2025 Navicare Biotech Co., Ltd.
Sustainability Report

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About This Report

In accordance with the "Regulations Governing the Preparation and Filing of Sustainability Reports by TPEx-Listed Companies," Navicare Biotech Co., Ltd. (hereinafter referred to as "Navicare Biotech," "the Company," or "we" in this report) publishes a "Sustainability Report" annually. Through the publication of this report, the Company transparently discloses its sustainability initiatives and performance in the three major aspects of environment, society, and corporate governance, enabling stakeholders to understand Navicare Biotech's efforts and continued commitment to progress in corporate sustainability and social responsibility.

Report Scope and Principles

This report primarily discloses data and information for fiscal year 2025 (January 1, 2025 to December 31, 2025). Some content also references relevant events before or after 2025, which will be supplemented in the respective chapters. The scope of disclosure covers Navicare Biotech Co., Ltd. Other subsidiaries in the consolidated financial statements (YI CHI TRAVEL SERVICE CO., LTD., Fresh2U CO., LTD., Leimei International Corp., LTD., and MAJI PHARMACEUTICAL GROUP PTY., LTD.) are not included in this year's report scope; however, some data will be disclosed in the respective chapters with explanatory notes. In response to international sustainability trends, the Company plans to gradually incorporate its subsidiaries in full and simultaneously disclose their sustainability performance and initiatives, further strengthening Navicare Biotech's sustainable corporate image.

The content is collected and drafted by each task team of the Company's Sustainability Development Team. After preliminary review by each team leader, the content is integrated, proofread, cross-checked, and compiled by the executive secretary, and finally confirmed by the Board of Directors before public release.

Item	List of Companies in Consolidated Financial Statements
Report Scope	Navicare Biotech Co., Ltd.
Not Included in Report Scope	YI CHI TRAVEL SERVICE CO., LTD., Fresh2U CO., LTD., Leimei International Corp., LTD., MAJI PHARMACEUTICAL GROUP PTY., LTD.
Note: Navicare Biotech Co., Ltd. is the parent company; YI CHI TRAVEL SERVICE CO., LTD., Fresh2U CO., LTD., Leimei International Corp., LTD., and MAJI PHARMACEUTICAL GROUP PTY LTD are all 100%-owned subsidiaries.	

Preparation Basis

The structure of this report references the GRI Universal Standards 2021 published by the Global Reporting Initiative (GRI) in 2021 as the reference basis for information disclosure, and corresponds with the "Regulations Governing the Preparation and Filing of Sustainability Reports by TPEx-Listed Companies," the Task Force on Climate-related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB) standards. In addition to referencing the GRI materiality disclosure principles, the report is prepared with rigorous standards, continuously improving and reviewing the data collection process and scope to enhance data quality year by year.

Report Management

The statistical data disclosed in this report is derived from the Company's own statistics and surveys. Financial data is sourced from the financial annual report information audited by Deloitte & Touche's certified public accountants Chen Chun-Hung and Chuang Pi-Yu, calculated in New Taiwan Dollars. In addition, environmental, safety, and health-related performance is presented using internationally recognized indicators; some data cites information published by government agencies or the Company's ownstatistics, presented in a manner consistent with industry convention for numerical description. Where estimates are involved, this will be noted in the relevant chapters. If there are any restatements of information in this year's Sustainability Report, they will be noted in the body text of the relevant chapters.

The Company has established a Sustainability Development Team. The content disclosed in this report is collected and drafted by each task team, and after preliminary review by each team leader, is integrated, proofread, cross-checked, and compiled by the executive secretary, and finally confirmed by the Board of Directors. Financial data is sourced from publicly disclosed information audited by certified public accountants; some data cites information published by government agencies or the Company's own statistics, presented in a manner consistent with industry convention for numerical description.

Publication Date

The Company regularly publishes a "Sustainability Report" every year,As the regulations governing the release schedules of financial statements and sustainability reports differ, the financial information disclosed in this report is prepared based on the Company's already-published financial statements audited by certified public accountants, ensuring the accuracy and consistency of the disclosed information.

- Current edition: Published August 31, 2026.
- Next edition: To be published August 31, 2027.

Contact Information

If you have any questions, guidance, or suggestions regarding this report, please feel free to contact us.

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Message from the Chairman

In recent years, Taiwan's digital industry and e-commerce market have changed dramatically, yet Navicare Biotech has continued to grow steadily, actively promoting digital innovation and sustainable development. In this era where digital transformation and the green economy are equally emphasized, we firmly believe that the development of e-commerce is not merely an evolution of business models, but a key element of corporate social responsibility and environmental protection. We are committed to sustainable operations, integrating corporate governance, environmental protection, and social contribution into our core business to create long-term value for shareholders and society.

1. Excellence in Corporate Governance, Steady Operating Strategy

In terms of corporate governance, we continue to strengthen internal oversight mechanisms to ensure transparency and decision-making efficiency in the operation of the Board of Directors. We have established a comprehensive internal control and risk management system to respond to market changes and competitive challenges. In addition, information security and data privacy are also issues we value; we continuously enhance our information security protection capabilities to ensure the safety of user data and maintain a high level of trust in digital transactions.

We believe that talent is the cornerstone of corporate growth. Therefore, we promote a fair and diverse workplace culture, providing employees with comprehensive development opportunities and competitive compensation. We also actively strengthen employees' professional skills through digital learning and industry collaboration to respond to market changes.

2. Low-Carbon Operations, Environmental Sustainability

Facing the challenge of global climate change, Navicare Biotech actively implements a green operating strategy. We optimize our logistics and delivery systems to reduce our carbon footprint, and implement digital invoicing and electronic payments to reduce environmental burden. In addition, we work with suppliers to jointly promote environmental protection measures and establish a green supply chain, ensuring that every link meets environmental standards.

We also adopt cloud technology to improve resource use efficiency and reduce carbon emissions, thereby lowering the environmental impact of our operations. These initiatives not only make our business more competitive but also contribute to environmental protection.

3. Creating Social Value, Giving Back to Society

Navicare Biotech deeply understands that businesses are closely connected to society. Therefore, we continue to invest in charitable activities and community development programs. We work with local farmers to expand agricultural product sales through digital platforms, supporting sustainable agricultural development. At the same time, we support a healthy workplace culture, providing employees with comprehensive health management programs, including health check-ups, sports clubs, and mental health support, ensuring employees can perform to their fullest potential in a good working environment.

4. Second Curve Business Development

In response to the various uncertainties in the e-commerce industry, the Company is committed to second curve development through strategic alliances, establishing brand business and the Nonliang agricultural business to create an integrated upstream and downstream supply chain. Navicare Biotech's long-accumulated partner stores will be leveraged to open up both B2C and B2B service markets for consumers and stores simultaneously. Currently, by integrating both online and offline (O2O) operations, we achieve a synergy where one plus one is greater than two, creating Navicare Biotech's second growth curve and moving towards group-based development.

5. Introduction of the CDP Customer Data AI Platform

Navicare Biotech has introduced the CDP (Customer Data Platform) customer data AI platform, using big data analytics and AI learning technology to gain deep insights into customer behavior and provide precise marketing recommendations. The introduction of CDP has not only enhanced the customer experience but also effectively reduced unnecessary waste of marketing resources, helping the Company achieve its sustainability goals. Through smarter use of data, we can optimize marketing strategies, reduce carbon emissions, and improve resource use efficiency, further fulfilling our environmental responsibilities and economic benefits. We believe that e-commerce still has enormous room for growth. Navicare Biotech will continue to develop in the D2C (Direct-to-Consumer) market, promoting digital transformation in the retail industry and helping more brands and consumers establish direct and efficient interactions.

6. Working Together Towards a Sustainable Future

We believe that corporate success comes not only from financial growth but also from a positive impact on society and the environment. By deepening our ESG (Environmental, Social, and Governance) strategy, we will work together with all stakeholders to create a future with greater responsibility and influence.

We thank all our partners who support Navicare Biotech, and let us work together to create a wonderful future.

Navicare Biotech Co., Ltd.
Chairman: Wu Chin-Chang



Stakeholder Communication and Material Topics

Stakeholder Identification

For stakeholders, the Company applies the five principles of "Dependency, Responsibility, Influence, Diverse Perspectives, and Tension" from the AA1000 Stakeholder Engagement Standards (AA1000 SES). To ensure the completeness of stakeholder identification, the Company also references the spirit of the GRI Standards. The Company's potential stakeholders include: shareholders and other investors, financial institutions, the government, employees and other workers, customers, consumers, business partners, suppliers, local communities, non-governmental organizations, social welfare organizations, associations,

media, etc., as well as stakeholders referenced from peer reports. External experts then assess the Company's actual negative impacts, potential negative impacts, actual positive impacts, and potential positive impacts on each stakeholder, and after discussion with company representatives or senior executives referencing the AA1000 SES identification results, those with an overall weighted score greater than 10 points are the Company's key stakeholders for fiscal year 2025.

Through discussion with external experts and reference to the AA1000 SES identification results, the Company identified 7 major categories of stakeholders: employees and other workers, consumers/customers, suppliers, shareholders and other investors, financial institutions, government agencies, and media.

Stakeholder Communication Channels

Stakeholder	Significance to the Company	Communication Channels	Frequency	Communication Effectiveness
Employees and Other Workers	Employees and workers are key drivers of the Company's operations and growth. They not only carry out daily business but also play a core role in innovation, service quality, and brand image. As the business diversifies, the Company also collaborates with contractors and freelancers to enhance flexibility and professional support capabilities, quickly responding to market changes. To this end, Navicare Biotech is committed to providing a fair and transparent work environment, and strengthening communication and training mechanisms to improve worker satisfaction and engagement, laying the foundation for the Company's steady development.	• Employee communication channels: e.g., routine meetings, email and internal systems, feedback mechanisms (anonymous feedback, online surveys) • Other worker communication channels: e.g., cooperation meetings, contact points, contract communication	• Annually/ As needed	1. A total of 50 management meetings were held throughout the year, with each department holding at least one departmental meeting per week, effectively improving team efficiency and reducing misunderstandings and conflicts through effective communication. 2. Internal information is communicated in real time through meetings, email, and communication platforms, and employees are encouraged to express their opinions. 3. Progress is regularly reviewed with suppliers and outsourced teams, and cooperation strategies are adjusted accordingly. 4. Communication training and tools are provided to help employees respond to rapidly changing work demands.

