



SLC
PHARMA

Savior Lifetec Corporation

2023

SUSTAINABILITY REPORT

CEO's Statement

Savior Lifetec Group will continue to ensure manufacturing quality and technological leadership, striving to achieve sustainability and fostering a shared prosperous future.

General Manger 

Dear stakeholder,

Savior Lifetec Corporation has been dedicated to the penem drug field for many years. Its professional manufacturing quality has reached world-class standards, making it the preferred manufacturer for Contract Development and Manufacturing Organization (CDMO) services for penem drugs in the international market. In 2023, the development of trends in the penem market also brought a critical turning point for Savior Lifetec Corporation. For the meropenem product segment, due to the impact of global overcapacity, the trend of low-price competition has significantly affected our profits and revenue. Management has decided to respond and adjust accordingly, such as strengthening cooperation with the supply chain and reducing process steps to cope with low-price competition. The performance of the ertapenem product segment has been quite impressive, with a further increase in global market share. In 2023, the market share in the United States has exceeded 20%. We have also successively obtained drug licenses in the European market and have begun continuous sales in the UK and Spain. We will continue to globalize our layout, obtain drug licenses in more markets, and serve more customers and patients. In Taiwan, the market share has also exceeded 50% in 2023. With the market demand and development, the company is currently expanding its production capacity at the Southern Science Park, expected to be operational by 2025. In addition to existing penem products, Savior Lifetec Corporation is actively advancing new businesses and new product layouts to expand the product portfolio and adopt more diversified business models. Looking ahead, whether in the global market or the Taiwanese market, Savior Lifetec Corporation will continue to ensure leading manufacturing quality and technology, providing the most competitive products. Changes in operating activities in 2023 have reduced our environmental impact, with water consumption decreasing by 13% compared to 2022 and total energy consumption decreasing by 3%. We strive to produce with the least environmental impact. With the impact of global climate change, we have also begun preparations for greenhouse gas inventory, implementing energy-saving and carbon-reduction measures according to regulations. We also commit to positively influencing society and the environment as corporate citizens and integrating the concept of "sustainable development" into our management philosophy. Given that the pharmaceutical industry prioritizes drug quality and safety, while continuously improving production capacity, we also place great importance on drug quality and innovative technology. Looking to the future, Savior Lifetec Corporation will continue to attract talented individuals, promote technical management, advance steadily in all aspects, and drive sustainable development.

Sustainability Performance Highlights



- Drug Accessibility: **Increase market share in Taiwan, the United States, and Europe**
- Drug Licensing: In 2023, ertapenem obtained drug licenses in the following regions:
 - Our company's ertapenem injection product received sales approval in Costa Rica
 - Our company's ertapenem injection product received a pharmaceutical license in Portugal
 - Our company's ertapenem injection product was contracted to receive an import permit for Portugal
 - **Obtained drug licenses and launched in more than 20 countries**
- In 2023, we underwent inspections by the TFDA, US FDA, and approximately 10 clients, with no serious GMP violations.
- Quality Education and Training: The entire staff prioritizes quality education and training, including PIC/S GMP and GDP regulations. **Total training hours in 2023 amounted to 9,233 hours.**



- Since 2022, we have adopted the TCFD (Task Force on Climate-related Financial Disclosures) framework to identify the impact of climate change on our operations and propose mitigation and adaptation strategies.
- Energy Intensity, in 2023, energy intensity was 89,378,977.00 GJ per million output value, a decrease of 5% compared to 93,903,919.33 GJ per million output value in 2022.
- Waste Intensity, In 2023, waste intensity was 0.08, a decrease of 0.04 compared to 2022.
- Regulatory Compliance, in 2023, there were no regulatory violations due to improper environmental management.



- The company invests nearly NT\$400,000 annually in education and training expenses and allocates nearly NT\$2,650,000 to the Employee Welfare Committee for employee benefits.
- 2023 Achievements Savior Lifetec Corporation's Southern Science Park plant passed the Healthy Workplace Certification audit. Awarded the Gold Prize for Happy Enterprises by 1111 Job Bank.

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Savior Lifetec Group's Mission Statement

Lifetec Group has the most complete GMP management system and the most advanced factory equipment, vertically integrates the consistent production and manufacturing of sterile raw materials to finished preparations, develops sterile raw materials and finished injections, and actively explores the international market. It has been operating in more than 80 countries around the world. Registered raw materials and finished injections, a R&D center with the most advanced technology and GLP compliance, dedicated to API and drug research and development.

Savior Lifetec Group's



Name of the Company (GRI 2-1) Savior Lifetec Corporation	Establishment Date January 30, 2004	Over-the-counter listing date 2015
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Basic information of Savior Lifetec Group's

Operational Activities

Sonrui Group is a global leader in the process development and production of sterile API and injectable products. We are committed to manufacturing life-saving quality medicines based on our expertise in aseptic crystallization and aseptic powder sterilization processing technology. Our R&D and production base is located in Taiwan, and our products are sold all over the world. As of 2023, Sonrui Group's ertapenem products have been sold in more than 20 countries, including United States, United Kingdom, Spain, Portugal, Russia, Turkey, Egypt, Costa Rica, Latin America, Southeast Asian countries and Taiwan. At present, domestic sales account for about 5%, and export sales account for about 95%. With the continuous development of Sunrui Group's global footprint, we expect to further expand to more countries and markets by 2025.

Total Capital Amount 3.17 billion NTD	Revenue in 2023 10.502 billion NTD	Operational Headquarters 350, No. 29 Kezhong Road, Zhunan Township, Miaoli County
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Number of employees A total of 312 people.	Company ownership and legal form Savior Lifetec Corporate was approved for listing on the over-the-counter market in 2015. Its legal form is a "Limited Company," and the ownership of the company belongs to all shareholders.
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Address and telephone number of each production base :

The company has a total of 5 operating bases, please refer to the company's official website : saviorlifetec.com.tw

Taipei Office

Address : 20th Floor, No. 76, Section 2, Dunhua South Road, Da'an District, Taipei City
Tel : 02-8979-6299

Nanke Plant

Production products: Mass-produced ertapenem (Ertapenem) with Meropenem
Address: No. 1, Nanke 6th Road, New Urban District, Tainan City
Tel: 06-505-1200

Subsidiary: Savior Biotech

Products: Niche preparations and drug products exploitation
Address: Section 2, Dunhua South Road, Daan District, Taipei City No. 76, 20th Floor
Tel: 037-580-100

Injection Factory

Production products: mass production of finished dosage products
Address: No. 1, Nanke 6th Road, New Urban District, Tainan City
Tel: 06-505-1200

Chunan Plant

Products produced: Meropenem in mass production scale (Meropenem)
Address: No. 29, Kezhong Road, Zhunan Town, Miaoli County
Tel: 037-580-100

Core Philosophy, Mission & Purpose

The mission of the Savior Lifetec Group is to "manufacture high-quality products to meet the needs of patients around the world, while creating value for the benefits of the Group's colleagues, shareholders and the pharmaceutical industry in Taiwan, and providing a healthier environment."

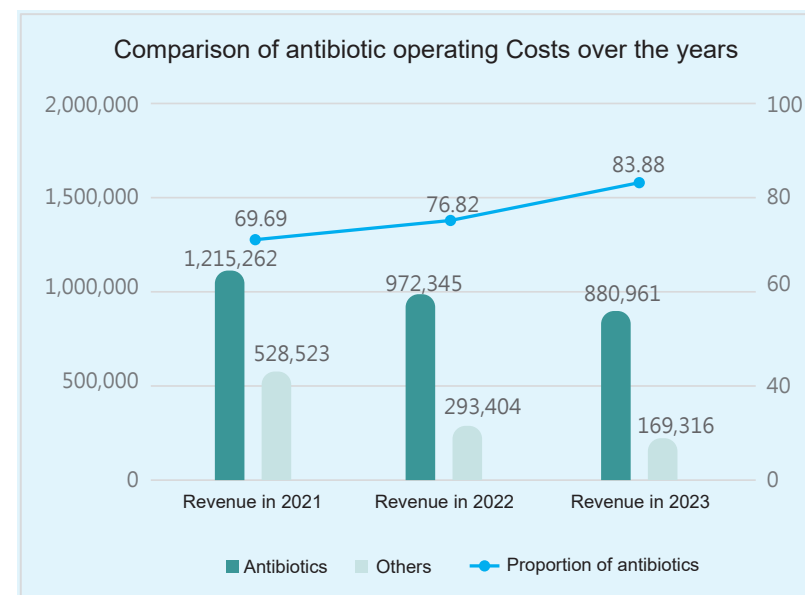
Primary products and economic performance

Our primary products currently are carbapenem antibiotics, i.e. generic meropenem and ertapenem products.

The carbapenems, new broad spectrum beta-lactam antibiotics with carbapenem, act against the widest range of bacteria with the strongest antibacterial activity, serving as the last line of defense in treating clinical severe infections.

Unit: (thousand), %.

Items	Proportion of operating revenue in 2021	Revenue in 2021	Proportion of operating revenue in 2022	Revenue in 2022	Proportion of operating revenue in 2023	Revenue in 2023
Antibiotics	69.69	1,215,262	76.82	972,345	83.88	880,961
Others	30.31	528,523	23.18	293,404	16.12	169,316
Total	100	1,743,785	100	1,265,749	100	1,050,277



Savior Lifetec Group's Business Model

Savior Lifetec Group possesses the most advanced technology and a GLP-compliant research center dedicated to API and drug development. Our facilities meet cGMP standards and have successively passed inspections by health authorities in Japan, Europe, and the United States. The unique feature of Savior Lifetec Group is the vertical integration from sterile raw materials to finished dosage forms, with a streamlined production process. Through this business model expansion, we collaborate with international partners to establish a global market presence.

Global Strategic Guidelines

In recent years, the U.S. FDA has become stricter in its review of new drugs, causing the number of new drugs to stagnate. This has led to an increase in the cost of new drug development for international pharmaceutical companies. Additionally, with the global aging population, countries are implementing healthcare reforms to reduce financial expenditures and are encouraging the use of generic drugs through policies to lower healthcare costs. Therefore, obtaining drug approvals in developed countries such as Europe, the U.S., Japan, New Zealand, and Australia is crucial for generic drug manufacturers.

Three Strategic Directions to Accelerate Global Deployment



Strategy One

Actively integrate the value chain and strengthen cooperation with upstream partners

Savior Lifetec Group's raw materials mainly come from organic synthesis. Therefore, when purchasing raw materials, we must strictly select suppliers that meet quality requirements to ensure the stability, reliability, and safety of raw material quality.



Strategy Two

Cooperate with customers to register drug certifications in various countries

Savior Lifetec Group's main products have obtained drug certifications in the following countries... With the expiration of the ertapenem patent, the original manufacturer Merck is gradually withdrawing from non-US markets. Our company has actively applied for registrations in various countries and expects to increase ertapenem market share globally to the first place during 2023-2025.

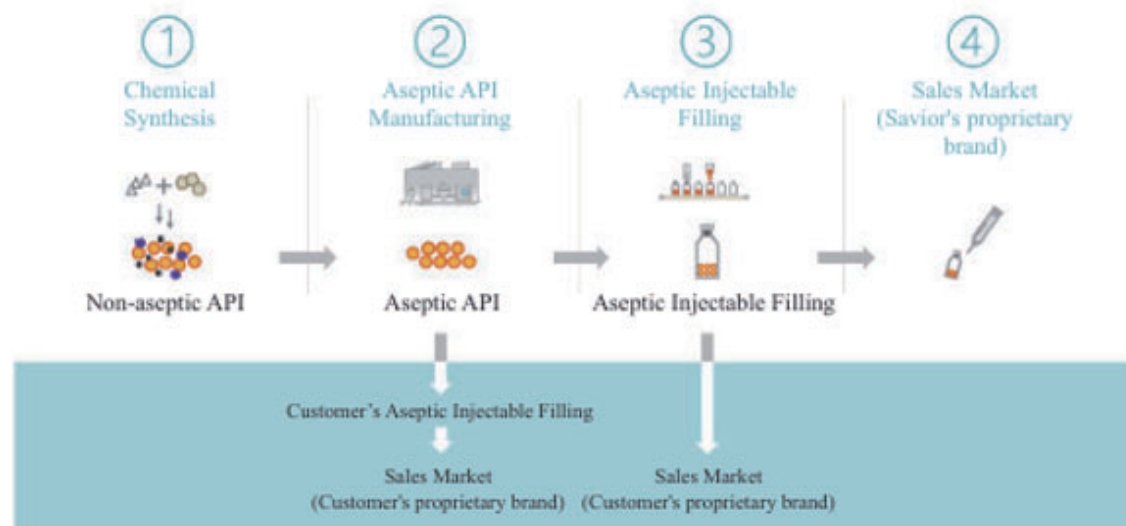


Strategy Three

Continue to promote new drug research and development collaborations (CDEM)

We have completed preparations on the hardware side and are entering the process validation stage before mass production of products. In the future, Savior Lifetec will have the opportunity to join the ranks of new drug manufacturers. Once new drug development is completed and approved for marketing, the company will become a new drug manufacturing company.

One-stop-shop manufacturing model for highly specialized pharmaceuticals industry



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Sustainable Development and Material Topics

Savior Lifetec Group uses a double materiality analysis to identify material topics and adopts corresponding management measures based on the goals of each material topic to achieve sustainable development objectives.



Sustainable Development and Material Topics

ESG Steering Organization

(GRI 2-12) (GRI 2-13) (GRI 2-14)

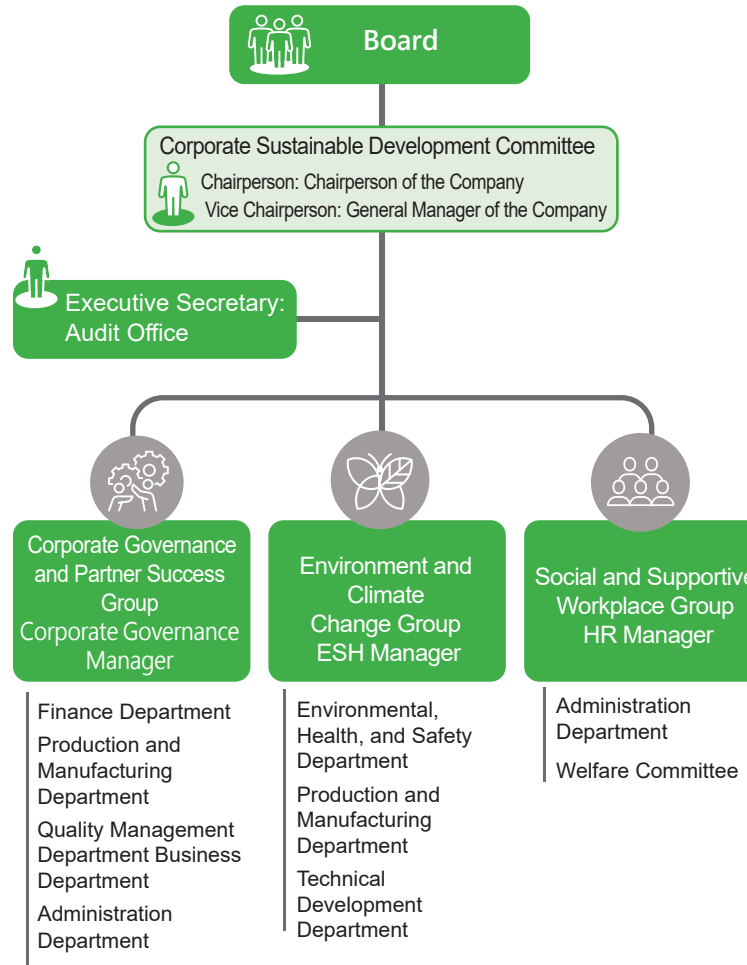
In 2022, Savior Lifetec Group established the "Corporate Sustainable Development Committee" to oversee the company's sustainable development directions and goals.

The Corporate Sustainable Development Committee is chaired by the Chairman, with the General Manager serving as the Vice-Chairman and the Audit Office acting as the Executive Secretary. The committee oversees three groups, which are:

- Corporate Governance and Partner Prosperity Group
- Environment and Climate Change Group
- Social and Workplace Friendliness Group

Each group is led by department heads who promote relevant projects. The Corporate Sustainable Development Committee regularly reports the execution status of various projects to the Board of Directors. On May 5, 2023, the committee reported to the Board of Directors on the execution results of the 2023 ESG work tasks and objectives.

