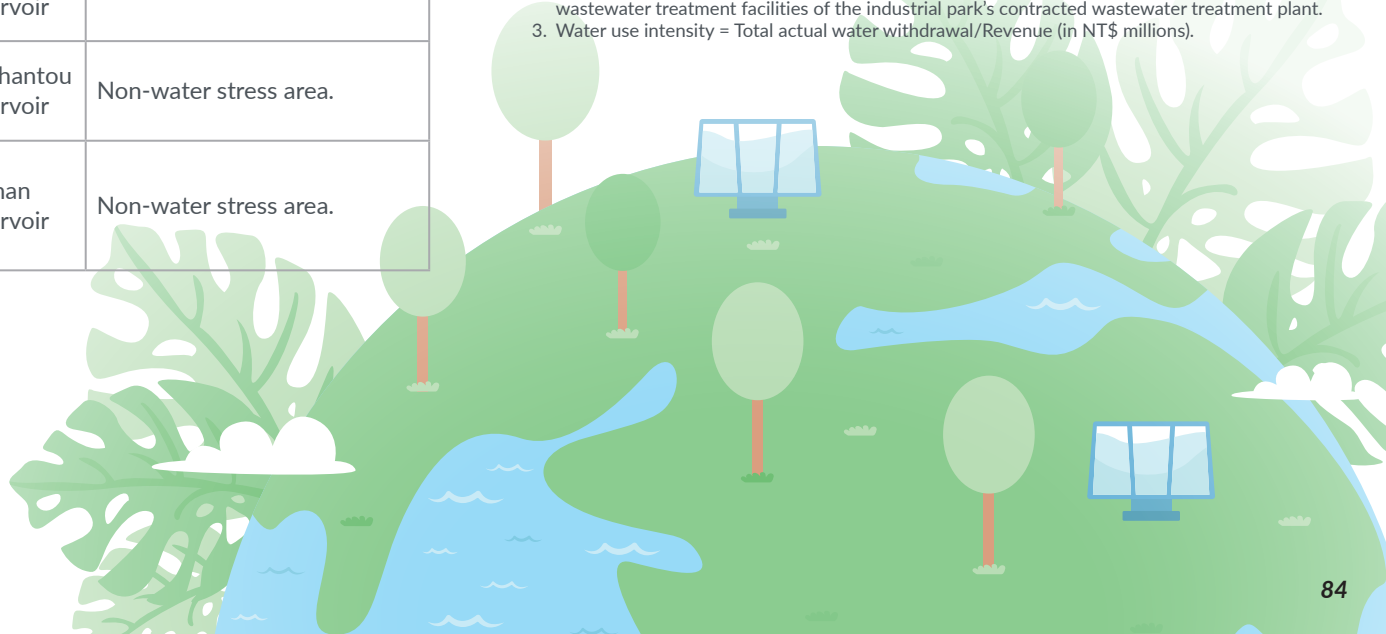


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

04 Sustainable Environmental Development

4.5 Pollution Prevention and Management

Wastewater Management

The wastewater generated by the Company undergoes preliminary treatment within the plant. It is then further treated by the parent company's wastewater treatment unit and by the wastewater treatment facilities of the industrial park's contracted wastewater treatment plant. The treated wastewater is ultimately discharged into the industrial park's sewage system. We have obtained a Water Pollution Prevention Permit in accordance with the law and conducts periodic inspections, maintenance, filing, and testing as required by the permit to ensure the legality of all wastewater discharges from the plant. Under strict control, all testing results of the discharged wastewater in 2025 were much lower than the regulatory standards and discharge limits, causing no impact on the ecological environment or water quality. No penalties for violating water resource-related regulations were incurred.

Water Conservation Action Plans

Syngen actively manages water resources and has implemented various water-saving measures in its plants, including replacing devices with water-saving ones, wastewater recycling, and steam heat recovery. Going forward, we will continue to strictly comply with laws and regulations, formulate water conservation measures and plans, and evaluate and set water conservation goals.

Effluent Testing Results

Plant	Item Tested	pH Value	Suspended Solids (mg/l)	Chemical Oxygen Demand (mg/l)	Biochemical Oxygen Demand (mg/l)	Fats (mg/l)	Water Temperature (°C)
Sinying Plant	Discharge limits in industrial zones	6~9	250	450	250	25	35~38
	2023	7.8	9.8	64.9	<2	3.5	31.5
	2024	8.3	15.5	31.1	<2	0.2	27.1
	2025	8.0	1.4	18.1	<1	6.6	31.8
Southern Taiwan Science Park Plant 1	Discharge limits in industrial zones	6~9	250	450	250	25	35~38
	2023	8.1	12.2	23.4	<2	0.5	30
	2024	7.8	<1.2	13.3	7.2	1.4	32.0
	2025	8.1	<1.2	58.5	32.6	0.5	33.7
Southern Taiwan Science Park Plant 2	Discharge limits in industrial zones	6~9	250	450	250	25	35~38
	2023	The plant is currently used as a warehouse; relevant operations will be performed based on future planning.					
	2024						
	2025						
Yunlin Technology Industrial Park Plant	Discharge limits in industrial zones	5~9	320	480	320	10	45
	2023	8.2	7.7	21.6	6.6	<0.5	27.6
	2024	7.8	2.1	9.4	3.5	3.3	26.7
	2025	7.7	2.8	14.1	1.9	ND	27.9

Water Conservation Action Plans

Water-saving Plan	Method	Plant	Results
Steam heat recovery	Steam condensate recovery	Sinying Plant	In 2025, boiler operations reduced tap water consumption by 989 tons.
		Southern Taiwan Science Park Plant 1	In 2025, boiler operations reduced tap water consumption by 1,262 tons.
Wastewater recycling	Food factories RO concentrated water	Sinying Plant	In 2025, cooling tower operations reduced tap water consumption by 1,358 tons.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.1 Talent Attraction and Retention

5.2 Talent Cultivation and Development

5.3 Occupational Health and Safety



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

Core Vision and Commitment

A happy workplace improves employee efficiency and engagement. Syngen creates a diverse and open organizational environment and supports employees' career development, ensuring that employees realize their personal values while achieving sustainable organizational development. We believe that only by growing together with employees can we realize corporate values and maintain stable profitability.

Through a variety of employee assistance programs, Syngen builds a friendly workplace. In the future, we will focus on employee training and development. Leveraging a friendly and inclusive work environment, we will offer diverse learning channels and resources to facilitate the growth of employee competencies alongside the Company's development, achieving a win-win outcome.

2025 Achievements and Performance

1. The Company's employee benefit expenditures exceeded NT$16.6 million, providing comprehensive support for employees
2. Continued to promote family-friendly workplace policies, with a one-year retention rate of 100% for female employees returning from parental leave in 2025
3. Organized health and overwork-prevention seminars, provided psychological counseling and stress-relief activities, and strengthened employees' physical and mental well-being



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

Material Topic: Talent Attraction and Retention

Actual and potential positive impacts on the economy, environment, and people Opportunities

Good compensation and benefits make it easier to recruit and retain employees, while also reducing turnover.

Actual and potential negative impacts on the economy, environment, and people Risks

Poor compensation and benefits can lead to increased turnover, difficulty in recruitment, and higher employee development costs.

Resources invested in 2025

- In 2025, the Company collaborated with Chung Hwa University of Medical Technology, National Pingtung University of Science and Technology, and Southern Taiwan University of Science and Technology, with a total of 29 students participating in internship programs.
- The Company also implemented care interviews for new employees to help them adapt to the workplace environment.
- In 2025, the Company's employee benefit expenditures exceeded NT$16.6 million, providing comprehensive support for employees.

Strategic Objectives

Company policies or commitments to talent attraction and retention

- The Company continues to strengthen talent attraction and retention mechanisms. Through diversified recruitment channels, such as industry-academia collaboration, government programs, and employment platforms, the Company expands its talent sources and enhances recruitment effectiveness.
- The Company values talent development, assisting employees in obtaining professional certifications. In addition to technical training, we also provide various training courses to enable employees to continuously pursue self-development.
- The Company attaches great importance to employees' physical and mental health as well as work-life balance, and provides a variety of welfare measures to create a healthy and friendly workplace environment.
- The Company will continue to optimize employee benefits and two-way communication. It will also regularly review talent development strategies and training systems to enhance employee satisfaction and employees' willingness to stay, thereby strengthening the stable development of the organization.

Short-term goals (1 year)

- Expand diversified recruitment channels, including campuses, government programs, and talent platforms, to improve talent recruitment efficiency.
- Plan and promote preparatory work for the introduction of Talent Quality Management System (TTQS) to establish an institutionalized training process.
- Optimize the Employee Assistance Program (EAP) to provide psychological and life support resources for employees.
- Continue to implement annual training programs to enhance employees' professional capabilities.
- Strengthen new employee care and adaptation mechanisms to improve the retention rate of new employees.

Medium and long-term goals (3-5 years)

- Establish a diversified and stable talent recruitment system, and strengthen industry-academia collaboration and talent pool management.
- Improve the talent cultivation system and build a career development mechanism.
- Fully adopt and optimize the TTQS to enhance the effectiveness of training.
- Deepen the employee care mechanism, including EAP, to create a healthy and friendly workplace environment and improve employee satisfaction and engagement.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.1 Talent Attraction and Retention

5.1.1 Employees

The Company strives to create a friendly workplace culture with diversity, equality, and inclusion, and implements diversity in employee composition and equality in remuneration, promotion, and development opportunities. The Company does not treat employees differently due to gender, age, race, nationality, religion, political stance, or disability. It also values the protection of employee rights and welfare and prevents employees from being subject to discrimination, harassment, or unequal treatment. We aim to provide employees with a safe and equitable workplace environment, ensuring that employees can fully demonstrate their expertise, continue to grow, and strengthen the talent foundation for organizational development.

Employee Composition

The Company has experienced rapid growth in recent years, with the number of employees increasing from 379 in 2021 to 576 in 2025, representing a 52% growth. Among them, 4 are part-time employees, 13 are contractors, and 2 are non-employee workers. Non-employee workers include dispatched personnel, security guards, engineering contractors, and outsourced contractors. Employee contract types are primarily full-time employees under indefinite-term contracts, accounting for 96.7% of total workforce. In 2025, the total number of employees of the Company was 576, in which 304 were female (approximately 52.8%), and 272 were male (approximately 47.2%). The overall gender structure was relatively balanced, with a slightly higher proportion of female employees.