Consumers/ Customers	Consumers are the core of operations and the key to growth. They are not only the main source of revenue but also directly affect brand value and market competitiveness. The Company continuously optimizes the platform experience and service quality to respond to consumer needs, and identifies opportunities for improvement through feedback analysis, strengthening trust with consumers and the foundation for sustainable development.	• AI customer service • Social media: e.g., Facebook, Instagram, blogs, etc. • E-newsletters and push notifications • Official website and app points bonus reward activities • Themed events: e.g., 6/18, Double 11, Double 12, etc.	• Real-time/Daily • Daily interaction, weekly updates • Multiple times per month, as needed	1. In 2025, customer product satisfaction was 4.6 out of 5, demonstrated through consumer product review surveys and real-time customer service feedback, reflecting service quality and response efficiency. 2. Main revenue comes from the app: • iOS rating: 4.5 • Android rating: 4.5 • Ratings consistently maintained above 4 • Google business rating: 3.5 3. Introduction and optimization of digital tools: • Introduction of an integrated marketing CDP system • Establishment of an AI smart customer service system 4. Increased brand engagement, high social media and app push interaction rates, strengthening customer participation and loyalty. 5. Continuous improvement of products and services, improving features and processes based on user feedback, reducing

				complaints and enhancing experience. 6. Sustainability-oriented approach, incorporating consumer voices into sustainability strategy, strengthening market competitiveness and growth momentum. 7. Strengthened information security mechanisms, responding to concerns about personal data protection and reducing information security risks. 8. Excellent automatic user return rate: • Approximately 110,000 daily returning users • At least 350,000 monthly returning users • Returning user numbers double during major campaign periods
Suppliers	Suppliers are an indispensable partner in the operation of Navicare Biotech's O2O e-commerce platform, directly affecting product diversity, quality stability, and	• Strategic partner meetings • Performance review meetings	• As needed	1. In 2025, discussions on various product plans were held quarterly with key strategic partners, communicating adjustments to

	customer satisfaction. A stable supply source ensures uninterrupted products, and high-quality suppliers help enhance brand image and customer trust. Navicare Biotech also collaborates with suppliers to promote sustainable procurement and environmentally friendly products, implementing ESG goals, and promotes continued growth for both parties through joint development of innovative products and business models.			enhance product competitiveness. 2. Introduction of sustainable product lines, strengthening supply chain transparency and compliance risk control 3. Introduction and optimization of digital tools: • Optimization of the OP production system • Introduction of Robotic Process Automation (RPA) • Human-AI collaborative development using GenAI tools and adoption of Claude Code as the core AI collaborative development tool
Shareholders and Other Invest	Investors are important supporters of the Company's survival and development. Through capital investment and oversight of corporate governance, they enable the enterprise to survive and develop	• Shareholders' meeting • Company website investor relations section and investor contact point (https://www.gomaji.com/stakeholder) • Market Observation Post System	• Once a year • As needed	Held 1 shareholders' meeting and 1 extraordinary shareholders' meeting

ors	sustainably.	(https://mopsov.twse.com.tw/mops/web/index) • Spokesperson and deputy spokesperson	• As needed • Real-time	
Financial Institutions	The Company's online sales are highly dependent on online payment collection financial institutions. The convenience and immediacy of payment for consumers is conducive to the impulse-purchase experience, which can increase revenue.	• Payment collection financial institutions: daily disbursement; issues are discussed with the counterpart contact point at any time	• At any time	1. There are many competing online payment collection service companies in the market; the Company chooses products used by the largest number of people. 2. The financial institutions the Company works with have high convenience and immediacy while also maintaining stability and security. 3. Both the payment collection and refund processes meet the Company's operational needs, effectively supporting the platform's cash flow operations.
Government	The government is an important stakeholder of Navicare Biotech, with a direct impact on the Company's operations and development. As a policy-making and regulatory body, the government plays a key role in areas such as	• Regulatory amendment meetings • Quarterly consumer protection meetings (proposing case reviews and improvement measures) • Labor courses, briefing sessions, official letters	• As needed • Regular	1. Main communication targets: competent authorities, city/county government health bureaus, bureaus of legal affairs, consumer protection centers,

	taxation, labor, and environmental protection. Relevant regulations affect the Company's business strategy and cost structure, while subsidies or incentives help the Company grow. Navicare Biotech continues to monitor policy changes to ensure compliant operations and make good use of government resources to promote sustainable development.	from the Bureau of Labor Affairs ● Advanced training for directors and corporate governance officers ● Health bureau supervisory inspections ● Participation in government seminars, exchanges, and courses	● As needed ● Regular ● As needed ● As needed	bureaus of labor affairs, National Taxation Bureau, Taiwan Stock Exchange, district prosecutors' offices, police departments, etc. 2. Government agencies both regulate corporate behavior and provide operational resource support. 3. The Navicare Biotech group fully complies with consumer protection and other relevant regulations. 4. Ongoing communication with government agencies provides guiding principles and policy direction for the Company's development. 5. In 2025, a total of 56 official letters were replied to various government agencies.
Media	Through regular/irregular media communication and press releases, the Company builds friendly relationships with the media and creates company visibility, reaching existing and potential user groups and other stakeholders through the power of the media.	● Press release distribution	● As needed	Media exposure ● Transforming platform fundamentals through data-driven marketing, positioning in the health sector to boost operations: at least 8 media exposures ● Australia's third-largest skincare

				brand Nature's Care celebrates its 35th anniversary! The latest high-concentration fish oil products and the freshest olive oil are now available at GOMAJI: at least 4 media exposures

Identification of Material Topics

In order to ensure that the information disclosed in this report meets stakeholder needs, material sustainability topics were determined through four major steps: "Understanding the Organizational Context," "Identifying Actual and Potential Impacts of Sustainability Topics," "Assessing Impact Significance," and "Disclosure and Reporting of Sustainability Topics." The 2025 material topics, after review and confirmation at internal management meetings, are consistent with the material topics set for 2024.

STEP 1 Understanding the Organizational Context	Sustainability topics related to Navicare Biotech Co., Ltd. reference the GRI Topic Standards, SASB Standards, FSC sustainability indicators, and material topics from peer reports, among others, consolidating 32 sustainability topics into 18 material sustainability topics.
STEP 2 Identifying Actual and Potential Impacts of Sustainability Topics	External experts score the Company's actual or potential negative impacts and positive effects on the economy, environment, and people (including human rights) for each sustainability topic. The scores for actual negative impact, potential negative impact, actual positive impact, and potential positive impact on the economy, environment, and people (including human rights) are then summed and ranked for each topic. Topics with a total score greater than 12 points are considered the Company's material topics, but topics listed by SASB are given priority consideration as material topics after scoring.
STEP 3 Assessing Impact Significance	The scoring results are reviewed and approved by external experts together with the Company's first-level unit heads and directly subordinate second-level unit heads at Sustainability Development subgroup meetings. Drawing on past operational experience, the significance and likelihood of each topic's impact were discussed, and 8 material sustainability topics were confirmed through analysis.
STEP 4 Disclosure and Reporting of Sustainability Topics	Based on the analysis results of the material sustainability topics, external experts, in accordance with the nature of the topics and in consultation with each department of the Company, conducted a comprehensive assessment, ultimately consolidating the 8 material sustainability topics into 6 material topic management contents. Among these, the three topics of "Labor Relations and Communication," "Talent Recruitment and Attraction," and "Talent Development and Cultivation" were merged into "Talent Sustainability Development," and are communicated and responded to stakeholders through the Sustainability Report.

Results of Material Topic Identification

Results of Material Topic Identification					
Material Topics					
1 Information Security and Privacy Protection	2 Talent Sustainability Development	3 Financial Performance and Operational Risk	4 Supplier Management	5 Customer Relationship Management	6 Corporate Governance and Integrity
Other Topics					
7 Risk Management	8 Raw Material Management	9 Energy and Greenhouse Gas Emissions	10 Natural Ecological Conservation	11 Climate Change Adaptation	12 Wastewater and Waste Management
13 Occupational Safety and Health Management	14 Human Rights Protection	15 Social Contribution and Participation	16 Product Responsibility and Customer Safety		

Description of Material Topic Boundaries

Sustainability Pillar	Material Topics	Corresponding GRI Topic	Impact Boundary of Each Aspect							Management Approach and Corresponding Chapter
			Business Partners (Business Conduct Impact)							
			Employees and Other Workers	Consumers/ Customers	Suppliers	Shareholders and Other Investors	Financial Institutions	Government	Media	
G Governance with	Information Security and Privacy Protection	GRI 418		●		▲	●	▲	○	1.3 Risk Management
	Financial	GRI 201-1	●		▲	●	▲	○		1.1 Company Overview

Integrity	Performance and Operational Risk	GRI 201-4								
	Supplier Management	GRI 204 GRI 308 GRI 414	●	▲	●	▲	○		○	2.1 Supply Chain Management
	Corporate Governance and Integrity	GRI 205	●	▲	▲	●	●	▲	○	1.2 Corporate Governance
S Friendly Society	Talent Sustainability Development	GRI 202-2 GRI 401-1 GRI 404-3 GRI 404-1 GRI 405-1	●			▲				4.1 Maji Recruitment and Development
	Customer Relationship Management	GRI 416 GRI 417	●	●	▲	▲	○		▲	2.2 Quality Management
			Note: ●: Causes impact; ○: Directly related; ▲: Contributes to impact							

Chapter 1Deepening Business Management

1.1 Company Overview

Company Profile

About Navicare

◆ We help stores operate smoothly and unlock their potential through innovative solutions, growing sustainably together with our partner stores; at the same time, we let consumers enjoy a great and cost-effective shopping experience, becoming an indispensable good "Maji" (buddy) in daily life.

◆ Since its founding, the Company has positioned itself as a discount platform for food, entertainment, and leisure, covering all types of "food and dining vouchers," "travel and accommodation," "beauty and relaxation," "lifestyle and entertainment," and other diverse categories. The Company continuously faces challenges and actively develops a more comprehensive OMO business model, allowing partner stores to unlock their potential and grow sustainably together. At the same time, it is committed to providing consumers with high-quality, cost-effective consumption experiences, becoming everyone's indispensable "good buddy who understands life" in daily life.

◆ Diversified operations, developing the Australian imported brand goods business and the Nonliang agricultural business, engaging in the trading of imported food, skincare, and healthcare products, as well as the wholesale of agricultural products.

Navicare Culture

◆ Passionate and Energetic: Loving life, full of emotion, expressing feelings and emotions generously and naturally.

◆ Smart and Discerning: Knowledgeable about food, entertainment, and life, sharing intellectual lifestyle content worth pursuing.

◆ Friendly Buddy: Maintaining a friendly, positive, and warm attitude in communication, treating consumers as true friends.

Company Name	Navicare Biotech Co., Ltd. (formerly Gomaji Co., Ltd., renamed Navicare Biotech Co., Ltd. effective 2026/6/25)
Stock Ticker	8472
Market	Digital Cloud
Date of Establishment	July 12, 2010
Company Type	TPEx-Listed

TPEx Listing Date	January 11, 2016
Paid-in Capital	NT$177,358,000
Company Headquarters Address	2F-6, No. 262, Sec. 2, Beixin Rd., Xindian Dist., New Taipei City
Location Map	
Storefront	

The Company was established in July 2010, primarily operating an online trading platform providing consumers with coupon and ticket group-buying services online. The main portal website is the Gomaji platform (https://www.gomaji.com/). Starting in 2021, the Company diversified its operations, expanding into the health brand business and the Nonliang agricultural business, primarily engaged in the trading of imported healthcare products, food, and skincare products, as well as the wholesale trading of agricultural products.

The Company helps stores operate smoothly through innovative solutions, growing sustainably together with them, while providing consumers with a comprehensive one-stop shopping experience for eating, drinking, playing, and living, becoming an indispensable "good buddy who understands life" in daily life.

