Foresee Pharmaceuticals Co., Ltd.

2023 Sustainability Report

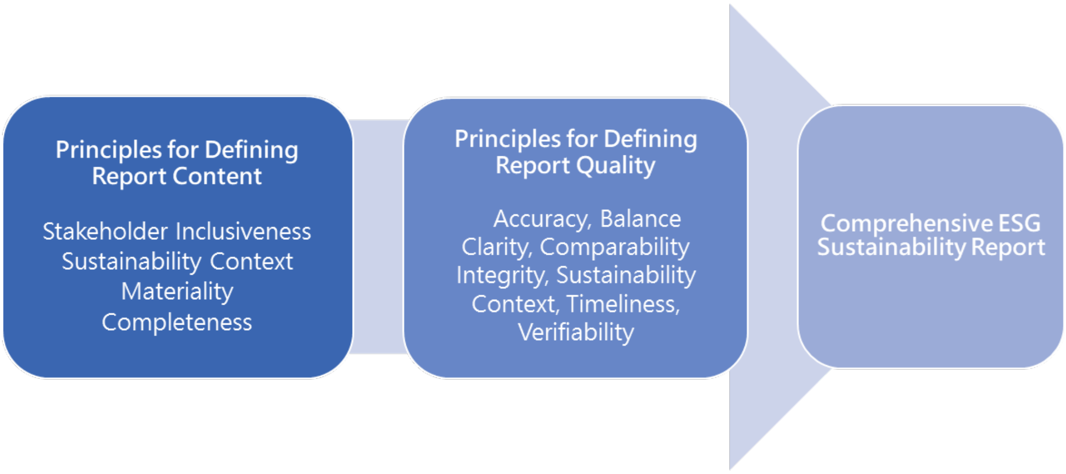
http://www.foreseepharma.com

Contents

About this Report

Guidelines for Compiling the Report

The report has been prepared by Foresee Pharmaceuticals Co., Ltd. (hereinafter referred to as “Foresee,” “the Company,” or “we”) in accordance with the latest GRI Standards issued by the Global Reporting Initiative (GRI) and the “Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies” published by the Taiwan Stock Exchange Corporation. And references the Task Force on Climate-related Financial Disclosures (TCFD) framework for disclosing information related to climate risks as well as the disclosure metrics for the Biotechnology and Pharmaceuticals industry as established by the Sustainability Accounting Standards Board (SASB) in this Report. A corresponding index is provided at the end of the report to facilitate quick reference and retrieval.



Scope and Boundary of the Report

This report primarily discloses information related to Foresee Pharmaceuticals Co., Ltd., the Taiwan parent company (Taipei office and laboratory). Where feasible, it also includes information from subsidiaries in the United States (Delaware), Canada (Quebec), and Australia (Melbourne), with specific notations made within the text. The financial data in this report has been audited by PwC Taiwan in accordance with the International Financial Reporting Standards (IFRS) and is consistent with the publicly disclosed financial data. Environmental and social data are provided by the respective internal departments of the Company. If any data is estimated, it will be clearly explained in the text.

Report Overview and Publication Frequency

The data mainly covers the period from January 1, 2023, to December 31, 2023, presenting the Company's performance in economic, environmental, social, and corporate governance aspects. If any information covers multiple years, it will be specifically noted in the Report. The 2023 Sustainability Report is the first issuance, so there are no issues of data restatement. The report was finalized after review and approval by the Company's Corporate Governance Officer, submitted to the Board of Directors, and verified by Great Certification. To fully present the mid-to long-term project performance of the Company and ensure the information is comparable and timely, the report is planned for annual issuance.

Report Publication Frequency: Annually

First Publication Date: August 2024

Next Publication Date: August 2025

Report Download: https://www.foreseepharma.com

Communication Channels

If you have any suggestions or thoughts on this report, please feel free to contact us.

Accountability	Sustainable Development Group
Address	9F-2, No. 19-3, Sanchong Rd., Nangang Dist., Taipei City 115, Taiwan (R.O.C.)
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Official Website	www.foreseepharma.com

External Assurance

Information Type	Standard Followed	Verification By
Sustainability Information	AA1000 Assurance Standard (v3)	GREAT International Certification Co., Ltd.
	GRI Standards 2021	
Financial Data	International Financial Reporting Standards (IFRS)	PricewaterhouseCoopers (PwC) Taiwan

Message from the Chairman

According to statistics from the European climate monitoring agency, 2023 was the hottest year globally since records began in 1850, and it may have been the hottest year on Earth in the past 100,000 years. Climate change is exacerbating the occurrence of extreme weather events such as heat waves, floods, and hurricanes, which are impacting the global economy and people's livelihoods. According to the journal Nature Communications, global climate change-related extreme weather events from 2000 to 2019 caused an estimated $2.8 trillion in damages, equivalent to $16 million in losses per hour. Mitigating the worsening effects of climate change is the most urgent goal on the global ESG sustainability agenda, and harmonious coexistence with Earth's ecosystems and society is the cornerstone of Foresee Pharmaceuticals' sustainable operations. As a new drug development company, Foresee does not yet engage in on-site manufacturing, and we are focused on procuring computer equipment that carries sustainable and environmentally friendly certifications.

The maturity and commercial value of Foresee's self-developed SIF (Stabilized Injectable Formulation) technology have gradually become evident following the successful global market authorization of the new drug CAMCEVI, obtaining regulatory approvals for CAMCEVI 42 mg in the U.S., Canada, Europe, and Taiwan, and its successful launch in the U.S. market. CAMCEVI 42 mg has been available in the U.S. since 2022. As its usage in hospitals increases and sales volumes continue to grow, the market share in the U.S. has now reached 10%, providing the Company with a stable cash flow. Moving forward, efforts for the application for the three-month dosage form, the development of new indications, or the development of other new drugs based on SIF technology will all be significantly accelerated. Foresee's mid- to long-term revenues are expected to grow steadily and multiply, with promising growth ahead.

In terms of progress in the development of innovative small molecule New Chemical Entities (NCEs), the MMP-12 inhibitor FP-025 (aderamastat) demonstrated positive primary analysis results from its Phase II Proof-of-Concept Study for allergic asthma conducted in the Netherlands, with results announced in April 2023. These clinical data were also presented at the European Respiratory Society's annual ERS Congress. Negotiations with potential licensing partners have been initiated, and further clinical development is planned. For the ALDH2 activator FP-045 (Fuschia), which is being developed for the treatment of the ultra-rare disease Fanconi anemia, the Phase II clinical trial has faced challenges in patient recruitment due to the rarity of the condition. However, in December 2023, the US FDA provided a positive response, agreeing to relax the inclusion criteria for participants, thereby accelerating the clinical trial process. This will significantly benefit the early acquisition of Proof-of-Concept data for FP-045 and expedite subsequent commercialization efforts.

Foresee's mission is to continuously innovate to provide patients with more options by delivering comfort, compliance, convenience, and cure, ultimately improving their quality of life. With the utmost passion and dedication of our scientists, we are committed to ongoing research and innovation, striving to enhance the health and well-being of patients, generate business performance, and nurture talent within Taiwan's biotechnology industry. Foresee values communication with global stakeholders, and in the 2023 10th Corporate Governance Evaluation among 734 OTC-listed companies, Foresee Pharmaceuticals ranked in the top 35%. We will continue to strive to meet the support and expectations of society and our stakeholders. After the launch of our drugs, we ensure patient health and safety by regularly providing safety reports through our licensing partners. In early 2023, following the devastating earthquake in Turkey, Foresee initiated a “Turkey Earthquake Fundraiser” within the Company, encouraging employees to voluntarily participate. The Company implemented a matching donation program, and the funds raised were managed and distributed with the assistance of our local licensing partner, TRPharm. In the third quarter of 2023, Foresee also supported underprivileged families and children in remote areas through seven organizations, including the Taiwan Warm Breeze Caring

Association and the Pingtung Jumps Love Holistic Care Association. At the end of 2023, Foresee fostered warm connections and interactions with the Rare Disease Foundation as well as with patients and their families during the Thanksgiving event hosted at the R&D Site campus.

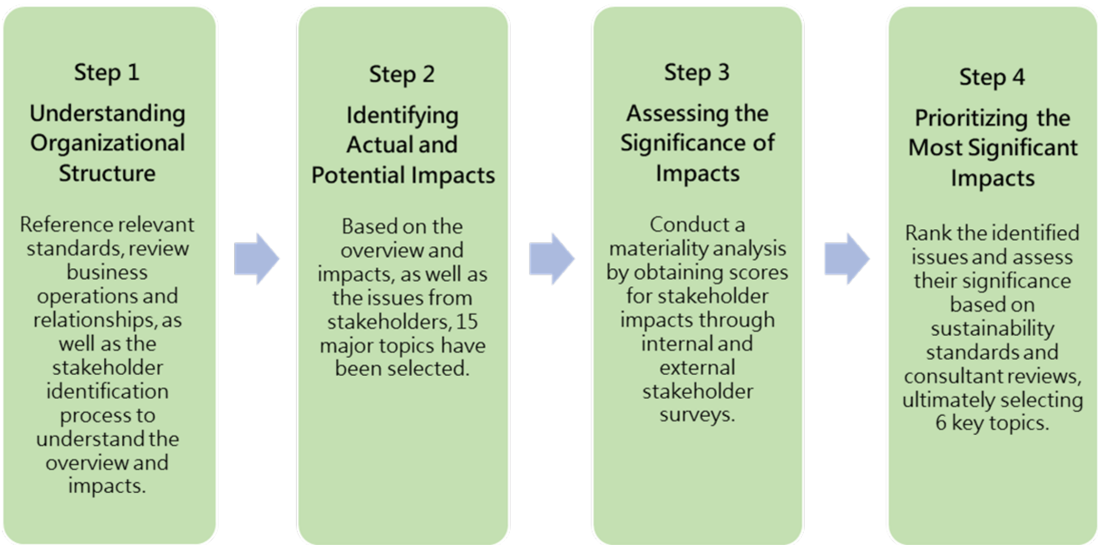
Providing Comfort, Compliance, Convenience and Cure to better patients' lives is our mission and the center of our focus and we make steady progress with determination, faith, love and our desire to make an impact to the world. Guided by the belief of "Think Big, Start Small," we begin with small, stable steps while keeping a long-term goal in sight. This process, though challenging and fraught with difficulties, requires persistence and doing the right things, no matter how hard it may be. I am immensely proud of the dedicated teams at Foresee working towards this mission, and I invite global stakeholders to join us, offer guidance, and share in our commitment as corporate citizens to fulfill our sustainability responsibilities and walk the path of sustainability together.

Ben Chien

Foresee Pharmaceuticals Co., Ltd. Chairman & CEO

1. Stakeholder Engagement and Interaction

Identifying and communicating with stakeholders is the cornerstone of fulfilling corporate social responsibility. Foresee Pharmaceuticals refers to the AA1000 Stakeholder Engagement Standard (AA1000 SES) and its five principles, identifying stakeholders based on Dependency, Responsibility, Influence, Diverse Perspectives, and Tension. These are classified into six key groups based on their significance to the company: competent authorities, shareholders (investors), vendors, employees, communities/groups, and drug development collaborators. The Company has established diverse communication channels to gather feedback from these stakeholders.



1.1 Sustainable Development Group

In 2022, the Company established the Sustainable Development Group to drive sustainability initiatives. The Group is organized into five functional workgroups based on the sustainability strategy, including “Corporate Governance,” “Partnership Relations,” “Friendly Workplace,” “Social Care” and “Green Environment.” The members of these workgroups are drawn from relevant business units. The planned initiatives include the formulation of sustainability policies and goals, related advocacy and training, as well as a commitment to environmental protection and public welfare activities. Regular quarterly reports will be provided to the Board of Directors.

1.2 Stakeholder Identification and Engagement

Stakeholders are groups that either influence or are affected by the operations of Foresee Pharmaceuticals. Based on the nature of the Company's business, each department conducts an initial screening of stakeholders involved in business interactions. Stakeholders are assessed based on the degree of mutual impact, interaction frequency, and importance to each other. Through internal meetings and benchmarking against industry practices, the Company identifies 6 categories of stakeholders closely related to Foresee Pharmaceuticals. These include regulatory authorities, shareholders/investors, vendors, employees, communities/groups, and drug development collaborators.

1.3 Stakeholder Concerns and Communication Channels

Foresee is committed to sustainability and aims to understand stakeholder perspectives while establishing open, transparent, and effective communication channels. Each responsible department communicates with stakeholders through various channels and gathers and consolidates concerns. This information is used as a reference for formulating and implementing the Company’s social responsibility policies and related plans.

Stakeholder	Issue of Concern	Communication Channel	Communication Frequency	2023 Communication Performance
Regulatory Authorities	Sustainable Development Strategy Regulatory Compliance	Human Resources Department Ms. Chen Extension: 7312 Yulia.Chen@foreseepharma.com Financial Management Department Ms. Chen Extension: 7302 Ruby.Chen@foreseepharma.com	Competent Authority Policy Advocacy Meeting/Irregular TWSE Market Observation Post System/Irregular Company Website/Irregular Phone, E-mail, Official Correspondence/Irregular	1. Participated in the online advocacy meeting organized by the Taipei Exchange (TPEx) on matters to be addressed. 2. Attended the “Domestic New Drug Development Strategy Seminar” organized by the TFDA-guided Taiwan Society of Regulatory Affairs for Medical Products (TsRAP). 3. Communicated with the Industrial Development Bureau via Phone and email regarding R&D investment tax credits. 4. Communicated with the Taipei Exchange (TPEx) via Phone and email regarding issues with regulatory compliance. 5. Disclosed major information and various announcement filings to the TWSE Market Observation Post System. 6. Received 183 documents and sent 24 documents to government agencies.

Stakeholder	Issue of Concern	Communication Channel	Communication Frequency	2023 Communication Performance
Shareholder/Investor Relations	Sustainable Development Strategy Operational Performance Corporate Governance Risk Management Investment Plans	Financial Management Department Ms. Huang Extension: 7317 Kana.Huang@foreseepharma.com	Regular Meeting of Shareholders/Annual Company Website/Irregular TWSE Market Observation Post System/Irregular	1. Invited to participate in investor conferences (in-person and online) 3 times. 2. Held 1 annual regular meeting and 1 special meeting of shareholders. 3. Issued a total of 49 significant announcements and 43 press releases in both Chinese and English. 4. Participated in BIO Asia–Taiwan 2023 to engage with domestic and international investors. Concurrently, in collaboration with the Taipei City Government's 20th Anniversary of the Taipei Biotech Awards, a Taipei Biotech Pavilion was set up at Bio Asia. Foresee Pharmaceuticals was among the invited companies and showcased significant research and development achievements at the exhibition. 5. Responded to daily inquiries via the Investor Relations (IR) inbox and hotline.

Stakeholder	Issue of Concern	Communication Channel	Communication Frequency	2023 Communication Performance
				6. Ranked in the top 20% to 35% of listed companies based on the TWSE Corporate Governance Evaluation System results. 7. Set up a dedicated Investor Relations section on the Company’s website, offering transparent updates on shareholder meetings, financial performance, and news releases. 8. Established a company LinkedIn page to regularly share relevant information and enhance international visibility for the Company.
Suppliers	Sustainable Development Strategy Operational Performance Product	Product Development Department Mr. Yu Extension: 6720 Jay.Yu@foreseepharma.com	Vendor Visits/Irregular Vendor Meetings/Irregular Phone, E-mail/Irregular	1. Regular weekly or bi-weekly meetings with active pharmaceutical ingredient suppliers and CDMO manufacturers to stay updated on production schedules and actual manufacturing processes. 2. Conducted 5 on-site inspections of active pharmaceutical ingredient vendors and

Stakeholder	Issue of Concern	Communication Channel	Communication Frequency	2023 Communication Performance
	Quality and Safety Supply Chain Management			CDMO pharmaceutical manufacturers. 3. Conducted the Annual Vendor Evaluation, assessing delivery timeliness, quality, price competitiveness, cooperation, and technical support.
Employees	Compensation and Benefits Labor Relations Talent Development Career Development Occupational Health and Safety	Human Resources Department Ms. Chen Extension: 7312 Yulia.Chen@foreseepharma.com	Phone, E-mail/Irregular Labor Meetings/Irregular Employee Grievance Channels/Irregular	1. Issued 4 internal announcements regarding employee benefits. 2. Regularly maintained and cleaned the office environment via professional services, including overall space, carpets/flooring, air conditioning, and water dispensers. 3. Annual employee health examination 4. Provided employees with paid half-day leave for vaccination. 5. Offered flexible working hours and remote work options based on employees' job responsibilities to maintain work-life balance. 6. Participated in the annual emergency first

Stakeholder	Issue of Concern	Communication Channel	Communication Frequency	2023 Communication Performance
				aid training course offered by the industrial park. 7. Employees participated in a total of 222.5 hours of external training. 8. Conducted 2 internal control process briefing sessions for overseas employees.
Communities/ Groups	Charity Events Sustainable Development Strategy	Human Resources Department Ms. Chen Extension: 7312 Yulia.Chen@foreseepharma.com	Phone, E-mail/Irregular Events/Irregular	1. The Company initiated a "Turkey Earthquake Fundraiser," encouraging employees to participate voluntarily, and implementing a matching donation program. 2. Donated to the Taiwan Warm Breeze Caring Association to support youth and children's groups. 3. Supported in the industrial park's charitable blood donation drive. 4. Donated supplies to 6 charity organizations for disadvantaged groups. 5. In response to the Industrial Development Bureau's call for mutual support, joined the

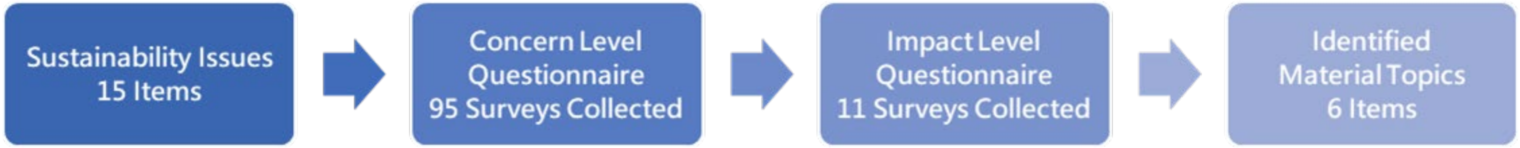
Stakeholder	Issue of Concern	Communication Channel	Communication Frequency	2023 Communication Performance
				Nangang Software Park regional joint prevention organization.
Drug Development Collaborators (CMOs, CROs, Medical Centers)	R&D Innovation Operational Performance Company Vision	Product Development Department Mr. Yu Extension: 6720 Jay.Yu@foreseepharma.com	Phone, E-mail/Irregular Meetings/Irregular	1. Conducted approximately 8 on-site visits to potential international CDMO partners. 2. Engaged in industry-academia collaboration projects with 5 domestic and international research institutions.