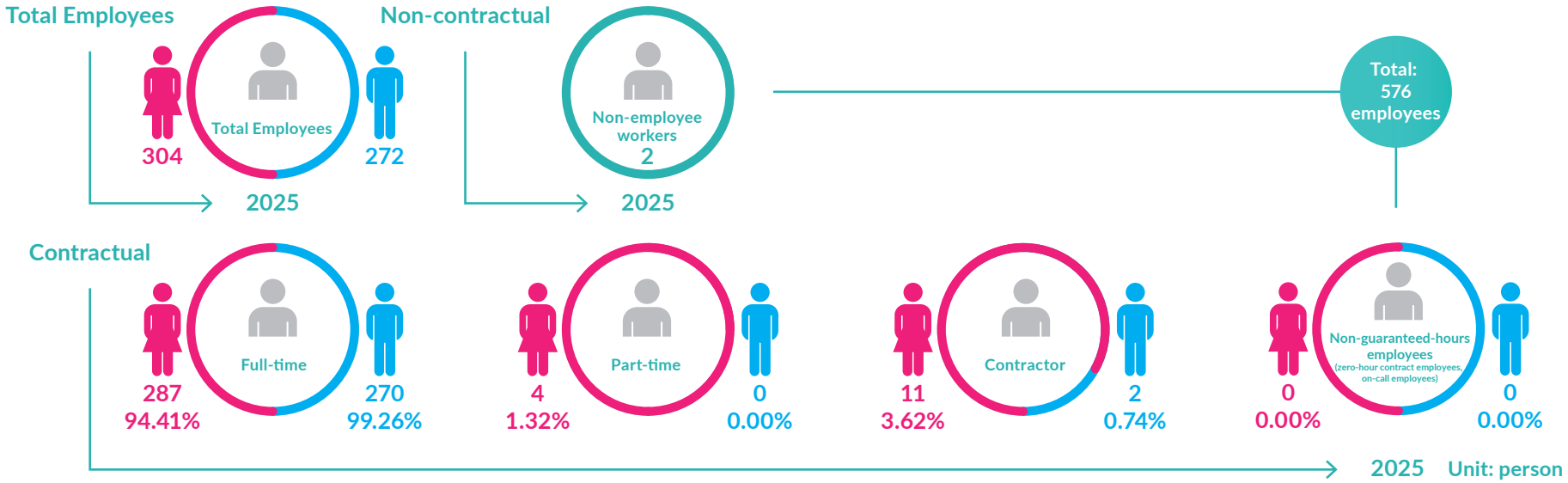


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

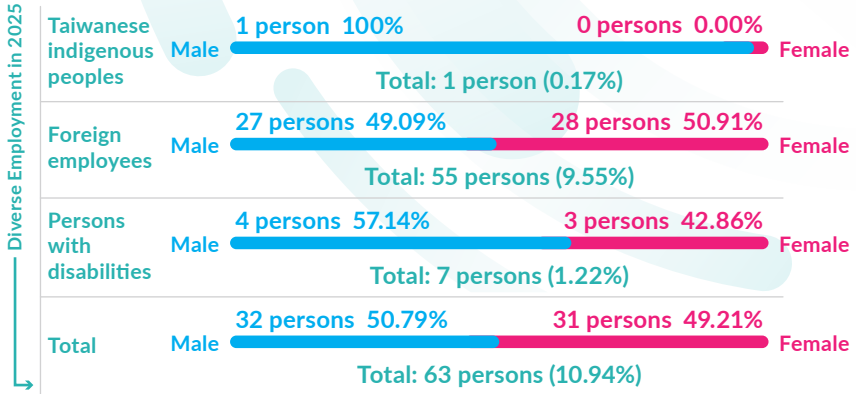
05 Happy Workplace

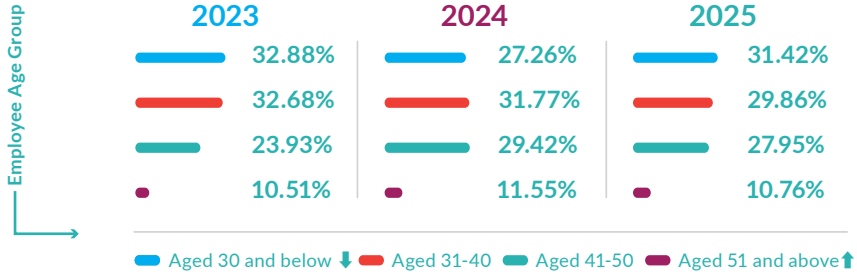
5.1 Talent Attraction and Retention

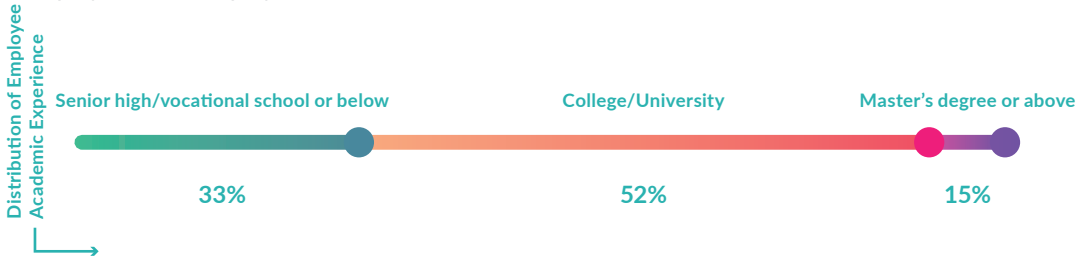
Diversity in Employment

Syngen is committed to improving employee diversity. In 2025, employees aged 30 and below accounted for 31.42%, while those aged 31–40 accounted for 29.86%. Together, young and mid-career employees accounted for more than 61% of the total workforce. Employees with junior college, university, and master's degrees accounted for 66.67% of total employees, which shows that the Company has successfully attracted outstanding talents from the younger generation during its operational expansion. We are happy to see the organizational structure being rejuvenated, injecting vitality and growth momentum into operational innovation and process optimization. At the same time, as the Company's workforce includes both senior professionals and young innovators, the Company attaches importance to cross-generational inclusion and exchanges, encouraging the practical experience of senior employees and the innovative thinking of the younger generation to inspire one another, in hopes of moving the Company towards sustainable growth. Compared to 2024, the average employee tenure steadily increased to 6.07 years, which shows the effectiveness of the Company's talent retention and development policies. Employee turnover remained relatively stable, and employees showed a willingness to grow together with the Company.

The number of Indigenous employees, foreign employees, and employees with disabilities hired by the Company has continued to increase. As of 2025, the Company had 55 foreign employees, with nationalities covering Southeast Asia, Indonesia, Vietnam, and other countries. The Company assists foreign employees in adapting to local life and integrating into the organization, and provides bilingual employment contracts to protect their rights. In addition, the Company has long hired Indigenous employees and employees with disabilities, providing job positions suited to their functional development and protecting the employment rights of disadvantaged groups. As of 2025, the Company had a total of 1 Indigenous employee and 7 employees with disabilities.







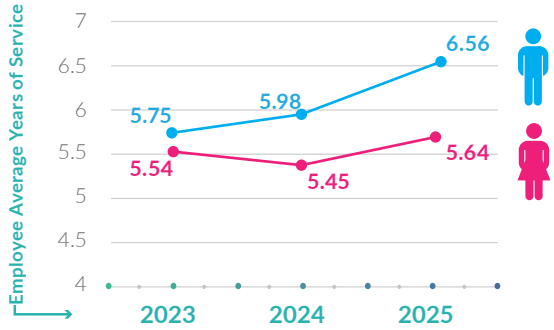


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

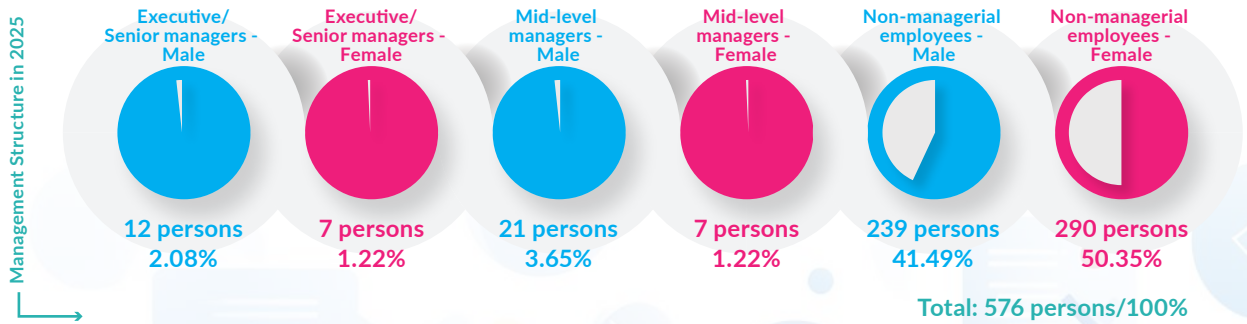
07 Appendix

05 Happy Workplace

5.1 Talent Attraction and Retention

Management Structure

In terms of managerial roles, the overall number of managers remained stable in 2025, accounting for 8.16% of the total workforce. Among them, the number of female mid-level managers has grown year by year, and the proportion of female executives/senior managers has also remained stable, demonstrating the effectiveness of the Company's promotion of gender equality and female leadership development. In its promotion policy, Syngen considers diverse factors and provides a comprehensive evaluation mechanism and opportunities for employee promotion, ensuring that talent is appointed based on merit and that employees are given development opportunities to realize their career goals and personal value. In the future, we will continue to focus on gender diversity issues in employee promotion to ensure the fairness and diversity in promotion channels.



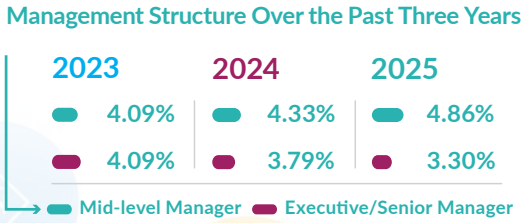




Table of Contents
About the Report
Chairman's Message
01 Sustainable Management
02 Sustainable Governance
03 Producer Responsibility
04 Sustainable Environmental Development
05 Happy Workplace
06 Social Prosperity
07 Appendix

05 Happy Workplace

5.1 Talent Attraction and Retention

5.1.2 Diverse Recruitment

Syngen recruits talent through fair and transparent channels, and provides all candidates with equal opportunities for competition and employment. The Company does not discriminate based on race, language, religion, gender, sexual orientation, or any other factor. It continues to select and recruit talent aligned with its corporate characteristics through more diversified recruitment channels and communication platforms. Since 2023, we have implemented the College Graduate Pre-employment Program, the Youth Employment Leadership Program, and the Industrial-Academy Program, expanding recruitment channels and accessing more diverse talent resources to develop a talent pipeline for future growth.

Public Platforms

We use domestic talent matching platforms such as 104 and 1111 as our main recruitment channels. Through real-time job opening updates and regular interactions with potential employees, we manage to increase Syngen's brand exposure while discovering potential talents.

In addition, during industry exhibitions, job fairs, and media events, we actively build a positive employer brand image for Syngen, creating a virtuous cycle that increases application rates and reduces recruitment costs.

Industry-academia collaboration

To bridge the industry-academia gap in Taiwan's biotechnology industry and cultivate professional biotechnology and health talents, the Company actively establishes collaboration with academic and educational institutions. In 2025, the Company collaborated with Chung Hwa University of Medical Technology, National Pingtung University of Science and Technology, and Southern Taiwan University of Science and Technology, with a total of 29 students participating in Syngen's internship program. Professors from the same schools also visited the Company for industry-academia exchanges.

Syngen continues strengthening its partnerships with educational institutions and promoting R&D via industry-academia cooperation to support young students in aligning their academic knowledge with industry demands, and to prepare them for adapting to the workplace. Upon graduation, they can directly join the Company, achieving the goal of translating their knowledge into real-world applications.

Partnering School	Duration	Collaboration Unit	Outcome
Chung Hwa University of Medical Technology	2025	Quality Assurance Department	Number of students converted to full-time employees at Syngen in 2025: National Pingtung University of Science and Technology: 1
National Pingtung University of Science and Technology		Production Department	
Southern Taiwan University of Science and Technology		R&D Department	

Note: The collaboration with Southern Taiwan University of Science and Technology is a four-year cooperation program from 2025 to 2028, with a total of 20 students participating in the internship program.





Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.1 Talent Attraction and Retention

5.1.2 Diverse Recruitment

New Hires and Turnover

The Company continues to optimize its workforce structure and steadily expand the scale of operations. As of 2025, the total number of employees reached 576, representing a steady growth trend. In 2024, the Company actively recruited employees to meet business development needs, with the new hire rate reaching 32.31%. By 2025, the new hire rate declined to 27.95%, while the overall turnover rate decreased from 25.99% to 23.96%. This shows that, after a period of rapid growth, the organization has gradually entered a stage of talent stabilization, and employee retention and adaptation mechanisms have continued to show positive results.

In terms of talent structure, the Company upholds a diverse and inclusive strategy. Among new employees in 2025, employees aged 30 and below were the main group, demonstrating the Company's commitment to the development of younger generations. At the same time, the number of new female employees was higher than that of male employees, reflecting the Company's continued efforts to create a gender-equal employment environment.