Company History

Year	Content
2010	Oct: Signed a co-branded channel partnership with Yahoo! Kimo Group Buying. Nov: Launched full-refund guarantee for group buying and a toll-free customer service hotline.
2011	Jan: Launched full-refund and store risk double guarantee. Apr: Launched the mobile group-buying iPhone app, achieving the No. 1 download ranking in Taiwan immediately upon launch. Jun: Launched the "Together Travel" channel.
2012	Jan: Received strategic investment from Yahoo! Inc. Apr: Partnered with McDonald's to sell 100,000 breakfast orders totaling 200,000 servings, setting a group-buying industry record. May: Featured in the TV program "Eating with Gomaji."
2013	Jan: Gomaji held its first Group Buying Oscars Award Ceremony. May: Ranked 500th among Taiwan's top 2,000 service companies and 11th among the fastest-growing companies in CommonWealth Magazine's 2013 ranking. Aug: Official LINE account launched.
2014	Mar: Featured in a special report as one of the "2014 Taiwan Top 100 Websites" by Business Next magazine, ranked 37th. Jun: Company renamed to "Gomaji Co., Ltd." Dec: Passed TPIPAS regulations and obtained the DP.mark certification.
2015	Jan: Stock listed for trading on the Emerging Stock Market. Mar: Held a food showdown between Taipei's Shilin Night Market and Raohe Night Market, pioneering night market food group-buying activities. Aug: Integrated and merged the group-buying app and the Gomaji app into a single app.
2016	Jan: Stock listed for trading on the Taipei Exchange (TPEx). Apr: Transformed into a food, entertainment, and leisure voucher platform. Jul: Gomaji app launched the "Order Lunch Box" service; Sep: Expanded to the "Food Delivery" service.
2017	Apr: Launched ONE-APP, integrating the "Gomaji App" and the "Gomaji PAY mobile payment app." Oct: Launched Cloud Cafe. Nov: Launched convenience store pickup service for delivered goods.
2018	Jan: Expanded travel products to Japan, including transportation, theme park tickets, Wi-Fi rental, and accommodation booking. Apr: Formed a strategic alliance with Entrepreneur (Chinaz) to jointly build the Company's home delivery shopping channel. Jun: Partnered with 5,000 branded hotels and lodgings nationwide to launch the "Domestic Online Instant Booking System."
2019	Apr: Launched the idle-slot mechanism for spa and hot spring bookings. Sep: Launched the consumer self-service redemption mechanism.
2020	Jul: Launched map functions for the Gomaji app's beauty and relaxation, travel and accommodation, couple's retreat, and massage channels. Sep: Launched Hi-Life Maji convenience stores and new smart-earn merchants. Oct: Launched the invoice issuance fee mechanism.
2021	Mar: Launched the KOL influencer matching platform, providing diverse marketing channels such as IG, blogs, livestreaming, and video to help stores gain exposure. Apr: Launched the beauty and relaxation online reservation system, offering users a dual booking model where

	they can reserve immediately upon purchase or reserve later after purchase. Jun: Launched the home-delivered food channel, selling fresh and hot food delivered to homes during the pandemic, moving towards vertical e-commerce development. Aug: Launched Nonliang services, providing stores with farm-to-table ingredient sourcing services. Sep: Established the customer value segmentation management system.
2022	Feb: Launched the online reservation system for hot springs/rest facilities, helping stores maximize the use of rooms or hot spring facilities. Mar: Launched the travel itinerary channel, allowing consumers to easily book itineraries. Jul: Launched "Gomaji Deals x Taiwan Tour Bus," helping citizens save more on their summer travels. Aug: Gomaji website supports Taiwan Pay payments. Sep: Hunter's Dream opened at SOGO Taipei Zhongxiao store. Oct: 2022 Maji BBQ Festival.
2023	Feb: Launched the Gomaji App Maji mobile map. May: Opened the "Hunter's Dream" flagship store. Jun: 2023 Maji City Park. Sep: The second "Maji BBQ Festival" was held at the Flora Expo Park with great enthusiasm. Nov: Participated in the promotion of the Northern Region's net-zero green living local innovation transformation. Dec: Introduced omnichannel online customer service.
2024	Sep: Held the first off-season festival, the "919 Maji Festival," achieving record-high revenue, and launched a free invoice issuance fee mechanism. Dec: Introduced the CDP data management system, launched AI application planning, and optimized system architecture and monitoring.
2025	Jan: The Gomaji CDP customer data platform officially went live, formally launching data transformation! Mar: The "Cross-Border Goods" channel went live, with OZWAYS, a cross-border healthcare product platform shipped directly from Australia, bringing Maji members the fastest and most reliable range of health choices. Apr: The "Shopping Credit Redemption Zone" went live, allowing consumers to use shopping credits for more convenient and discounted redemption of premium Australian goods. May: The "Health Mall" channel went live, formally bringing consumers a full range of diverse health products. Nov: Launched an activity page combined with a shopping cart checkout function for convenient bundled purchases.

Shareholder Structure

Shareholder Structure		
		As of: 2026-3-31
Shareholder	Number of Shares Held	Shareholding Ratio (%)
Austaiwan International Investment Co., Ltd.	9,888,000	55.75%
Chen Su-Chen	793,000	4.47%
You Kuo-Wei	501,000	2.82%
Wu Ming-Yen	320,000	1.80%
Lin Su-Man	296,000	1.67%
Lin Tsui-Li	260,000	1.47%
Lu Wen-Chia	236,000	1.33%
Jie Yuan Investment Co., Ltd.	207,271	1.17%
Rose Star Investment	206,689	1.17%
Wu Chin-Chang	173,000	0.98%

Business Operations

The Company's main operating revenue comes from e-commerce revenue, product sales revenue, and advertising revenue, as described below:

(1) E-commerce Revenue

This mainly involves the Company operating a website, partnering with upstream suppliers to sign agreements for discounted goods or services at fixed discounts and quantities, provided to users in the form of coupons for consumption on the online trading platform. Suppliers include branded chain restaurants, themed specialty restaurants, spas, therapeutic massage, and other food, entertainment, and leisure stores. Through this online trading platform, after consumers place orders on the website, and suppliers provide the service or ship the goods upon notification of redemption, the Company then charges suppliers a service fee based on the difference amount as stipulated in the contract.

(2) Product Sales Revenue

Since 2021, the Company has developed a brand business and the Nonliang agricultural business. The brand business mainly promotes well-known Australian imported brands, selling products such as olive oil, wine, healthcare and skincare products, and snacks. Sales channels includethe online Gomaji website, Shopee, MOMO, and other websites; offline channels include various companies and distributors, with physical stores including Kaohsiung Dream Mall, SOGO Taipei Zhongxiao store, and Xindian Beixin store. Revenue for the Nonliang agricultural business comes from supplying fresh agricultural products to restaurants, with main supply targets including existing partner restaurants, postpartum care centers, and large star-rated hotels/restaurants.

(3) Advertising Revenue

This mainly arises because the Company's website has high traffic and a large number of visitors. If stores wish to increase their visibility through this online trading platform, the Company also provides advertising services and charges advertising revenue.

Financial Performance Management

The Company's main operating model is to help partner stores revitalize idle resources and improve marketing and promotion efficiency through diverse marketing methods and resource integration, while simultaneously empowering merchants to strengthen their market competitiveness. In recent years, the Company has actively promoted operational transformation, positioning itself in the health industry, and introduced AI systems to strengthen member data application, empowering the brand business and the Nonliang agricultural business, positioning itself in markets related to food, healthcare products, and skincare products, and building an agricultural product supply-demand platform, combining existing member resources to expand its operational base. Facing an increasingly competitive market environment, the Company will continue to deepen its cooperative relationships with merchants, refine diverse services and innovative marketing strategies, and actively explore innovative business models to respond to rapidly changing market demands and improve overall operating performance.

The Company's total tax-inclusive transaction amount in 2025 was approximately NT$1.6 billion (same hereinafter), a decrease of approximately NT$200 million compared to 2024. However, benefiting from the gradual results of recent brand revitalization and transformation strategies, the Company's consolidated operating revenue in 2025 was NT$478 million, an increase of approximately NT$141 million from NT$337 million in 2024.

The Company regularly reviews its operational and financial performance and adjusts its strategy in real time through operational meetings; the customer service department has established a complaint channel to protect stakeholder rights and ensure information transparency.

Material Topics	Financial Performance and Operational Risk
Stakeholders Affected	Suppliers, financial institutions, government, shareholders and other workers, employees and other workers
Reason for Materiality	Financial performance is closely related to the Company's operations. Good operational performance drives good financial performance, which helps enhance the confidence of shareholders, customers, suppliers, financial institutions, and the general public in the Company, and is also conducive to providing employees with a sense of belonging.
Strategy/Management Approach	The Company's main business is operating an online trading platform, providing consumers with online group-buying services. The main portal website is the Gomaji platform. Since 2021, the Company has diversified its operations, developing the brand business and the Nonliang agricultural business, primarily engaged in the trading of imported food, healthcare, and skincare products, as well as the wholesale trading of agricultural products. Management meetings are held weekly to discuss operational countermeasures, and strategies are adjusted according to actual operational conditions.
Positive/Negative Impact Items	**Positive Impact Items** 1. Focusing on high-benefit stores and voucher bundle sales: Actively expanding domestic travel and local experience-based voucher offerings, strengthening the supply of accommodation, attractions, dining, and other products, and optimizing the voucher bundle structure to enhance overall profitability. 2. Second curve brand distribution expansion: Introducing new product lines and launching international market positioning for brands, leveraging the synergy of digital operational capabilities, and combining the Company's existing member management and marketing technology capabilities to strengthen brand recognition and market penetration in Taiwan, thereby increasing overall sales revenue. **Negative Impact Items** 1. Intense industry competition and declining traffic dividends: Traditional e-commerce platforms and content-based social media are increasingly integrating with consumption behavior, rapidly capturing user attention through immersive experiences and livestream shopping. This causes voucher platforms to face diminishing traffic and declining marketing effectiveness, with competition becoming increasingly fierce, resulting in a marked decline in the overall "traffic dividend" and a corresponding reduction in overall profitability.

	2. Poor financial performance will affect shareholder and customer confidence in the Company, reducing investment and customer order volume.
Negative Remediation and Preventive Measures	1. Deep local lifestyle integration capabilities: Providing consumers with voucher choices covering multiple aspects of life, from dining and beauty to accommodation and entertainment, creating a "one-stop lifestyle proposal" shopping experience. 2. Strengthening member management and precision marketing capabilities: Automated segmentation and personalized recommendations through the CDP platform, with regular app and LINE push notifications to increase repurchase rates and engagement. 3. Online brand activities to enhance brand recall: Establishing and regularly holding online brand activities to enhance consumer engagement and brand recognition.
Positive Impact Control Measures	Deepening vertical thematic content, focusing on high-growth groups such as "comprehensive health," creating differentiated voucher bundles to increase user engagement. At the same time, using CDP and BI data tools for precise segmented marketing and member management, combined with offline channel development and cross-industry collaboration, to continuously expand physical traffic capacity and market reach. In addition, the Company will expand the introduction of reservation systems and other operational tools to help partner stores optimize service processes, manage foot traffic, and enhance customer experience, reducing reliance on manpower and strengthening operational efficiency. Deepening cooperation with stores through digital tools not only enhances platform value but also helps establish more sticky long-term partnerships.
2025 Targets	Continued focus on improving EPS.
2025 Performance	● The Company's total tax-inclusive transaction amount in 2025 was approximately NT$1.6 billion (same hereinafter), a decrease of approximately NT$200 million compared to 2024. However, benefiting from the gradual results of recent brand revitalization and transformation strategies, the Company's consolidated operating revenue in 2025 was NT$478 million, an increase of approximately NT$141 million from NT$337 million in 2024. In addition, with continued strengthening of cost control, prudent management of marketing expenditures, and reductions in various expenses, operating expenses in 2025 also decreased significantly by approximately NT$70.34 million. Taking the above factors into account, the consolidated net loss after tax for 2025 was NT$23.27 million, a significant improvement from the net loss of NT$78.46 million in 2024, with the loss substantially reduced by approximately NT$55.19 million, indicating that the overall operational condition has gradually improved. ● Earnings per share growth rate was 70.36%, achieving the 2025 target
Short-term	Continue to increase revenue and reduce costs, decrease losses, and turn losses into profit.

