BRIM 全福生物科技
biotechnology

2024

Sustainability Report

Table of Contents

About this Report

Principles of Preparation

This is the first Sustainability Report issued by BRIM Biotechnology, Inc. (hereinafter referred to as "the Company", "BRIM Biotech", "BRIM", or "we"). The Report is primarily prepared based on the Global Reporting Initiative (GRI) Universal Standards (2021 version) and the Final Report: Recommendations of the Task Force on Climate-related Financial Disclosures published by the Financial Stability Board, and follows the general or industry-specific sustainability indicators stipulated in the "Guidelines for Preparation and Disclosure of Sustainability Reports by Listed Companies" to disclose sustainability-related actions.

Reporting Period

The Report is based primarily on data and content from the 2024 calendar year (January 1 to December 31, 2024). To ensure completeness and comparability, some data extends to 2023 or 2025 to illustrate relevant trends and changes.

Report Scope and Data Range

The Report covers all BRIM Biotech Taiwan operations, consistent with the scope of the financial statements. The data and information disclosed in the Report are compiled by various responsible departments and organized according to the GRI Standards to present the Company's performance across economic, environmental, and social dimensions. The collection, measurement, and calculation methods for all disclosed data are based primarily on compliance with local and international regulations.

Issue Date

The Report is BRIM Biotech's first corporate sustainability report, published annually and available for download on the BRIM Biotech website.

Date of publication
August 2025

The next report is scheduled for release in
August 2026

Report Information Certification

To ensure the accuracy and transparency of the information disclosed, the data and materials in the Report are managed internally by the relevant departments according to applicable laws and standards. This data and these materials are confirmed by the Sustainable Development Promotion Task Force and then submitted for approval by department heads before final approval by the Board of Directors.

Contact Us

For any questions about the Report or suggestions for BRIM Biotech, please contact us via the following.

Address/ 8F, No. 1, Lane 30, Alley 358, Ruiguang Road, Neihu District, Taipei City
Telephone/ 886-2-2659-8586
FAX/ 886-2-2659-8779

Contact email

For investor inquiries/ ir@brimbiotech.com
For inquiries regarding authorization or collaboration/ bd@brimbiotech.com
For further inquiries and suggestions, please contact/ brim.info@brimbiotech.com
Company websites/ https://www.brimbiotech.com/tw/

Company website

Message from Management GRI 2-22

Chairman

In recent years, as climate change intensifies and extreme weather events become more frequent around the world — causing disasters and economic upheaval in many countries — "sustainable development" has emerged as a global challenge and opportunity. The biomedical industry has seen a significant impact on the global economy and corporate operations since the COVID-19 outbreak, leading to greater global focus on the promotion and implementation of ESG practices.

BRIM Biotechnology, Inc. (referred to as "BRIM Biotech" or "the Company") , a biotechnology company, was established in 2013 that focused on innovative drug development through the application of translational sciences. The Company is committed to accelerating value creation in early-stage new drug R&D through an operational model integrating comprehensive R&D project teams and international R&D standards, with a vision to develop affordable, high-quality new drugs.

BRIM Biotech faced significant challenges and growth in 2024. Despite setbacks including unfavorable Phase 3 clinical trial results for a new dry eye drug at the end of 2023 and a subsequent decline in the stock price, the Company successfully completed its initial public offering (IPO) on December 16, 2024, through unwavering determination and relentless efforts. During this period, significant progress was noted not only in R&D and operational growth, but also positive efforts in sustainable development, laying a solid foundation for future growth.

Developing innovative medicines to address critical diseases is the vision of BRIM Biotech as it is our social responsibility. Driven by technological advancements and policy initiatives, and in response to the growing emphasis on ESG transformation, the Company has proactively implemented relevant action plans to support our commitment toward ESG. This is our first sustainability report. We look forward to sharing our operational achievements and sustainability highlights with our stakeholders. We have also established five-year sustainability goals to demonstrate our further commitment to actively promoting sustainable development while pursuing innovative R&D. We aim to create value for stakeholders and fulfill our corporate social responsibility, building a truly enduring and robust enterprise.

In our 2024 Sustainability Report, we identified 14 material sustainability issues relevant to key stakeholders – including employees, shareholders/investors, customers, suppliers/partners, government authorities, and communities/non-profit organizations – and prioritized 5 of these as the key disclosure areas for the Report. We have established clear management policies to enable stakeholders to gain in-depth understanding of our approach to and performance on material sustainability issues.

As a pharmaceutical R&D company, we fully understand the importance of sustainable development. In 2024, we continued to focus on the clinical development of our two existing ophthalmic projects (BRM421, BRM424) and introduce two new projects for eye diseases (BRM411, BRM412). We aim to improve patient outcomes through a more comprehensive product portfolio, and we are also strengthening our commitment to sustainable development, including social responsibility, environmental protection, and corporate governance. In 2024, with the growth and expansion of the Company's R&D workforce and laboratory footprints, we enhanced our internal safety regulations appropriately according OSHA guidance, strengthened talent acquisition and personnel development, and enriched working environment. These efforts will further improve employee stability and satisfaction, and continuously strengthen our internal organizational capacity. In terms of environmental impact, implementing ERP and the UOF electronic signature system reduced paper usage and improved efficiency, and also facilitated the digitization of document management. In terms of governance, we are committed to establishing robust corporate governance and risk management mechanisms, and implementing a code of business ethics to ensure sustainable, safe, and legally compliant operations.

To strengthen corporate sustainability competitiveness, BRIM Biotech has integrated ESG into its business strategy and is fully aware that the biomedical industry must continuously adjust its operational strategies to respond to the rapidly changing market environment. Looking ahead, we will continue to expand our R&D areas and strengthen our strategic layout, committing to the development of affordable, high-quality new medicines to benefit more patients and fulfill the Company's vision and mission!

2024 Sustainability Performance Highlights

Corporate Governance

In 2024, the proportion of female directors reached **44.4%**

In 2024, we fully complied with the **requirements of ethical management** and **relevant laws and regulations.**

In 2024, information security drills were performed, and all information security personnel completed the **EC-Council CND certification course for foundational information security defense knowledge**.

Products

In 2024, R&D expenditure totaled **NT$238,496 thousand**, accounting for **69%** of operating expenses.

In 2024, we introduced two projects to strengthen **the corporate sustainability**.

In 2024, research & development activities were fully compliant **with all applicable regulatory requirements**.

Environment

In 2024, to comply with paper reduction policies, we **implemented the MRP-UOF** electronic approval system.

In 2024, GHG emissions intensity decreased by **69% compared** with 2023.

In 2024, **no** significant environmental regulatory violations **occurred**.

In 2024, the Company encouraged employees to bring to company their own **reusable tableware** and **containers, reduced the use of single-use packaging** and **supplies**, and enhanced waste sorting awareness through regular campaigns and internal presentations, ultimately increasing employee involvement in environmental initiatives.

Employees / Society

In 2024, no **human rights**, **discrimination**, **forced labor**, or **sexual harassment** incidents occurred.

In 2024, total employee training hours reached **900.5 hours**, with an average of **28.14 hours** per employee.

In 2024, with the growth of personnel and a of new laboratory established, we implemented the **appropriate safety regulations according to the OSHA guidance**.

About BRIM Biotech

Company Profile

Company Name	BRIM Biotechnology, Inc.		
Date of establishment	July 2013	Industry	Biotechnology and pharmaceutical industry
Chairperson	Andrew Lin	President	Wen-Chyi Shyu
Headquarters address	8F, No. 1, Lane 30, Alley 358, Ruiguang Road, Neihu District, Taipei City		
Number of employees	32 (*as of December 31, 2024)	Key markets	Global
Capital	NT$1,323,100 thousand (*2024)	Stock ticker	6885
Operating revenue	NT$333 thousand (*2024)		
Main business	1. Biotechnology Services 2. Research and Development Services		
Main operating locations	8F, No. 1, Lane 30, Alley 358, Ruiguang Road, Neihu District, Taipei City		

BRIM Biotech's Key Milestones

Key Products and Services

BRIM Biotech focuses on the R&D of innovative medicine for medially unmet patients. The Company's mission is to improve patients' quality of life through continuous innovation and rigorous R&D management in the development of every product, meanwhile, keeping minimizing environmental impact in our approaches. New drug products in development span a range of health areas, targeting common conditions such as dry eye syndrome, neurotrophic keratitis, osteoarthritis, and glaucoma, offering patients effective and safe treatment options.

BRM421-Dry Eye Syndrome Drug

Primary Function	Promote corneal repair, improve tear quality and reduce inflammation.
Strengths	Features multiple mechanisms of action, uniquely differentiating it from current therapies and offering the potential for comprehensive dry eye disease treatment and ocular surface repair.

BRM424-Neurotrophic Keratitis Drug

Primary Function	Accelerate corneal healing.
Strengths	High safety profile, with fewer side effects than existing therapies. Has received U.S. Orphan Drug Designation (ODD), which helps accelerate development.

BRM412-Neovascular Eye Diseases Drug

Primary Function	Inhibition of neovascularization.
Strengths	Noval drug delivery technology allows for effective delivery from anterior administration to posterior ocular tissues, reducing the need for invasive treatments compared to traditional intravitreal injections.

BRM521-Osteoarthritis Drug

Primary Function	Promoting cartilage regeneration.
Strengths	Disease-Modifying Osteoarthritis Drug (DMOAD), with the potential to directly target the root causes of osteoarthritis.

BRM411-Glaucoma Drug

Primary Function	Lower intraocular pressure and protect optic nerve damage.
Strengths	Dual-action formula, one daily application of eye drops effectively lower intraocular pressure. BRM411 exhibits an innovative mechanism and lower side effects (such as less eye redness and the absence of conjunctival hemorrhage) compared to existing treatments primarily based on PGA or single ROCK inhibitors, and shows good tolerability.

Company Value Chain

BRIM Biotech's drug development process begins with the identification of potential drug candidates, then proceeds through preclinical and clinical trials, culminating in market launch upon drug approval. The Company's value chain encompasses all stages of new drug development, focusing on the application of translational science combined with clinical pharmacology, toxicology, formulation and process development, and the establishment of related regulations and patents. The R&D team collaborates with academic institutions, CROs (Contract Research Organizations), and CDMOs (Contract Drug Manufacture Organizations) to execute preclinical and clinical trials, striving to reduce R&D costs and risks while improving success rates. As products mature, the Company will explore licensing and collaboration opportunities with pharmaceutical companies both domestically and internationally, continuously expanding its business reach to enhance corporate value.

Scope of Activities	Value Chain Entities	Value Chain Primary Activities
Discovery stage	• Academic research institutions • Patent licensing entities • Raw material suppliers • Equipment and instrument suppliers • Contract research organization • Professional technology and consulting services providers • Animal model suppliers • Bioinformatics and software providers • Universities	Upstream suppliers provide critical resources and technologies in the early stages of new drug R&D, directly impacting the progress, quality, and cost of R&D. Through collaboration with suppliers, both parties can achieve win-win results, with suppliers gaining business opportunities and advancing technological development. Furthermore, pursuing long-term stable partnerships will establish a trust relationship, ensure the smooth and effective operation of R&D and reduce costs. In screening for drug development targets, BRIM utilizes multifaceted analysis to select promising drug candidates and considers in-licensing opportunities for further development. Assessment items include: **Preclinical studies** Explore the mechanism and safety indicators of drug candidates in animal experiments to assess their therapeutic potential and safety. **Toxicology testing** The toxicity of drug candidates is fully assessed to ensure the drugs have a safety foundation before entering human clinical trials. **Clinical trials** A well thought-out early development plan in obtaining prove of concept and safety in the anticipated patient population. **Commercialization** To assess the patient's medical needs,, the current treatment landscape, and market size, to determine their future commercial value and out-licensing potential.

Scope of Activities	Value Chain Entities	Value Chain Primary Activities
Early Development Stage	• Biotech companies • Pharmaceutical R&D teams • Clinical trial institutions	Following the selection of drug candidates, BRIM drives the drug development process forward through key value chain activities, and eventually out-licenses these drug candidates to biotech companies or pharmaceutical companies for further development and commercialization. **Preclinical studies**: Focus on conducting development related animal safety studies (GLP) and detailed mechanism of action pharmacology studies to access their safety and potential efficacy before human use, establishing a scientific basis for subsequent development. **Clinical trials**: Clinical proof of concept in humans is the key objective in the early development stage. It is essential to achieve this milestone with a careful planning and flawless execution. Our strategy is clear and operation is flexible and efficient. **Active Pharmaceutical Ingredient (API) synthesis and manufacturing**: Ensuring the production of chemical ingredients and active pharmaceutical ingredients complies with regulatory requirements. **Pharmaceutical dosage form development**: Designing the most appropriate formulation type to ensure drug efficacy and stability.
Development Stage	• GMP-certified contract manufacturers • Channel partners • International pharmaceutical manufacturers • Pharmaceutical distributors • Government regulatory agencies • Biopharmaceutical industry associations • Pharmaceutical manufacturers • Authorized pharmaceutical distributors • Healthcare facilities and institutions. • Marketing and public relations companies	The scope of development stage activities is broader and complicated that involves with more various disciplines/ partners. BRIM must proactively build and maintain strong collaborative relationships with strategic partners to gain a comprehensive understanding of market needs and challenges, and to advance drug development and secure drug approvals. This collaborative model not only ensures the successful, but also directly impacts patient well-being. Strong collaborative relationships are key to realizing value and a critical determinant of market success, and continuously provide momentum for improvement, enabling the Company to remain competitive in a rapidly changing market. **Manufacturing**: Pharmaceutical production is carried out in compliance with Good Manufacturing Practice (GMP) standards. **Marketing**: Helping strategic partners launch new drugs and successfully and expanding utility of mechanism of action for all possible additional indications to fully realize its useage for patiens and its commercial potential.

Upstream supply chain

Patent licensor	Raw material and equipment and instrument suppliers Bioinformatics and software	Specialized technology and consulting services. Animal model suppliers	Academic research institutions and universities
For example: Mackay Memorial Hospital that authorized PDSP.	For example: Raw material and testing instrument suppliers, such as Merck and Sigma. Analytics software providers	For example: CRO, CMC, and CMO suppliers, including cold chain transportation providers both at home and abroad	For example: Academia Sinica, universities both at home and abroad

Downstream supply chain

Government regulatory agencies and biopharmaceutical industry associations	Drug manufacturer's authorization to pharmaceutical distributors	Healthcare facilities and institutions. Marketing and public relations companies
For example: FDA, TFDA, DCB, etc.	For example: Grand Pharma	For example: hospitals and clinics both at home and abroad

Sustainable Development Planning

Sustainable Governance

The Company has established a "Sustainable Development Promotion Task Force", with Wen-Chyi Shyu, Chief Executive Officer, as the Head, serving as the highest authority responsible for the Company's sustainability initiatives. Four functional groups have been formed to implement various plans, with the following functions for each group:

Company Governance Task Force

This task force is dedicated to promoting corporate governance and enhancing economic performance, and is coordinated by the Vice President of the Finance and Accounting Department The working scope of the Task Force covers all aspects of the Company's operations, with a focus on ethical management and compliance with laws and regulations. The Task Force actively ensures information security and Customer privacy, while also concentrating on risk management and intellectual property management.

Therefore, the members of the Task Force are colleagues from various key departments within the Company – including Finance, Audit, Legal, IT, and Intellectual Property Management departments – to ensure a comprehensive approach leveraging diverse expertise and promoting the Company's sustainable development.

Employee/Social Task Force

The primary purpose of the Task Force is to promote and improve labor relations and social inclusion, with the manager of the HR responsible for coordination. The Task Force's work covers all aspects related to employees, focusing on employee recruitment and retention strategies, while emphasizing talent cultivation and development, ensuring fair compensation and benefits, and comprehensive employee care. Furthermore, corporate social engagement and diversity & inclusion are also key priorities, aiming to create an inclusive and equitable working environment. The Task Force members come from core departments – including Human Resources, Public Relations, and Administration departments – to ensure effective issue management.

EHS Task Force

Focus on the implementation and maintenance of occupational health and safety, coordinated by the manager of the Office of Safety and Health (OSH), covering several key issues. They include GHG and energy management, climate change response, waste management and resource circularity, water resource management, and biodiversity protection. The Task Force members are professionals across OSH, administration, general affairs, R&D, and technology departments. Through cross-departmental collaboration, they ensure a comprehensive understanding and effective response to various environmental issues, further promoting corporate environmental protection and sustainable development.

Customer/Product Task Force

Focus on effective management and R&D, dedicated to improving supply chain efficiency and product marketing strategies, while optimizing customer relationship management, and led by the Vice President of Business Development. The Task Force also covers clinical trial management, as well as matters related to product quality and pharmaceuticals, ensuring the safety and efficacy of the products provided. The Task Force comprises members from R&D, Technology Division, Business, R&D Management, Intellectual Property Management, and Procurement & Legal departments, allowing the team to gain a deep understanding of market needs and product quality, and enhance the Company's competitiveness.

The Sustainable Development Promotion Task Force is primarily responsible for formulating sustainable development plans and strategies to guide the Company towards a sustainable future. The Task Force regularly reviews, tracks, and revises sustainability implementation and results to ensure objectives are met, and is also responsible for overseeing the disclosure of sustainability information. The Task Force plans to report regularly to the Board of Directors on the progress of sustainable development initiatives starting in 2025, and to provide relevant recommendations and direction. In addition, the Promotion Task Force is also responsible for handling other matters directed by resolutions of the Board of Directors, contributing to the Company's steady progress in sustainability.

The Board of Directors will review and approve the process of preparing the 2025 Sustainability Report, to ensure that the Report fully reflects the Company's efforts and achievements in sustainable development during the year. Furthermore, the Report will maintain a high degree of transparency, effectively communicating relevant company information to stakeholders, demonstrating our commitment to corporate social responsibility.

Sustainability Task Force Organizational Chart and Management Structure

Sustainable Development Promotion Task Force
Convener: CEO
Vice convener: Chief Operating Officer

Executive Secretary
Corporate Governance Officer

Corporate Governance Task Force
Coordinated by: VP of Finance and Accounting Department

Issues:

Corporate Governance, Economic Performance, Ethical Management and Compliance With Laws and Regulations, Information Security, Customer Privacy, Risk Management, Intellectual Property Management.

Participants:

Finance, audit, and legal departments, Information and intellectual property management departments

Employee/Social Task Force
Coordinated by: HR Manager

Issues:

Labor-management Relations, Employee Recruitment and Retention, Talent Cultivation and Development
Compensation, Benefits, and Employee Wellbeing
Social Engagement and Diversity & Inclusion

Participants:

HR, public relations, and administrative departments

EHS Task Force
Coordinated by: OSH Manager

Issues:

Occupational Health and Safety, GHGs and Energy Management, Climate Change Response, Waste Management and Resource Circulation, Water Resource Management, Biodiversity

Participants:

OSH, administrative, and general affairs departments
R&D Division, Technology Division

Customer/Product Task Force
Coordinated by: VP of Business Development Department

Issues:

Innovation Management and R&D, Supply Chain Management, Marketing and Labeling, Customer Relationship Management, Clinical Trial Management, Product Quality and Drug Safety

Participants:

R&D Division, Technology Division, Business Development Department.
R&D management, intellectual property management departments
Procurement, legal departments

Stakeholder Engagement and Materiality Analysis

BRIM Biotech conducts stakeholder identification and disclosure of specific topics based on the AA1000 SES Stakeholder Engagement Standard, considering external entities with frequent and significant relevance to the Company's daily operations. Key stakeholders are determined to include employees, shareholders/investors, customers, suppliers/partners, government authorities, and communities/non-profit organizations, totaling 6 major communication groups.

The Company discloses corporate information in a public, transparent, and diversified manner, fostering effective communication with stakeholders and gathering crucial information and timely feedback to achieve efficient and positive engagement. To ensure communication effectiveness and continuous improvement, the Company has designed a comprehensive evaluation mechanism to rigorously assess and record feedback from various stakeholders, promoting in-depth and broad communication.

Material Topic Identification and Analysis

In 2024, BRIM Biotech conducted a material topic analysis, following the materiality assessment process based on the GRI 2021 Standards, and evaluated global sustainability trends and case studies of leading domestic and international companies. After identification, analysis, and confirmation, 14 sustainability issues of concern to stakeholders were selected, ultimately determining 5 as the material topics for this year. The Company will regularly review material topics and assess the impact of related issues, using the assessments as a basis for continuously improving its sustainable development strategy. Additionally, the Company will clearly disclose the positive and negative impacts of various sustainability issues, allowing stakeholders to understand the issues that are most relevant to them.

Material Topic Identification Process

Step 1: Stakeholders identification and relevant issue collection

List of stakeholders: Employees, shareholders/investors, customers, suppliers/partners, government authorities, and communities/non-profit organizations.

14 key sustainability issues identified

- Identifying the level of engagement with stakeholders and the Company allowed us to determine key stakeholders, which include seven categories: Employees, shareholders/investors, customers, suppliers/partners, government authorities, and communities/non-profit organizations .
- Based on industry characteristics, current social conditions, sustainable development trends, domestic and international peers, and benchmark enterprises, we identified 14 material sustainability issues relevant to BRIM Biotech.

Step 2: Analysis and Determination of Material Topics

Distributed a key stakeholder engagement survey:
21 responses collected

Distributed a "Sustainability Issue Assessment Questionnaire": The questionnaire was distributed to senior management and members of the ESG Task Force at BRIM Biotech, and **9** responses were received.

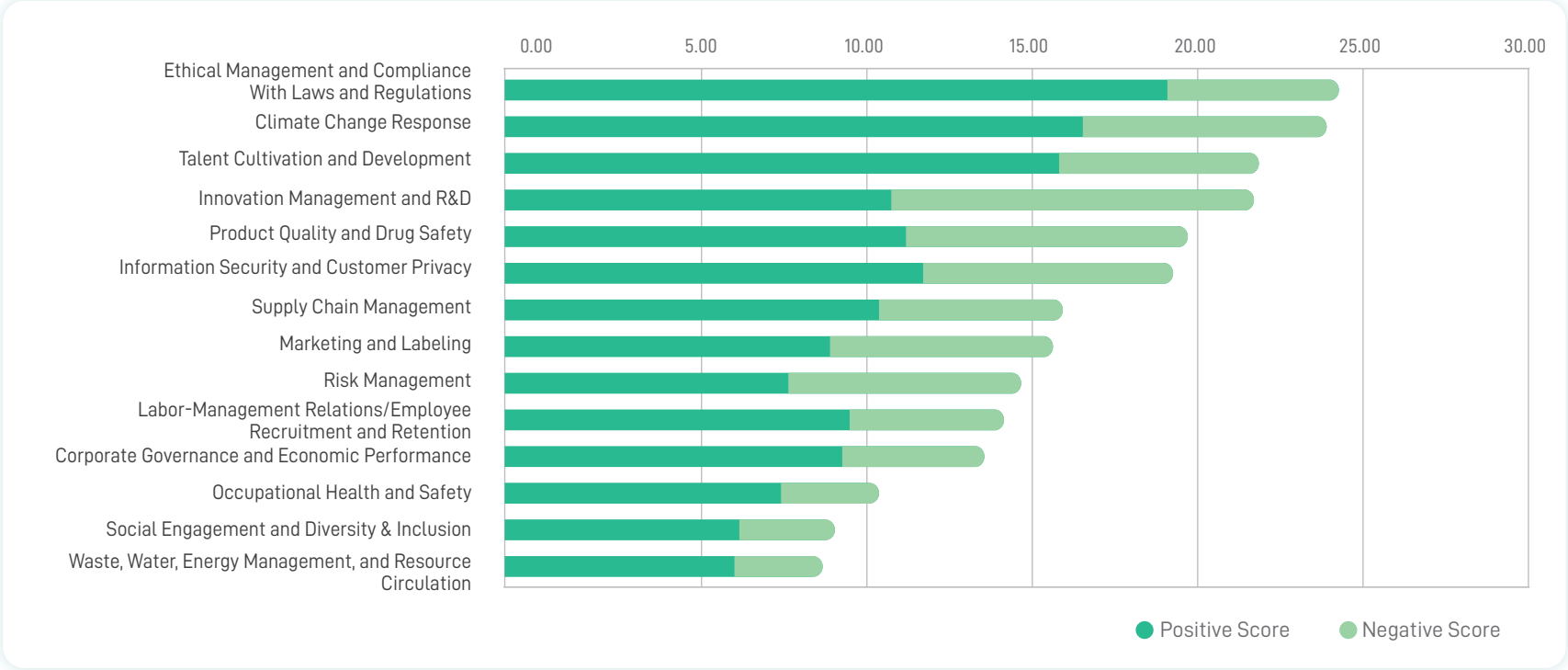
- Based on the questionnaire results, we analyzed and prioritized the overall impact of each sustainability topic on "external economy, environment, and people (including human rights)", and created a bar chart of material topics for BRIM Biotech in 2024. After discussion and confirmation, the material topics for 2024 are "ethical management and compliance with laws and regulations, climate change response, talent cultivation and development, innovation, management and R&D, and product quality and drug safety".
- We identified 5 material topics, which were prioritized and addressed in the Report to meet stakeholder expectations.

Step 3: Verification and Disclosure

We collected sustainability information based on the prioritization of the **5** identified material topics and conducted reporting according to the GRI Standards regarding management approach and related disclosures.

- We collected sustainability information based on the prioritization of the 5 identified material topics and conducted reporting according to the GRI Standards regarding management approach and related disclosures. Other non-material topics identified as important by the Corporate Sustainability Committee are also disclosed in the Report, along with BRIM Biotech's related actions. Furthermore, the Company reports its progress in sustainable development to the Board of Directors via its sustainability report, identifies areas for improvement, and incorporates these into its future management objectives, then develops relevant management strategies.

BRIM Biotech 2024 Material Topic Results



Remark: Evaluation scores are calculated by multiplying the probability of occurrence by the magnitude of positive and negative impacts. The top 5 items are the material topics for 2024.

Corporate Governance
- Ethical Management and Compliance With Laws and Regulations

Products
- Innovation Management and R&D
- Product Quality and Drug Safety

Environment
- Climate Change Response

Employees
- Talent Cultivation and Development

Stakeholder Communication

Stakeholders	Significance to BRIM Biotech	Issues of Concern	Communication Approaches and Frequency	2024 Stakeholder Engagement Implementation and Communication Outcomes
Employees	BRIM Biotech values talent development and considers its employees to be the most important asset, embracing corporate integrity, respect for professionalism, and employee well-being as the core values. At BRIM, we provide a vibrant workplace environment where all employees are inspire to develop their careers with upbeat spirit, thereby maximizing their potential.	• Labor-Management Relations/Employee Recruitment and Retention • Human rights concern • Company development direction and annual objectives • Positive corporate culture	• Employee lunch meetings (monthly) • Happy Hour (monthly) • Quarterly labor-management meetings (monthly) • Training (as needed) • Employee feedback email (immediately) • Employee complaint hotline (immediately) • Employee performance appraisal (every six months)	• Held a Lunch Meeting and Happy Hour once a month, for a total of 24 sessions • Held 4 labor-management meetings • The training hours reached 901 hours • Received a total of 9 employee feedback letters, which were all addressed after being sent to the relevant departments for handling • The number of employee complaints received through the complaint mailbox was 0 • Scheduled employee performance appraisals are conducted twice a year, mid-year and year-end; spontaneous feedback were provided when the opportunity presented itself
Shareholders/ Investors	Currently, BRIM Biotech has not yet generated significant licensing revenue, and its operating funds are all provided by shareholders. Therefore, BRIM must regularly report the Company's recent developments and R&D progress to shareholders and potential investors.	• Effective Management and R&D • Operations and Financial Performance • Risk Management	• In 2024, BRIM Biotech held an investor conference and product performance presentation • Market Observation Post System (MOPS) • Shareholders' Meeting • Website information disclosure • Email and phone	• Investor conferences were held on 2024/2/21 and 2024/6/17 A pre-listing performance conference was held on 2024/11/14 • Material information disclosure on MOPS – 20 announcements
Customers (strategic partners)	BRIM provides high-quality, promising drug candidates and maintains good communication with its strategic partners, valuing their input to create mutually beneficial products.	• Effective Management and R&D • Product Quality and Drug Safety • Information Security and Customer Privacy	• Phone, email/as needed • Client visits or due diligence/as needed	• Over 1,000 phone calls and emails • Over 100 client visits or conference calls • 0 client complaints
Suppliers/ partners	Suppliers and business partners are key links in BRIM Biotech's value chain, providing relevant research materials and rigorously executing candidate drug manufacturing and preclinical/ clinical trials to ensure product innovation and R&D quality.	• Ethical Management and Compliance With Laws and Regulations • Supply Chain Management • Drug safety	• Supplier basic information assessment • Signing of the ethical business commitment declaration • Meetings/several times a month • Emails/several times a month	• In 2024, 116 companies signed the ethical business commitment declaration. • In 2024, supplier assessments were conducted for 8 new suppliers and 31 annual assessments. • 3 GxP CROs and CMOs were audited
Government authorities	BRIM Biotech complies with all relevant laws and regulations set forth by government authorities and operates in strict accordance with them to ensure ethical business practices.	• Ethical Management and Compliance With Laws and Regulations • Climate Change Response • Occupational Health and Safety	• Assisted in relevant standard development/ as needed • Compliance with regulations/as needed • Official document/as needed	• Assisted in relevant standard development/as needed • Compliance with regulations/as needed • Government agencies received and issued a total of 266 documents • Upgraded the OSH supervisor levels
Communities/ Non-profit organizations	BRIM Biotech operates on the principle of "taking from society, giving back to society", actively communicating and interacting with the community to enhance residents' quality of life and strengthen its positive social influence.	• Social Engagement and Diversity & Inclusion	• Company website/as needed • Complaint hotline/as needed	• Support charitable organization by purchasing gift boxes from them annually • In response to World Car Free Day, 13 employees participated • Employee participation included 23 donations totaling NT$14,637

7

Ethical Management and Compliance with Laws and Regulations

Management Approach — Material Topics: Ethical Management and Compliance with Laws and Regulations

GRI Standards GRI 2-9, 2-10, 2-11, 2-15, 2-17, 2-18, 2-19, 2-20, 2-21, 2-26, 2-27, 201-1, 201-3, 205-2-3, 206-1

Positives and Negatives Impact Description

Positive Impact

The Company provides ethics and compliance training based on the Ethical Corporate Management Best Practice Principles, communicates and trains on its anti-corruption policy and procedures, to ensure compliance with ethics and integrity in corporate governance. Implementing compliance with laws and regulations can reduce legal risks and avoid potential litigation and expenses.