1.4 Identification and Analysis of Material Topics

In accordance with the GRI Sustainability Reporting Standards and industry trend reports, Foresee Pharmaceuticals initially identified 15 sustainability issues relevant to the Company across economic, environmental, and social aspects. Through an online survey distributed to key stakeholders, a total of 95 responses were collected, with 80 valid questionnaires. This process determined the level of concern of major stakeholders regarding the 15 initially selected sustainability issues. Additionally, questionnaires were distributed to 11 company executives, receiving 11 valid responses. These surveys assessed the importance and impact of each sustainability issue for the Company. After consolidating the scores from both surveys, a material topics matrix was finally created. Internal discussions then identified the top three issues from each aspect—economic, environmental, and social (human rights)—to be included in the 2023 Sustainability Report. The

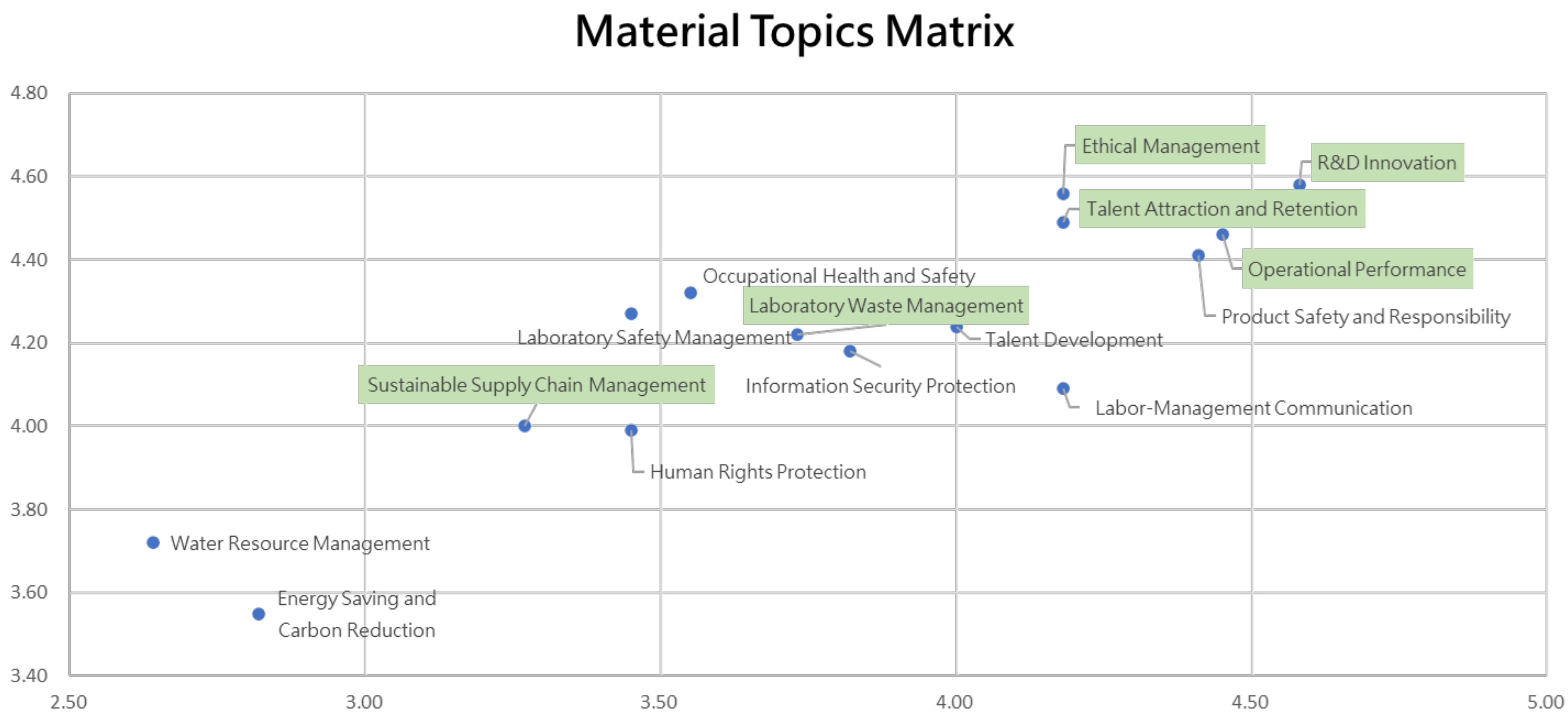
6 material topics selected are: Innovative R&D, Operational Performance, Supply Chain Sustainability Management, Laboratory Waste Management, Ethical Management, and Talent Attraction and Retention.

Foresee Pharmaceuticals will detail the management approaches and disclosure items for all material topics and include supplementary information on its charitable achievements for balanced reporting.



Aspect	Sustainability Issues
Economic Aspect	R&D Innovation, Operational Performance, Information Security Protection, Product Safety and Responsibility
Environmental Aspect	Sustainable Supply Chain Management, Laboratory Waste Management, Energy Saving and Carbon Reduction, Water Resource Management
Social Aspect (People/Rights)	Ethical Management, Talent Attraction and Retention, Labor-Management Communication, Occupational Health and Safety, Laboratory Safety Management, Human Rights Protection, Talent Development

Material Topics Matrix



Note: This year is the first year of the report, and there are no significant changes in major themes.

2023 Material Topics Value Chain Impact

Material Topics	Importance to Foresee	Value Chain Impact				
		Investors	Suppliers	Employees	Competent Authorities	Communities
R&D Innovation	Foresee's mission is to continuously innovate in order to provide patients with more options for relief, adherence, convenience, and cures, ultimately improving their quality of life.	★	○	●		★
Operational Performance	Stable financial performance is the foundation of a company's sustainable development. In addition to generating profits to reward investors, it also allows for continuous investment in research and innovation to contribute to society, cultivate local talent in Taiwan, and lay a solid foundation for sustainable development.	●	○	●		★
Ethical Management	Foresee conducts business activities based on the principles of fairness, honesty, integrity, and transparency. To implement its ethical management policy and actively prevent dishonest behavior, the Company has established the "Operating Procedures and Behavioral Guidelines for Ethical Management" in accordance	★	★	●	★	

Material Topics	Importance to Foresee	Value Chain Impact				
		Investors	Suppliers	Employees	Competent Authorities	Communities
	with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies” and relevant laws of the locations where the Company and its group enterprises operate. These guidelines specifically define the code of conduct for all employees of the Company.					
Talent Attraction and Retention	We see talent as the Company's most valuable asset, as well as partners in creating corporate value, and a crucial cornerstone for the Company's continued growth and operations. Foresee is committed to creating a diverse, open, respectful, and growth-encouraging work environment that attracts and nurtures interdisciplinary talent. At the same time, we have established comprehensive compensation and benefits plans, and our human resources development strategy focuses on cultivating and developing diverse talent to create shared value for the Company.			●		★

Material Topics	Importance to Foresee	Value Chain Impact				
		Investors	Suppliers	Employees	Competent Authorities	Communities
Laboratory Waste Management	Foresee's R&D Site, located in the National Biotechnology Research Park, is primarily responsible for early-stage fundamental research and does not have facilities that discharge large amounts of wastewater, waste, or greenhouse gases. The waste generated from chemical and cellular experiments in the laboratories is disposed of in accordance with relevant government environmental regulations.		★	●	★	★
Sustainable Supply Chain Management	To provide patients with high-quality and safe products, we have established a stable, secure, and traceable product supply chain that spans the entire process, from production scheduling, quality control, and pharmaceutical transportation to cost considerations.		★	●		

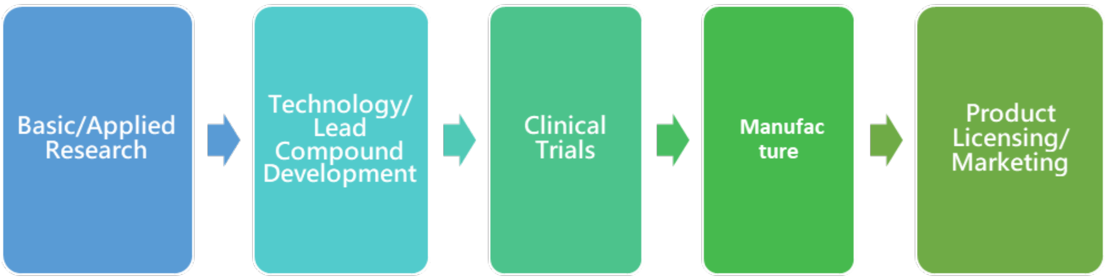
Note: ●Direct Impact; ○Commercial Impact; ★Indirect Impact.

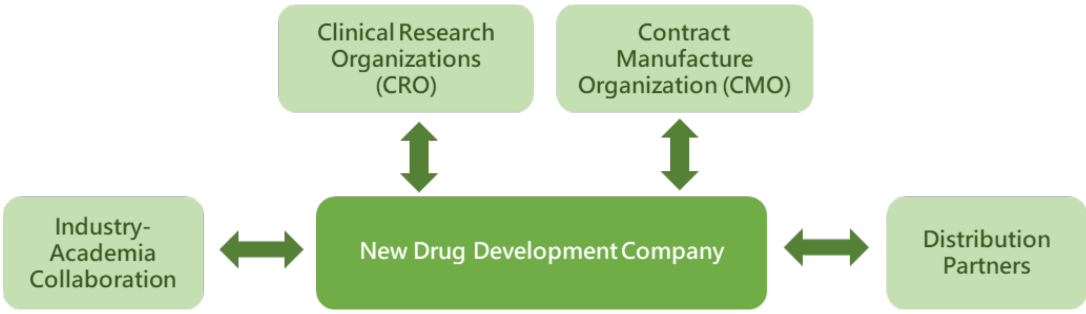
2. About Foresee Pharmaceuticals

We are a biopharmaceutical company operating across both Taiwan and the United States, listed on the Taipei Exchange (TPEx: 6576). Our innovative R&D focus on two areas: the first is our proprietary, patent-protected drug delivery technology, the Stabilized Injectable Formulation (SIF), targeting the specialty pharmaceuticals market, along with the injectable drugs developed through SIF; the second is the development of innovative New Chemical Entities (NCE) for rare and serious diseases with high unmet needs.

Upstream, Midstream, and Downstream Industry Linkages

Foresee’s Upstream, Midstream, and Downstream includes domestic and international preclinical and clinical trial centers, active pharmaceutical ingredient (API) and excipient suppliers, pharmaceutical CDMO manufacturers, pharmaceutical companies, logistics and warehousing, and marketing channels. Foresee employs a high-efficiency drug development model that begins with drug screening. Before entering clinical trials, “Proof of Concept” studies are conducted. We then work with regulatory agencies such as the US FDA (Food and Drug Administration), the EU EMA (European Medicines Agency), and various Asian regulatory bodies, including Taiwan's CDE (Center for Drug Evaluation), South Korea's MFDS (Ministry of Food and Drug Safety), and China's NMPA (National Medical Products Administration). The aim to establish reasonable and expedited clinical and regulatory pathways through these negotiations, thereby reducing significant time and resources required to move from exploration to a candidate drug, while also mitigating development risks. Concurrently, we have established long-term, close partnerships with upstream and downstream collaborators (including licensing and co-marketing partners) to maximize the value and effectiveness of our research and development outcomes.





Upstream Industry	CDMO (Contract Development and Manufacturing Organization)
Midstream Industry	New Drug Development Company
Downstream Industry	Distribution Partners (Pharmaceutical Distributors)

2.1 Management Principles and Future Outlook

Foresee Pharmaceuticals' mission is to improve healthcare quality by developing innovative drugs. We uphold the principles of COMFORT, COMPLIANCE, CONVENIENCE, and CURE, aiming to provide patients with more effective and convenient treatment options, thereby enhancing their quality of life and addressing unmet medical needs.

- Utilizing the SIF platform technology, Foresee improves existing market drugs by enhancing efficacy, reducing side effects, increasing user convenience, and expanding clinical applications. This approach helps reduce the costs associated with new drug development and shortens the time required for bringing the drug to market.

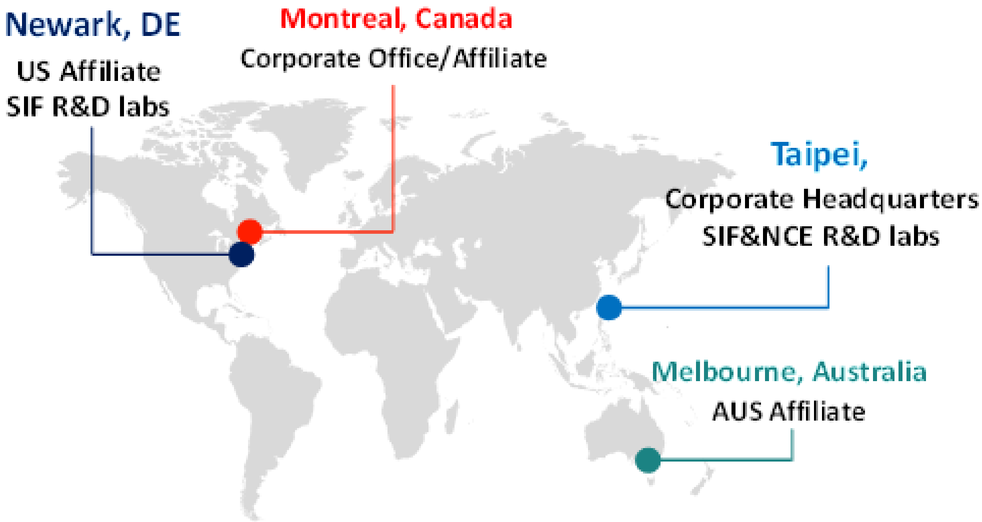
- In addition to the currently targeted diseases, Foresee will continuously explore various applications for its innovative new chemical entities (NCEs) under the same therapeutic mechanisms. We aim to develop innovative drugs that target high-potential market areas and unmet medical needs.
- Continuously pursue technology transfer for candidate drugs by utilizing existing drug development platforms. Actively seek new drug development projects externally and collaborate with domestic and international research institutions to identify and evaluate potential new drug development opportunities.

2.2 Company Profile

Company Name	Foresee Pharmaceuticals Co., Ltd.
Headquarters Address	9F-2, No. 19-3, Sanchong Rd., Nangang Dist., Taipei City 115, Taiwan (R.O.C.)
Shareholder Structure	Domestic corporations 4.38%, domestic individuals 69.54%, foreign institutions and foreign individuals 26.08% (Note 1).
Capital (in thousands of New Taiwan Dollars)	1,359,262 (Note 2)
Operational Locations by Region	Taiwan (Taipei) USA (Delaware) Canada (Quebec) Australia (Melbourne)
Industry	Biotechnology & Pharmaceuticals SASB Standards Comparison - Disclosure Standards for the Biotechnology & Pharmaceuticals Industry
Primary Products/Services	New drug development CAMCEVI 42 mg
Annual Revenue (in thousands of New Taiwan Dollars)	195,038
Revenue by Region	Taiwan (100%)

Note 1: Data as of April 26, 2024

Note 2: Data as of May 14, 2024



Company History

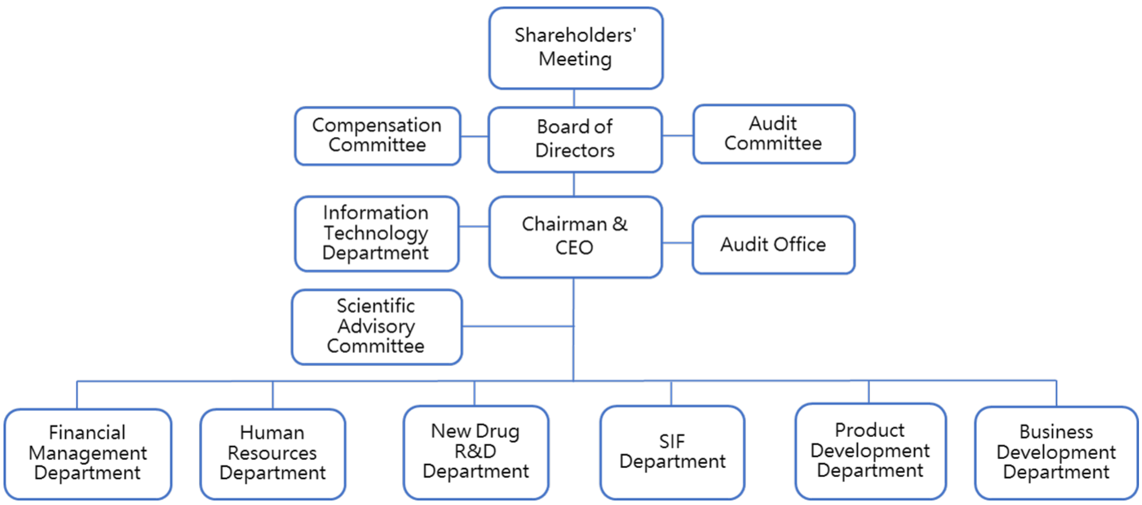
Date	Milestone
2012	Foresee Pharmaceuticals, Inc. (hereinafter referred to as Foresee KY) and Foresee Pharmaceuticals USA, Inc. (hereinafter referred to as Foresee US) were founded.
2013	Foresee Pharmaceuticals Co., Ltd. (hereinafter referred to as Foresee) was founded with the paid-in capital of NT$5,000,000.
	Foresee KY and ScinoPharm Taiwan Limited formed a joint venture company, Foreseeacer Pharmaceuticals, Inc. (hereinafter referred to as Foreseeacer KY), engaging in the research and development of the anti-cancer peptide drug.
2014	The IND application for FP-025 (for treating asthma and chronic obstructive pulmonary disease (COPD)) was approved by the US FDA.
	The multinational and multi-center Phase III clinical trial for FP-001 LMIS 50 mg started in the United States, Europe and the Republic of China.
2015	Foresee obtained 100% equity of the Foresee US from Foresee KY.
	Foresee obtained the intellectual property rights and product development rights including patents, expertise and copyrights from Foresee KY and Foreseeacer KY.
	Foresee KY and its shareholders engaged in share transfer transactions to enable participating shareholders to directly hold Foresee's shares.
	Foresee won the 2015 Taipei Biotech Awards-Innovation award for the “New sustained-release drug delivery system and its rapid product commercialization.”

Date	Milestone
2016	The public offering of Foresee's shares was approved by Taipei Exchange. Stock code: 6576.
	Foresee was listed on the Emerging Market in Taiwan Stock Exchange.
	Foresee acquired the ALDH2 platform technology and its clinical stage products from Aviv Therapeutics, Inc. in the US through technology transfer.
2017	Foresee announced the results of the multinational and multi-center Phase III clinical trial for FP-001 LMIS 50 mg, a new drug product with new formulation for prostate cancer.
	Foresee authorized TRPharm to distribute drugs for prostate cancer in the Turkish and Middle Eastern markets.
	Foresee was honored with a silver award in the 2017 Pharmaceutical Technology & Research Development Award held by the Ministry of Health and Welfare and Ministry of Economic Affairs, as well as the Business Innovation Award of the National Innovation Awards from the Institute for Biotechnology and Medicine Industry (IBMI).
2018	Foresee authorized Megapharm Ltd. to distribute drugs for prostate cancer in Israel and Palestine.
	FP-025, Foresee's NCE for treating asthma and chronic obstructive pulmonary disease (COPD), was approved by CCMO in the Netherlands to enter Phase II human clinical trials.
	Foresee was officially listed on the counter for the Taipei Exchange.
2019	Foresee authorized Accord Healthcare to distribute Foresee’s novel FP-001 program (CAMCEVI) in global markets excluding US, China, Japan, Taiwan and markets with previously-signed distribution agreements (Middle East, Turkey, Israel and Palestine).
	Foresee announced the results of the multinational and multi-center Phase III clinical trial for FP-001 LMIS 25 mg, a new drug product with new formulation for prostate cancer.
2020	The Marketing Authorization Application (MAA) for CAMCEVI 42 mg, a ready-to-use 6-month depot formulation of leuprolide mesylate, was submitted to the European Medicines Agencies (EMA).
	Foresee submitted to US FDA a New Drug Application for CAMCEVI 42 mg (6-month sustained-release dose). The application sought approval for the use of this product for the palliative treatment of advanced prostate cancer.
	Foresee received notification from the US FDA that the Company may proceed with the Phase 2 clinical trials of FP-045 in Fanconi Anemia.