Target (2026)	
Medium- to Long-term Targets	1. Establishment of AI Product Selection Mechanism The Company has completed the introduction of the Customer Data Platform (CDP), accumulating multi-dimensional data assets such as member consumption records and browsing behavior. Building on this foundation, the Company will plan to introduce AI product selection technology to automatically analyze high-potential products and provide listing decision recommendations, reducing the time cost and risk of manual product selection judgment. This will also be combined with personalized recommendation mechanisms to adjust marketing strategies and product exposure in real time based on different consumer groups, improving overall sales conversion rates and customer satisfaction. 2. Expanding the Second Growth Curve — Positioning in the Comprehensive Health Field The Company will continue to position itself in the health and wellness field, introducing competitive overseas products through cross-border cooperation, and expanding the platform's health-related product categories, covering health foods, healthcare products, and skincare products, to establish a second growth curve and strengthen long-term operational momentum.
Effectiveness Assessment	Regular or ad hoc review and analysis of financial condition and financial performance, including: revenue performance, financial reports, etc.
Complaint Mechanism	Contact point: Customer Service Department Customer service website: https://www.gomaji.com/help Customer service email:support@gomaji.com
Management Approach Adjustment	The Company will focus on promoting vouchers centered on the comprehensive health theme, meeting consumers' demand for a high-quality healthy lifestyle, and increasing cooperation efforts with businesses in the health industry, including fitness centers, yoga studios, and health spas, launching thematic integrated vouchers to increase user value perception and redemption intention. In addition, the Company will continue to effectively match users with brandand product demand through the CDP member management system and AI product selection technology, precisely targeting user groups, strengthening user experience and conversion efficiency, and increasing the overall voucher usage rate of the platform and expanding the growth of the second curve brand business.

The table below is a summary of Navicare Biotech Co., Ltd.'s consolidated financial indicators for 2025, presenting the Company's revenue performance, earnings status, and distribution of economic value for the year. In addition, in 2025, Navicare Biotech received a

government subsidy for prenatal check-up and paternity leave wages (prenatal check-up subsidy), totaling NT$7,868.

Unit: NT$ thousand

Item/Year	2024	2025
Operating Revenue	337,033	478,072
Operating Cost	125,159	290,367
Gross Operating Profit	211,874	187,705
Operating Profit/(Loss)	-77,991	-31,822
Non-operating Income and Expenses	-327	11,054
Net Profit/(Loss) Before Tax	-78,318	-20,768
Net Profit/(Loss) After Tax for the Period	-78,461	-23,272
Total Comprehensive Income/(Loss) for the Period	-78,461	-23,272
Earnings Per Share	-4.42	-1.31
Employee Welfare Fund	7,854	725
Cash Dividends (NT$)	0	0
Employee Salaries (Including Employee Benefits)	146,088	113,618
Retained Economic Value	211,404	196,255
Payments to Capital Providers	2,293	7,572
Payments to Government	143	11,355

Notes:

1. Payments to capital providers refers to dividends paid to all shareholders, plus interest paid to lenders (including interest on any form of debt and borrowing) and unpaid dividends payable to preferred shareholders.
2. Payments to government refers to all taxes (including business tax, income tax, property tax) and fines.
3. In "Employee Salaries (Including Employee Benefits)," employee benefits include labor and health insurance costs/pension costs, etc., representing the total amount of benefits provided to employees in monetary form (excluding education and training, protective equipment costs, or other cost items directly related to employees' job duties); the separate item "Employee Welfare Fund" refers to the welfare expenses the Company allocates to the Employee Welfare Committee for employees, such as employee trips, health check-ups, holiday gift boxes, etc., representing the total cost of benefits provided to employees in non-monetary form.
4. Retained economic value: [Operating Revenue] + [Non-operating Income and Expenses] − [Operating Costs] − [Cash Dividends] − [Income Tax]

- Financial statements link:https://www.gomaji.com/stakeholder#pip-15

Tax Management

The Group's tax governance policy, in order to implement tax governance and establish an internal tax management mechanism, involves consulting with tax certification accountants and relevant units of the National Taxation Bureau to maintain the accuracy of tax compliance. Currently, the Group mainly complies with the Income Tax Act, the Value-Added and Non-Value-Added Business Tax Act, and other relevant tax regulations and interpretative rulings issued by the government, with the Finance Department regularly reporting the Group's tax risk environment, risk assessment, and response measures to the General Manager.

The Company's business model mainly involves the online sale of vouchers, so a system for automatically issuing invoices has been established to ensure correct compliance with the Value-Added and Non-Value-Added Business Tax Act. At the same time, payments to stores are all subject to multiple layers of internal review to ensure the reasonableness of expenditures and to obtain the necessary documentation required by tax law.

- Financial statements link:https://www.gomaji.com/stakeholder#pip-15

1.2 Corporate Governance

Corporate Governance and Integrity

In order to implement corporate governance and the concept of integrity management, Navicare Biotech, in accordance with relevant regulations and international standards, has established a comprehensive internal control mechanism and integrity management framework, and has incorporated it into daily operations and organizational culture. Navicare Biotech believes that integrity is not only a basic legal compliance requirement but also a core value for the long-term stable development of the enterprise. Therefore, we actively promote the internalization of an integrity culture, strengthening the Board of Directors' and all employees' awareness and practice of integrity governance through policies and systems, education and training, organizational oversight, and stakeholder communication. The following management approach and promotion measures systematically demonstrate the Company's actions and commitments in institutional design, target setting, performance execution, and continuous optimization.

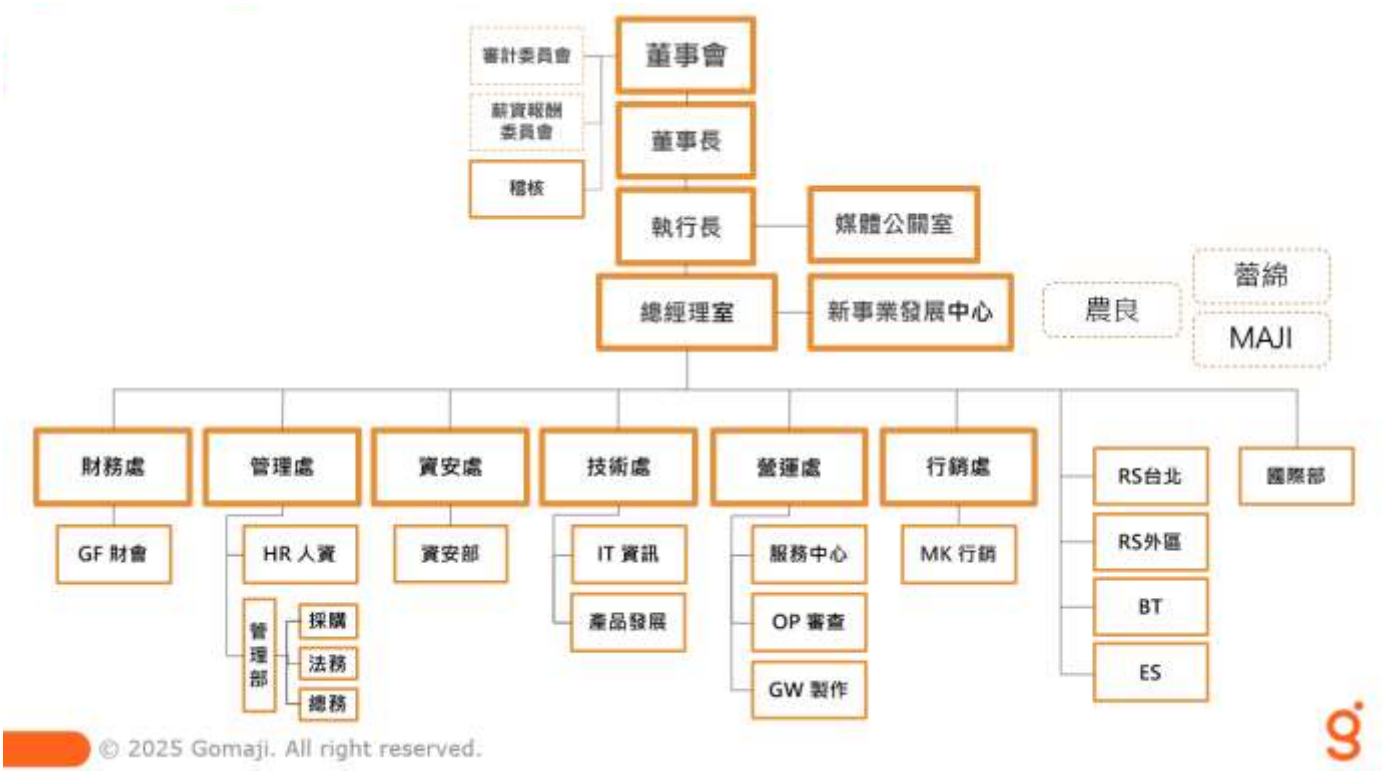
Material Topics	Corporate Governance and Integrity
Stakeholders Affected	Consumers/customers, suppliers, shareholders and other investors, government, employees and other workers
Reason for Materiality	Enterprises with good corporate governance can effectively reduce operational risks and improve decision-making efficiency, thereby enhancing the confidence of shareholders and stakeholders. Integrity is a core value in business activities that can promote stable partnerships and enhance the enterprise's brand image and social reputation.
Strategy/Management Approach	In practice, enterprises should establish comprehensive internal control mechanisms, comply with laws and regulations, regularly disclose information, and encourage senior management to lead by example, forming a culture of integrity.
Positive/Negative Impact Items	**Positive Impact** 1. Enhancing corporate image: Good corporate governance and an integrity culture help build trust, attracting the confidence of investors, partners, and consumers. 2. Strengthening internal management: A transparent and compliant governance mechanism can optimize the decision-making process and reduce risk. 3. Promoting sustainable development: Integrity management can strengthen employee cohesion and create long-term value for the enterprise. **Negative Impact** 1. Reputational damage: Without integrity, an enterprise may suffer reputational damage due to scandals, affecting market competitiveness.

	2. Legal risk: Improper corporate governance may lead to legal disputes or regulatory fines. 3. Resource loss: Poor internal management will lead to wasted resources, further weakening enterprise efficiency.
Negative Remediation and Preventive Measures	When faced with potential negative events, the Company should take prompt and effective remedial measures, including immediately investigating the root cause of the problem, transparently explaining the situation to relevant parties, and formulating specific corrective action plans. In addition, preventive measures are also essential, such as establishing comprehensive internal control mechanisms, strengthening employee education and training, and conducting regular risk assessments. Navicare Biotech continues to adhere to the principle of integrity, strengthening its governance framework, and ensuring the stability and transparency of enterprise operations through proactive risk management and the implementation of preventive measures. We believe that only on the basis of integrity and responsibility can the enterprise achieve its long-term development goals.
Positive Impact Control Measures	To ensure the implementation of corporate governance and an integrity culture, internal audits are conducted, and related training is held regularly. In addition, a clear reward and punishment mechanism should be established to encourage employees to jointly uphold the integrity culture.
2025 Targets	Ensure that operational processes comply with relevant laws and standards.
2025 Performance	Navicare Biotech actively implements relevant policies and measures to ensure that the Company's operations comply with the highest ethical standards and transparency, achieving the 2025 targets. In terms of corporate governance, we have strengthened the functions of the Board of Directors, holding regular meetings to review and optimize internal control mechanisms. We continue to enhance the transparency of information disclosure to ensure that shareholders and stakeholders can promptly access important information about the Company. In terms of integrity management, we fully implement an anti-corruption policy and strengthen employee education and training to raise legal compliance awareness among all employees. A dedicated reporting channel has been established to encourage internal and external stakeholders to report potential violations, further consolidating the integrity culture. Results of implementing integrity management: ● No suppliers, customers, or other business counterparts engaged in dishonest behavior. ● 0 cases were received via the integrity violation reporting mailbox. ● No employees violated integrity management principles.