In managing employee mobility, the Company adheres to the principle of prudent recruitment and values employees' right to work and harmonious labor-management relations. In 2025, employee turnover was mainly concentrated among entry-level employees, with employees aged 30 and below constituting the primary turnover group. This may be due to challenges in workplace adaptation and a focus on career development opportunities. In response, the Company will continue to strengthen care for new employees, optimize welfare resources, and enhance career development. Furthermore, the turnover of female employees has significantly improved, while male turnover increased. This may be due to younger and mid-career employees attaching great importance to career development opportunities and family-related factors. The senior and mid-level management teams remained highly stable, with no involuntary turnover. This helps ensure the continuity of business strategies, strengthen internal governance mechanisms, and support product quality and regulatory compliance.

New Hire Rate and Employee Turnover Rate Over the Past Two Years

	2024		2025	
	New employees	Departed employees	New employees	Departed employees
Number of employees	179	144	161	138
Total number of employees at year-end	554		576	
% of total employees at year-end	32.31%	25.99%	27.95%	23.96%

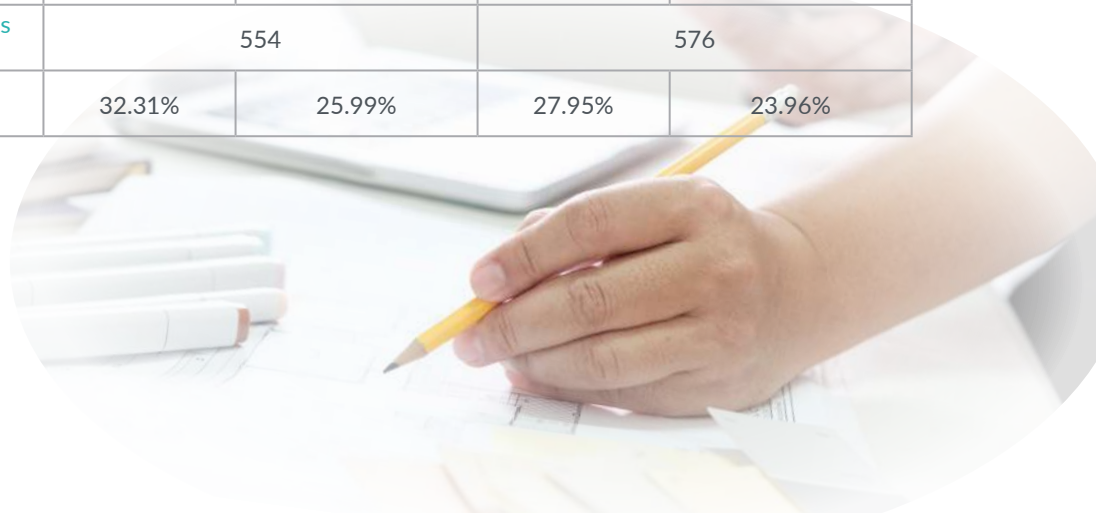


Table of Contents
About the Report
Chairman's Message
01 Sustainable Management
02 Sustainable Governance
03 Producer Responsibility
04 Sustainable Environmental Development
05 Happy Workplace
06 Social Prosperity
07 Appendix

05 Happy Workplace

5.1 Talent Attraction and Retention

New Hires Over the Past Two Years

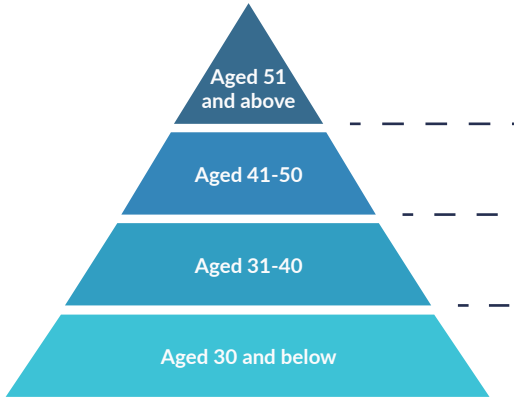


	2024			2025		
	Male ♂	Female ♀		Male ♂	Female ♀	
Aged 51 and above	1 person 0.18%	9 persons 1.62%	Total: Male♂ 73 persons 13.18%; Female♀ 106 persons 19.13%	1 persons 0.17%	2 persons 0.35%	Total: Male♂ 66 persons 11.46%; Female♀ 95 persons 16.49%
Aged 41-50	15 persons 2.71%	21 persons 3.79%		17 persons 2.95%	14 persons 2.43%	
Aged 31-40	18 persons 3.25%	29 persons 5.23%	Gender ratio: Male♂ 40.78%; Female♀ 59.22%	17 persons 2.95%	21 persons 3.65%	Gender ratio: Male♂ 40.99%; Female♀ 59.01%
Aged 30 and below	39 persons 7.04%	47 persons 8.48%		31 persons 5.38%	58 persons 10.07%	

New hire rate (%) = Number of new hires in each category/ Total number of employees at year-end

Gender ratio of new hires (%) = Number of new hires by gender/Total number of new hires

Employee Turnover Over the Past Two Years



	2024			2025		
	Male ♂	Female ♀		Male ♂	Female ♀	
Aged 51 and above	3 persons 0.54%	7 persons 1.26%	Total: Male♂ 57 persons 10.29%; Female♀ 87 persons 15.70%	3 persons 0.52%	3 persons 0.52%	Total: Male♂ 67 persons 11.63%; Female♀ 71 persons 12.33%
Aged 41-50	9 persons 1.62%	14 persons 2.53%		18 persons 3.13%	17 persons 2.95%	
Aged 31-40	11 persons 1.99%	25 persons 4.51%	Total: Male♂ 39.58%; Female♀ 60.42%	22 persons 3.82%	18 persons 3.13%	Total: Male♂ 48.55%; Female♀ 51.45%
Aged 30 and below	34 persons 6.14%	41 persons 7.40%		24 persons 4.17%	33 persons 5.73%	

Turnover rate (%) = Number of departures in each category/ Total number of employees at year-end

Gender ratio of departing employees (%) = Number of departures by gender/Total number of departures

Voluntary and Involuntary Turnover in 2025

Employee Type		Voluntary Turnover	Voluntary Turnover %	Involuntary Turnover	Involuntary Turnover %
Executive/ Senior managers	Personnel holding department head positions or higher	2	0.36%	0	0%
Mid-level managers	Personnel holding section manager positions or higher	1	0.18%	0	0%
General employees	Professionals	8	1.44%	2	0.36%
	Other personnel	118	21.22%	7	1.26%

Note:
1. President/executives/senior managers are defined as individuals who plan, lead, formulate policies, develop strategies, and determine general directions for the development and delivery of products or services for a company/organization within the scope approved by the Board of Directors or equivalent governing bodies.
2. Mid-level managers are defined as individuals who hold managerial positions but are not executives or senior managers, including those who supervise and guide the delivery of products, services, or job duties at the group, regional, or departmental level of the organization.
3. Professionals are defined as individuals who perform tasks that require a professional degree or certification.
4. All other employees are defined as employees not classified under the aforementioned categories.
5. Voluntary and involuntary turnover rate (%) = Number of voluntary or involuntary departures during the reporting period/Average number of employees during the reporting period. The average number of employees is calculated based on the average number of employees at the beginning and end of each month.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.1 Talent Attraction and Retention

5.1.3 Compensation and Benefits

Labor Rights

The Company is committed to safeguarding employees' basic human rights, complying with applicable labor laws and international human rights conventions, and adhering to domestic labor regulations. The Company strives to provide a safe, equal, and dignified working environment.

Implement human rights protection and practice diversity and equity

The Company upholds a zero-tolerance principle and strictly prohibits the employment of child labor and forced labor. In recruitment, remuneration, performance evaluation, and promotion systems, the Company adheres to fair and objective principles. No employee is subject to discrimination or differential treatment based on gender, age, race, religion, nationality, political stance, or physical or mental condition. Through the continuous promotion of diversity, equity, and inclusion policies, the Company actively fosters a corporate culture that respects individual differences and ensures that every employee has equal career development opportunities.

Ensure smooth communication channels to implement two-way dialogue

The Company has established diverse and transparent communication mechanisms to maintain harmonious labor-management relations. In addition to regular labor-management meetings to build consensus between employees and the employer, the Company has also established dedicated suggestion boxes and email channels. For workplace sexual harassment or illegal infringement, the Company has formulated prevention regulations and grievance handling procedures. The Company also commits to keeping the identity of complainants and the details of complaints strictly confidential, ensuring that employees can speak up without fear of any adverse consequences.

Create a safe workplace and strengthen employees' physical and mental health

We are committed to eliminating workplace violence and bullying and creating a friendly environment that supports both physical and psychological safety. The Company regularly conducts employee health examinations, occupational safety and health inspections, and continuous improvement of related health and safety measures. For female employees, the Company implements maternity health protection management and develops a comprehensive maternity-related support system, including maternity leave, unpaid parental leave, and all-round care programs for maternity employees.

Employee Performance

A comprehensive employee performance evaluation process ensures employee suitability for promotion and hiring. We regularly implement a performance evaluation system to ensure that every employee receives objective feedback on their career. Through goal setting at the end of each year, the Company's overall strategic direction is cascaded down to the goals of each department. Individual annual goals are then jointly established by supervisors and employees. Evaluation criteria are categorized by employee level (e.g., general employees, management, and designated personnel) and utilize tailored rating benchmarks. This ensures employees receive complete feedback necessary for their career planning.

Syngen uses performance reviews to evaluate employee performance, with the results serving as the basis for employee pay rise. Employee promotion is still evaluated and determined by department heads based on employees' daily performance.

Timeline	December of the Previous FY	July of the Current FY	December of the Current FY
Category	Goal setting	Mid-year preliminary review	Year-end final review
Criteria	**General employees:** Sense of responsibility, integrity, teamwork, communication and coordination, improvement mindset, safety awareness, compliance, attendance rate, abnormality reporting, work reporting, professional expertise evaluation		
	Managers or designated personnel: Planning and organization, execution, communication and coordination, departmental morale, level of cooperation, operational safety awareness, innovation, integrity, proactivity, foresight, adaptability, professional expertise evaluation		
	New hires: Employees with less than six months of service are still in the learning stage and not included in the evaluations		

Table of Contents
About the Report
Chairman's Message
01 Sustainable Management
02 Sustainable Governance
03 Producer Responsibility
04 Sustainable Environmental Development
05 Happy Workplace
06 Social Prosperity
07 Appendix

05 Happy Workplace

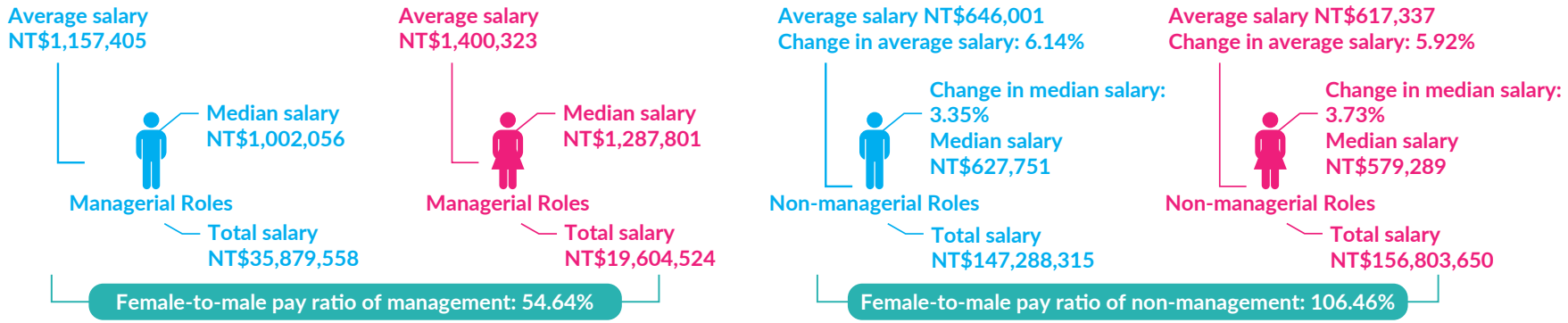
5.1 Talent Attraction and Retention

Employee Compensation

The Company implements the principles of equal pay for equal work and gender equality. Starting salaries and salary determination are based on professional competencies, market competitiveness, and overall performance. No differences are made based on gender, religion, race, or nationality.