Date	Milestone
	CAMCEVI 42 mg (6-month dose)'s US NDA is sufficiently complete to permit a substantive review.
	Foresee entered into an exclusive license agreement with GeneScience Pharmaceuticals ("GenSci") for Foresee's CAMCEVI (FP-001 6-month and 3-month dose). GenSci will cover all costs of development, registration, and commercialization in China.
	Accord Healthcare, Foresee's distribution partner, submitted a New Drug Submission (NDS) to Canada's Health Canada for Foresee's CAMCEVI 42 mg (FP-001 6-month dose).
2021	Foresee won the Institute for Biotechnology and Medicine Industry's "Benchmark Company of the Year" award.
	Foresee entered into an exclusive license agreement with Intas Pharmaceuticals ("Intas") for the US commercialization of Foresee's CAMCEVI (FP-001 6-month and 3-month dose).
	Foresee received CAMCEVI 42 mg (6-month dose) NDA Approval from US FDA.
	Foresee won Taiwan Bio Industry Organization's awards of Enterprise Innovation of the Year at 2021 Bio Asia–Taiwan by its outstanding performance of licensing deal of CAMCEVI in China market.
	Foresee received CAMCEVI 42 mg (6-month dose) marketing authorization from Health Canada.
2022	Foresee entered into an exclusive license agreement with TRPharm for the co-development and commercialization of FP-045 in Turkey and certain MENA countries.
	The application of registration clinical trial for leuprolide injectable emulsion was approved by the China NMPA.
	Foresee received positive CHMP opinion, recommending the approval of CAMCEVI 42 mg for the treatment of advanced prostate cancer.
	CAMCEVI 42 mg Injection Emulsion launched in the US for the Treatment of Advanced Prostate Cancer.
	Megapharm, Foresee's licensing partner, submitted a Marketing Authorization Application to the Ministry of Health of Israel for CAMCEVI 42 mg.
	Foresee received EMA approval of CAMCEVI 42 mg (6-month dose) for the treatment of advanced prostate cancer.
	Foresee won the Gold Medal of 2022 Taipei Biotech Awards – Go Global Award.

Date	Milestone
	Foresee was approved to proceed with FP-001 42 mg phase III clinical trials in patients with central precocious puberty.
	Foresee won the Institute for Biotechnology and Medicine Industry's highest honor of National Innovation Award – Sustainable Model Award.
2023	The application of a phase 3 IND for FP-001 42 mg in patients with central precocious puberty was approved by the Taiwan FDA.
	Foresee announced the primary endpoint data of FP-025 in allergic asthma Phase 2a trial with positive outcomes.
	Foresee presented the novel oral drug ALDH2 activator FP-045 and the planned Phase II clinical trial (WINDWARD) design for pulmonary hypertension-interstitial lung disease (PH-ILD) at the American Heart Association (AHA) 2023 Annual Meeting.
	Foresee obtained the official pharmaceutical license of CAMCEVI 42 mg from the Ministry of Health and Welfare in Taiwan.

Organizational Chart



Major Corporate Functions

Department	Functions
CEO	In charge of the Company's operational goals and performance through the implementation of internal control system and budget, as well as conducting operational performance reviews and participating in the planning and consulting of R&D projects.
Audit Office	Supervising all departments to comply with the internal control system, evaluating the effectiveness of design and execution of internal control system, preparing audit reports, regularly keeping track of deficiencies and making recommendations for improvement.
Scientific Advisory Committee	Evaluating the progress and planning of the new drug development progress, reviewing the progress of clinical trial, reviewing the clinical trial plan, and evaluating the introduction of new products.
Financial Management Department	Responsible for fundraising, investing, funding, accounting, budgeting, insurance, public offering, public listing, financial risk, investor relations and public relations.
Human Resources Department	Coordinating and organizing the corporate organization and human resources planning, recruitment, employee development, compensation system, general administration, procurement and stock management.
Information Technology Department	Coordinating Foresee's IT and networks.
NCE Department	Planning the development of NCE new drugs, evaluating, implementing and managing the projects, patent applications for R&D achievements, and the commissioned research projects.
SIF Department	Planning the development of SIF new drugs, evaluating, implementing and managing the projects, patent applications for R&D achievements, and the commissioned research projects.
Product Development Department	Plan and implement clinical trials, research regulations regarding development and review submission of new drugs, product planning, project management, product commercialization management and product market trend assessment.
Business Development Department	Research and implementation of market development plans.

2.3 Involvement in External Organizations

Foresee is committed to product innovation and diversified development to maintain the Company's competitiveness. In addition to efforts in product development and operations, the Company actively participates in various industry associations and organizations to foster positive interactions within the industry. Through the exchange of the latest information and sharing of experiences, the Company stays informed about industry developments.

External Association Name	Status
Taiwan Bio Industry Organization	Member
Taiwan Research-based Biopharmaceutical Manufacturers Association (TRPMA)	Member
Institute for Biotechnology and Medicine Industry	Member
Taipei Biotech Association	Member

2.4 Honors

In 2022, Foresee's SIF and its new drug CAMCEVI® was awarded the Gold Medal Go-Global Award at the Taipei Biotech Awards and the highest honor of the National Innovation Awards – Sustainable Model Award. CAMCEVI® is a long-acting, sustained-release injectable that can be administered without the need for mixing, overcoming the technical bottleneck that had persisted in similar products on the market for nearly thirty years, offering significant clinical advantages. CAMCEVI® has received regulatory approval in the United States, the European Union, Canada, and Taiwan, and has been successfully launched in the U.S. Market. It is the first new drug developed in Taiwan, completed through Phase III clinical trials, to obtain marketing approval and achieve commercial success in the United States under the 505(b)(2) pathway. Foresee also became the first Taiwanese company to receive direct approval for a 505(b)(2) new drug from the US FDA, setting a benchmark for new drug development in Taiwan.

Taipei Biotech Awards –
Go Global Award Gold Medal

National Innovation Award –
Sustainable Model Award

3. Corporate Governance

Comprehensive corporate governance, including a sound board of directors, stringent internal control systems, and stable financial management, not only helps reduce operational risks but also enhances the Company’s competitiveness and creates corporate value. Foresee Pharmaceuticals is committed to building a corporate culture based on integrity and responsibility, strictly adhering to all regulations, and implementing honest business practices. Through a comprehensive corporate governance framework, Foresee ensures the sound development of the Company's operations, protects the rights and interests of investors and other stakeholders, achieves sustainable corporate growth, and creates long-term value for all stakeholders.

On May 13, 2022, Foresee’s Board of Directors appointed the Company’s Chief Financial Officer, Max Chan, as the Corporate Governance Officer to assist in the operations of the Board and regularly report to the Board. In the 10th Annual Corporate Governance Evaluation for 2023, our company was ranked in the 21-35% range. This reflects our effective performance across various aspects of corporate governance. Moving forward, Foresee will continue to enhance the overall effectiveness of corporate governance practices, further strengthening stakeholder trust in Foresee Pharmaceuticals.

In alignment with the Financial Supervisory Commission's “Corporate Governance 3.0 - Sustainable Development Roadmap,” the Company has implemented directors and officers (D&O) liability insurance to ensure that directors can effectively fulfill their duties while balancing their responsibilities. Since 2016, the Company has provided D&O liability insurance for all directors and officers. The Company also reports key details such as the insurance coverage amount, scope of coverage, and liability limits to the Board of Directors.

3.1 Board of Directors

The Board of Directors is the highest governing body and the center of major business decisions within the Company. Its responsibilities include providing strategic guidance, overseeing management, and being accountable to the Company and its shareholders. The Board ensures that the Company exercises its powers in compliance with laws, the Company's articles of incorporation, or shareholder resolutions, and guides the implementation and arrangement of corporate governance practices. The Company has established the Board of Directors' meeting rules and related regulations in accordance with the “Regulations Governing Procedure for Board of Directors Meetings of Public Companies” and the provisions of Article 192 of the Company Act. Board elections are conducted following the Company's “Board Election Rules,” with shareholders electing from the list of candidates. Directors serve a3-year term and may be re-elected. By law, the Board must meet at least once per quarter. In 2023, the Board held a total of 8 meetings, with an average attendance rate of 95.8% among all directors.

3.1.1 Diversity and Independence of the Board of Directors

Based on the Company’s “Corporate Governance Best-Practice Principles”, elected Board of Directors shall be determined by taking diversity into consideration. Apart from ensuring that directors who also serve as company executives do not exceed one-third of the total board seats, the company should establish appropriate diversity policies based on the company's business operations, operating dynamics, and development needs. The specific management goals are to have at least one-third of the board members with a background in the biotech industry, at least 1 member with financial and accounting expertise, at least 1 member with legal expertise, and at least 1 female director.

At present, the Board of Directors has 9 members, including 4 Independent Directors. 1 female member (11%), who is also an independent director and 8 male members (89%). There are only 2 board members with a close familial relationship (within the second degree of kinship), which does not exceed half of the total board seats, ensuring the independence of the board. Among the board members, 9 members have professional background in the biotechnology industry, 3 members have financial and accounting expertise and 1 member has legal expertise. The composition of the Company's Board of Directors includes members of different genders and possesses the necessary knowledge, skills, and qualifications for their roles. The current situation aligns with the Company’s goals, demonstrating a strong commitment to board member diversity and independence.

3.1.2 Board Performance Evaluation and Continuing Education

The Company has established the rules and procedures for evaluating the performance of the Board of Directors and it has been approved by the

Board in 2020. The internal performance evaluation will be conducted annually, and evaluation will be conducted by external professional independent institutions or external team of experts and scholars once every three years. We believe this will enhance the quality of the Board's decision-making, strengthen the Company's internal controls and relationship management, and promote the ongoing education and professional development of the directors. Through this system, we aim to further elevate the level of corporate governance and achieve the Company's sustainability goals.

In 2023, the average self-assessment score for the Board of Directors was 4.82 out of 5, while the average self-assessment score for individual directors was 4.85 out of 5. Several board members provided positive feedback regarding the Board of Directors, highlighting that the overall efficiency and professionalism of the Board's operations are excellent. Directors frequently offer professional advice based on their extensive experience and effectively assess and oversee the Company's operations. The Board operates smoothly and maintains good communication with the management team.

Board Performance Evaluation			
Self-Assessment (Questionnaire)	2021	2022	2023
Board of Directors	4.76 (Out of 5)	4.82 (Out of 5)	4.82 (Out of 5)
External Assessment	2021	2022	2023
Board of Directors	N/A	4.77 (Out of 5)	N/A

In 2022, the external evaluation of the Board of Directors' performance was conducted by the Taiwan Institute of Ethical Business. The evaluation was completed on March 8, 2023, and the results were reported to the Board of Directors on March 23, 2023. The summary of the recommendations from the evaluation is as follows:

- ◆ It is recommended that future Board compositions consider factors such as gender and age to promote greater diversity. This could introduce different perspectives and enhance risk assessment considerations.
- ◆ Given that the Chairman also serves as the CEO, it is advised that the Company add an independent director seat to fulfill regulatory compliance requirements.
- ◆ To facilitate better review of past decision-making experiences, it is suggested that key discussion points from meetings be summarized in the minutes. This will aid in applying past experiences to future decision-making.
- ◆ It is recommended that, in alignment with operational directions and industry trends, the Company arrange courses for relevant domestic and international industry trend or foreign regulatory system trends. This will enhance directors' understanding of the industry and improve the Board's grasp of competitive conditions and industry trends.

The Company addressed the recommendations from the above evaluation results and will continue to implement the following improvement measures:

1、On June 1, 2023, Foresee appointed an additional independent director with a legal background to comply with regulations and enhance board diversity and independence.

2、The Company arranged training courses for directors annually. All current Board members participated in 6 hours of sustainability-related courses in corporate governance and taxation in 2023, with a total of 63 hours of continuing education for the entire Board during the year.

2023 Board of Directors Continuing Education Courses

Training Date	Organizer	Course Name
2023/3/16	Institute of Financial Law and Crime Prevention	Combating Money Laundering and Financing of Terrorism, and Director's Legal Duties and Responsibilities Awareness
2023/5/18	Taiwan Securities Association	Financial Consumer Protection Act and Fair Treatment of Customers
2023/7/13	Taiwan Securities Association	Net Zero and Corporate Governance
2023/10/4	Securities and Futures Institute	Financial Report Review for Non-Financial Background Directors
2023/10/20	Securities and Futures Institute	On Corporate Governance 3.0 Roadmap and Director Responsibilities
2023/10/26	Securities and Futures Institute	Shareholders' Meeting, Proxy Contest and Ownership Strategy

3.1.3 Compensation of Directors and Supervisors

Independent directors of the Company receive fixed compensation, while other directors, aside from receiving attendance fees for participating in Board meetings, do not receive any additional compensation. In accordance with article 28 of the Company's Articles of Incorporation, if the company makes a profit during the year, 1% to 10% should be allocated as the employee compensation, while no more than 2% should be allocated as directors’ compensation. The allocation of compensation is decided by the

Board of Directors and reported to the shareholders' meeting. In 2023, the Company did not distribute any compensation to directors or employees. Supervisor salaries and performance bonuses are determined based on industry standards, taking into account factors such as the individual's time investment, responsibilities, performance in other positions, and recent compensation levels for similar positions within the Company. Additionally, considerations include the supervisor's achievement of targets, operational management abilities, and other special contributions (e.g., progress in product development, research patents, drug approvals, and product licensing). After a comprehensive evaluation, compensation is set at a reasonable level. Individual performance and the Company's operational performance are assessed based on the achievement of short- and long-term business objectives, financial conditions, and the alignment of performance with future risks. Compensation recommendations are made by the Compensation Committee and approved by the Board of Directors. Moving forward, the Company's ESG performance will be progressively linked to the compensation of directors and supervisors.

3.1.4 Board Communication and Conflict of Interest

Foresee has established effective two-way communication to implement good corporate governance. In addition to discussing and expressing differing opinions during regular Board meetings, directors also engage in discussions prior to meetings or use other communication channels to exchange views Directors may present their opinions and respond to inquiries on matters in which they or their represented entities have a conflict of interest. However, they must abstain from participating in discussions and voting on such matters, and are not allowed to proxy their voting rights for other directors.

Communication of Significant Information

To enhance the transparency of the Company's operational information, we disclose significant event information in real-time through the Market Observation Post System, ensuring the protection of stakeholder interests. Foresee's procedure for disclosing significant information follows the regulations set forth by the "Taipei Exchange Procedures for Verification and Disclosure of Material Information of Companies with TPEx Listed Securities." After submission by the applicant, the information is reviewed by the relevant supervisors and spokesperson. It is then approved and executed by the Corporate Governance Officer or the Vice President of Preclinical Development and R&D Site Manager, as authorized by the Chairman. In 2023, the number of significant information releases approved by the Board of Directors was as follows:

Event Types	Stakeholder Matters	Financial Matters	HR-Related Matters	Other
18	7	7	2	2

Communication between Independent Directors, Internal Audit Supervisors, and Accountants

- CPAs regularly hold quarterly Audit Committee meetings to discuss the scope of audit or review of the Company's financial statements, the results of the audit or review, and updates on relevant regulations.
- The internal audit unit submits the previous month's audit report to the Independent Directors for review via email on a monthly basis. Additionally, the Internal Audit Supervisor presents the audit business report at the quarterly Audit Committee meetings.

- The Company holds at least one separate meeting annually with Independent Directors, CPAs, and the Internal Audit Supervisor.
- Additionally, Independent Directors may contact the Internal Audit Supervisor and CPAs via email or phone as needed.
- Separate Communications Between Independent Directors with CPAs and the Internal Audit Supervisor in 2023:

Date	Attendance	Communicated Matters	Communication Results
2023/12/18 Meeting	Four Independent Directors, CPAs, and Internal Audit Supervisor	In 2023, discussions between the CPAs and the governance unit focused on audit quality indicators. The topics covered included 5 major aspects: professionalism, independence, quality control, supervision, and innovation capabilities.	All attendees understood the information presented.
		Understanding how CPAs communicate and collaborate with management during the audit or review process.	Communications were positive with no restrictions on the audit.
		Understanding whether there are any matters for discussion or recommendations needed during the audit or review process.	No other comments in this meeting.

Implementation of Conflict of Interest Provisions

Following the retirement of the former CEO on January 1, 2021, the Chairman, considering the overall operational status of the Company, has continued to serve as the acting General Manager. This role encompasses overall management of Foresee’s operations in Taiwan, the United States, Canada, and Australia. Responsibilities include overseeing product line progress, manufacturing, regulatory affairs, research and development, and information systems. Additionally, the Chairman is involved in significant decisions including formulating the Company's future strategies, research and development projects, investments, and mergers and acquisitions.

The Chairman, who also serves as the CEO, ensures that all matters related to Board decision-making are thoroughly communicated and discussed with Board members. Additionally, more than half of the Board members do not hold positions as employees or supervisors within the Company. To strengthen the supervisory role of the Board of Directors, the Company appointed an additional independent director at the 2023 Shareholders' Meeting, increasing the number of independent directors to 4 in compliance with relevant regulations. We are also continuing to search for a suitable candidate to fill the CEO position.

In 2023, there were 14 proposals involving one independent director and three other directors. All involved parties duly recused themselves and did not participate in the discussions or voting on these matters.

3.1.5 Functional Committees

To enhance the overall function of the Board of Directors, improve audit supervision, and strengthen management mechanisms, Foresee Pharmaceuticals has established 2 functional committees under the Board: the Audit Committee and the Compensation Committee. These committees operate independently in accordance with regulations and are accountable to the Board. Proposals put forth by the committees are submitted to the Board for resolution.

3.1.5.1 Audit Committee

On August 20, 2021, the Company established its first Audit Committee, consisting of 3 independent directors. The term for these committee members runs from August 20, 2021, to August 19, 2024. Mr. Hank Lai was appointed as the Chairman of the Audit Committee. Additionally, on June 1, 2023, Mr. Ben Liu was appointed as an independent director and joined the Audit Committee.