The organization and responsibilities of the Corporate Sustainable Development Committee are shown in the diagram below:







Stakeholder Engagement

Stakeholder Identification and Communication (GRI 2-12)(GRI 2-13)(GRI 2-29)

To fully understand the perspectives of various stakeholders, Savior Lifetec Group references the AA1000 Stakeholder Engagement Standard's five principles (dependency, responsibility, tension, influence, and diverse perspectives). The unit responsible for ESG collaboratively identifies the following eight categories of stakeholders, with the addition of regulatory authorities in the new factory locations in 2023. Additionally, packaging suppliers have been integrated into the category of suppliers and contractors (packaging/equipment/services). Savior Lifetec Group employs multiple communication channels to regularly interact with different stakeholders and gather diverse opinions. We also evaluate and review improvement directions based on the suggestions from all parties, ensuring bidirectional interaction with stakeholders.

● Stakeholder Communication (GRI 2-29) (GRI 2-16) (GRI 2-25) (GRI 2-26)

Stakeholder Category	Meaning to Savior Lifetec	Key Issues	Communication Channels and Frequency	2023 Communication Achievements
 Employees	Employees are critical stakeholders who execute the company's operations. Maintaining continuous communication and listening to employee opinions makes the workplace happier and more conducive to well-being.	Salary and benefits, labor relations	Regular communication through labor-management meetings (unscheduled), employee welfare committee meetings (scheduled)	Held 9 labor-management meetings, 4 employee welfare committee meetings, and 170 HR proactive contacts
 Customers	Providing pharmaceutical products made with raw materials purchased from Savior Lifetec to hospitals, clinics, and distributors. We prioritize the safety and efficacy of drugs, striving to offer the highest quality products.	Product quality, pricing, delivery times, and business conditions	Customer visits and satisfaction communication meetings (unscheduled), product exhibitions (unscheduled)	Conducted 15 customer visits, over 60 satisfaction communication meetings, and participated in 1 product exhibition (CPhI China)
 Raw Material Suppliers	Savior Lifetec's raw materials mainly come from organic synthesis. Therefore, strict supplier selection is required to ensure the quality, reliability, and safety of raw materials.	Quality, pricing, delivery times, and service negotiation for contracts	Supplier visits or quality audits (unscheduled), electronic communication, phone calls, and relevant meetings (scheduled)	Conducted 16 supplier visits and 0 contractor safety meetings
 Suppliers and Contractors (Packaging/Equipment/Services)	Providing packaging materials and equipment to Savior Lifetec, ensuring the safety and efficacy of drugs.	Quality, pricing, delivery times, and service negotiation for contracts		

Identification of Material Topics (GRI 3-1, 3-2, 3-3)

Double Materiality Assessment



After considering stakeholder opinions and feedback from senior management, we identify materiality from two aspects:

- The impact of Savior Lifetec's operational activities on the economy, environment, and people/human rights (X-axis)
- The impact of sustainability issues on Savior Lifetec's operational development, such as financial impact, regulatory impact, reputation, and business integrity (Y-axis)



The final results identify six material topics, which are: (1)Product Responsibility and Technological (2)InnovationRisk Management (3)Occupational Safety and Health (4)Regulatory Compliance (5) Environmental Management in Production Processes (6)Talent Recruitment, Development, and Employee Welfare

Corporate Governance	Environment	Society	Products	Supply Chain
G1 Integrity Management and Anti-corruption	E1 Climate Action	S1 Occupational Safety and Health	P1 Innovative Product Development	V1 Supplier ESG Social Responsibility
G2 Regulatory Compliance	E2 Waste Management	S2 Talent Recruitment, Retention, and Development	P2 Product Quality and Responsibility	V2 Supplier ESG Environmental Responsibility
G3 Information Security	E3 Circular Economy	S3 Diversity and Inclusion	P3 Sustainable Product Development	V3 Supplier Evaluation
G4 Customer Relationship Management	E4 Water Resource Management	S4 Human Rights Policy	P4 Production Technology Innovation	V4 Green Procurement
G5 Financial Performance	E5 Energy Management	S5 Diversity and Inclusion	P5 Environmental Impact Assessment in Production Processes	V5 Sustainable Supply Chain
G6 Corporate Management Strategy	E6 Air Pollution Control	S6 Social Participation		
G7 Regional Policies	E7 Biodiversity	S7 ESG Advocacy		
G8 Clinical Trial Compliance	E8 Floating Policy	S8 International Access		
G9 Risk Management	E9 Climate Change Mitigation and Adaptation	S9 Friendly Work Environment		

Determination of Reported Material Topics: Confirmation of Reported Material Topics and Management Indicators

Material Topics	Positive and Negative Impact Assessment	Policy Commitments	2023 Execution Results (Targets and Achievements)
Product Responsibility and Technological Innovation	<p>Positive Impact: Reduces environmental impact by lowering resource consumption, waste, and emissions. Enhances social influence by improving employee welfare, increasing employee satisfaction, and enhancing company competitiveness. Improves product quality, enhances operational safety, and meets customer requirements. Encourages innovation, new product development, and market expansion.</p> <p>Negative Impact: Opposite of the above outcomes.</p>	<p>In the production process, increasing yield and reducing costs are critical. By enhancing production processes and controlling variables, product quality is ensured, reducing resource waste and operational costs. Compliance with TFDA GMP and GDP regulations ensures consistent quality management.</p>	<p>In 2023, we passed TFDA and US FDA inspections for approximately 10 customer audits without any violations.</p>
Risk Management	<p>Positive Impact: In 2023, the company will continuously identify and assess product quality risks and proactively manage high-risk aspects in product manufacturing and development. (Bi-monthly meetings)</p>	<p>Based on market demand, financial risks, operational risks, and environmental risks, we will continue to identify and manage these risks and report to the Board annually.</p>	<p>Zero violations</p>
Regulatory Compliance	<p>Negative Impact: If no effective management and periodic review, potential increased operational risk and negative impact.</p>		
Occupational Safety and Health	<p>Positive Impact: In 2023, we will comply with the new regulations and proactively manage and control potential future risks. We have established a comprehensive safety management system for the regulatory department.</p> <p>Negative Impact: If no compliance with new regulations, potential legal risks and negative impact.</p>	<p>Savior Lifetec follows OHSAS 18001 Occupational Safety and Health Management System, and TOSHMS (Taiwan Occupational Safety and Health Management System). We implement safety policies and related legal measures.</p>	<p>Conducted 2 health promotion activities annually</p>
Environmental Management in Production Processes	<p>Positive Impact: Providing a safe and healthy work environment enhances employee safety, reduces risks, and positively impacts overall company operations and productivity.</p> <p>Negative Impact: If no effective management and periodic review, potential increased occupational risk and negative impact.</p>	<p>Savior Lifetec commits to conducting environmental impact assessments for suppliers to ensure compliance with environmental responsibility standards and enhance overall impact management.</p>	<p>Signed the supplier corporate responsibility commitment with 114 suppliers</p>
Talent Recruitment, Development, and Employee Welfare	<p>Positive Impact: Talent is key to company management and development. Establishing a comprehensive and diverse talent recruitment and retention strategy improves company competitiveness and employee satisfaction.</p> <p>Negative Impact: If no effective recruitment and retention, potential increased talent outflow and negative impact on company operations.</p>	<p>Due to market and external environment changes, we must improve talent recruitment and retention strategies. We conduct internal and external training to enhance the company's talent development capabilities.</p>	<p>Employee turnover rate: 8.79% Employee new hire rate: 24.08%</p>

Response to SDGs (GRI 3-3)





In 2015, the United Nations announced the “2030 Sustainable Development Goals” (SDGs), comprising 17 goals and 169 targets, addressing urgent global

economic, environmental, and social issues such as poverty eradication, promoting equality, and addressing climate change, providing guidance and vision for sustainable business practices.

Savior Lifetec Corporation (SLC) is a company engaged in the production of Carbapenem antibiotics, a critical

line of defense in combating severe infections in clinical settings. Therefore, our contributions primarily focus on SDG 3, which aims to promote human health and well being. Additionally, while ensuring product quality, we further integrate the value chain and examine other SDGs, incorporating them into our management and operational plans, and devising corresponding strategies to expand the company's sustainable business benefits. This not only has a positive impact on our employees, customers, and partners but also brings about positive changes on a global scale.



Material Topics	Savior Lifetec's Response	SDGs
Product Responsibility and Technological Innovation	The pharmaceutical industry plays a crucial role in advancing human health and welfare. Savior Lifetec's main products include APIs and finished dosage forms for severe infectious diseases. We adhere to the principle of "Quality First, Complete Efficacy," providing the best quality products and services to patients. Our production adheres to the highest quality standards, and we implement comprehensive quality management to ensure patient safety and health.	
Talent Recruitment, Development, and Employee Welfare	Establishing an excellent working environment is a key objective for Savior Lifetec. We prioritize employee welfare and benefits, ensuring a fair and safe workplace. We also provide extensive training and development opportunities to reduce operational risks.	
Product Responsibility and Technological Innovation	We focus on optimizing our production lines, investing resources to improve production efficiency and establishing sustainable business models. Additionally, Savior Lifetec is committed to advancing drug research and development to create greater value for society.	
Product Responsibility and Technological Innovation and Sustainable Supply Chain Management	Savior Lifetec is dedicated to innovative product development, enhancing energy, water, and raw material use efficiency. We strictly control the use of hazardous substances in the production process and align with target market quality standards to fulfill product quality and responsibility goals.	
Sustainable Supply Chain Management and Risk Management	Savior Lifetec actively manages supply chain risks, recognizing the challenges of TCFD's climate-related risks and potential market opportunities. We evaluate and mitigate these risks, aiming to lower emissions and enhance product quality to ensure market competitiveness and maintain stakeholder trust.	
Environmental Management in Production Processes	Savior Lifetec understands the significant impact of pharmaceutical production on the environment, such as waste, pollution, and emissions. We strive to adopt eco-friendly methods to reduce environmental impact, comply with environmental regulations, and enhance product development sustainability. Additionally, we work closely with upstream suppliers to improve efficiency and reduce waste.	

3 Product Responsibility and Innovative Technology

Savior Lifetec Group adheres to the principle of "Respect for Life, Complete Efficacy" as the highest guiding principle. We have established a quality management system to produce and supply APIs and injectable drugs that meet the quality standards of advanced international countries and ensure consistency. By successfully integrating upstream, midstream, and downstream technologies, we provide stable supply and market advantages for the company.

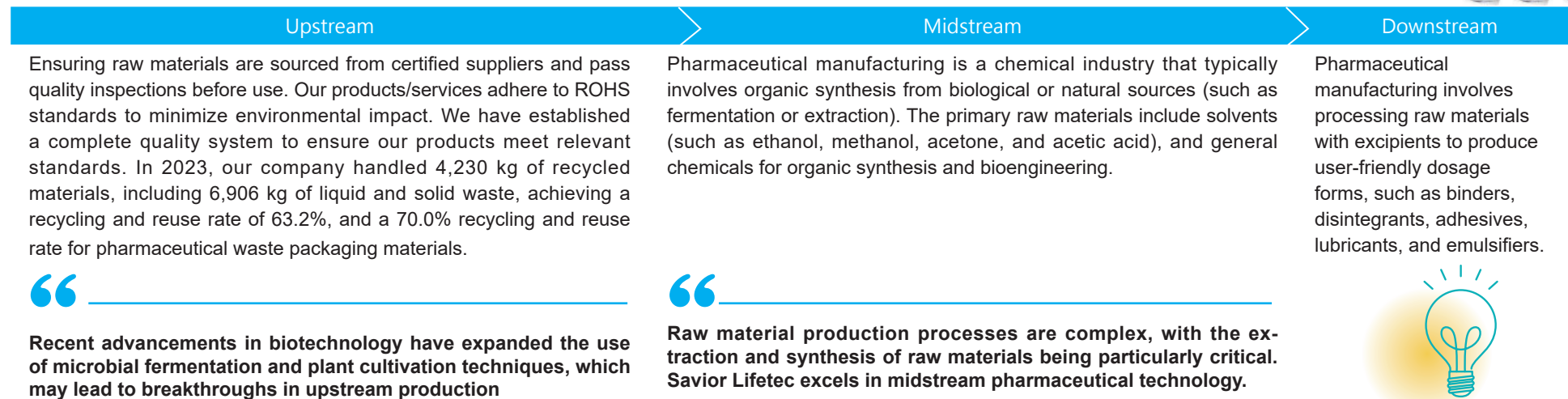


Key Products and Advantages (GRI 2-6)

Savior Lifetec's business encompasses various segments of the pharmaceutical industry. Upstream refers to raw material suppliers, primarily general chemical products, while downstream involves combining raw materials with excipients to produce user-friendly pharmaceutical dosage forms. These products must obtain drug approvals from the respective national drug regulatory agencies before they can be marketed.

● Integrating the Upstream and Downstream Value Chain (GRI 2-6)(GRI 203-2)

The upstream raw materials of the pharmaceutical industry are primarily general chemical products. The midstream mainly involves API (including intermediates) manufacturing, while the downstream integrates raw materials with excipients to produce user-friendly dosage forms. Savior Lifetec successfully integrates upstream, midstream, and downstream processes to ensure stable supply and quality.



Savior Lifetec Group's Strategy

Savior Lifetec Group primarily synthesizes raw materials organically. When purchasing raw materials, quality is prioritized to ensure stability, reliability, and safety.

- To reduce the environmental impact of the manufacturing process, Savior Lifetec Group enhances the yield and reaction efficiency in the production of Ertapenem, improving overall production efficiency (increasing yield by 15-20%). We avoid using highly toxic solvents (Acetonitrile, Dichloromethane), introduce weakly acidic extraction, and remove reaction byproducts, thus improving the efficiency of subsequent steps and reducing the use of catalysts (palladium).
- In organic synthesis, large amounts of solvents are needed. Savior Lifetec Group utilizes distillation and refining techniques to achieve a solvent recovery rate of 73-79%. Additionally, we manage the solvents that cannot be reused through our wastewater treatment technology.

Savior Lifetec's main products are bulk drugs (raw materials) and injectables. The bulk drugs are packaged by clients and supplied to hospitals, pharmacies, and distributors.

Product Responsibility and Innovative Technology Material Topics (GRI 2-6)

Material Topics	Product Responsibility and Innovative Technology
Impact Assessment	<p>Positive: Environmental impact: reduces resource consumption, decreases waste production, and cuts emissions. Social impact: improves employee welfare and enhances consumer health and safety. Product responsibility: improves product quality, reduces product risks. Innovative technology: creates new market opportunities, improves production efficiency, and promotes sustainable development.</p> <p>Negative: Opposite of the positive impacts.</p>
Management Policy Commitments	In the production process, increasing yield and reducing trial use is one of the critical goals. By optimizing production processes and controlling variables, product yield can be increased while reducing costs and waste. Compliance with TFDA GMP and GDP regulations ensures consistent quality management.
Governance Structure	Quality Department
Evaluation Mechanisms	Regular GMP and GDP audits by TFDA (product responsibility) and research staff collaboration, purchasing database, and new employee training.
2023 Execution Results	In 2023, we passed TFDA and US FDA inspections for approximately 10 customer audits without any violations.
Stakeholder Communication	Relevant stakeholders include: shareholders, customers, raw material suppliers, government/regulatory authorities, local authorities, suppliers (including contractors, raw materials, equipment, and services), and investment institutions. Communication is conducted periodically and through various channels.

The process of new drug development typically requires many years or even decades, and its success rate is often low. Therefore, new drug development is a long-term and high-risk process that requires substantial resources and expertise. Understanding market demand is crucial in the drug development process. This includes conducting market research to gain in-depth insights into the needs and trends of the target market and interacting with customers to collect feedback and understand their expectations for products and services. Establishing an innovative culture is key to driving continuous progress within the research and development team. Encouraging innovation within the R&D team can prompt team members to propose new ideas and solutions, providing training and resources to support their development of innovative thinking and skills. Additionally, cross-functional team collaboration is essential for successful R&D. Promoting collaboration between different functional departments ensures comprehensive involvement during the product development phase. Integrating R&D with business is crucial to aligning R&D projects with the organization's long-term goals. This involves combining R&D with business strategies and establishing common metrics for R&D projects and business objectives to promote integration. Finally, digital transformation is an important means to enhance R&D efficiency. Utilizing digital technologies for innovation, including online databases and theoretical computation software, can significantly improve R&D efficiency and drive product innovation.

Furthermore, we are committed to integrating sustainability principles into the drug development process and actively exploring solutions for green innovation and resource efficiency. The measures we have adopted in the field of R&D include the following:

Environmental Aspects

- **Resource Efficiency:** Enhance the efficiency of raw material and resource utilization, reduce waste and pollution emissions.
- **Green Innovation:** Set R&D goals for green chemical products, using environmentally friendly materials and processes.