In terms of the remuneration structure of the core management, based on the 2025 remuneration results, the median salary of female managers was not only comparable to that of male managers, but also demonstrated a substantial leader advantage. The median salary of female managers was more than 1.2 times that of male managers. This shows that the Company implements a capability- and performance-oriented policy in management promotion and salary determination.

For non-managerial roles (general employees), the median salary of male employees in 2025 was slightly higher than that of female employees, with the difference controlled at around 8%. This difference was mainly due to differences in production line shift structures and job characteristics. Some positions offering special technical allowances and night-shift rotation allowances, and requiring heavy physical labor are currently held by a relatively higher proportion of male employees. This reasonably contributed to minor fluctuations in the overall median salary.



Executive/Senior Management Compensation

Annual total compensation increase % of the organization's highest-paid individual	Median total compensation increase % of all employees (excluding the highest-paid individual)	Ratio of annual total compensation change
104.22%	103.99%	1.00

Annual total compensation for the organization's highest-paid individual	Median annual total compensation for all employees (excluding the highest-paid individual)	Annual total compensation ratio
NT$2,641,943	NT$618,602	4.27

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.1 Talent Attraction and Retention

Diverse Benefits

In addition to complying with the Labor Standards Act, Syngen provides employees with a comprehensive benefit system and are committed to creating a friendly workplace supporting mutual growth, inclusion, and sharing. The Company cares for employees' physical and mental health by providing a variety of competitive benefit measures that meet employees' needs.

In 2025, the Company's employee benefit expenditures exceeded NT$16.6 million. In terms of overall resource allocation, we place bonus and reward compensation at the core of our incentive system, including monthly performance bonuses and senior employee appreciation rewards, accounting for more than 30% of total benefit expenditures. Through a competitive bonus and reward mechanism, the Company fulfills its commitment to profit sharing and motivates team momentum.

Furthermore, we have invested more than 40% of our resources in areas such as monetary gifts and allowances, friendly workplace, and continuing education subsidies. To help employees address their care needs at different stages of life, we provide comprehensive support, ranging from monetary holiday gifts, wedding and funeral subsidies, and childbirth allowances to childcare formula subsidies. At the same time, considering long-term talent development, the Company allocates budgets for scholarships and other financial aids for employees and their children, as well as on-the-job continuing education resources. These measures serve as solid support for employees as they build families, raise children, and continue pursuing self-development.

In the face of high stress in modern life, we attach great importance to the mental and physical health of our employees. We continue to invest millions of New Taiwan dollars each year in annual health examinations and various insurance coverages that exceed regulatory requirements. In 2025, we particularly expanded resources for employee activities and health promotion. Through integrating club activities and health resources, the Company aims to help every employee maintain their best physical, mental, and emotional condition in a vibrant workplace.

Insurance and health promotion

Group insurance, overseas business travel insurance, annual health checkups

1,591,035

Bonuses and rewards

Monthly performance bonus, bonus for proposing suggestions, senior employee appreciation rewards

5,517,242

Friendly workplace

Lactation rooms, exclusive childcare center discounts, gyms, housing allowance, and infant formula subsidies

126,360

Unit: NT$

Monetary gifts and allowances

Monetary gifts for three major holidays and birthday, wedding/funeral allowances, monetary support for employees suffering from injury or illness, monetary gifts for home purchase, and maternity allowance

5,962,367

Continuing education subsidies

Financial aid for on-the-job education, language training subsidies, scholarships for employees and their children

716,000

Employee activities

Year-end activities, annual family day, club activity subsidies, and employee travel

2,725,371

Total expenditures on employee benefits

16,638,375

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.1 Talent Attraction and Retention

Employee Retirement Plan

Labor Standards Act

Pension base and average salary calculations are handled in accordance with the Labor Standards Act. The Company allocates 2% of total monthly salaries to the pension fund, deposited under the Supervisory Committee of Labor Retirement Reserve account at the Bank of Taiwan. Withdrawals are also handled in accordance with the Labor Standards Act.

Labor Pension Act

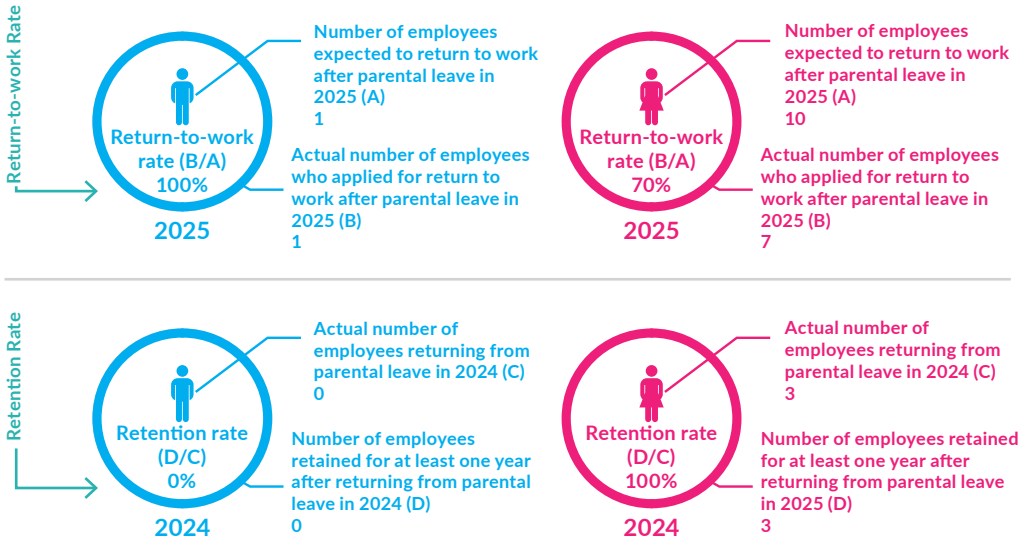
The Company contributes 6% of each employee's monthly salary to their individual pension account, which is overseen by the Bureau of Labor Insurance. Pension payments are disbursed, based on the account's balance and accrued earnings, as either a monthly pension or a one-time lump sum payment.

Employees upon retirement are honored with a retirement medal, expressing Syngen's gratitude for their service.

Childcare Support

Supporting employees in balancing career development and family life is key to the Company's implementation of diversity, equity, inclusion, and talent retention. We provide childcare subsidies, formula subsidies, and lactation room facilities to create a workplace where employees feel secure in getting married, having children, and applying for parental leave.

In recent years, the Company has continued to optimize its friendly workplace mechanism, and the proportion of employees applying for unpaid parental leave has increased. At the same time, we also encourage male employees to participate in family care. Over the past two years, the return-to-work rate of male employees after parental leave reached 100%. In addition, returning to the workplace after parental leave is a major challenge for employees. To this end, the Company not only maintains communication with employees during their parental leave, but also provides them with work transition support and psychological assistance after they return to work. Although a small number of employees were unable to return to work in 2025 due to personal family and career planning, thanks to the Company's internal support, the retention rate of female employees retained for at least one year following return to work has reached 100% for three consecutive years from 2023 to 2025. Looking ahead, we will continue to optimize our maternity and family care measures, aiming to become the strongest support for every employee at each stage of life.



Note:
Return-to-work rate = Actual number of employees returning to work in the reporting year/ Number of employees expected to return to work in the reporting year
Retention rate = Number of employees retained for at least one year following return to work in the prior reporting year/ Number of employees returned to work in the prior reporting year

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.1 Talent Attraction and Retention

5.1.4 Employee Communication

Employee Communication

Transparent and smooth two-way communication is the cornerstone of a company's continuous improvement. Upholding the principles of two-way communication, active listening, and confidential grievance handling, we provide diverse communication channels to ensure that employees' voices are properly responded to. Regarding daily labor-management relations, the Company convenes labor-management meetings every quarter to discuss and address employee-related matters. For new employees, the Company conducts care interviews to help them adapt to the workplace. In addition, the Company implements a proposal improvement mechanism and grants rewards to encourage entry-level employees to submit optimization suggestions for operational and quality processes, thereby continuously driving organizational improvement and innovation.

Dual-Track Communication Mechanism: General Opinion Feedback and Major Grievance Reporting

Suggestion box management	The Company has established physical suggestion boxes and email channels in plant sites. These are processed weekly by the Audit Office. Employees are encouraged to propose opinions and constructive proposals on daily operations, the working environment, and other areas, thereby driving continuous organizational improvement.
Major grievance channel	Employees can report any major incidents involving workplace equality, sexual harassment, workplace violence, or violations of integrity governance through the dedicated grievance mailbox. Reports are automatically sent to the head of audit, president, and chairperson, ensuring that grievance cases reach the highest management level. This mechanism effectively fulfills the Company's commitment to a zero-tolerance human rights policy. In addition, we maintain absolute confidentiality of the complainant's personal information and implements the non-retaliation principle. Investigation results are transparently communicated to the parties concerned. If there are any doubts or concerns, employees are granted the right to raise objections to ensure fairness and comprehensiveness in the handling process.

Communication Channel	General feedback (suggestion box management)	Material grievance reporting (exclusive grievance channel)
Purpose	Encourage suggestions and promote continuous improvement. Collect suggestions from employees on daily operations, work environment, and benefit systems to improve work efficiency and environmental quality.	Protect human rights and implement a zero-tolerance policy. Report major illegal incidents involving workplace equality, inappropriate discrimination, workplace violence, sexual harassment, or violations of integrity governance.
Communication Channel	1. Physical suggestion box at plant sites 2. Electronic suggestion box	Dedicated grievance email
Acceptance and handling level	Managed by the dedicated audit unit, which opens and processes submissions every Friday.	Grievance emails are automatically sent to the responsible unit and responsible supervisors, ensuring that cases reach the highest management level directly.
Handling Principles	The Company will not accept content involving malicious personal attacks or abusive language to maintain communication quality.	The Company initiates a special investigation team in accordance with the Sexual Harassment Prevention Regulations and the Workplace Illegal Infringement Regulations to verify facts and strictly prevent unlawful conduct.
Protection and response mechanism	1. Principle of absolute confidentiality and non-retaliation: The Company strictly commits to keeping the personal information and details of employees who submit suggestions or grievances absolutely confidential, protecting them from any form of retaliation. 2. Transparency response and right of objection: Investigation and handling results are communicated to the parties concerned through in-person meetings or announcements. If employees have doubts or concerns regarding the response, they have the right to raise objections again, ensuring fairness and comprehensiveness in case handling.	
2025 Implementation results	1. Received 1 piece of feedback related to employee benefits. 2. Granted rewards for 3 improvement proposals.	No sexual harassment-related grievance reports were received.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.1 Talent Attraction and Retention

Employee Satisfaction

The focus of employee satisfaction management lies not only in collecting feedback, but also in providing concrete responses and driving continuous improvement. After conducting a comprehensive employee satisfaction survey at the Yunlin Technology Industrial Park Plant in 2024, employees gave highly positive feedback in areas such as Peer Support, A Comfortable and Safe Environment, and Communication and Interaction. In 2025, the Company referred to employee feedback and implemented corresponding improvements.

The management team actively launched optimization actions in response to the potential needs identified in the previous survey. We invested resources in upgrading the work environment and optimizing cross-departmental communication mechanisms, and continue to collect employee opinions through diverse and regular communication channels, including new employee care interviews, labor-management meetings, and reward mechanisms for improvement proposals. In the future, the Company will adopt a dual-track mechanism combining periodic questionnaires with regular two-way dialogue, continuing to create a friendly and happy workplace that supports transparent communication.