Negative Impacts

If the Company fails to establish sound ethical management systems, internal employees may be involved in corruption, which could seriously damage the Company's reputation and reduce trust in its operational transparency. Non-compliance with regulations will harm the Company's reputation, leading to loss of customers and investors, and may simultaneously result in legal proceedings and fines, severely impacting the Company's finances and operations.

Policies and Commitments

Policies

All employees of BRIM Biotech must adhere to ethical business practices, and are prohibited from offering, promising, requesting, or receiving undue benefits, or engaging in any dishonest conduct for personal gain. Employees are also required to comply with all applicable laws and regulations, including the Company Act, the Securities and Exchange Act, and the Business Entity Accounting Act, to ensure the fundamental principles of ethical business conduct are maintained. The Company regularly conducts education and training to enhance employees' understanding of ethical management and legal compliance.

Commitment

BRIM Biotech is committed to operating with integrity, transparency, and responsibility. We have established policies based on trustworthiness, approved by the Board of Directors, and built robust corporate governance and risk management mechanisms to foster a sustainable business environment. The Company will continue to review and improve to ensure sustainability, safety, and regulatory compliance go hand in hand.

Objectives Using 2024 as the base year, and adjusting it on a rolling basis as per company progress.

Short-term goals (2025)

- Analyze and assess the risks of unethical conduct within the scope of operations, and establish plans to prevent such behavior, including standard operating procedures and codes of conduct related to work tasks for each plan.

Mid-term goals (2026-2027)

- Establish internal organization, define roles and responsibilities, and implement mutual oversight mechanisms for business activities with a higher risk of dishonesty within the scope of operations.
- Promotion and coordination of integrity policy training.
- Developing a more robust whistleblowing system.

Long-term goals (from 2028)

- Regularly review the effectiveness of the preventative measures established for ethical conduct and assess adherence to relevant business process evaluations.

Management Approach — Material Topics Ethical Management and Compliance with Laws and Regulations

Action Plans

Positive Impact Management:

- Establish Ethical Corporate Management Best Practice Principles and Code of Ethical Conduct to improve transparency.
- Annual training is provided to directors and managers to enhance governance capabilities.
- Establish transparent communication channels to facilitate dialogue between employees and management.

Negative Impact Management:

- Regularly review and update governance policies.
- Expand the scope of training to enhance governance stability.
- Conduct insider trading prevention training and update legal knowledge.
- Regular labor-management meetings facilitate rapid issue resolution.
- Establish an anonymous suggestion and reporting channel to safeguard governance.

Grievance Mechanism

Email: integrity@brimbiotech.com

Effectiveness Assessment

Regular Management Meetings

We hold annual interdepartmental management meetings to review progress toward the previous year's goals and develop improvement plans. We continuously evaluate the effectiveness of our integrity policy and disclose related policies and information regarding ethical management on the MOPS, company website, annual report, and prospectus. We also report to the Board of Directors at least once a year.

Education and Training Management

Training and communication on ethical conduct and compliance with laws and regulations are performed for all employees as follows

- Supplier Management Procedures (2024/01/04)
- Whistleblowing System Management Procedures (2024/01/04)
- Information Security Awareness (2024/6/19, 2024/11/20)
- Material Information and Insider Trading Prevention (2024/12/11)
- Trade Secrets and Confidential Information (2024/12/11)

2024 Implementation Status

The Board of Directors has approved the following ethical management policies

- Procedures for Ethical Management and Guidelines for Conduct
- Implementation of Ethical Corporate Management
- Code of Conduct
- Whistleblowing System Management Procedures

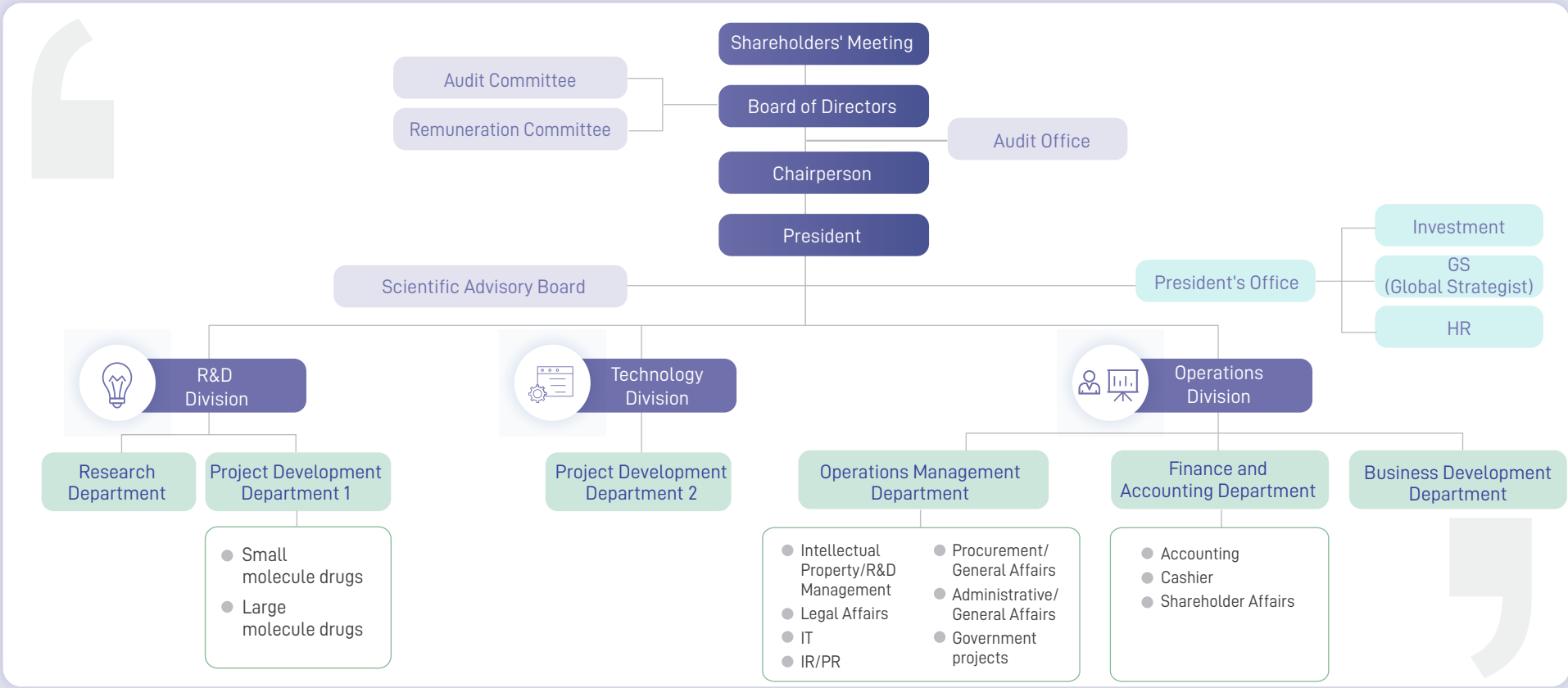
Beginning in 2024, suppliers are required to sign a "Supplier Integrity Statement" to commit to compliance with relevant regulations. As of December 19, 2024, we have completed signatures with 112 suppliers, excluding government agencies, online platforms, and suppliers engaged in one-time or recurring fee-based transactions.

1.1 Corporate Governance Report

1.1.1 Corporate Governance Structure

BRIM Biotech is dedicated to enhancing governance transparency and strengthening the Board of Directors' capabilities, while protecting the rights and interests of stakeholders, in compliance with the Company Act, the Securities and Exchange Act, and other applicable regulations, to build a sound governance framework. The Company enhances corporate value while also considering shareholder rights, fully fulfilling its supervisory role to implement the spirit of corporate governance. To ensure operational transparency and compliance with the Ethical Corporate Management Best Practice Principles applicable to publicly listed companies in Taiwan, we have established the "Ethical Corporate Management Best Practice Principles", the "Code of Ethical Conduct", and the "Procedures for Ethical Management and Guidelines for Conduct". We ensure their implementation in both internal management and external commercial activities, thereby clarifying the operation of our governance structure.

BRIM Biotech Organization Chart



1.1.2 Board Operations

BRIM Biotech consistently upholds the principles of integrity, transparency, and professionalism. Guided by integrity, we ensure all operations and decisions adhere to ethical standards, strengthening trust and collaboration. We simultaneously promote transparent governance, enabling stakeholders to clearly understand the Company's operations and the rationale behind its decisions, thereby fostering effective communication and interaction. Furthermore, we fully leverage the team's professional skills, dedicating ourselves to maximizing company benefits in all aspects to ensure stable growth and sustainable development. To this end, the Board of Directors serves as the highest governance unit, responsible for overseeing corporate development, operations, and strategy formulation. The Audit Committee and the Remuneration Committee are established under the Board of Directors. Through professional division of labor and clear delineation of responsibilities, these committees support the Board of Directors' operations, establishing robust governance mechanisms and enhancing management functions.

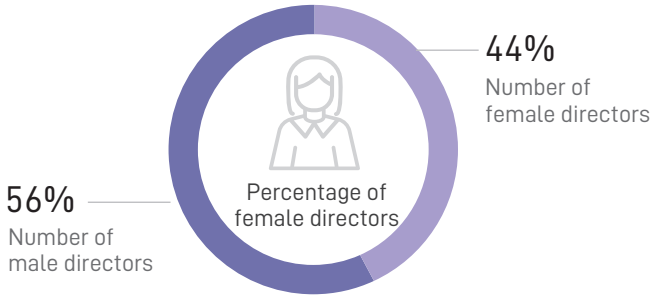
Board Diversity

The Board of Directors of BRIM Biotech shall consist of 5 to 9 members, serving a term of 3 years. The Board utilizes a candidate nomination system, whereby the "Corporate Governance and Sustainability Development and Nomination Committee" evaluates each candidate's experience, professional background and diversity, integrity, and relevant professional qualifications. The Committee then submits its assessment results to the Board of Directors for approval. Subsequently, the shareholders' meeting elects directors from the candidate list, allowing for consecutive re-election, and adheres to the principles outlined in the Corporate Governance Best Practice Principles to ensure that member selection and composition primarily consider professional expertise and diversity, irrespective of gender, nationality, age, or ethnicity. The Company completed its Board of Directors election on February 8, 2023, resulting in a total of 9 directors (including 3 independent directors and 4 female directors). With independent directors accounting for more than one-third of the Board and female directors representing 44.4% of its members, the Company is actively promoting Taiwan's gender equality policy, increasing female participation in decision-making, and improving its board structure.

The members of the Board of Directors are comprised of professionals with outstanding experience in various industries and management fields, covering expertise in finance, corporate governance, and new drug R&D. They fulfill their duties in accordance with laws, the Articles of Incorporation, and resolutions of the shareholders' meeting, formulating the Company's operational strategies, supervising the management team's performance, and safeguarding the rights and interests of stakeholders while maximizing shareholder value. In 2024, the Company held 7 Board meetings with an average attendance rate of 98.4%, in compliance with the Rules of Procedure for Board Meetings, which outlines that the Board of Directors should have at least one meeting per quarter. Key proposals are disclosed in the annual shareholders' report or on the Company website, ensuring transparency and full information disclosure.

Board Diversity

Diversity / Name of director	Nationality	Basic Conditions and Values								Industry Experience					Professional Capabilities		
		Gender	Em-ployee status	Age: 41 to 50 years old	Age: 51 to 60 years old	Age: 61 to 70 years old	Age: 71 to 80 years old	Independent Director Tenure: Under 3 years	Independent Director Tenure: Over 3 years	Elec-tron-ics Technology	Bio-tech-nol-ogy and pharmaceu-ticals	Ven-ture capi-tal	Fi-nance	Manage-ment con-sulting	Fi-nance and Ac-counting	Business Ad-min-istra-tion	R&D of new drugs
Andrew Lin	Republic of China	Male	●			●			●	●	●	●	●	●	●	●	
Haishan Jang	Republic of China	Female	●			●					●						●
Affinity Limited Partnership Fund One Representative: Sophia Cheng	Republic of China	Female			●			●			●	●	●	●	●	●	
Isaiah Capital International Co., Ltd. Representative: Benard Lee	Republic of China	Male				●					●	●				●	
CIDC Consultants Inc. Representative: Yihsin Lee	Republic of China	Female		●							●	●	●	●		●	
Audrey Tseng	Republic of China	Female				●			●		●		●		●	●	
Johnsee Lee (Independent Director)	Republic of China	Male					●		●	●	●					●	
Howard Kuo (Independent Director)	Republic of China	Male				●		●					●		●	●	
James Cheng (Independent Director)	Republic of China	Male			●				●	●			●	●		●	



Avoidance of conflict of interest

The Board of Directors of BRIM Biotech operates with a high degree of self-discipline and strictly adheres to the Company's "Rules of Procedure for Board Meetings". Board members shall proactively recuse themselves from proposals involving their own interests and potentially harming the Company's interests, and shall not vote on behalf of others. Independent directors of the Company should maintain an objective and impartial position, offer advice based on their professional expertise, and give due consideration to their views when discussing any agenda items, all while observing principles of conflict avoidance. Details regarding director recusals from motions involving conflicts of interest are available in the Company's annual shareholders' report.

The chairman and the president of the Company are different individuals. The Chairman is responsible for overseeing the Board of Directors and major decision-making, while the president focuses on daily operations and strategy execution.

Collective Knowledge of the Highest Governance Body

To strengthen corporate governance practices, BRIM Biotech actively encourages its directors to participate in continuing education and discloses their training hours in the corporate governance section of the MOPS. In 2024, 100% of BRIM Biotech's Board members met the continuing education requirements for directors of publicly listed companies.

Title	Name	Training Courses	Total Hours
Chairperson	Andrew Lin	• Sustainable Finance and Sustainable Governance Transformation in the Insurance Industry • Board Fiduciary Duties and Business Judgement Standards • Corporate Governance Special Lecture – Fair Treatment and Anti-Money Laundering Training Course	7.5 hours
Directors	Audrey Tseng	• Internal Shareholding Seminar for ESB-listed and TPEx-listed Companies • 2024 Insider Trading Prevention Seminar • New Trends and Ecosystem Competition in the AI Industry • Operational Diversification Strategy under Geopolitical Risks • Corporate Governance and Securities Regulations • Company Strategy Development Directions	18 hours
Directors	Haishan Jang	• 2024 Cathay Sustainability Finance and Climate Change Summit	6 hours
Representative of Corporate Director	Yihsin Lee	• 2024 Cathay Sustainability Finance and Climate Change Summit	6 hours
Representative of Corporate Director	Benard Lee	• Cases of Breach of Trust and Transactions Deviating from Business Practices: Examining Corporate Audi-tors' Professional Ethics of Corporate Auditors and Strategies for Fraud Prevention	6 hours
Representative of Corporate Director	Sophia Cheng	• 2024 Cathay Sustainability Finance and Climate Change Summit • Board Course on Corporate Sustainability and Net Zero Strategy	12 hours
Independent Director	Johnsee Lee	• Analysis of Corporate M&As, Equity Investment Planning, and Joint Venture Agreements • Post-Pandemic Era: Navigating Digital Transformation — Essential Innovation IP Risk Management That Businesses Need to Know	6 hours
Independent Director	James Cheng	• Introduction to IFRS Sustainability Disclosure Standards and Sharing of Domestic and International Net-zero Emission Trends • Digital Detectives: The Path to the Future of Preventative Auditing • US-China-Taiwan Relations and Future International Situation – Political Risks of Investing in Mainland China	9 hours
Independent Director	Howard Kuo	• New Forms of Securities Crime and Market Manipulation [Corporate Governance] • Corporate Governance – Future Challenges and Opportunities Seen Through the History of Semiconductors • Corporate Governance – The New Generation of Artificial Intelligence: ChatGPT is Transforming Industry Trends • Corporate Governance – New Energy Boom: Technological Development and Business Opportunities in Electric and Smart Vehicles	9 hours

Board Performance Evaluation

BRIM Biotech has established "Board Performance Evaluation Procedures" to implement a Board performance evaluation system and conducts internal performance evaluations regularly. The evaluation includes annual self-assessments via questionnaires covering the Board member's involvement in company operations, improvements to Board decision-making quality, Board composition and structure, director selection and ongoing education, and internal controls. Every three years, an external performance evaluation is also conducted to provide objective feedback and further refine the governance mechanisms, ultimately achieving sustainable governance goals. The Company completed its internal performance evaluation of the Board of Directors and each functional committee for 2024 in Q1 2025. The average self-assessment score for Board members was 4.94 (out of 5), and the functional committees received an average score of 5 (out of 5). The functional committee performance evaluation results were consistent with the previous year, while the average self-assessment score for Board members increased slightly year-over-year. Overall, the evaluation results were excellent, demonstrating a high degree of professionalism in the Board's operations and reflecting efficient decision-making and a sound governance structure.

The Company commissioned the Taiwan Investor Relations Institute to conduct an external evaluation of the Board's 2024 performance. Their assessment conclusions and recommendations are as follows:

The evaluated company's Board holds regular meetings with active participation from all directors. Overall actual attendance is excellent, and directors continuously pursue professional development to stay current with the latest knowledge. The roles of Chairman and CEO are clearly defined. The Board structure is sound with diverse membership comprising different professional backgrounds, genders, and work domains, enabling effective fulfillment of supervisory responsibilities and obligations. However, Board governance and operational effectiveness could be further enhanced through the following recommendations:

1. Establish a Board-level "Sustainability Development Committee"
2. Develop succession planning for Board members and key management personnel
3. Risk management should be supervised by the Audit Committee or Board-level functional committees, with reports to the Board at least once annually (unsure if following segments are aforementioned suggestions or already completed items)
4. Prepare a sustainability report to be approved by the Board
5. Active promote environmental and social governance

The Company formed the "Sustainable Development Promotion Task Force" in 2025, dedicated to advancing corporate sustainability and publishing a sustainability report, which is submitted to the Board of Directors for approval, ensure its transparency and completeness.

We plan to actively develop succession plans for Board members and key management to ensure the continuity and stability of our governance. Furthermore, risk management will be overseen by the Audit Committee or other functional committees at the Board level, and the implementation of risk management is planned to be reported to the Board of Directors at least once annually.

Board and Senior Management Remuneration Policy

BRIM Biotech establishes remuneration policies for members of the Board of Directors and managers in accordance with its Management Procedures for Remuneration to Directors and Managers. Remuneration adjustments are evaluated by the Remuneration Committee, and may be made based on industry salary levels and company performance, subject to approval by the Board of Directors. The remuneration of newly appointed managers is determined through mutual agreement, with reference to industry standards, and is subject to approval by the Board of Directors following a recommendation from the Remuneration Committee. Annual salary adjustments are based on performance appraisal results. Bonuses are categorized into year-end bonuses, special incentive bonuses, and other bonuses. Year-end bonuses are determined at the time of hiring. Special incentive bonuses are evaluated based on managers' performance and contributions. The Company also sets aside employee retirement funds in accordance with relevant regulations, and employees who meet the retirement criteria are eligible to apply for retirement benefits. Currently, the Company is in the initial stages of considering linking ESG performance to senior management remuneration. We will continue to monitor this issue and benchmark against industry leaders to develop a more refined reward system.

Annual Total Remuneration Ratio

Item	2024
The ratio of the annual total remuneration of the highest-paid individual in the organization to the median annual total remuneration of all other employees (excluding the highest-paid individual).	6.88
The ratio of the percentage increase in the annual total remuneration of the highest-paid individual in the organization to the median percentage increase in annual total remuneration for all other employees (excluding the highest-paid individual).	-5.09[Note1]

Note 1: The difference is due to lower bonuses in 2024 than in 2023.

1.1.3 Functional Committees

The Company's Board of Directors serves as the highest governance body, responsible for overseeing corporate development, operations, and strategy formulation. The Board is supported by the Audit Committee and the Remuneration Committee to assist the Board's operations through specialized functions and clearly defined responsibilities, thereby establishing a robust governance mechanism and strengthening management functions.

Board of Directors

- The Board of Directors currently consists of 9 directors, including 3 independent directors, all of whom have expertise in areas critical to the Company's business, such as corporate management, financial accounting, and new drug development, accounting for 33.3% of the total number of directors.
- In accordance with laws and regulations, the Company's Articles of Incorporation, and resolutions of the shareholders' meeting, we exercise our powers with integrity to maximize shareholder interests, oversee the Company's legal compliance, and disclose material information in a timely manner.
- To implement corporate governance and enhance the functions of the Board of Directors and its committees, BRIM Biotech's "Board Performance Evaluation Procedures" require that the Board of Directors and its committees undergo internal performance evaluations at least once annually. The 2024 performance self-evaluation results for the Board of Directors, individual directors, and each functional committee were all rated as excellent or above, and the results have been reported to the Board. Furthermore, it is stipulated that an evaluation must be conducted at least every three years by an external professional institution or a team of external experts. The most recent external performance evaluation was conducted in 2024, and the Board of Directors generally performed well. BRIM Biotech will continuously strengthen its corporate governance effectiveness based on the results of this internal and external assessment.
- The Board of Directors of BRIM Biotech is led by the chairman and meets at least once a quarter.

  In 2024, 7 Board meetings were held, with an average attendance rate of 98.4%.

Audit Committee

- The Audit Committee currently consists of 3 independent directors,

  and its main responsibilities include exercising due diligence, evaluating business performance, and approving important decisions. The Audit Committee also conducts annual internal performance evaluations of the Committee.
- The chief internal auditor attends Audit Committee and Board meetings to report on audit findings and the progress of remediation for identified irregularities during the reporting period. They also periodically review internal rules and revise relevant procedures to continuously optimize workflows.
- Auditors, upon completion of the annual audit or semi-annual review, issue a written report to the Audit Committee detailing significant audit findings, internal control deficiencies, and other key communication matters, to help the audit committee understand the Company's operating results.
- The Audit Committee meets at least once a quarter,

  holding a total of 7 meetings in 2024 with 100% attendance. Communication and interaction with the Audit Committee, the chief internal auditor, and the accountants are good.

Remuneration Committee

- The Remuneration Committee currently comprises 3 independent directors

  who assess the Company's director and manager remuneration policies and systems from a professional and objective standpoint, and submit recommendations to the Board of Directors for their consideration. The Committee also conducts a regular internal performance evaluation annually.
- The primary responsibilities include regularly reviewing the policies, systems, standards, and structure for director and manager performance evaluations and remuneration; routinely evaluating and determining director and manager compensation; and periodically assessing the achievement of performance goals for BRIM Biotech's directors and managers, and determining the content and amount of their individual compensation.
- The Remuneration Committee of BRIM Biotech meets at least twice a year,

  holding 5 meetings in 2024 with 100% attendance.

1.1.4 Ethical Management

Ethical Management Policies and Commitments

BRIM Biotech operates on the principles of fairness, honesty, trustworthiness, and transparency. We have established the "Procedures for Ethical Management and Guidelines for Conduct", the "Ethical Corporate Management Best Practice Principles" and the "Code of Ethical Conduct", which are required to be followed by the Board of Directors, senior management, and employees. These documents clearly prohibit any dishonest or unethical behavior, and suppliers are required to sign the Supplier Code of Ethical Conduct.

The Company has established an "Ethical Management Committee" dedicated to integrating ethical management and values into daily operations and implementing corresponding anti-corruption measures to ensure the practice of ethical management. By actively promoting integrity policies through awareness campaigns and training, we aim to enhance the ethical awareness of all employees and establish a reporting system to encourage timely reporting of any misconduct.

Implementation of Ethical Corporate Management

- Prohibition of misconduct
- Prohibition of bribery and acceptance of bribes
- Prohibition of illegal political contributions
- Prohibition of improper charitable donations or sponsorships
- Prohibition of offering or accepting unreasonable gifts, hospitality, or other improper benefits
- Prohibition of infringement on trade secrets, trademark rights, patent rights, copyrights, and other intellectual property rights
- Prohibition of unfair competition practices
- Preventing products or services from harming stakeholders and consumers

The Company has conducted a risk assessment for corruption at its existing operational sites, and no corruption incidents occurred in 2024. Furthermore, there were no instances of anti-competitive practices, antitrust violations, or monopolization.

Policy Communication and Training

At BRIM Biotech, we promote ethical management through implementing ethical management guidelines, conference briefings, digital education initiatives. We also regularly provide training courses. In 2024, 30 people participated in the course on ethical management training, totaling 62.5 training hours. 93.75% of all employees received anti-corruption communication and training, totaling 30 people. Moving forward, the Company will continue to promote training on ethical management and incorporate an assessment mechanism to ensure its effectiveness. We strive to ensure that all employees deeply understand and practice the value of integrity, establishing a trustworthy and ethical corporate culture.

Course Topic	Course Name	2024		
		No. of Participants	Number of People Trained	Training Hours
Insider Trading	Insider Trading and Trade Secrets	30	30	2
Ethical Management	Anti-corruption and Ethical Man-agement Forum	1	1	2.5

Personnel Category	No. of Personnel Who Have Participated in Anti-corruption Training Courses (Unit: Number of Personnel)	Total No. of People (Unit: Number of Personnel)	Percentage
Senior Management	6	8	75%
Middle management	11	11	100%
Entry-level Personnel	12	12	100%
New hires	1	1	100%
Total	30	32	93.75%

Whistleblowing System and Channels

To establish a culture of integrity and transparency, the Company has implemented a whistleblowing system and disciplinary management procedures. For violations of integrity, internal malpractice, and grievances, employees may report to the Integrity Management Committee or independent directors through any form. The dedicated unit will be responsible for handling reports and conducting investigations, and taking necessary follow-up measures once the investigation is complete. The Company strictly protects the identity of the whistleblowers as well as the content of their report to ensure they do not suffer any improper treatment as a result of reporting. No whistleblowing reports were received in 2024.

Company Website – Stakeholder Reporting Channel

➡ Whistleblowing Channel

Email: integrity@brimbiotech.com

Telephone: 886-2-2659-8586

1.1.5 Compliance and Internal Audits

Compliance With Laws and Regulations

In the rapidly evolving biotechnology industry, the importance of compliance with laws and regulations is increasingly recognized. BRIM Biotech recognizes that compliance is the cornerstone of corporate sustainability. The Company oversees daily operations through a dedicated legal unit, rigorously adhering to relevant biotech management laws and safety standards to ensure that products and services not only meet market needs but also safeguard the safety and health of partners and customers.

No material[Note] violations of laws and regulations in 2024.

Note: Referencing the "Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities" of the Taiwan Stock Exchange, the materiality threshold is NT$1 million.

Internal Audit

Internal audit plays a crucial role within BRIM Biotech for ensuring compliance and improving operational efficiency and effectiveness. An internal audit is conducted for the systematic evaluation and inspection of operational processes, internal controls, and risk management. Regular audits enable management to identify potential issues promptly and ensure compliance with relevant policies and procedures.

The Company's internal audit is conducted in accordance with the "Internal Audit Implementation Rules" approved by the Board of Directors and the audit plan. The aim of an internal audit is to assist the Board of Directors and management in examining and reviewing the effectiveness of the internal control system, and to assess the effectiveness and efficiency of operations. An internal audit helps provide timely improvement recommendations and enhance management transparency and accountability.

The Internal Audit Department operates as an independent unit reporting directly to the Board of Directors. The Department is staffed by auditors with professional qualifications, and the appointment or dismissal of the audit supervisor requires the approval of the Audit Committee and confirmation by the Board of Directors' resolution. Auditors must meet statutory competence requirements and continuously pursue further education through relevant training courses to enhance their auditing skills. In terms of audit operations, auditors perform their duties independently and impartially, regularly reporting progress to each independent director and examining the internal control systems and operational performance of each department. The appointment, appraisal, and remuneration of auditors are handled according to the requirements set forth in the "Internal Audit Implementation Rules", the "Recruitment and Employment Procedures", the "Performance Evaluation Management Procedures", and the "Salary Management Procedures". In doing this, we ensure the professionalism and independence of internal audit. Through these measures, the Company aims to strengthen compliance and internal controls, promote continuous improvement, and achieve stable growth.