	• A total of 21 new employees signed the "Employment Contract." • Held internal training and tests on topics such as the "Corporate Governance Code of Integrity for Listed and OTC Companies," "Employee Ethics and Integrity Awareness," "Trade Secrets," "Intellectual Property Infringement," and "Personal Data Protection," totaling 2.5 hours, with 80 participants. • Directors and managers participated in corporate governance and integrity management courses for at least 6 hours per person.
Short-term Target (2026)	Held internal training and tests on topics such as the "Corporate Governance Code of Integrity for Listed and OTC Companies," "Employee Ethics and Integrity Awareness," "Trade Secrets," "Intellectual Property Infringement," and "Personal Data Protection," totaling 2.5 hours, with an 80% coverage rate, ensuring that operational processes comply with relevant laws and standards.
Medium- to Long-term Targets	**1. Strengthening Board Functions** Continuously optimizing the operation of the Board of Directors, improving decision-making efficiency, and ensuring its independence and professionalism. **2. Improving Internal Control Mechanisms** Regularly reviewing the internal audit system to ensure risk management and compliant operations, reducing operational risk. **3. Promoting Corporate Culture** Deepening the culture of integrity, integrating the concept of integrity into the daily behavior of all employees through education, training, and promotion. **4. Strengthening Information Transparency** Improving the quality of financial and non-financial information disclosure, ensuring effective communication with shareholders and other stakeholders.
Effectiveness Assessment	According to the audit results, the Company performs well in terms of governance transparency and integrity management. However, there is still room for improvement in the management of conflicts of interest, and it is recommended to strengthen the implementation of relevant policies.
Complaint Mechanism	Audit Unit – Audit Manager (02) 2711-8177 #730
Management Approach Adjustment	We emphasize the implementation of an integrity culture, ensuring that all members deeply understand the importance of integrity through employee training and promotion. The reporting mechanism ensures that any violations can be discovered and dealt with promptly. In the future, the Company will continue to monitor international governance trends and, combined with actual local needs, continuously optimize its management approach, striving to become a corporate model of high trust and responsibility.

Organizational Structure

The Company's organizational structure adopts a dual-track design of governance and operations running in parallel, with the Board of Directors responsible for oversight, and the CEO and General Manager coordinating overall operations, supported by a Chief Strategy Officer and a New Business Development Center to strengthen future positioning. Each department has clearly defined responsibilities, covering functions such as administration, finance, information security, business, operations, and marketing, ensuring operational efficiency and service quality, demonstrating the Company's stable management and continuous innovation capabilities.



Board of Directors

The Company's Board of Directors shall guide the Company's strategy, oversee management, and be accountable to the Company and its shareholders. All operations and arrangements under its corporate governance system shall ensure that the Board of Directors exercises its authority in accordance with laws, the Company's Articles of Incorporation, or resolutions of the shareholders' meeting. The Company does not have a case where the Chairman also serves as the General Manager.

There are a total of 9 directors, including 5 directors and 4 independent directors. The overall capabilities of the Board of Directors meet the Company's future development needs and implement the Company's board diversity policy. The Company currently implements its board diversity policy as follows: independent directors account for 44% of board members, directors with employee status account for 33%, and female directors account for 44%, achieving the target of 1/3 of members being female directors. There are 6 directors aged 60 or above, 2 aged 50-59, and 1 aged 40-49. The continuous tenure of all 4 independent directors does not exceed three terms.

Title	Name	Gender	Age	Industry Experience			Professional Competency			
Chairman	Wu Chin-Chang	Male	51 or above	Banking/ Finance	Business Management	Sales and Marketing	R&D	Accounting and Financial Analysis	Information Technology	Risk Management
Key Education/Experience	Master's Degree, University of Technology Sydney Australia – Founding Director, Nature's Care Manufacture Pty Ltd.									
Date of Initial (Election) Appointment	February 25, 2021									
Current Concurrent Positions at the Company and Other Companies	Chairman, Navicare Biotech Co., Ltd. Chairman, Austaiwan International Investment Co., Ltd. Chairman, Aoliang International Co., Ltd. Chairman, Zhenai Education Foundation			✓	✓	✓	✓			✓
Title	Name	Gender	Age							
Director	Chen Su-Chen	Female	51 or above							
Key Education/Experience	Australasian College of Natural Therapies Australia – Founding Director, Nature's Care Manufacture Pty Ltd.									
Date of Initial (Election) Appointment	February 25, 2021			✓	✓	✓	✓			✓
Current Concurrent Positions	CEO, Navicare Biotech Co., Ltd. Supervisor, Austaiwan International Investment Co., Ltd.									

at the Company and Other Companies	Director, Aoliang International Co., Ltd. Director, Zhenai Education Foundation								
Title	Name	Gender	Age	✓	✓	✓		✓	✓	✓
Director	Wang Yu-Ling	Female	31–50							
Key Education/Experience	Department of Accounting, Tamkang University CFO, Navicare Co., Ltd. Taiwan Branch (Hong Kong company)									
Date of Initial (Election) Appointment	February 25, 2021									
Current Concurrent Positions at the Company and Other Companies	Special Assistant and Deputy Spokesperson, Navicare Biotech Co., Ltd. CFO, Aoliang International Co., Ltd.									

Title	Name	Gender	Age	Industry Experience			Professional Competency			
Director	Wu Kai-Chun	Male	31–50	Banking/Finance	Business Management	Sales and Marketing	R&D	Accounting and Financial Analysis	Information Technology	Risk Management
Key Education/Experience	Ritsumeikan Asia Pacific University – BBA International Management Australia – CEO, Nature's Care Manufacture Pty Ltd Australia – Managing Director, Hunter's Dream Pty Ltd									
Date of Initial (Election) Appointment	May 30, 2024									
Current Concurrent Positions at the Company and Other Companies	Chief Strategy Officer, Navicare Biotech Co., Ltd. General Manager, Nonliang Co., Ltd.			✓	✓	✓	✓		✓	✓
Title	Name	Gender	Age							
Director	Kung Te-Hsin	Female	51 or above							
Key Education/Experience	Master of International Commercial Law, University of Nottingham, UK									
Date of Initial (Election) Appointment	May 30, 2024			✓	✓	✓		✓		✓
Current Concurrent Positions	Legal Advisor, Jiacheng Industrial Co., Ltd. Legal Advisor, Black Knight Management Consulting Co., Ltd.									

at the Company and Other Companies	Supervisor, Baiyang Boulevard Education Foundation								
Title	Name	Gender	Age						
Independent Director	Lin Kun-Cheng	Male	51 or above						
Key Education/Experience	EMBA, College of Management, National Taiwan University Founder, Guppy Financial Inclusion Technology; General Manager, PayEasy								
Date of Initial (Election) Appointment	February 25, 2021			✓	✓	✓	✓	✓	✓	✓
Current Concurrent Positions at the Company and Other Companies	Director, O-Bank Co., Ltd. Director, Health Information Service Co., Ltd. Chairman, Guppy Digital Technology Co., Ltd. Director, Taiwan Industrial Technology Consulting Co., Ltd.								

Title	Name	Gender	Age	Industry Experience			Professional Competency			
Independent Director	Chen Rong-Long	Male	51 or above	Banking/Finance	Business Management	Sales and Marketing	R&D	Accounting and Financial Analysis	Information Technology	Risk Management
Key Education/Experience	Ph.D. in Law, Fu Jen Catholic University Honorary Chair Professor, School of Law, Fu Jen Catholic University									
Date of Initial	May 30, 2024			✓	✓	✓		✓		✓

(Election) Appointment										
Current Concurrent Positions at the Company and Other Companies	Independent Director, HerAn Corporation Independent Director, Origin Biomed Inc.									
Title	Name	Gender	Age							
Independent Director	Yang Shu-Ching	Female	51 or above							
Key Education/Experience	Master's Degree, Graduate Institute of Accounting, National Taiwan University Certified Public Accountant, First United CPA Firm Certified Public Accountant, Crowe (Horwath) Taiwan CPA Firm									
Date of Initial (Election) Appointment	May 30, 2024			✓	✓	✓		✓		✓
Current Concurrent Positions at the Company and Other Companies	Director, Qinmao Industrial Co., Ltd. Supervisor, Sundowner Motor Co., Ltd. Supervisor, China Tax Research Association									
Title	Name	Gender	Age							
Independent	Huang Tien-	Male	51 or above	✓	✓	✓		✓		✓

Director	Chang									
Key Education/Experience	Master's Degree, Graduate Institute of Public Finance, National Chengchi University General Manager and Chairman, Taiwan Business Bank									
Date of Initial (Election) Appointment	May 30, 2024									
Current Concurrent Positions at the Company and Other Companies	Independent Director, HerAn Corporation Independent Director, Yi Jinn Industrial Co., Ltd. Independent Director, ShangQuan Fiber Optic Communications Co., Ltd.									

Board Nomination and Selection

The Company spares no effort in strengthening the independence and diversity of the Board of Directors and hopes that the Board can balance professionalism with gender balance. Through different backgrounds and perspectives, the Company hopes to enhance collective wisdom and optimize decision-making. Therefore, in addition to relevant industry-academia experience, the Board also includes 4 female directors.

The channel for selecting independent directors involves the Company proactively seeking out qualified outstanding candidates. In addition to discussions among Board members during the process, candidates for independent directors are also sought based on the Company's future second curve development plans.

Independent director candidates provide relevant proof of education and experience prior to being recommended and nominated, to confirm the candidate's professional qualifications and independence. At the same time, to ensure that independent directors can objectively exercise their authority and avoid reduced independence due to prolonged tenure, the Company re-elected its independent directors in 2024, increasing the number of independent directors to 4.

Relevant explanations are provided in the "Board Diversity Policy" section on the official website, accessible via: Official Website → Investor Relations → Corporate Governance → Board Diversity Policy. URL: https://www.gomaji.com/stakeholder#pip-21"

Conflict of Interest Avoidance

The responsibilities of the Board of Directors and the management team are clearly delineated, with no conflicts of interest arising from overlapping duties. In the following case, Director Wu Kai-Chun, being a related party to the case, recused himself from the discussion and voting due to his interest in the matter. Overall, this demonstrates that the Company has implemented the principle of conflict of interest avoidance, ensuring the fairness and transparency of its governance structure.

Navicare Biotech Co., Ltd. 7th Board, 11th Meeting	
Agenda Item 3: Related Party Transaction between the Company and Nature’ s Care Manufacture Pty Limited, for discussion.	
Description	1. In accordance with Article 6, Paragraph 2(2) of the Company's Related Party Transaction Management Regulations, for recurring operating transactions between the Company and related parties where the estimated total annual transaction amount reaches 5% of the Company's most recent consolidated total assets or most recent consolidated net operating revenue, unless the Regulations Governing the Acquisition or Disposal of Assets by Public

	Companies apply, or the transaction is between the Company and its parent company, subsidiaries, or between subsidiaries, the following information shall be submitted to the Board of Directors for approval before the transaction may proceed. In accordance with the aforementioned management regulations, the Company's evaluation report on the transaction with the related party Nature’ s Care Manufacture Pty Limited (hereinafter "Nature's Care") and the draft distribution agreement to be signed (including Chinese-English side-by-side comparison table) are detailed in Attachment 6.
	2. Requesting ratification of transactions already conducted with Nature's Care up to the date of this meeting; approval to re-sign a distribution agreement with Nature's Care, effective from March 1, 2025, and the estimated total consolidated purchase amount for the entirety of 2025 and 2026, with the actual transaction amounts to be reported to the Board as a regular reporting item each quarter.
	3. The signing of the contract with Nature's Care will be conducted by an independent director representing the Company in signing the contract with the related party, in accordance with the relevant provisions of the Company Act and Article 5 of the Regulations Governing the Exercise of Powers by Audit Committees of Public Companies; the power of attorney is also detailed in Attachment 6.
	4. This matter has been reviewed and approved by the Audit Committee, which resolved that convening committee member and Independent Director Chen Rong-Long shall represent the Company in signing the contract with the related party.
	5. Submitted for resolution.
As Director Wu Kai-Chun is an interested party in this matter, in accordance with Article 206 of the Company Act, he should recuse himself due to conflict of interest; Director Wu Kai-Chun is requested to leave the meeting and recuse himself.	
Resolution	This matter was passed unanimously by the remaining directors present, after the Chairman sought their opinions, except that Director Wu Kai-Chun, being an interested party in this matter, recused himself from the discussion and voting.