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.2 Talent Cultivation and Development

5.2.1 Talent Training Management

In the face of fierce market competition, declining birth rates, and labor shortages, effectively managing and retaining talent has become essential for businesses. Talent cultivation is one of the keys to talent retention. We invest education and training resources to establish departmental talent cultivation mechanisms. Syngen's talent development framework is divided into professional competencies and management competencies. Training plans are prepared each year and cover pre-employment training for new hires, on-the-job training for full-time employees, and specialized training for technical personnel. Internally, the Company has established an Employee Training Operating Procedures. Each year, internal and external training is carried out according to the annual training plan, providing employees with the skills and information they need to perform their duties. Training courses are also designed according to employees' job grade.

To ensure the precise allocation of training resources, the Company has initiated the preliminary introduction of the TTQS. We first identify training needs, arrange corresponding courses, and then continuously optimize training quality through post-course questionnaire feedback and training needs re-evaluation, ensuring that each training program contributes to organizational effectiveness.

We have developed three major training directions according to different job grades and professional needs. In addition, the Company encourages diversified and cross-disciplinary development and has set up a transparent job rotation mechanism to encourage employees to voluntarily apply for cross-departmental rotations to gain insights into the work of different units and develop into well-rounded talents with cross-departmental collaboration capabilities.

General Education Training

Leveraging an e-learning digital learning platform, the Company provides SOP and regulatory general education courses that are not limited by time or location, improving the training efficiency and completion rate of new employees and general employees.

Professional Competency Training

For professional technical units such as quality control, production, and research and development, the Company continues to deepen training in areas such as GMP regulations, food safety, and technical expertise, aiming to strengthen the Company's core competitiveness in the industry.

Management Competency Training

For supervisors at all levels, the Company plans courses on labor laws and regulations, practical interview skills, and effective communication, aiming to continuously strengthen the leadership team's legal compliance governance and leadership capabilities.

New Hires	HR arranges general regulatory and general knowledge training and each department provides follow-up professional training.
Mid-level Manager	Required to attend at least two internal or external training sessions (not limited to managerial competencies) per year.
Executive/ Senior Manager	Required to attend at least one managerial-competency training session per year.

Pre-training 01 — Questionnaire surveys by HR for analysis

During training 02 — HR arranges courses based on analysis results

Post-training 03 — Collect questionnaire responses

04 — Revisit employee feedback to refine courses and ensure they better meet needs

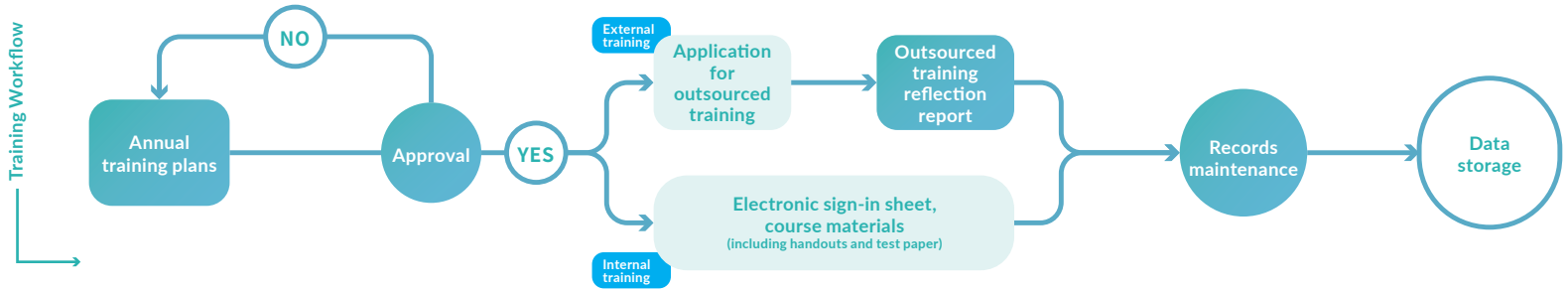


Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

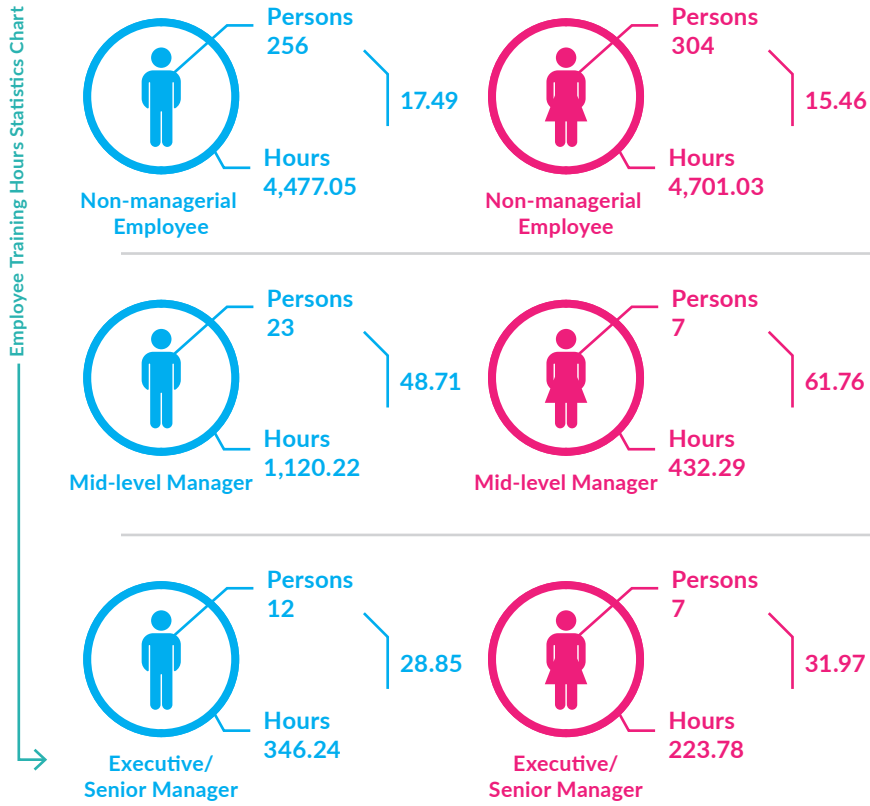
07 Appendix

05 Happy Workplace

5.2 Talent Cultivation and Development

5.2.2 Talent Training Achievements

In recent years, the Company has significantly increased its investment in education and training resources, and integrated internal and external training systems to ensure that employees at all levels have access to professional knowledge and technologies that keep up with the times. For the biotechnology and food industry, quality management is our top priority. Therefore, we continue to deepen employees' core GMP competencies by arranging GMP and quality safety-related courses to strengthen food safety management. In 2025, the Company's total training hours for GMP-related courses accumulated to more than 1,325 hours. Through intensive regulatory and practical training, the Company ensures that every production and quality control employee internalizes quality awareness as part of daily operating standards.



Total	
Persons	560
Hours	9,178.08
Average hours per person	16.39

Total	
Persons	30
Hours	1,552.51
Average hours per person	51.75

Total	
Persons	19
Hours	570.02
Average hours per person	30.00

Course Description	Course Hours	Persons Trained
Internal training		
GMP courses	1,253 hours	509 persons
General courses	9,042 hours	606 persons
Expenditures on internal training	NT$289,780	
External training		
GMP courses	72 hours	9 persons
General courses	498 hours	42 persons
Certification-related courses	439 hours	43 persons
Expenditures on external training	NT$231,050	
Total training expenditures	NT$520,830	

Table of Contents
About the Report
Chairman's Message
01 Sustainable Management
02 Sustainable Governance
03 Producer Responsibility
04 Sustainable Environmental Development
05 Happy Workplace
06 Social Prosperity
07 Appendix

05 Happy Workplace

5.3 Occupational Health and Safety

Material Topic: Occupational Health and Safety

Actual and potential positive impacts on the economy, environment, and people Opportunities

Protect the health and safety of employees and contractors; provide a safe working environment so personnel can work free from safety concerns.

Actual and potential negative impacts on the economy, environment, and people Risks

Occupational accidents, work-related injuries, and environmental incidents may lead to personnel and property losses and reputational damage. Furthermore, depending on the severity of the circumstances, these incidents may also trigger audits by competent authorities.

Resources invested in 2025

- Strengthened site inspections to reduce occupational injury rates.
- Installed new AEDs and strengthened CPR training at the premises to ensure workplace safety.
- Organized health and overwork hazard seminars, provide psychological counseling and stress relief activities to strengthen employees' physical and mental health.
- Conducted employee health examinations.
- Optimized the nutrition of group meals, increasing employees' intake of whole grains, fruits, and vegetables.

Strategic Objectives

Company policies or commitments to occupational health and safety

- The Company is committed to refining its occupational safety and health management, implementing environmental and equipment inspections, and enhancing risk management. Through training and drills, the Company enhances employees' risk awareness and shapes a safety culture, aiming to protect the health and safety of employees and contractors, provide a safe working environment, and enable all employees and workers to work with peace of mind.

Short-term goals (1 year)

- Compliance audit rate: 100%.
- Hazard identification and risk improvement rate: 100%.
- Employee occupational safety and health training completion rate: 100%.
- Employee health examination completion rate: 100%.

Medium and long-term goals (3-5 years)

- Ensure that regulations and operating procedures of each plant are updated in line with the latest laws and regulations.
- Identify high-risk areas in advance through on-site inspections and achieve the goal of zero accidents.
- Obtain the Accredited Healthy Workplace - Health Promotion Badge.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.3 Occupational Health and Safety

5.3.1 Occupational Safety and Health Committee

The Company has established an Occupational Safety and Health Committee as the highest decision-making and consultation platform for the Company's occupational safety and health. Meetings are held quarterly to discuss occupational safety and health issues and report implementation results. The Committee consists of 28 members is chaired by the President. The executive secretary is served by dedicated occupational safety and health personnel to ensure that management plans are effectively implemented at operational sites. In addition to department heads, the Committee also includes 11 labor representatives, accounting for almost 40% of all Committee members, ensuring that all decisions are made to fully incorporate feedback from entry-level employees and protect employee rights and interests. The Committee held 4 meetings in 2025. Discussion topics included recommendations on occupational safety policies, review of management plans, and review of management matters.

With the goal of zero injuries and zero accidents as the goal of sustainable operation, the Company ensures that internal regulations and working environment measurement data comply with the latest regulatory standards through real-time monitoring of changes in labor laws and regulations. The Company has also established a transparent and equitable dialogue mechanism, encouraging employees to provide concrete improvement suggestions regarding on-site hazard identification and safety protection. In addition, the Committee is responsible for supervising the quality of the implementation of various preventive measures, including promoting systematic automatic inspections, implementing tiered health management based on employee health examination results, and providing individual care and support.

Committee	Member	Responsibilities
Chairperson	President	Supervise the operation of all tasks of the Occupational Safety and Health Committee
Executive Secretary	Occupational Safety Office	Formulate, plan, and promote occupational safety and health management, and guide and supervise the implementation of related departments
Committee members	Department heads	Supervise their respective execution units in implementing safety and health management matters
	Labor representatives	Participate in the Occupational Safety and Health Committee meetings and discuss various safety and health issues

Agenda Items Discussed in 2025

1	Proposal of suggestions for revising the Company's OSH policies.	6	Discussion on preventive measures for machinery, equipment, raw material, and material hazards.
2	Coordination and recommendations for the OSH Self-management Plan.	7	Discussion on occupational accident investigation reports.
3	Review of the implementation plan for safety and health training.	8	Evaluate onsite safety and health management performance.
4	Review of health management and health promotion matters.	9	Discussion on safety and health management matters for contract/ outsourced business.
5	Review of self-inspections and environmental, safety, and health audits of all departments.	10	Other matters related to environmental management and OSH management.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.3 Occupational Health and Safety

5.3.2 Occupational Safety and Health Management

Upholding the management philosophy of "Safety First and Prevention-Oriented," Syngen has introduced the PDCA (Plan–Do–Check–Act) mechanism, integrating hazard identification and source management, emergency response and immediate reporting, and root cause analysis with follow-up corrective actions to build a workplace safety protection network to ensure a safe and stable working environment.