1.2 Risk Management

1.2.1Risk Management Policy

Operating in the rapidly evolving biotechnology industry, BRIM Biotech faces a variety of potential risks that could significantly impact the organization's financial performance, operations, and even sustainable development. To effectively avoid and address these risks, the Company employs appropriate risk management procedures to identify, assess, control, and report on risks, minimizing impact and maintaining resilience and stability in the face of various risk impacts.

step 1

Risk Identification

We identify internal and external risks that may affect organizational goals, including environmental, social, and economic factors. To comprehensively understand potential risks, the Company plans to identify them through methods such as internal audits, stakeholder communication, or expert consultation.

step 2

Risk Assessment

We assess the probability of occurrence and potential impact of identified risks to prioritize them.

step 3

Risk Monitoring

Through continuous monitoring of existing and newly identified risks and ensuring the effectiveness and timeliness of risk control measures, the Company will regularly assess risk indicators and build a risk early warning system to promptly capture risk changes.

step 4

Risk Report

We report risks to the Board of Directors annually, covering risk identification, assessment, and control measures to help governance bodies and management develop further response strategies.

step 5

Risk Response

Corresponding response measures are established for identified risks to reduce the likelihood and impact of their occurrence. The Company establishes preventative measures, risk transfer strategies, or chooses to assume specific risks to proactively address potential challenges.

1.3 Information Security Management

1.3.1 Information Security Policy

In the current era of rapid digitalization, implementing information security and protecting customer privacy have become part of corporate responsibility. BRIM Biotech maximizes the realization of various information and customer privacy by establishing regulations such as the "Information Security Management Procedures" and the "Information Access Authorization Guidelines".

Management Procedures

The Company has established the "Information Security Management Procedures" to implement the basic principles and processes of information security management and ensure that only authorized personnel can access sensitive information, thereby reducing internal and external information security risks.

Regular Drills

To enhance the Company's overall emergency response capabilities in the event of an information security incident, we conduct regular social engineering tests and drills each year to assess employee awareness of potential security threats. Furthermore, regular backups and restoration drills of core systems help prevent data loss during emergencies and allow for rapid recovery, minimizing the risk of operational disruption.

Establishment and Maintenance of an Information Security Management System

The Company has invested resources in establishing and maintaining a complete information security management system, covering security equipment such as firewalls, network switches, and endpoint protection, ensuring the security of the Company's network environment. At the same time, leveraging Google Workspace Security and the Data Systems Enterprise Operations Service Cloud Management Platform allows for efficient information security management and monitoring, with real-time responses to potential threats.

1.3.2 Information Security Incident Reporting Procedures

Responding to security incidents quickly and effectively is critical. The Company hereby establishes the "Information Security Incident Reporting Procedures" to ensure timely reporting and effective response to emergencies, minimizing the impact of information security incidents on operations. In 2024, no significant information security incidents occurred.

Incident Reporting

Upon confirmation of an information security incident by any information system user within the Company, the IT system administrator shall report the specific details to relevant superiors within 30 minutes, detailing the facts of the incident and a preliminary impact assessment.

Comprehensive Assessment for Control

Following the completion of incident reporting, the Information Security Task Force will conduct a comprehensive assessment of the incident's scope and establish tracking procedures based on the assessment results. If the Task Force determines that the incident's impact prevents independent data recovery, it must promptly request support from internal or external resources to obtain the necessary professional assistance.

Contingency Plans

The Information Security Task Force will propose response measures to address the incident and coordinate with relevant departments to determine the optimal course of action. Following the implementation of response measures, the Information Security Task Force must confirm the incident resolution to ensure the issue is properly addressed and to prevent similar incidents from recurring in the future.

Control Lifting

Once the incident has been resolved and the information system returned to normal operation, the IT department must immediately notify all relevant units and formally lift the monitoring status for that information security incident. In addition, the "Information Security Incident Report" must be completed, detailing the incident process, handling measures, and results for record-keeping and future reference.

1.3.3 Information Security Enhancement Measures and Training Program

To strengthen information security levels, in addition to actively promoting the implementation of ISO 27001 in the future, personnel from the IT unit participated in the "Information Security Defense Basics - EC-Council CND Certification Course" this year, with certification successfully obtained. This course enabled them to grasp the core concepts and techniques of information security defense, and utilize practical exercises and case studies to reinforce their response capabilities, allowing the Company to effectively address various information security incidents. Simultaneously, they also participated in the "Comptia Security+ International Network Security Certification Course" to assist IT personnel in mastering knowledge and techniques related to network security. The course included learning risk assessment, establishing security frameworks and measures, and applying these to the Company's information environment to further enhance overall information security protection capabilities. To this end, a total of NT$86,300 was invested in training costs, with a cumulative 93 hours of education and training completed.

The Company applied to join the Taiwan Computer Emergency Response Team (TWCERT) Taiwan CERT/CSIRT Alliance on May 23, 2025, and was approved as a member on May 28, 2025. This provides the Company with access to real-time information security threat intelligence and best practices, along with participation in alliance-organized information security drills and training activities, further enhancing the Company's information security response capabilities.

1.4 Financial Performance

1.4.1 2024 Financial Information

For 2024, BRIM Biotech's operating revenue was NT$333 thousand, with a gross profit of NT$22 thousand. Operating expenses totaled NT$344,807 thousand, resulting in an operating net loss of NT$344,785 thousand. Non-operating net income was NT$29,315 thousand. Net loss before tax was NT$315,470 thousand.

The Company focuses on new drug development as its main business. We are actively advancing the five new drug products, including treatments for dry eye syndrome, neurotrophic keratitis, glaucoma, neovascular glaucoma, and osteoarthritis, etc. We will continue to evaluate new pipeline opportunities to identify new drug development prospects aligned with the Company's strategy. In addition to enhancing product portfolio diversification through strategic mergers and acquisitions, technology licensing, or co-development to increase market competitiveness, we are actively seeking licensing and collaboration opportunities with leading international pharmaceutical manufacturers to drive revenue growth.

1.4.2 Implementation of the Pension Plan

BRIM Biotech, in accordance with the provisions of the Labor Pension Act, makes monthly contributions of 6% of employee wage to their individual pension accounts at the Bureau of Labor Insurance, as stipulated in the Company's Work Rules. Employee pension payments are disbursed either as monthly pension payments or a lump-sum payment, based on the amount in the employee's pension account and accumulated earnings.

Unit: NTD Thousands

Item	Key Elements	2024
Direct Economic Value Generated	Revenue	333
Economic Value Distributed	Operating costs	311
	Employee compensation and benefits Note 1	109
	Payments to investors Note 2	0
	Payments to government Note 3	0
	Community Investment Note 4	0
Economic Value (generation – distribution) Retrained Note 5		(315)

Note 1: Bonuses, pension contributions, and other personnel expenses.
Note 2: Actual amount of dividends paid to shareholders. No dividends were distributed this year.
Note 3: No income tax was paid as a result of the net loss before tax for the year.
Note 4: There were no donations to government agencies, other organizations, or community welfare expenditures this year.
Note 5: Represents the net loss for the year after tax.

2

Pharmaceutical R&D Management

Management Approach

Material Topics Effective Management and Innovation R&D

Positives and Negatives Impact Description

Positive Impact

By integrating translational medicine expertise and external R&D resources, BRIM Biotech is able to accelerate the advancement of promising innovative drugs from academic research to clinical validation, driving the development of new therapies for diseases with unmet medical needs. Through preclinical trials and mechanism validation, we enhance the technological maturity and licensing potential of candidate drugs, thereby strengthening our competitive advantage and negotiation position in the new drug licensing market. This R&D strategy not only fosters innovation in medical technology but also offers more groundbreaking treatment options for patients globally, creating lasting positive social impact.

Negative Impacts

New drug development carries high risk and has long lead times. Inadequate R&D strategy planning, unfavorable clinical trial results, or technical execution issues with collaborating institutions could lead to project failure, termination, or delays, resulting in the loss of company investment in personnel and R&D costs and impacting future licensing or collaboration opportunities. Furthermore, a lack of effective project management and R&D progress control mechanisms may also reduce overall R&D efficiency and investor confidence, thereby impacting the Company's reputation and capital market valuation.

Policies and Commitments

BRIM Biotech is dedicated to developing innovative, first-in-class technologies and medications based on translational science, with a focus on addressing unmet medical needs. Through dedicated R&D project teams, the Company possesses high flexibility and the ability to integrate resources across the upstream and downstream biotech and medical industries. Topic selection is conducted based on multiple factors including product targets, scientific foundations, safety, scalability of manufacturing processes, market competitiveness, clinical feasibility, and patent protection. Furthermore, an R&D project management approach is adopted for patent deployment, integrating CROs, CMOs, and key opinion leaders with expertise in the field to advance innovative drugs to the "proof of concept" (POC) stage, followed by licensing and strategic partnerships to bring products to market. This business model aims to create maximum value with limited resources and seeks to improve the quality of life for patients, fulfilling the Company's social responsibility.

Objectives

Short-term goals (2025)

- Initiate the Phase 1/2b clinical trial of BRM411 in Taiwan.
- Initiate Phase 2 dose-exploration trials of BRM421 in Taiwan and begin planning and preparation for follow-up clinical trials
- Expand the BRM424 clinical trial research center to speed up patient enrollment
- Conduct preclinical research and indication assessment for new drug development projects
- Continuously accumulate technology development data to support licensing and collaboration negotiations

Mid-term goals (2026-2028)

- Actively seek international licensing or co-development opportunities
- Continue to strengthen our patent strategy and apply for key international patents to solidify technological protection

Long-term goals (from 2029)

- Continue to screen and introduce candidate drugs with innovative mechanisms
- Establish stable revenue streams from innovation licensing to continuously invest in next-generation translational science applications

Management Approach

Material Topics Innovation Management and R&D

Action Plans

Positive impact management

BRIM Biotech focuses on disease areas with unmet medical needs, integrating translational medicine expertise and a flexible R&D approach to enhance the efficiency and success rate of early drug development. The Company has established a cross-departmental project management mechanism to evaluate development opportunities for candidate drugs based on scientific merit, clinical potential, manufacturing feasibility, and licensing value. We collaborate with domestic and international research institutions, CROs, and CMOs to accelerate the transition of drugs from the experimental stage to clinical validation. Tracking progress through phased milestones and feedback from clinical trials enables the management of R&D progress and quality, increasing the potential for successful translation of innovative projects and their subsequent licensing value.

Negative impact management

Recognizing the uncertainty and high-risk nature of innovative drug development, the Company has established project screening and risk management procedures. Comprehensive feasibility assessments are conducted early in the introduction of new projects to avoid investing resources in those with low probabilities of success. Potential risks related to delays in clinical trial progress, data discrepancies, or execution gaps with external partners are tracked and adjusted through regular project review meetings and anomaly management mechanisms. The Company also emphasizes risk management in R&D contract and licensing negotiations, and mitigates financial losses and operational impact from failure through phased milestones and stage payment terms.

Grievance Mechanism

Complaint Submission Link:
ir@brimbiotech.com

Given that the subject matter relates to R&D strategy and operational advancement, and does not directly involve individual rights or significant ethical risks, a dedicated complaint or reporting mechanism is not currently in place. Regarding data quality issues, disputes during execution, or communication disagreements among collaborators in the R&D process, the R&D team head, the legal department, and relevant contacts will jointly coordinate to resolve them, ensuring compliance and efficient project progress.

Effectiveness Assessment

The evaluation mechanism focuses on R&D progress, technological value, market alignment, and the effectiveness of external resource integration, with a core focus on advancing the clinical validation and licensing potential of innovative drugs. Through the following evaluation mechanisms, we regularly review whether R&D investment achieves phased results and creates potential value.

Clinical Trial Progress	New Drug Projects Secure Government Funding	Number of Patent Applications and Approvals	Progress of Technology Licensing or Collaboration Negotiations	External Resource Integration and Talent Capacity Expansion
• Whether BRM411 has initiated Phase 1/2b clinical trials as planned, or whether BRM421 has commenced Phase 2 dose-exploration trials on schedule.	• For example, obtaining support such as approval of the Ministry of Economic Affairs' A+ Plan can bolster early-stage R&D financial stability.	• Assess whether new drug candidate patent applications/approvals are completed internationally or in Taiwan during the year to strengthen technology protection.	• Whether confidentiality agreements have been signed with potential partners, technical evaluations completed, or licensing negotiations have begun to reflect the market potential of the R&D projects.	• Recruit scientific advisors with experience in translational research and clinical development, and establish effective collaborations with CROs and CMOs to enhance R&D efficiency.

Management Approach

Material Topics Product Quality and Drug Safety

GRI Standards GRI 416-1, GRI 416-2

Positives and Negatives Impact Description

Positive Impact

BRIM Biotech highly values pharmaceutical quality and safety. Rigorous quality and safety management mechanisms are implemented from the early stages of R&D. All product development and clinical trials are conducted in accordance with standards stipulated by the U.S. Food and Drug Administration (FDA), the Taiwan Food and Drug Administration (TFDA), and the clinical trial regulations of various countries. The Company has submitted Investigational New Drug (IND) applications to the U.S. FDA for its new drugs, including BRM421 and BRM424, and has received approval to conduct Phase 3 and Phase 2 clinical trials, ensuring data reliability and scientific rigor, minimizing subject risk, and enhancing the international recognition of its R&D efforts. BRIM also collaborates with qualified CROs and CMOs to implement GCP (Good Clinical Practice) and GLP (Good Laboratory Practice), ensuring products have sufficient safety and efficacy data.

Furthermore, BRIM also focuses on ensuring the continued quality and traceability of safety for future licensed products in the later R&D stages. We will work with licensing partners to establish a product risk management plan, ensuring end-user safety and meeting the expectations of regulatory authorities for post-market surveillance.

Negative Impacts

Product quality and safety not properly managed during the R&D or clinical trial stages may result in clinical trial data not being accepted by regulatory authorities, or the trial being terminated due to adverse reactions in subjects, leading to delays in development timelines and wasted resources. Furthermore, should authorized partners experience quality defects or safety incidents after product launch, BRIM may bear reputational damage and legal responsibility as the developer, even though it is not a direct producer. Such incidents may lead to increasingly stringent regulatory scrutiny, termination of authorized collaborations, and a decline in investor confidence, negatively affecting the Company's revenue expectations and market capitalization. Given the high reliance of our business model on the execution quality of external CROs and CMOs, inadequate supply chain control may result in product quality failing to meet market or regulatory standards, further increasing operational and compliance risks.

Policies and Commitments

BRIM Biotech is committed to upholding the highest standards of quality and pharmaceutical safety across the entire new drug development process, and places importance on building a strong internal quality culture. The Company is progressively establishing clear operating procedures, internal audits, and quality control mechanisms, and implementing anomaly reporting and risk management procedures to ensure compliance and quality requirements are met from the development stage onward. For key R&D projects, the Company has strengthened data accuracy and completeness to support future international licensing collaborations or pharmaceutical registration applications. Furthermore, BRIM has established a cross-departmental collaboration mechanism to enhance quality decision-making transparency and improve response efficiency, and regularly reviews its quality policies and operational performance. The Company will continuously monitor regulatory changes and international trends, dynamically revise its management mechanisms, and respond to regulatory developments and stakeholder expectations, demonstrating a long-term commitment to pharmaceutical safety and social responsibility.

Objectives

Short-term goals (2025)

- Continue to strengthen the quality management system during the clinical trial phase, including adverse event reporting procedures and internal quality audits.
- Ensure all trial operations during new drug development comply with GCP (Good Clinical Practice) and the regulations of supervisory authorities in Taiwan, the United States, and other regions.

Mid-term goals (2026-2028)

- Continue to advance licensing collaborations or entry into late-stage clinical trials for key new drugs, and strengthen data integrity and regulatory compliance.
- Implement and utilize digital systems to track R&D data quality and compliance, enhancing document management and reporting efficiency.

Long-term goals (from 2029)

- During pharmaceutical authorization or the listing stage, CROs are commissioned to establish product safety monitoring mechanisms (such as pharmacovigilance systems) aligned with international post-market surveillance standards.
- Establish a comprehensive product quality policy to enhance market trust and international collaboration potential.

Management Approach

Material Topics Product Quality and Drug Safety

Action Plans

Positive impact management

- Establish procedures for handling abnormal events and mitigating risks to ensure quality deviations are addressed and corrected promptly.
- Sign quality agreements with external partner organizations, clearly defining GxP responsibilities and audit mechanisms.
- Conduct regular internal and third-party quality audits to prevent test data from becoming invalid due to quality issues with partners.
- Inconsistent clinical data could affect the pharmaceutical registration timeline, potentially increasing R&D costs and delaying licensing.
- Strengthen data backup and data management systems to prevent data loss or mishandling that could result in legal and regulatory risks.

Negative impact management

- Work with qualified CROs and CMOs to execute clinical trials in compliance with GCP and GLP standards, ensuring data reliability and scientific validity.
- Establish a cross-departmental quality review process, regularly assess R&D progress and testing quality, and improve the efficiency of quality decision-making.
- Establish an incident reporting mechanism to ensure issues during the R&D process are reported and addressed promptly.
- Conduct rolling monitoring and review of each testing phase to improve success rates and regulatory compliance.
- Maintain strong collaboration and a quality reputation, build confidence in future drug registration applications and international licensing.

Effectiveness Assessment

- Based on GCP (Good Clinical Practice) and GLP (Good Laboratory Practice) standards, regular internal audits are conducted to ensure the accuracy and completeness of data throughout the trial process.
- Regularly compile and review incident reports and their resolution records to monitor potential quality risks in clinical trials.
- Review quality audit reports for CROs, CMOs, and other partners, and track the quality performance of the external supply chain.
- Assess the progress and timeliness of corrective actions for testing-related audit findings, and improve the real-time responsiveness of quality control.
- Manage the accuracy and traceability of testing data and documentation in the R&D process, ensuring the compliance of foundational data for drug registration applications.

Grievance Mechanism

Complaint Submission Link:
ir@brimbiotech.com

- Subjects' feedback and complaint channels: For ongoing clinical trials, BRIM Biotech has established dedicated contact windows through collaborating medical institutions, allowing subjects to submit reports of adverse reactions or safety-related complaints during the trial period, and will initiate reporting and ethical review procedures as required.
- Internal reporting mechanism for quality anomalies: The mechanism is overseen by a senior QA consultant to manage cross-departmental reports of product testing or operational issues, with complaints and improvement records regularly reviewed to inform quality system optimization.
- Partner grievance mechanism: Establish communication and response channels for CROs, CMOs, or research collaborators to enable timely reporting of quality defects or procedural violations.

2.1 Effective Management and Innovation R&D

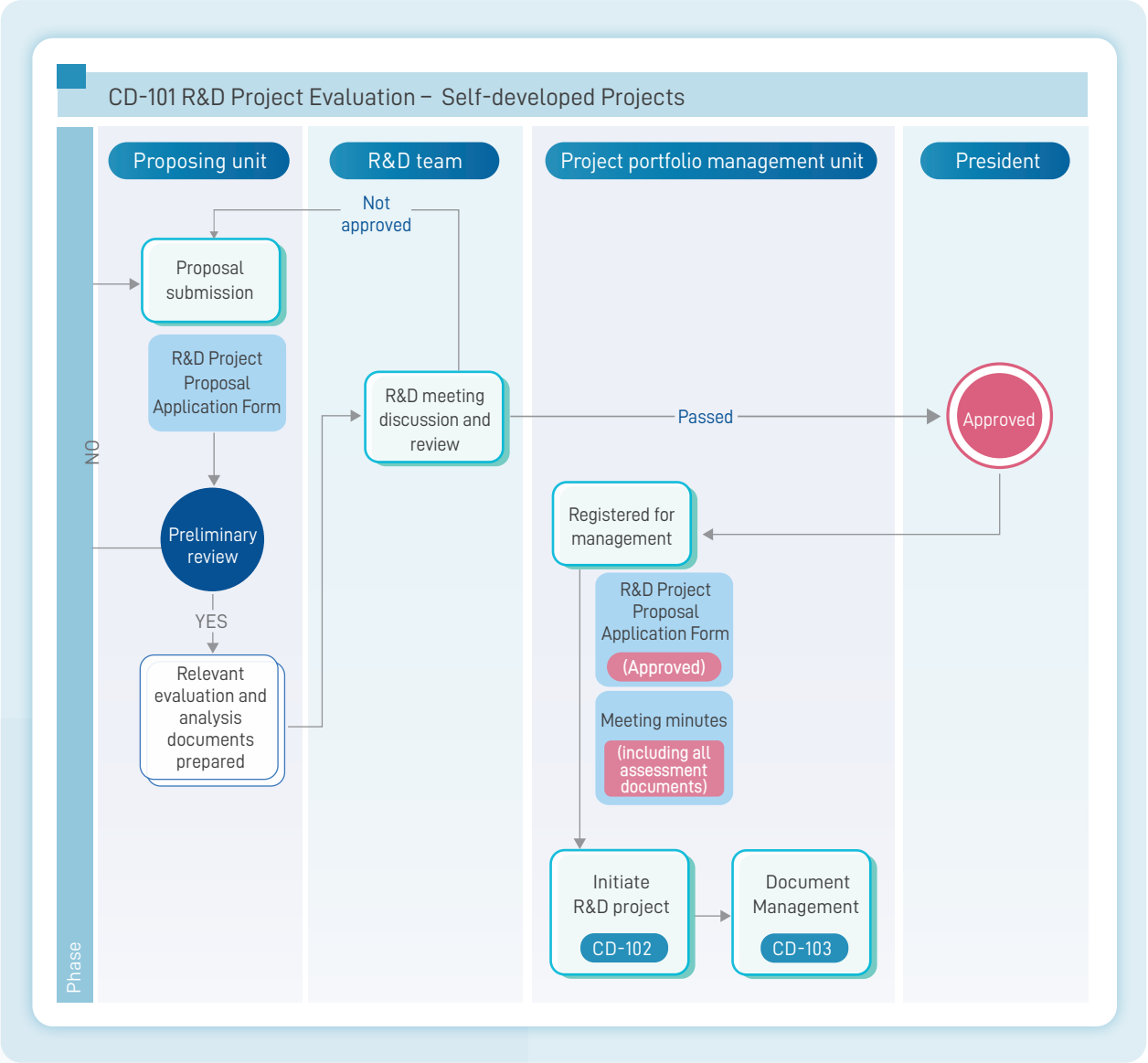
2.1.1 R&D Strategy and Management System

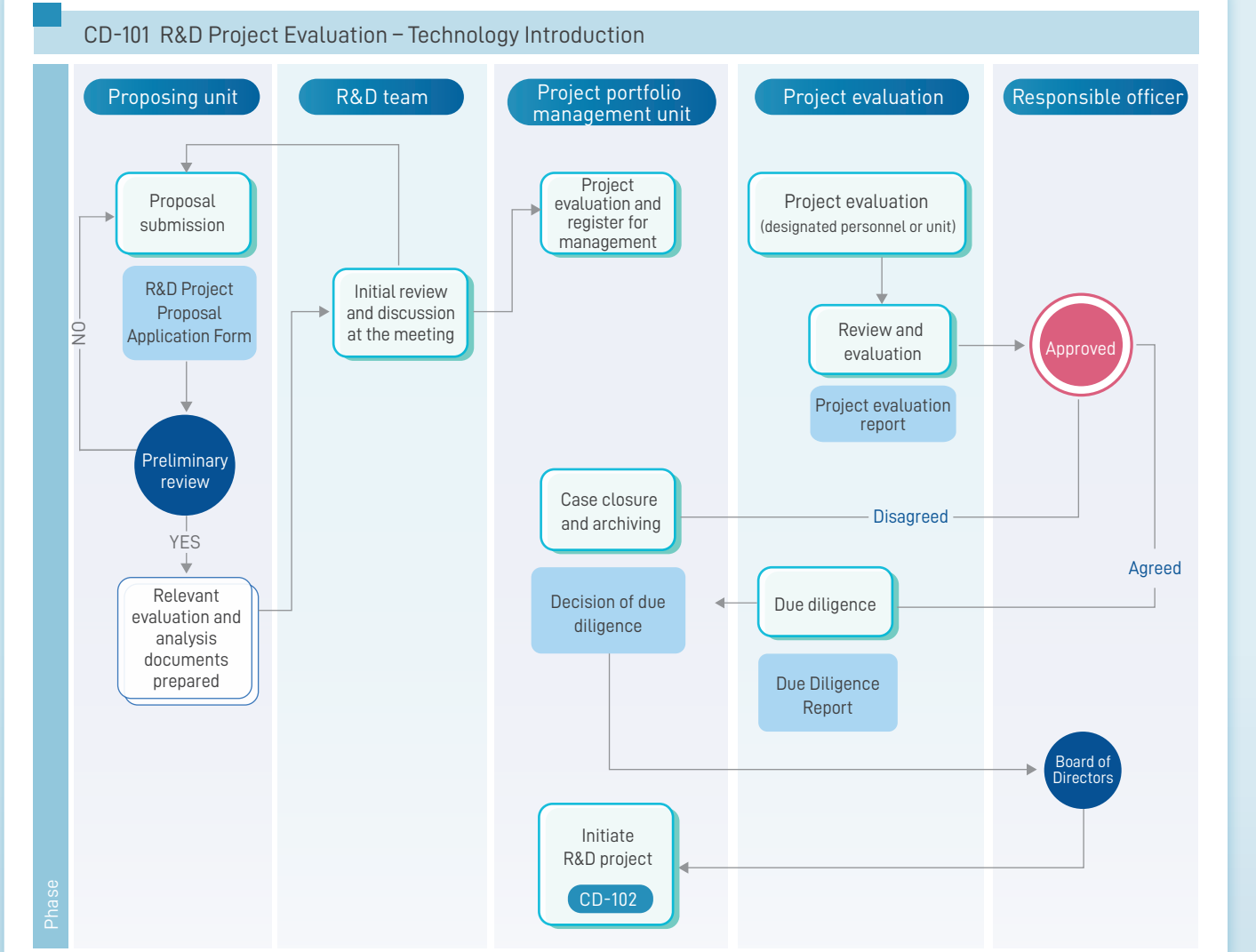
BRIM Biotech maintains rigorous pharmaceutical R&D management practices, establishing a systematic project evaluation and risk control mechanism to improve the success rate of new drug development, while also ensuring commercial viability and regulatory compliance. The Company ensures that every R&D investment possesses technical capabilities, market potential, and clinical value through a clearly defined development sourcing process and phased reviews.

Source of R&D Projects and Review Process

The sources of BRIM Biotech's R&D projects fall into two main categories: internally developed proposals and license-ins. Project initiation, review, and management are carried out according to standard operating procedures.

- Self-developed proposals: Proponents submit a "R&D Project Proposal Application Form", approved by their direct supervisor, for review at the internal R&D meeting. Meeting evaluation focuses on technical feasibility, market potential, and clinical needs. Proposals that are approved will be registered for management, while those not approved can be revised and resubmitted.
- External technology introduction: Employees may proactively refer potential collaboration opportunities, which are initially screened by the project portfolio unit and then assigned to a project manager for follow-up. The subsequent process covers signing non-disclosure agreements, collecting and analyzing technical and market data, and collaboratively drafting an "R&D Project Evaluation Report" with input from the R&D team and external experts to inform management's decision-making.





Risk control and due diligence system

To reduce the uncertainty associated with authorized collaborations and new product development, BRIM Biotech has implemented a rigorous risk assessment and due diligence process.

- Due diligence mechanism: The president and project leader jointly plan the investigation team and timeline, and conduct data verification on-site or remotely. The investigation cover aspects such as R&D technology, financial standing, and regulatory compliance, and is compiled into a "Due Diligence Report" to serve as the basis for deciding whether to proceed with projects.
- Authorization procedures are officially initiated: After supervisor approval, the project leader submits an "R&D Project Proposal Application Form", and the project portfolio unit assigns a case source code and establishes project initiation. The team subsequently assesses the collaboration model, implements project management, and track progress according to internal procedures.

Through the aforementioned processes, the Company's R&D projects – from proposal and evaluation to execution – adhere to risk management and governance principles, and enhance the transparency and predictability of R&D investment.

2.1.2 R&D Products and Resource Investment

BRIM Biotech focuses on highly unmet medical needs in areas such as ophthalmology and degenerative diseases, and is committed to developing novel biologics with innovative mechanisms and clinical value. Since 2015, the Company has obtained global exclusive development rights for PDSP (Pigment Epithelium-Derived Factor Short Peptides), applicable to multiple therapeutic areas and indications including dry eye syndrome, corneal wound healing, degenerative osteoarthritis, diabetic foot ulcers, androgenetic alopecia, and muscle/tendon regeneration. In 2024, the Company introduced exclusive license from the Industrial Technology Research Institute for two drugs and technologies treating glaucoma and wet age-related macular degeneration.

Through exclusive licensing and in-house development, BRIM has successfully expanded a number of candidate product pipelines, covering the complete R&D pathway from early discovery to late-stage clinical trials, demonstrating the Company's depth and flexibility in differentiated drug development. We have currently established 5 key R&D product lines and are continuously advancing them according to different development stages, demonstrating the Company's R&D depth and strategic focus in new drug development.