The primary responsibilities of the Audit Committee are to assist the Board of Directors in overseeing the quality and integrity of the company's accounting, auditing, financial reporting processes, and financial controls. The Audit Committee operates with the primary objectives of overseeing the accurate presentation of the Company's financial statements, the selection and performance of certified public accountants, the effectiveness of internal controls, compliance with relevant laws and regulations, and the management of existing or potential risks to the Company. Foresee’s Audit Committee, consisting of 4 independent directors, is chaired by Mr. Hank Lai. In 2023, the committee held a total of 8 meetings, with an average attendance rate of 96.88%.

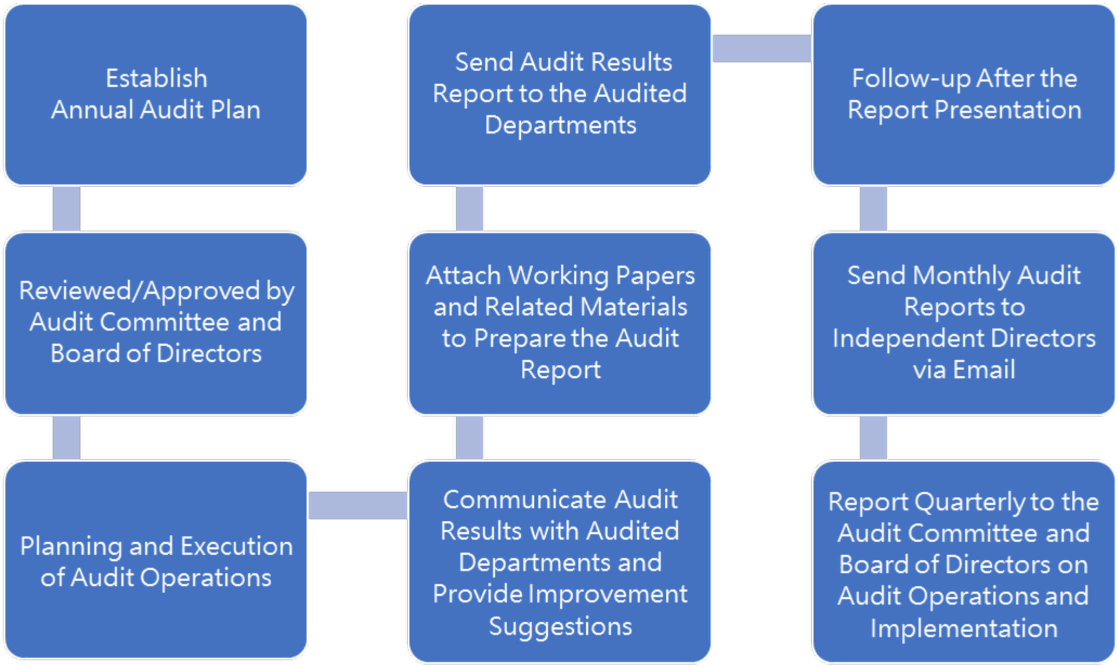
3.1.5.2 Compensation Committee

Foresee Pharmaceuticals' third Compensation Committee, appointed by the Board on November 11, 2021, is comprised of three independent directors with a term ending on August 19, 2024. Ms. Fu-Shiow Yin serves as the Chairperson. On August 14, 2023, Mr. Ben Liu was elected as an independent director and appointed as a member of the Compensation Committee. The Compensation Committee is responsible for assisting the Board in reviewing the Company's overall compensation policies, systems, standards, and structure, as well as evaluating the performance standards and goals for directors and executives. The committee determines compensation based on performance achievements and regularly reviews organizational regulations, proposing amendments as needed. In 2023, the Committee held 5 meetings, with an average attendance rate of 94.44%.

3.1.6 Internal Audit

The Company's internal Audit Office is an independent unit reporting to the Board of Directors. It assists the Board and management in identifying and reviewing deficiencies in internal controls and measuring operational efficiency. The internal Audit Office regularly reports audit activities to the independent directors, and attends Board meetings on a quarterly basis. Additionally, the internal audit holds an annual separate meeting with the independent directors and CPAs to ensure that internal controls are effectively implemented and to provide a basis for reviewing and amending the internal control systems.

The Company ensures continuous monitoring of its operations through annual risk assessments conducted by auditors. This approach effectively implements various operational systems and establishes a robust risk management mechanism. In 2023, the Audit Office conducted with 44 audits, achieving a 100% compliance rate. No major non-compliance issues or audit deficiencies were found that would require the issuance of improvement tracking reports.



3.2 Risk Management

Foresee has established internal control systems, relevant operating procedures, and information security risk management frameworks in accordance with the law. We conduct various risk management and assessments, formulate and execute plans, and continuously monitor and improve on any outstanding issues to manage potential or existing risk issues.

Risk Category	Risk Description	Risk Management Strategy
Corporate Governance	New Drug R&D	1. Implement a global patent protection strategy to secure product competitive advantages in key sales markets. 2. Ensure compliance with GxP-related regulations and guidelines, such as GMP (Pharmaceutical Good Manufacturing Practice) and GCP (Good Clinical Practice), for product and service marketing and labeling. 3. Establish long-term partnerships with third-party collaborators to deepen cooperation and reduce risk variables. 4. Plan for technology transfer and establish secondary suppliers to enhance production capacity, diversify risks, and manage supply and demand effectively. 5. Create a dedicated stakeholder section on the Company website, providing contact information for competent authorities, investors, drug development partners, and suppliers.
	Regulatory Compliance	1. The Company has established "Corporate Governance Best-Practice Principles," "Procedures for Ethical Management and Guidelines for Conduct," "Code of Ethical Conduct," and "Employee Code of Conduct." Through internal control mechanisms, accounting systems, and contract signing, the Company ensures legal compliance and integrity in its business operations. Additionally, internal audit mechanisms and the Company's complaint system are in place to prevent regulatory violations or dishonest business activities. 2. The "Procedures for Ethical Management and Guidelines for Conduct" explicitly outlines a whistle-blowing system. The Company provides a dedicated hotline and email address on its website for complaints and whistle-blowing, which are handled by designated personnel in the audit department. The identity of the whistle-blower and the content of the report are kept confidential. Employees suspecting any violation of conduct can report it through the employee communication hotline or the HR email. 3. In 2023, 45 employees participated in related educational training sessions, totaling 170 hours of training.

Risk Category	Risk Description	Risk Management Strategy
		4. The Company collaborates with law firms and professional consultants to ensure regulatory compliance and take necessary measures. 5. Plans are in place to establish a dedicated unit responsible for promoting and supervising legal compliance and corporate ethical management.
	Information Security Incident	1. Establish an information security team and engage external consultants to be responsible for information security policies, assist in planning and executing information security operations, and promote and enforce information security policies. 2. The Audit Office serves as the supervisory unit for information security oversight, responsible for monitoring the internal execution of information security measures. If deficiencies are found during audits, the audited unit is required to propose relevant improvement plans and concrete actions, with regular follow-ups to track the effectiveness of improvements and reduce internal information security risks. 3. The information security team will hold at least one meeting annually to review the Company's current information security management system, ensuring that the applicability, appropriateness, and effectiveness of related procedures meet the Company's needs. 4. Conduct disaster recovery exercises annually to ensure information security and prevent potential impacts or disruptions to the Company. 5. In 2023 employees participated in information security-related educational training sessions, totaling 52 hours of training.
	Information Disclosure Transparency	1. A dedicated stakeholder section has been set up on the Company’s website, providing relevant contact information to prevent misunderstandings with stakeholders that could lead to operational or legal risks. 2. Information that may affect shareholders and stakeholders' decisions is timely and appropriately disclosed through annual reports, the Market Observation Post System, and occasional participation in investor meetings organized by brokerage firms.

Risk Category	Risk Description	Risk Management Strategy
Environmental Aspect	Toxic Substances and Waste	The Company complies with environmental regulations regarding the handling and management of chemical raw materials and toxic chemicals used in research and development. We regularly report to the competent authorities and engage qualified vendors for the periodic disposal of different types of waste. To date, there have been no records of violations of environmental regulations.
Social Aspect	Accidents/Disasters	Regularly participate in disaster preparedness drills conducted in the industry park where the Company is located, as well as in chemical substance management seminars organized by competent authorities, to develop employees' emergency response and self-safety management skills.
	Human Rights	The Company refers to international human rights conventions and related regulations, such as the “Universal Declaration of Human Rights” and “International Labour Organization (ILO) Conventions,” to develop policies including “Leave and Overtime Management Regulations,” “Work Practices,” and “Measures for Preventing and Addressing Sexual Harassment in the Workplace, Complaints, and Disciplinary Actions.” We also comply with relevant labor laws to maintain a sound management system.
	Personnel Management	Foresee is committed to establishing a fair and equitable compensation system, adhering to relevant labor regulations and market standards to ensure that employees receive the appropriate remuneration. The goal is to attract top talent and enhance employee motivation through a competitive and industry-leading salary policy, which balances effective talent retention and incentive rewards. Under this compensation system, we ensure that no differentiation is made based on factors such as gender, nationality, race, religion, political stance, or marital status, guaranteeing fair and just treatment for all employees.

3.3 Regulatory Compliance

Foresee Pharmaceuticals' regulatory compliance framework consists of legal tracking, the development and implementation of internal regulations, compliance training, and the establishment of accessible reporting channels. The Company has established a regulatory department with 5 professionals, including legal experts and internal auditors, to establish the "Corporate Governance Best Practice Principles," "Procedures for Ethical Management and Guidelines for Conduct," along with various management regulations and internal control mechanism in compliance with the Labor Standards Act, Securities and Exchange Acts, and industry-specific laws such as the Pharmaceutical Affairs Act, Controlled Drugs Act, Toxic and Concerned Chemical Substances Control Act, and Permit Management Regulations for Public and Private Waste Clearance and Disposal Organizations. These are implemented across all departments to ensure regulatory compliance, with internal audits conducted regularly and reports submitted to the Board of Directors. In 2023, the Company did not receive any reports of violations related to financial or accounting matters, and there were no significant legal infractions (fines exceeding NT$100,000).

Regulatory Compliance Education and Training

Year	2021	2022	2023
Training Lessons	11	24	18
Training Hours	151.5	226.5	170
Training Attendance	35	41	45

3.4 Operational Performance

On the path to sustainability, operational performance plays a crucial role. For Foresee Pharmaceuticals, stable financial performance is not only the foundation for sustainable development but also a key avenue for giving back to investors, society, and nurturing local talent. The Company focuses on innovative R&D, concentrating on both short-term sustainable revenue and long-term high-value operational models to balance the Company's financial condition. We are committed to attracting international top talent and engaging in strategic partnerships with global pharmaceutical partners. The goal is to enhance Foresee's global intellectual property portfolio and become a globally competitive, internationally renowned new drug research and development company. We aim to continuously reward the support and expectations of stakeholders through these efforts, establishing a solid foundation for sustainable development.

Short-term Goals	1. Launch of CAMCEVI® 42mg on the EU market. 2. Submit the CAMCEVI® 21mg drug registration application in Europe and the United States. 3. Complete international licensing for SIF and/or NCE. 4. Submit the National Health Insurance reimbursement application for CAMCEVI® in Taiwan.
Mid- to Long-term Goals	1. Continue advancing products in new markets, new formulations, and new indications to build up mid- to long-term revenue. 2. Leverage internationalization and local advantages to become a Taiwan-based, internationally renowned new drug research and development company. 3. List the U.S. subsidiary on NASDAQ.
Resources Invested in the Current Year	1. Obtained the drug license for CAMCEVI® granted by Taiwan's Ministry of Health and Welfare. 2. Celebrated the one-year anniversary of CAMCEVI®'s six-month formulation on the market. As of April 2023, it has captured approximately 7% of the U.S. market for leuprolide six-month long-acting injections used in the treatment of advanced prostate cancer (approximately 163,000 units a month in 2022, according to Bloomberg).

	3. Raised NT$1.3125 billion through public fund raising.
Evaluation Mechanisms/Results	1. The Company sets annual operational goals and budgets, which are approved after discussion by the Board of Directors. Progress toward these goals is reported to the Board on a quarterly basis, and the annual operational performance is also evaluated by the Board. 2. The senior management team holds operational meetings every four months to review the execution status. 3. In 2023, the Company's operational performance achieved the "Meet Expectation" level. 4. In 2023, the net sales revenue was NT$195,038 thousand.

Unit: in thousands of New Taiwan Dollars

Item	2021	2022	2023
Revenue (A)	226,029	301,506	195,038
Operating Costs (B)	50,951	25,539	81,066
Employee Compensation and Benefits (C)	173,093	255,709	315,700
Payments to Investors (D)	681	402	2,849
Payments to Government (E)	41,277	34,514	47,728
Community Investment (F)	61	231	284
Retained Economic Value (A-B-C-D-E-F)	-40,034	-14,889	-252,589

Data Source: Consolidated financial statements of the Company

Note: In 2023, government subsidies include NT$13,400 for the Ministry of Economic Affairs' 2022 Biotech Expo.

3.5 Innovative R&D

Foresee Pharmaceuticals' mission is to continually innovate, with a commitment to the highest ethical standards, providing patients with more options for relief, compliance, convenience, and cure to improve their quality of life. This is achieved by building a professional team with extensive experience in pharmaceutical development and management, along with an advisory team covering areas such as medical, regulatory, business development, and commercialization. To address unmet medical needs with high market potential, Foresee adopts an efficient drug development model for drug screening. Before entering clinical trials, “Proof of Concept” studies are conducted, we then negotiate with the US FDA to establish reasonable and expedited clinical and regulatory pathways, thereby reducing significant time and resources required to move from exploration to a candidate drug, while also mitigating risks for new drug development. The Company’s R&D strategy combines the low-risk SIF platform technology for injectable drug development with a high-demand, high-risk, and high-reward NCE innovative drug pipeline. At the appropriate development stages, we protect our R&D technologies and products through patent strategies and engage in product collaborations or licensing with reputable companies. This accelerates the commercialization process, delivering exceptional products to patients and healthcare providers while ensuring optimal returns for shareholders.

Evaluation Mechanisms/Results	1. The R&D departments regularly hold meetings to discuss research progress and conducts cross-departmental meetings for comprehensive evaluation and decision-making. All R&D projects follow an internal control R&D operation cycle, with audits of the R&D cycle management mechanism conducted according to the annual audit plan. 2. According to the 2023 financial statements audited by CPAs, the total R&D expenditure for the year amounted to NT$961,443 thousand.

3.5.1 New Drug R&D and Outlook

Foresee Pharmaceuticals is dedicated to serving patients, with its innovative R&D focused on two main areas:

(1) The Stabilized Injectable Formulation (SIF), targeting the specialty pharmaceuticals market, along with the injectable drugs developed through SIF. SIF technology can be applied to chronic diseases or conditions with poor patient compliance by providing long-acting injections, with therapeutic effects lasting for weeks or months. Foresee has successfully utilized SIF technology in the development of small molecules, peptides, and biologic drug development, including the approved and marketed product CAMCEVI®. Currently, products under development include FP-014 (Triptorelin, for prostate cancer) and FP-016 (for neurological disorders).

(2) The development of New Chemical Entities (NCEs) using rational drug design focuses on creating small molecule drugs with high selectivity, including MMP-12 inhibitors and ALDH2 activators, targeting rare and serious diseases with high unmet needs. Products currently under development are FP-025 (for sarcoidosis), FP-045 (for Fanconi anemia/pulmonary hypertension associated with interstitial lung disease), and their follow-on compounds FP-020 (asthma/chronic obstructive pulmonary disease/idiopathic pulmonary fibrosis) and FP-040 (CNS diseases).

3.5.2 R&D Process and External References

◆ SIF Technology Platform

→ Initial phase fundamental research, drug chemical structure (formulation) design, synthesis technique research, pre-clinical trials, and mid phase small-scale drug production trials and stability testing.

◆ NCE New Drugs

→ Experimental planning and design, ongoing efficacy screening of new drug compounds, cellular testing, animal testing planning.

After the planning and testing phases for SIF and NCE R&D teams, the process continues with Phase I and II clinical trials, followed by product pilot testing and Phase III clinical trials. All these stages adhere to the internal control R&D cycle mechanism. Additionally, intellectual property patents are strategically filed to protect the company's crucial R&D technology assets.

◆ External References

(1) Declaration of Helsinki
(2) ICH Guideline For Good Clinical Practice (ICH-E6-GCP)
(3) International standards relevant to clinical trials, including Good Clinical Practice, Good Laboratory Practice, and Good Manufacturing Practice (GxP)

3.5.3 R&D Plan

The Company's R&D expenditures are primarily allocated to clinical trials, product development, and pre-clinical research for new drug products and development programs. For 2024, Foresee plans to invest NT$1.26 billion, which is approximately 89% of operating expenses, to ensure the Company's competitive advantage.

◆ Short to mid-term R&D Plans:

(1) Preparing for mass production and market launch of CAMCEVI 42 mg (6-month formulation) in the EU.

(2) Marketing authorization submissions of CAMCEVI 21 mg (3-months formulation) for the US and EU.

(3) Conduct the Phase III clinical trial of FP-001 42 mg (CAMCEVI 42 mg) for the treatment of central precocious puberty.

(4) Prepare for the IND application of Phase III clinical trials of FP-014 (Triptorelin).

(5) Continue development of new projects within the SIF platform technology.

(6) Complete international licensing for SIF and/or NCE.

(7) Plan a Phase II IND application of FP-025 for the treatment of rare diseases.

(8) Launch Phase I clinical trials of FP-020.

(9) Conduct the Phase 2a Proof-of-Concept study for FP-045 in Fanconi anemia and plan for the second indication study.

◆ Mid to long term R&D Plans:

(1) Utilize SIF platform technology to address the shortcomings of existing market drugs by enhancing efficacy, reducing side effects, increasing user convenience, and expanding clinical applications. This approach helps reduce the costs associated with new drug development and shortens the time required for bringing the drug to market. Products currently under development are planned to enter clinical trials over the next 1 to 5 years.

(2) Foresee Pharmaceuticals' NCE new drug development strategy focuses on expanding the applications of MMP-12 inhibitors and ALDH2 activators beyond their current targets. The MMP-12 inhibitor, already aimed at treating cardiac sarcoidosis, will explore potential treatments for asthma, chronic obstructive pulmonary disease (COPD), and idiopathic pulmonary fibrosis (IPF). Similarly,

the ALDH2 activator, already targeting Fanconi anemia and pulmonary hypertension caused by interstitial lung disease, will investigate potential treatments for central nervous system diseases. This approach is driven by the goal of addressing high-potential, unmet medical needs with innovative therapies.

(3) In the future, Foresee will continue to actively pursue in-licensing of candidate drugs, leveraging existing drug development platforms. The Company will proactively seek new drug development projects and collaborate with domestic and international research institutions to identify and select promising research opportunities.

3.6 Intellectual Property Management

Foresee’s intellectual property management and goals are centered on protecting the company's R&D achievements, strengthening its competitive advantage, and preventing infringement on others' intellectual property rights. Led by the R&D leadership, these strategies are executed in alignment with the Company’s business objectives. This ensures comprehensive global patent coverage for each technology and product, and trademark applications are filed in planned sales regions. This approach maintains Foresee's innovation capacity, preserves the value of the Company’s technologies, and ensures the sustainable operation of the Company.