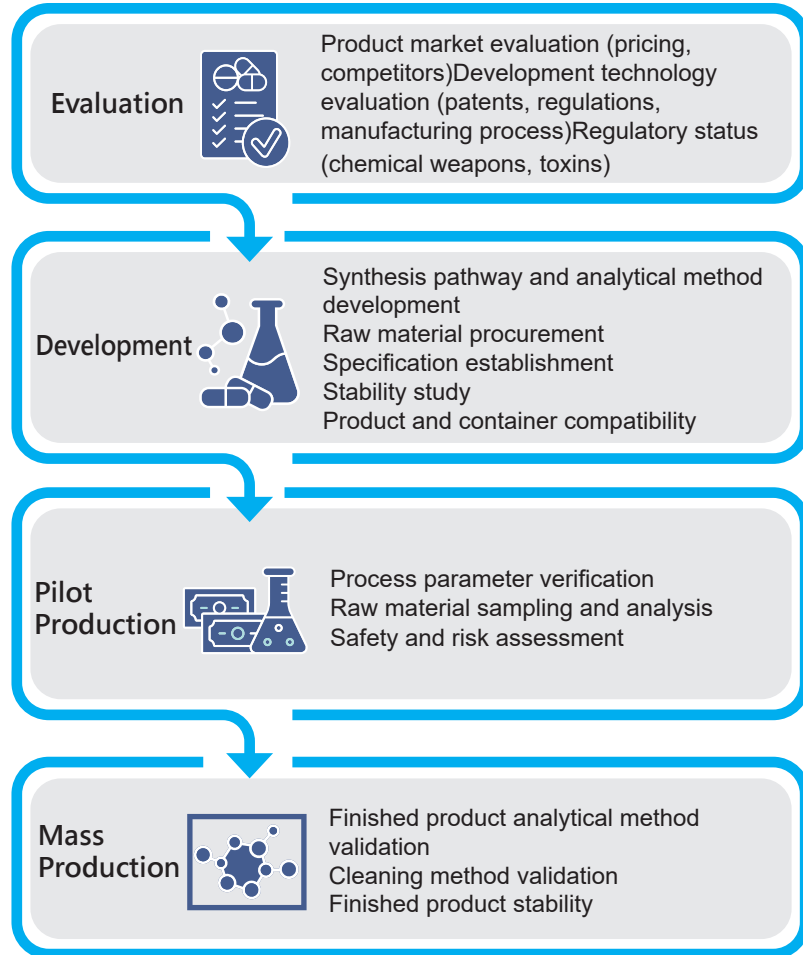
Social Aspects

- **Accessibility and Equality:** Ensure that products developed and produced are accessible globally, particularly in developing countries, to promote equitable distribution.
- **Employee Development:** Provide training and development opportunities for employees, supporting their professional knowledge and skills in the field of sustainable development.

Institutional Aspects

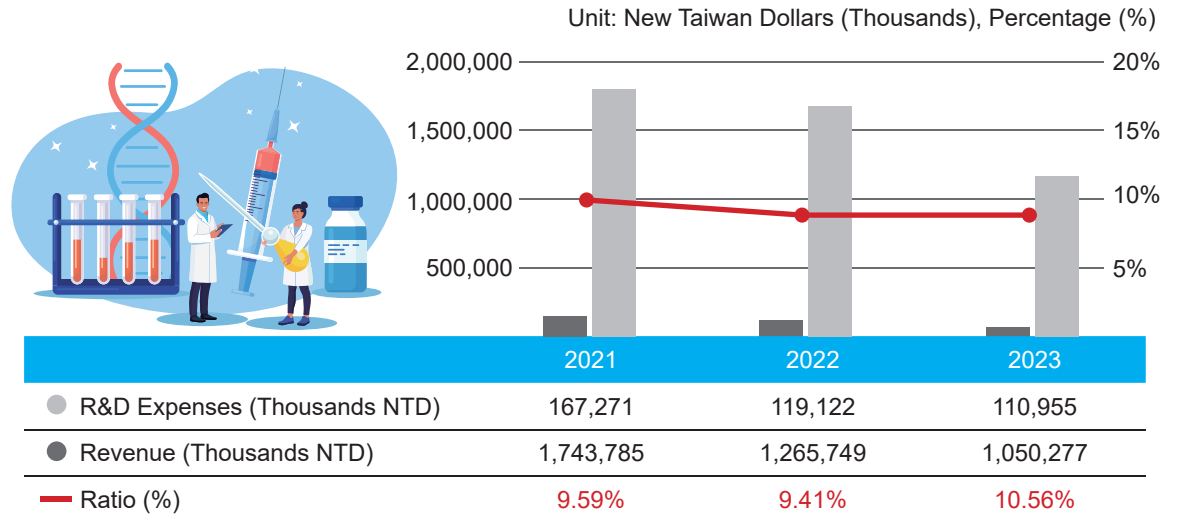
- **Institutional Ethics:** Ensure that the research and development processes and outcomes comply with pharmacopeia and regulatory requirements.

● Research and Development Process



“ Currently, Savior Lifetec Group has 19 full-time researchers continuously improving related process technologies and research. ”

● Research and Development Investment



Pharmaceutical Quality Management

Savior Lifetec Group upholds "Respect for Life, Integrity, and Efficacy" as its highest guiding principle, establishing a quality management system. The production and management operations of our products adhere to international standards, including the guidelines of the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH), the Pharmaceutical Inspection Co-operation Scheme (PIC/S GMP), and PIC/S GDP (Taiwan Food and Drug Administration's "Good Manufacturing Practice for Western Medicines" Part 1 and its appendices, Part 2, and Part 3: Distribution). Furthermore, the company has formulated a quality manual as the highest guiding principle for its quality policy.

Our company regularly convenes quality management review meetings every three months to review quality incidents and track management effectiveness. Annual product quality reviews and reports are also conducted.

The company produces and supplies raw pharmaceuticals and injectable drugs that meet the quality standards of advanced international markets, ensuring consistency. We have established a comprehensive cGMP system compliant with regulations in Europe, the United States, Japan, Australia, New Zealand, and other advanced countries to regulate sterile production procedures, ensuring the safety and efficacy of Matsuri products, thereby achieving sustainable operations.

Responsible Department: Quality Control Department

● Quality Management System

Savior Lifetec Group's quality management system is strictly established based on Good Manufacturing Practice (GMP) and the following regulations:

- Current EU standards: GMP Guide Part I and Annexes.
- Current US standards: GMP 21 CFR Parts 11, 210, 211, and 820.
- Current Taiwan standards: PIC/s GMP Guide.

2023 Performance: The Chunan plant passed audits by Taiwan's Ministry of Health and Welfare and the US FDA. For historical audit results, please refer to the Savior Lifetec Group's official website.

Certification Status of Each Plant in 2023

	Chunan Plant	Nanke Plant	Injection Plant
TFDA GMP and GDP	Approved Content: Manufacturing Operations, Packaging/Labeling, Operations Laboratory Operations, Storage, Supply, Export	Approved Content: Manufacturing Operations, Division/Packaging Operations, Laboratory Operations, Logistics Operations. Valid until 2026/01/23.	Approved Content: Manufacturing Operations, Division/Packaging Operations, Logistics Operations (Storage, Supply, Export). Valid until 2025/08/17.
US FDA EIR	Audit Date: 2022/11/14-16 Result : No Action Indicated (NAI)	Audit Date: 2022/11/21-29 Result: Voluntary Action Indicated (VAI)	Audit Date: 2023/07/20-28 Result: Voluntary Action Indicated (VAI)
EU GMP (MHRA)	Audit Date : 2018/09/26-27 Result : Certificated	Audit Date : 2016/10/10-14 Result : Certificated	-
EU GMP (AEMPS)	-	-	Audit Date : 2021/03/15-18 (Remote Audit) Result : Certificated

● **Quality Education and Training for PIC/S GMP and GDP**

Savior Lifetec Group places great emphasis on employee education and training. In addition to training new employees and the mandatory training required by regulations for professional staff, we require our employees to complete education and training corresponding to their duties. Quality education and training for PIC/S GMP and GDP are crucial for enterprises. These trainings ensure that employees fully understand and comply with relevant quality management regulations and standards, thereby ensuring the safety, quality, and effectiveness of products during the production and distribution processes. This is vital for protecting consumer health and safety and is also a significant guarantee for maintaining a good reputation and brand image for enterprises. Furthermore, quality education and training help enhance employees' professional knowledge and skills, making them more capable of handling various challenges and issues in the complex manufacturing and distribution processes. This not only helps improve production efficiency and product quality but also helps reduce errors and accidents, thereby lowering the risks and costs for the enterprise.

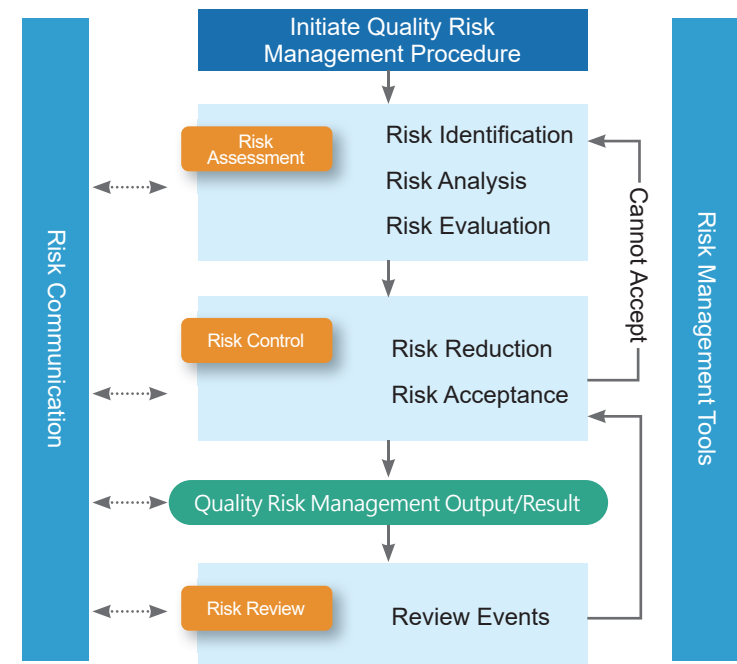
● **Quality Safety Risk Assessment**

Based on the risk classification of the product quality impact from various units, we have determined the frequency of internal audits. These audit plans are formulated by the Quality Assurance (QA) department and are implemented on schedule throughout the year. We use procedures such as deviation/ abnormality investigation and corrective prevention, customer complaints, change control, and risk assessment to control the expected and unexpected events that may occur in the factory and evaluate their impact on product quality and safety. These measures help ensure that our products maintain high quality and safety during the production process. To ensure the quality of pharmaceuticals, Savior Lifetec Group follows the SOP Quality Risk Management - QRM (Quality Risk Management - QRM) to conduct quality management risk assessments. In 2023, there were no significant quality management-related incidents at Savior Lifetec Group.

● **Production Equipment and Manufacturing Process**

Our company has completed vertical integration of the production process, adopting a one-stop production model and leveraging a niche technology - a vertically integrated aseptic freeze-drying technology platform. The manufacturing equipment and utility systems have undergone performance verification, and production is carried out in a controlled environment. The manufacturing process and cleaning procedures have been validated, with control points set for sampling inspections during and at the end of the process to ensure that the final product quality is consistent and meets specifications. Detailed information on the manufacturing process can be found in the annual report.

“ In 2023, the total number of hours of educational training was 9,233 hours. ”



● Process Safety Management

Savior Lifetec Group's process safety management is divided into three parts: solvent recovery and reuse, wastewater and waste solvent treatment, and toxic substance management.

Solvent Recovery and Reuse

Solvents produced during chemical synthesis are purified through processes such as filtration, distillation, refinement, and extraction. After quality confirmation, the purified solvents can be reused in manufacturing.

Wastewater and Waste Solvent Treatment Process

Wastewater and waste solvents from manufacturing undergo processes like sedimentation, neutralization, and aeration for treatment. After passing quality checks, they are discharged. Waste solvents that cannot be recovered are sent to designated external waste solvent treatment facilities for storage.

Toxic Substance Management Process

Purchased toxic chemicals are stored in laboratories for research purposes. Chemicals used in manufacturing are stored in production areas. Records of toxic chemicals and their usage are maintained, and the status is reported to the Environmental Protection Bureau monthly, as required.

Savior Lifetec Group - Continuous Optimization of Manufacturing Processes

The second-generation manufacturing process successfully boosts production at the Indonesia facility while enhancing ESG corporate management concepts.



Advantages of the Second-Generation Manufacturing Process:

- Reduced Manufacturing Time: Increases batch input volume, reducing carbon emissions.
- Reduced Solvent Usage: Produces less toxic chemicals.
- Customer Transition: Customers have gradually switched to second-generation products, providing a competitive edge in the global market.

● Product Storage

Ensure that the storage and transportation conditions of products are maintained within the required range by utilizing equipment verification and monitoring.

Storage Environment

Utilize equipment verification and monitoring to ensure that product storage and transportation conditions are maintained within the required range.

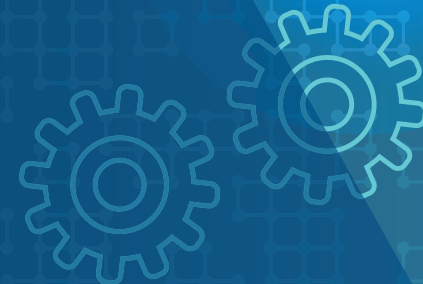
- Temperature Control: Record the temperature for storage room temperature control requirements.
- Control Range: -15 to -25°C; 2 to 8°C; 15 to 25°C.
- Continuous Monitoring: Set up continuous temperature monitoring and alert notifications for any temperature deviations.
- Regular Checks: Conduct regular checks and records of pest control and organization of the storage environment.

Transportation Management

Use temperature-controlled transport vehicles to deliver medicines to customers. Record the temperature during the transportation period to ensure temperature control is maintained throughout the delivery process.

4 Corporate Governance

Savior Lifetec Group focuses on its core business and group layout, producing high-quality products to meet the needs of patients worldwide. The Group ensures sound corporate governance, fulfills the responsibilities of corporate executives, and protects the legitimate rights and interests of shareholders as well as other stakeholders. The Board of Directors and management aim to achieve operational goals in a manner that aligns with the best interests of the company and all shareholders, providing effective oversight mechanisms, utilizing resources efficiently, and enhancing competitiveness. This approach aims to create value for the Group's employees, shareholders, and Taiwan's pharmaceutical industry, while also contributing to a healthier environment.

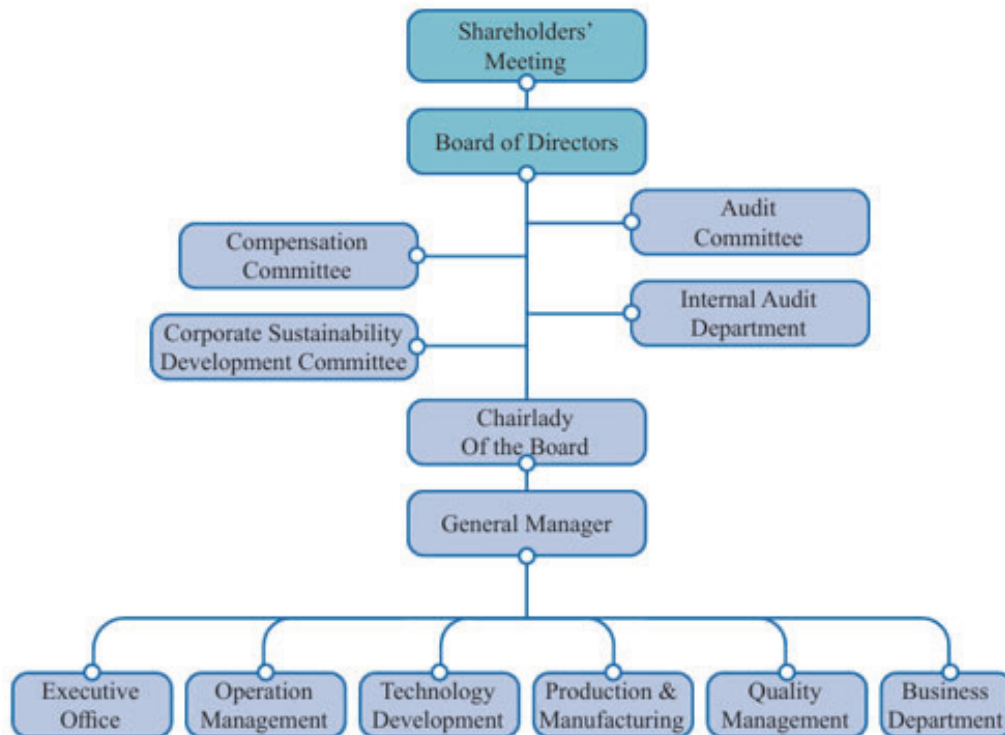


Savior's Corporate Governance Structure

Savior's highest governing body is the Board of Directors, which is supported by the Audit Committee and the Compensation Committee. The company follows the Taiwan Stock Exchange's "Corporate Governance Best-Practice Principles for Listed and Over-the-Counter Companies" and has established the "Corporate Governance Best-Practice Principles" to safeguard shareholder rights, strengthen the functions of the Board of Directors, empower the Audit Committee, respect the interests of stakeholders, and enhance information transparency. These principles serve as the foundation for the establishment of a robust corporate governance system.