New Drug Product Line

BRM421 Treatment of dry eye disease

Development progress
Phase 2 dose-exploration trial planning underway

BRM424 Treatment of Rare Disease Neurotrophic Keratitis

Development progress
Ongoing Phase 2 clinical trial

BRM521 Treatment of Osteoarthritis (also known as Degenerative Joint Disease)

Development progress
Drug optimization and animal model validation in progress

BRM411 Glaucoma

Development progress
Phase 2b clinical trial planning is underway

BRM412 Treatment of neovascularization diseases

Development progress
Formulation optimization and clinical trial planning underway

Current Products

BRM421 Treatment of dry eye disease

Product Advantages

1. Innovative multi-treatment mechanisms: Based on the drug's mechanism of action and trials, BRM421 can promote corneal repair and potentially improve tear film quality and reduce inflammation. Potentially resolves the root cause of dry eye syndrome, rather than merely alleviating symptoms.
2. Effectiveness: Clinical trials show that BRM421 demonstrates a trend toward corneal repair within 2 weeks, which is faster than the 12 or 24 weeks typically required for current standard treatments to show results.
3. Safety: Compared to the common side effects and usage restrictions of current anti-inflammatory drugs such as corticosteroids, BRM421 demonstrates favorable safety.

Market Potential

According to a GlobalData report, the dry eye disease market, valued at USD 3.9 billion in 2018, is projected to reach USD 14.8 billion by 2028, with a compound annual growth rate (CAGR) of 13.8%. North America represents the largest market, while the Asia-Pacific region is the fastest-growing area.

According to statistics, over 1.2 million people in Taiwan have been diagnosed with dry eye syndrome, and the number of children under 10 years old with the condition has increased more than 1.5-fold compared to a decade ago, showing a trend toward younger patients. Furthermore, the high reliance on 3C products is considered a major contributor to the increasing prevalence of dry eye syndrome. Patients who undergo refractive surgery or cataract surgery are also at high risk of developing dry eye syndrome, highlighting strong treatment needs.

BRM424 Treatment of rare disease neurotrophic keratitis.

Product Advantages

1. Mechanism innovation prompts corneal repair: Compared to current drugs, BRM424 has a unique mechanism of action that promotes corneal wound healing.
2. High safety: Compared to nerve growth factor-such as agents or small molecule drugs, BRM424 exhibits a higher safety profile.
3. Obtaining Orphan Drug Designation (ODD) in the United States provides access to accelerated development and regulatory pathways, as well as market exclusivity, which helps shorten time to market, reduce development risk, and enhance market competitiveness.
4. Addressing unmet medical needs: Current treatment options for neurotrophic keratitis are limited, and invasive surgery may be required in severe cases. The emergence of BRM424 offers patients a potentially effective, safe, and affordable new non-invasive option.

Market Potential

According to a research report published by Verified Market Research, the global neurotrophic keratitis market was valued at approximately USD 194 million in 2022 and is projected to reach approximately USD 681 million by 2030. The market is expected to experience an average annual compound growth rate (CAGR) of 19.2% from 2023 to 2030, indicating steady growth in both treatments needs and market size in this area.

The Company aims to control the progression of neurotrophic keratitis through medication, preventing the condition from worsening to the point where invasive surgery becomes necessary, thereby offering patients a wider range of treatment options.

BRM521 Treatment of Osteoarthritis (also known as Degenerative Joint Disease)

Product Advantages

1. Innovative mechanism: BRM521 is an optimized peptide drug that fundamentally improves osteoarthritis by promoting chondrocyte regeneration and repairing knee joint tissue, with the potential to become a disease-modifying osteoarthritis drug (DMOAD).
2. Effectiveness: Animal studies show that BRM521 promotes the differentiation of mesenchymal stem cells and repairs articular cartilage.
3. Compared to cell therapies, BRM521 offers advantages in cost and stability. Unlike cell-based treatments, which are costly to control for quality and yield unpredictable results, this peptide drug is more competitively priced, affordable for patients, and offers better manufacturability and stability.
4. Addressing current treatment gaps: BRM521 has the potential to become a new drug that changes the course of osteoarthritis, offering significant value in addressing unmet medical needs, as existing medications are ineffective in improving disease progression.

Market Potential

According to a report by Precedence Research, the global osteoarthritis market was valued at approximately USD 8.28 billion in 2022 and is projected to reach USD 20.24 billion in 2032, with a compound annual growth rate (CAGR) of 9.4%. With an aging population, rising obesity rates, and wider access to diagnostic tools, both the number of patients and treatment needs are increasing.

According to statistics from the Ministry of Health and Welfare, around 3.5 million people in Taiwan have knee osteoarthritis, and this number is trending younger, suggesting a highly promising future for the treatment market.

BRM411 Glaucoma

Product Advantages

1. Innovative dual-target mechanism (ROCK + MYLK-4 inhibition): This is the first domestically developed dual-target eye drops targeting ROCK and MYLK-4, demonstrating synergistic blood pressure lowering effects and effectively relieving trabecular meshwork obstruction to promote aqueous humor drainage.
2. High convenience and low side effects: Patients only need to take the medication once a day, which effectively lowers intraocular pressure. Compared to other ROCK inhibitors, it causes fewer red eye side effects, and is therefore expected to be well-received by the market.
3. Safety: Phase 1/2b clinical trial results showed good tolerability and blood pressure reduction, potentially offering a safer and more effective alternative.
4. Differentiated positioning and potential market expansion: Compared to existing therapies focused on PGA or single ROCK inhibitors, BRM411's dual-target innovative mechanism and lower side effects could establish a differentiated competitive advantage and broaden market acceptance.

Market Potential

Glaucoma is becoming increasingly prevalent with the global aging population. According to market research reports published by Precedence Research, the global glaucoma treatment market size reached US$6.11 billion in 2023 and is projected to reach approximately US$8.45 billion by 2033, with a compound annual growth rate (CAGR) of 3.29% from 2024 to 2033.

According to World Health Organization (WHO) statistics, the global glaucoma patient population has already exceeded 80 million and is projected to surpass 100 million by 2040. Among these, North America remains the largest market, while the Asia-Pacific region is the fastest-growing area. In Taiwan, the number of patients is also increasing year by year, currently exceeding 700,000, and growing at a rate of approximately 8% annually, reflecting the continued expansion of demand for glaucoma medication and the overall market size.

Furthermore, dual-target innovative mechanism drugs possess differentiated advantages and the opportunity to expand market share.

BRM412 Treatment of neovascularization diseaseas

Product Advantages

1. Innovative drug delivery technology: Unlike existing drugs for macular diseases that require intravitreal injections administered by a specialist physician, BRM412 utilizes a supramolecular compound formulation technology developed by the Industrial Technology Research Institute and is administered as an eye drop. This effectively delivers the anti-angiogenic tyrosine kinase inhibitor (TKI) axitinib to the retinal tissue, providing patients with a non-invasive treatment option and avoiding the pain, risk of infection, and retinal detachment associated with intravitreal injections, thereby improving patient medication adherence.
2. Effectively inhibits angiogenesis: In a Phase 2 clinical trial, BRM412 demonstrated efficacy in suppressing neovascularization in most patients with nAMD, allowing patients to avoid intravitreal anti-VEGF injections for 3 or 9 months.
3. International Recognition: BRM412's core technology was honored with a silver award at the 2023 Edison Awards, ranking second only to Moderna and highlighting its international acclaim for innovation and technical prowess.

Market Potential

According to a report by IMARC Group, the global macular degeneration treatment market reached USD 9.4 billion in 2023 and is projected to grow to USD 15.4 billion by 2032, with an annual growth rate of 5.5%.

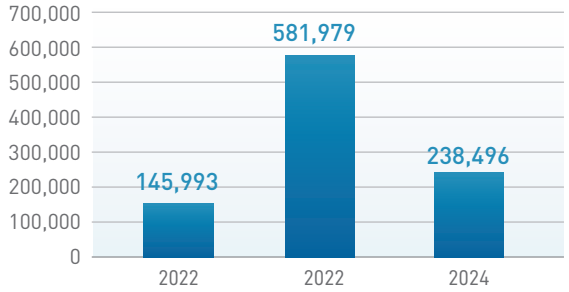
BRM412 is a non-invasive droplet formulation designed to replace current intravitreal injections, providing patients with a new treatment option that may improve treatment compliance and broaden the eligible patient population.

In addition to the R&D product lines mentioned above, the Company continues to expand early-stage research projects utilizing the core PDSP platform technology. These include studies on new indications such as Meibomian gland degeneration, limbal stem cell deficiency (LSCD), Graft-versus-host disease (GvHD), and tendonitis.

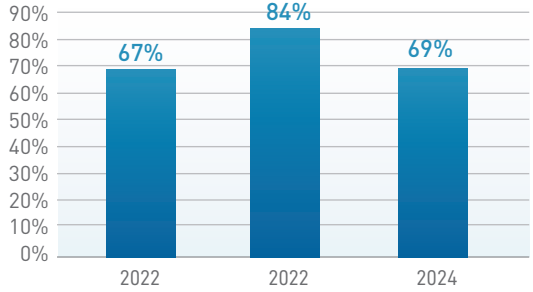
R&D Investment

Year	R&D expenses (Unit: NTD Thousands)	Operating Expenses (Unit: NTD Thousands)	R&D Expenditure as a Percentage of Operating Expenses (%)	R&D Personnel
2022	145,993	218,852	67%	9
2023	581,979	694,215	84%	7
2024	238,496	344,807	69%	14

R&D Expenditure (NTD Thousands) Over the Past Three Years



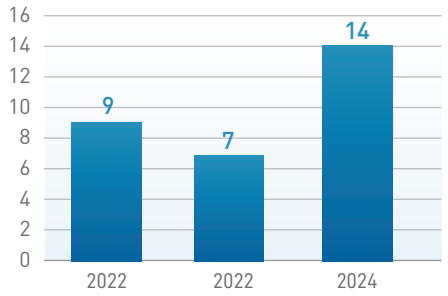
R&D Expenses as a Percentage of Operating Expenses Over the Past Three Years



R&D Talent Training

R&D innovation is the core driving force of the biotechnology industry, and high-caliber R&D professionals are a key source of corporate competitive advantage. BRIM Biotech adheres to the principles of "people-oriented, continuous improvement" and is committed to building an R&D team with cross-disciplinary knowledge, experimental skills, and understanding of international regulations. The Company has established a systematic training mechanism, integrating internal resources with external expert courses, to strengthen the professional capabilities of R&D personnel in areas such as translational medicine, drug development, and intellectual property management, further enhancing R&D efficiency and the success rate of clinical trials.

R&D Personnel Over the Past Three Years



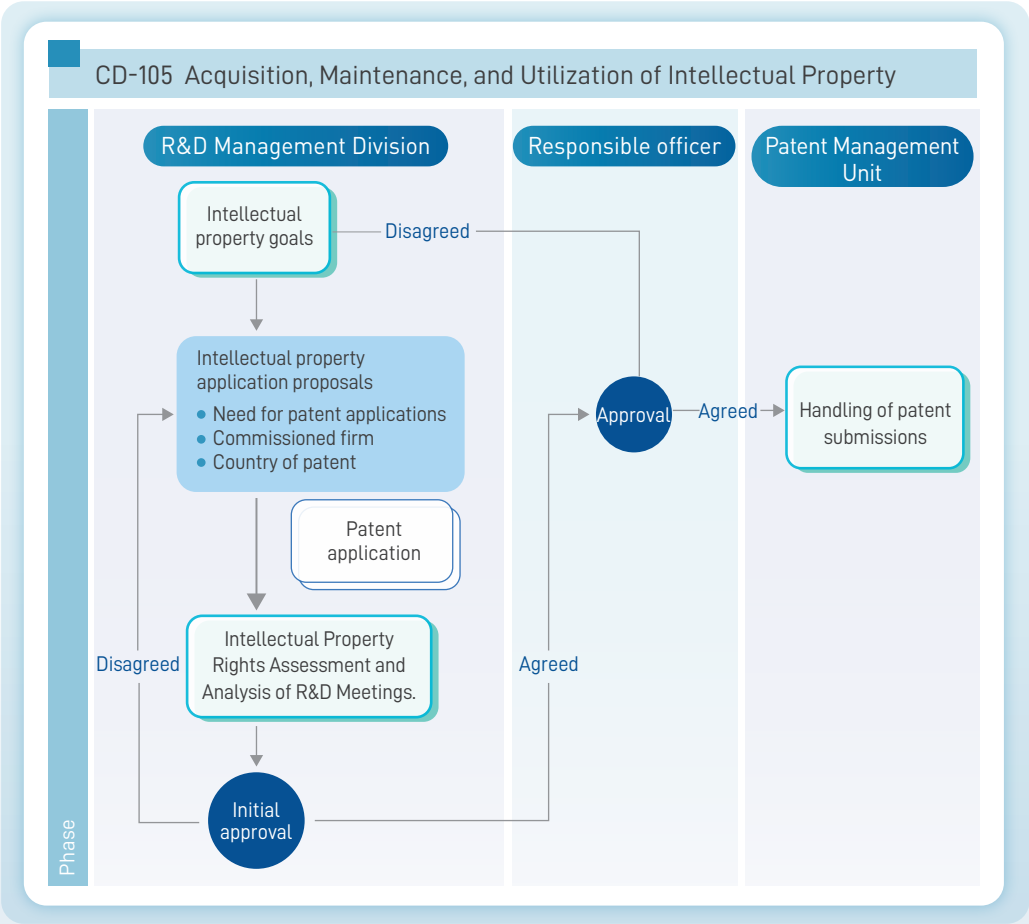
Training Courses Completed Over the Past Three Years

	Course Name	Course Content	Training Hours	Number of trainees	Total training hours (Training hours * Number of trainees)
2022	Regulations for Over-the-Counter (OTC) Drug Registration, Quality Requirements, and Practical Guidance	Understanding the regulatory requirements for topical formulations helps in evaluating or planning the requirements for developing topical drugs.	12	2	24
2022	Latest Updates on Domestic Regenerative Medicine Regulations and CDMO Development Trends	Regenerative Medicinal Products Act, the Regenerative Medicine Development Act and its Enforcement Rules – also discussing the Implementation Management Regulations and the development of Taiwan's biopharmaceutical CDMOs.	3.5	2	7
2023	New Drug Development-CMC Perspective #1	Ensuring pharmaceutical manufacturing and quality control comply with relevant regulations and standards to guarantee the safety, quality, and efficacy of our products.	1	14	14
2023	New Drug Development-CMC Perspective #2		2	15	30
2023	New Drug Development-CMC Perspective #3		2	8	16
2024	Liquid Chromatography-Mass Spectrometry (LC-MS) Training and Examination	HPLC Practical Operation Training	3	1	3
2024	New Drug Application (NDA) Common Technical Document (CTD) Writing Techniques: Case Studies and Practical Guidance.	Enhancing understanding of the CTD framework concept. Through the instructor's sharing of practical case studies, participants learned practical writing techniques for each module and how to apply these skills in their work.	6.5	1	6.5
2024	"Do we truly understand the application procedures for pharmaceutical clinical trials?" Pop-up course	Understanding Taiwan's clinical trial application procedures, administrative review focus, and common deficiencies.	1.5	1	1.5
2024	Multiple Endpoints in Clinical Trials and One Clinical Study Showing Substantial Evidence of Efficacy, Along with Statistical Methods and Approaches for Handling Missing Data, and Estimates and Sensitivity Analyses	Understanding clinical trial research statistical analysis	6	1	6

2.1.3 R&D Asset Maintenance and Strategy

In the high-intensity, rapidly evolving biotechnology industry, effective intellectual property and trade secret management is not only crucial for protecting core assets, but also a key strategy for successful new drug development and commercialization. BRIM Biotech understands the challenges in achieving innovative breakthroughs. By implementing a systematic intellectual property management system, a stringent patent strategy, and comprehensive trade secret safeguards, the Company secures its technological edge and raises the barriers to entry in the international market.

To systematically manage and protect the Company's research and development achievements, BRIM Biotech has established a management strategy encompassing patents, trademarks, and trade secrets. Clear roles and responsibilities have been defined and standard operating procedures implemented, integrating relevant management strategies from the initial stages of technology development through to patent application, licensing collaborations, and dispute resolution, forming a comprehensive protection network to ensure the Company's sustainable innovation and development.



Intellectual Property Management

To strengthen the protection of R&D results and enhance company competitiveness, BRIM Biotech has established a clear intellectual property management system. Through internal and external collaboration, we ensure the comprehensive and timely application, maintenance, and utilization of intellectual property rights. The Company, in addition to conducting internal system audits and updating its intellectual property status quarterly in accordance with the "Intellectual Property Management Regulations", actively collaborates with external consultants to enhance patent strategy and its ability to respond to international litigation.

Externally, the Company engages patent firms to assist with drafting, responding to, and maintaining patent applications. The Company also commissions professional consultants such as WISPRO Consulting Corporation for patent analysis and technology platform planning. Furthermore, the R&D team collaborates with patent consultants at the initial stage of product development to strengthen patent protection, adopting a multi-layered patent strategy to mitigate potential future patent litigation risks. In the event of international patent infringement disputes, the Company has established a referral mechanism, allowing it to obtain recommendations for patent attorneys from overseas offices to represent it in legal proceedings.

Patent Management System

The Company has established a systematic patent management system through clear internal processes and cross-departmental collaboration, covering the entire process from proposal, evaluation, application, protection, and subsequent maintenance, ensuring the legal protection and maximizing the commercial value of R&D results.

- Cross-departmental review and documentation processes: Strengthening project consistency and compliance.
- Integration of internal and external resources: Including R&D unit, intellectual property unit, the legal department, and external patent firms.
- Risk management and contractual protection mechanisms: Strengthening confidentiality and establishing patent rights.
- Commercialization-oriented management: Leveraging patent strategy and expansion to support licensing, partnerships, and market competitiveness.

Since 2015, after technology transfer of patents from Mackay Memorial Hospital, our R&D team has been actively developing products, and has filed 10 new invention patent applications to date. In 2024, we jointly applied for one formulation patent with our licensee, Grand Pharma, and also obtained exclusive licenses for two products originally developed by the Industrial Technology Research Institute through technology transfer from Sinphar/Shuter, resulting in 2 additional invention patent applications. Patent rights are territorial. Considering product markets, manufacturing locations, and overseas competition, patent applications have been filed in Australia, the United States, the European Union, Ireland, Japan, South Korea, China, and Taiwan. As of Q1 2024, the number of related patents is as follows:

No. of Patent Families	Number of Countries Where Patents Have Been Granted	Number of Patent Countries Where Patents Are Undergoing Review/Defense
21	103	88

Trade Secret Management

BRIM Biotech has long been committed to developing innovative drugs and recognizes that patent protection alone is not enough to safeguard all its R&D achievement and core data. Therefore, BRIM Biotech simultaneously enhances the management and confidentiality of its trade secrets to minimize the risk of technology leakage and ensure the integrity and security of its key R&D assets. Specific implementation measures are as follows:

1. When outsourcing the development of new drugs, the ownership of intellectual property rights, the scope of authorization, and confidentiality clauses will be clearly stipulated in the contract. If engaging a patent agency or other third parties to assist with intellectual property application procedures, their professional competence will also be assessed in advance, and outsourcing or confidentiality contracts will be signed in accordance with the "Contract Review and Management Procedures" and the "Seal Management Procedures" to protect the Company's rights and information security.
2. Employees are required to sign a confidentiality agreement upon hiring. Related R&D technical documents must be regularly submitted and uploaded to the Company's cloud management system for safekeeping, and access is restricted to authorized personnel only. Upon an employee's departure, they are reminded not to disclose the Company's trade secrets or infringe on the Company's intellectual property rights, which could lead to legal issues.
3. To prevent unauthorized access and theft of the Company's confidential business documents, the Company has established the "Information Security Management Procedures" and has entrusted dedicated information security personnel with building and maintaining an information security management system. In doing this, we ensure the security of the Company's data, systems, equipment, and network communications, blocking external intrusion and damage.

2.2 Pharmaceutical Quality and Drug Safety

User Health and Safety

BRIM Biotech is dedicated to making pharmaceutical safety a core priority in research and clinical application, guided by a patient-centric R&D approach and comprehensively implementing proactive health and safety risk management. Throughout product R&D, clinical trials, and outsourced production and transportation, the Company complies with relevant regulations from regulatory authorities, ensuring pharmaceuticals meet quality and safety standards throughout the research and subsequent clinical application process.

In terms of compliance with laws and regulations, all pharmaceuticals developed by the Company adhere to PIC/S GMP (Good Manufacturing Practice) requirements during the production stage, ensuring processes meet international standards. Product transportation follows GDP (Good Distribution Practice) procedures, guaranteeing pharmaceutical quality and efficacy from storage and shipment to final delivery. Furthermore, to prevent potential compliance risks, BRIM implements rigorous document review and on-site inspections of its partner vendors to ensure their regulatory compliance and sound quality management systems are in place.

In the early stages of R&D, the Company incorporated user health benefits as a key component of product evaluation. The R&D products BRM421, BRM424, BRM411, and BRM412 all underwent verification through animal studies and early human clinical data, demonstrating their safety and positive therapeutic effects, and establishing a preliminary basis for future product launches. In 2024, the Company had no incidents of violating health and safety regulations and received no penalties from regulatory authorities, demonstrating BRIM's comprehensive processes and effective implementation of pharmaceutical safety risk management.

Drug Safety and Clinical Trial Management Mechanism

BRIM Biotech is progressively building a complete pharmaceutical quality and safety management system, with guidance and oversight from senior QA consultants. They conduct document review and on-site audits of contract manufacturers to ensure compliance with applicable regulations. Clinical trial stages follow PIC/S GMP (Good Manufacturing Practice), GLP (Good Laboratory Practice), GCP (Good Clinical Practice), and ICH-GCP (The International Council for Harmonization's Good Clinical Practice) standards, and establish a tracking and supervision mechanism according to the guidelines of TFDA and the US FDA.

During the clinical trial phase, approval from an Institutional Review Board (IRB) and regulatory authorities (such as the FDA and TFDA) is required. Trials must be conducted by clinical personnel and facilities with Good Clinical Practice (GCP) certification, and the Company provides regular professional training courses to R&D and trial staff to enhance clinical trial quality.

Regarding drug safety, BRIM adheres to the pharmacovigilance guidelines for clinical trials issued by regulatory authorities, and contracts CROs to collect, evaluate, and report relevant adverse event information, ensuring a timely response to SUSARs and other anomalies. Furthermore, a Development Safety Update Report (DSUR) is submitted annually, compiling safety data across different trial phases for all formulations and indications, including SAEs, SUSARs, non-clinical study findings, and related literature.

Furthermore, the Company explicitly requires all commissioned CROs to comply with the regulations of relevant authorities for operations and incident handling. Units report QA-initiated event analysis and corrective and preventive actions (CAPA), and notify medical institutions and regulatory agencies as needed to prevent similar events from recurring. As of the end of 2024, clinical trial activities conducted in the United States had not experienced any drug safety concerns, continuing to demonstrate the Company's strong commitment to subject safety and compliance with laws and regulations.

Subject Safety Protection

BRIM Biotech places great importance on the safety of clinical trial participants, and has established robust monitoring and response mechanisms during the trial process. A reasonable follow-up visit schedule is arranged during the trial execution, and a qualified specialist physician (PI/CoPI) is responsible for trial execution and safety assessment, ensuring each trial stage adheres to clinical ethics and safety regulations. An independent Data and Safety Monitoring Board (DSMB) was also established to conduct independent reviews and provide objective risk assessment recommendations. All participants are fully insured to address potential risks.

The Company handles adverse reactions that may occur during clinical trials based on their severity.

Expected or minor unexpected adverse reactions

Following medical assessment, appropriate treatment is provided and recorded in the case report form (CRF).

Serious unexpected adverse reactions (non-fatal or life-threatening)

Must be reported to the competent authority (IRB/FDA/TFDA) within fifteen days of becoming aware, and provide detailed written documentation.

Serious adverse reactions (fatal or life-threatening)

Must be reported to the competent authority (IRB/FDA/TFDA) within seven days of becoming aware, and provide detailed written documentation within fifteen days of becoming aware.

BRIM Biotech ensures its product development at all stages complies with international norms and ethical standards to safeguard medication safety, thanks to rigorous pharmaceutical quality and safety management systems, robust clinical trial monitoring, and comprehensive subject protection measures.

2.3 Supply Chain Management

BRIM Biotech positions itself within the biotechnology and pharmaceutical industry as an innovative new drug developer, focusing on drug platform technologies, research and development optimization of drug candidates, and clinical validation. In the midstream of the industry value chain, the Company primarily drives product commercialization through licensing collaborations, integrating external resources such as contract manufacturing organizations (CMOs), clinical research organizations (CROs), and intellectual property management to establish a complete research and validation system.

Our upstream supply chain encompasses patent licensors, raw material suppliers, academic research institutions, and specialized technical service providers, delivering critical resources and technical support for new drug R&D. The downstream segment comprises pharmaceutical manufacturers, licensing partners, medical institutions, and regulatory authorities, facilitating clinical application and market advancement. BRIM leverages platform technologies and innovative therapy development to strengthen value chain connections with upstream and downstream partners, accelerate the translation and commercialization of R&D achievement, and deliver innovative solutions for unmet clinical needs.

Upstream

- Patent licensors, raw material suppliers, academic research institutions, and professional technical service providers

Midstream

- New drug development companies

Downstream

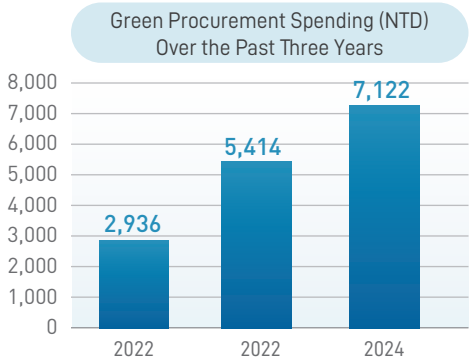
- Pharmaceutical manufacturers, authorized partners, healthcare facilities, and regulatory authorities.

Local Procurement

BRIM Biotech is committed to promoting the internationalization of Taiwan's new drugs. Initially, BRIM Biotech's professional services relied heavily on international suppliers. However, in recent years, for domestic R&D experiments, BRIM Biotech prioritizes domestically Manufactured products whenever possible, supplementing this with purchases of designated brands as recommended in the literature. This approach reduces carbon emissions from transportation and warehousing and streamlines delivery schedules to improve logistics efficiency. In the future, BRIM Biotech will continue to actively expand local partnerships, strengthen its local sourcing strategies – including professional technical services, warehousing, and cold chain logistics – and achieve operational goals that balance R&D quality with sustainable development. The proportion of local procurement in 2024 was 86%, a 13% increase from 2023. We will continue to strengthen local sourcing mechanisms and deepen cooperation with local suppliers.

Green Procurement

BRIM Biotech demonstrates its commitment to environmental sustainability through concrete actions. We use paper towels made in Taiwan from recycled, eco-friendly paper pulp – they are water-soluble and help preserve forests. The Company also prioritizes eco-friendly and practical office supplies. Regarding lighting equipment, we are progressively replacing old fixtures with energy-efficient LED lights starting in 2023 to reduce energy consumption and reinforce our commitment to a green office environment. We have implemented a paper reduction policy and introduced an electronic approval system to lower paper consumption and reduce paper waste.



New Supplier Management

Since March 2022, BRIM Biotech has established the Business Integrity Procedures and Behavioral Guidelines and Ethical Corporate Management Best Practice Principles. By the end of 2023, the "Supplier Code of Conduct" was incorporated into the "Procurement Management Procedures". Effective January 2024, all new and existing domestic and international suppliers are formally required to sign the declaration to strengthen ethical corporate management and supply chain responsibility management. As of the end of 2024, 118 suppliers were targeted for signing, with 116 actually signed, resulting in a 98% signing rate.

For new suppliers, BRIM conducts a preliminary sustainability risk assessment when setting up their basic data, including reviewing their sustainability policies as disclosed on their official websites, publicly available information, and potential environmental and social impacts. Future plans will incorporate ESG issues into formal assessments, and additional indicators such as "carbon footprint assessment" and "labor/human rights" will be screened and graded from a sustainability perspective.

Grade A	Grade B	Grade C	Grade D
Excellent	Qualified	Under Observation	Unqualified
Long-term cooperation or priority procurement	General procurement	Requires continued monitoring or reassessment	No transactions permitted

Existing Supplier Management

Regarding existing suppliers, BRIM Biotech had not fully implemented formal ESG assessments by 2024, but planning is underway. We will evaluate incorporating ESG items such as "carbon management" and "human rights responsibility" into the existing supplier assessment process, alongside traditional evaluation indicators such as quality, delivery, price, and responsiveness. This aims to establish consistent and sustainability-oriented collaboration standards and progressively strengthen the overall supply chain's sustainable competitiveness.

2.4 Marketing and Labeling

BRIM Biotech is committed to commercializing and internationalizing its R&D achievement. Its product marketing strategy is built on professionalism, a clinical focus, and a global outlook, leveraging diverse methods to increase brand awareness, deepen its clinical foundation, and expand international partnerships.

The Company actively participates in numerous international conferences and professional exhibitions (such as ARVO, AAO, OARSI, BIO Asia-Taiwan, BiotechGate, etc.). Moreover, the Company establishes demonstration booths, delivers presentations, and gives keynote speeches at select events to comprehensively showcase the Company's R&D achievements and technology platforms in the fields of regenerative medicine and ophthalmology. By participating in relevant exhibitions and events, we enhanced brand exposure and, through interactions with domestic and international physicians, researchers, and potential partners, gathered market insights. This information is a key foundation for optimizing product positioning, guiding development efforts, and refining licensing strategies, ultimately supporting international expansion and R&D strategy adjustments.