Foresee Pharmaceuticals established its “Intellectual Property Management Regulations” in 2015. These guidelines ensure effective control over the internal proposal and external submission processes for patents, trademarks, and other intellectual property rights. The regulations are designed to align with the Company’s intellectual property management cycle, ensuring that all related operations are conducted in compliance with established standards.

- Patent Management

Global Patent Strategy: Following the internal control system and the intellectual property procedures within the R&D cycle, research outcomes eligible for patent protection are identified. These are submitted as patent proposals, and upon internal evaluation and approval, patent law firms are engaged to file the applications.

Patent Information Sharing: The Company has acquired a legitimate subscription to the SciFinder patent literature database, providing R&D personnel with access to patent searches to reduce the risk of infringement. Educational training sessions are conducted to enhance researchers' understanding of patents, helping them grasp the legal boundaries of product development. This also stimulates creative design thinking, increases sensitivity to patentable concepts, and improves the quality of patents.

Regular Maintenance and Review: A routine review is conducted of granted and pending patents to assess the necessity of continued maintenance and to determine strategies for extending the protection of critical patents.

- Trademark Management

Global Brand Strategy: In alignment with the Company’s operational goals, global trademark registration applications are submitted proactively.

Regular Maintenance and Review: A routine assessment is conducted on the usage of registered trademarks to evaluate the necessity of continued maintenance.

- Trade Secret Management

Confidentiality Management and Awareness: The Company requires all employees to sign a "Service Contract," which clearly defines the ownership of intellectual property, confidentiality clauses, and non-compete agreements. Periodic reminders are provided to employees to ensure they maintain the confidentiality of trade secrets related to their duties.

Access Control Security Management: Employees are granted access card permissions based on their job functions. Non-employees are required to register their identity upon visiting, and are accompanied by company personnel throughout their visit.

Information Security Management: All company computer systems are fortified with multi-layered protection, including complex password verification with mandatory periodic changes, antivirus software on servers and endpoints, network behavior management, malicious website protection, firewall setups, data backup, and encryption. Annual disaster recovery exercises are conducted to ensure information security.

Department-Specific Spaces: The Company provides each department with designated physical and virtual storage spaces to plan and manage independently. Physical spaces are secured by responsible personnel holding the keys, while virtual spaces are granted specific read/write permissions to authorized individuals.

- 2023 Specific Implementation

(1) The Company has been granted three new U.S. patents in 2023 for SIF and MMP-12 technology, extending intellectual property

protection for CAMCEVI® and other developing LHRH products, as well as MMP-12 inhibitor products, until 2039-2040. To date, the Company has acquired a total of 15 patents (equivalent to 117 patents by country), covering 46 countries worldwide, with an additional 8 patents currently under review.

(2) Trademarks: A total of 37 trademarks have been registered, covering 16 countries/alliances worldwide, with 4 additional applications currently under review.

(3) Participated in the Ministry of Economic Affairs Intellectual Property Office's 2023 "Patent Database Search and Application Seminar," totaling 3 hours.

(4) Participated in a trademark series webinar organized by Tai E International Patent & Law Office, totaling 0.5 hours.

(5) Participated in the "Intellectual Property and ESG Sustainability" course organized by Tai E International Patent & Law Office, totaling 3 hours.

(6) On November 10, 2023, during the 17th meeting of the 4th session of the Board of Directors, a report was presented on the intellectual property management system and its implementation, ensuring that an annual report is provided to the Board of Directors to align the intellectual property management plan with operational goals.

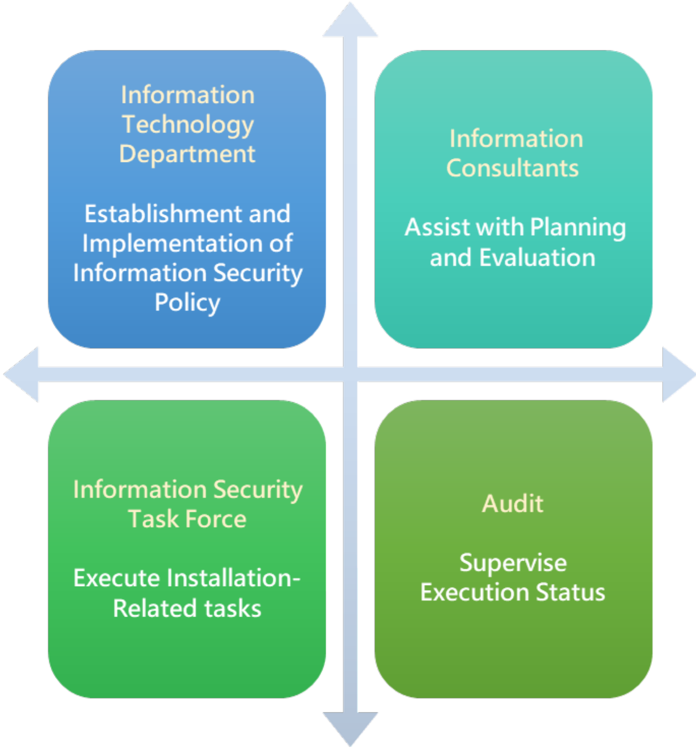
Number of Patents Acquired

Statistics/Year	2021	2022	2023
Number of Patents Acquired	14	5	17
Cumulative Effective Patents	45	50	66

3.7 Information Security Management

In this digital age, information security has become an essential component of business operations. To ensure the security and stability of Foresee’s information systems, the Company has established a clear responsibility structure. The Information Technology Department is responsible for formulating and promoting information security policies, ensuring that all operations meet standards and are continuously improved. Concurrently, the Audit Office serves as the supervisory unit for information security oversight, responsible for monitoring the internal execution of information security measures. If deficiencies are found during audits, the audited unit is required to propose relevant improvement plans and concrete actions, with regular follow-ups to track the effectiveness of improvements and reduce internal information security risks.

To ensure the effectiveness of policies and operations, the Information Technology Department reviews the Company's current information security management system, ensuring that the applicability, appropriateness, and effectiveness of related procedures meet the Company's needs. The department also assesses when improvements to related policies and objectives are needed, or if other changes are required. Information security policies should be reviewed immediately in the event of significant changes to ensure their appropriateness and effectiveness. When necessary, relevant units and partners should be informed to facilitate compliance. Through these measures, the Company is committed to establishing a secure and reliable information environment to ensure the confidentiality, integrity, and availability of its information assets. Additionally, in 2023, the Company assigned relevant employees to participate in related information security educational training sessions, totaling: 2 people, 52 hours of training.



- Information Security Technical Controls

(1) Adaptive Access Control is a content-aware access management mechanism with two key features: content awareness and dynamic risk reduction. Content awareness means that the access control system determines which data can be accessed based on the context of the access request, such as the identity of the requester and the type of access device used. Dynamic risk reduction refers to the practice of moderately relaxing access restrictions that might otherwise be blocked, within a certain scope. Currently, network access control (NAC) operates on this framework.

(2) Enterprise Network Firewall Deployment involves implementing strict firewall policies to control network access. Externally, this prevents attacks from external hackers and protects the data security and integrity of internal servers. Internally, it provides access logs for employees, which can be crucial for tracking and

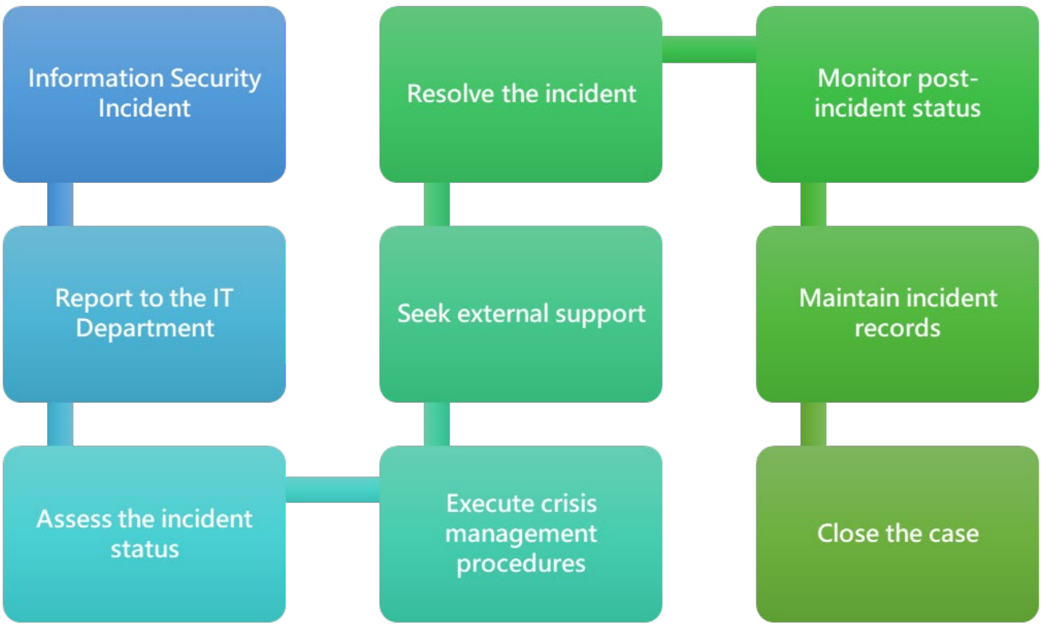
addressing significant network security issues.

(3) Protection Strategy for Microsoft O365 Cloud Email System utilizes the MailGates protection strategy, integrating global anti-spam engines, advanced antivirus engines, dynamic sandbox analysis, malicious URL filtering engines, and email fraud intelligence analysis engines. This multi-layered security approach addresses annoying spam issues and effectively mitigates the risks of ransomware attacks on the enterprise.

(4) Information Security Protection for Personal Computers employs Kaspersky antivirus software to effectively safeguard data integrity. Additionally, personal firewalls are used to prevent the theft of personal information online, while access logs are provided for future tracking.

◆ Information Security Incident Notification Procedures

The Company's information security incident notification procedures are as follows. Reporting and handling of security incidents adhere to the guidelines outlined in this procedure.



4. Sustainable Environment

4.1 Climate-Related Financial Disclosures

Due to the increasing impact of extreme weather caused by global warming and recent issues related to energy and climate change, Foresee is addressing the effects of climate change on its operations. Starting in 2023, the Company follows the framework recommended by the Task Force on Climate-related Financial Disclosures (TCFD), which includes Governance, Strategy, Risk Management, and Metrics and Targets. The Sustainable Development Group identifies climate-related risks and opportunities, formulates corresponding strategies, and reports to the Board of Directors annually. The Board monitors the effectiveness of these strategies.

◆ TCDF Risk Management Process

4.1.1 Climate Change Management Framework

Governance	To fulfill corporate social responsibility, the Company has designated the Sustainable Development Group to oversee corporate governance, environmental protection, climate change, and labor-related issues. The Group holds regular ESG meetings and reports the execution performance and necessary improvement recommendations to senior management. Annually, the Group presents the previous year's results and this year's work plan to the Board of Directors, incorporating their feedback for revisions. Additionally, given the importance of environmental issues and the increasing international focus on climate change, the Group includes climate change risk-related topics and management goals in their agenda.
Strategy	The Company references the climate-related scenario analysis recommended by the Task Force on Climate-related Financial Disclosures (TCFD). We use both quantitative and qualitative analyses to adopt appropriate measures, integrating the impacts of climate-related risks and opportunities into the Company’s strategies and planning. The Company references the 2°C scenario (2DS) and discusses the definitions for short-term, medium-term, and long-term intervals in Sustainable Development Group meetings. “1-3 years” is set as the short term, “3-5 years” as the medium term, and “6-10 years” as the long term, and conduct climate risk and opportunity assessments accordingly. Climate risk types include two main categories: transition risks and physical risks. The risks are further divided into policy and regulatory, technology, market, and reputation risks, as well as immediate and long-term risks. Opportunities are classified into five main categories: resource efficiency, energy sources, products and services, markets, and organizational resilience.

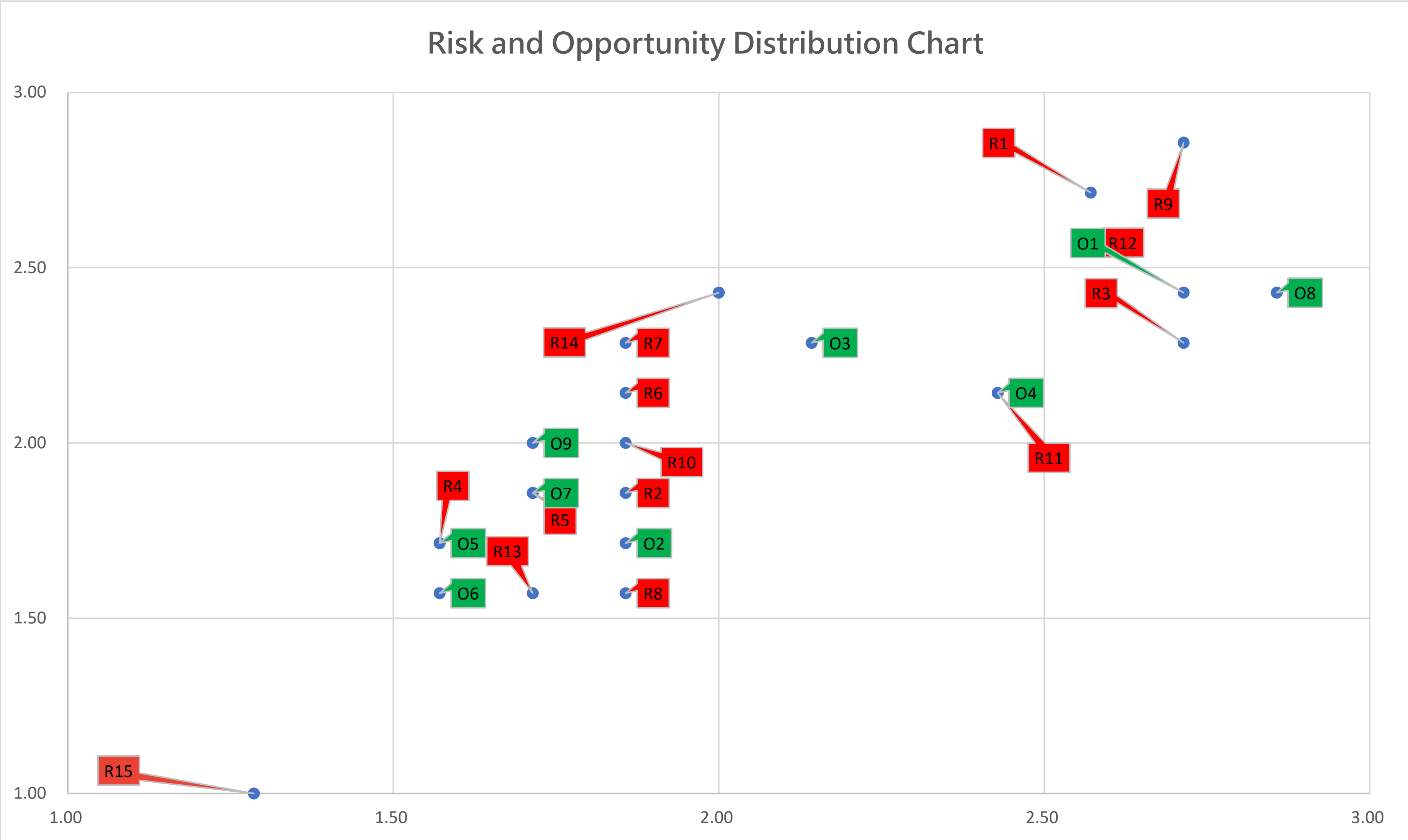
Risk Management	1. The Sustainable Development Group completes risk identification during TCFD discussion meetings, evaluating how climate change factors might impact the Company's operational transition and physical risks and opportunities based on inputs from various units. 2. Identified potential transition and physical risks **(**a total of 6**)** and potential opportunities **(**a total of 3**)** that may arise due to climate change factors affecting company operations.
Metrics and Targets	1. To minimize the impact of operations on the surrounding environment, Foresee focuses on all environmental indicators, including energy conservation and carbon reduction, water resource efficiency, pollution control, and hazardous substance management, to achieve sustainability goals. 2. Complete greenhouse gas inventory and verification by 2028.

4.1.2 Climate Risk and Opportunity

Risk Issues	Risk Level	Impact Duration	Opportunity Issues	Opportunity Level	Impact Duration
R1 Increase Greenhouse Gas Emission Pricing	High	Short Term, Medium Term	O1 Adopt More Efficient Transportation Methods	High	Short Term, Medium Term
R2 Requirements for Existing Products and Services	Low	Short Term	O2 Utilize More Efficient Production and Distribution Processes	Low	Short Term

Risk Issues	Risk Level	Impact Duration	Opportunity Issues	Opportunity Level	Impact Duration
R3 Facing Litigation Risks	High	Short Term, Medium Term	O3 Recycling and Reuse	Low	Short Term, Medium Term
R4: Substitute Existing Products and Services with Low-Carbon Alternatives	Low	Medium Term	O4 Transition to More Efficient Production Processes	High	Short Term, Medium Term, Long Term
R5 Investment Failure in New Technologies	Low	Short Term	O5 Reduce Water Usage and Consumption	Low	Medium Term
R6 Costs of Transitioning to Low-Carbon Technologies	Low	Short Term	O6 Utilize Low-Carbon Energy	Low	Medium Term, Long Term
R7 Changes in Customer Behavior	Low	Short Term, Medium Term			
R8 Market Risks	Low	Medium Term, Long Term	O7 Adopt Incentive-Based Policies	Low	Medium Term, Long Term
R9 Rising Raw Material Costs	High	Short Term, Medium Term			
R10 Shifts in Consumer Preferences - Industry Stigmatization	Low	Short Term, Medium Term	O8 Implement New Technologies	High	Medium Term, Long Term

Risk Issues	Risk Level	Impact Duration	Opportunity Issues	Opportunity Level	Impact Duration
R11 Increased Negative Feedback from Stakeholders	High	Short Term			
R12 Increased Severity of Extreme Weather Events, Such as Typhoons and Water Supply Issues	High	Short Term, Medium Term, Long Term	O9 Participate in Carbon Trading Markets	Low	Medium Term, Long Term
R13 Changes in Precipitation (Water) Patterns and Extreme Variations in Climate Patterns	Low	Short Term, Medium Term, Long Term	O9 Participate in Carbon Trading Markets	Low	Medium Term, Long Term
R14 Increase in Average Temperature	High	Medium Term, Long Term			
R15 Rising Sea Levels	Low	Long Term			


Risk and Opportunity Distribution Chart
3.00
2.50
2.00
1.50
1.00
1.00
1.50
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R1
R9
O1
R12
R3
O8
R14
R7
O3
R6
O4
O9
R10
R11
R4
O7
R2
R5
O5
R13
O2
O6
R8
R15

4.1.3 Climate Risk Identification

Climate-related risks and their potential consequences are diverse, dynamic, and long-term in nature, characterized by high uncertainty, making them difficult to rank in a quantitative manner. To understand the scale of the risks faced, Foresee integrates climate change risks through meetings led by the Corporate Governance Officer and Sustainable Development Group. We develop effective management strategies to avoid, mitigate, or transfer risks and continuously monitor the effectiveness of these strategies and goal achievement through rolling management. In 2023, the Company identified 3 transition risks, 2 physical risks, and 3 opportunities. We outline and explain the responses to these identified risks and opportunities, as detailed below:

Type	Issue	Climate-Related Risks	Potential Financial Risks	Risk Mitigation Strategies
Transition Risks	Policies and regulations	1. Carbon fees and carbon taxes 2. Introduction of new regulations	1. Increased operational costs (e.g., compliance costs and higher insurance premiums) 2. Cost increases due to fines and legal judgments	• Improving resource efficiency lowers operational costs and supports energy-saving and carbon-reduction goals. • Encourage employees to use public transport or electric vehicles and support office greenery to reduce carbon emissions. • Offices use energy-efficient LED lighting and implement improvements in air conditioning temperature and operating hours to reduce electricity consumption. • Conduct greenhouse gas inventory to analyze emissions and set reduction targets.