In compliance with legal requirements, the company has appointed a corporate governance officer, currently held by the Deputy General Manager of the Finance Department, to oversee corporate governance-related matters as approved by the Board of Directors. Additionally, the company established the Corporate Sustainability Development Committee in 2021 to promote management practices related to economic, environmental, and social impacts and decision-making, ensuring the implementation of sustainability management from the top down.

● Corporate Governance Organizational Structure



Board of Director (GRI 2-9)(GRI 2-10)(GRI 2-11)

Our Board of Directors consists of 9 members, including 3 independent directors, serving a three-year term. Directors are elected based on their qualifications, in accordance with the "Director Election Rules" and "Corporate Governance Code," using a candidate nomination system. Shareholders holding at least 1% of the company's issued shares can nominate directors. In 2023, the board completed its 8th election.

The board meets at least quarterly. Directors possess professional knowledge in business management, leadership, industry expertise, and financial accounting, and they continue to advance their skills during their tenure.

Board members operate with independence and in accordance with legal and company regulations, exercising their authority to supervise and enhance management mechanisms. The board provides opinions and decisions on significant company operations, financial reports, internal controls, sustainability governance, and other major issues as required by law or company charter.

The highest governance authority is the Chairman. Chairman Li Xiangyun, though serving as a director for other companies, operates under strict internal controls and authorization rules within Savior Lifetec Group, ensuring no conflicts of interest with suppliers or other stakeholders.

Board of Directors Operations

The board operates and makes decisions according to the company's "Board Meeting Regulations." Meetings require the attendance of more than half of the directors, and decisions are made by the chairman seeking consensus from all attending directors. If there is no objection, the resolution is passed. If there are objections, the matter is put to a vote. This is the 7th term of the board, with members serving a three-year term and eligible for re-election. The 8th term will start from June 15, 2023, and end on June 14, 2026. Detailed information on board members can be found in the annual report and on the company website.

Compliance with Laws and Regulations Material Topics (GRI 2-27)

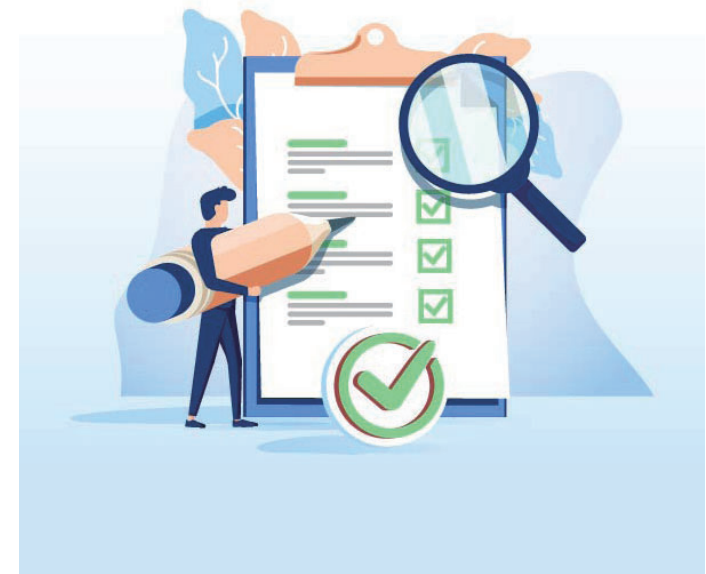
Savior Lifetec group has long been actively monitoring pharmaceutical regulations both domestically and internationally, striving to establish a robust culture of regulatory compliance. The goal is to foster awareness of compliance so that all employees adhere to laws and business regulations spontaneously. The company has established regulatory compliance frameworks in accordance with pharmaceutical industry internal control and audit regulations, as well as relevant laws. Through a comprehensive system of regulations and specific management mechanisms, all compliance tasks are effectively implemented. In 2023, there were no significant violations of regulations, nor were there any financial or non-financial penalties incurred.

“
No whistleblower cases were received in 2023.
”



Internal Audit Operations

Savior Lifetec Group adheres to "Internal Audit Operations Procedures" managed by the Audit Department under the Board of Directors. The goal is to evaluate the internal control system, operational efficiency, and compliance with regulations, providing timely improvements for effective implementation. An annual audit plan is created, with monthly audits covering routine, unscheduled, and special audits. The scope includes verifying operational information reliability, reviewing systems, evaluating resource efficiency, and ensuring plans align with goals. The Audit Department reports monthly to independent directors, the chairman, and the general manager. The audit head attends meetings to present reports, helping independent directors stay informed. Identified deficiencies are disclosed in reports, reviewed by relevant managers, and followed up quarterly until resolved to ensure timely corrective actions.



Risk Management Material Topics (GRI 2-12)

To strengthen corporate governance and effectively implement a robust risk management mechanism, our company approved the "Risk Management Policy and Procedures" in November 2022, formalizing the risk management process to achieve sustainable and stable operations. In line with our company's operational policies, we have established a risk management framework for identification, measurement, monitoring, and control of risks. The responsibility for this lies with the Corporate Sustainability Development Committee, in collaboration with the Audit Department, Corporate Governance and Partnership Enrichment Division, Environmental Change and Climate Change Division, and Social and Friendly Workplace Division. Within the scope of manageable risks, we aim to achieve a balance between risk and reward.

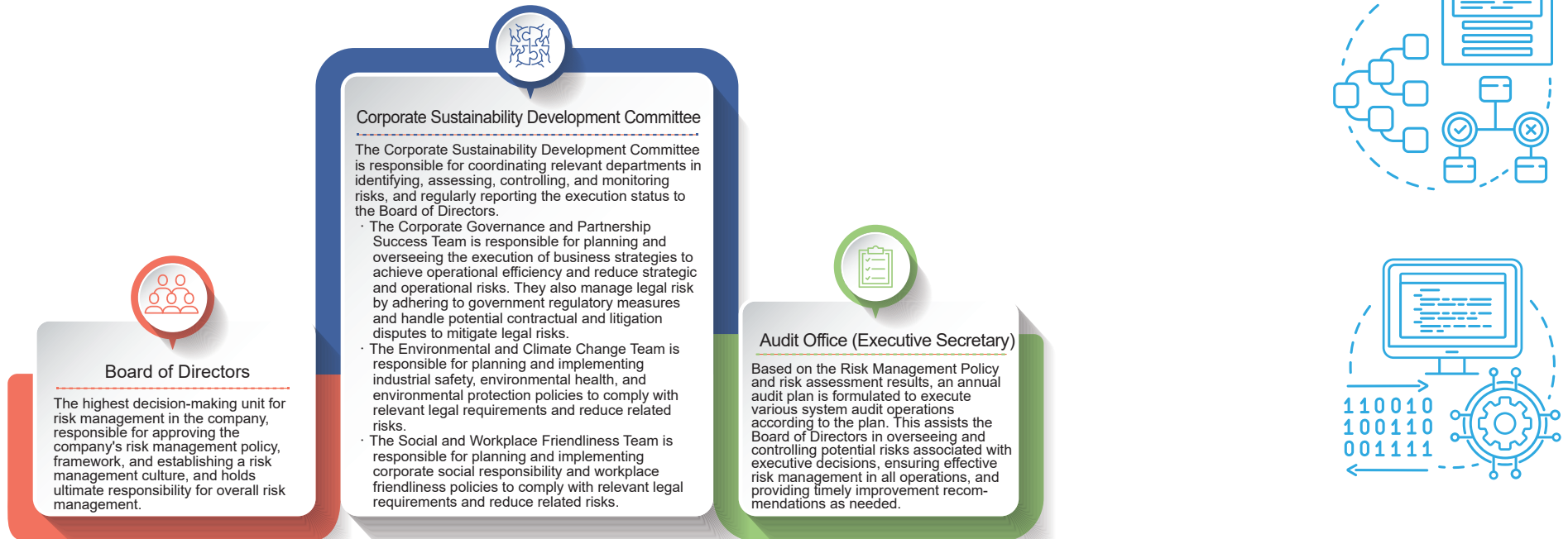
● Risk Management Mechanism

Each business unit consolidates risk management information and reports to the Board of Directors annually in May. Senior executives hold two strategic decision-making meetings (SOC) monthly. SOC members include senior managers from various business units and board members. Meetings are scheduled in advance to ensure participation and punctuality. The discussions cover company strategy and direction, including operational direction, risk management, exchange rate policies, personnel adjustments, and new business developments. Topics range from market trends and competitive intelligence to internal process and organizational structure optimization, ensuring the company maintains its competitive edge and achieves long-term goals. The SOC's purpose is to ensure senior management can comprehensively review company operations and development, facilitating thorough discussions and decisions on critical issues.

● Risk Management Structure

The Corporate Sustainability Development Committee acts as the responsible authority, working with the Audit Office, Corporate Governance and Partner Collaboration Group, Environmental Change and Climate Change Group, and Social and Friendly Workplace Group.

Within acceptable risk limits, their goal is to achieve a balance between risk and reward. Based on internal and external environmental changes, relevant departments are asked to report on external business environment changes and internal operational risk management issues. These reports are discussed and resolved, with follow-up tracking conducted.



● Risk Management Process

Step 1
Risk Identification



Risk identification is the process of identifying risk factors that require management, taking into consideration the company's business characteristics, internal and external environments, and other factors. The potential risks that Savior Lifetec Group may face include:

1. Operational Risk: This includes risks related to corporate governance, reputation, strategy, operations, human resources, and the impact of significant domestic and international policy and legal changes on the company's sustainable operations.
2. Financial Risk: This refers to the possibility that the company's financial results may deviate from expected targets due to various unforeseeable and uncontrollable factors in various financial activities, leading to economic losses or potentially larger gains. This includes financing risk, investment risk, liquidity risk, foreign exchange and interest rate risk, credit risk from lending to others, endorsement and guarantee risk, risk from trading in derivative products, and the impact of financial decision-making on the company's finances.
3. Operational Risk: This includes the risk of losses arising from inappropriate or erroneous internal operations, personnel, systems, or other external operations and related events. It encompasses risks related to legal compliance, information security, occupational health and safety management, and fraud.
4. Environmental Risk: This includes risks related to climate change, environmental pollution liabilities, natural disasters, and significant external hazards.

Step 2
Risk Assessment



After identifying the potential risk items that the company may face, an analysis is conducted on the nature, scale, and the company's risk tolerance level for each business and operational activity. Appropriate risk measurement criteria are then established. For quantifiable risks, rigorous statistical analysis and technical methods are employed for analysis and management. For risks that are more difficult to quantify, their impact is described through textual narratives. The risk analysis results, including the assessed risk levels, are compared with the company's established risk measurement criteria. Based on this comparison, risk prioritization is determined, serving as the basis for risk management decisions.

Step 3
Risk Mitigation



Appropriate responses to the identified risks should be taken as follows:

1. Risk Elimination: Conduct internal meetings to discuss necessary and feasible measures to eliminate the identified risks.
2. Risk Reduction: Set goals and implement related measures to reduce operational risks associated with significant issues.
3. Risk Diversification: The top management should convene relevant departments to explore various measures for diversifying risks.
4. Risk Transfer: Transfer the risk of losses or legal liabilities to others through contractual arrangements.

Step 4
Risk Monitoring



Each department head should monitor and control the risk management continuously. They should take necessary actions as and when required to ensure effective risk management.

Step 5
Risk Reporting & Disclosure



To ensure a comprehensive record of the risk management process and its execution, the company should regularly report the risk status to the Board of Directors for reference. This helps ensure that the management structure and risk control functions operate effectively. Furthermore, the company should disclose relevant information about risk management on its website and in its annual report.

● 2023 Risk Management Execution Results

Risk Category	Risk Factors	Preventive Measures	2023 Status
Operational Risks	Company Governance Risk	Regularly report to the board and senior management.	Schedule regular courses for the board and senior management to enhance governance.
	Human Resource Risk	<ol style="list-style-type: none"> 1. Employee benefits and compensation. 2. Recruitment and retention. 3. Employee development and training. 	<ol style="list-style-type: none"> 1. Enhance employee relations, create a positive corporate culture. 2. Provide incentives such as bonuses, stock options, health checks. 3. Encourage ongoing training and participation in industry courses.
	Domestic and International Policy and Legal Changes	Stay informed about major domestic and international policy and legal changes.	<ol style="list-style-type: none"> 1. Analyze and respond to policy changes. 2. Ensure legal compliance through continuous professional development.
Financial Risks	Interest Rate and Exchange Rate Risk	<ol style="list-style-type: none"> 1. Strengthen group capital management. 2. Minimize exchange rate risk through subsidiary management. 	<ol style="list-style-type: none"> 1. Monitor interest and exchange rate trends. 2. Utilize hedging strategies and negotiate favorable terms to mitigate risks. 3. Enhance market analysis for better procurement decisions.
	Transaction Risk for Virtual Products	Adhere to company procedures and regulations.	Implement regulatory measures and adhere to company policies.
	Receivables Risk	<ol style="list-style-type: none"> 1. Limit transaction amounts. 2. Modify transaction terms to include LC or T/T in advance. 	<ol style="list-style-type: none"> 1. Enforce credit limits. 2. Adjust terms for high-risk transactions. 3. Regularly review and monitor receivables.
	Investment Risk	Follow company procedures and regulations, adhere to regulatory guidelines.	Provide financial support and manage investments according to guidelines.

Risk Category	Risk Factors	Preventive Measures	2023 Status
Operational Risks	Legal Compliance Risk	<ol style="list-style-type: none"> 1. Contracts must be reviewed before signing. 2. Regular updates and reviews of legal impacts. 3. Strengthen legal consultation and compliance training. 	<ol style="list-style-type: none"> 1. Company hired legal consultants. 2. Implemented a signature process for legal compliance. 3. Conducted regular legal education and training.
	Information Security Risk	<ol style="list-style-type: none"> 1. Implement firewall and antivirus software. 2. Conduct information security training. 	<ol style="list-style-type: none"> 1. Implemented security measures to avoid data breaches. 2. Conducted company-wide security awareness training.
	Occupational Safety and Health Management Risk	<ol style="list-style-type: none"> 1. Regular safety education. 2. Fire and safety equipment maintenance. 3. Regular safety checks and drills. 4. Employee health management. 	<ol style="list-style-type: none"> 1. Conducted regular safety briefings. 2. Installed and maintained fire and safety equipment. 3. Conducted regular safety checks and drills. 4. Provided health management and medical services for employees.
Environmental Risks	Climate Change and Environmental Pollution Risk	<ol style="list-style-type: none"> 1. Set short- and long-term environmental goals. 2. Implement emission reduction and energy-saving plans. 3. Ensure compliance with government regulations. 	<ol style="list-style-type: none"> 1. Conducted TCFD-based climate research and assessments. 2. Implemented major emission reduction projects. 3. Conducted regular ESG meetings and assessments. 4. Ensured compliance with environmental laws and regulations.

Sustainable Supply Chain Management Material Topics (GRI 2-6)(GRI 2-24)

Material Topic	Sustainable Supply Chain Management
Impact Assessment	<p>Positive: Our company actively implements supplier management, evaluating suppliers to ensure compliance with quality standards and GMP certification. Preventive measures are established accordingly.</p> <p>Negative: If suppliers fail to meet standards, it can lead to operational disruptions.</p>
Management Policies and Commitment	Savior Lifetec Group pledges that all future suppliers must adhere to corporate responsibility guidelines.
Governance Organization	Quality Management Department
Management Actions	Suppliers must comply with corporate responsibility guidelines.
Resource Investment	Providing guidance to suppliers
Target Achievement	Suppliers must meet the set number of compliance standards.
Evaluation Mechanism	Conduct regular supplier assessments and visits
Ensuring Effective Actions	Regular and occasional audits of supplier sites
2023 Execution Effectiveness	114 suppliers complied with corporate responsibility guidelines
Communication with Stakeholders	Related stakeholders include employees and shareholders. Communication is done periodically or as needed in various formats.



Supply Chain Management

To provide safe and reliable products with superior quality, Savior Lifetec Group collaborates with all raw material supply chain partners to jointly assume corresponding sustainable development responsibilities. Integrity serves as the foundation of our partnerships. Through regular supplier audits and surveys, we oversee our suppliers' adherence to corporate social responsibility, labor rights norms, and ensure their implementation of safety, quality, timely delivery, competitive pricing, and excellent service, thus fostering a win-win situation.

Savior Lifetec Group's raw material procurement is managed by the Taiwan headquarters. All materials purchased in Taiwan are considered local procurement. In 2023, the procurement expenditure from local suppliers accounted for 44%, up from 11% in 2022. Conversely, the expenditure from non-local suppliers was 56%.