	Exhibition Content	Activities and Achievements	Benefits and Contributions
2023	**Exhibition Name** BIO International Convention Shared the latest research and industry trends in the biotechnology sector, and offered one-on-one business matchmaking meetings to facilitate international collaboration and technology exchange.	• Held one-on-one matchmaking meetings with potential partners from around the world to discuss business opportunities and explored collaboration and licensing possibilities. • Set up an exhibition booth to showcase BRIM's R&D achievements and product portfolio. Enhanced brand visibility and attracted the attention of international investors and industry professionals.	• Through participation in exhibitions, BRIM successfully introduced its product lines to potential domestic and international partners, enhancing brand awareness. • Through interaction with potential partners, we received questions and suggestions about the products, which further supplemented our testing data and allowed us to refine our product development based on their feedback. • Actively sought licensing or collaboration opportunities with development potential, expanding international partnerships, and promoting business growth.
2023 2024	**Exhibition Name** American Academy of Ophthalmology (AAO) Encompassed courses, training sessions, product demonstrations, roundtable discussions, and specialized seminars, focusing on innovative products and trends in ophthalmology and providing a platform for in-depth exchange of professional knowledge and practical experience in the field.	• Held consultant advisory meetings and engaged in face-to-face discussions with US ophthalmology experts to explore the clinical application potential and development strategies for BRIM's ophthalmic products.	• Collected clinical physician feedback on product usability and efficacy as a key basis for product development optimization. • Grasped development trends and innovative technologies in the ophthalmology field, and continuously explore potential R&D projects and technology sources for collaboration.
	Exhibition Name Osteoarthritis Research Society International (OARSI) This international forum focused on research and treatment of degenerative joint disease, covering topics such as clinical trials, drug development, regenerative medicine, and patient care.	• Introduced BRIM's R&D progress in the field of degenerative joint disease, and presented R&D results with poster presentations.	• Engaged with potential licensing partners and stayed abreast of the latest global research and clinical application trends.
2024	**Exhibition Name** The Association for Research in Vision and Ophthalmology (ARVO) Showcased the latest research findings in areas such as retinal diseases, glaucoma, and ocular tumors, while also fostering interdisciplinary collaboration and technical exchange.	• Held an advisory committee meeting to discuss BRIM's ophthalmic product line with ophthalmology experts, in order to gain a deeper understanding of clinical needs and the feasibility of future product development.	• Obtained first-hand professional feedback on BRIM ophthalmic products from American ophthalmologists, gaining deep insights into practical clinical experience and unmet needs to inform product development adjustments. • By participating in conferences and exhibitions, we stayed abreast of the latest research trends in the ophthalmology field and assess potential projects for further licensing and introduction.
	Exhibition Name BIO Asia-Taiwan Focusing on innovation and international collaboration in the Asian biotechnology industry, including innovation forums, investment summits, regional cooperation forums, and BIO Partnering™ one-on-one matchmaking meetings, we offered participants a comprehensive platform for networking and collaboration.	• Held one-on-one matchmaking meetings and set up display booths to showcase BRIM's R&D achievements and product layout.	• Strengthened company visibility and introduce BRIM's product lines to potential partners both domestically and internationally, and explored licensing or collaborative projects with development potential.

We integrate feedback from major exhibitions into our product development and marketing strategies to refine our technology positioning and improve the precision of our market applications. Through in-depth communication with clinical advisors, we continuously optimize product design and indication strategies, while expanding licensing and collaboration opportunities, evaluating potential platform extensions, and refining our market entry approaches based on feedback from exhibitors and industry professionals at trade shows, to enhance product competitiveness and the effectiveness of our international expansion.

Clinical Trials and Subject Recruitment Promotion

BRIM adheres to ICH-GCP guidelines and the regulations of each trial site's Institutional Review Board (IRB) during clinical trial participant recruitment. All recruitment information (e.g., posters, advertisements) must be reviewed and approved by the IRB, and should clearly state the purpose of the trial, eligibility criteria, the rights of subjects, and contact information, with a clear indication that unauthorized modifications are prohibited. Clinical recruitment methods include posting approved publicity materials, as well as introductions by attending physicians during outpatient clinics or referrals from subjects. The Company has established standard operating procedures to ensure the recruitment process complies with regulations and respects the subjects' willingness and safety, with a commitment to transparent information disclosure and research ethics.

3

Climate Change and Green Operations

Management Approach

Material Topics Climate Change Response

GRI Standards GRI 3-3, GRI 201-2, GRI 302-1, GRI 302-3, GRI 305-1, GRI 305-2, GRI 305-4

Positives and Negatives Impact Description

Positive Impact

While primarily affecting high-emission industries, climate change still presents several positive management opportunities for BRIM Biotech. Although the Company does not own its own facilities, appropriately assessing the climate resilience of its partners — such as the disaster resistance of production sites for investigational products and measures to address climate anomalies — will help proactively identify supply disruption risks and enhance the overall climate resilience of the supply chain, reducing the potential for operational delays and the transfer of carbon emission costs. Furthermore, BRIM can also implement energy-saving measures within its office operations, improve energy efficiency, and utilize carbon inventory results to continuously optimize its carbon management, thereby reducing indirect carbon emissions and showcasing its commitment to and tangible progress on climate issues. As global capital markets increasingly emphasize ESG information disclosure, establishing a climate risk management framework and goals early on will help strengthen corporate image and build trust, offering long-term advantages for future pharmaceutical licensing negotiations, international cooperation, and potential capital ventures.

Negative impacts

BRIM Biotech's business model relies on commissioning new drug R&D and the manufacturing of investigational product to external CROs and CMOs. Failure to promptly understand the physical and transitional risks that climate change poses to the supply chain could lead to uncertainties – such as disruptions in partner operations, delivery delays, or increased costs (e.g., price adjustments due to the implementation of a carbon tax system), which may impact clinical trial progress or licensing negotiations. Furthermore, insufficient response to climate issues may also lead to doubts from external investors, potential licensing partners, or international regulatory bodies regarding the Company's sustainability governance capabilities, thereby impacting corporate reputation and collaboration opportunities. On the other hand, companies lacking a systematic carbon inventory or energy-saving and carbon reduction mechanisms will find it difficult to grasp GHG emissions at the office level. This may lead to additional compliance pressure and management costs when facing Taiwan's carbon fee levy and information disclosure regulations in the future.

Policies and Commitments

BRIM Biotech recognizes the potential impact of climate change on corporate sustainability and global public health. Although the Company does not manufacture products itself, it actively implements energy conservation and carbon reduction measures at the operational level, including improving energy efficiency in offices, reducing resource consumption, and encouraging low-carbon behaviors. The Company also continuously monitors the potential impact of climate change on its R&D processes and the operational stability of its partners, and assesses the link between climate risks and the risk of business interruption.

Furthermore, BRIM is progressively referencing the Task Force on Climate-related Financial Disclosures (TCFD) framework to establish internal climate governance structures and response strategies, strengthening coping mechanisms for risk identification, opportunity capture, and data disclosure. BRIM will also set concrete indicators based on actual development progress to implement climate responsibility and meet stakeholder expectations.

Objectives Using 2024 as the base year, and adjusting it on a rolling basis as per company progress.

Short-term goals (2025~2027)

- Establish and inventory energy use and carbon emission hotspots in company offices, and complete the first GHG inventory.
- Plan to determine whether key CRO and CMO partners have climate risk response policies or management systems.

Mid-term goals (2027-2029)

- Progressively integrate climate change risks into screening criteria as one of the standards for supply chain and partner risk assessment.
- Complete office-level energy conservation and carbon emission reduction management improvement recommendations, and implement specific carbon reduction actions (such as adopting green energy or energy-saving lighting).

Long-term goals (from 2029)

- Disclose our climate actions and GHG inventory results to meet investor demands and comply with regulatory requirements.

Management Approach

Material Topics Climate Change Response

Action Plans

Negative Impact Management

Understanding Partners' Climate Resilience

- Initially assess whether key partners — such as CROs and CMOs — have the basic ability to respond to extreme weather events, in order to mitigate the risk of disruption to clinical operations.

Monitoring Carbon Pricing Policy Development

- Although current emissions are low, we continue to monitor carbon fees and disclosure policies and prepare for future business expansion or partnership requirements.

Establishing a Whistleblowing Mechanism

- Establish reporting procedures and record any personnel or operational issues resulting from extreme weather, building a knowledge base for future emergency responses.

Enhancing Internal Climate Risk Awareness

- Promote education and training to help R&D and compliance staff understand climate change trends and potential future impacts.

Positive Impact Management

- Establish and regularly update a carbon emissions and energy usage inventory for our offices, to serve as the basis for future energy conservation and carbon reduction goals and initiatives.
- Select partners with climate risk resilience (such as backup production lines, disaster-resistant equipment, and low-carbon processes) — including CROs and CMOs — and incorporating them into supply chain management and collaborative evaluation criteria.
- Collect and assess potential extreme climate risks facing major operational locations and consider adjusting operational response plans, such as remote work, digital process backups, and other measures.
- In line with domestic and international sustainable development trends and the latest regulations from competent authorities, we adjust our internal energy conservation and carbon management strategies as needed to address potential disclosure requirements or obligations, including potential fees.

Effectiveness Assessment

- Regularly compile energy usage and carbon emission data from office operations and assess whether to engage a third-party verification unit for audit purposes, in order to understand trends in the climate impact of our operations.
- Annual operational risk discussions are held with key partners (such as CROs and CMOs), focusing on their preparedness with contingency plans for climate anomalies.
- Evaluate the energy efficiency of air conditioning and lighting optimization measures in the office (e.g., annual electricity bill reductions, trends in carbon emission reductions) as a basis for internal energy management.
- If actual disruptions, delays in testing, or operational anomalies occur due to climate factors, they will be included in the annual operational review, and the internal ESG Task Force or relevant departments will conduct a root cause analysis and propose improvement recommendations.
- Assess employee participation rates in climate change training and survey results to understand improvements in internal awareness of climate issues and willingness to take action, serving as a basis for future adjustments to education strategies.

Grievance Mechanism

Phone: 886-2-2659-8586
Fax: 886-2-2659-8779
Email: brim.info@brimbiotech.com

3.1 Climate Change Response

3.1.1 Task Force on Climate-Related Financial Disclosures (TCFD)

Climate change has become a significant global issue, with increasingly profound impacts on the natural environment and social structures, posing far-reaching and persistent challenges. According to the World Economic Forum's Global Risks Report 2024, "Failure of Climate Change Adaptation and Mitigation" has been identified as one of the most severe global risks for the next decade, indicating the need for businesses to adopt proactive strategies to address it. Facing this challenge, BRIM Biotech recognizes its responsibility and, upholding its commitment to the co-prosperity of enterprise and the ecological environment, has incorporated climate change as a key element of its sustainable business practices, closely monitoring global climate change trends. The Company formulates and implements a sustainable environmental management policy, focusing on reducing the negative impacts of operations on the environment and enhancing resilience to climate change risks. We also reference the latest global research data and integrate the Task Force on Climate-related Financial Disclosures (TCFD) framework to incorporate climate change into the Company's governance structure.

Climate Governance

To effectively address the risks and opportunities presented by climate change, BRIM Biotech has established a Sustainable Development Promotion Task Force to manage climate change and sustainability issues. Chaired by the president, the Task Force is responsible for organizing an Environmental Safety Task Force, whose decisions are overseen and approved by the Board of Directors. This ensures the Company's strategies and actions in responding to significant climate change challenges are rigorously monitored and effectively implemented, and aligned with its operational development strategies.

The Environmental Safety Task Force is dedicated to identifying and managing risks and opportunities related to climate change, and reports to the Board of Directors annually to ensure comprehensive oversight of climate-related matters. Through a robust organizational structure and implementation processes, BRIM Biotech ensures sustainable growth and actively fulfills its responsibilities to society and the environment in the face of global climate change.

Climate Change Risk and Opportunity Management

BRIM Biotech bases its approach on the Company's risk management system and integrates key climate risks and opportunities identified in accordance with the TCFD framework into its existing risk management framework. This considers the potential impacts of climate change on various aspects of business strategy, operations, finances, and legal compliance. The aim is to normalize the management of climate risk issues, ensuring effective monitoring and response to potential climate crises.

STEP 1

Screening — Categories of Climate-Related Risks and Opportunities Affecting BRIM Biotech

Based on industry characteristics, we collected publicly disclosed information from leading domestic and international companies and screened for climate-related risks and opportunities closely related to our operations. These included 7 risks and 2 opportunities.

STEP 2

Analysis — Inventory of Potential Operational Risks with Department Heads Across All Locations

We convened relevant units to discuss climate issues in depth, analyzing the definitions of risks and opportunities, along with relevant regulations and market trends. We then comprehensively analyzed the potential impact, extent of influence, and possible timing to assess the effects on BRIM.

STEP 3

Identification — Analysis and Screening of Significant Risks and Opportunities Using a Matrix Diagram

Based on the analysis, the Company's material climate-related risks and opportunities were identified by assessing risk values based on the likelihood of likelihood (L) and magnitude (M). In 2024, 2 significant risks and 1 opportunity were identified.

STEP 4

Management Tracking — Confirmation of Results by Senior Management and Goal and Metric Setup for Management

Senior management reviewed the identified results and confirmed relevant climate risks and opportunities. They were then integrated into the Company's overall risk management framework, with plans to report the findings to the Board of Directors.

Climate Change Strategy

BRIM Biotech actively responds to climate change challenges, based on the Task Force on Climate-related Financial Disclosures (TCFD) framework, incorporating climate issues into its sustainable management and operational decision-making. The Environmental Safety Task Force is responsible for assessing the operational impacts and transition challenges potentially brought about by climate change, with impact assessments divided into three levels: short-term impacts within three years, medium-term impacts within three to five years, and long-term impacts exceeding five years. Adaptation and mitigation strategies are developed based on these assessments. In 2024, BRIM Biotech conducted its first systematic assessment of climate risks and opportunities, integrating feedback from departments including Business Development, Finance, Human Resources, Legal, Procurement, and Audit via a "Climate Risk and Opportunity Questionnaire". This comprehensive exercise identified potential impacts of climate change on the Company's operations and R&D activities. Based on the survey results, we identified 9 climate-related issues highly relevant to BRIM Biotech's operations, including 4 transition risks, 3 physical risks, and 2 climate opportunities.

	Climate Risk/Opportunity Type	Climate Risk and Opportunity Description	Impact Timeline	Value Chain Impact
Transition Risk	Policies/Regulations Increasing the price of GHG emissions	As global and Taiwanese government regulations on GHG emissions intensify, carbon pricing mechanisms — such as carbon taxes or carbon trading — may be implemented or increased, directly impacting BRIM Biotech's cost structure across its value chain. Although BRIM Biotech does not have its own manufacturing facilities, its partners (such as CROs and CMOs) may incur higher emission costs during new drug R&D and investigational product production, indirectly increasing the costs associated with product licensing and commissioned manufacturing for BRIM Biotech, ultimately impacting product development costs and profit margins. Furthermore, investors may pay greater attention to a company's carbon emission management performance, impacting financing and investor relations. Therefore, it is necessary for companies to understand the carbon emission management performance of upstream and downstream collaborative supplier management partners.	Long-term	Upstream supply chain and our operations
	Policies/Regulations Requirements and regulations for existing products and services	The pharmaceutical industry is subject to stringent product safety and environmental regulations in various countries. Future regulations may further require reducing the environmental impact and carbon footprint of pharmaceutical production and research & development. BRIM Biotech must ensure its commissioned CRO and CMO partners meet new regulatory requirements to maintain compliance in new drug product R&D and licensing, avoiding product launch delays due to non-compliance, and potential regulatory penalties and reputational risks.	Medium-term	Upstream suppliers, our operations, and downstream customers
	Reputation Increasing stakeholder concerns and negative feedback	Climate change has become a key focus of international society and investors. Poor performance by BRIM Biotech in climate strategy and information disclosure could trigger negative evaluations from investors, regulatory authorities, the media, and NGOs, impacting the Company's reputation, financing capacity, and Market presence. Given BRIM's virtual operations model, proactive management of ESG performance among its supply chain partners is even more critical to avoid climate-related risks that could indirectly impact the Company's brand and reputation.	Medium-term	Upstream suppliers, our operations, and downstream customers
	Technology Cost of low-carbon technology transition	Production partners commissioned by BRIM Biotech will incur equipment upgrade and technology improvement costs if they need to undergo a low-carbon transition to meet market or regulatory requirements. These costs will ultimately be passed on to BRIM Biotech, potentially increasing the cost of product licensing and manufacturing. Therefore, BRIM Biotech must assess and monitor the low-carbon transition costs and progress of its supply chain partners to avoid significant future product cost increases that could impact profitability and market competitiveness.	Long-term	Upstream supply chain and our operations

Climate Risk/Opportunity Type		Climate Risk and Opportunity Description	Impact Timeline	Value Chain Impact
Physical risks	Immediate: Increasing severity of extreme weather events such as typhoons and floods	Although BRIM Biotech does not own factories itself, the operating bases of its commissioned manufacturing partners for investigational product production may be affected by extreme weather events, such as factory shutdowns or logistics disruptions, potentially leading to delays in product production or supply interruptions. BRIM Biotech must identify and assess the climate risks at the locations of its major partners' factories, strengthen supply chain resilience, and ensure these risks do not significantly affect pharmaceutical development and licensing.	Short-term	Upstream suppliers, our operations, and downstream customers
	Long-term: Changes in rainfall patterns and extreme shifts in climate models	Changes in climate patterns may indirectly affect the production costs of BRIM Biotech's commissioned supply chain partners, such as increased costs for water resource acquisition and increased energy consumption, impacting product manufacturing costs and profits. Furthermore, changes in climate patterns may impact the conduct of clinical trials, such as affecting the health of subjects or trial sites, increasing the risks and uncertainties in BRIM's new drug R&D and clinical validation.	Long-term	Upstream supply chain and our operations
	Long-term: Rising average temperatures	Rising global average temperatures may lead to shifts in disease patterns, increasing demand for specific pharmaceuticals and presenting potential market opportunities for BRIM Biotech. BRIM Biotech can increase its market share and revenue by developing or licensing pharmaceuticals or therapies for treating diseases caused by rising temperatures. However, rising average temperatures could also increase energy costs at production bases. Therefore, BRIM needs to simultaneously manage the energy efficiency of its partners' production facilities to ensure overall value chain efficiency.	Long-term	Upstream supply chain and our operations
Climate opportunities	Resource efficiency: Employing more efficient production and distribution processes	BRIM Biotech does not own manufacturing facilities. Production, packaging, and distribution of investigational products are all conducted through outsourcing partnerships. Therefore, opportunities to reduce overall production costs and environmental impact can still be achieved by encouraging resource efficiency improvements among supply chain partners through Collaborative supplier management. Specifically, BRIM can require or incentivize partner vendors to improve resource efficiency, for example, by encouraging the adoption of resource circulation, waste reduction, or energy and water conservation equipment and processes at the production end, thereby reducing manufacturing costs and environmental impact per unit of product. We also encourage delivery partners to optimize their logistics systems, such as by adopting more efficient route planning and low-carbon transportation options, to reduce energy consumption and carbon emissions during transport. By enhancing overall supply chain resource efficiency, BRIM Biotech strengthens its corporate brand's sustainability and meets investor and market expectations for sustainable operations, all while reducing costs. Furthermore, enhancing resource efficiency within the supply chain can also mitigate the risk of increased costs resulting from future carbon taxes or evolving environmental regulations.	Medium-term	Upstream supply chain and our operations
	Energy sources: Using low-carbon energy	Although BRIM Biotech does not own factories, it can indirectly track the energy sources used in its product production and transportation through energy management collaboration with its value chain partners. We prioritize partnering with suppliers that use renewable energy sources (such as solar and wind power) or have green electricity certificates, and we are progressively increasing our use of low-carbon energy to reduce product carbon emissions. We also encourage our contract manufacturing organization partners to increase their renewable energy usage by 5% to 10% annually to achieve value chain carbon reduction goals. Furthermore, the Company can also promote green electricity procurement within its offices and through its outsourced R&D units, bolstering its climate commitments and low-carbon performance.	Medium-term	Upstream supply chain and our operations

During further risk assessment, we prioritized risks based on their potential impact and likelihood, creating a climate risk and opportunity matrix. This identified three material climate issues with the most significant impact on the Company's operations: increasing stakeholder concerns and negative feedback, requirements and regulations for existing products and services, and the use of low-carbon energy. BRIM integrates feedback from department heads, market dynamics, and domestic and international policy trends to analyze the potential impacts of these climate factors. It simultaneously evaluates relevant adaptation capabilities and available resources, using these assessments as a key reference point for future operational planning, investments in energy-saving facilities, and partner selection.

Climate-related Risks (Transition)

- Increasing the price of GHG emissions.
- Increasing stakeholder concerns and negative feedback
- Requirements and regulations for existing products and services.
- Cost of low-carbon technology transition

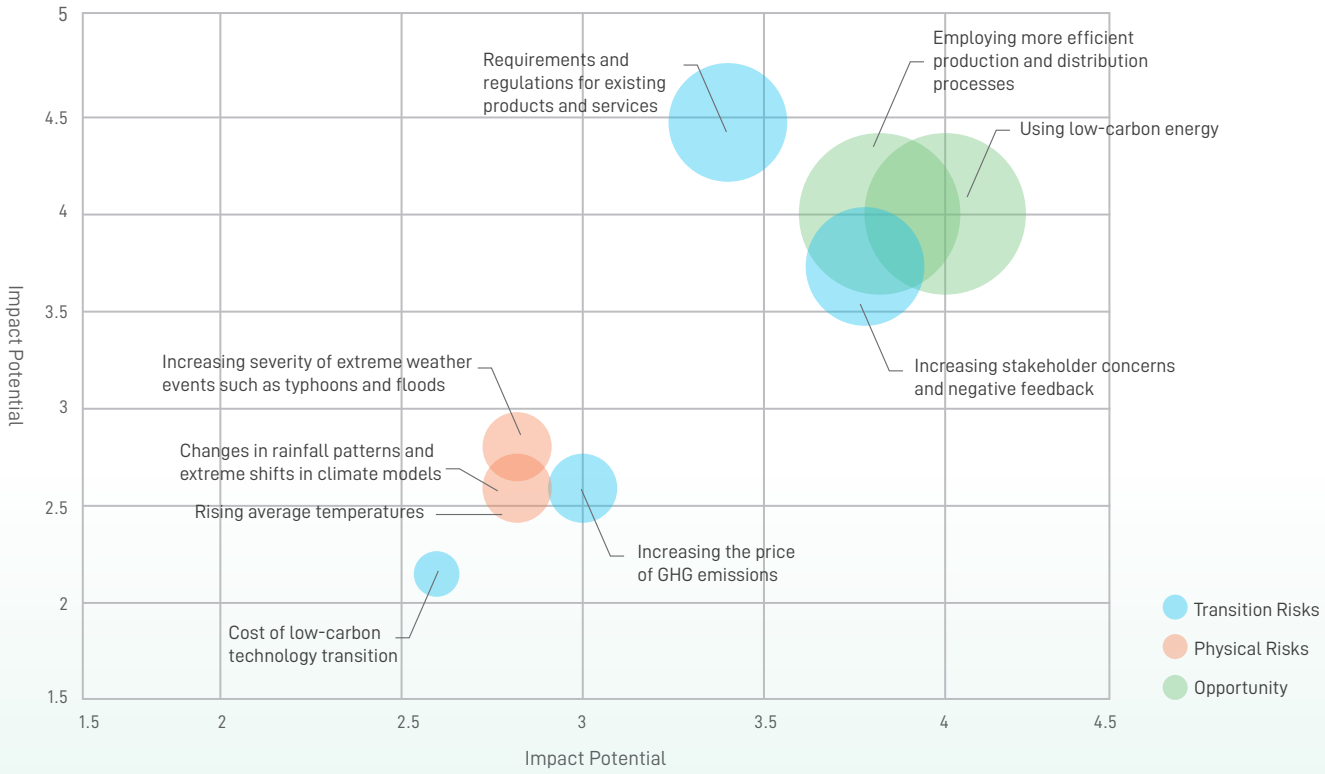
Climate risks (Physical)

- Increasing severity of extreme weather events such as typhoons and floods
- Changes in rainfall patterns and extreme shifts in climate models.
- Rising average temperatures

Climate opportunities

- Employing more efficient production and distribution processes.
- Using low-carbon energy.

BRIM Biotech TCFD Materiality Assessment Matrix



Note: The impact and probability scores are the same for both "rising average temperatures" and "changes in rainfall patterns and extreme shifts in climate patterns".

Potential impacts on BRIM Biotech

Transition Risk

Increasing stakeholder concerns and negative feedback

- BRIM Biotech adopts a virtual operations model, relying on close collaboration with its upstream and downstream supply chain partners to complete new drug R&D. As we do not directly operate manufacturing facilities, the ESG performance and business integrity of our partners directly impact BRIM's overall reputation and investor sentiment. Therefore, we must carefully manage information disclosure and compliance among our collaborating vendors to avoid damage to the Company's image due to supply chain incidents.
- As international investors and regulatory authorities increasingly focus on corporate sustainability performance, insufficient disclosure of climate governance information could raise market concerns about a company's sustainability commitments, potentially affecting its ESG ratings, access to funding, licensing opportunities, and other avenues for development. Furthermore, climate disclosure regulations in Taiwan and internationally are becoming increasingly stringent. Failure to respond to these regulatory requirements in a timely manner may result in risks such as audits by competent authorities, fines, or reputational damage.
- Facing the growing demand for ESG standards from international pharmaceutical manufacturers, institutional investors, and medical institutions, BRIM must actively establish a climate-related risk management mechanism, enhance information disclosure transparency, and proactively respond to societal and market expectations regarding corporate environmental, health, and safety responsibility to maintain market trust and long-term competitiveness.

Response Strategies

- Establish internal review and control mechanisms to ensure that disclosed climate-related information (such as TCFD, IFRS S2) complies with regulations and stakeholder expectations.
- We plan to establish an internal process for real-time reporting and response to reputational risk events, with coordination across departments by the legal and public relations units. This will facilitate the rapid development of response measures and external communication strategies to minimize the impact of events on the Company's image and stakeholder trust.

Requirements and regulation for investigational products and services for new drugs

- To address increasingly stringent global regulations regarding pharmaceutical quality and environmental impact, investigational products for BRIM Biotech's new drugs must continue to ensure that the R&D process and collaborators (such as CROs and CMOs) comply with the latest regulatory requirements to maintain compliance and timeliness for product licensing, launch, and international collaboration.
- International regulations such as the EU REACH and the US FDA ESG framework are progressively incorporating carbon footprint and environmental responsibility assessments into the pharmaceutical lifecycle. Although the Company does not directly engage in manufacturing, we may be subject to extended responsibility through supply chain oversight, potentially increasing associated risks.
- Trends in sustainability-related regulations are rapidly evolving, including requirements for carbon neutrality, supplier ESG assessments, and environmental information disclosure. These regulations may become barriers to future product registration and market access, necessitating proactive planning and integration into the Company's R&D and operational strategies for evaluation.

Response Strategies

- Establishing supply chain responsibility: We will incorporate "information from suppliers' self-disclosed ESG sustainability reports" into our supplier assessment criteria, and implement regular audits and improvement tracking processes based on risk level.
- We closely monitor changes in domestic and international pharmaceutical and environmental regulations. When signing cooperation agreements with partners such as CROs and CMOs, we aim to progressively incorporate sustainability and compliance clauses, ensuring our partners meet the latest regulatory standards and reducing potential regulatory risks related to product licensing, clinical execution, and future market launch.

Opportunity

Using low-carbon energy

- Although BRIM Biotech does not have its own production facilities, manufacturing is conducted through commissioned international CROs and CMOs. Through energy management and green energy investment, BRIM Biotech is able to indirectly enhance the low-carbon performance of BRIM Biotech's value chain.
- As ESG increasingly becomes a key evaluation criterion for multinational pharmaceutical manufacturers and investors, BRIM's commitment to low-carbon energy will help build market trust and strengthen its negotiating position. Furthermore, collaborating with supply chain partners through contractual clauses to implement low-carbon procurement and carbon neutrality commitments can further enhance a company's image and sustainable competitiveness.
- Responding to the Company's business model, we do not directly install renewable energy facilities. However, we can achieve our low-carbon production goals by collaborating with international CROs and CMOs that have green energy management capabilities, utilizing their established energy conservation and carbon reduction systems. This approach not only strengthens the accuracy of data disclosure of Scope 3 emissions but also refrains from the impact of high-carbon emissions behavior by suppliers on BRIM Biotech's overall ESG performance and disclosure credibility.

Response Strategies

- We have fully implemented energy-saving lighting in our offices, optimized air conditioning, and implemented equipment standby power management. We also encourage employees to use reusable tableware, reduce bottled water consumption, and commute via public transportation, actively promoting a low-carbon culture.
- We conduct a preliminary survey of the energy sources of our primary outsourced manufacturing and logistics vendors to understand their green electricity usage and carbon neutrality goals. We will continue to incorporate low-carbon energy use into our supplier selection criteria and drive the transition to renewable energy among our partners through contract terms.
- The ESG Promotion Task Force has integrated legal compliance and operational units to jointly assess the feasibility of introducing low-carbon energy, and has established cross-functional communication and monitoring processes to promote the continuous optimization and strategic updates of energy conservation and carbon reduction measures.