Type	Issue	Climate-Related Risks	Potential Financial Risks	Risk Mitigation Strategies
	Market	Rising raw material costs	Increased operating costs, reduced profits	• Regularly communicate with suppliers to monitor material supply and production schedules, and assess potential partners to strategically diversify supply chain risks. • Utilize technology transfer to establish local/regional supply chains, reducing material transport costs and product carbon footprint. • Continuously optimize production processes to reduce raw material consumption.
	Reputation	Increasing stakeholder concerns and negative feedback	Decline in demand for products/services	• Complete a group-wide greenhouse gas inventory to develop reduction strategies, ensure compliance with regulations for laboratory waste management and disposal, enhance communication with stakeholders, and build a strong sustainability image for the Company.
Physical Risks	Short Term	Increased severity of extreme weather events, such as typhoons and flooding Issues	1. Reduced or disrupted production capacity (e.g., shutdowns, transportation difficulties, supply chain interruptions) 2. Impact on workforce management and planning (e.g., health, safety, absenteeism)	• Establish a product safety stock. • Expand global drug registrations to mitigate regional climate risks. • Enhance supply chain stability through technology transfer and evaluation of potential backup suppliers. • Install UPS systems to reduce operational disruptions and losses caused by power outages from extreme weather events. • Join regional joint prevention organizations and participate in disaster drills to enhance internal and external response and support capabilities.

Type	Issue	Climate-Related Risks	Potential Financial Risks	Risk Mitigation Strategies
	Long Term	1. Increased likelihood of extreme weather events 2. Increase in average temperature	1. Increased asset insurance premiums raising operational costs 2. Increased water and electricity usage	• To address the need for cold chain transportation, establish local/regional supply chains to reduce carbon emissions and product carbon footprint during shipping. • Prioritize procurement of energy-efficient equipment to reduce direct carbon emissions.
Opportunities	Resource Efficiency	Adopt more efficient transportation methods	1. Reduce operating costs 2. Increase production capacity to boost revenue	• Continuously develop innovative products that can be transported under room temperature conditions, offering higher resource efficiency compared to cold chain transport. • Focus on the sustainability of cold chain logistics as a criterion for evaluating suppliers.
		Utilize more efficient production and distribution processes		• Continuously optimize product processes to enhance resource efficiency. • Establish local/regional supply chains to improve production and distribution processes, reducing the product carbon footprint.
		Implement new technologies		• Continue investing in R&D and optimize product processes to reduce energy consumption.

4.2 Greenhouse Gas Emissions

Foresee Pharmaceuticals is not classified as a high carbon-intensive industry, so related regulations currently have no significant immediate impact on the Company's overall operations. The Company has gradually implemented greenhouse gas inventories, established management strategies and carbon reduction targets, and continuously monitored domestic and international regulatory trends to prepare for potential risks. The Company's greenhouse gas emissions primarily come from energy use during operations, mainly from electricity and air conditioning-related (fugitive) emissions. In 2023, greenhouse gas emissions rose due to expanding R&D labs and offices. We aim for a 10% reduction in per capita emissions by 2028 compared to 2023. Our strategies include using the SIF platform to reduce patient visits and transportation emissions, along with ongoing process optimization and improved product energy efficiency.

- Greenhouse Gas Management Strategy:

  (1) Use energy-efficient, certified equipment with high performance, such as air conditioners, IT devices, and LED lighting.

  (2) Install UPS systems to protect critical equipment and reduce losses from unexpected power outages.

  (3) Implement remote connectivity solutions to enable diverse work locations and mitigate the impact of regional factors on operations.

Greenhouse Gas Emissions (CO2e)	2022	2023
Scope 1 (Note)	1.886	1.886
Scope 2 (Note)	122.324	229.931
Total Greenhouse Gas Emissions (Co2e Tons)	124.210	231.817
Annual Revenue (In millions of New Taiwan Dollars)	301.506	195.038
Carbon Emission Intensity	0.411	1.189

Note: Scope emissions data is based on Taiwan operations.

Note: Greenhouse gas inventory follows the Ministry of Environment's "Guidelines for Greenhouse Gas Emission Measuring" and has not undergone third-party verification. Scope 1 includes fugitive emissions; Scope 2 covers purchased electricity.

Note: Electricity emission factors are based on the Ministry of Economic Affairs' annual coefficients, with 2022/2023 factors at 0.495/0.494 kg CO2e/kWh.

Note: CO2e emission factors are derived from the Global Warming Potential (GWP) ratios, primarily based on the Ministry of Environment's "Greenhouse Gas Emission Coefficients Management Table 6.0.4 Edition."

4.3 Laboratory Waste Management

Foresee's R&D Site, located in the National Biotechnology Research Park, is primarily responsible for early-stage fundamental research and does not have facilities that discharge large amounts of wastewater, waste, or greenhouse gases. The operation and management of chemical raw materials and toxic substances used in R&D, as well as waste generated from chemical and cell experiments in the laboratory, comply with government environmental regulations. Waste is regularly handled by qualified contractors and reported to the Department of Environmental Protection.

Short-term Goals	1. Continuously monitor and manage waste generation. 2. Develop a "Waste Management Procedure Manual."
Mid- to Long-term Goals	1. Implement the "Waste Management Procedure Manual" for effective waste classification, collection, management, and disposal. 2. Use ISO 14001 standards as environmental assessment criteria to achieve sustainability goals.
Resources Invested in the Current Year	Sign waste removal and treatment contracts with authorized public and private waste disposal providers to effectively manage waste and accurately record total waste amounts.
Evaluation Mechanisms/Results	To date, there have been no violations of environmental regulations. The Company will continue to monitor and track waste treatment weights moving forward.

◆ **Laboratory Waste**

Unit: Tons

Waste Types	2021	2022	2023
Liquid	0.74	0.99	1.92
Solid	-	-	0.43

4.4 Sustainable Supply Chain Management

Foresee is committed to providing patients with the highest quality and safest products. We have established a stable, secure, and traceable supply chain, covering production scheduling, quality control, drug transportation, and cost considerations. The Company adheres to quality management policies and relevant legal and external GMP/GDP standards throughout the product lifecycle. We strengthen the overall supply chain's safety and stability to create a high-quality, safe, and reliable drug supply chain.

As an international new drug development company, Foresee values having reliable and resilient suppliers. We consider suppliers as essential partners for ongoing growth. The Company evaluates suppliers with annual transaction amounts of $500,000 or more or those with eight or more transactions per year, focusing on quality, delivery timelines, cooperation, and pricing. Evaluations are conducted annually, led by the procurement team in collaboration with relevant departments, using the “Annual Vendor Evaluation Form.”

Short-term Goals	1. Optimize the “Pharmaceutical Supplier Evaluation Procedure Manual” and the “Quality Manual.” 2. By 2026, Foresee plans to complete the evaluation of suppliers on sustainability aspects, including environmental management, social responsibility, labor rights, and governance, to ensure they meet the Company’s sustainability requirements. 3. Meet market supply demands promptly when demand increases.

Mid- to Long-term Goals	1. Supply Chain Management: Ensure sustainable sourcing of raw materials in the supply chain, increase supply flexibility, maintain stable quality, and plan for potential market demand. Require suppliers to adhere to social responsibility and environmental impact reduction. 2. Assess the demand for CAMCIVI 42 mg in Europe, Canada, and Taiwan, and plan production lines, raw materials, and market launch preparations.
Resources Invested in the Current Year	1. Regular weekly or bi-weekly meetings with active pharmaceutical ingredient suppliers and CDMO manufacturers to stay updated on production schedules and actual manufacturing processes. 2. Conducted 5 site visits to raw material suppliers and contract manufacturing organizations, and approximately 8 visits to potential CDMO partners. 3. Conduct the Annual Vendor Evaluation, assess delivery timeliness, quality, price competitiveness, cooperation, and technical support.
Evaluation Mechanisms/Results	Regularly conduct supplier evaluations. In 2023, performed 5 site visits to raw material suppliers and contract manufacturing organizations, including partners in the U.S., France, and China.

◆ The results of the 2023 Annual Vendor Evaluation are as follows:

Evaluation ratings are: A: 85–100, B: 61–84, C: 0–60. Supplier rated as B are considered qualified. Those rated as C are required to make improvements before procurement can be resumed.

Company	Rating	2021	2022	2023
Supplier	A	34	35	50
	B	9	12	18
	C	-	-	1
Number of Evaluations		43	47	69

◆ Foresee Supplier Audit Performance Over the Past Three Years

Overall Supplier Audit	2021	2022	2023
Number of Suppliers	43	47	69
Number of Supplier Self-Evaluations	43	47	69
Overall Supplier Audit Rate (%)	100%	100%	100%

CMC Supplier Audit	2021	2022	2023
Number of Suppliers	28	46	63
Number of Supplier Self-Evaluations	0	2	0
Number of On-Site Supplier Audits	0	3	11
Audit Self-Assessment Rate%	-	4.35%	-
On-Site Audit Rate%	-	6.52%	17.46%

4.5 Green Products

In response to climate change and international sustainability trends, the financial industry is adopting sustainable deposit services to reduce environmental impact and achieve sustainability goals. This approach integrates green and social benefits, expanding the scope of capital utilization. Among Foresee’s banking partners, Mega International Commercial Bank’s （Mega Bank）green and sustainable fixed deposits are managed according to the Green Bond Principles, Social Bond Principles, and Sustainability Bond Guidelines published by the International Capital Market Association. These deposits serve as a funding source for subsequent green loans and sustainability-linked financing. This approach allows corporate clients to positively impact the environment and society through their deposits, integrate sustainability into their strategic planning, and demonstrate their commitment to sustainable development. In 2023, Foresee invested approximately NT$270 million in Mega Bank's green fixed deposits, representing 1.5% of the bank's green funding. This investment supports environmental protection and social responsibility, contributing to green economic development. Below is the report on the utilization of Mega Bank's green fixed deposit funds.

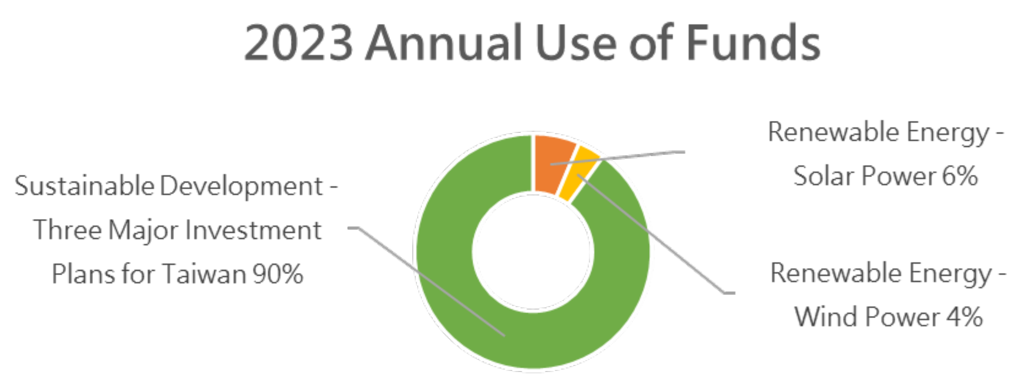
(1) Fund Utilization Report

Allocation of Green and Sustainable Fixed Deposit Funds:

Unit: in thousands of New Taiwan Dollars

Category	Number of Credit Cases	December 31, 2023 Credit Balance Allocation
Renewable Energy - Solar Power	2	$1,222,158
Renewable Energy - Wind Power	2	$706,584
Sustainable Development - Three Major Investment Plans for Taiwan	40	$17,220,687
Total	44	$19,149,431

Note: As of December 31, 2023, the ratio of green and sustainable fixed deposits raised to the balance of the aforementioned green and sustainable credit lines is approximately 26%.



(2) Expected Benefits

A. Benefit Evaluation Calculation Method

(A) Renewable Energy of Solar Power: The calculation is based on the total installed capacity of renewable energy equipment specified in the government permit documents for renewable energy projects provided by the credit clients. The calculation method is as follows:

- Step 1: Renewable Energy Equipment Total Installed Capacity (KW) × Average Annual Electricity Generation per Kilowatt per Unit Across Taiwan [Note 1] = Renewable Energy Project Estimated Annual Electricity Generation (kWh).
- Step 2: Renewable Energy Equipment Estimated Annual Electricity Generation (kWh) × Carbon emissions factor (kg CO_2e/kWh) [Note 2] = Renewable Energy Project Estimated Annual Total Carbon Reduction (tCO_2e).

(B) Renewable Energy of Wind Power: The calculation is based on the total installed capacity of renewable energy equipment specified in the government permit documents for renewable energy projects provided by the credit clients. The calculation method is as follows:

- Step 1: Renewable Energy Equipment Total Installed Capacity (KW) × Wind Power Capacity Factor [Note 3] × 8,760 = Renewable Energy Project Estimated Annual Electricity Generation (kWh).
- Step 2: Renewable Energy Equipment Estimated Annual Electricity Generation (kWh) × Carbon Emissions Factor (kg CO_2e/kWh) [Note 2] × 0.001 = Renewable Energy.

(C) Sustainable Development of Three Major Investment Plans for Taiwan: Estimate the number of job opportunities created by credit projects as specified in the government-issued documents provided by credit clients.

B. Benefit Evaluation Calculation Results

(A) Renewable Energy: Solar Power

Number of Cases	Total Installed Capacity of Renewable Energy Equipment (KW)	Renewable Energy Equipment Estimated Annual Electricity Generation (kWh)	Renewable Energy Project Estimated Annual Total Carbon Reduction (tCO2e)
2	70,706	84,564,376	41,859

(B) Renewable Energy: Wind Power

Number of Cases	Total Installed Capacity of Renewable Energy Equipment (KW)	Renewable Energy Equipment Estimated Annual Electricity Generation (kWh)	Renewable Energy Project Estimated Annual Total Carbon Reduction (tCO2e)
2	307,350	811,754,379	401,818

(C) Sustainable Development: Three Major Investment Plans for Taiwan

Number of Cases	Type	Number of Created Job Opportunities
40	Action Plan for Welcoming Overseas Taiwanese Businesses to Return to Invest in Taiwan	A total of 18,907 new job opportunities were created, of which 15,241 were filled by domestic employees.

Note: The "benefit evaluation" referred to in the fund utilization report is based on the overall benefits of the project credit, without considering the ratio of green and sustainable deposit funds raised to the balance of green and sustainable credit lines.

5. Social Responsibility

Employees are a crucial asset to the Company and a key factor in its continued growth and competitiveness. Following the principle of sustainable development, Foresee Pharmaceuticals is dedicated to creating a happy, safe, and equitable workplace. The Company offers competitive salaries and conducts annual employee performance evaluations to ensure that employees can grow alongside the company. Additionally, channels for employee complaints and communication are provided to understand their needs, promote interaction between labor and management, and foster a friendly work environment. Foresee Pharmaceuticals also has a comprehensive training system, regularly organizing various training courses to enhance employees' professional skills and improve their workplace competitiveness. While the Company currently has no labor union, there are employee-elected labor representatives who participate in regular labor-management meetings for two-way communication. Employees are encouraged to speak freely and express their opinions during these meetings, and the Company responds positively to reach a consensus with the workforce.

5.1 Human Rights Protection

Foresee is committed to protecting the fundamental human rights of all employees and stakeholders, as well as safeguarding personal privacy data. The Company adheres to international human rights conventions, such as the “Universal Declaration of Human Rights” and the “List of International Labour Organization (ILO) Conventions,” as well as relevant regulations under the Labor Standards Act. Through the establishment of internal management guidelines, we implement our human rights policy. Foresee prohibits any form of discrimination, forced labor, and child labor. We provide equal, fair, and reasonable compensation, benefits, and working conditions, ensuring that all employees are treated with fairness, equality, and dignity. In 2024, we plan to incorporate the prevention of any human rights violations or infringements into the supplier screening and evaluation process for our partners. We also comply with occupational safety and health regulations by appointing a dedicated Occupational Health and Safety Officer. This ensures the continuous improvement of the work environment, the prevention of accidents, and the reduction of occupational hazards, thereby safeguarding employees' safety and promoting their physical and mental well-being. In addition, the Company implements various human rights policies according to the following management objectives:

Management Objectives	Specific Details	Implementation Status
Create an Equal and Inclusive Workplace	Set up a complaint hotline and email account for employees to report issues, helping to prevent discrimination disputes or harassment.	No incidents of discrimination or harassment occurred this year.
No Child Labor Employed	Explicitly prohibit the employment of child labor to prevent such practices.	No cases of child labor employment occurred this year.
No Forced Labor	Clearly define working hours and regulations for extended hours, monitor employee attendance, eliminate practices of forced or compulsory labor, and ensure compliance with the Labor Standards Act.	The Company implements a vacation policy, encourages employees to maintain a work-life balance, and there have been no incidents of forced or compulsory labor this year.
A Healthy and Safe Work Environment	1. Provide health examination subsidies for employees. 2. Provide comprehensive fire safety training.	The Company provides a safe and healthy work environment for employees. Each year, we offer health check subsidies and provide group insurance. Regular safety and health education is conducted, and we actively participate in fire safety seminars and drills organized by the building management committee. There have been no incidents of accidental injuries or occupational accidents this year.
Privacy Protection	Implement Information Security	To protect human rights and privacy, Foresee has implemented comprehensive controls for accessing, processing, transmitting, and storing data, as well as for personnel and equipment security. We have adopted relevant security measures for all aspects,

Management Objectives	Specific Details	Implementation Status
		including application system development and maintenance, databases, networks, personal computers, and storage media. There have been no incidents of privacy violations or personal data breaches this year.

- Gender Equality and Diversity

The Company is committed to providing a respectful and safe work environment for employees. We implement diverse recruitment practices and promote gender equality, ensuring that employees are not subjected to discrimination, harassment, or unequal treatment based on race, gender, religion, age, political orientation, or any other condition protected by applicable laws. We have established relevant "Sexual Harassment Prevention Measures, Complaint Procedures, and Disciplinary Actions." In addition, the Company respected the cultural customs of the 22 foreign employees in 2023, and there have been no incidents of violations of their work rights or human rights.