Hazard Identification and Source Management (Plan & Do)

Chemical classification management	Implement classification management for various chemicals used within its facilities and provide multilingual labels to ensure that foreign employees can accurately identify sources of hazards.
On-site hazard audits	During the year, the Company conducted 5 hazard identification audits. Among them, there were 0 unacceptable risks, and all improvement cases were fully completed, achieving a 100% completion rate. By implementing classification management and continuous follow-up, we are committed to minimizing potential hazards and ensuring a healthy and safe working environment for employees.

Emergency Response and Immediate Reporting (Check)

Immediate response procedures	In the event of an accident, the Company immediately activates the golden response process. On-site first-aid personnel carry out emergency handling and send injured personnel to the hospital as needed. At the same time, the scene is cordoned off to prevent secondary disasters.
Tiered reporting system	The Company has clearly stipulated that department heads must notify the occupational safety unit orally or by email within 8 hours, ensuring that management can stay informed of relevant information and activate necessary support.

Root Cause Analysis and Follow-Up Corrective Actions (Act)

Source investigation	For audit abnormalities or near-miss incidents, the Company initiates root cause analysis within 3 days to clarify whether the cases are due to equipment defects, environmental factors, or procedural gaps.
Corrective action implementation	Based on the analysis results, the Company implements hardware enhancements (e.g., installation of sensing fences and emergency stop interlock devices) and revises SOPs accordingly.
Performance transformation	The Company regularly reviews the effectiveness of improvements at each plant site and transforms optimization cases into standard education and training materials. By passing on safety management experience, the Company continues advancing toward the sustainable management goal of zero occupational accidents.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.3 Occupational Health and Safety

Contractor Management

To ensure the safety and health of contractors, Syngen's employees, and society, the Company implements systematic management of contractors performing onsite operations. Contractors are required to sign the Safety, Health, and Environmental Standards Guarantee Letter and the Safety, Health, and Environmental Management Regulations. Prior to construction, the Company enters into an agreement with contractors and provides hazard notifications and training. The parties involved jointly discuss construction processes and safety protection measures. During the construction period, the Company performs irregularly inspections of contractor operations to reduce operational risks.

Electronic Systematic Management

In 2021, the Company officially launched the Electronic Contractor Management System. Through systematic workflows, the Company manages contractor entry and on-site operations, ensuring that every construction worker possesses the required legal qualifications and safety protection capabilities.

Prior Review of High-Risk Operations

In terms of construction safety, we have adopted an application and approval system. All high-risk or special operations must be applied for in advance. Construction may only proceed after strict review of operating procedures and safety protection measures. In addition, safety awareness and communication are conducted through pre-construction meetings before construction to ensure that construction methods comply with safety requirements.

Irregular Inspections and Immediate Improvements

To strengthen onsite supervision, we have established an irregular onsite inspection system. In 2025, there were a total of 438 contractor construction projects, in which there were a total of 61 high-risk and special operations. If any violations are found during inspections, we uphold a zero-tolerance approach and require contractors to implement immediate corrective actions in accordance with the Contractor Management Regulations, ensuring construction safety.

Contractor Entry and Construction Process

Contracting & signing → Contractor hazard notification and training → Construction application → Pre-entry inspection → Hazard notification on the day of work → Construction safety supervision → Contractor audit

2025 High-Risk/ Special Operations Statistics

Hot work in general areas	24 cases
Lifting operations	32 cases
Elevated work above 5 meters	2 cases
Confined space operations	3 cases

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.3 Occupational Health and Safety

Work-related Injuries

Metric	Employees	Non-employees	Total
Number of Disabling Injuries	7	0	7
Number of Days Lost	132	0	132
Number of Days Absent (sick leave + personal leave)	0	0	0
Total Number of Work-related Ill Health	0	0	0
Number of Fatalities in the Reporting Year	0	0	0
Number of High-consequence Work-related Injuries (Severe: injuries resulting in inability to return to pre-injury condition within six months; excluding fatalities)	0	0	0
Number of Recordable Work-related Injuries in the Reporting Year	0	0	0
Total Hours Worked	991,992	624	992,616
Injury Rate (IR) = (Number of disabling injuries/Total hours worked)*200,000	1.41	0.00	1.41
Occupational Disease Rate (ODR) = (Total work-related diseases/Total hours worked)*200,000	0.00	0.00	0.00
Lost Day Rate (LDR) = (Number of days lost/Total hours worked)*200,000	26.61	0.00	26.59
Absenteeism Rate (AR) = (Number of days absent/Total hours worked)*100%	0.00	0.00	0.00
Disabling Injury Frequency Rate (FR) = (Number of disabling injuries*106)/Total hours worked	7.06	0.00	7.05
Disabling Injury Severity Rate (SR) = (Number of days lost*106)/Total hours worked	133.07	0.00	132.98

Note:
1. High-consequence work-related injury refers to a work-related injury that results in death, or that causes workers to be unable or difficult to return to their pre-injury health condition within six months.
2. Recordable work-related injury or ill health refers to a work-related injury or ill health that results in any of the following: death, away from work, restricted work duties or job transfer, medical treatment beyond first aid, loss of consciousness, or a major injury or illnesses diagnosed by a doctor or other licensed healthcare professional (even if not resulting in death, away from work, restricted work duties or job transfer, medical treatment beyond first aid, and loss of consciousness).

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.3 Occupational Health and Safety

5.3.3 Occupational Safety Culture

Syngen arranged OSH courses based on workplace hazard assessments. Courses conducted in 2025 included general health training, first aid training, fire drills, tobacco hazard prevention training, and illegal infringement prevention training. A total of 1,279 employees received the training, totaling 3,025 training hours completed. We manage to strengthen employees' safety awareness and concepts through preventive training and employee self-protection courses.

Course Name	Persons Trained	Training Hours
General health and safety training (including chemical education and training)	515	515
Fire prevention training	550	2,296
First aid training	64	64
Ergonomics and musculoskeletal injury prevention training	54	54
Training on illegal infringement prevention	36	36
Workplace health - Stress relief course	60	60
Total	1,279	3,025

Fire prevention training

The Company improves disaster prevention and response abilities through fire prevention training held twice a year to safeguard the lives and safety of employees and protect the Company's property.



First aid training

We conducted emergency response training at the premises, including patient transport, bandaging, bleeding control, and blood pressure measurement, to improve employees' emergency response abilities.



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.3 Occupational Health and Safety

Training on workplace illegal infringement prevention

To help employees clearly understand the types and prevention methods of workplace illegal infringement, a psychological counseling instructor was engaged to deliver hands-on courses to reduce hazardous risk factors caused by human factors.



Ergonomics and musculoskeletal injury prevention training

To promote employee health and well-being of the Company's employees, the Company arranged professional instructors to conduct ergonomics and musculoskeletal courses, helping reduce hazard risk factors caused by ergonomic and musculoskeletal issues.



Workplace health - Stress relief course

To help employees manage their stress and strengthen physical and mental adjustment skills, the Company arranged professional instructors to conduct in-person muscle relaxation practical training courses to reduce physical and mental fatigue and related risk factors caused by long-term tension.



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

05 Happy Workplace

5.3 Occupational Health and Safety

5.3.4 Workplace Health Care

Syngen attaches great importance to employees' work-life balance, striving to create a friendly work environment that alleviates employees' physical and mental stress while supporting their family responsibilities. We organize various employee events to create a friendly workplace environment, enhance relationships among employees, and strengthen team cohesion. We aim to create a worry-free workplace, enabling employees to maximize productivity while maintaining a harmonious family life.

Category	Description
Employee health consultation	1. Provide annual health checkups for all employees, regardless of age, a benefit that exceeds statutory requirements. 2. Enter into contracts with designated physicians to provide employee health care. 3. Engage occupational health nurses to implement relevant health policies.
Employee health examinations	The Company arranges annual health checkups for its employees, with the results serving as the basis for implementing health classification management, tracking abnormalities, and providing health consultations. In 2025, we provided subsidies to 526 employees for health checkups. In 2025, a total of 12 on-site consultations with physicians were conducted, with each session lasting 3 hours, totaling 36 hours.
Fitness and exercise coaching	The Company invites fitness coaches every week to conduct fitness and aerobic exercise sessions.
Gym access	The Company has established a gym and provides fitness facilities free of charge for employees to use, helping improve employees' physical health.
Employee group meals	The Company regularly provides DGI meals or fruit to increase employees' intake of whole grains, fruits, and vegetables.
Maternal health protection management	1. The Company promotes maternal health protection measures and has set up lactation rooms, equipped with beds, sofa chairs, refrigerators, and closets, for female employees. These facilities provide employees with a friendly and comfortable workplace environment. 2. Maternal health education is delivered to pregnant and postpartum employees. Consultations are conducted through telephone or in person, lasting approximately 1-2 hours each, covering work-related issues and personal concerns. Occupational nurses compile relevant documents according to standard operating procedures and consultation topics, and submit them to onsite physicians for risk assessment. Follow-up actions are based on individual employee's assessed risk level. In 2025, a total of 4 female employees received maternal healthcare services.
Blood donation campaigns	The campaigns support blood circulation and metabolism, reduce cardiovascular disease risks, and achieve the goal of helping both others and oneself.

Employee Assistance Program (EAP)

Syngen's EAP is designed to target three aspects: work, life, and psychological well-being. The work-related aspect covers employees' workplace issues and retirement planning. Life-related support includes employee health, family life, daily communication, and long-term care issues. Psychological support covers employees' interpersonal relationships, stress, and emotional issues. The EAP provides comprehensive assistance through a wide range of services, extending from workplace and daily life matters to mental well-being, thereby ensuring employee health and safety.

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

06 Social Prosperity



6.1 Tai Kang Zone

6.2 Social Welfare

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

06 Social Prosperity

Core Vision and Commitment

Facilitating local prosperity contributes to the growth of companies. Syngen regards local communities as key stakeholders. The shared development of communities and society has always been one of the issues of concern for the Company. For many years, we have been paying attention to local agricultural development and environmental protection issues. To further promote organic farming and healthy vegetable diets, we integrate the Company's business scope with social welfare efforts to create a unique community ecosystem. Revolving around the Tai Kang Zone, we integrate Syngen's biotechnology, technologies, and partnerships to address issues such as residents' agricultural product stagnation.

In the future, we will focus more on the positioning and operation of the zone to formulate investment plans. We will incorporate more diverse agri-food education programs, health seminars, and hands-on experiences to deepen engagement with local communities. We firmly believe that only by expanding our operations to the community ecosystem can we truly realize the value of social sustainability.



2025 Achievements and Performance

1. The Company applied for the HACCP certification for Tai Kang Shih Tang, which was approved and registered in November 2025. The Company obtained the certificate in January 2026.
2. The Company collaborated with local smallholders to develop a 0.2-hectare orchard, planting organic tomatoes to offer parent-child fruit-picking experiences.
3. Through the Tai Kang Zone, the Company built a local ecosystem. Nearly 30 events were held, attracting more than 5,000 participants.



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

06 Social Prosperity

In recent years, Syngen has actively participated in various social welfare events by integrating its core strengths with the social welfare initiatives. We believe that driven by our core competencies, we can customize deeper and longer-term social engagement methods to more directly and effectively respond to the needs of the community.

Syngen's social sustainability strategy mainly focuses on three major areas: community participation, social welfare, and industry-academia collaboration. Looking ahead, we will further deepen social engagement by continuously investing manpower, funds, and resources to support community growth and the development of social welfare. At the same time, we encourage employees to actively participate in social activities and unleash their potential and creativity, working together to create a sustainable society.



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

06 Social Prosperity

6.1 Tai Kang Zone

Operational Performance

Since Syngen took over the management of the Tai Kang Organic Agriculture Zone in 2021, the Management Department has been responsible for operations coordination and resource integration to promote local agriculture. Our business development focuses on sustainable agriculture and local integration. We invite local farmers to cultivate and encourage local consumption to reduce the carbon footprint and promote the health of residents. On 42 hectares of land, farmers plant various vegetables in an eco-friendly manner, strictly refraining from using pesticides or chemicals to maintain soil balance. Leveraging our R&D and commercialization capabilities, we transform local organic fruits and vegetables into high-quality organic health products, aiming to expand our reach to international markets.