Indicators and Goals

To strengthen the management of climate change risks and opportunities, BRIM Biotech has set corresponding management indicators and goals for its identified material issues, and integrated them into its sustainability execution framework as a key basis for driving action plans and tracking performance. We will continuously review and adjust our strategies based on our operational status and external trends, ensuring alignment between strategy and practice while maintaining a forward-looking perspective.

Material Climate Issues	Indicators and Goals
Overall Goals	GHG Emissions ● Plan to assess inventory transparency and accuracy in compliance with regulations, and incorporate third-party verification into plan formulation to enhance data reliability and ensure compliance disclosure. ● Regularly review emission factors and update them as appropriate. ● Actively promote energy conservation and carbon reduction measures during operations, prioritizing the purchase of low-carbon office supplies and equipment.
Climate risks Increasing stakeholder concerns and negative feedback	**Strengthen disclosure of sustainable information transparency** Continuously disclose climate risk management strategies and GHG management results in the annual report, and enhance communication with stakeholders.
	Establish a real-time response mechanism to address reputational risks Regularly assess external concerns and set up a stakeholder feedback channel to address potential climate-related controversies.
	Integrate internal training and communication mechanisms Enhance internal education and training on climate and sustainability issues to ensure that R&D and testing personnel understand their sustainability responsibilities and mitigate reputational risk.
Climate risks Requirements and regulations for existing products and services	**Regularly review legal compliance** Based on changes in climate policies (such as the GHG reduction regulations and the direction of carbon fee collection), regularly assess whether products and operations involve additional compliance obligations and adjust operational strategies as needed.
	Implement regulatory monitoring and internal review procedures Establish an internal system for real-time tracking and response to regulations, ensure that investigational products and clinical services meet international market expectations for low carbon emissions and compliance.
	Respond to customer sustainability requirements as a basis for cooperation assessment As downstream customers increasingly emphasize environmental compliance and carbon management; BRIM will consider potential partners' energy use and carbon emissions during product licensing or collaborative development as a foundation for cooperation assessment. This helps the Company strengthen product compliance and meet customer ESG standards.
Climate opportunities Using low-carbon energy	**Promote energy conservation and energy transition in operational locations** Continuously assess energy-saving upgrades and improvements for high-energy-consuming facilities such as office lighting and air conditioning, prioritizing the adoption of high-efficiency equipment and low-carbon systems where feasible, and continuously monitor the lighting and air conditioning in nationally shared laboratories under lease.
	Collaborate with supply chain partners to integrate green energy Evaluating the phased adoption of low-carbon energy solutions by potential commissioned production and warehousing suppliers, and including it as a factor in supplier selection.
	Assess the implementation of renewable energy and green electricity procurement mechanisms Considering operational scale and economic feasibility, evaluate whether to sign Power Purchase Agreements (PPAs) or participate in the domestic green certificate market.

3.1.2 Energy and GHG Management

Energy Use

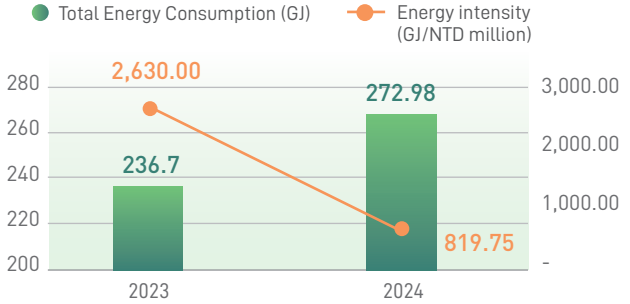
BRIM Biotech focuses on new drug development and clinical trials. Its primary operations are based in offices and its own laboratories, with electricity being its main energy source. No fuels or other energy sources are directly used. The Company's energy consumption for 2024 was 272.98 GJ, primarily from office air conditioning and lighting. Energy intensity was 819.76, as the Company is R&D-focused, requiring stable operation of laboratories and office facilities, which results in relatively fixed electricity demand and currently demonstrating a higher unit energy intensity. We will continue to improve energy use efficiency through energy-saving measures in the future. Currently, the Company does not directly purchase green power or use renewable energy, but will gradually consider including it in its carbon management strategy assessment.

Energy Consumption		2023	2024
Non-renewable Energy	Gasoline (L)	-	-
	Diesel (L)	-	-
	Electricity (kWh)	65,750	75,828
Total Energy Consumption (GJ)		236.7	272.98
Energy Intensity (GJ/NTD million)		2,630	819.76

Note 1: As the electricity costs for the Nangang Laboratory are included in the Science Park's overall expenses, specific electricity consumption data were not able to be obtained. Energy consumption statistics are limited to the Taipei office.

Note 2: Energy consumption is calculated as energy usage multiplied by the energy's calorific value and 4.187 (J/kcal). Purchased electricity is converted at a rate of 1 kWh = 0.0036 GJ.

Total Energy Consumption and Energy Intensity at BRIM Biotech Over the Past Two Years



GHG Emissions

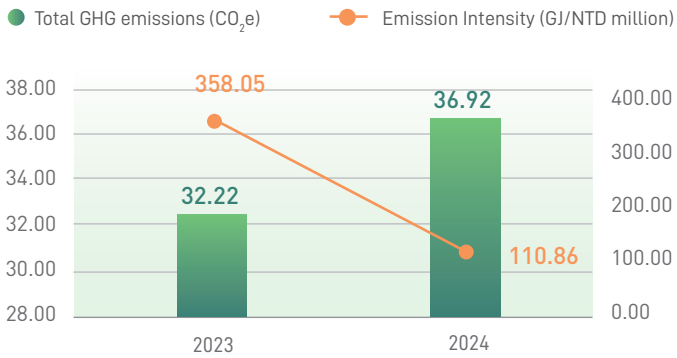
The primary source of GHG emissions at BRIM Biotech is electricity consumption in offices and laboratories. Currently, while a formal GHG inventory has not yet been initiated, the Company has proactively conducted a preliminary calculation based on energy consumption to understand its operational carbon emissions profile, as a reference for future inventory development and reduction management mechanisms. In 2024, Scope 1 emissions were 0.9733 tCO_2e, and Scope 2 emissions were 35.9424 tCO_2e, for a total of 36.9158 tCO_2e. GHG emissions increased by 15% compared to 2023, while GHG emissions intensity decreased by 69% compared to 2023, primarily due to the continued expansion of BRIM's operations and significant revenue growth.

The Company continues to promote energy-saving measures, including using energy-efficient lighting throughout our offices, regularly maintaining air conditioning systems, switching off unused power, and phasing out old equipment. We also encourage employees to adopt energy-saving practices. Through meticulous planning and concrete actions, we demonstrate our commitment to environmental protection and strengthen operational resilience.

GHG Emissions	2023	2024
Scope 1 (tCO_2e)	1.0587	0.9733
Scope 2 (tCO_2e)	31.1655	35.9424
Total GHG Emissions (tCO_2e)	32.2242	36.9158
Total Emission Intensity (tCO_2e per NTD million revenue)	358.0463	110.8582

Note 1: The 2023 GHG emissions statistics cover only the Taipei office. Starting in 2024, the GHG emissions statistics will also include the Nangang Laboratory (opened in May 2024).
Note 2: The emission factor for purchased electricity is based on the coefficient published by the Energy Bureau of the Ministry of Economic Affairs.
Note 3: Types of GHG emissions include carbon dioxide, methane, and nitrous oxide.

Total GHG Emissions and Emission Intensity of BRIM Biotech Over the Past Two Years



2024 BRIM Biotech Energy Conservation and Carbon Reduction Action Plan

Energy Conservation and Emission Reduction Plan
GHG Emissions Management

- The planning office and operational sites have adopted ISO 14064-1:2018 Greenhouse Gas Management System, and plans are in place for third-party verification.

Energy Conservation and Emission Reduction Plan
Energy Structure Management

- Introduced energy-saving equipment, such as smart lighting and sensor-based air conditioning management, and optimized energy use through data monitoring.

Energy Conservation and Emission Reduction Plan
Improvement of Energy Use Efficiency

- Inventoried power consumption equipment and identified areas for improvement.
- Priority is given to energy-efficient equipment when making new purchases.

3.2 Water Resources and Waste Management

Water Management

As extreme climate conditions intensify, the global distribution of rainfall grows increasingly uneven, with the frequency and severity of torrential rains, floods, and droughts surpassing previous levels. In recent years, water scarcity has become increasingly severe, particularly during peak water shortage periods when the government often implements measures such as reduced water pressure and time-restricted water supply by zone. Therefore, water resource risk management has become a critical issue that cannot be ignored in corporate operations. To assess water risks across all BRIM Biotech locations, we utilized the World Wide Fund for Nature's Water Risk Filter Suite online tool. The assessment results indicated that all BRIM Biotech locations are situated in areas with medium to low water stress.

All water used at BRIM's operational sites is sourced from a third-party water company, primarily for use by office and laboratory personnel. Total water withdrawal in 2024 was 0.38 million liters, with a water intensity of 0.0006. Total water withdrawal increased by 27% compared to 2023, attributable to the opening of the Nangang Laboratory and expansion of operations, which resulted in increased water consumption. The Company will continue to track and manage water usage, implement basic water conservation measures including replacing sanitary equipment with water-saving models and promoting water-saving behaviors among employees, to reduce unnecessary waste.

Unit: Million liters (megaliters)

Water Intake/Discharge Destination Classification		2023	2024
Water Withdrawal	Sourced from rainwater harvesting, rivers, and lakes	—	—
	Sourced from groundwater	—	—
	Sourced from water companies, municipal water supply systems, and wastewater treatment plants	0.30	0.38
	Total Water Withdrawal	0.30	0.38
Water Discharge	Discharge into rivers, glaciers, lakes, and wetlands	—	—
	Discharge into groundwater	—	—
	Discharge into wastewater treatment plants	0.30	0.38
	Total Water Discharge	0.30	0.38
Water Consumption	Total Water Consumption	0.00	0.00
Water Intensity (million liters/million revenue)		0.0004	0.0006

Note 1: Scope of water resource statistics: Taipei Office, Nangang Laboratory (opened in May 2024).

Note 2: As water charges for the office and laboratory are calculated and allocated uniformly across the building and Science Park, actual water usage data is unavailable. Water withdrawal is estimated based on per capita daily water consumption and the number of employees. Calculation method: Number of employees X number of working days X daily water consumption per person. The reference basis for per capita daily water consumption is the average per capita water consumption for government offices as stipulated in Appendix II of the "Incentive Principles for Regular Water Conservation Measures in Government Agencies and Schools" published by the Water Resources Agency, MOEA.

Note 3: BRIM operating locations are within buildings and science parks. All wastewater generated is channeled to the wastewater treatment plants of the building and the Science Park for centralized treatment, and no independent facilities are installed on-site. Therefore, the total water withdrawal across all operating locations is considered total discharge.

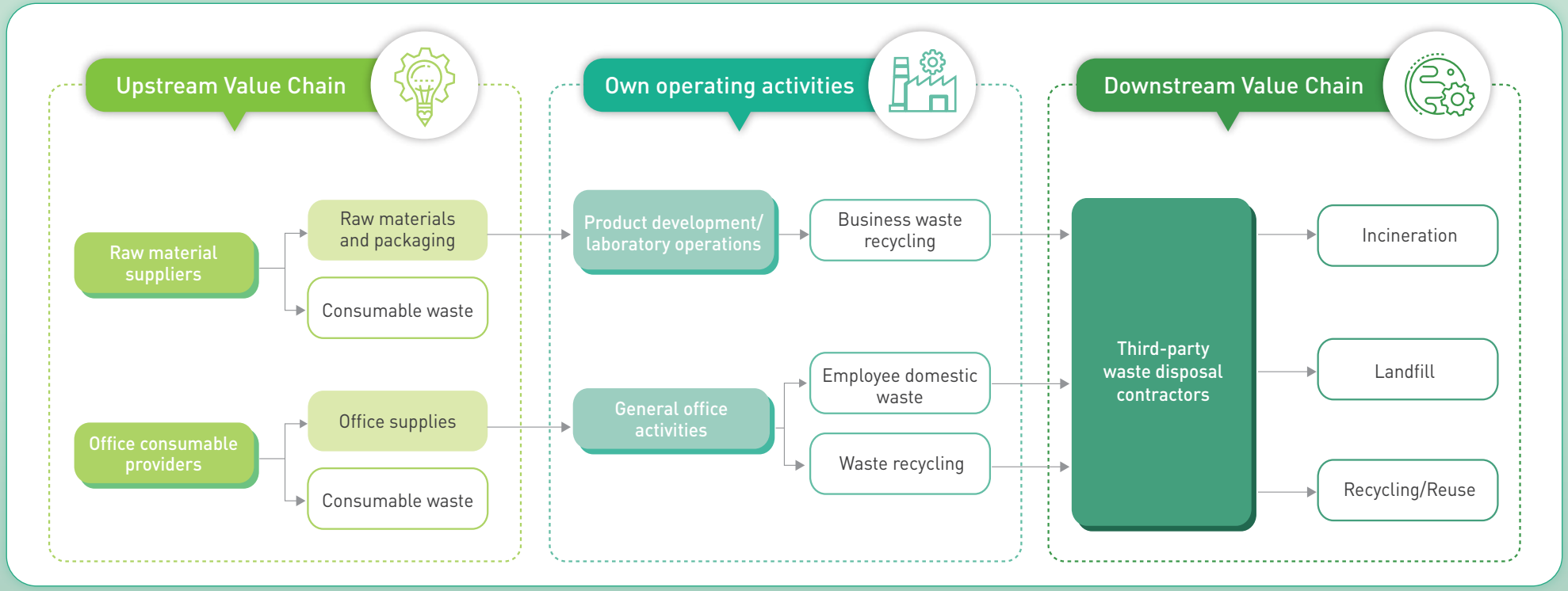
Wastewater Management

BRIM Biotech's operations do not involve manufacturing processes or industrial water use. The wastewater generated at its facilities primarily comes from daily office use (such as washing and cleaning) and general domestic and experimental wastewater from laboratory operations. Office and laboratory wastewater is all channeled to the wastewater treatment systems of the site's Science Park or the public sewage system for treatment; separate wastewater treatment facilities are not established on site, and no hazardous chemicals or special pollutants are directly discharged into waterways.

Waste Management

The waste generated by the Company primarily comes from office activities and experimental work associated with our business operations and product development. Non-hazardous waste produced by all offices and operations – including employee waste, scrap metal, waste plastic, waste paper, and empty containers and packaging materials from business activities – is properly handled by qualified third-party disposal vendors, with no significant impact on the surrounding environment or society.

Total waste generated in 2024 was 10.40 tons, a 29% increase compared to 2023, mainly due to the opening of the Nangang Laboratory in 2024 and the ongoing expansion of operations, resulting in a corresponding rise in waste volume. We will continue to strengthen waste management mechanisms and implement waste reduction measures to minimize the environmental impact of our operations.



Waste Generation Volume

Item	2023		2024	
	Generation (tons)	Percentage	Generation (tons)	Percentage
Non-hazardous Waste	8.09	100%	10.40	100%
Hazardous Industrial Waste	-	-	-	-
Total Waste	8.09	100%	10.40	100%
Waste Intensity (tons/million revenue)	89.88		31.25	

Note 1: Scope of water waste statistics: Taipei Office, Nangang Laboratory (opened in May 2024).

Note 2: Treatment methods include thermal treatment, including incineration – the controlled burning of waste at high temperatures – and recycling: the reprocessing of products or components that have become waste to create new materials.

Waste Ultimately Disposed of by Category

Waste Type	Waste Generated (Tons)				Disposal Method	
	2023		2024		Outsourcing/ On-site Handling	Disposal Method
	Generation (tons)	Percentage (%)	Generation (tons)	Percentage (%)		
Non-hazardous Waste (Non-recyclable)	3.37	41.66%	4.20	59.60%	Outsourced to Third-party for Treatment	Heat Treatment Incineration (Excluding Energy Recovery)
Non-hazardous Waste (Recyclable)	4.72	58.34%	6.20	40.40%		Recycling
Hazardous Industrial Waste	-	-	-	-	-	-
Total Amount	8.09	100%	10.40	100%	-	-

Note 1: Non-hazardous waste from the Taipei office and Nangang laboratory is collected and disposed of uniformly by the building management and the Science Park administration; no statistical information is available. The estimate is based on the annual average per capita daily generation of general waste published by the Environmental Protection Administration.

Total Volume by Final Treatment Method

Waste Category	Hazardous waste				Non-hazardous Waste				Total Volume Treated			
	2023		2024		2023		2024		2023		2024	
	Volume Treated (Tons)	%	Volume Treated (Tons)	%	Volume Treated (Tons)	%	Volume Treated (Tons)	%	Volume Treated (Tons)	%	Volume Treated (Tons)	%
Disposal and Transfer (Reuse, Recycling)	-	-	-	-	4.72	58.34%	6.20	59.60%	4.72	58.34%	6.20	59.60%
Direct Disposal (Incineration, Landfill, and Chemical Treatment)	-	-	-	-	3.37	41.66%	4.20	40.40%	3.37	41.66%	4.20	40.40%
Total Amount	-	-	-	-	8.09	100%	10.40	100%	8.09	100%	10.40	100%

Waste Reduction Initiatives

The waste generated from the Company's operations primarily comes from daily office and laboratory work. To strengthen source reduction and resource recycling, the Company promotes various waste reduction initiatives, including encouraging employees to bring to company their own reusable tableware and containers, reducing the use of single-use packaging and consumables, and implementing a paper reduction policy. These efforts are supplemented by regular promotional activities and internal briefings to enhance awareness of waste sorting and improve employee environmental participation.

Waste Reduction Initiatives

1
- Prioritize environmentally certified products when purchasing office supplies

2
- Encourage employees to bring to company their own reusable items and avoid single-use products

3
- Recycle recyclable materials

4
- Promote paper reduction policies, reuse waste paper, or print on both sides

5
- Regularly promote waste reduction practices and enhance employee awareness of waste management

6
- Encourage employees to participate in environmental activities

4

Friendly and Happy Company

Management Approach — Material Topics: Talent Cultivation and Development

GRI Standards 3-3, 2-7~8, 2-19, 201-3, 401-1~3, 404-1~3, 405-1~2

Positives and Negatives Impact Description

Positive Impact

The Company plans annual training programs and allocates budgets based on employee needs and future development, offering comprehensive talent development initiatives through diverse methods. These programs aim to inspire employee potential, achieve optimal role alignment, and enhance leadership and professional capabilities, collectively creating maximum enterprise value.

Negative Impacts

The Company lacks a robust talent development system, resulting in employees' skills and professional capabilities failing to keep pace with market demands. This limits the development of innovative technologies, with employees not actively seeking external training, consequently impacting the Company's competitiveness and operational performance, and also negatively affecting the industry's talent landscape.

Policies and Commitments

The Company values talent development and leadership cultivation, with team members across all fields receiving guidance and mentorship from senior executives and advisors. The Company places great importance on teamwork and communication, hoping that employees can accumulate the necessary skills and mindset in their work, demonstrate professionalism, and foster a passion for their jobs, thereby enhancing the development potential of Taiwan's biotechnology talent and industry.

Objectives

Short-term goals (2025)

- **Training headcount:** At least 3 internal training sessions are held each year for all employees, with a target participation rate of 80%.
- **Employee satisfaction survey:** We conduct an employee satisfaction survey annually, and the satisfaction rate reached 75% in 2025.
- **Employee turnover rate:** Keep employee turnover below 10% by enhancing employee loyalty through career development and training programs.

Mid-term goals (2026-2027)

- **Professional external training:** By 2027, at least 6 employees will have completed one professional course related to their position.
- **Ratio of external to internal training conversion:** Increase the annual conversion rate from external to internal training, aiming for 10% of all training courses to be converted from external sources by 2027.
- **Total overall training hours:** Employees receive an average of 6 hours of training per year.

Long-term goals (from 2028)

- **The diversity of training content was expanded** with the budget increased for external instructors by 20% compared to last year.
- **Training headcount:** At least 6 internal training sessions are held each year for all employees, with a target participation rate of 85%.
- **Total overall training hours:** Employees receive an average of 8 hours of training per year.

Management Approach — Material Topics: Talent Cultivation and Development

Action Plans

Positive Impact Management

- **Strategy design:** Strengthen internal talent development programs, enhance employee skills and loyalty, and foster innovative thinking.
- **Resource allocation:** Invest more resources in successful training and career development programs to support employee growth and enhance overall company capabilities.
- **Performance tracking:** Establish effective metrics to measure the success of the talent development program, such as improved retention rates, increased work efficiency, and a greater number of innovation projects, in order to continuously optimize the program.

Negative Impact Management

- **Preventive measures:** Address shortcomings in the talent development system by developing mitigation strategies, such as designing training courses that meet market demands.
- **Improvement plan:** An action plan to enhance employee skills and professional capabilities, aimed at preventing talent loss and maintaining competitiveness, such as implementing regular skills update training.
- **Risk monitoring:** Establish a risk monitoring mechanism to track talent attrition rates and technological obsolescence, and take swift corrective action to ensure competitiveness and operational performance are not affected.

Grievance Mechanism

Complaint hotline: 886-2-2659-8586#103
Complaint Fax: 886-2-2659-8779
Complaint Submission Link: hr@brimbiotech.com

Effectiveness Assessment

a. Routine review:

Annual Audit

- **Frequency:** A comprehensive audit is conducted annually to review all indicators related to talent cultivation and development.
- **Mechanism:** Internal audits are carried out to assess the relevant training programs and their effectiveness to ensure that goals are achieved.

Inventory and Tracking Mechanisms

- **Frequency:** Conduct a quarterly audit to track the progress and effectiveness of the training program.
- **Mechanism:** Regularly review training records and employee career development progress to ensure all measures are implemented effectively.

b. Performance Highlights:

- In 2024, the Company launched its first leadership development program — the "Monday Morning Leadership Talk". Employee response was enthusiastic.

4.1 Human Capital Policies

4.1.1 Employee Structure

BRIM Biotech recognizes that every employee is its most valuable asset. Guided by a people-first philosophy, we are dedicated to building strong employee relations and fostering a dynamic, innovative environment with a harmonious atmosphere, promoting teamwork and working together to achieve sustainable workplace growth. As of the end of 2024, BRIM Biotech employed a total of 32 people, including 13 males and 19 females, with one foreign employee. Additionally, there were no non-workers.

2024 Employee Structure

Item	Classification	Male		Female		Total	
		Number of persons	Percentage within Category (%)	Number of persons	Percentage within Category (%)	Number of persons	Percentage within Category (%)
Contract Type	Fixed-term Contract Employees (Full-time)	13	40.6%	19	59.4%	32	100%
	Full-time	12	92.3%	19	100%	31	96.8%
	Part-time	1	7.7%	0	0%	1	3.2%
Job Category	Management	3	23.1%	5	26.3%	8	25%
	Non-management	10	76.9%	14	73.7%	24	75%
Age (age)	<30	1	7.7%	1	5.3%	2	6.3%
	30-50	9	69.2%	12	63.1%	21	65.6%
	>50	3	23.1%	6	31.6%	9	28.1%
Total		32 persons					

Note 1: Employee headcount statistics are based on the report period end date (December 31, 2024).

Note 2: Employees with indefinite-term contracts are full-time employees with ongoing employment agreements. Employees with fixed-term contracts (contract/temporary) have employment agreements for a specific period and their contracts end when the period or project is completed; there were no fixed-term contract employees this year. Part-time employees work fewer hours than full-time employees.

Note 3: Managers are defined as positions with management responsibilities and signature authority, or those with oversight and decision-making authority.

4.1.2 Talent Recruitment

Facing the evolving biotechnology industry and intense market competition, BRIM Biotech actively strengthens its talent recruitment strategy, focusing on attracting individuals with expertise in drug development, biomedicine, innovative thinking, and strong adaptability to consolidate the Company's technological advantages and market presence. The Company has established diversified recruitment channels based on business needs, including professional human capital websites, a talent referral reward program, and recommendations from recruitment agencies.

BRIM Biotech adheres to fair, just, and transparent recruitment policies, and resolutely avoids any discrimination based on applicants' nationality, religion, race, or gender. Guided by a meritocratic approach, we actively recruit talented individuals to strengthen product R&D and technical capabilities. The Company has established a robust recruitment process covering job requirement confirmation, resume screening, interview evaluation, and hiring decisions, ensuring fairness and transparency throughout the recruitment process and laying a solid foundation for the Company's continued growth and human resources.

New Hires and Departures

In 2024, the Company actively expanded its team and recruited 10 new employees – 6 males and 4 females, resulting in a gender ratio of approximately 60% male to 40% female. In terms of age demographics, 80% of new hires in 2024 are between the ages of 31 and 50, indicating our continued success in attracting experienced and skilled professionals. This not only brings valuable knowledge and expertise to the team but also encourages collaboration across generations and drives innovation, ultimately strengthening the Company's overall competitiveness.

In 2024, only 2 employees left the Company – 1 male and 1 female – indicating a relatively low employee turnover rate and reflecting a positive work environment and team spirit. According to surveys, the main reasons for employee departure include layoffs and finding other jobs. Regarding layoffs, the Company will further review business needs and HR allocation to ensure future human capital planning. For employees who choose to seek alternative employment, we take their decision seriously and will conduct an in-depth analysis of the reasons for departure, while continuously monitoring employee career development needs and encouraging them to seek growth opportunities within the Company. Through regular career development conversations, we strive to understand employee expectations and needs to improve satisfaction and loyalty.

In the future, BRIM Biotech will continue to optimize its human capital strategy, promote effective communication and interaction, and provide various training and development programs to help employees achieve their personal goals, thereby fostering a positive employee retention environment and strengthening company cohesion.

2024 New Hire Statistics by Gender and Age

Gender	Age	BRIM Biotech	New Hire Rate	
Male	<30 years old	0	Male	60%
	31 to 50 years old	5		
	>50 years old	1		
Female	<30 years old	1	Female	40%
	31 to 50 years old	3		
	>50 years old	0		
Total		10		

Note: New hire ratio = (number of new hires in the category at year-end / total number of people in the category) * 100%.

2024 Employee Turnover Statistics by Gender and Age

Gender	Age	BRIM Biotech	Employee Turnover Tate	
Male	<30 years old	0	Male	50%
	31 to 50 years old	1		
	>50 years old	0		
Female	<30 years old	0	Female	50%
	31 to 50 years old	1		
	>50 years old	0		
Total		2		

Note: Turnover rate = (Number of employees leaving at year-end / Total number of employees in that category) * 100%

4.1.3 Promoting Labor-Management Harmony

The Company highly values employee opinions and rights. To foster positive communication and coordination between labor and management, we hold a monthly Lunch Meeting and Happy Hour for interactive exchange. Quarterly labor-management meetings are convened, and multiple communication channels are provided, such as an employee suggestion box, to gain in-depth understanding of employee perspectives and suggestions regarding management and welfare systems. Furthermore, any newly added or revised labor-management measures must be fully consulted by both parties to ensure a transparent process and prevent disputes.

As of 2024, no labor disputes had occurred within the Company.

To further enhance internal communication mechanisms, multiple channels for voicing concerns have been established, including an always-open president's discussion room for employees, regular meetings with supervisors, an internal suggestion box, and an HR contact point. Employees are encouraged to offer suggestions and provide feedback to ensure that every employee's view is valued. Furthermore, the Company adheres to a "zero tolerance" policy for any complaints involving workplace gender equality or labor rights, and is committed to creating a safe, respectful, and inclusive work environment.

Suggestion Box Task Completion Rewards

Suggestion Box Rewards

Dedicated Communication Channel

Feedback and Complaint Mailbox

We have established a dedicated mailbox for employees to submit suggestions, feedback, or workplace concerns. The HR Department is responsible for consolidating the feedback received and providing responses, and assisting with cross-departmental communication and resolution when necessary.

Whistleblowing Mechanism for Ethical Management

We have established a reporting platform allowing employees to report instances of unethical or violations of company policy. All relevant cases will be handled by a dedicated unit, while protecting the identity of whistleblowers and preventing retaliatory actions, ensuring the Company's culture of integrity.

Channels for Reporting Sexual Harassment and Workplace Misconduct

We have established a grievance mechanism to address sexual harassment and workplace misconduct, ensuring the physical and mental well-being and dignity of our employees. The dedicated unit is responsible for receiving, investigating, and keeping confidential all complaints, and ensuring that complainants are not subject to any retaliation.

Internal Communication and Knowledge Management

To promote the dissemination of company policies and business information, we continuously optimize internal communication channels to help employees stay informed of the latest announcements, system updates, and event information. We also utilize email and communication software to deliver real-time updates, enhancing information transfer efficiency and strengthening employee understanding and engagement with company news.

Labor-management Meetings

To foster communication and collaboration between labor and management, the Company holds quarterly labor-management meetings, serving as an important platform for labor and management representatives to discuss working conditions, the workplace environment, and employee benefits. During the meeting, both parties can share their opinions and suggestions, and have in-depth discussions on topics such as work allocation and responsibilities, flexible working hours, employee-friendly workplace policies, and additional vacation time based on seniority. This allows both parties to reach a consensus and record the discussion results for future tracking and improvement. Furthermore, this mechanism enables the Company to continuously collect and respond to employee feedback as a basis for adjusting Human Capital policies and management systems, thereby enhancing employee satisfaction and strengthening labor-management relations.