Category	Proportion of All Employees (%)	Proportion in Management Levels (%)
ROC Nationality	67%	26%
Foreign Nationality	33%	74%

5.2 Diversity and Inclusion

Foresee Pharmaceuticals had 65 employees in 2023. Due to the Company's continued growth, the number of employees in all categories has increased over the past three years. Of the 65 employees in 2023, 30 are women, making up

46.15% of the workforce. There are 9 board members, of whom 1 is female, representing 11%. The Company prioritizes professional abilities in recruitment, eliminating gender discrimination, and is committed to a workplace culture of gender equality.

Diversity Statistics/Year				2021		2022		2023	
				People	Percentage	People	Percentage	People	Percentage
Director		Gender	Male	7	87.50%	7	87.50%	8	88.89%
			Female	1	12.50%	1	12.50%	1	11.11%
		Age	Under 50	0	0.00%	0	0.00%	0	0.00%
			50~65	3	37.50%	1	12.50%	2	22.22%
			Over 65	5	62.50%	7	87.50%	7	77.78%
		Education	Doctorate	6	75.00%	6	75.00%	7	77.78%
			Master’s	1	12.50%	1	12.50%	1	11.11%
			Undergraduate	1	12.50%	1	12.50%	1	11.11%
Employees	Direct (R&D)	Gender	Male	18	69%	26	63%	28	62%
			Female	8	31%	15	37%	17	38%
		Age	Under 30	0	0%	2	5%	2	4%
			Over 30, under 50	17	65%	27	66%	29	64%
			Over 50	9	35%	12	29%	14	31%
		Education	Doctorate	20	77%	21	51%	27	60%
			Master’s	6	23%	18	44%	15	33%
			Undergraduate	0	0%	2	5%	3	7%
	Indirect (Administrative and Business Development)	Gender	Male	7	44%	7	41%	7	35%
			Female	9	56%	10	59%	13	65%
		Age	Under 30	0	0%	0	0%	0	0%
			Over 30, under 50	12	75%	13	76%	15	75%
			Over 50	4	25%	4	24%	5	25%
		Education	Doctorate	2	13%	2	12%	2	10%
			Master’s	3	19%	3	18%	5	25%
			Undergraduate	11	69%	12	71%	13	65%

Note: Female Board Member Percentage = (Number of Female Board Members in the Year / Total Number of Board Members in the Year) * 100%

Note: Male Board Member Percentage = (Number of Male Board Members in the Year / Total Number of Board Members in the Year) * 100%

Note: Percentage of Employees in a Specific Age Range = (Total Number of Direct Employees in the Specific Age Range / Total Number of Employees in the Year) * 100%

Note: Education Level Percentage = (Total Number of Direct Employees with a Specific Education Level / Total Number of Employees in the Year) * 100%

◆ Number of Local Residents Employed as Senior Management

Key Operational Locations	Number of Senior Executives	Number of Local Residents Employed as Senior Executives	Percentage
Taiwan	2	2	100%
USA	8	8	100%
Canada	1	1	100%

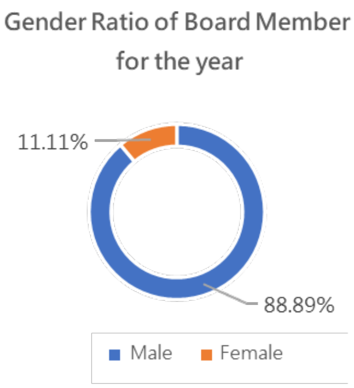
◆ Employee Statistics

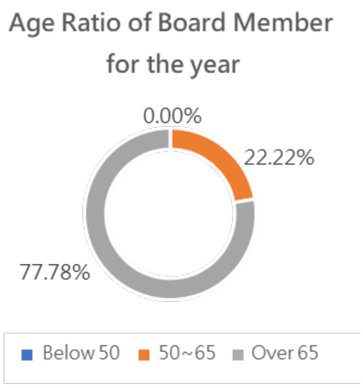
<table>
<tr><th colspan="2">Statistics/Year</th><th colspan="2">2021</th><th colspan="2">2022</th><th colspan="2">2023</th></tr>
<tr><td colspan="2">Total Number of Employees (Note 1)</td><td colspan="2">42</td><td colspan="2">58</td><td colspan="2">65</td></tr>
<tr><td colspan="2">Employment Contract (Note 2)</td><td colspan="2">Non-fixed</td><td colspan="2">Non-fixed</td><td colspan="2">Non-fixed</td></tr>
<tr><td rowspan="2">Gender</td><td>Male</td><td colspan="2">25</td><td colspan="2">33</td><td colspan="2">35</td></tr>
<tr><td>Female</td><td colspan="2">17</td><td colspan="2">25</td><td colspan="2">30</td></tr>
<tr><td rowspan="3">Location</td><td>Taiwan</td><td colspan="2">29</td><td colspan="2">37</td><td colspan="2">40</td></tr>
<tr><td>Canada</td><td colspan="2">1</td><td colspan="2">2</td><td colspan="2">1</td></tr>
<tr><td>USA</td><td colspan="2">12</td><td colspan="2">19</td><td colspan="2">24</td></tr>
<tr><td colspan="2">Employment Type (Note 3)</td><td>Full-time</td><td>Part-time</td><td>Full-time</td><td>Part-time</td><td>Full-time</td><td>Part-time</td></tr>
<tr><td rowspan="2">Gender</td><td>Male</td><td>24</td><td>1</td><td>32</td><td>1</td><td>34</td><td>1</td></tr>
<tr><td>Female</td><td>17</td><td>0</td><td>25</td><td>0</td><td>30</td><td>0</td></tr>
<tr><td rowspan="3">Location</td><td>Taiwan</td><td>29</td><td>0</td><td>37</td><td>0</td><td>40</td><td>0</td></tr>
<tr><td>Canada</td><td>1</td><td>0</td><td>2</td><td>0</td><td>1</td><td>0</td></tr>
<tr><td>USA</td><td>11</td><td>1</td><td>18</td><td>1</td><td>23</td><td>1</td></tr>
</table>

Note 1: The total number of employees is based on the end of the year (Dec. 31).

Note 2: Employees with non-fixed term employment contracts are considered full-time.

Note 3: Employment types are categorized as full-time employees (those who work up to the statutory maximum hours per week) and part-time employees (those who work less than the statutory maximum hours per week, limited to the Chief Medical Officer).





◆ Non-Employee Statistics

Statistics/Year		2021	2022	2023
Total Number of Workers (Note 1)		1	1	1
Contract Type		Appointed	Appointed	Appointed
Gender	Male	1	1	1
	Female	-	-	-
Location	Taiwan	1	1	1
Job Type		Cleaning Staff	Cleaning Staff	Cleaning Staff
Gender	Male	1	1	1
	Female	-	-	-
Location	Taiwan	1	1	1

Note 1: The total number of workers is based on the end of the year (12/31).

5.3 Talent Attraction and Retention

Talent is the Company's most important asset, serving as well as partners in creating corporate value, and a crucial cornerstone for the Company's continued growth and operations. Innovation in research and development and a people-centric management model are key factors for enhancing the Company's competitiveness. Foresee Pharmaceuticals offers a diverse, open, and respectful work environment that encourages employee self-growth, along with competitive salaries and a range of benefits, to attract interdisciplinary talent and employees who align with the Company's organizational culture and values. Our compensation mechanisms are linked with the Company's operational goals to allow employees and the Company to share in the results. Enhancing employee loyalty to the Company and creating shared corporate value are key components of Foresee's human resources development strategy.

Through fair and transparent recruitment channels, we are committed to finding like-minded talent. During the recruitment process, all candidates are treated equally regardless of race, gender, age, religion, nationality, or political affiliation. We firmly believe that diversity is key to innovation and growth. Hiring should be based on capabilities, and we strongly oppose any form of discrimination. We are dedicated to making Foresee Pharmaceuticals a diverse, innovative, and steadily growing company. Our goal is to create an open and inclusive work environment where everyone can showcase their talents and realize their value.

Short-term Goals	1. Establish Diverse Recruitment Channels: Utilize social media and external consultants to enhance the efficiency of the recruitment process and attract talent from various sources. 2. Conduct internal and external training programs with an average of 10 hours of training per employee, providing opportunities for skill enhancement and a good learning environment in the workplace.
Mid- to Long-term Goals	Provide a competitive overall compensation package to attract and retain top talent, and reward employees for their performance and long-term contributions.
Resources Invested in the Current Year	1. Annual employee health check-ups include 136 hours of paid leave and a subsidy of NT$68,000. 2. Employee education and training totaled 276 hours, with expenses amounting to NT$170,000. 3. Conducted two internal control process briefing sessions for overseas employees. 4. Offer flexible working hours and remote work options based on employees' job responsibilities to maintain work-life balance.

Evaluation Mechanisms/Results	1. The average and median salaries for full-time employees not in supervisory roles have both increased compared to the previous year. 2. To attract and retain professional talent both domestically and internationally, the Company has approved the issuance of restricted employee stock rights through an extraordinary shareholders' meeting.

5.3.1 New Employees and Employee Turnovers

New Employee Statistics/Year		2021		2022		2023	
		Total Number	Percentage (Note)	Total Number	Percentage (Note)	Total Number	Percentage (Note)
Age	Under 30	0	0.00%	2	3.45%	2	3.08%
	Over 30, under 50	9	21.43%	11	18.97%	7	10.77%
	Over 50	3	7.14%	5	8.62%	5	7.69%
Gender	Male	6	14.29%	10	17.24%	5	7.69%
	Female	6	14.29%	8	13.79%	9	13.85%
Education	Doctorate	9	21.43%	2	3.45%	8	12.31%
	Master’s	1	2.38%	13	22.41%	4	6.15%
	Undergraduate	2	4.76%	3	5.17%	2	3.08%
Location	Taiwan	4	9.52%	9	15.52%	5	7.69%
	USA/Canada	8	19.05%	9	15.52%	9	13.85%

Note: New Employee Ratio= (Total Number of New Employees in the Specific Category for the Year / Total Number of Employees in the Specific Category at Year-End) * 100%

Employee Turnover Statistics/Year		2021		2022		2023	
		Total Number	Percentage (Note)	Total Number	Percentage (Note)	Total Number	Percentage (Note)
Age	Under 30	0	0.00%	0	0.00%	2	0.45%
	Over 30, under 50	5	11.90%	0	0.00%	2	0.45%
	Over 50	3	7.14%	2	3.45%	3	0.67%
Gender	Male	4	9.52%	2	3.45%	3	0.67%
	Female	4	9.52%	0	0.00%	4	0.90%
Education	Doctorate	5	11.90%	1	1.72%	2	0.45%
	Master's	2	4.76%	1	1.72%	5	1.12%
	Undergraduate	1	2.38%	0	0.00%	0	0.00%
Location	Taiwan	2	4.76%	1	1.72%	2	0.45%
	USA/Canada	6	14.29%	1	1.72%	5	1.12%

Note: Female New Employee Ratio= (Total Number of Female New Employees for the Year / Total Number of Female Employees at Year-End) * 100%

Note: Turnover Rate = (Total Number of Employees Departing from the Specific Category for the Year / Total Number of Employees in the Specific Category at Year-End) * 100%

Note: Turnover Rate for Employees Under 30 = (Total Number of Employees Under 30 Leaving for the Year / Total Number of Employees Under 30 at Year-End) * 100%

5.3.2 Compensation and Benefits

The Company has established a "Compensation Structure Policy" and a "Performance Management System." Employee compensation and performance bonuses are determined based on the Company's overall market positioning, industry salary surveys, the industry's growth cycle of the industry, internal equity considerations, and the Company's performance in meeting annual operational goals. These factors, along with the overall market and economic conditions, are reflected in employee salaries and bonuses. Performance bonuses are calculated and distributed based on the score of the Company's annual operational goals, multiplied by the employee's individual performance evaluation. The bonus typically ranges from 4% to 25% of the employee's annual salary. An annual salary adjustment strategy is proposed each year based on the Company's operational performance, market conditions, and the inflation index, with an average increase of approximately 2% to 4%.

◆ Salaries for full-time employees not in supervisory roles

Full-time employees not in supervisory roles	Number of Employees at Foresee Pharmaceuticals	Average annual salary		Median annual salary	
		Average of the top 10 in the same industry	Foresee Pharmaceuticals	Average of the top 10 in the same industry	Foresee Pharmaceuticals
2022	32	1,124	1,308	1,127	1,119
2023	36	1,287	1,439	1,145	1,237
Difference	+4		+131		+118

◆ The ratio of entry-level standard wages to local minimum wage by gender

Entry-Level Employee Category	Gender	Ratio of Standard Wage to Local Minimum Wage
Taiwan	Male	1.7
	Female	1.7

◆ Ratio of female to male base salary plus compensation.

Ratio of base salary plus compensation			Ratio					
			2021		2022		2023	
Key Operational Locations	Employee Category	Item	Male	Female	Male	Female	Male	Female
Taiwan and the USA	Direct	Base Salary (Note 1)	1.47	1	1.41	1	1.36	1
		Compensation (Note 2)	1.49	1	1.40	1	1.37	1
	Indirect	Base Salary	1.06	1	1.68	1	1.63	1
		Compensation	1.05	1	1.65	1	1.54	1

Note 1: Base salary refers to the minimum fixed amount paid to employees for performing their duties,

excluding any additional compensation.

Note 2: Compensation refers to the base salary plus any additional amounts paid to workers (including year-end and performance bonuses).

5.3.3 Employee Benefits

Employee Benefits Items	Full-time Employees	
	Taiwan	USA/Canada
Group Insurance	v	
Marriage/Maternity/Education/Funeral Subsidies	v	
Year-End/Performance Bonuses	v	
Annual Health Checkup	v	
Company Staff Outing	v	
Employee Stock Ownership	v	
401(k) Retirement Benefit Plan		v

◆ Employee Activities

Teambuilding gathering in Dahu Park.

Foresee R&D lab relocation to NBRP, the National Biotechnology Research Park.

◆ Parental Leave

Employee Parental Leave/Year	Gender	2021	2022	2023
Number of Employees Eligible for Parental Leave	Male	1	1	0
	Female	0	0	2
Number of Employees Who Applied for Parental Leave	Male	0	0	0
	Female	0	0	1
Number of Employees Required to Return to Work After Parental Leave Expiration (A)	Male	0	0	0
	Female	0	0	1
Number of Employees Who Returned to Work After Parental Leave Expiration (B) (Including Early Returnees)	Male	0	0	0
	Female	0	0	1
Return-to-Work Rate (B/A)	Male	0	0	0
	Female	0	0	100%
Number of Employees Who Returned to Work After Parental Leave and Remained Employed for Twelve Months (C)	Male	0	0	0
	Female	1	0	0
Retention Rate (C/Previous Year B)	Male	-	-	-
	Female	100%	-	-

Note 1: The number of employees eligible for parental leave is based on the number of male and female employees who have applied for maternity or paternity leave in the past three years.

Note 2: Return-to-Work Rate = (Total Number of Employees Who Actually Returned to Work in the Current Year / Total Number of Employees Required to Return to Work in the Current Year) * 100%

Note 3: Retention Rate = (Total Number of Employees Who Returned to Work and Remained Employed for Twelve Months in the Previous Year / Total Number of Employees Who Actually Returned to Work in the Previous Year) * 100%

◆ Employee Retirement Benefits System

Foresee adheres to the “Labor Pension Act,” which is a defined contribution retirement scheme. According to the Labor Pension Act, the Company is required to contribute at least 6% of each employee's monthly salary to their individual account at the Bureau of Labor Insurance every month.

Retirement Pension System	New System
Applicable Legal Basis	Labor Pension Act
Contribution Method	Contributed at 6% of employees' insured salary level to individual accounts at the Bureau of Labor Insurance
Contribution Amount	In 2023, the contribution amounted to NT$2,125 thousand

5.4 Talent Development

Foresee Pharmaceuticals values the growth and continuous development of its employees. The Company has established an “Education and Training Management Policy” to encourage employees to continually learn and leverage their strengths. This policy integrates their skills with the Company's development strategy, fostering expertise in their professional or managerial roles to achieve a win-win outcome. In 2023, the total budget for departmental education and training was NT$673,000, with actual expenses amounting to NT$170,000. The training programs included MasterClass, comprehensive imaging system applications, sustainable governance, climate change risk assessment, intellectual property and ESG sustainable management, cybersecurity certification, and cybersecurity audit strategies, totaling 276 hours of training.

◆ Average Training Hours for Employees in Taiwan Over the Past Three Years

Statistics/Year		2021	2022	2023
Average Training Hours Per Employee (Note 1)		16.1	9.4	6.9
Average Training Hours by Gender (Note 2)	Female	12.0	12.8	7.0
	Male	20.4	5.5	6.8
Average Training Hours by Category (Note 3)	Direct Employees	2.3	4.6	3.5
	Indirect Employees	33	17.4	12

Note 1: Average Training Hours Per Employee: Total training hours for all employees in the year / Total number of employees at year-end.
Note 2: Average Training Hours per Female Employee: Total training hours for female employees in the year / Total number of female employees at year-end.
Note 3: Average Training Hours for Direct Employees: Total training hours for direct employees in the year / Total number of direct employees at year-end.

Training Course Content	Participation	Hours
Corporate Governance/Sustainability/Ethical Management Related	52	198.5
Technical/Job Skill Enhancement Related	37	191.5
Promotion/Seminars	35	59.5

◆ Employee Performance Evaluation

Annual Performance Evaluation:

(1) Each department's direct supervisors conduct annual performance evaluations for their employees.
(2) The evaluation uses a "Performance Evaluation Form," which includes both self-assessment and supervisor assessment sections.
(3) Supervisors assess employees based on their performance and relative contributions within the unit.
(4) Evaluation Procedure: Self-assessment by employees → Initial evaluation by direct supervisors → Re-evaluation by department heads → Final review and approval by the Chairman → Record retention by the HR department

<table>
<tr><th colspan="2">2023 Performance Evaluation Statistics</th><th>Number of Employees Assessed</th><th>Number of Employees in Category</th><th>Percentage</th></tr>
<tr><td rowspan="2">Gender</td><td>Female</td><td>27</td><td>30</td><td>90%</td></tr>
<tr><td>Male</td><td>31</td><td>35</td><td>89%</td></tr>
<tr><td rowspan="2">Employee Category</td><td>Direct Employees</td><td>39</td><td>45</td><td>87%</td></tr>
<tr><td>Indirect Employees</td><td>19</td><td>20</td><td>95%</td></tr>
</table>

Note: Employee performance evaluations exclude new employees who have been with the Company for less than 3 months during the year (new employees who joined after October 1 are not included in the annual performance evaluation list). Employees who resign during the performance evaluation period are also not included in the evaluation list.

5.5 Business Integrity & Ethical Management

Foresee operates based on the principles of fairness, honesty, integrity, and transparency. We have established policies grounded in ethical management, built robust corporate governance and risk control mechanisms, and actively work to prevent dishonest behavior to create a sustainable operating environment. The Company has established the “Procedures for Ethical Management and Guidelines for Conduct” in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies” and relevant laws applicable to the locations where the Company and its group enterprises operate. These guidelines specifically define the code of conduct for all employees of the Company. In accordance with the “Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies,” designated personnel are responsible for reporting significant information. This information is publicly disclosed on the Information Disclosure Platform and the Company's official website in a timely manner, ensuring transparency in ethical management.