In addition to amplifying the existing local value of the Tai Kang Zone, we have integrated the Company's professional healthcare resources with those of nearby partners such as Chi Mei Medical Center and Min-Hwei Junior College of Health Care Management. We provide the venue for various activities, including eco-friendly hiking, agricultural-food experiences, and green-education seminars. Through nutrition, health education, health consultation, and organic communal dining and by responding to the government's long-term care plan, the Company helps care for local residents' well-being. Nearly 30 events were held in the Tai Kang Zone in 2025, attracting more than 5,000 attendances.

In terms of the environmental sustainability of the Tai Kang Zone, the Agency of Rural Development & Soil and Water Conservation invested funds to support the establishment of a detention basin at the initial stage of zone development. The agency installed water pipelines throughout the fields. When irrigation water is insufficient, farmers can use pumps to rechannel water into the fields, achieving ecological circulation. We worked with local smallholders to cultivate Orange Honey tomatoes on 0.2 hectares of land in the Tai Kang Zone. The Orange Honey tomato orchard is open to the public for fruit-picking activities, expanding the use of organic farming land. In the future, we will gradually incorporate the concept of sustainability into daily management activities to advance sustainable agricultural development.

Development of Tai Kang Zone

Since Syngen's taking over management, the Company has invested over NT$10 million. In 2025, the Company focused on landscape engineering, operations center maintenance, and improvements to the collection and packaging facilities. The future investment amount will be planned based on the development, operational status of the zone, and consumer needs.

Syngen is committed to building Tai Kang into a regional micro-ecosystem. In addition to designing the environment to be sustainable and self-sufficient, we aim to develop into a place closely linked to the daily life of local residents, ensuring eco-friendly farming and healthy diet from the land to dining tables. We have transformed the operations center into a multifunctional community space for diverse activities, such as seminars, workshops, and exhibitions. Through these activities, we hope that Tai Kang will become an educational hub, inspiring greater public awareness of natural food while promoting the sustainable development of local agriculture.

In 2025, the Company's operations team continued to uphold its long-standing philosophy. With the goal of promoting local economic development, the Company collaborated with local smallholders to organize various activities that showcase local cultural features and attract more visitors to stimulate tourism and consumption, injecting vitality into the local economy. We will continue to promote Tai Kang's activities and products on social media to boost visibility and appeal, establish closer connections with visitors, and demonstrate Tai Kang's features and values.





Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

06 Social Prosperity

6.1 Tai Kang Zone

Agri-Food Education

In addition to professional organic production, the Tai Kang Organic Agriculture Zone has been actively promoting agri-food education in recent years, allowing participants to experience personally the fun of planting and harvesting, while tasting seasonal organic fruits and vegetables. Organic farming does not use chemical pesticides, fertilizers, or genetically modified ingredients, making it an environmentally friendly farming method. The Tai Kang Organic Zone has formed an ecosystem with large-scale organic cultivation, attracting various beneficial animals, jointly facilitating ecological balance. In 2025, Syngen actively organized diverse agri-food activities, attracting more than 500 participants. We hope that, through these experiences, consumers can gain a deeper understanding of organic farming and environmental sustainability.

Tomato Picking Experience

Participants 400

Resources invested 20 persons; NT$100,000



Mulberry Picking Experience

Participants 80

Resources invested 10 persons; NT$80,000



Green Pepper Farm Tour

Participants 60

Resources invested 6 persons; NT$6,000



Bitter Gourd Farm Tour

Participants 45

Resources invested 10 persons; NT$4,500



Hands-On Aloe Vera Experience

Participants 50

Resources invested 10 persons; NT$5,000



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

06 Social Prosperity

6.1 Tai Kang Zone

Promotion of Local Agriculture

Agricultural products are susceptible to seasonal changes, resulting in harvesting and storage difficulties. Consumer preference for visually appealing products makes it difficult to sell lower grade agricultural products. All of these uncontrollable factors create waste and environmental burdens for farmers. To address this issue, we have invested resources in research and used freeze-drying technology, converting functional ingredients such as turmeric, dragon fruit, kale, and broccoli into vegetable powders and enzymes, which can preserve nutrients while increasing the economic value of crops. Vegetable powders are not only beneficial for children's consumption, but are also easier for the elderly with poor chewing and swallowing abilities to absorb. When crop production exceeds demand, the Company purchases them at market prices. If the produce is not visually appealing, the Company offers a preferential price. These efforts aim to encourage farmers to adopt organic farming practices and contribute to achieving the goal of common good.

Agriculture-Oriented Development from the Heart

In addition to transforming agricultural products into functional ingredients, providing food and agriculture education experiences, and selling organic agricultural products from local smallholders, the park has also set up Tai Kang Shih Tang, which uses locally harvested fruits and vegetables from the park to provide home-style dishes, light meals, and afternoon tea, so that the public can enjoy healthy seasonal cuisine. To ensure that the public can dine with greater peace of mind, the Tai Kang Shih Tang passed the HACCP certification in 2025, ensuring that both ingredient sources and food preparation processes are controlled at every stage.




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HACCP

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

06 Social Prosperity

6.1 Tai Kang Zone

Activities at Tai Kang

Agricultural products are susceptible to seasonal changes, resulting in harvesting and storage difficulties. Consumer preference for visually appealing products makes it difficult to sell lower grade agricultural products. All of these uncontrollable factors create waste and environmental burdens for farmers. To address this issue, we have invested resources in research and used freeze-drying technology, converting functional ingredients such as turmeric, dragon fruit, kale, and broccoli into vegetable powders and enzymes, which can preserve nutrients while increasing the economic value of crops. Vegetable powders are not only beneficial for children's consumption, but are also easier for the elderly with poor chewing and swallowing abilities to absorb. When crop production exceeds demand, the Company purchases them at market prices. If the produce is not visually appealing, the Company offers a preferential price. These efforts aim to encourage farmers to adopt organic farming practices and contribute to achieving the goal of common good.

Life Education -

Bunny Feeding Experience

Participants 350

Resources invested

1. Invested in 1 co-organizing person
2. NT$2,000



Life Continuation -

Righting and Propping the Old Banyan Tree

Participants 10

Resources invested

1. Invested in 1 co-organizing person
2. NT$10,000



Liuying District, Tainan City -

Mango Picking Festival

Participants 500

Resources invested

1. Invested in 10 co-organizing persons



Chi Mei Medical Center in Liuying District, Tainan City -

Organic vegetable market for blood donation

Participants 100

Resources invested

1. Invested in 2 co-organizing persons
2. NT$1,000



Promotion of local organic agricultural products by Syngen -

Organic vegetable market at the Taiwan International Orchid Show

Participants 100,000

Resources invested

1. Invested in 20 co-organizing persons
2. NT$30,000



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

06 Social Prosperity

6.1 Tai Kang Zone

Future Planning

Moving forward, we will continue to improve and optimize Tai Kang Zone operations. Through organizing or participating in activities, including farming experience, education and training, and lectures, the Company will continue to promote organic farming, strengthen emotional bonding with tenant farmers and community residents, and support the development of the operating center.

First quarter

Based on the weather conditions and group arrangements, organize ecological guided tours of the detention basin and coordinate with crop harvest seasons to provide the public with hands-on DIY experiences.

Second quarter

- Revolving around the CHEN JIAH JUANG mulberry season, hold mulberry-picking and hands-on DIY experiences.
- Assist in organizing the Liuying District's annual event "Mango Picking Festival."

Third quarter

Coordinate with harvest seasons of the crop experience area to organize various picking activities, health seminars, and DIY experiences.

Fourth quarter

Co-host educational and entertaining experience activities with the Agriculture Bureau, Agriculture and Food Agency, and Tai Kang Cooperative.

Irregular Activities

To align with special holidays, irregularly organize events such as DIY experience classes, fruit-picking at Tai Kang, and promotional lectures on farming, organics, and health.



Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

06 Social Prosperity

6.2 Social Welfare

Future Planning

Moving forward, we will continue to improve and optimize Tai Kang Zone operations. Through organizing or participating in activities, including farming experience, education and training, and lectures, the Company will continue to promote organic farming, strengthen emotional bonding with tenant farmers and community residents, and support the development of the operating center.

Collaboration with Farmers

Agribusiness Collaboration to Build a Local Brand

Taiwan is densely populated, with organic farmland accounting for only 2.1% and organic produce just 5% of total agricultural output. Most farmers are small-scale and operate individually. Syngen adopts contract farming instead of an acquisition model, not only ensuring scalable operations with stable prices, but also freeing farmers from the burden of securing distribution channels.

We adopt two production models: self-cultivation mainly conducted at the Tai Kang Zone and outsourced cultivation at external sites. In 2025, the Tainan region was severely impacted by typhoons. As a result, the Company's vegetable procurement volume decreased by approximately 50% compared with the previous year, reaching approximately 150 tons. In the future, we will continue to promote organic agriculture. We firmly believe that by leveraging our value-adding core technologies, these agricultural products can be given higher economic value.





Social Donations

Social Donation Achievements

Syngen believes that integrating its strengths into social welfare activities will create greater positive benefits. We conduct local charity activities based on our expertise. Through donations of supplies to regional home for the disabled, foundations, charities, and other public welfare organizations, the Company donated a total of NT$153,577 in 2025. In addition, we actively encourage employees to participate in social welfare activities and integrate the Group's strengths to support activities such as blood donation and invoice donation campaigns to encourage employees to contribute their care to society.













Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

Appendix

Appendix 1 GRI Standards 2021 Comparison Table

GRI Statement

GRI Statement on the Use of GRI Standards	This Sustainability Report for 2025 has been prepared with reference to the GRI Standards. The reporting period covers January 1 to December 31, 2025.
GRI 1 version used	GRI 1: Foundation 2021
GRI Sector Standards Applied	N/A

GRI 2: General Disclosures

Metric	Disclosure Requirements	Report Section or Explanation for Omission	Page
Activities and workers			
GRI 2-1	Organizational details	1.1.1 Company Overview	6
GRI 2-2	Entities included in the organization's sustainability reporting	About the Report	1
GRI 2-3	Reporting period, frequency and contact point	About the Report	1
GRI 2-4	Restatements of information	1. Energy use: Due to an error in the conversion of calorific value coefficients, the relevant data has been corrected. 2. Air pollution: The NOx value for the Yunlin Technology Industrial Park Plant in 2024 was incorrectly entered and has been corrected. The correction did not result in any material impact. 3. Water resources: Water discharge volume is disclosed based on the volume outsourced for treatment.	76 83 84
GRI 2-5	External assurance	Please refer to Chinese version of 2025 Sustainability Report for third-party assurance statement.	-
Activities and workers			
GRI 2-6	Activities, value chain and other business relationships	1.1.3 Products and Industry Value Chain	10
GRI 2-7	Employees	5.1.1 Employees	89
GRI 2-8	Non-employee workers	5.1.1 Employees	89
Governance			
GRI 2-9	Governance structure and composition	2.1.1 Governance Framework, 2.1.2 Board of Directors	23, 25
GRI 2-10	Nomination and selection of the highest governance body	2.1.2 Board of Directors	25
GRI 2-11	Chair of the highest governance body	2.1.2 Board of Directors	25
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	1.2 Stakeholder Engagement, 1.3 Analysis of Material Topics	12, 15
GRI 2-13	Delegation of responsibility for managing impacts	2.4.1 Risk Management Organization and Operations	36
GRI 2-14	Role of the highest governance body in sustainability reporting	About the Report, 2.1.2 Board of Directors	1, 25
GRI 2-15	Conflicts of interest	2.1.2 Board of Directors, 2.3.2 Integrity	25, 32