4.2 Talent Development

4.2.1 Learning and Development

The Company has established education and training procedures, and each department creates a corresponding budget annually to systematically implement training programs throughout the year, in order to strengthen employee competence and improve work efficiency and quality. Training includes pre-employment training, internal and external on-the-job training, and participation in domestic and international biotechnology seminars, among others. Furthermore, participants are encouraged to provide feedback after the training and share their experiences and insights with colleagues to promote knowledge transfer and application. In 2024, total employee training hours were 900.5, averaging 28.14 hours per employee. Broken down by gender, female employees averaged 29.95 hours of training, while male employees averaged 25.5 hours.

2024 Training Participants and Hours (by Employee Age, Gender, and Category)

2024	Age						
Employee Category	<30 years old		30 to 50 years old		>50 years old		Total
	Male	Female	Male	Female	Male	Female	
Total hours of training received	20	17	285.5	263.5	26	288.5	900.5
Management Note 1	0	0	1	1	2	4	8
Non-management Note 2	1	1	8	11	1	2	24
Sales Personnel Note 3	0	0	0	2	0	0	2
Management Personnel Note 4	1	0	4	3	2	6	16
R&D Personnel Note 5	0	1	5	7	1	0	14
Total Number of Employees	1	1	9	12	3	6	32
Average Training Hours per Employee	20.00	17.00	31.72	21.96	8.67	48.08	28.14

Note 1: Managers
Note 2: General employees.
Note 3: Business Development Department
Note 4: Chairman's Office, President's Office, Operations Department, and Finance and Accounting Department
Note 5: Project Development Department 1, Project Development Department 2

Training Content

This year's education and training courses covered multiple key areas to meet employee development needs and promote the Company's long-term growth. Professional skills training focuses on the technical requirements of specific positions. Leadership and management training aims to enhance managers' team collaboration and decision-making capabilities. Training to strengthen communication and interpersonal skills also provides employees with communication techniques. Furthermore, we ensure adherence to all relevant policies and regulations through safety and compliance training courses during operations.

Regarding personal development, training courses focus on emotional intelligence, stress management, and time management to enhance employee work efficiency and workplace adaptability. ESG training improves employee awareness of sustainability issues and encourages them to apply sustainable principles in their daily work.

2024 Education and Training Course Participation and Hours

Course Overview		Course Content and Objectives	Sum of course hours	Number of Male Participants	Number of Female participants	Number of Training Participants
	Professional Skills Training	For specific positions or industries requiring technical skills and knowledge, such as software development, data analysis, and design.	300	21	46	67
	Leadership and Management Training	Helping managers improve their leadership skills, team management skills, time management, and decision-making abilities.	141	11	17	28
	Communication and Interpersonal Skills Training	Enhancing employee communication, negotiation, conflict resolution, and teamwork skills.	28	2	2	4
	Safety and Compliance Training	Training related to company policies, laws and regulations, and workplace safety to ensure adherence to relevant requirements.	388.5	105	162	267
	ESG Training	Focusing on enhancing employee awareness and implementation of environmental, social, and governance (ESG) issues to improve employee capacity in promoting corporate sustainable development.	43	1	5	6
Total			900.5	140	232	372

2024 Representative Project – Internal Instructor Leadership Training

The "Internal Instructor Leadership" program is managed by the HR department and aims to conduct internal training courses in a book club format. Through engaging stories and practical examples from the book "Monday Morning Leadership", the program delves into various aspects of leadership. The program is open to all employees, with HR consultants guiding them through each chapter to explore the leadership challenges discussed in the book and facilitating interactive simulations to understand how to apply these concepts to their daily work. A total of 7 sessions were held with full participation. The course reinforced leadership concepts for all employees, promoted interdepartmental collaboration and communication, and turned theory into practical application, ultimately enhancing the overall leadership abilities of the team.




4.2.2 New Hire Coaching

To ensure new employees smoothly integrate into the team, the HR Department is responsible for arranging various onboarding programs, including company organization, business overview, and safety and health procedures. New employees participate in onboarding training within one week of joining theCompany, covering work systems and procedures. This initiative aims to facilitate rapid integration into the BRIM group, reduce employee turnover, and enhance overall employee satisfaction, establishing a solid foundation for the Company's human capital development.

New Employee Onboarding Training

New Employee Onboarding

The HR Department is responsible for arranging and guiding new and transferred employees to understand the Company's organization, business overview, safety and health matters, and other essential information. Orientation will be held within one week of a new employee's start date or a transferred employee's transfer date, and may be postponed within three months in special circumstances.

Executive Personnel

- **HR Department:** Responsible for company organization, personnel rules, employee benefits, and training on how to use the personnel system.
- **President/Chief Operating Officer:** Responsible for explaining the Company's history, vision, management philosophy, and R&D projects.
- **IT Unit:** Responsible for computer operations, information security management, data backup, and related workflows and administrative procedures.
- **Class-2 OSH Managers:** Responsible for company OSH training.
- **Procurement Unit:** Responsible for explaining Procurement and Supplier Management Procedures.
- **New hires:** Reading of general SOPs.
- **All departments:** Reading of professional domain SOPs.

Implementation Method

New hires and transferred employees complete the "New Employee Training Record" based on their pre-job training. After being signed by the relevant instructors and trainees, the Record is filed by the HR Department.

Number of sessions held	Participation rate or implementation rate
9 times	100%

Project/Initiative Benefits

Conducting onboarding training for new hires yields benefits including improved work efficiency, increased employee confidence, reduced turnover, enhanced teamwork, and compliance with company procedures. This is critical for boosting employee satisfaction and company efficiency, and is a vital foundation for enterprise development.

4.3 Compensation System and Diverse Benefits

4.3.1 Remuneration System

BRIM Biotech operates on the principles of fairness, impartiality, and transparency when establishing a competitive compensation system designed to attract top talent and foster long-term employee engagement. We design our salary structure based on employee job function, work performance, and professional capabilities, referencing industry compensation levels and market trends. We regularly review and adjust it to ensure its reasonableness and fairness.

The remuneration structure includes base salary and various rewards, encompassing year-end and performance bonuses, which are assessed comprehensively based on individual and departmental performance. Remuneration to senior executives is evaluated by the Board of Directors based on overall operational goals and financial and non-financial indicators, and then reviewed by the Remuneration Committee to ensure reasonableness and fairness. The remuneration system emphasizes fairness and incentives. Employees are eligible for year-end bonuses and project bonuses based on their length of service, individual performance, and contributions, integrated with performance appraisals and goal management to improve work efficiency. Remuneration to senior executives is closely linked to the Company's operating performance and is subject to review by the Board of Directors or the Remuneration Committee.

The Company is committed to establishing a fair and competitive remuneration system, implementing equal pay for equal work, providing reasonable remuneration based on job content and performance, and regularly reviewing salary structures to ensure equal pay for employees in the same role regardless of gender. In promoting gender equality, BRIM Biotech actively encourages female employees' participation in career development and leadership positions. According to 2024 statistics, females accounted for 62.5% of management positions, while men occupy 37.5%. The Company promotes gender equality and an inclusive culture through fair promotion systems and reward mechanisms. To address employee career development and life needs, the Company regularly reviews its remuneration structure. Through employee satisfaction surveys and internal feedback mechanisms, we continuously promote gender equality and optimize salary and reward policies to enhance employee engagement and corporate competitiveness.

2024 Employee Basic Salary Ratio (by Job Type and Gender)

Base Salary Note 1			
Employee Category	Male	Female	Proportion
Management	5,730,667	4,180,400	0.73
Non-management	1,063,412	1,208,990	1.14
Sales Personnel	0	1,919,003	-
Management Personnel	1,380,911	2,585,178	1.87
R&D Personnel	3,026,623	1,359,180	0.45

Note 1: Basic salary is the minimum fixed amount paid to employees for performing their job duties, excluding any additional remuneration such as overtime pay or bonuses.

2024 Employee Remuneration Ratio (by Job Type and Gender)

Remuneration Note 1			
Employee Category	Male	Female	Proportion
Management	9,590,530	8,941,538	0.93
Non-management	1,963,001	2,221,611	1.13
Sales Personnel	0	3,772,171	-
Management Personnel	2,600,542	5,590,160	2.15
R&D Personnel	5,032,967	2,247,550	0.45

Note 1: Remuneration consists of base salary plus additional payments to workers.
Additional payments to employees may include service allowances, bonuses (including cash and equity such as stocks and shares), benefits, overtime pay, time off in lieu, and any other subsidies (such as transportation, living, and childcare allowances).

Salary Information for Full-Time Employees Not in Managerial Positions (In NTD Thousand)

Item	2024
Number of Full-Time Employees Not in Managerial Positions	20
Total Salaries of Full-Time Employees Not in Managerial Positions	24,587
"Average Salary" of Full-Time Employees Not in Managerial Positions	1,229
Median Salary of Full-Time Employees Not in Managerial Positions	1,214

4.3.2 Performance Management

BRIM Biotech recognizes the importance of performance management in talent development and organizational operations. By establishing a transparent, fair, and constructive evaluation system, we help employees regularly review their goals and improve their performance. Each year, the Company conducts regular performance appraisals for all full-time employees, covering annual goals and achievements and overall competency. New hires also undergo a performance appraisal after their probationary period (typically three months) to ensure their skills are a good fit for the role. The above performance appraisal results will serve as an important reference for salary adjustments, bonuses, promotions, and the allocation of training resources.

The performance appraisal process for regular employees includes self-assessment, meetings with supervisors for feedback and ratings, performance review meetings, and integration of results. For new hires, the review process consists of self-assessment and supervisor appraisal, which determine continued employment or salary adjustment. The Company also regularly reviews the appropriateness and fairness of its performance management system, conducting internal feedback collection to optimize processes, enhance efficiency and information transparency, and strengthen employee engagement and organizational cohesion.

2024 Appraisal Status

Employee Category	Male			Female		
	No. of Employees Subject to Performance Appraisal	Total No. of People	Performance Appraisal weighting	No. of Employees Subject to Performance Appraisal	Total No. of People	Percentage of Performance Appraisals
Employees	4	7	57.14%[note 1]	10	15	66.67%[note 3]
New hires	4	6	66.67%[note 2]	3	4	75.00%[note 4]
Total	8	13	61.54%	13	19	68.42%

Note 1: Of the three male general employees who had not been appraised, two were in their probationary period during the appraisal period and were therefore not subject to appraisal. The other was a senior executive whose appraisal was conducted by the Remuneration Committee for salary adjustment.

Note 2: Two of the new hires were senior executives and were not subject to a probationary period; therefore, a probationary review was not required.

Note 3: Of the five female general employees who were not appraised – three were female senior executives whose appraisal was conducted by the Remuneration Committee for salary adjustment; another rejoined the Company after a short leave that overlapped with the appraisal period, and was therefore not appraised; and the final employee was still within their probationary period at the end of 2023 and was therefore exempt from a performance appraisal in 2024.

Note 4: One newly hired female employee was still within her probationary period as of the end of 2024 and was therefore exempt from a performance appraisal in 2024.

4.3.3 Diverse Benefits

BRIM Biotech provides employee benefits that go above and beyond legal requirements. In addition to statutory labor and health insurance, we offer additional group insurance to enhance employee medical protection, including life, accident, medical, and cancer coverage. We also provide overseas travel insurance for employees traveling on business.

In addition to actively implementing people-oriented management and various welfare measures, we also uphold the principle of profit sharing with employees to attract and motivate top talent, with employee remuneration determined by company performance. Employee benefits include: Labor insurance and national health insurance, group insurance, birthday gifts, holiday bonuses, and wedding and funeral subsidies for employees. When the Company employs fifty or more employees, it will establish an Employee Welfare Committee and contribute to an Employee Welfare Fund as required by the Employee Welfare Fund Act.

Employee Benefits

Bonuses and allowances

Benefits Category/ Name	Details	Number of Eligible Employees	2024 Applicants/ Recipients	2024 Total Subsidy Amount (NT$_)
Marriage, funeral, childbirth, hospitalization, etc.	The Company provides congratulatory or condolence payments for significant life events such as employee weddings, funerals, childbirth, and hospitalization, to enhance employee belonging and motivation.	32	2	6,700
Discretionary Project Bonus	The Company periodically awards bonuses in recognition of significant team accomplishments and their contributions to the Company.	32	10	3,000,000
Birthday money	Birthday bonuses are allocated based on the Company's annual business performance, with the amount determined by labor-management consultation meetings and paid out with payroll.	32	27	81,000
Festival bonuses	Year-end bonuses are allocated based on the Company's annual business performance, with the amount determined by labor-management consultation meetings and paid out with payroll.	32	27	216,000
Year-end bonus	Employees remaining in service until December 31 of the year will receive a year-end bonus equivalent to 2 months' salary. If employment commences during the year for less than a full year, the year-end bonus will be prorated from the date of employment to December 31st and paid in January of the following year.	34	34	13,438,071
Leave exceeding statutory requirements.	Employees who have worked at the Company for a certain period will be granted special leave. As follows: • Employees with less than three years of service are entitled to 10 days of special leave annually. • Employees with more than three but less than five years of service are entitled to 14 days of special leave annually. • Employees with more than five but less than ten years of service are entitled to 15 days of special leave annually. • For employees with ten or more years of service, annual leave increases by one day per year, up to a maximum of 30 days.	32	10	501,067
Paid personal leave	In the event of an accident requiring personal handling, employees may take leave, not exceeding a total of 14 days per year, with full pay for the first three days and no pay for any days exceeding three. Unused portions are not paid.	32	22	173,645
Paid sick leave	Employees requiring sick leave due to ordinary injury or illness must provide medical certification for absences of three or more consecutive days. For absences of less than 7 days, full wages will be paid. For absences between seven and 30 days, wages will be paid at half the regular rate. If employees receive injury and sickness benefits amounting to less than half their wages, the Company will make up the difference.	32	15	198,465

	Benefits Category/ Name	Details	Number of Eligible Employees	2024 Applicants/ Recipients	2024 Total Subsidy Amount (NT$_)
Bonuses and allowances	Paid menstrual leave (female employees only)	Female employees may take 1 day of menstrual leave each month due to menstruation, for a maximum of 3 days per year. Such leave does not result in salary deductions and is not counted toward sick leave. Any additional leave exceeding the limit will be counted as sick leave. No documentation is required for taking this leave.	16	6	48,977
	Prenatal rest leave (female employees only)	Employees who require sick leave during pregnancy to ensure a healthy pregnancy will have that leave counted as medical sick leave. Salary calculation will be handled according to sick leave policy.	16	0	0
	Maternity leave (female employees only)	Female employees are entitled to 8 weeks of maternity leave before and after childbirth. If they have been employed for less than 6 months, they will receive 50% of their salary; if they have been employed for 6 months or more, they will receive full salary. Miscarriage leave is calculated separately.	16	1	224,000
	Prenatal checkup leave (female employees only)	During pregnancy, female employees are entitled to 7 days of prenatal leave with full pay.	16	1	16,000
	Maternity leave (for spouses)	Employees are granted 7 days of paid leave when their spouse undergoes prenatal examinations or gives birth. Maternity leave must be taken within 15 days of the spouse's delivery, before and after the birth.	13	0	0
	Leave of absence for job hunting	During the notice period after termination, employees may take time off to search for new jobs.	1	1	14,283
	Family care leave	Employees may take leave to care for family members in need (such as serious illness or major accidents). This leave will be counted as their annual sick leave allowance, up to a maximum of 7 days per year, and salary will be paid according to the Company's sick leave policy.	32	0	0
Insurance system	Overseas business trip insurance	During business trips, the HR Department will arrange travel and medical insurance for employees based on the business trip allowance standards, with all associated costs covered by the Company.	31	5	21,630
	Group insurance (including life, accidental, medical, and cancer insurance), and employer's liability insurance, to provide employees with comprehensive protection outside of work hours.	The Company provides group insurance for employees, including life, accident, health, and cancer insurance, and also carries employer's liability insurance.	32	29	323,241

Benefits Category/ Name	Details	Number of Eligible Employees	2024 Applicants/ Recipients	2024 Total Subsidy Amount (NT$_)
Monthly team lunches	The Company holds a Lunch Meeting and Happy Hour once a month to foster learning and interaction among employees, providing lunch and afternoon tea to enhance team cohesion.	32	32	44,076
Health checkups	To encourage employees to proactively manage their health, annual health checkups are arranged for all employees regardless of age. Employees can choose a qualified medical institution for examination and submit receipts to the Company for reimbursement.	21	14	258,000
Employee stock options	The Company attracts and retains needed talent through the issuance of stock rights, enhancing employee engagement and a sense of belonging, and supporting the Company's sustainability goals.	15	14	9,423,250
Education and training subsidies	To enhance employee capabilities and knowledge, the Company offers education and training subsidies, with the goal of developing technical and management talent and fostering business growth.	32	16	217,591
Quarterly birthday celebrations	Quarterly birthday celebrations are held to foster camaraderie among colleagues and enhance the Company's harmonious atmosphere.	32	30	29,504
Flexible working hours	The Company implements flexible working hours, with standard working hours from 9:00 AM to 6:00 PM daily, including a one-hour lunch break. The Company's core working hours are from 10:00 AM to 4:00 PM, and employees may flexibly adjust their working hours based on their individual needs.	32	32	0
Work from home on make-up days	To align with government adjustments to workdays, the Company implements work-from-home arrangements on the Saturday of the same week or the following Saturday to make up for workdays lost during consecutive holidays. No additional application is required; employees are still expected to clock in and out as usual.	32	32	0
Total		627	364	28,335,500

others

Family-friendly Workplace Initiatives

To support employees in achieving work-life balance, BRIM Biotech offers parental leave, enabling colleagues to focus on family responsibilities without worrying about their work. Eligible employees may apply for parental leave as stipulated by regulations and return to work when the leave period ends. In 2024, one female employee was eligible for parental leave but chose not to take it due to personal career plans.

2024 Parental Leave Statistics

Item	Male	Female
A Employees eligible for parental leave in 2024.	0	1
B Employees who actually used parental leave in 2024	0	0
C Total number of employees expected to return to work after completing parental leave in 2024	0	0
D Total number of employees who actually returned to work after completing parental leave in 2024	0	0
E Total number of employees who completed parental leave and returned to work in 2023	0	0
F Total number of employees who completed parental leave and remained employed for twelve months after returning to work in 2023	0	0
Maternity leave take-up rate (B/A)	-	-
Return rate (D/C)	-	-
Retention Rate (F/E)	-	-

4.4 Creating a Healthy and Safe Workplace

4.4.1 Human Rights Management Policy

BRIM Biotech is dedicated to fostering a workplace that respects human rights and values diversity, and upholds internationally recognized human rights standards. We commit to following the Universal Declaration of Human Rights, the UN Global Compact, and the United Nations Guiding Principles on Business and Human Rights (UNGPs), and to embedding the core value of human rights protection into our governance structure. We also fully integrate the spirit of relevant laws and regulations – including the Labor Standards Act, the Employment Promotion Act, and the Gender Equality in Employment Act – into our daily operations.

Human Rights Policy

Workplace Equality and Prohibition of Discrimination: We ensure all employees are free from discrimination or differential treatment based on race, class, language, ideology, religion, political affiliation, nationality, place of birth, gender, sexual orientation, age, marital status, appearance, physical or mental disability, zodiac sign, blood type, or trade union membership. We comprehensively safeguard our employees' workplace human rights and provide a respectful and equal working environment.

Prohibition of forced labor and child labor

Any form of forced labor, human trafficking, and employing children under the legal working age are forbidden.

Prevention of sexual harassment and workplace violence

Establishing preventative measures and reporting channels, and providing necessary investigation and protection mechanisms to protect the rights of those who report incidents.

Equal Pay for Equal Work and Pay Equity

We are committed to fostering a fair and inclusive work environment, upholding the principle of gender equality in all human capital processes including recruitment, remuneration, promotion, training, and performance appraisal, to ensure individuals are not treated unfairly based on gender or sexual orientation. All remuneration and employment opportunities are based on fair and equal standards, ensuring that employees in similar roles receive the same compensation and benefits. Differences based on seniority, performance, disciplinary actions, or other legitimate factors do not constitute discriminatory treatment. Through systematic management and continuous review, the Company ensures the fair implementation of all HR policies and fosters a positive relationship between labor and management.

Reasonable working hours and protection of labor rights

We pay attention to and appropriately manage employee workload, comply with regulations regarding wage payment and working hours, and establish channels for grievances and reporting to address potential human rights risks.

Safety and health in the workplace

We are committed to providing a safe working environment and necessary health facilities, eliminating potential hazards, conducting regular safety training and health checks for employees, and supporting employee well-being and work-life balance.

Freedom of association and two-way communication

We respect employees' rights to join or form various clubs or organizations, such as a weight loss and fitness group, establishing diverse communication channels including Lunch Meeting and Happy Hour, labor-management meetings, anonymous feedback, and formal complaint channels, to promote positive labor relations and collective bargaining.

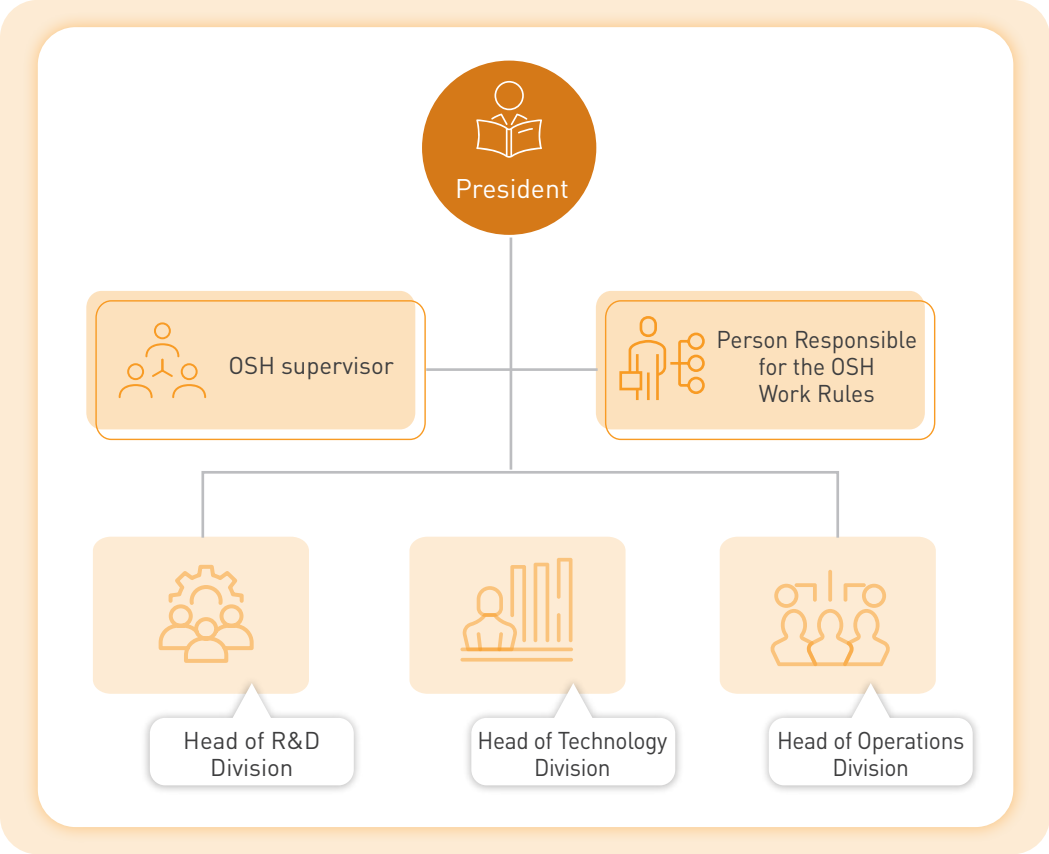
Furthermore, BRIM Biotech will integrate human rights considerations into its internal risk management and assessment processes and plans to continuously implement human rights due diligence to gradually strengthen the identification and mitigation of human rights risks within its workforce and supply chain. As of the end of 2024, no reports or complaints of human rights violations – including discrimination, improper treatment, forced labor, or child labor – have been received. The Company will continue to rigorously implement human rights protections through robust systems and employee communication channels, ensuring all employees work in an environment of respect and equality.

To strengthen human rights issue management, BRIM Biotech is evaluating the implementation of human rights due diligence and internal audit mechanisms to systematically identify, prevent, and respond to potential human rights risks. Relevant plans will cover impact assessments on employees, operational sites, and partners, and will integrate existing risk management and supply chain audit mechanisms to progressively establish a human rights governance framework aligned with international standards. The Company will also continue to reference international standards and concrete industry practices to optimize internal operating procedures and enhance overall human rights protection.

4.4.2 Occupational Safety and Health Management

Compliance With OSH Laws and Regulations

BRIM Biotech is committed to creating a safe, healthy, and happy work environment. The Taipei office adheres to the OSH Act and Safety and Health Work Rules. The OSH Supervisor monitors the latest regulatory changes and notifies the person responsible for safety and health work rules to make revisions as needed. These revisions are then adjusted according to the Company's approval process to ensure all processes comply with company standards and regulatory requirements. The Company's laboratory at Academia Sinica adheres to the "Emergency Response and Pollution Prevention Plan" and, following the disaster incident response and reporting procedures of the Biomedical Translation Research Center, ensure a swift activation of response measures in the event of various disasters. These procedures encompass reporting, response, and subsequent evaluation, with continuous review and improvement to enhance overall safety management. The aforementioned OSH Act, Safety and Health Work Rules, and Emergency Response and Pollution Prevention Plan fully cover all employees of BRIM Biotech, ensuring they receive the OSH protections to which they are entitled. Furthermore, this demonstrates the Company's commitment to communicating internal safety awareness and culture to all employees, fostering a common understanding and adherence to safety measures, which helps minimize the risk of accidents.



Class-2 OSH Managers

In accordance with the "Occupational Safety and Health Act", BRIM Biotech is classified as a Category III Enterprise (low-risk) and, with a workforce of between 30 and 99 employees, is required to designate one Class-2 Manager of OSH Affairs. However, an OSH Committee it not yet required to be established. The Company discusses OSH issues through quarterly labor-management meetings, which consist of 2 representatives from both labor and management. These meetings aim to promote communication between labor and management to resolve issues related to labor and OSH.

This year's meeting focused on discussions regarding work allocation and division of responsibilities, flexible working hours, a friendly workplace, and additional special leave based on years of service, among other topics. As of the end of 2024, we had not received any employee complaints related to OSH or labor relations. We will continue to monitor and evaluate potential improvements to company operations and employee rights during meetings, with the goal of fostering a safer work environment and ensuring the full protection of all employees' rights and health.

Hazard Identification, Risk Assessment, and Incident Investigation

Laboratory

To prevent potential major safety and security incidents and unforeseen accidents, we have established an emergency response system at our laboratory in accordance with "Academia Sinica Biomedical Translation Research Center's Emergency Response and Pollution Prevention Plan" to respond swiftly and appropriately to all types of disasters, and to minimize losses and avoid further harm to life, property, and the environment. This system ensures the safety of the workplace and its surroundings, and accelerates post-incident recovery efforts. At the same time, to prevent environmental pollution and protect human health, the Company has also reinforced safety protocols in all workplaces and biological laboratories to prevent potential risks and contamination.

Emergency Response and Pollution Prevention Plan

Fire Response

A comprehensive fire safety system has been established, including regular inspections of fire extinguishers and fire-fighting equipment to ensure they are in working order. All employees are required to undergo fire safety training to understand evacuation routes and shelter locations. In the event of a fire, first assess the fire's severity. If it is manageable, use a fire extinguisher to put out the initial flames. Otherwise, evacuate immediately and notify the fire department.

Flood response

To address potential flood risks, a plan has been formulated for the regular inspection of water pipes and drainage systems to ensure they are clear and unobstructed. In the event of a leak, immediately activate the emergency response protocol, promptly drain the water, with damaged equipment inspected to ensure workplace safety and functionality.

Earthquake preparedness

Before an earthquake strikes, the Company should regularly inspect the seismic resilience of its buildings and facilities to ensure structural safety compliance. Employees must be familiar with evacuation procedures during earthquakes, quickly locate a safe place to shelter when an earthquake strikes, and avoid using elevators until it is confirmed safe to return to the work area.

Electrical safety

The team regularly inspects all electrical equipment and circuits to ensure they are free from overload or malfunction risks. Furthermore, clear regulations are established to immediately disconnect power and notify relevant personnel in the event of an electrical failure, to prevent potential electric shock or fire hazards.

Chemical incident response

Measures are in place for the use and storage of all chemicals, while relevant training is provided to all employees. In the event of an unknown gas leak, immediately activate the emergency plan, locate the source of the leak and contain it, and report it to professional personnel for handling.

Biosafety incidents

Establish safety operating procedures for biological materials and ensure all employees are familiar with the corresponding protective measures. In the event of a biological hazard incident, immediately activate isolation procedures and report to management, then conduct relevant investigations and take appropriate action as required.

Basic safety equipment

When conducting experiments, the operator must wear a lab coat and safety goggles, and use gloves and a mask when necessary. The operator must wash or disinfect your hands before and after working.

Safety management

Sandals or slippers are not allowed in the laboratory. Maintaining a clean and quiet environment is required, and eating, drinking, smoking, and cooking are strictly prohibited.

Equipment use

Microwave ovens and air-conditioned rooms are subject to relevant regulations. Those entering the cleanroom must wear sterile gowns, caps, masks, and shoe covers to maintain sterility.