Board Training

To strengthen the quality of corporate governance and respond to the rapidly changing operating environment, Navicare Biotech encourages Board members to continuously participate in professional development courses. By participating in courses covering topics such as corporate governance, information security, sustainable development, financial disclosure, ESG trends, and generative AI applications, Board members can keep up to date with the latest regulatory trends and market dynamics, improving their grasp of risk management, sustainability strategy, and decision-making quality.

In 2025, the Company's Board members took a total of more than 13 courses, accumulating 64 hours of professional development, demonstrating a high level of commitment to their responsibilities and a proactive attitude toward self-improvement.

Through this learning, directors are not only able to fulfill their oversight duties but also work together with corporate governance units to strengthen transparency and enhance corporate competitiveness, implementing the core goals of integrity management and sustainable development.

Title	Name	2025 Training Date	Organizer	Course Title	Training Hours	Total Hours
Chairman	Wu Chin-Chang	November 27	Securities and Futures Institute	Discussion on Green and Transition Finance Action Plans - Sustainable Development Blueprint and Director Responsibility	3	6
		November 28	Chinese Corporate Governance Association	Dual-Axis Transformation for Strengthening Organizational Resilience: AI Governance and Sustainability Governance	3	
Director	Chen Su-Chen	November 27	Securities and Futures Institute	Discussion on Green and Transition Finance Action Plans - Sustainable Development Blueprint and Director Responsibility	3	6
		November 28	Chinese Corporate Governance Association	Dual-Axis Transformation for Strengthening Organizational Resilience: AI Governance and Sustainability Governance	3	
	Wu Kai-Chun	November 28	Chinese Corporate Governance Association	Dual-Axis Transformation for Strengthening Organizational Resilience: AI Governance and Sustainability Governance	3	6
		December 8	Taipei Institute for Financial and Economic Development Foundation	The Business Value and Digital Risk of Generative AI	3	
	Wang Yu-Ling	February 21	Chinese Corporate Management and Sustainable Development Association	Corporate Governance and Securities Regulations - Taiwan's Sustainable Development Policy Promotion and Related Securities Regulations	3	6
		November 28	Chinese Corporate	Dual-Axis Transformation for	3	

			Governance Association	Strengthening Organizational Resilience: AI Governance and Sustainability Governance		
	Kung Te-Hsin	February 21	Chinese Corporate Management and Sustainable Development Association	Corporate Governance and Securities Regulations - Taiwan's Sustainable Development Policy Promotion and Related Securities Regulations	3	6
		November 27	Securities and Futures Institute	Discussion on Green and Transition Finance Action Plans - Sustainable Development Blueprint and Director Responsibility	3	
Independent Director	Chen Rong-Long	February 21	Chinese Corporate Management and Sustainable Development Association	Corporate Governance and Securities Regulations - Taiwan's Sustainable Development Policy Promotion and Related Securities Regulations	3	9
		October 20	Securities and Futures Institute	Trends in Sustainability Information Disclosure - Release, Impact, and Response to IFRS S1 and S2 Sustainability Disclosure Standards	3	
		October 20	Securities and Futures Institute	Corporate Integrity Management and Anti-Fraud Forensic Practices	3	
	Yang Shu-Ching	February 21	Chinese Corporate Management and Sustainable Development Association	Corporate Governance and Securities Regulations - Taiwan's Sustainable Development Policy Promotion and Related Securities Regulations	3	6
		November 21	Taipei Institute for Financial and Economic Development Foundation	Corporate Governance from a Legal Perspective: Operational Risks and Responsibilities Directors and Supervisors Must Know	3	
	Huang Tien-Chang	February 21	Chinese Corporate Management and Sustainable Development Association	Corporate Governance and Securities Regulations - Taiwan's Sustainable Development Policy Promotion and Related Securities Regulations	3	9

		May 15	Securities and Futures Institute	Series Course for Directors, Supervisors, and Corporate Governance Officers - Defining Silicon Photonics Networks: Development Trends in Silicon Photonics (SiPh) and Co-Packaged Optics (CPO)	3	
		August 26	Chinese Corporate Management and Sustainable Development Association	Building a Corporate Security Fortress: Information Security Strategies Senior Executives Must Know	3	
	Lin Kun-Cheng	February 13	Chinese Corporate Governance Association	Practical Discussion on the Latest Trends in Artificial Intelligence Development and Risk Management Frameworks	2	11
		April 9	Taiwan Investor Relations Association	Corporate Sustainability - From Anxiety to Strategy	2	
		May 9	Taiwan Investor Relations Association	ESG Corporate Governance: A New Era of Integrity Management, Gender Equality, and Fair Service	2	
		July 21	Taipei Institute for Financial and Economic Development Foundation	Corporate Governance - Natural Carbon Sinks and Biodiversity - Creating New Opportunities for Corporate Transformation	2	
		October 13	Securities and Futures Institute	Professor, Advanced Practical Course Lecturer for Directors and Supervisors (including Independent) and Corporate Governance Officers	1	
		October 21	Securities and Futures Institute	Professor, Advanced Practical Course Lecturer for Directors and Supervisors (including Independent) and Corporate Governance Officers	1	
		October 31	Securities and Futures Institute	Professor, Advanced Practical Course Lecturer for Directors and Supervisors (including	1	

				Independent) and Corporate Governance Officers		

Board Performance Evaluation

To implement corporate governance and enhance the functionality of the Board, the Company first established the "Board Performance Evaluation Regulations" on May 10, 2019, which were resolved and approved by the Board. These regulations stipulate that the Board must conduct a performance evaluation once a year, and once every three years, an external independent professional organization or team of external experts and scholars shall be commissioned to conduct the evaluation, to be completed within three months after the end of the year.

To strengthen the effectiveness of corporate governance and the functioning of the Board, Navicare Biotech has established a clear Board performance evaluation system in accordance with corporate governance principles, divided into two main mechanisms: internal evaluation and external evaluation.

For internal evaluation, the Company conducts a self-assessment of performance at the end of each year, covering the Board of Directors, the Remuneration Committee, the Audit Committee, and individual directors (self or peer assessment). The Board's administrative unit coordinates the evaluation process, conducted through quantified questionnaires. The results of the Board performance evaluation completed for fiscal year 2025 are as follows: the Board's overall self-assessment average score was 4.8 (out of 5), and the directors' self or peer evaluation average score was 4.80, indicating that the Board's overall operation is functioning well; the Remuneration Committee and Audit Committee self-assessment average scores were both 4.81, reflecting the substantive effectiveness of the functions and operations of both committees, which helps improve the overall quality of Board governance.

For external evaluation, the Company regularly commissions an external independent organization or team of experts to conduct an evaluation of the Board's operational performance once every three years. The external evaluation for fiscal year 2024 was commissioned to the Chinese Corporate Governance Association, conducted through on-site assessment, with the evaluation report completed and published on the Company's official website. The relevant evaluation results were also formally reported at the Board meeting on March 12, 2025, serving as a reference for reviewing the Board's operations, director remuneration decisions, and director nomination and re-appointment.

Through the parallel mechanism of internal and external evaluation, the Company is able to continuously review and optimize the Board's operating model, strengthen the Board's

self-oversight and governance practices, and implement the principles of integrity governance and sustainable development.

Performance Evaluation Criteria (Items that must be included at minimum)	
Board of Directors	(1) Degree of participation in company operations. (2) Improving the quality of Board decision-making. (3) Composition and structure of the Board. (4) Director selection and continuing education. (5) Internal controls.
Directors (self or peer)	(1) Understanding of company goals and mission. (2) Awareness of director responsibilities. (3) Degree of participation in company operations. (4) Internal relationship management and communication. (5) Directors' professionalism and continuing education. (6) Internal controls.
Functional Committees	(1) Degree of participation in company operations. (2) Awareness of functional committee responsibilities. (3) Improving the quality of functional committee decision-making. (4) Composition and selection of functional committee members. (5) Internal controls.
Notes: 1. The Board performance evaluation is executed by the Board's administrative unit. 2. The results of the Company's Board performance evaluation shall serve as a reference for selecting or nominating director candidates; and the director performance evaluation results shall be provided to the Remuneration Committee as a reference for determining director remuneration.	

Remuneration Policy

To strengthen corporate governance and ensure the professionalism and fairness of the director remuneration system, Navicare Biotech has established a Remuneration Committee in accordance with the "Regulations Governing the Establishment and Exercise of Powers of Remuneration Committees of Companies Whose Stock is Listed on the Stock Exchange or Traded Over the Counter." Committee members are appointed by resolution of the Board, comprising three members, more than half of whom are independent directors. The professional qualifications and independence of committee members also meet regulatory requirements.

The responsibilities of the Remuneration Committee include: establishing and regularly reviewing the remuneration system and performance goals for directors and managers, evaluating the achievement thereof and proposing remuneration recommendations, and

following principles such as not encouraging directors and managers to engage in behavior that exceeds the Company's risk tolerance. The Committee shall hold at least two meetings per year, and its recommendations shall be submitted to the Board for resolution and disclosed on the Company's website and the Market Observation Post System in accordance with the law, to ensure information transparency and stakeholders' right to be informed.

The Remuneration Committee held a total of 4 meetings in 2025. All committee members had a 100% attendance rate, demonstrating members' high regard for and active participation in remuneration governance issues.

List of Remuneration Committee Members

Title	Name	Actual Attendance Count	Attendance by Proxy Count	Actual Attendance Rate (%)
Independent Director	Huang Tien-Chang	4	0	100
	Yang Shu-Ching	4	0	100
	Chen Rong-Long	4	0	100
	Lin Kun-Cheng	4	0	100

To strengthen financial transparency and corporate governance mechanisms, Navicare Biotech has established an Audit Committee responsible for overseeing important governance matters in the Company's operations and providing professional advice to the Board. The Audit Committee's core objective is to ensure the compliance and stability of the Company's overall operations, with its main areas of oversight including: the fair presentation of the Company's financial statements, the selection and independence and performance of the certifying accountant, the effectiveness of internal control systems, regulatory compliance, and the management of potential risks.

In 2025, the Audit Committee continued to focus on the following important matters:

- Formulating and revising the internal control system, and regularly reviewing its execution effectiveness.
- Reviewing procedures related to major financial and business actions, including asset disposal, derivatives trading, lending of funds, and endorsements/guarantees.
- Reviewing proposals involving directors' interests, ensuring the effective implementation of the conflict of interest avoidance mechanism.
- Reviewing plans for the offering, issuance, or private placement of equity-type securities.

- Assessing and resolving on the appointment and dismissal of the heads of finance, accounting, and internal audit.
- Reviewing the annual financial report, business report, and earnings distribution proposal, ensuring the accuracy and completeness of information disclosure.
- Continuing to monitor other significant matters regulated by competent authorities.

Through the institutional operation of the Audit Committee, Navicare Biotech actively practices the principles of integrity management and corporate transparency, ensuring that stakeholders' rights are fully protected.