● **New Supplier Evaluation and Selection Mechanism** (GRI 414-1)(GRI 308-1)

To proactively manage supplier risks, Savior Lifetec Group conducts initial risk assessments when selecting new suppliers. This includes evaluating the supplier's operational status, business licenses, tax compliance, company profile, and certifications related to quality, safety, and environmental management.

Environmental Standards

- 1.Environmental Regulations and Certifications: Comply with relevant environmental regulations, and obtain and register necessary environmental certifications and permits.
- 2.Waste Management and Disposal: Ensure the safe storage, transportation, treatment, and recycling of waste materials.

Social Standards

1. Labor Rights: Prohibit child labor, respect employee freedom, provide equal and fair working conditions, offer reasonable wages and benefits, and respect employees' right to free association and collective bargaining.
2. Health and Safety: Ensure occupational safety education, workplace safety, employee protection, and emergency preparedness.

Supplier Evaluation and Management (GRI 2-24)

Before engaging with suppliers, Savior Lifetec Group collects relevant information (such as raw materials, materials, engineering, miscellaneous items) to conduct risk assessments and signs the "Supplier Corporate Responsibility Code of Conduct." Given the current business environment, it is challenging to explicitly include environmental protection, human rights, and occupational safety clauses in contracts. However, if a supplier significantly violates corporate social responsibility, the company will terminate the cooperation and will not renew the contract.

In 2023, there were 12 regular paper evaluations of raw material suppliers, focusing mainly on quality. Future evaluations will incorporate ESG-related items. Additionally, there were 6 on-site audits (excluding outsourced transportation and outsourced laboratories).



5

Sustainable Environment

Sustainability is the primary goal of our environmental management system. Implementing relevant sustainable measures is a set management goal for Savior Lifetec Group. Effective sustainability practices ensure the highest respect and protection for people, ecosystems, and facilities. We also promote a responsibility care system, continuously improving to meet various guidelines and standards. All activities within the plant must fully comply with and adhere to relevant regulations, ensuring effective and sustained operations within the facility.



Sustainable Environment

Environmental Policies and Performance

Savior Lifetec Group develops and produces antibiotic raw materials, small-molecule drugs, and peptide drugs, vertically integrating the supply of sterile raw materials with the production of injectable medications. SLC's high-grade facilities comply with cGMP and regulatory standards in Japan, Europe, and the US. We at SLC see and set as our goals to respect lives, care for public wellbeing, conserve energy, reduce carbon emissions, promote environmental harmony, and create a safe and healthy workplace. It takes the active participation of all employees to maintain the safety and health of workplaces, prevent employees from injuries, illness, and financial losses, and minimize environmental impact. We are committed to continuously promoting an eco-friendly workplace, conserving resources, and reducing carbon emissions as we navigate towards a more sustainable future by implementing the following strategies:



Responsible department

Each year, environmental safety and health committee calls the environmental management meeting and reports to the board of directors. Starting in 2023, the committee and sustainable development committee will jointly present major topics and management indicators to the board of directors

Actions

SLC keeps regular track of indicators associated with air quality, water conservation, water pollution, waste and resource management. Through process optimization, we continuously enhance resource management practices.

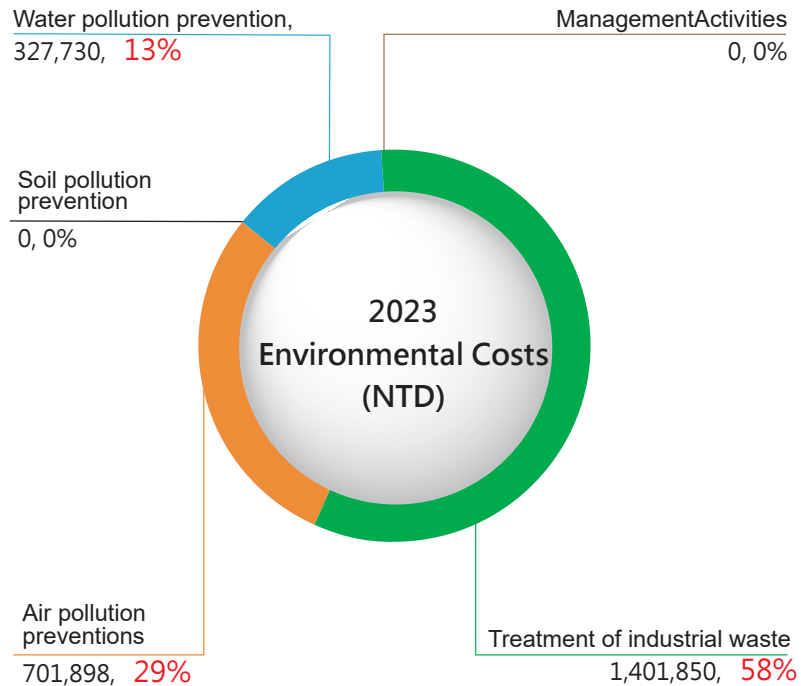


Environmental Investment & Firm Performance

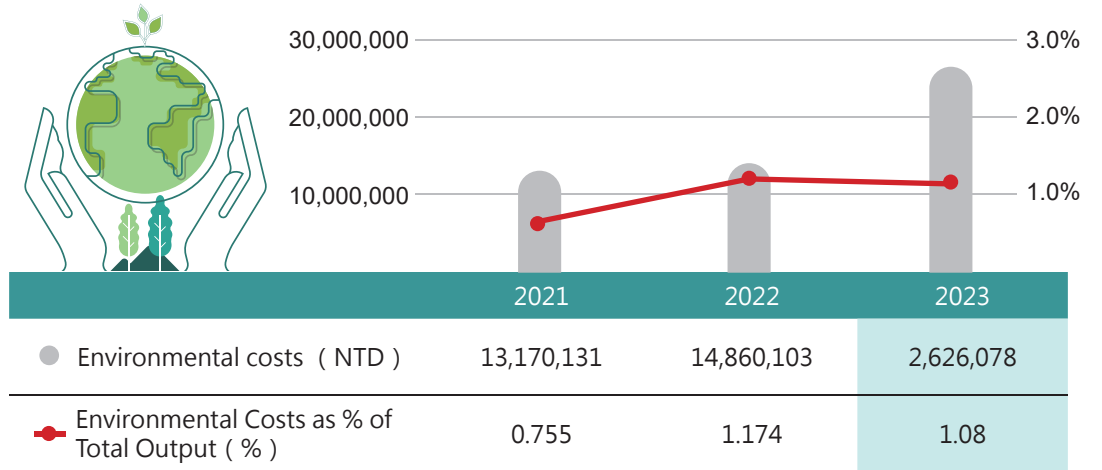
● Environmental Investment

In 2023, Savior Lifetec Group's environmental expenditures amounted to 2.62 million NTD, with the largest portion allocated to industrial waste management, accounting for 58%. Additionally, necessary expenditures for wastewater prevention and treatment were included to ensure compliance with legal requirements at all company sites.

The proportion of annual environmental expenditures to the total production value has not shown significant changes over the years.



● Environmental Cost Investments of the Savior Group Over the Years (Unit: NTD)



● 2023 Results

Starting in 2022, the Savior Lifetec Group began disclosing the management performance of its various plants and subsidiaries, setting short, medium, and long-term targets for different environmental indicators. For example, at the Chunan and Tainan plants (including the Tainan Injection Plant) in 2023, total water consumption at Chunan decreased by 5% compared to the previous year, with 100% compliance in wastewater treatment. Total water consumption at Tainan decreased by 20% compared to the previous year, with 100% compliance in wastewater treatment. Waste recycling rates and hazardous waste recovery ratios have decreased annually. Power savings have increased annually, and both greenhouse gas and energy intensity show a downward trend.

Chunan Plant

Management Items	Management Indicators	2021	2022	2023
	Wastewater Treatment Compliance Rate (%)	100	100	100
	Total Water Consumption (tons)	39,490	29,222	27,684
	Unit Emission Reduction Rate (%)	This plant is under overall management in the science park area, so no reduction data is available.		
	Waste Recycling Rate (%)	51.78	58.2	9.69
	Hazardous Waste Treatment Rate (%)	100	100	100
	Hazardous Waste Recycling Rate (%)	23.47	21.32	9.69
	Power Savings (%)	2.81	33.42	8.36
	Energy Intensity (GJ/100 million NTD)	128	97	124
	Greenhouse Gas Emission Intensity (tCO ₂ e/100 million NTD)	13.80	10.97	14.13

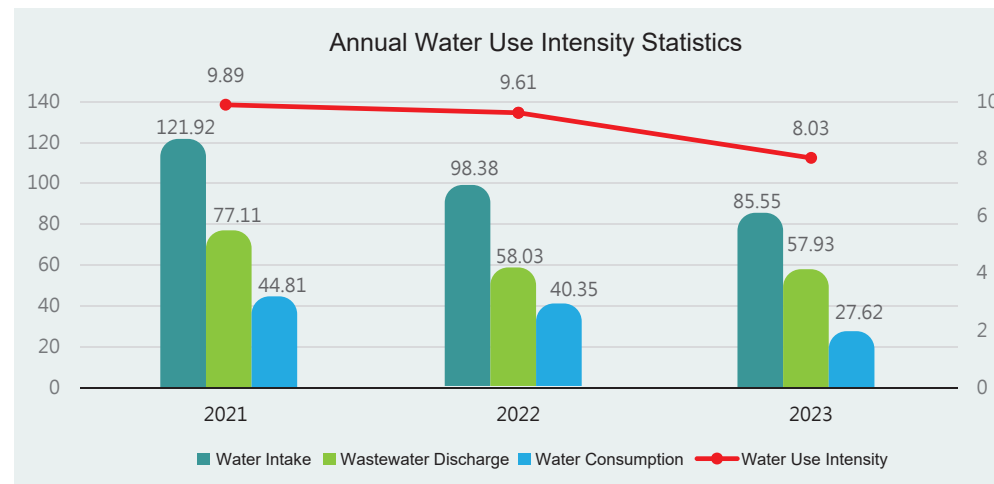
Nanke Plant (Included Injection Factory)

Management Items	Management Indicators	2021	2022	2023
	Wastewater Treatment Compliance Rate (%)	100	100	100
	Total Water Consumption (tons)	52,323	47,707	37,954
	Unit Emission Reduction Rate (%)	This plant is under overall management in the science park area, so no reduction data is available.		
	Waste Recycling Rate (%)	31.61	54.27	42.48
	Hazardous Waste Treatment Rate (%)	100	100	100
	Hazardous Waste Recycling Rate (%)	12.36	5.65	4.73
	Power Savings (%)	1.33	3.16	3.25
	Energy Intensity (GJ/100 million NTD)	168	173	134
	Greenhouse Gas Emission Intensity (tCO ₂ e/100 million NTD)	19.61	20.06	15.32

Annual Water Use Intensity Statistics

Unit: 100,000 cubic meters	2021	2022	2023
Water Intake	121.92	98.38	85.55
Wastewater Discharge	77.11	58.03	57.93
Water Consumption	44.81	40.35	27.62
Production Value (100 million NTD)	1,234	1,023	1,066
Water Use Intensity	9.89	9.61	8.03

Note: The 2023 water resource statistics disclosure includes Chunan Plant, Nanke Plant, and Injection Plant.



Wastewater Management (GRI 303-4)

Our company handles industrial wastewater discharge by planning and treating it according to the characteristics of the wastewater from each process. We meticulously design wastewater treatment facilities and implement reduction, classification, and appropriate treatment equipment and technology based on the nature of the pollution sources. These measures ensure that the wastewater treatment systems effectively degrade pollutants. Additionally, we regularly commission external agencies for water quality testing or conduct tests ourselves according to the standard methods announced by regulatory authorities to ensure that the discharged wastewater meets relevant standards. Each plant integrates domestic sewage and industrial wastewater into industrial zone sewage systems or municipal sewage networks. The water quality of all discharges complies with the management standards of the respective sewage treatment plants.

Wastewater Disposal and Locations

Plant	Wastewater Treatment Method	Discharge Standards, Sources, and Environmental Indicators	Discharge Location
Chunan Plant	Organic Wastewater Treatment	Conforms to the water quality standards for the sewer systems in Chunan Science Park.	Chunan Science Park Wastewater Treatment Plant
Nanke Plant	Organic Wastewater Treatment	Conforms to the regulations of the Southern Taiwan Science Park Sewer System.	Southern Taiwan Science Park Sewer System
Injection Plant	pH Adjustment	Conforms to the regulations of the Southern Taiwan Science Park Sewer System.	Southern Taiwan Science Park Sewer System

Note 1: All production sites follow local regulatory requirements and industry-specific discharge water quality standards.

Note 2: The effluent discharge from each production base has no significant impact on the environmental water bodies and related habitats.

Discharge Management Indicators

Wastewater Compliance Rate (%) = (Volume of wastewater discharged in compliance with regulatory standards / Total volume of wastewater discharged) x 100%.

Air Pollution Control (GRI 305-7)

Air pollution control is a critical environmental issue. Savior Lifetec Group not only complies with regulations but also adopts stricter measures to manage air pollution. We follow government-enacted air pollution regulations and extensively use "low-pollution clean energy" and process improvements to reduce SOx and NOx emissions. We closely monitor domestic regulatory discharge requirements to improve our air pollution control standards, such as adhering to the EPA's standards for hazardous air pollutants from stationary sources. According to our company's detailed air pollution discharge statistics, from 2022 to 2023, particulate matter and nitrogen oxides emissions decreased, while the emission trends of volatile organic compounds fluctuated. Savior Lifetec Group will continue to manage air pollution emissions in compliance with regulations.

2021-2023 Air Pollution Emission Statistics

Plant	Year	Nitrogen Oxides (NOx)	Sulfur Oxides (SOx)	Persistent Organic Pollutants (POP)	Volatile Organic Compounds (VOC)	Hazardous Air Pollutants (HAP)	Particulate Matter (PM)	Total Suspended Particles (TSP)	Total Emissions	Production Volume
Chunan Plant	2021	1.14	-	-	11,500	-	-	0.033	11,501.17	387
	2022	0.7	-	-	15,800	-	-	0.021	15,800.72	344
	2023	0.66	-	-	9,760	-	-	0.019	9,760.679	244
Nanke Plant	2021	191.8	-	-	1,476.83	-	-	5.75	1,674.38	374
	2022	210.81	-	-	970.74	-	-	6.32	1,187.87	242
	2023	203.29	-	-	1,096.46	-	-	6.1	1,305.85	325

Note: Injectable Plant does not require air pollution emission statistics as it primarily engages in filling and packaging (non-production line).



Energy Use and Greenhouse Gas Management

Energy Used (GRI 302-1) (GRI 302-3) (GRI 302-4) (GRI 302-5)

In 2023, the total energy consumption of Song Rui Group was approximately 76,510.54 GJ, a decrease of 3% compared to 2022. This reduction is primarily due to decreased usage of electricity, natural gas, steam, and diesel. Regarding energy intensity, it decreased from 77.51 GJ per million output value in 2022 to 71.77 GJ per million output value in 2023, a reduction of 5%. For greenhouse gas management, since 2022, the Chunan, Nanke plant, and Injectable Plant have been included in Scope 2 accounting as a basis for future greenhouse gas management.