Short-term Goals	1. Regular and ad-hoc training and awareness sessions for directors and relevant internal personnel are arranged. 2. Establishment of a dedicated unit for promoting corporate ethical management is in progress.
Mid- to Long-term Goals	1. Actively implement the evaluation indicators based on the FSC Corporate Governance 3.0 -Sustainable Development Roadmap. 2. Disclose information related to corporate governance and sustainable development in accordance with relevant laws and regulations, and continuously update it to fulfill the duty of due diligence and information disclosure.
Resources Invested in the Current Year	1. In 2023, 11 employees participated in ethical management related educational training sessions, totaling 103 hours of training. 2. On November 22, 2023, an insider trading education and advocacy session was held for employees. The session had a total of 28 participants. The presentation was also shared with all employees via email after the meeting for their reference. 3. The implementation of ethical management practices is disclosed in the annual report and on the Market Observation Post System.
Evaluation Mechanisms/Results	No violations related to ethical management were found through internal control self-assessment and internal audit verification.

The Company designates the Audit Office as the responsible unit, which reports directly to the Board of Directors. This department handles the following tasks and is required to provide regular reports to the board:

(1) Assist in embedding integrity and ethical values into the Company's business strategies and establish anti-corruption ethical management measures in compliance with legal and regulatory frameworks.

(2) Conduct periodic analyses and assessments of integrity risks within the business scope, develop anti-corruption plans based on these assessments, and establish standard operating procedures and behavior guidelines for each plan.

(3) Design internal organizational structure, staffing, and responsibilities,

and implement checks and balances mechanisms for business activities with higher integrity risks within the business scope.

(4) Implement and coordinate training and awareness programs related to the Company's integrity policies.

(5) Design a whistleblowing system and ensure its effective implementation.

(6) Assist the Board of Directors and management in auditing and evaluating the effectiveness of implemented ethical management measures.

(7) Prepare and properly maintain documentation on ethical management policies, compliance statements, implementation commitments, and implementation details.

◆ Specific Measures to Prevent Insider Trading

The Company revised the "Corporate Governance Best Practice Principles" on May 13, 2022 to include regulations prohibiting internal personnel from trading securities based on non-public information. The aforementioned regulations should include stock trading control measures for internal personnel upon obtaining company financial reports or related performance information. These measures must include, but are not limited to, a restriction where directors are prohibited from trading their stocks during a closed period, which is 30 days before the annual financial report announcement and 15 days before the quarterly financial report announcement. The Company has implemented a policy of informing directors, managers, and other internal personnel about this regulation via email. Additionally, before the start of each closed period preceding each quarterly financial report announcement, an email notification is sent to all internal personnel regarding the stock trading prohibition period, ensuring they are aware of the restriction and avoid any unintentional violations.

Additionally, on November 22, 2023, the Company conducted a one-hour educational session for internal employees, with 28 participants in attendance. The course covered topics such as the essential elements of material information, the timing of its recognition, related penalties for legal violations, and an explanation and analysis of trading examples. After the session, the presentation was emailed to all employees, providing a reference for those who were unable to attend.

- Whistleblowing Mechanism for Ethical Management

If any employee violates the "Procedures for Ethical Management" or other corporate governance policies, the issue can be reported through the following whistleblowing channels.

Whistleblowing Email Address	audit@foreseepharma.com
Whistleblowing Phone Number	02-7750-0188 Ext.7320
Handling Unit	Audit Office
Website	https://www.foreseepharma.com/zh-tw/investors/2

5.6 Product Quality and Safety

Foresee's pharmaceutical products adhere to GMP (Good Manufacturing Practice) and GDP (Good Distribution Practice) regulations throughout the production and packaging processes. Each product package includes a batch number and barcode for product management and traceability, ensuring medication safety. The Company has established the "Procedure for Handling Counterfeit and Prohibited Drugs" and the "Product Recall Procedure." These procedures guide the initiation of product recalls and investigations, with mandatory reporting to regulatory authorities as required. As of the end of 2023, Foresee's CAMCEVI 42 mg has not been subject to any safety-related notifications, recalls, or cGMP violations.

Year	Product Description	Percentage of Stability Assessment Conducted
2021	Product not yet launched	
2022	CAMCEVI 42 mg is used for the treatment of advanced prostate cancer.	100%
2023		100%

5.7 Charity Participation

Foresee Pharmaceuticals actively engages in corporate social responsibility by participating in charity activities and donating supplies to disadvantaged groups. The Company is committed to providing more care and support to society. Resources Invested in 2023:

1. February 2023: The Company launched the “Turkey Earthquake Fundraiser,” encouraging employees to participate voluntarily. An equal matching donation plan was implemented, resulting in a total donation of approximately NT$370,000.
2. October 2023: Donations of approximately NT$76,000 in cash or essential goods were made to seven organizations, including foundations and social welfare groups.
3. November 2023: Foresee participated in a Thanksgiving dinner organized at the R&D Site’s industry park, where the host invited youth and families from a rare disease foundation. Approximately 23 employees attended the event. Besides discussing research projects and experimental data, this gathering provided a meaningful opportunity for the team to connect and engage directly with patients and their families.

Go!
#1

THANKS
感謝有你感恩

Appendix 1: GRI Content Index

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<tr><td colspan="5">★ Significant Topics</td></tr>
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<tr><td>GRI 1 Standards Used</td><td colspan="4">GRI 1: Foundation 2021</td></tr>
<tr><td>Applicable GRI Sector Standards</td><td colspan="4">There are currently no applicable GRI sector standards.</td></tr>
<tr><th>Theme</th><th>Disclosure Item</th><th>Item Description</th><th>Section</th><th>Page Number</th></tr>
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	2-13	Delegation of responsibility for managing impacts	1.1 Sustainable Development Group	5
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	3-2	List of material topics	1.4 Identification and Analysis of Material Topics	11
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★Economic Performance				
GRI 3: Material Topics 2021	3-3	Management of material topics	3.4 Operational Performance	36
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	3.4 Operational Performance	36
	201-2	Financial implications and other risks and opportunities due to climate change	4.1 Climate-Related Financial Disclosures	45
	201-3	Defined benefit plan obligations and other retirement plans	5.3.3 Employee Benefits	69
	201-4	Financial assistance received from government	3.4 Operational Performance	36
Market Position				
GRI 201: Economic Performance 2016	202-1	The ratio of entry-level standard wages to local minimum wage by gender	5.3.2 Compensation and Benefits	68
	202-2	Number of Local Residents Employed as Senior Management	5.2 Diversity and Inclusion	62
★R&D Innovation				
GRI 3: Material Topics 2021	3-3	Management of material topics	3.5 Innovative R&D	37

Theme	Disclosure Item	Item Description	Section	Page Number
Environmental Aspect				
Emissions				
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	4.2 Greenhouse Gas Emissions	53
	305-2	Energy indirect (Scope 2) GHG emissions	4.2 Greenhouse Gas Emissions	53
	305-4	GHG emissions intensity	4.2 Greenhouse Gas Emissions	53
	305-6	Emissions of ozone-depleting substances (ODS)	Not Applicable/No Relevant Circumstances	-
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not Applicable/No Relevant Circumstances	-
★Supplier Environmental Assessment				
GRI 3: Material Topics 2021	3-3	Management of material topics	4.4 Sustainable Supply Chain Management	55
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	4.4 Sustainable Supply Chain Management	55
	308-2	Negative environmental impacts in the supply chain and actions taken	4.4 Sustainable Supply Chain Management	55
★Laboratory Waste Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	4.3 Laboratory Waste Management	54

Theme	Disclosure Item	Item Description	Section	Page Number
Social Aspect				
★Employment				
GRI 3: Material Topics 2021	3-3	Management of material topics	5.3 Talent Attraction and Retention	65
GRI 401: Employment 2016	401-1	New employees and employee turnover	5.3. 1 New Employees and Employee Turnovers	67
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.3.3 Employee Benefits	69
	401-3	Parental Leave	5.3.3 Employee Benefits	69
★Training and Education				
GRI 3: Material Topics 2021	3-3	Management of material topics	5.3 Talent Attraction and Retention	65
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	5.4 Talent Development	71
	404-2	Programs for upgrading employee skills and transition assistance programs	5.4 Talent Development	71
	404-3	Percentage of employees receiving regular performance and career development reviews	5.4 Talent Development	71
Diversity and Equal Opportunity				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	3.1.1 Diversity and Independence of the Board of Directors 5.2 Diversity and Inclusion	25/62
	405-2	Ratio of female to male base salary plus compensation.	5.3.2 Compensation and Benefits	68

Theme	Disclosure Item	Item Description	Section	Page Number
★Supplier Environmental Assessment				
GRI 3: Material Topics 2021	3-3	Management of material topics	4.4 Sustainable Supply Chain Management	55
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	4.4 Sustainable Supply Chain Management	55
	414-2	Negative social impacts in the supply chain and actions taken	4.4 Sustainable Supply Chain Management	55
Customer Health and Safety				
GRI 3: Material Topics 2021	416-1	Assessment of the health and safety impacts of product and service categories	5.6 Product Quality and Safety	75
★Ethical Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	5.5 Ethical Management	72

Appendix 2: Assurance Statement/Verification Report

格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

Independent Assurance Statement Based on
2023 Sustainability Report of Foresee Pharmaceuticals Co., Ltd.

Statement No.:2407009

Foresee Pharmaceuticals Co., Ltd. (hereinafter referred to as Foresee) and GREAT International Certification Co., Ltd. (hereinafter referred to as GREAT) are independent companies and organizations. Except for the evaluation and verification of the company's 2023 sustainability report, GREAT has no financial relationship with Foresee.

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

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

The Scope of Assurance

The verification scope of Foresee and GREAT agreement includes:

- The contents of the entire sustainability report and all operating performance of Foresee from January 1, 2023 to December 31, 2023;
- According to the type 1 of AA1000 Assurance Standard v3, evaluate the nature and degree of Foresee's compliance with the AA1000 Accountability Principles (2018), excluding the verification of the reliability of the information/data disclosed in the report.
- This Statement is made in Chinese and translated into English for reference.

Verification Opinion

We summarize the content of Foresee 's sustainability report, and provide a fair standpoint of Foresee 's related operations and performance. We believe that the specific performance indicators of Foresee in 2023, such as environment, society and corporate governance, are presented correctly. The performance indicators disclosed in the report demonstrate Foresee 's expectations and efforts to identify and satisfy stakeholders.

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

Verification method

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

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

Conclusion

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

- **Inclusivity**

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格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

Foresee has established a process of cooperation with major stakeholders, including competent authorities, shareholders/investors, suppliers, employees, community/group and drug development cooperation organization, etc., and will launch a series of stakeholder activities in 2023, involving economy, environment, society (people/human right) and a series of major themes. In terms of our professional opinion, this report covers the inclusivity issues of Foresee.

- **Materiality**

The report has stated that Foresee focuses on economy, environment, society (people/human right) topics, and identified 6 major topics including innovative R&D, operating performance, supply chain sustainability management, laboratory waste management, integrity management and talent attraction and retention, etc. In terms of our professional opinion, this report appropriately covers the materiality issues of Foresee.

- **Responsiveness**

Foresee responds to requests and opinions from stakeholders. Implementation methods include competent authority policy promotion meeting, public information observatory, shareholders meeting, company website, supplier visits/ meeting, labor-management meeting, employee grievance channel and community activities, those numerous internal and external stakeholder communication mechanisms, as an opportunity to provide further responses to stakeholders, and to promptly respond to stakeholder concerns. In terms of our professional opinion, this report covers the responsiveness issues of Foresee.

-Impact

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

-GRI Guidelines

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

Assurance level

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

Responsibility

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

Ability and Independence

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

On behalf of the assurance team JULY 26, 2024
GREAT International Certification Co., Ltd.
Taiwan, Republic of China

Signed by General Manager W. J. Chen

AA1000
Licensed Report
000-250/V3-DLVBS

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Appendix 3: SASB Standards

SASB Standards Comparison Index - Disclosure Standards for the Biotechnology & Pharmaceuticals Industry

	Metric Code	Accounting Metric	Category	Disclosure Contents/Explanation
Safety of Clinical Trial Participants	HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	Discussion and Analysis	Currently, clinical trial monitoring is conducted by outsourced Contract Research Organizations (CROs). There have been no clinical trial cases terminated due to violations of Good Clinical Practice (GCP) by the Contract Research Organizations.
	HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1)Voluntary Action Indicated (VAI) and (2)Official Action Indicated (OAI)	Quantitative	Currently, Foresee Pharmaceuticals does not have such incidents.
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Quantitative	Currently, Foresee Pharmaceuticals does not have such incidents.
Access to Medicines	HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Discussion and Analysis	Currently, Foresee Pharmaceuticals does not have such incidents.
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Discussion and Analysis	Currently, Foresee Pharmaceuticals does not have such incidents.

	Metric Code	Accounting Metric	Category	Disclosure Contents/Explanation
Affordability and Pricing	HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	Quantitative	Currently, Foresee Pharmaceuticals does not have such incidents.
	HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	Quantitative	Foresee Pharmaceuticals' CAMCEVI 42mg is marketed in the U.S. by Intas Pharmaceuticals, which sets the drug's pricing in a fair and reasonable manner.
	HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	Quantitative	
Drug Safety	HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	Discussion and Analysis	As of the end of 2023, Foresee's CAMCEVI 42 mg has not been subject to any safety-related notifications, recalls, or cGMP violations.
	HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	Quantitative	
	HC-BP-250a.3	Number of recalls issued; total units recalled	Quantitative	
	HC-BP-250a.4	Total amount of product accepted for take-back, reuse, or disposal	Quantitative	
	HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Quantitative	

	Metric Code	Accounting Metric	Category	Disclosure Contents/Explanation
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Discussion and Analysis	Foresee's pharmaceutical products adhere to GMP (Good Manufacturing Practice) and GDP (Good Distribution Practice) regulations throughout the production and packaging processes. Each product package includes a batch number and barcode for product management and traceability, ensuring medication safety.
	HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Discussion and Analysis	The Company has established the "Procedure for Handling Counterfeit and Prohibited Drugs" and the "Product Recall Procedure." These procedures guide the initiation of product recalls and investigations, with mandatory reporting to regulatory authorities as required.
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Quantitative	Currently, Foresee Pharmaceuticals does not have such incidents.
Ethical Marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Quantitative	Currently, Foresee Pharmaceuticals does not have such incidents.
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Discussion and Analysis	Foresee strictly adheres to WHO and national pharmaceutical marketing ethics guidelines and collaborates with established international pharmaceutical partners to ensure compliance with ethical standards in drug marketing.

<table>
<tr><th></th><th>Metric Code</th><th>Accounting Metric</th><th>Category</th><th>Disclosure Contents/Explanation</th></tr>
<tr><td rowspan="2">Employee Recruitment, Development and Retention</td><td>HC-BP-330a.1</td><td>Discussion of talent recruitment and retention efforts for scientists and research and development personnel</td><td>Discussion and Analysis</td><td>Foresee is committed to creating a challenging and continuously learning work environment that attracts top talent from various fields, making the Company a diverse, innovative, and steadily growing enterprise. Provide a competitive overall compensation package to attract and retain top talent, and reward employees for performance and long-term contributions.</td></tr>
<tr><td>HC-BP-330a.2</td><td>(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others</td><td>Quantitative</td><td><table>
<tr><th>2023</th><th>Senior Management (Managers)</th><th>Middle Management (Non-managerial Management Positions)</th><th>Professionals (R&D Staff)</th><th>Other Employees (Administrative Staff)</th><th>Total Employees for the Year</th></tr>
<tr><td>Employees</td><td>12</td><td>16</td><td>29</td><td>15</td><td>72</td></tr>
<tr><td>Employee Turnover</td><td>1</td><td>4</td><td>2</td><td>0</td><td>7</td></tr>
<tr><td>Voluntary turnover rate</td><td>2%</td><td>6%</td><td>3%</td><td>0%</td><td>65</td></tr>
<tr><td>Involuntary turnover rate</td><td>0%</td><td>0%</td><td>0%</td><td>0%</td><td></td></tr>
</table></td></tr>
<tr><td>Supply Chain Management</td><td>HC-BP-430a.1</td><td>Percentage of (1) entity facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of the supply chain and ingredients</td><td>Quantitative</td><td>Foresee is currently not participating in the Rx-360 International Pharmaceutical Supply Chain Consortium program. However, relevant official agencies such as EMA (European Medicines Agency) and TFDA (Taiwan Food and Drug Administration) have established GDP (Good Distribution Practice)</td></tr>
</table>

				guidelines to ensure the proper management and operation of the pharmaceutical supply chain. The Company also conducts annual supplier evaluations to ensure compliance.
Business Ethics	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Quantitative	Currently, Foresee Pharmaceuticals does not have such incidents.
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Discussion and Analysis	Currently, Foresee Pharmaceuticals does not have such incidents.
Activity Metrics	HC-BP-000.A	Number of patients treated	Quantitative	CAMCEVI 42mg has obtained drug approvals in Europe, the US, Canada, and Taiwan. It has been available for sale in the US since April 2022, and over 7,365 prostate cancer patients have been treated with this medication.
	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Quantitative	https://www.foreseepharma.com/en-us/prores/all。

Appendix 4: TCFD Climate-Related Financial Disclosures

Item	Content	Response
1	Describe how the board and management oversee and manage climate-related risks and opportunities.	4.1 Climate-Related Financial Disclosures.
2	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning over the short, medium, and long term.	4.1 Climate-Related Financial Disclosures.
3	Describe the impact of extreme weather and transformation actions on the organization’s financial planning.	4.1 Climate-Related Financial Disclosures.
4	Describe how processes for identifying, assessing, and managing climate related risks are integrated into the organization’s overall risk management.	4.1 Climate-Related Financial Disclosures.
5	Describe the scenarios used, including the parameters, assumptions, analysis factors, and major financial impacts.	4.1 Climate-Related Financial Disclosures.
6	Describe the indicators and targets used to identify and manage both physical and transition risks.	4.1 Climate-Related Financial Disclosures.
7	Describe the basis for setting the internal carbon pricing if used as a risk management tool.	Currently, the Company does not have the internal carbon pricing mechanism. While awaiting further GHG guidelines from government authorities, the Company intends to conduct self-assessments and implement reduction measures.

Item	Content	Response
8	Describe the activities covered, the greenhouse gas emission scopes, the time horizon for achieving the targets, and annual progress against the settled climate-related targets; Describe the source and amount of the offset reductions or the number of RECs used as a material component of the plan to achieve the climate-related targets.	According to the sustainability roadmap, Foresee, being a company with a capital of less than 5 billion NTD, is required to complete the greenhouse gas inventory for the consolidated financial statements of parent and subsidiary companies by 2027, with 2026 set as the base year. Currently, the Company has not yet conducted the greenhouse gas inventory for the consolidated financial statements, and therefore has not established a base year, reduction targets, strategies, or specific action plans.
9	Greenhouse gas inventory and assurance status, and reduction targets, strategies, and specific action plans.	4.2 Greenhouse Gas Emissions.