Hazardous materials management

Bacteria, viruses, and other strains must be used and stored by designated personnel according to regulations. Flammable and hazardous chemicals must be stored securely. Incineration or high-pressure sterilization should be used to dispose of post-vaccination specimens and used equipment and waste to prevent contamination and infection.

Equipment maintenance and use

Laboratory instruments require regular maintenance, and unauthorized personnel are prohibited from operating them, especially hazardous equipment such as autoclaves.

Emergency measures

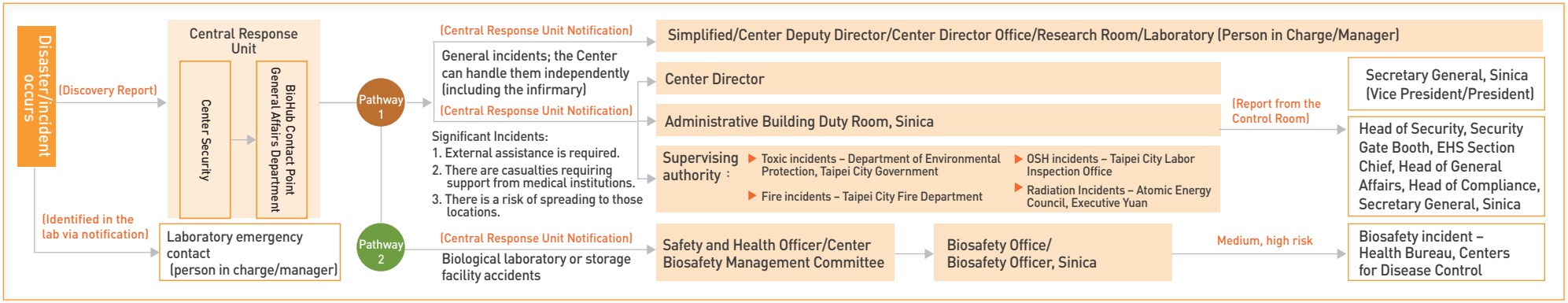
Flammable gases and electricity must be turned off when not in use. It is important for personnel to be vigilant and they must familiarize themselves with experimental procedures, develop a crisis response plan, and avoid quick movements in the lab to prevent accidents.

Safe use of human serum

When using human serum, keep the work area clean and use standard gloves, changing them frequently as needed to prevent cross-contamination. All items processed with human serum must be disposed of in sterilization bags. Laboratories using infectious serum must report to environmental health and safety personnel.

Notification Flowchart

When an emergency incident occurs, procedures must be followed according to the disaster and accident response notification flowchart of the Academia Sinica Institute of Biomedical Sciences. The responsible unit shall complete the "Academia Sinica Disaster and Accident Cause Analysis and Prevention Measures Report" within 1 week.



Office

The Company has identified two major hazards in the office work environment: Electrical and fire risks, and physical disasters. To effectively manage and reduce risks, we implement the following measures to minimize potential hazards.

Hazard Category: Electrical hazards, fire.

Harmful content	Electrical and fire hazards can lead to electric shock, equipment damage, and fires, potentially endangering personnel safety and causing property loss.	Physical hazards	Placing items in high places and damage to desks and chairs could result in personal injury or property loss.
Control measures	1. Regular Inspection of Electrical Equipment Assess the service life of all electrical appliances and power-consuming equipment to ensure they are in safe working order, and inspect for external damage such as damaged insulation or faulty wiring, which could lead to electric shock or sparking and potentially cause a fire. 2. Inspect Disaster Prevention Equipment Ensure the effectiveness of all fire safety equipment, including regular checks of fire extinguisher service life and pressure gauges, and confirm that emergency exit lights are functioning correctly to ensure they are readily available in emergency situations. 3. Electrical Load Management Manage the load on each circuit to prevent electrical faults or short circuits caused by overload, and regularly assess and update distribution boards to adapt to equipment needs. 4. Maintain Cleanliness and Ventilation Regularly clear combustible materials around power outlets and equipment to ensure adequate ventilation and prevent fires caused by overheating or dust accumulation.		1. Management of Items Stored at Height To minimize the risk of items falling due to earthquakes or accidental bumping, all items stored at height must be placed in cabinets with doors. Open shelving is not allowed. 2. Regular Inspection of Desks and Chairs Regularly inspect desks and chairs in each department to ensure they are not overloaded, to prevent desktops from tilting. Inspect chair legs, wheels, and other structural components for any visible damage or malfunction to prevent crush or fall injuries caused by faulty equipment. 3. Real-time Repair Reporting Mechanism Establish a timely repair reporting process, encouraging employees to immediately report any damage to desks and chairs so it can be quickly addressed and fixed, preventing potential safety hazards.

OSH affair managers are responsible for developing automatic checklists for regular safety inspections to minimize the probability of hazards. Supervisors conduct regular audits according to the checklist to ensure compliance with all safety standards. If non-conformities are identified during inspection, the supervisor will designate relevant departments for further action and implement necessary corrective measures according to the approval process outlined in the authorization matrix.

In addition, the Company will implement the following rules to strengthen safety management and ensure employee safety during emergencies: employees may use their own judgment to determine if an emergency evacuation is necessary. Once evacuated to a safe location, they should immediately notify their supervisor and HR.

OSH Training

BRIM Biotech highly values employee OSH. New hires receive necessary training on OSH to help them understand basic workplace safety concepts and emergency procedures. In addition, the office features whiteboards displaying disaster prevention and evacuation routes. Instructions for using evacuation equipment are posted at the exits, and warnings about keeping safety passages clear are also in place, to ensure employees are fully aware of the evacuation procedures. The Company also provides regular safety and health courses to all employees, covering first aid knowledge and safety guidelines. As of 2024, the Company had not had any occupational accidents or fire incidents, demonstrating the significant effectiveness of our risk control and prevention measures.

Training Course Name	Training Course Content Description	Participating units	Number of times held	Number of participants	Total training hours
Laboratory New Employee OSH Training	6-Hour OSH Training + 2-Hour Biosafety Education and Training	R&D Division, Technology Division	From time to time	5	40
Safety and Health Work Rules – Education and Training	OSH-related regulations	All BRIM employees, including new hires	From time to time	9	4.5
First Aid Personnel Safety and Health Training	First aid knowledge and rescue procedures.	First Aid Personnel – one from the Operations Division, one from the R&D Division	Two sessions	2	32
Class-2 OSH Manager Education and Training	Class-2 OSH Manager – Health and Safety Education and Training	OSH Affair Managers	One session	1	36
Class-1 A Manager Education and Training	OSH affair managers' safety and health education.	OSH Affair Managers	One session	1	21
Total				18	133.5

Employee Health Promotion

BRIM Biotech continues to promote a health management mechanism focused on prevention, with the goal of creating a safe and healthy workplace environment. We provide annual general health checkups for all employees to ensure their physical and mental well-being. This year, 13 employees underwent health checkups, representing 40.6% of the total workforce. Employees were scheduled for checkups at the Cathay Healthcare Management Neihu Screening Center, with options including gastroscopy/carbon-13 breath tests or a half-day cardiovascular program. Employees may also choose qualified medical institutions for checkups and request reimbursement from the Company, up to a subsidy of NT$10,000.

To enhance health awareness and physical fitness, employees independently formed the "BRIM Fitness Group", which holds a Muscle Gain and Fat Loss Competition from November 11, 2024, to January 27, 2025 – a total of 11 weeks. During the period, participants worked to adjust their diet and exercise habits to achieve their goals of building muscle and losing fat. Following the competition, each participant's muscle gain and fat loss ratios was calculated using the provided formula, and the winner was selected. To recognize outstanding achievements, winning participants received a celebratory banquet hosted by their colleagues, fostering a sense of team spirit and encouraging everyone to prioritize their health and support each other in adopting a healthier lifestyle.

Celebration meal for the Muscle Gain and Fat Loss Competition


Adjustable desk

Muscle Gain and Fat Loss Competition

Supply Chain OSH Management

Although BRIM Biotech's current business model does not directly involve manufacturing or related supply chains, we still conduct risk assessments and OSH management for our partners to understand their existing measures and potential risks. Moving forward, the Company will incorporate OSH considerations into its partner selection process and include OSH requirements in contracts. We will also conduct on-site audits as needed to ensure compliance.

Furthermore, the Company plans to establish an information-sharing platform to regularly share OSH practices and information within the biotechnology industry, thereby promoting exchange and enhancing the OSH standards between the Company and its partners.

Statistics on Occupational Injuries and Occupational Diseases

According to statistics, BRIM Biotech had no incidents of occupational injuries or occupational diseases in 2024.

Employee OSH Statistics	2024
Total hours worked (hours) Note 1	56,518
Number of occupational injuries Note 2	0
Serious occupational injuries Note 3	0
Number of near misses (incidents)	0
Number of fatalities	0
Total number of recordable occupational injuries (person-times)	0
Lost workdays	0
Fatality rate from occupational injuries (%) Note 4	0
Serious occupational injury rate (%) Note 5	0
Recordable occupational injury rate (Disabling frequency rate) Note 6	0
Near-miss rate (%)	0
Lost Workdays Rate (SR) (%)	0
Total Injury Index (FSI) (%)	0

Note 1: Total hours worked by all employees, as defined by the Ministry of Labor: https://statdb.mol.gov.tw/html/com/st0302.html

Note 2: Lost workdays within 180 days.

Note 3: Lost workdays more than 180 days.

Note 4: Occupational injury fatality rate = Number of fatalities * 200,000 / Total hours worked.

Note 5: Serious injury rate = (Number of serious occupational injuries * 200,000) / Total hours worked

Note 6: The total number of recordable occupational injuries multiplied by 200,000, divided by total hours worked, is the "Disabling frequency rate (FR)" as defined by the Ministry of Labor.

The Company identifies occupational hazards through regular risk assessments and reviews conducted in accordance with internal procedures, proposing improvement recommendations to address potential workplace risks and progressively implementing effective preventative measures. Statistics on occupational injuries and occupational diseases are reported and declared in accordance with the Occupational Safety and Health Act and the requirements of the Ministry of Labor, primarily covering in-service personnel as legally required.

Currently, the Company does not yet conduct statistics according to the ILO's "Statistical Framework for Occupational Safety and Health", resulting in a limited data scope that does not fully cover near misses or certain potential health risks. Moving forward, the Company will progressively review the applicability of relevant systems and the scope of data disclosure based on actual circumstances, and work to enhance the maturity of our occupational safety management and information transparency.

5

Corporate Social Engagement and Philanthropy

5.1 Corporate Social Engagement and Public Welfare

BRIM Biotech believes that companies are not only creators of economic value, but also have a responsibility to promote social inclusion and give back to society. The Company focuses on health promotion, disease prevention, and community healthcare, aiming to demonstrate its commitment to public interest through diverse forms of corporate social engagement and to progressively develop sustainable philanthropic initiatives and local contributions.

5.1.1 Social Welfare

As a biotechnology company, BRIM Biotech has consistently focused on social needs and public issues since its founding, including hosting seminars on the dengue fever epidemic and conferences related to ophthalmology, with the hope of leveraging its influence to give back to society. The Company focuses on the well-being of vulnerable groups, support for medical services and education in remote areas, and continuously explores ways to engage in substantive public welfare initiatives. This includes encouraging employee participation in social care activities, and evaluating corporate-level mechanisms and directions for public welfare engagement.

In 2024, BRIM Biotech actively invited employees to participate in public welfare initiatives, showcasing the Company and its employees' commitment to and engagement in social responsibility. Relevant specific actions included:

Employee Voluntary Participation

In addition to company-initiated activities, 23 employees voluntarily donated to charitable organizations including: The Association for the Visually Impaired Parents, Family of Joy Social Welfare Foundation, Médecins Sans Frontières, Buddhist Tzu Chi Charity Foundation, and Donation Of Coffin, for a total of NT$14,637. More than 7 people participated in a voluntary blood drive, painting projects, and donations of materials.

Employee participation

Responding to World Car Free Day

In response to World Car Free Day

13 employees participated in the event from September 23 to 27, 2024, showcasing the Company's commitment to environmental sustainability.

Responding to World Car Free Day

Purchasing gift boxes from charitable organizations

Giving gift boxes from charitable organizations to friends and family during the holidays allows us to support more vulnerable groups.

Purchasing Giftsets to Support Social Groups

Purchasing Giftsets to Support Social Groups

Furthermore, BRIM Biotech will continue to explore the following areas for public welfare engagement to strengthen its social connections and positive influence.

- Collaborate with nonprofit organizations to support medical resource donations for vulnerable populations.
- Support health promotion activities, community health screenings, and massage services for the visually impaired.
- Explore the establishment of an internal resource mobilization mechanism to broaden the scope of charitable participation and enhance social impact.
- Participate in various charitable activities to enhance the Company's concern for vulnerable groups.
- Take part in blood drives to help ensure a sufficient blood supply nationwide.

Looking ahead, the Company will continue to expand the scope and impact of its charitable contributions, guided by resource allocation and societal needs, and strengthen its commitment to corporate social responsibility to promote a virtuous cycle between the Company and the community.

5.2 Cultivating Biotechnology and Medical Talent and Fostering Academic/ Startup Collaboration

The rapid development of the biotechnology and healthcare sector makes talent development and innovation capacity key to industry sustainability. At BRIM Biotech, we value talent cultivation and innovation support. We hope to help young people build practical skills through partnerships and exchanges with schools, injecting new energy into the industry and fostering a positive cycle within the industrial environment.

5.2.1 Cultivating Biotechnology and Medical Talent Through Industry-Academia Partnerships

BRIM Biotech values the long-term cultivation and collaborative exchange of talent in the biotechnology and healthcare field. We hope to enhance future talent's understanding of the industry and their practical skills by investing in educational resources. To bridge the gap between academia and industry and enhance students' practical experience, BRIM Biotech is initially planning to establish a collaborative mechanism with universities and colleges, and may implement the following measures in the future:

- **Establish an internship program:** Partner with universities and colleges to offer students internship opportunities, enabling them to apply their knowledge in a practical work setting and gain valuable experience.
- **Promoting campus lectures and seminars:** Regularly hosting lectures and seminars and inviting industry experts to share the latest trends and technological developments in the biotechnology and healthcare sector, to deepen students' understanding of the industry.

In the future, the Company will continue to expand its collaboration with and participation in industry organizations, aligning with its business focus and resource allocation.

5.2.2 Startup Collaboration

As an innovation-driven biotechnology company, BRIM Biotech focuses on the development of emerging technologies and industry ecosystem connections. Embracing a spirit of open collaboration, we value the growth of the startup ecosystem and seek to establish connections with promising startup teams through technical cooperation, product integration, or market validation.

Potential future collaboration directions include:

- Collaborating with the industry to jointly develop new technologies and solutions, and expanding business opportunities for both sides.
- Joint R&D or integration of technology products and platforms

The Company aims to promote the implementation of digital innovation in the biotechnology and healthcare sectors through collaboration with startups, and jointly create business and social value.

5.3 Stakeholder Engagement

As a member of the biotechnology and healthcare industry, BRIM Biotech understands the importance of industry self-regulation, public engagement, and external collaboration for sustainable business practices. The Company maintains connections with organizations such as the Taiwan Research and Pharmaceutical Manufacturers Association (TRPMA), the Institute for Biotechnology and Medicine Industry (IBMI), the Development Center for Biotechnology (DCB), and the Taiwan Bio Industry Organization (Industry Alliance). This engagement aims to strengthen industry ties, capture emerging trends, and promote good governance.

5.3.1 Biotechnology and Medical Industry Organizations

BRIM Biotech is a member of the Taiwan Bio Industry Organization and initially participates in the aforementioned biotechnology and medical industry activities. By networking with industry peers, the Company aims to stay abreast of policy developments and contribute to industry recommendations. The Company also takes part in regular meetings and project working groups.

- Attend relevant seminars, workshops, or forums organized by the aforementioned organizations.
- Participate in relevant workshops or standard promotion initiatives organized by the aforementioned organizations.
- Participate in government and industry-academia consultations on laws and policies.
- Participate in the development of standards or providing regulatory input on emerging issues such as medical technology, digital health, and patient safety.

In the future, the Company will continue to expand its collaboration with and participation in industry organizations, aligning with its business focus and resource allocation.

5.3.2 External Initiatives and Collective Bargaining Agreements

In addition to industry associations, the Company also monitors various advocacy groups, responsibility standards, and self-regulatory agreements both domestically and internationally, with a particular focus on issues such as sustainable development, medical ethics, and patient safety. BRIM Biotech aims to align with representative external initiatives in the future and will evaluate participation in or response to internationally influential organizations, industry commitments, or responsibility standards to enhance corporate governance and social transparency.

Potential projects for evaluation or response include:

- ESG-related initiatives (such as responsible governance and sustainable supply chain practices)
- Principles of medical ethics, digital health application regulations, and patient data protection
- Establish collaborative connections with international initiatives such as the Medical Technology Association or the Sustainable Health Coalition
- Support patient rights and advocate for related issues, while enhancing transparency and fairness in social health information

Through active participation and commitment, BRIM Biotech aims to contribute to creating a trustworthy and responsible biotechnology and healthcare service environment.

Appendix

Appendix 1: GRI Guidelines Indicator Cross-Reference Table

Statement of Use	BRIM Biotechnology, Inc. has prepared this report in accordance with the GRI Standards for the period January 1 to December 31, 2024.
GRI 1 Use	GRI 1: Foundation 2021
Applicable GRI Sector Standards	As a publicly listed biotechnology and medical company, there are no applicable GRI industry guidelines for this year.

GRI 2: General Disclosures 2021

GRI	Disclosure Items	Corresponding Sections and Special Notes	Page No.
2-1	Organizational details	About the Report	2
2-2	Entities included in the organization's sustainability reporting	About the Report	2
2-3	Reporting period, frequency and contact point	About the Report	2
2-4	Restatements of information	Not applicable as this is the Company's first report	
2-5	External assurance	This report is the first of its kind and has not yet undergone external assurance.	
2-6	Activities, value chain and other business relationships	About BRIM Biotech	5
2-7	Employees	4.1.1 Employee Structure	62
2-8	Workers who are not employees	4.1.1 Employee Structure	62
2-9	Governance structure and composition	1.1.2 Board Operations	18
2-10	Nomination and selection of the highest governance body	1.1.2 Board Operations	18
2-11	Chair of the highest governance body	1.1.2 Board Operations	18

GRI	Disclosure Items	Corresponding Sections and Special Notes	Page No.
2-12	Role of the highest governance body in overseeing the management of impacts	1.1.2 Board Operations	19
2-13	Delegation of responsibility for managing impacts	Sustainable Development Planning	9
2-14	Role of the highest governance body in sustainability reporting	Sustainable Development Planning	10
2-15	Conflicts of interest	1.1.2 Board Operations	19
2-16	Communication of critical concerns	Stakeholder Communication	13
2-17	Collective Knowledge of the Highest Governance Body	1.1.2 Board Operations	19
2-18	Evaluating the highest governance body's performance	1.1.2 Board Operations	20
2-19	Remuneration policies	1.1.2 Board Operations	20
2-20	Process to determine remuneration	1.1.2 Board Operations	20
2-21	Annual Total Remuneration Ratio	1.1.2 Board Operations	20
2-22	Statement on sustainable development strategy	Message from Management	3
2-23	Policy commitments	1.1.4 Ethical Management 1.2.1 Risk Management Policy 4.4.1 Human Rights Management Policy	22 25 73
2-24	Embedding policy commitments	1.1.4 Ethical Management 1.2.1 Risk Management Policy 4.4.1 Human Rights Management Policy	22 25 73
2-25	Processes to remediate negative impacts	Management of Material Topics by Chapter 1.1.4 Ethical Management 4.1.3 Promoting Labor-Management Harmony	 22 64
2-26	Mechanisms for seeking advice and raising concerns	Management of Material Topics by Chapter 1.1.4 Ethical Management 4.1.3 Promoting Labor-Management Harmony	 22 64

GRI	Disclosure Items	Corresponding Sections and Special Notes	Page No.
2-27	Compliance with laws and regulations	1.1.5 Compliance and Internal Audits	23
2-28	Membership associations	5.3.1 Biotechnology and Medical Industry Organizations 5.3.2 External Initiatives and Collective Bargaining Agreements	83 83
2-29	Approach to stakeholder engagement	Stakeholder Engagement and Materiality Analysis	11
2-30	Collective bargaining agreements	The Company does not have collective bargaining agreements; instead labor-management meetings are held.	

GRI 3: Material Topics 2021

Topic	GRI	Disclosure Items	Corresponding Sections and Special Notes	Page No.
GRI 3 Material Topics	3-1	Process to determine material topics	Stakeholder Engagement and Materiality Analysis	11
	3-2	List of material topics	Stakeholder Engagement and Materiality Analysis	12
Material Topics: Ethical Management and Compliance with Laws and Regulations				
GRI 3 Material Topics	3-3	Material Topic Management	Ethical Management and Compliance with Laws and Regulations – Approach to Managing Material Topics	15-16
GRI 205 Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	1.1.4 Ethical Management	23
	205-3	Confirmed incidents of corruption and actions taken	1.1.4 Ethical Management	23
Material Topics: Innovation Management and Research & Development				
GRI 3 Material Topics	3-3	Material Topic Management	Innovation Management and R&D – Approach to Management of Material Topics	28-29
Material Topics: Product Quality and Drug Safety				
GRI 3 Material Topics	3-3	Material Topic Management	Product Quality and Drug Safety – Approach to Management of Material Topics	30-31
GRI 416 Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	2.2 Pharmaceutical Quality and Drug Safety	40
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2.2 Pharmaceutical Quality and Drug Safety	40

Topic	GRI	Disclosure Items	Corresponding Sections and Special Notes	Page No.
Material Topics: Climate Change Response				
GRI 3 Material Topics	3-3	Material Topic Management	Climate Change Response – Approach to Management of Material Topics	45-46
GRI 201 Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	3.1.1 Task Force on Climate-Related Financial Disclosures (TCFD)	47
GRI 302 Energy	302-1	Energy consumption within the organization	3.1.2 Energy and GHG Management	53
	302-3	Energy intensity	3.1.2 Energy and GHG Management	53
GRI 305 Emissions	305-1	Direct (Scope 1) GHG emissions	3.1.2 Energy and GHG Management	53
	305-2	Indirect energy (Scope 2) GHG emissions	3.1.2 Energy and GHG Management	53
	305-4	GHG emissions intensity	3.1.2 Energy and GHG Management	53
Material Topics: Talent Cultivation and Development				
GRI 3 Material Topics	3-3	Material Topic Management	Talent Cultivation and Development – Approach to Management of Material Topics	60-61
GRI 404 Training and Education	404-1	Average hours of training per year per employee	4.2.1 Learning and Development	65
	404-2	Programs for upgrading employee skills and transition assistance programs	4.2.1 Learning and Development	66
	404-3	Percentage of employees receiving regular performance and career development reviews	4.3.2 Performance Management	69

General Disclosures

Topic	GRI	Disclosure Items	Corresponding Sections and Special Notes	Page No.
GRI 200: Economy				
GRI 201 Economic Performance	201-1	Direct economic value generated and distributed	1.4.1 2024 Financial Information	26
	201-3	Defined benefit plan obligations and other retirement plans	1.4.2 Implementation of the Pension Plan	26
	201-4	Financial assistance received from government	No such incidents this year	

Topic	GRI	Disclosure Items	Corresponding Sections and Special Notes	Page No.
GRI 204 Procurement practices	204-1	Proportion of spending on local suppliers	2.3 Supply Chain Management	41
GRI 300: Environment				
GRI 305 Water and Effluents	303-1	Interactions with water as a shared resource	3.2 Water Resources and Waste Management	55
	303-3	Water Withdrawal	3.2 Water Resources and Waste Management	55
	303-4	Water Discharge	3.2 Water Resources and Waste Management	55
	303-5	Water Consumption	3.2 Water Resources and Waste Management	55
GRI 306 Waste	306-1	Waste generation and significant waste-related impacts	3.2 Water Resources and Waste Management	55
	306-3	Waste generated	3.2 Water Resources and Waste Management	55
	306-4	Waste diverted from disposal	3.2 Water Resources and Waste Management	55
	306-5	Waste directed to disposal	3.2 Water Resources and Waste Management	55
GRI 400: Society				
GRI 401 Labor-management Relations	401-1	New employee hires and employee turnover	4.1.2 Talent Recruitment	63
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.3.3 Diverse Benefits	69
	401-3	Parental leave	4.3.3 Diverse Benefits	72
GRI 403 OSH	403-1	Occupational health and safety management system	4.4.2 Occupational Safety and Health Management	74
	403-2	Hazard identification, risk assessment, and incident investigation	4.4.2 Occupational Safety and Health Management	75
	403-3	Occupational health services	4.4.2 Occupational Safety and Health Management	78
	403-4	Worker participation, consultation, and communication on occupational health and safety	4.4.2 Occupational Safety and Health Management	75

Topic	GRI	Disclosure Items	Corresponding Sections and Special Notes	Page No.
GRI 403 OSH	403-5	Worker training on occupational health and safety	4.4.2 Occupational Safety and Health Management	78
	403-6	Promotion of worker health	4.4.2 Occupational Safety and Health Management	78
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.4.2 Occupational Safety and Health Management	79
	403-8	Workers covered by an occupational health and safety management system	4.4.2 Occupational Safety and Health Management	74
	403-9	Work-related injuries	4.4.2 Occupational Safety and Health Management	79
	403-10	Work-related illnesses	4.4.2 Occupational Safety and Health Management	79
GRI 405 Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	1.1.2 Board Operations 4.1.1 Employee Structure	18 62
	405-2	Percentage of basic salary and remuneration of females to males	4.3.1 Remuneration System	68
GRI 406 Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	4.4.1 Human Rights Management Policy	73
GRI 408 Child labor	408-1	Operations and suppliers at significant risk for incidents of child labor	4.4.1 Human Rights Management Policy	73
GRI 409 Forced or compulsory labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.4.1 Human Rights Management Policy	73
GRI 418 Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	1.3.2 Information Security Incident Reporting Procedures	25

Appendix 2: Task Force on Climate-related Financial Disclosures and Listed Company Climate-related Information Index Table

TCFD Recommendations		Corporate Climate-Related Information Disclosure	Corresponding Chapter	Supplementary Information.
Governance				
TCFD 1 (a)	Describe the board's oversight of climate-related risks and opportunities.	1. Describe the board's and management's oversight of climate-related risks and opportunities.	3.1.1 Task Force on Climate-Related Financial Disclosures (TCFD)	-
TCFD 1 (b)	Describe the role of management in assessing and managing climate-related risks and opportunities.			
Strategy				
TCFD 2 (a)	Describe the short-, medium-, and long-term climate-related risks and opportunities identified by the organization.	2. Describe how identified climate-related risks and opportunities affect the Company's business, strategy, and finances (short, medium, and long term).	3.1.1 Task Force on Climate-Related Financial Disclosures (TCFD)	-
TCFD 2 (b)	Describe the impact of climate-related risks and opportunities in the organization's business, strategic, and financial planning.	3. Describe the financial impact of extreme climate events and transformation actions.		-
TCFD 2 (c)	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2° C or lower scenario.	5. If a scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and main financial impacts used shall be described.	-	No scenario analysis was used to assess emerging material climate-related issues this year.
Risk Management				
TCFD 3 (a)	Describe the organization's processes for identifying and assessing climate-related risks.	4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	3.1.1 Task Force on Climate-Related Financial Disclosures (TCFD)	-
TCFD 3 (b)	Describe the organization's management of climate-related risks.			-
TCFD 3 (c)	Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.			-

TCFD Recommendations		Corporate Climate-Related Information Disclosure	Corresponding Chapter	Supplementary Information.
Indicators and Goals				
TCFD 4 (a)	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	6. If there is a transformation plan in place to manage climate-related risks, specify the content of the plan, and the indicators and targets used to identify and manage physical risks and transformation risks.	3.1.1 Task Force on Climate-Related Financial Disclosures (TCFD)	-
TCFD 4 (b)	Disclose Scope 1, Scope 2 and Scope 3 (if appropriate) GHG emissions and associated risks.	9. GHG inventory and assurance status, as well as reduction targets, strategies, and concrete action plans	3.1.1 Task Force on Climate-Related Financial Disclosures (TCFD) 3.1.2 Energy and GHG Management	We had not yet performed GHG inventory and assurance this year.
TCFD 4 (c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	8. If climate-related goals have been set, specify the activities covered, the scope of GHG emissions, the planned schedule, and the progress made in each year. If carbon credits or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon credits to be offset or the quantity of renewable energy certificates (RECs) shall be specified.	3.1.1 Task Force on Climate-Related Financial Disclosures (TCFD)	No carbon offsets were used and no renewable energy certificates were purchased this year.
-	-	7. If internal carbon pricing is used as a planning tool, the basis for setting the pricing shall be stated.	-	BRIM had not used internal carbon pricing as a planning tool.

Note 1: This table is primarily based on the requirements of "Appendix 2: Task Force on Climate-related Financial Disclosures and Listed Company Climate-related Information Index Table" of the "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies", and further details on relevant management practices are provided in Chapter 3.1.1 Task Force on Climate-Related Financial Disclosures (TCFD)

BRIM 全福生物科技
biotechnology

Address: 8F, No.1, Alley 30, Lane 358, Ruiguang Rd., Neihu Dist., Taipei 11492, Taiwan

Tel: +886-2-2659-8586

Fax: +886-2-2659-8779

https：//www.brimbiotech.com/tw/