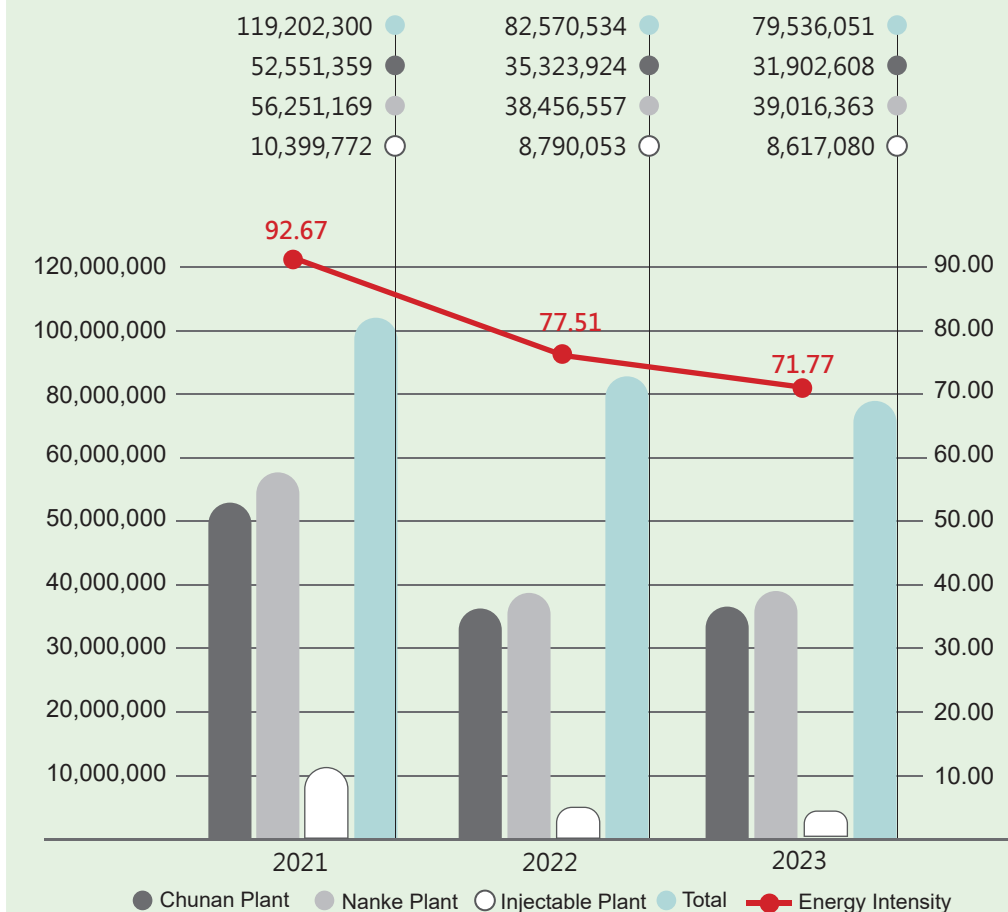
Plant	Year	Electricity	Natural Gas	Total
Chunan Plant	2021	25,343,280	27,208,079	52,551,359
	2022	18,995,040	16,328,884	35,323,924
	2023	17,529,840	14,372,768	31,902,608
Nanke Plant	2021	44,056,800	12,194,369	56,251,169
	2022	28,437,840	10,018,717	38,456,557
	2023	29,416,320	9,600,043	39,016,363
Injectable Plant	2021	5,875,322	4,524,450	10,399,772
	2022	5,458,618	3,331,434	8,790,053
	2023	5,176,840	3,440,240	8,617,080

Note 1: The above unit is 103GJ.

Note 2: The calculations are based on the latest announced energy values by the Bureau of Energy, such as electricity heat value: 860 kcal/kWh, natural gas heat value: 8,000 kcal/m3, etc.

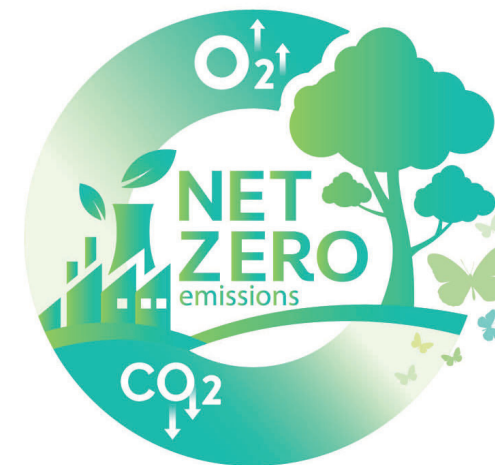
Note 3: Energy consumption conversion (GJ) = [Energy usage (unit) x Energy heat value (kcal/unit) x Heat value coefficient (4.187 x 10³ J/kcal)] / 10⁹.

Historical Energy Intensity Statistics



2018-2023 Greenhouse Gas Emission Intensity Information (GRI 305-1)

Year	Item	Chunan Plant	Nanke Plant	Injectable Plant	tCO ₂ e Total (1)	Production Value (Million NTD)(2)	GHG Intensity (1) ÷ (2)
2021	Scope 1 (A)	5,340.000	3.000	608.000	5,951.000	1,234.000	9.800
	Scope 2 (B)	NA	1,408.000	4,735.000	6,143.000		
	小計 (A)+(B)	5,340.000	1,410.000	5,344.000	12,094.000		
2022	Scope 1 (A)	815.000	3.332	499.247	1,317.579	1,023.000	7.970
	Scope 2 (B)	2,812.000	522.845	3,497.950	6,832.795		
	小計 (A)+(B)	3,627.000	526.177	3,997.197	8,150.374		
2023	Scope 1 (A)	718.000	482.759	171.835	1,372.594	1,066.000	8.010
	Scope 2 (B)	2,410.000	4,044.744	711.815	7,166.559		
	小計 (A)+(B)	3,128.000	4,527.503	883.650	8,539.153		



Note 1: The greenhouse gas emission factors used for inventory are primarily based on the “Greenhouse Gas Emission Factor Management Table 6.0.4 version” announced by the Environmental Protection Administration of the Executive Yuan.

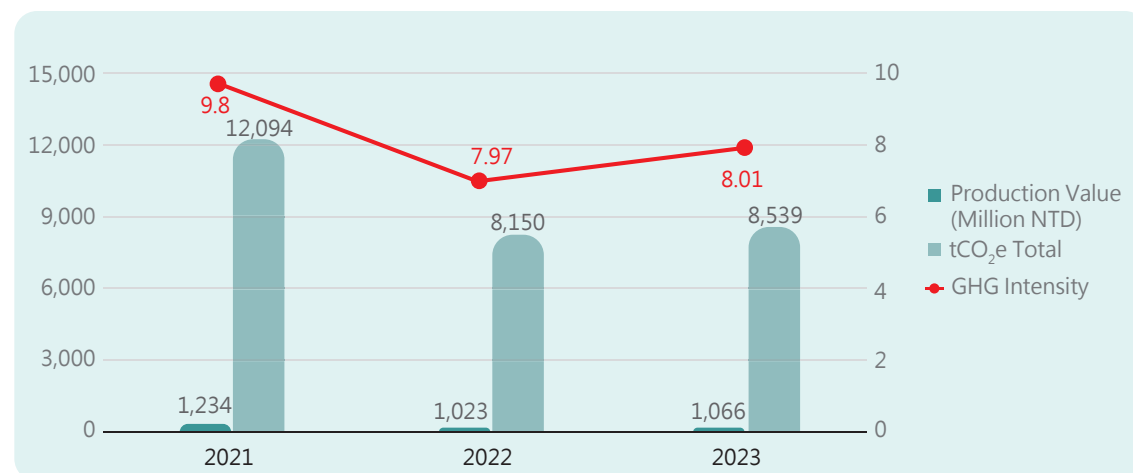
Note 2: The global warming potential data provided by the Fifth Assessment Report (2013) of the United Nations “Intergovernmental Panel on Climate Change (IPCC)” is used as the basis for calculations.

Note 3: The company adopts the operational control method to aggregate the Scope 1 (category 1) and Scope 2 (category 2) greenhouse gas emissions of each production area. The greenhouse gases inventoried include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, and nitrogen trifluoride.

Note 4: Since Scope 3 does not belong to “owned or controlled emission sources,” it is difficult to aggregate and obtain relevant emission information, so it is temporarily exempted from the inventory scope.

Note 5: The output value provided in 2022 omitted the output value of the Southern Science Park Injection Plant, so it will be updated and disclosed this time.

Volume and Intensity of Greenhouse Gas Emission



“ Medium-Term Goals (2025)

1. Manage Greenhouse Gas Emissions in Facilities: Conduct a greenhouse gas inventory in 2025.
2. Relocate Chunan Plant Production Capacity to Nanke Plant.
3. Install Solar Power Generation Equipment (Green Power Installation).
4. Reduce Electricity Consumption by Using LED Lighting.

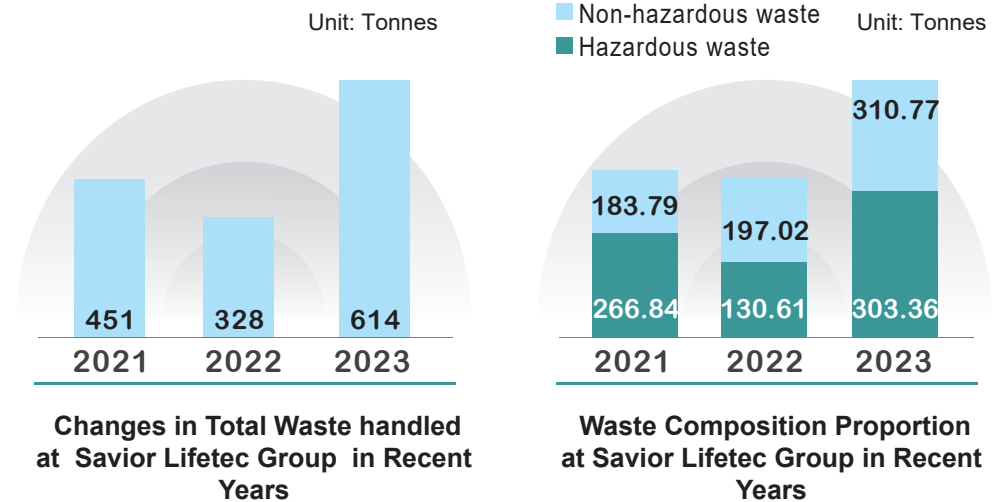
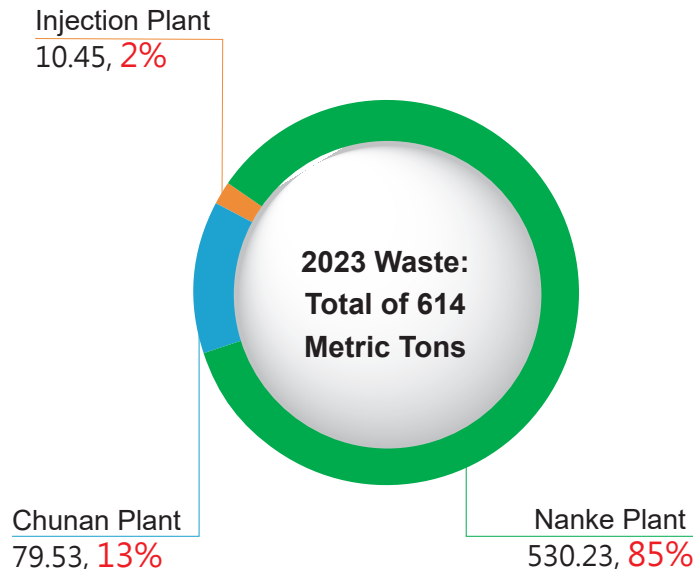
”

Waste Generation and Management

(GRI 306-1) (GRI 306-2) (GRI 306-3) (GRI 306-4) (GRI 306-5)

Savior Lifetec Group manages its industrial waste according to relevant government waste disposal regulations and the company's "Waste Management Procedures." The primary methods for handling industrial waste include outsourcing for recycling, incineration, or landfill disposal. Some hazardous industrial waste (mainly waste solvents) is incinerated on-site, with the recovered steam used internally, and some is handled through reverse recycling with suppliers. All disposal methods are conducted by nationally certified professional waste disposal agencies (with no import/export or transit disposal activities). The waste management processes are thoroughly implemented, including on-site sorting, storage, and labeling of waste, evaluation and contracting of disposal vendors, waste weighing and transport vehicle tracking, online reporting and verification of disposal forms, regular audits and spot checks of disposal vendors (including random follow-ups to ensure proper handling by subcontractors), and emergency response measures to prevent additional environmental burdens and pollution risks from waste.

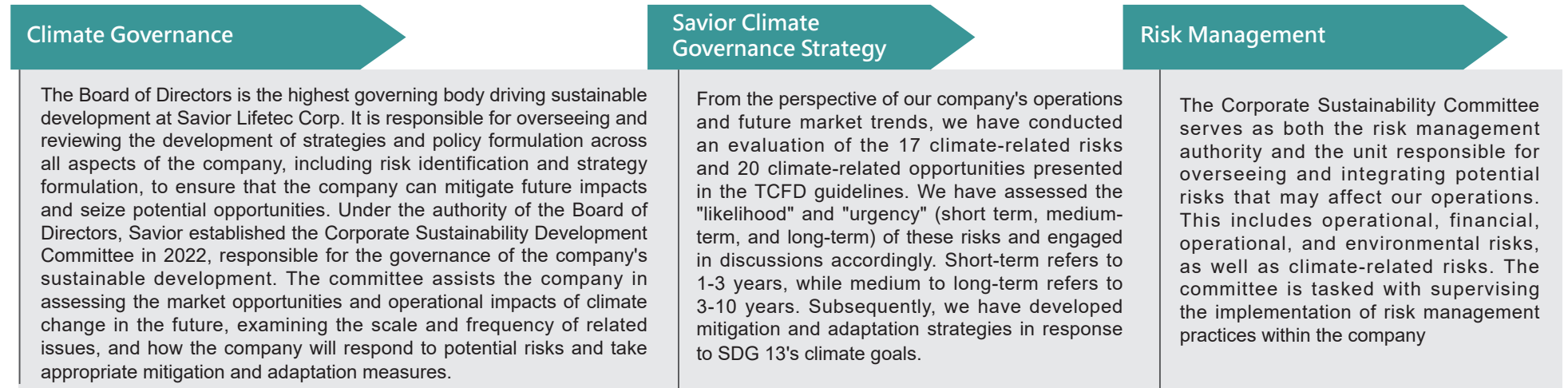
2023 Waste Proportion by Plant



“ In 2023, the total waste generated by Savior Lifetec Group was 614 metric tons, with waste density increasing compared to 2022. All reported waste disposal quantities from each plant have obtained proper waste treatment documentation, ensuring that all entrusted industrial waste has been appropriately managed. ”

Climate-related Financial disclosure(TCFD)

In response to the global climate change trend, Savior Lifetec Corporation has taken reference from the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) established by the Financial Stability Board (FSB). We have conducted a climate change risk and opportunity assessment, formally integrating climate governance into our corporate sustainability framework. We analyze climate-related risks faced in various scenarios, perform financial evaluations, and propose proactive measures accordingly. Climate Governance



● Risk Management Process



Climate Risks and Opportunities

	Risk resulted from Climate Change	Potential financial impact
Physical Risk	<p>Short Term : Increased operational costs due to changes in precipitation and extreme climate patterns</p> <p>Mid-Long Term : Rising sea levels leading to adverse impacts on company operations, resulting in decreased revenue and increased operational costs.</p>	<p>Short Term : In response to water scarcity issues in the region where our subsidiary, g Rui Pharmaceuticals Co., Ltd., is located, specifically in the Tainan Plant area, we have devised strategies and assessed potential financial implications for different stages of water conservation measures: (1)First Stage: Off -peak and specific time period water pressure reduction. P Impact: Temporary supply from on-site water storage reservoirs mitigates any adverse effects, thus remaining unaffected. (2)Phase 2: For non-industrial water consumers exceeding a monthly usage of one thousand cubic meters, a reduction of 20% is imposed. Industrial consumers experience a reduction ranging from 5% to 20%, except for medical or specially designated cases exempted from this limitation. P Mitigation Measures: a. Initiate reduced-pressure water supply for non-industrial domestic use within the plant. b. Enhance cooling tower concentration cycles to decrease discharge volume (from 1500 to 2000). Financial Impact: Incurs only equipment maintenance costs. (3)Phase 3: 5 days of water supply followed by 2 days of water suspension. P Mitigation Measures: a. Recycle discharged wastewater for use in sludge dewatering machines at the wastewater treatment plant. b. Install additional water treatment equipment for discharged wastewater to supply cooling towers. c. Enhance existing ROR (Reverse Osmosis Recovery) wastewater recycling and add RORR (Reverse Osmosis Recovery and Reuse) system. d. Activate on-site backup water reservoir. e. Implement water transport through water tankers. P Financial Impact: a. Approximately 150,000 USD investment required for sludge dewatering machine wastewater recycling. b. Around 350,000 USD investment needed for adding water treatment equipment for discharged water to supply cooling towers. c. Approximately 1.2 million USD investment required for adding RORR wastewater recycling system. d. No additional investment required for activating on-site backup water reservoir. e. Daily cost of water transport by tankers is 350,000 USD.</p> <p>Mid-Long Term : Rising sea levels pose an increased risk to the facility, potentially directly impacting company operations.</p>
Transformation Risks	<p>Short Term : Increase in cost of raw materials</p> <p>Mid Short Term : High greenhouse gas emission prices leading to increased costs for the company Rising average temperatures leading to increased costs</p>	<p>Short Term: Climate change-induced disruptions in the supply of raw materials could lead to shortages and an imbalance in supply and demand, resulting in increased procurement costs. This, in turn, could elevate manufacturing costs.Mid Short Term: When facing domestic regulatory revisions or increased international greenhouse gas emission costs, as 95% of products from Savior Lifetec Corp are exported resulting in higher operational costs. When average temperatures increases, operational costs might increase due to higher expenses associated with air conditioning, process temperature control, and other related factors in the company's facilities.</p>
Opportunities as a result of Climate-Change	<p>Short Term : Increasing resource efficiency through recycling and reuse</p> <p>Short Term : Enhancing resource efficiency by reducing water consumption and usage</p>	<p>Short Term : Utilizing recycling can lead to cost reduction and enhance company reputation.</p> <p>Short Term : Enhancing resource efficiency through the adoption of more efficient production and distribution processes.</p>

By identifying risks and opportunities, Savior Lifetec Group has developed a corresponding climate action plan to actively commit to sustainable development. We prioritize addressing short-term risks and opportunities to respond to the SLC's sustainable development roadmap, which requires listed companies to complete greenhouse gas inventories by 2027. Therefore, we plan to start inventorying in 2025. Additionally, Taiwan has announced a target of reducing emissions by 24% by 2030 compared to 2005 and achieving net-zero emissions by 2050. In the future, we will manage from the aspects of "mitigation" and "adaptation," and establish SLC's sustainable carbon reduction roadmap, regularly disclosing climate-related management results and performance.