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

Appendix

GRI 2: General Disclosures

Metric	Disclosure Requirements	Report Section or Explanation for Omission	Page
Governance			
GRI 2-16	Communication of critical concerns	2.4.1 Risk Management Organization and Operations	36
GRI 2-17	Collective knowledge of the highest governance body	2.1.2 Board of Directors	25
GRI 2-18	Evaluation of the performance of the highest governance body	2.1.2 Board of Directors	25
GRI 2-19	Remuneration policies	2.1.2 Board of Directors	25
GRI 2-20	Process to determine remuneration	2.1.2 Board of Directors	25
GRI 2-21	Annual total compensation ratio	5.1.3 Compensation and Benefits	95
Strategy, policies and practices			
GRI 2-22	Statement on sustainable development strategy	Chairman's Message	3
GRI 2-23	Policy commitments	5.1.3 Compensation and Benefits	95
GRI 2-24	Embedding policy commitments	Refer to the list of material topics discussed in each chapter	-
GRI 2-25	Processes to remediate negative impacts	Refer to the list of material topics discussed in each chapter	-
GRI 2-26	Mechanisms for seeking advice and raising concerns	1.2.2 Stakeholder Engagement Approaches and Results	13
GRI 2-27	Compliance with laws and regulations	2.3.1 Compliance with laws and regulations	32
GRI 2-28	Membership associations	1.1.1 Company Overview	6
Stakeholder Engagement			
GRI 2-29	Approach to stakeholder engagement	1.2.2 Stakeholder Engagement Approaches and Results	13
GRI 2-30	Collective bargaining agreements	No union has been established or collective bargaining agreements have been signed. Syngen has established the Work Rules, complying with human rights regulations and protecting labor rights.	-

GRI 3: Material Topic 2021

Metric	Disclosure Requirements	Report Section or Explanation for Omission	Page
GRI 3: Material Topic 2021			
GRI 3-1	Process to determine material topics	1.3.1 Materiality Identification Process	15
GRI 3-2	List of material topics	1.3.2 Identification and Confirmation of Material Topics	16
GRI 3-3	Management of material topics	1.3.3 Boundary of Material Topic Impact Refer to the list of material topics discussed in each chapter	18

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

Appendix

GRI Topic-specific Standards

Metric	Disclosure Requirements	Report Section or Explanation for Omission	Corresponding Material Topic	Page
Economy				
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	2.2 Financial Performance	Economic performance	29
	201-2 Financial implications and other risks and opportunities due to climate change	4.1.2 Climate-related Risk and Opportunity Assessment		70
	201-4 Financial assistance received from government	2.2 Financial Performance		29
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	3.3.4 Local Procurement and Green Procurement	Supplier management	63
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	2.3.2 Integrity	Compliance and integrity	32
	205-2 Communication and training about anti-corruption policies and procedures	2.3.2 Integrity		32
	205-3 Confirmed incidents of corruption and actions taken	2.3.2 Integrity		32
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.3.2 Integrity		32
Environment				
GRI 302: Energy	302-1 Energy consumption within the organization	4.3.1 Energy management	Energy management	76
	302-3 Energy intensity	4.3.1 Energy management		76
	302-4 Reduction of energy consumption	4.3.3 Energy Conservation and Carbon Reduction Actions		78
GRI 303: Water and Effluents	303-2 Management of water discharge-related impacts	4.5.2 Water stewardship	Water stewardship	84
	303-3 Water withdrawal	4.5.2 Water stewardship		84
	303-4 Water discharge	4.5.2 Water stewardship		84
	303-5 Water consumption	4.5.2 Water stewardship		84
GRI 304: Biodiversity	304-2 Significant impacts of activities, products and services on biodiversity	6.1 Tai Kang Zone	Biodiversity	114
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	4.3.2 GHG Emissions Management	Climate strategy and carbon management	77
	305-2 Energy indirect (Scope 2) GHG emissions	4.3.2 GHG Emissions Management		77
	305-3 Other indirect (Scope 3) GHG emissions	4.3.2 GHG Emissions Management		77
	305-4 GHG emissions intensity	4.3.2 GHG Emissions Management		77
	305-5 Reduction of GHG emissions	4.3.3 Energy Conservation and Carbon Reduction Actions		78
GRI 306: Waste	306-2 Management of significant waste-related impacts	4.4.1 Circular Economy	Waste management	81
	306-3 Waste generated	4.4.2 Waste management		82
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	No violations of relevant laws and regulations occurred.	-	75

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

Appendix

GRI Topic-specific Standards

Metric	Disclosure Requirements	Report Section or Explanation for Omission	Corresponding Material Topic	Page
Society				
GRI 401: Employment	401-1 New employee hires and employee turnover	5.1.1 Employees	Employment	89
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.1.3 Compensation and Benefits		95
	401-3 Parental leave	5.1.3 Compensation and Benefits		95
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	5.3.2 Occupational Safety and Health Management	Occupational health and safety	105
	403-2 Hazard identification, risk assessment, and incident investigation	5.3.2 Occupational Safety and Health Management		105
	403-3 Occupational health services	5.3.4 Workplace Health Care		110
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.3.2 Occupational Safety and Health Management		105
	403-5 Worker training on occupational health and safety	5.3.3 Occupational Safety Culture		108
	403-6 Promotion of worker health	5.3.4 Workplace Health Care		110
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.3.4 Workplace Health Care		110
	403-8 Workers covered by an occupational health and safety management system	5.3.2 Occupational Safety and Health Management		105
	403-9 Work-related injuries	5.3.2 Occupational Safety and Health Management		105
	403-10 Work-related ill health	5.3.2 Occupational Safety and Health Management		105
GRI 404: Training and Education	404-1 Average hours of training per year per employee	5.2.2 Talent Training Achievements	Talent cultivation and development	102
	404-3 Percentage of employees receiving regular performance and career development reviews	5.1.3 Compensation and Benefits		95
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	2.1.2 Board of Directors, 5.1.1 Employees	Diversity and equality	25, 89
	405-2 Ratio of basic salary and remuneration of women to men	5.1.3 Compensation and Benefits		95
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	5.1.3 Compensation and Benefits		95
GRI 408: Child labor	408-1 Operations and suppliers at significant risk for incidents of child labor	5.1.3 Compensation and Benefits		95
GRI 413: Local communities	413-1 Operations with local community engagement, impact assessments, and development programs	6.1 Tai Kang Zone	Social engagement	114
GRI 414: Supplier Social Impact Assessment	414-1 New suppliers that were screened using social criteria	3.3.1 Supplier management	Supplier management	60
GRI 416: Customer health and safety	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	3.2.1 Quality Certification	Product quality and accountability	56
GRI 417: Marketing and Labeling	417-2 Incidents of non-compliance concerning product and service information and labeling	No violations of relevant laws and regulations occurred.		-
	417-3 Incidents of non-compliance concerning marketing communications	No violations of relevant laws and regulations occurred.		-
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No violations of relevant laws and regulations occurred.		-

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

Appendix

Appendix 2 Climate-Related Information of TWSE/TPEx Listed Company

Climate-related Risks and Opportunities and the Company's Corresponding Response Measures

Metric	Item	Implementation Status	Page
Four Thematic Areas of TCFD			
Governance	1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	4.1.1 Climate Change Management	69
Strategy	2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	4.1.2 Climate-related Risk and Opportunity Assessment	70
	3. Describe the financial impact of extreme weather events and transformative actions.	4.1.2 Climate-related Risk and Opportunity Assessment	70
Risk Management	4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	4.1.2 Climate-related Risk and Opportunity Assessment	70
	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.	The Company did not use scenario analysis as a planning tool.	-
	6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the metrics and targets used to identify and manage physical risks and transition risks.	4.1.3 Metrics and Targets	74
	7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	The Company did not use internal carbon pricing as a planning tool.	-
Metrics and Targets	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.	4.1.3 Metrics and Targets	74
	9. Greenhouse gas inventory and assurance status	4.3.2 GHG Emissions Management	77

Appendix 3 SASB Standards

Metric	Item	Implementation Status	Page
Safety of Clinical Trial Participants			
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	No clinical trials were conducted outside Taiwan. The related management procedures were approved by the local health authority and carried out in accordance with standard operating procedures.	-
HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	No relevant measures have been taken.	-
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	No such incidents occurred in 2025.	-

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

Appendix

Metric Code	Metric	Description			Page
Access to Medicines					
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	No such incidents occurred in 2025.			-
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	No such incidents occurred in 2025.			-
Affordability and Pricing					
HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time periods	The Company incurred no relevant litigation in 2025.			-
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	N/A, Syngen's product portfolio does not include U.S. product portfolio.			-
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	The current list price is the same compared to previous year.			-
Drug Safety					
HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	No products were included in the FDA Medwatch Safety Alerts in 2025.			-
HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	No such incidents occurred in 2025.			-
HC-BP-250a.3	Number of recalls issued, total units recalled	No recalls			-
HC-BP-250a.4	Total amount of product accepted for take-back, reuse, or disposal	No such incidents occurred in 2025.			-
HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Classification of deficiencies	Definition	Number of cases	-
		CRITICAL DEFICIENCY	1. A deficiency which has produced, or leads to a significant risk of producing a product which is harmful to the human. 2. Any observation involving product or data fraud, misrepresentation, or falsification.	0	
		MAJOR DEFICIENCY	1. A non-critical deficiency which has produced or may produce a product, which does not comply with its marketing authorization; 2. or which indicates a major deviation from PIC/S Good Manufacturing Practice; 3. or (within PIC/S) which indicates a major deviation from the terms of the manufacturing authorization; 4. or which indicates a failure to carry out satisfactory procedures for release of batches or (within PIC/S) a failure of the authorized person to fulfil his/her required duties; 5. or a combination of several "other" deficiencies, none of which on their own may be major, but which may together represent a major deficiency and should be explained and reported as such.	8	
		OTHER DEFICIENCY	1. A deficiency which cannot be classified as either critical or major, but which indicates a departure from good manufacturing practice. 2. A deficiency may be "other" either because it is judged as minor, or because there is insufficient information to classify it as major or critical.	1	

Table of Contents

About the Report

Chairman's Message

01 Sustainable Management

02 Sustainable Governance

03 Producer Responsibility

04 Sustainable Environmental Development

05 Happy Workplace

06 Social Prosperity

07 Appendix

Appendix

Metric Code	Metric	Description	Page
Counterfeit drugs			
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	To verify product origin and destination and prevent counterfeiting, Syngen assigns a batch number or product serial number to every product batch and keeps relevant records for tracking purposes.	-
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	In the event of suspected counterfeit or prohibited drugs, consumers, distributors, or business partners should immediately notify the logistics provider or Syngen. The responsible unit of the Company will initiate an investigation. If no recall occurs during the year, the Quality Assurance unit will lead at least one mock recall exercise in response to related risks.	-
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	The Company incurred no relevant litigation in 2025.	-
Ethical Marketing			
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	No associated losses were incurred in 2025.	-
HC-BP-260a.2	Description of code of ethics governing promotion of off-label use of products	All packaging labels follow government labeling regulations for packaging and advertising text, and all materials strictly comply with the TFDA review and approval requirements.	-
Employee Recruitment, Development, and Retention			
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Please refer to Section 5.1.3 Compensation and Benefits for details.	95
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	Please refer to Section 5.1.2 Diverse Recruitment - New Hires and Turnover for details.	93
Supplier Management			
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	Syngen has not yet participated in Rx-360, but we have established a Supplier Management Procedures and follow the Code of Ethical Conduct to ensure that our cooperating suppliers have clear guidelines to follow and adhere to throughout our collaboration process.	-
Business Ethics			
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	No associated losses were incurred in 2025.	-
HC-BP-270a.1	Description of code of ethics governing interactions with health care professionals	Please refer to 2.3 Compliance and Integrity for details.	32
Activity Metrics			
HC-BP-000.A	Number of patients treated	Mupirocin has a global market share of 10%. Please refer to CH1 Sustainable Management for details.	6
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	The four major focus areas of product R&D are discussed in CH3 Product Responsibility.	41

Syngen Biotech Co., Ltd.