List of Audit Committee Members

Title	Name	Actual Attendance Count	Attendance by Proxy Count	Actual Attendance Rate (%)
Independent Director	Chen Rong-Long	7	0	100
	Yang Shu-Ching	7	0	100
	Huang Tien-Chang	7	0	100
	Lin Kun-Cheng	7	0	100
	Kuo Tu-Mu	7	0	100
	Huang Ming-Hsiang	7	0	100

Sustainability Promotion Team

To implement sustainable development, the management team formed a "Sustainability Development Promotion Team," responsible for establishing and reviewing the Company's sustainability policies, systems, and management approach, as well as cross-departmental communication. The team uses environmental protection (E, Environment), social responsibility (S, Social), and corporate governance (G, Governance) as important indicators for evaluating sustainable operations and investment decisions.

The "Sustainability Development Promotion Team" is supervised by the Board of Directors and the Chairman, with members including the CEO, Chief Strategy Officer, General Manager, and senior executives from each division/department. The convener is the General Manager, and each team leader is a division/department head, jointly responsible for promoting sustainability-related business.

The Sustainability Development Promotion Team forms various task teams according to sustainability issues of concern and implementation practices. Each team discusses the latest progress and future direction of ESG-related matters, and based on the principle of materiality, conducts risk assessments of environmental, social, or corporate governance

issues related to the Company's operations, collects data and formulates risk management policies, drafts annual target projects, oversees implementation progress and promotion effectiveness, and prepares written reports to be regularly reported to the Board of Directors each year, with the aim of achieving a goal of mutual prosperity with all stakeholders, the environment, and society.

When the Company's Board of Directors or senior management oversee organizational operations, they achieve consensus internally through good communication; at the same time, they consult external experts to understand what methods, tools, and resources are available for use.

Practical approach:
1. Strategic plans must rely on the assistance of relevant department personnel to be completed together.
2. Convene communication and coordination meetings to determine the division of rights and responsibilities.
3. Matters involving Board members and senior management can be outsourced for support.
4. Continuously strive for improvement and optimization.
5. Maintain good interaction through regular business dealings, and seek rights and interests beneficial to the Company.

Results generated during the interactive communication process, or issues requiring further improvement, will be reported and fed back upward through the senior executives of each division/department according to hierarchy, ensuring information is effectively transmitted to the decision-making level, and promoting the rapid resolution of issues and process optimization.

Sustainability Issue Management

The Board of Directors appoints at least one senior executive responsible for setting ESG goals and plans. This person must regularly report progress to the Board and ensure that plan execution aligns with the Company's strategy.

In the delegation process, the Board must clearly define the scope of senior management's responsibilities, for example:

- Setting short-term and long-term ESG goals.
- Formulating specific action plans and KPIs (Key Performance Indicators).

- Assessing and managing relevant risks and opportunities.

The frequency with which senior management reports ESG execution results usually depends on the Company's internal policies and the Board's requirements, including the following:

1. Annual Reporting:
   A comprehensive review of ESG results is conducted at least once a year, as part of the Company's annual operational report, summarizing the achievement of annual goals.
2. Project Reporting:
   If the Company has specific major ESG projects, reports are made on an ad hoc basis according to project progress, ensuring the Board can keep abreast of project developments in real time.
3. Real-time Response Reporting:
   If an emergency event occurs in an ESG-related area or an important matter requires a Board decision, senior management will immediately convene an ad hoc meeting to report.

Through the above procedures and appropriate reporting frequency, senior management can effectively present ESG execution results to the Board, ensuring the Company maintains transparency and sustainability in its sustainable development. The sustainability information management operating procedures have been incorporated into the internal control system, with internal auditors conducting periodic irregular audits of their implementation to ensure the internal control mechanism operates effectively, implementing report preparation and verification procedures. Internal control covers five major aspects: control environment, risk assessment, control activities, information and communication, and monitoring activities, following international standards and the corporate governance framework, promoting integrity management and continuous improvement, while providing an important basis for future strategy formulation.

Material Event Communication and Regulatory Compliance

Considering the differences between companies in industry type and scale, the current regulations regarding the disclosure of material information are based on "matters that have a material impact on shareholders' equity or securities prices" under Taiwan's Securities and Exchange Act, while also referencing the "principles-based determination" concept

advocated by the Organisation for Economic Co-operation and Development (OECD), to avoid applying a single uniform standard.

When determining whether a transaction or event constitutes a material impact, the Company should comprehensively consider industry characteristics, company size, the overall economic environment, and the content and nature of the event itself, assessing its degree of impact on finances, operations, shareholders' equity, or stock price, and whether it would affect the decisions of a rational investor. Based on these judgments, the Company should establish a set of qualitative and quantitative standards within its internal control system, toserve as the basis for disclosing material information. In 2025, Navicare Biotech had a total of 1 violation of "Article 9, Paragraph 2 of the Internal Control System Operating Procedures for TPEx-listed Companies," with a fine of NT$100,000, which has been corrected.

Determination Criteria	
Quantitative	The Company may establish applicable materiality standards for each item based on its own scale and other factors, and consider the extent to which the transaction (or event) amount as a proportion of total assets, shareholders' equity, operating revenue, and pre-tax profit, and the impact on stock price of similar cases, or matters that may affect the decision-making of a rational investor, serve as the criteria for determining whether to disclose material information.
Qualitative	If an event or transaction that occurs is of a special and important nature, consideration should be given to whether it involves omissions, misstatements, or ambiguous related information under each item that may affect the decision-making of a rational investor, serving as the criteria for determining whether to disclose material information.

Nature	Total Number of Material Events	Summary of Communication Agenda
Environmental Aspect	0	-
Governance Aspect	5	• First Domestic Private Placement of Unsecured Convertible Bonds • Matters Related to Convening the 2025 First Extraordinary Shareholders' Meeting • Proposed Cash Capital Increase for Reimian International Co., Ltd. • Proposed Cash Capital Increase for Nonliang Co., Ltd. • The Company's 2024 Sustainability Report
Social Aspect	0	-

Penalty Event

Type	Fine (NT$)	Disposition Content	Explanation of Regulatory Violation	Improvement Measures
Economic Aspect	NT$100,000	Multiple deficiencies in the design and execution of the internal control system for new product sales and purchase transactions.	Article 9, Paragraph 2 of the Internal Control System Operating Procedures for TPEx-listed Companies	1. Completed correction of the March-September 2025 revenue announcement and the Q1 and Q2 2025 financial reports. 2. Completed Board approval of the related party transaction contract. 3. Completed the addition of internal control regulations for B2B product sales and procurement operating procedures. 4. Completed the sign-off of relevant transaction forms in accordance with business and supervisory authority, complying with internal control sign-off principles.

Human Rights Policy

The Company is committed to safeguarding employees' basic human rights, having established sexual harassment prevention measures and grievance management procedures, an unlawful infringement prevention plan for the performance of duties, an Employee Welfare Committee, etc. The Company endorses and supports internationally recognized human rights standards such as the "United Nations Global Compact," the "Universal Declaration of Human Rights," the "United Nations Guiding Principles on Business and Human Rights," and the "ILO Declaration on Fundamental Principles and Rights at Work," and is committed to establishing a work environment that values human rights, is free from discrimination and harassment, and protects employee rights. Upholding a people-oriented philosophy of hiring on merit and placing the right people in the right positions, the Company enables colleagues to utilize their talents in an inclusive, equal, and diverse environment. We commit to respecting and protecting human rights, complying with labor and gender equality in employment regulations applicable in the Company's location, eliminating any acts that infringe upon or violate human rights, providing a safe and healthy work environment, establishing open labor-management communication channels, ensuring information security and personal data protection, and providing stable and competitivecompensation and comprehensive education and training. Related promotional actions for the human rights policy include: regularly held labor-management meetings,

occupational health interviews, and a pregnancy-friendly work environment (breastfeeding room).

To ensure that all employees and relevant stakeholders of the Company fully understand and comply with the Company's human rights standards, transparent communication channels have been established, and regular education and training are conducted to enhance everyone's awareness and practical ability regarding human rights issues. The following describes in detail the measures the Company has taken in terms of open communication and education and training. If there are related grievance cases, the following grievance mailbox can be used:recruit@gomaji.com.

Open Communication Mechanism for Human Rights Standards	
Internal Announcements and Document Distribution	Content and updates on human rights standards are communicated to all employees through internal email and documents on an ad hoc basis.
Targeted Training	Advanced human rights training is provided for specific positions or departments, such as human resources and supervisors, emphasizing how to implement human rights principles in daily work.

The Company has drafted a plan to prevent unlawful infringement in the performance of duties, aiming to prevent workers from suffering unlawful infringement, commonly known as "workplace violence," from employers, supervisors, colleagues, service recipients, or other third parties while performing their duties in the workplace. Workplace violence refers to incidents in which workers are subjected to abuse, threats, attacks, or discrimination in a work-related environment (including commuting), resulting in an explicit or implicit challenge to their safety, well-being, or health; this plan has been specifically established for this purpose. Regarding the handling of illegal individual cases (such as those already involving injury, sexual harassment, or stalking), in accordance with Article 11 of the Enforcement Rules of the Occupational Safety and Health Act, the facts of the violation involved in the case (such as the Criminal Code, the Sexual Harassment Prevention Act, or the Stalking and Harassment Prevention Act) shall be transferred to the relevant competent authority or judicial authority for investigation or determination according to regulations.

To prevent and handle workplace sexual harassment incidents and provide a work and service environment free from sexual harassment, the Company has established the "Workplace Sexual Harassment Prevention Management Measures" in accordance with the "Act of Gender Equality in Employment" and the "Guidelines for the Establishment of

Grievance and Disciplinary Measures for the Prevention of Sexual Harassment in the Workplace." No incidents of unlawful infringement by a third party occurred against any employee of the Company in 2025.

Labor Rights Protection and Child Labor Prevention

Navicare Biotech strictly complies with relevant labor regulations, upholding the principle of respecting human rights and treating every employee fairly, and is committed to creating a safe and equal workplace environment. The Company clearly prohibits the employment of child laborers under the age of 16, and also stipulates through clauses such as the [Contract] and [Supplier Business Management Commitment Letter] that partner vendors must comply with regulations. In fiscal year 2025, Navicare Biotech had no incidents of child labor employment, nor did any suppliers violate child labor regulations.

In terms of overtime management, Navicare Biotech respects employees' wishes, clearly stipulating working hours, rest periods, and overtime procedures in its work rules. The Company has never forced overtime work without employee consent; overtime requests are made voluntarily by employees according to their own wishes, and overtime pay or compensatory leave can be requested after working overtime. In terms of supplier management, the Company stipulates through clauses such as the [Integrity Commitment Letter] and [Supplier Business Management Commitment Letter] the compliance status of partner vendors with regard to integrity commitments, labor, health and safety, and environmental protection. As of the end of 2025, no instances of forced labor or excessive working hours were found among suppliers.

Anti-Corruption System

The Company upholds the core value of integrity management and actively promotes relevant management systems and education and training. The integrity violation reporting mailbox received no reporting cases in fiscal year 2025, and no employees engaged in anti-corruption violations or breaches of integrity management, demonstrating the Company's high regard for and implementation of theprinciple of integrity. To strengthen integrity awareness and professional knowledge among all employees, the Company held internal training this year on topics such as the "Corporate Governance Code of Integrity for Listed and OTC Companies," "Employee Ethics and Integrity Awareness," "Trade Secrets," "Intellectual Property Infringement," and "Personal Data Protection," with a total of 81 participant-attendances, continuously improving the organization's overall integrity

management capabilities through systematic training. The Company has not yet conducted a corruption risk assessment, but will continue to monitor regulatory requirements and changes in the operating environment, and will assess the introduction of relevant risk management mechanisms as actual needs arise.