● Indicators and Goals

Under the 1.5°C scenario, our company will proactively seek carbon reduction methods, considering both Scope 1 and Scope 2 emissions simultaneously. The greenhouse gas management guidelines are set as follows:

Planned Actions for 2023-2025

We aim to maintain or reduce carbon emissions and improve carbon intensity. We will take proactive steps to reduce emissions, planning to conduct an inventory in 2025. Additionally, we will relocate some production to the Southern Science Park to reduce transportation emissions. Simultaneously, we will install solar power equipment and adopt LED lighting to reduce electricity usage.

From 2025 to 2030

We will continuously reduce carbon emissions annually and introduce greenhouse gas inventories, setting targets to align with international trends. We aim to achieve the 2050 carbon neutrality and zero emissions goals.

6 Blissful Workplace

Our company firmly believes that every employee is a key asset to our sustainable development. To ensure secure and steady growth, we emphasize good communication and provide excellent working conditions and benefits. We prioritize the health and safety of our employees, offering a safe and healthy working environment. We focus on career development by providing various training and development programs. We care about the work-life balance of our employees by offering flexible working hours. We strive to offer competitive salaries and benefits to ensure the stable and secure lives of our employees. We encourage employee participation in decision-making and provide open and transparent communication channels to achieve personal and corporate growth.



Blissful Workplace

Human Rights Policies (GRI 406-1)(GRI 407-1) (GRI 408-1) (GRI 409-1)

● Human Rights Policies (GRI 2-23)

We firmly believe that respecting human rights and creating a dignified work environment are fundamental to sustainable business operations. Savior Lifetec Group and its subsidiaries (hereinafter referred to as "Savior Lifetec Group ") are committed to pursuing compliance with the "United Nations Global Compact," the "Universal Declaration of Human Rights," the "UN Guiding Principles on Business and Human Rights," the "OECD Guidelines for Multinational Enterprises," "Social Accountability International" (SAI), the "Responsible Business Alliance" (RBA), the "ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy" (ILO MNE Declaration), and other relevant labor laws and international human rights standards. This Human Rights and Employee Policy has been established to concisely convey Savior Lifetec Group's commitment to global human rights and to pledge the implementation of human rights protection in all our operations, while striving to comply with applicable labor and employment laws, as well as international standards .In our recruitment process, we uphold the principles of equal employment, respect for human rights, employee diversity, prohibition of child labor, and prohibition of forced labor. We ensure that employees are not discriminated against based on race, language, religion, gender, age, disability, or other factors, striving to treat every employee equally. Internally, we endeavor to create a workplace environment that respects human rights. We prioritize professional competence and handle relevant labor conditions in accordance with the relevant provisions of the "Labor Standards Act." The company does not tolerate any form of forced labor or human rights violations.

● Human Rights Evaluation (GRI 407-1) (GRI 412-1) (GRI 412-3)

Savior Lifetec Group follows the company's human rights policy and ensures that all operations comply with the spirit of relevant human rights regulations, including the "Universal Declaration of Human Rights," "United Nations Guiding Principles on Business and Human Rights," "United Nations Global Compact," "International Labour Organization Conventions," "Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy," and the "California Transparency in Supply Chains Act." At the same time, we adhere to labor-related laws such as the "Labor Standards Act" and the "Act of Gender Equality in Employment" in the Republic of China, to eliminate any actions that infringe upon or violate human rights. This ensures that both internal and external members of the company receive fair and dignified treatment.

In addition, our company is considering establishing due diligence procedures to understand our potential impacts and risks related to human rights issues. We recognize that this is an important step in maintaining the company's reputation, protecting employee rights, complying with relevant laws and regulations, and fulfilling corporate social responsibilities. We will incorporate this step into future plans to ensure that our business operations meet the highest standards and continuously improve our management practices. Our focus and commitment to this process will be a part of our future efforts.

We also require suppliers to sign the "Supplier Code of Conduct" to ensure that they comply with the following human rights standards:

- ✓ No child labor, and protect underage employees from engaging in hazardous activities.
- ✓ Respect employees' freedom and prohibit any form of forced labor or illegal overtime work.
- ✓ Provide safe and hygienic working and living conditions.
- ✓ Provide an equal and fair working environment, prohibit any gender or racial discrimination, and ensure freedom from harassment.
- ✓ Provide legal and reasonable wages and benefits.
- ✓ Respect employees' freedom of association and the right to collective bargaining.

The results of our company's human rights assessment indicate that our operating sites and suppliers' labor forces enjoy the right to freedom of assembly and collective bargaining. To ensure the freedom of association and collective bargaining rights for employees, we have taken a series of actions. First, our human rights policy clearly states our commitment to respecting employees' freedom of association and collective bargaining rights. Secondly, we periodically conduct supplier questionnaires to ensure that suppliers' operations comply with local regulations. Additionally, we disclose our social responsibility standards on the company's official website to make our position and requirements clear to suppliers. Regarding human rights risk assessments, we have conducted evaluations to ensure that there are no risks of forced labor, child labor, or other violations within our operations and supply chain.

● **Human Rights Training** (GRI 412-2)

Savior Lifetec Group complies with Taiwan's labor regulations and has implemented human rights principles within the company's management. To provide our employees with awareness of related issues, we have incorporated human rights training into our educational programs. In 2023, the human rights training participation rate reached 100%.

2023 Human Rights Training Statistics

Gender	Number of Trainees		Training Hours		Training Percentage	
	Male	Female	Male	Female	Male	Female
Chunan Plant	76	59	38	29.5	100%	100%
Nanke Plant	128	54	64	27	100%	100%
Total	204	113	102	56.5	100%	100%

● **Sexual Harassment Prevention** (GRI 2-25)

To prevent the occurrence of sexual harassment, our company takes effective corrective and remedial measures and provides necessary protection. The Savior Lifetec Group has established the "Employee Opinion and Complaint Mailbox Management Measures" and the "Workplace Sexual Harassment Complaint and Disciplinary Regulations." The latter includes defining the scope of sexual harassment, setting up a Sexual Harassment Complaint Handling Committee, complaint and relief mechanisms, review procedures, confidentiality responsibilities, and counseling or medical referral services. We are committed to investigating and handling any established complaint cases according to the law. We have clearly stated the principles of protecting employees' human rights in internal documents and regulations, including basic legal requirements, freedom of employment, humane treatment, and the prohibition of improper discrimination and sexual harassment. For complaints about sexual harassment, we have set up an electronic mailbox and publicized relevant information prominently in the workplace. Employees with complaints can approach the designated committee members in each area. Additionally, we regularly conduct sexual harassment-related education and training for employees to establish correct prevention concepts and eliminate the occurrence of sexual harassment incidents.

“ As of 2023, we have not experienced any incidents of gender or racial discrimination or labor complaints related to human rights violations. Additionally, there have been no incidents involving the violation of indigenous peoples' rights. ”

“ **Sexual Harassment Complaint Mechanism**
Responsible Department: Human Resources
E-mail: hr2@saviorlifetec.com.tw
Savior Lifetec Corporation did not receive any reports of sexual harassment in 2022 ”

● **Freedom of Association and Collective Bargain** (GRI 407-1)

Our company is committed to ensuring the freedom of association and collective bargaining rights of our employees. We provide smooth communication channels, respect employees' opinions, and ensure fair treatment and equal opportunities. We guarantee that employees enjoy their rights and dignity in the workplace.

● **Prevention of Child Labor** (GRI 408-1)

Our company is firmly committed to eradicating child labor. Through strict contractual requirements, training, and cooperation with NGOs, we strive to prevent and eliminate child labor effectively. We ensure our suppliers and partners adhere to ethical and legal standards.

● **Forced or Compulsory Labor** (GRI 409-1)

Our company is dedicated to addressing forced or compulsory labor issues. Through stringent monitoring, contractual requirements, and comprehensive awareness efforts, we ensure that our business activities do not involve any form of forced or compulsory labor. We guarantee that all workers enjoy lawful working conditions and dignity.

Talent Recruitment and Employee Benefits Material Topics (GRI 401-1) (GRI 405-1)

Material Topic	Talent Recruitment and Employee Benefits
Impact Assessment	Rationale: Employees are key elements for a company's sustainable management. Establishing a comprehensive and diverse recruitment system helps stabilize company production, providing good salaries and benefits. Conversely, failure to recruit suitable employees leads to high turnover, affecting production stability and resulting in poor company operations.
Management Policies and Commitments Operating Organization	Establish Human Rights Policy and Employee Policy as the highest guiding principles.
Management Actions	Human Resources
Resource Investment	<p>Talent Recruitment Establish a good corporate image to attract outstanding talent, and use various recruitment strategies to retain talent. Evaluate recruitment effectiveness and adjust recruitment strategies accordingly.</p> <p>Provide Continuous Learning and Development Opportunities Provide training courses, seminars, and learning opportunities to help employees continuously improve skills and knowledge, achieving career growth and development. Establish clear promotion and job rotation policies to encourage active investment in professional development.</p> <p>Attractive Benefits Plan Includes flexible working hours, group insurance, annual health check-ups, job training, and retirement plans to meet the needs of employees' lives and careers.</p> <p>Motivation and Reward Mechanisms Provide performance bonuses and promotion opportunities to motivate employees to work hard, innovate, and contribute.</p>
Resource Investment	The company invests approximately 400,000 yuan annually in training expenses and allocates 2,650,000 yuan in welfare expenses for employee benefits.
Objectives and Targets	Employee turnover rate: <10% Employee retention rate: >20%
Evaluation Mechanism	Conduct annual performance evaluations and regular assessments between supervisors and employees to identify development areas.
Ensure Effective Implementation Actions	Through continuous employee development training, it serves as the basis for selecting and promoting personnel.
2023 Execution Effectiveness	Employee turnover rate: 8.79% Employee retention rate: 24.08%
Stakeholder Communication	To understand stakeholders' concerns on governance, human rights, labor rights, social responsibility, product responsibility, and environmental issues, we gather opinions through various channels such as customer service mailboxes, investor service mailboxes, labor union, and other mechanisms. This serves as a reference for the company's future management policies and practices. Email: info@saviorlifetec.com.tw stock@saviorlifetec.com.tw twhr2@saviorlifetec.com.tw

In terms of recruitment channels and employee hiring, Savior Lifetec Group adheres to the principles of honesty and integrity, without restricting nationality, gender, ethnicity, or religious beliefs. The Group continues to move towards a diverse culture by nurturing talents in multiple fields and ensuring equal pay for equal work for men and women. In 2023, Savior Lifetec Group hired a total of 76 new employees; 65 official employees left the company. Most of the new employees were under 30 years old, while the majority of the departing employees were between 31 and 50 years old. To enhance employee well-being, the company has been conducting employee satisfaction surveys since 2022 for continuous improvement.

The age distribution of new hires and departures in 2022 (including STSP Plant, Injection Plant, subsidiaries, and Zhunan Plant)

Category	Group	Number of Male People	Percentage of Male New People	Number of Female People	Percentage of Female New People	Total (Male + Female)
Age of new employees	Under 30 years old	36	60%	8	50%	44
	31~50 years old	22	36.70%	6	37.50%	28
	over 51 years old	2	3.30%	2	12.50%	4
	Subtotal	60	100%	16	100%	76
Age of departing employees	Under 30 years old	5	14.30%	3	10%	8
	31~50 years old	26	74.30%	24	80%	50
	over 51 years old	4	11.40%	3	10%	7
	Subtotal	35	100%	30	100%	65

● Voluntary and Involuntary Turnover

Savior Lifetec Group places great importance on human resource development. In 2022, a wave of resignations and competition for talent in the tech industry led to an increase in voluntary turnover rates. The voluntary turnover rate for general employees and professionals rose from about 10% in 2021 to 14.59% and 18.51%, respectively. However, this phenomenon was mostly concentrated in the first half of the year and eased in the second half.

Item	2021	2022	2023
Employee Turnover Rate	21.97%	39.34%	8.79%
Voluntary Turnover	11.62%	26.44%	3%
Involuntary Turnover Rate	10.35%	12.90%	5.70%

Total Turnover

	2021	2022	2023
Under 30 years old	25.30%	22.10%	22.20%
31~50 years old	70.30%	71.80%	71.40%
over 51 years old	4.40%	6.10%	6.40%

Turnover Rate

	2021	2022	2023
Male	77.20%	63.10%	61.90%
Female	22.80%	36.90%	38.10%

The high turnover rate among non-supervisory employees may be due to limited career development opportunities, work pressure, dissatisfaction, or a lack of engagement and recognition. These employees often feel they have little influence on the company's growth and decisions and may seek other companies that offer better engagement and recognition opportunities.

Total Turnover

	2021	2022	2023
Senior executive	14.60%	13.40%	11.10%
middle manager	5.10%	8.70%	11.10%
professionals	1.90%	0.70%	1.60%
General staff	78.40%	77.20%	76.20%

Salary Policy

Savior Lifetec Group operates with integrity, aiming to create a happy workplace and harmonious labor relations. We strive to provide a balanced environment where work and life coexist harmoniously.

● Salary Policy (GRI 2-19)

Savior Lifetec Group believes that compensation is not only about providing a stable income but also ensuring external competitiveness and internal balance. We offer bonuses based on individual performance and organizational goals or profitability, regardless of gender, to reward excellent performance and share the company's success with employees.

● Employee Salaries (GRI 2-19)

According to the Taiwan Stock Exchange's "Explanation of the Reporting of Salary Information for Full-time Employees Not in Supervisory Positions," the average salary of full-time employees not in supervisory positions in 2023 was TWD 684,000, an increase of TWD 20,000 from the previous year. The median salary was TWD 620,000. Both the average and median salaries increased slightly by TWD 75,000 compared to 2022.

Management and Full-time Employee Salaries

Item	2021	2022	2023
Number of full-time employees who are not in supervisory positions (person)	445	275	300
Average salary of full-time employees who are not in supervisory positions (thousand NTD / person)	650	649	680
Median salary of non-supervisory full-time employees (thousand NTD / person)	601	601	629

Note: "Full-time employees excluding non-managerial positions" refers to the total number of employees (or regular employees) of the company excluding those who hold managerial positions (executives), overseas branch employees, part-time employees, and personnel who meet the criteria for exclusion or exemption from statistics (including both Taiwanese and foreign employees).

● Different Gender Base Salary and Compensation Ratio

(GRI 405-2)

In 2023, the ratio of female to male employee compensation in our company was 1:1.18. Please see the table below.

In 2023, the Gender Pay Ratio

Salary Range	Average Basic Salary		Gender Pay Ratio	
	Male	Female	Male	Female
Management	126,082	81,038	67%	33%
Non-management staff	53,515	43,454	65%	35%

“

In 2023, the salaries were as follows:

Male employees: TWD 697,779; local minimum wage: TWD 329,640.

Female employees: TWD 588,988; local minimum wage: TWD 329,640.

Female to male salary ratio: TWD 588,988 to TWD 697,779.

”

● The annual total compensation ratio (GRI 2-21)

Annual Total Compensation Ratio* ^{Note 1}	7.9%
Annual Total Compensation Change Ratio* ^{Note 2}	0%

Note 1 : Annual total compensation ratio = Annual total compensation of the highest-paid individual in the organization / Median annual total compensation of all employees (excluding the highest-paid individual).

Note 2 : Annual total compensation change ratio = Percentage increase in annual total compensation of the highest-paid individual in the organization / Median percentage increase in annual total compensation of all employees (excluding the highest-paid individual).

Training and Education (GRI 404-1)(GRI 404-2)(GRI 404-3)

To enhance the professional skills of employees and boost research and development capabilities, we encourage employees to participate in diverse training programs, including new employee training, on-the-job training, and various job-related training courses. The aim is to cultivate highly skilled professionals. Below are general employee training methods and their outcomes:

1. Developing Training Plans: Based on the needs of different departments, we formulate corresponding training plans. These plans include training for new employees, specific job skills training, and training on GMP standards and procedures.
2. Implementing Training: Training can be conducted in various ways, including classroom training, on-the-job training, and online training. Professional trainers or internal experts are usually responsible for conducting these training sessions.
3. Testing and Evaluation: After training is completed, employees may need to undergo tests or evaluations to verify their understanding of the training content. These tests can be in the form of written exams, practical operations, or simulated scenarios.
4. Continuous Supervision and Review: Training is not a one-time activity. The pharmaceutical company needs to ensure that employees continuously receive relevant training and undergo regular reviews and updates. This helps ensure that employees' knowledge and skills remain aligned with the latest standards and procedures.

Our company periodically conducts employee satisfaction surveys regarding training programs. The results are generally positive, although a few employees were unsatisfied due to discrepancies between course content and their expectations. To address this, we have implemented measures such as adjusting course content, increasing engagement, collecting feedback, and continuously improving. These improvements have effectively increased employee satisfaction with the training, enhancing its effectiveness and value.

“ In 2023, Savior Lifetec Group conducted internal and external training sessions on integrity management (including compliance with related regulations, GMP, EHS, accounting systems, and internal controls). A total of 3,306 participants attended these sessions, accumulating 6,870 training hours. ”



● 2023 Employee Training Hours - By Job Level (GRI 404-1)

Item	Male Managers	Male Non-Managers	Female Managers	Female Non-Managers
Number of people	67	136	15	97
Total hours	2,031.5	7,517	212.5	1,646.5
Average hours per person	32.9	13.1	16.6	13.1

● 2023 Employee Training Hours – By Training Program Type

Item	Total Participants	Total hour	Total Amount
EHS	151	1,955.5	250,150
GMP	352	9,233	37,000
Functions	18	219	63,800
Total	521	11,407.5	350,950

Occupational Health and Safety Material Topics (GRI 2-23) (GRI 403-1) (GRI 419-1)

Material Topic	Occupational Health and Safety	
Impact Assessment	Positive: Providing a good working environment and occupational safety management improves operational safety, reduces hazards, and positively impacts both company operations and employee health. Negative: If the company fails to establish management guidelines, it may increase operational risk and negatively impact employee health and safety.	
Management Policies and Commitments	Savior Lifetec Group complies with OHSAS18001 Occupational Health and Safety Management System, TOSHMS Taiwan Occupational Safety and Health Management System, and related labor regulations to establish internal occupational safety policies.	
Management Organization	Supervision: Occupational safety, managed by professional safety personnel.	
Management Actions	Pre-employment training: Helps new employees adapt to the work environment. Specialized training: Provides professional skill training regularly.	
Investment in Resources	Regular education and training in safety and health.	
Objectives and Goals	Health promotion activities: 2 events/year.	
Evaluation Mechanisms	<p>Safety committee meetings (1/quarter). Incident investigation meetings (unscheduled). Internal review mechanisms: Qualified review team conducts an annual internal review. External reviews: Each year, the South Science Park external review is scheduled for August 10-11, 2023. If the review identifies gaps, GSK will be responsible for improvements.</p>	<p>Added liquid collection facilities to the chemical dosing tank for pH adjustment at the wastewater treatment plant.</p> 
		<p>Added secondary containment for Optileb GT460 and revised the BCP (Business Continuity Plan).</p> 
Effective Implementation Methods	Weekly internal guidance and relevant information dissemination, e.g., tracking personnel within controlled areas, carbon monoxide poisoning prevention, electric heater disaster prevention, and winter health protection. The full implementation of disaster statistics and forecasts will also be carried out.	
2023 Implementation Effectiveness	Health promotion activities: 2 events	
Communication with Stakeholders	Relevant stakeholders include employees, shareholders, customers, raw material suppliers, government agencies, parent organizations, external institutions at sites, suppliers (including equipment, raw materials, facilities), service institutions, investment institutions, and banks. Information is communicated regularly/irregularly through various forms of lectures.	

● Implementation of Occupational Safety Hazard Identification, Risk Assessment, and Prevention (GRI 3-3 · GRI 2-25 · GRI 403-2 · 403-8)

Although Savior Lifetec Group has not adopted ISO 45001, we follow internal procedures "CSLC-EHS-C-024 Hazard Identification and Risk Assessment Management Procedure" for occupational safety risk management and hazard identification. If employees encounter hazards or dangerous situations, they follow the "CSLC-EHS-C-030 Emergency Response Procedure" for emergency response and reporting, ensuring no penalties for reporters. Additionally, we follow the "CSLC-EHS-C-027 Incident Investigation Procedure" for subsequent investigation of hazards or dangerous situations.

2023 Hazard Identification Results

Results of High and Medium Risk Hazard Assessments			Results of Safety and Health Target Implementation		
Category	Quantity	Hazard Type	Item	Actions Taken	Achieved
High Risk	2	1. Residual solvent in the pipe during cutting may cause a fire or explosion. 2. Fire may occur when performing hot work due to solvent residues.	EHS measurement required before performing hot work.	2	EHS measurement required before performing hot work.
Medium Risk	16	1. Static electricity and sparks during solvent transfer may cause a fire or explosion. 2. Solvent leakage during transfer may generate static electricity and cause a fire. 3. PE bags tearing and material spilling during loading into the hopper may cause a fire. 4. Solvent fumes during the transfer process may cause a fire. 5. Transferring N,N-dimethylacetamide/ethyl acetate/acetone/methyl ethyl ketone/formaldehyde/ammonia/four oxides and their mixtures. 6. Hydrogen leakage causing fire or explosion. 7. Hydrogen emission outdoors may result in a fire or explosion.	Modified plastic pipes to metal pipes (reduce static electricity), purchased electrostatic measurement devices, confirmed electrostatic status.	15	Plastic pipes modified to metal pipes (reduce static electricity), purchased electrostatic measurement devices, confirmed electrostatic status.
Low Risk	112	1. Explosion caused by running the second pipeline from the factory to the train tank. 2. Pushing the trolley uphill may cause back pain. 3. Improper posture while operating equipment.	Provided new employee training, periodic guidance and announcements.	112	Provided new employee training, periodic guidance and announcements.

Note: R-value (Risk Score): Greater than or equal to 85 indicates a medium to high risk, classified as a major safety and health risk; R-value (Risk Score): Less than 85 indicates low or minor risk.

● Incident Investigation Procedure

Savior Lifetec Group handles related matters according to the "Occupational Safety and Health Act" and its enforcement rules. In case of an accident, the incident unit supervisor and the safety department should be notified immediately, and emergency personnel should be informed of any injuries.

- Control the site and prevent secondary disasters, administer first aid to the injured, and maintain the integrity of the site.
- Initially assess the damage and identify the incident unit.
- Report to the safety unit, which will determine the need to notify labor inspection authorities within 8 hours and other senior management based on the situation.
- The incident unit must fill out the "Safety Incident Investigation Form."

● Workplace Safety and Occupational Health Training

In 2023, the completion rates for training at Savior Lifetec Group were as follows: 100% for new employee training, 100% for hazard awareness training, 100% for fire safety training, 100% for toxic disaster response training, 100% for emergency response training, and 100% for contractor training.

Savior Lifetec Group 2022 Occupational Safety and Health Training Statistics

Chunan Plant

Category	Audience	Legal Certification Training		On-the-Job Training	Emergency Drills (Disaster Drills)	Contractor Training
New Employee Orientation and Training	New and Transferred Employees	Initial Certification Training	Certification Renewal Training	Specific or General Personnel	Specific or General Personnel	Contractors
Total headcount	15	17	17	0	209	8
Total hours	60	397	78	0	9	6

Nanke Plant

Category	Audience	Legal Certification Training		On-the-Job Training	Emergency Drills (Disaster Drills)	Contractor Training
New Employee Orientation and Training	New and Transferred Employees	Initial Certification Training	Certification Renewal Training	Specific or General Personnel	Specific or General Personnel	Contractors
Total headcount	55	10	14	0	447	35
Total hours	165	112	60	0	514.5	105

● 2023 Environmental Safety Promotion Topics and Announcements

Our company arranges internal promotion of environmental and safety topics during weekly meetings, communicating these issues regularly with employees to enhance their safety awareness.

Category	Topic
Environmental Safety Announcement	Strengthen preventive measures due to rising pandemic cases in mainland China
Environmental Safety Promotion	Prevention of carbon monoxide poisoning/electrical appliance safety prevention/winter health promotion
Environmental Safety Announcement	COVID-19 preventive measures and adjustment of mask-wearing regulations
Environmental Safety Promotion	Recognize symptoms of heatstroke
Environmental Safety Promotion	Comprehensive fire and disaster emergency plan introduction
EHS Training Notification	Lecture topic: HuaSheng Road food safety lecture
Environmental Safety Promotion	Prevention of carbon monoxide poisoning/electrical appliance safety prevention/winter health promotion
EHS Training Notification	Lecture topic: Understanding and preventing hearing loss
Environmental Safety Promotion	EHS voluntary activity: relax and release pressure, call for clean plastic-free day
EHS Training Notification	Lecture topic: Fire safety and emergency response practice

疾管署公告今年首例本土麻疹病例，2/11 曾到竹北藏毒司用餐，提醒曾於相關時段出入該場所「麻疹」目前在我國被列為第二類傳染病其具飛沫傳染，且傳染力極強，故請自主健康管理至：

主旨：【防疫訊息】疾管署公告今年首例本土麻疹病例，2/11 曾到竹北藏毒司用餐，提醒曾於相關時段出入該場所者，自主健康管理至2/29！
 說明：1. 國內再度出現本土麻疹病例，衛福部疾管署2/19公布今年國內首創麻疹本土病例，為北部30多歲男性，已曾接種兩劑100人，另該名個案在竹傳發期間，曾於春節連假2/11(初二)下午2點-3點30分到藏毒司竹北文興店，提醒曾於相關時段出入相關場所者，自主健康管理18天至2/29止。如有發燒、鼻塞、結膜炎、紅疹等疑似症狀，應儘速與衛生單位聯繫，由其安排戴口罩就醫，並告知接觸史，以降低病毒傳播風險。
 2. 麻疹是一種急性、高傳染性的病毒性疾病，可藉由空氣、飛沫傳播或直接或間接的鼻液或唾液接觸而感染，在出疹前4天至出疹後4天內，患者應採取隔離措施，以避免傳染給沒有免疫力的人。
 3. 麻疹的前驅症狀感冒徵兆，包括發燒、鼻塞、結膜炎、咳嗽、

二、中暑症狀
 中暑依嚴重度可分3個階段，依序為熱暈、熱衰竭、熱中署，其差異如下：
 1.熱暈：多為勞動大量出汗時，電解質也會同時消耗，如果只補充水份，就會引發熱暈，會出現心悸、血壓下降、頭暈、情緒激動、噁心嘔吐、協調能力下降、虛弱！
 2.熱衰竭：熱衰竭症狀如暈重，合併出現意識混亂、頭暈、步態不穩、異常行為，不！
 3.熱中署：熱中署症狀如暈重，合併出現意識混亂、頭暈、步態不穩、異常行為，不！



Environmental Safety and Health Promotion of Local Measles Cases

Environmental Safety and Health Promotion: Recognizing Symptoms of Heat Stroke

● Health Promotion Activities

Plant Area	Types of Occupational Health Service Functions	How to Ensure Quality and Effectiveness
Chunan Plant	Health Promotion Activities: Health Education Promotion, Gua Sha Activity Lecture Topics: Anti-Cancer Diet Lecture by Huashi Channel, Lecture on Relieving Shoulder and Neck Pain	On-site service records Application for 2023 renewal Health Workplace Label Evaluation
Nanke Plant	Health Promotion Activities, Health Education	On-site service records



Cancer Prevention Dietary Seminar by Hua TV Channel



Seminar on Relieving Shoulder and Neck Pain

● Four Major Health Protection Plans

In 2023, four employees experienced potential health issues due to prolonged sitting and repetitive motions. Nurses have provided health education to improve their conditions. In the injection factory, workers have to manually lift and place full boxes on the conveyor belt, and another worker stacks them on pallets, causing musculoskeletal issues. The improvement measure is to use carts to bypass the entire conveyor belt area and place boxes directly on the pallets, reducing the number of manual lifts. Meanwhile, the company regularly conducts health education activities to promote employee health.

Item	Chunan Plant	Nanke Plant	Total Group
Pregnant	1	3	4
Within 1 year after childbirth	1	2	3
Still breastfeeding after 1 year	0	0	0
Reported cases of abnormal work burden	0	0	0
Number of human factor engineering improvements	4	1	5
Cases of workplace harassment complaints	0	0	0



Musculoskeletal Hazards and Relief for Office Work



My Healthy Plate and Home Exercise Tips

● Past Three Years Occupational Injury Statistics and Occupational Safety and Health Management Statistics

Chunan Plant

Disability Injury Type	Definition of Disability Injury Type	Number of Incidents	Number of Days Lost
Fatality	Death caused by an occupational accident, regardless of the length of time until death. Calculated as 6,000 days lost.	0	0
Permanent Total Disability	Permanent total disability due to an occupational accident, or if the individual suffers any of the following in a single accident: 1. Complete loss of vision in both eyes; 2. Loss of both hands or both feet or one hand and one foot; 3. Loss of two or more of the following: hand, foot, vision. Calculated as 6,000 days lost.	0	0
Permanent Partial Disability	Any partial loss of function or limb, excluding death and permanent total disability. This includes loss of limb or any significant impairment in functionality.	0	0
Temporary Total Disability	The injured person does not die or suffer a complete disability but cannot continue regular work and must be absent from the workplace for one or more days (including weekends and holidays).	0	0

Note 1: This does not include employee commuting accidents.

Nanke Plant

In 2023, there were 4 temporary total disability cases. The incident details and improvement measures are shown in the table below.

Disability Injury Type	Definition of Disability Injury Type	Number of Incidents	Number of Days Lost
Fatality	Death caused by an occupational accident, regardless of the length of time until death. Calculated as 6,000 days lost.	0	0
Permanent Total Disability	Permanent total disability due to an occupational accident, or if the individual suffers any of the following in a single accident: 1. Complete loss of vision in both eyes; 2. Loss of both hands or both feet or one hand and one foot; 3. Loss of two or more of the following: hand, foot, vision. Calculated as 6,000 days lost.	0	0
Permanent Partial Disability	Any partial loss of function or limb, excluding death and permanent total disability. This includes loss of limb or any significant impairment in functionality.	0	0
Temporary Total Disability	The injured person does not die or suffer a complete disability but cannot continue regular work and must be absent from the workplace for one or more days (including weekends and holidays).	4	12

Note 1: This does not include employee commuting accidents.

Description of Incidents Leading to Power Outage	Improvement Measures
After completing the loading, the personnel stepped down the A-shaped ladder, the B-shaped ladder was not fixed, causing the personnel to lose balance while stepping down the ladder and fall.	When operating, the A-shaped ladder must be completely stepped on first, and the personnel should confirm that they are stepping on a stable surface.
The personnel did not come down from the elevated platform correctly, causing the bottom of the ladder legs to slip and resulting in the personnel falling.	The fixed position of the ladder legs must be adjusted to be lower.
During the operation, the personnel used an LDPE bag to cover the hot water (WI), but the operator did not use special gloves for the operation, causing the LDPE bag to break.	Special gloves must be used when handling hot water (WI) to prevent the bag from breaking.



Item	Definition	Nanke Plant	Chunan Plant
Total Working Hours	Total working hours for all employees in 2023	355,520	223,960 hrs
Absentee Rate (AR)	Absentee Rate (AR): (Total absentee days / Total working days) X 100%, rounded to three decimal places. Includes time off for energy exclusions. Includes: sick leave, general sick leave, hospitalization leave, menstrual leave, unpaid leave for personal affairs, approved leave (such as annual leave, maternity leave, paternity leave, etc.).	2.02	0
Occupational Injury Fatality Rate	Fatality Rate: (Number of occupational injury fatalities / Total working hours) X 1,000,000, rounded to three decimal places. Includes fatalities caused by occupational injuries, regardless of the time elapsed until death.	0	0
Total Recordable Injury Cases	Total number of recordable injury cases, excluding fatalities.	4	0
Total Recordable Injury Rate (TRIR)	(Number of injuries x 200,000) / Total working hours. The 200,000 factor is based on 50 workweeks of 40 hours each for 100 employees. Excludes commuting accidents.	2.235	0
Occupational Disease Cases	Number of recorded occupational diseases, including acute and chronic health issues caused or aggravated by work. This includes but is not limited to: (1) Repetitive stress injuries; (2) Respiratory diseases; (3) Malignant tumors; (4) Noise-induced hearing loss; (5) Nervous system diseases.	0	0
Occupational Disease Rate (ODR)	Occupational Disease Rate (ODR): (Total number of occupational diseases / Total working hours) X 1,000,000, rounded to three decimal places.	0	0
Injury Rate (IR)	Injury Rate / Incident Rate (IR): (Total number of recordable occupational injury cases / Total working hours) X 1,000,000, rounded to three decimal places.	16.76	0
Lost Day Rate (LDR)	Lost Day Rate (LDR): (Total number of lost days / Total working hours) X 1,000,000, rounded to three decimal places. Lost days refer to days of disability, including permanent disability and loss of life.	25.14	0



Savior Lifetec Corporation

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