To implement sustainable growth and integrity management, the Company has established a "Code of Ethical Conduct" and "Integrity Management Code," with the Administration Department responsible for formulating and overseeing the implementation of integrity management policies and prevention plans, and holding training courses on integrity and prevention of insider trading, among other topics, to strengthen all employees' emphasis on integrity management.

[Integrity Management Policy]

1. The Company has included integrity clauses in its business contracts to avoid engaging with suppliers, customers, or other business counterparts who lack legal integrity.
2. The Company's internal auditors regularly review compliance with the system and prepare audit reports for submission to the Board of Directors.
3. Education and Training:
1. Assist in arranging for directors and managers to participate in corporate governance and integrity management courses for at least 6 hours per person.
2. Hold annual education and awareness training and testing on integrity management and legal compliance every year.
4. Report on implementation status to the Board of Directors at least once a year.

[Reporting System for Illegal or Unethical Conduct]

1. The Company's internal and external reporting channels for illegal or unethical conduct:
Administration Department mailbox: hr@gomaji.com
2. The Company's complete process for handling reports of illegal (including corrupt) and unethical conduct is as follows:
Internal and external personnel are encouraged to report dishonest or improper conduct, with rewards given at the Company's discretion according to the severity of the reported matter; internal personnel who make false or malicious accusations shall be subject to disciplinary action, and in severe cases, dismissal.

An internal reporting mailbox has been established and announced on the Company's website and intranet for use by both internal and external personnel. Whistleblowers should provide at least the following information:

(1) The whistleblower's name, ID number, and contact address, phone number, and email address.
(2) The name of the reported party or other identifying information sufficient to identify the reported party.
(3) Specific evidence available for investigation.

Personnel handling the reported matter at the Company shall provide a written statement to keep the whistleblower's identity and the content of the report confidential, and the Company commits to protecting the whistleblower from improper treatment as a result of making the report.

The Company's dedicated unit handles matters according to the following procedures:
(1) If the reported matter involves a general employee, it shall be reported to the department head; if it involves a director or senior executive, it shall be reported to an independent director.
(2) The Company's dedicated unit and the supervisor or personnel receiving the report under the preceding item shall immediately investigate the relevant facts, with assistance from the compliance department or other relevant departments as necessary.
(3) If it is confirmed that the reported party has indeed violated relevant laws or the Company's integrity management policies and regulations, the reported party shall be immediately required to cease the relevant conduct, and appropriate action shall be taken, including seeking damages through legal proceedings if necessary, to protect the Company's reputation and rights.
(4) Written documentation of the report's acceptance, investigation process, and investigation results shall be retained for five years, which may be retained electronically. If litigation related to the content of the report occurs before the retention period expires, the relevant materials shall continue to be retained until the litigation concludes.
(5) If a report is confirmed to be substantiated upon investigation, the Company's relevant units shall be required to review the relevant internal control system and operating procedures and propose improvement measures to prevent the recurrence of the same conduct.
(6) The Company's dedicated unit shall compile all reported incidents, methods of handling, and follow-up review and improvement measures, and report to the Board of Directors.

Reporting Channel	
Receiving Unit	Human Resources Department, Administration Division
Mailing Address	2F-6, No. 262, Sec. 2, Beixin Rd., Xindian Dist., New Taipei City

Grievance Hotline	(02) 2711-8177 #777
Grievance Fax	(02) 2740-5291
Dedicated Grievance Mailbox	hr@gomaji.com

1.3 Risk Management

Stable Risk Control Governance

To strengthen corporate governance, ensure the completeness of the Company's risk management system, reduce risks that may be faced in operations, and achieve the goal of sustainable operation, the "Risk Management Policy and Procedures" were approved by the Board of Directors on March 7, 2022.

1. Scope of Risk Management

The risks involved in the Company's various business operations include operational risk, financial risk, strategic risk, hazard risk, legal risk, and other risks. To ensure that various risks do not exceed the Company's risk appetite, the Company continuously monitors risks during operational activities, assesses the status of various risk exposures, and senior management is responsible for overseeing whether appropriate countermeasures have been taken, and regularly reports the compliance status of risk management procedures to the Board of Directors each year.

2. Risk Management Organizational Structure and Responsibilities

The Board of Directors is the highest decision-making body for the Company's risk management, bearing ultimate responsibility for the Company's overall risk. The Board is responsible for approving risk management policies and important risk management systems, and overseeing the implementation of the risk management system, to ensure the effective operation of the risk management mechanism.

Unit	Content
Audit Committee	Reviews risk management policies and structure, risk appetite or tolerance, reviews reports on the management of major risk issues, and reports on the operation of risk management to the Board of Directors as appropriate. Reports on operational status to the Board of Directors at least once a year.
Senior Management	Executes risk management decisions, coordinates cross-departmental risk management interaction and communication, provides early warning for important risks, assesses potential losses, tracks countermeasures or reports on risk resolution, and compiles the results of handling major risk events.
Audit Office	Formulates an annual audit plan each year based on risk assessment results, and regularly reports audit execution results to the Audit Committee and the Board of Directors, and provides improvement recommendations and tracks improvement progress as appropriate.
Each Unit	The head of each unit bears the responsibility of first-line risk management, responsible for analyzing and monitoring relevant risks within their unit, ensuring that risk control mechanisms and procedures can be effectively implemented.

3. The Company reports its operational status to the Board of Directors at least once a year.
4. Risk Management Operational Status.

The Audit Office assesses the level of risk for various businesses at the end of each year, as a basis for scheduling the audit plan for the following year. Where audit results reveal internal control deficiencies and irregularities, improvement items are proposed for operational processes, serving as a basis for each department to improve management quality. Progress on recommended improvement items is continuously tracked each quarter until improvement is completed. The Audit Committee oversees risk supervision matters, which have been reported by the convener to the Annual General Meeting of Shareholders.

The Company's risk control is divided into three stages: each department/unit is responsible for preliminary risk identification and early warning, department heads and the General Manager are responsible for the second stage of risk assessment, and finally the Board of Directors and Audit Committee review and oversee the matter, which is then submitted to the Board for deliberation to ensure risk management. The Company has a Board members' Line group and email; this channel can be used if an occasional major abnormal event requires immediate notification to the Board.

Climate Change Financial Risk

Navicare Biotech has established a "Sustainability Development Promotion Team" convened by the General Manager, which coordinates the planning of climate change-related risk management strategies and regularly reports the implementation status of relevant goals to the Board of Directors. This team is the ultimate responsible unit for climate governance, and leads inventory, response, and improvement actions.

In response to the risks that extreme weather events such as plum rains, typhoons, droughts, and high temperatures may pose to operational sites and daily platform operations, Navicare Biotech has adopted a number of energy conservation and disaster prevention measures, including promoting paperless operations, equipment replacement, and split-shift office arrangements, to strengthen operational flexibility and risk resilience. In addition, through green voucher products and smart living proposals, the Company is developing low-carbon consumption opportunities, balancing risk adaptation with market transformation.

In 2025, the Company expanded the scope of its greenhouse gas inventory to cover Scope 1 and Scope 2 emission sources, totaling 82.5283 metric tons of CO_2e, with an emission intensity of 1.1305 metric tons of CO_2e per person. The Company plans to complete

external verification by 2028 and has set medium- to long-term greenhouse gas reduction targets, with combined Scope 1 and 2 emissions to be reduced by an average of 0.3% per year. Short-term energy conservation actions are also being carried out simultaneously, such as turning off air conditioning early, making equipment more energy-efficient, and increasing the proportion of green procurement.

Although an internal carbon pricing mechanism has not yet been adopted, the Company will continue to monitor international trends to assess its feasibility. Regarding external verification, the Company plans to complete verification and disclosure within two years of submitting its commitment letter, gradually improving information transparency and credibility. Overall, the Company assesses that climate change has not yet had a material financial impact, and will continue to refine its response strategies to fulfill its commitment to sustainable operations.

Item	Content
Governance Unit	The Company has established a "Sustainability Development Promotion Team" convened by the General Manager, responsible for coordinating the planning of sustainability policies and climate risk management approaches, and regularly reporting relevant goals and implementation progress to the Board of Directors. The Board of Directors bears ultimate responsibility for climate change risk governance.
Risk Category	Extreme weather may impact Taiwan and the world. Extreme rainfall in Taiwan (such as during wet and dry seasons and typhoons) may negatively impact daily operations. Storms, hurricanes, or ice storms may cause power outages, affecting data center operations; extreme heat may increase the load on cooling systems, causing equipment overheating or failure; natural disasters such as floods and earthquakes may damage data center facilities and equipment, thereby affecting operational services and potentially leading to a decline in revenue.
Opportunity Category	The Company effectively reduces carbon emissions and identifies potential business opportunities through measures such as upgrading energy-efficient equipment, improving office efficiency, and promoting paperless operations; it also combines green services (such as green restaurants, eco-certified hotels, health and wellness products, and smart living product vouchers) to enter the low-carbon lifestyle market.
Strategy	In response to the impacts of extreme weather and the low-carbon transition, the Company has formulated a disaster recovery plan, a split-shift office system, and a diversified supplier strategy, and assesses its carbon footprint and adjusts operating models from both investment and operational perspectives.
Risk Management	• Providing employee safety training and comprehensive contingency plans: Ensuring employees can maintain daily operations during extreme weather events. • Disaster Recovery Plan: Implementing a multi-cloud strategy and regularly rehearsing the disaster recovery plan to ensure services can be quickly restored even if a single

		supplier is affected by extreme weather.	
Indicators and Targets	**2025 Targets and Achievement**	**Target**	**Achievement**
		• Complete the greenhouse gas inventory for the parent company's and each subsidiary's operational sites. • 0.5% electricity savings rate for electrical appliances and air conditioning equipment, turning off air conditioning one hour early, and setting air conditioning temperature to 26-28°C.	• In 2025, only the parent company's inventory was completed; the subsidiaries were not inventoried, as this is being carried out according to the timeline required by regulations, and subsidiaries will be included in the future. • Electricity consumption increased by 18.52% compared to 2024, failing to meet the target, as shared electricity costs for common areas of the building were not included in the 2024 calculation; this will be included in future data collection to ensure data completeness.
	2026 Target	Scope 1 and 2 emissions to decrease by 0.3% per year compared to the base year	
	Medium- to Long-term Targets	Medium- to long-term target: Scope 1 and 2 emissions to decrease by 0.3% per year compared to the base year.	
Financial Impact		• Operational disruption caused by extreme weather and abnormal weather events: Events such as typhoons, floods, and extreme heat may lead to logistics disruptions, data center power outages, or equipment damage, thereby affecting the stability of platform services and impacting revenue and brand trust. • Rising costs for energy management and air conditioning system loads: Rising temperatures increase the electricity consumption of air conditioning systems, potentially raising operating costs and putting pressure on electricity expenditure and carbon emission targets. • Costs related to transition risk: To comply with future domestic and international carbon fee or carbon tax systems, the Company must conduct carbon inventories, procure green electricity, or invest in energy-saving equipment, leading to an increase in capital expenditure in the short term. • Internalization of carbon pricing affects future financial planning: Although only internal carbon pricing is currently used as a management tool, as international trends and regulations evolve, if actual costs are incorporated in the future, this will have a substantial impact on financial budgeting, operating strategy, and product pricing.	

	• Reputational risk indirectly affects revenue: Failure to adequately respond to climate change-related issues may affect customer and investor confidence in the Company's sustainability commitments, thereby affecting revenue performance and financing conditions.
Carbon Pricing Basis	The Company currently does not use internal carbon pricing as a management tool, but will continue to monitor international carbon pricing trends to assess the feasibility of its introduction.
Greenhouse Gas Inventory Plan	Total 2025 emissions:82.5283metric tons of CO_2e, covering Scope 1 and Scope 2 emission sources. Emission intensity: 1.1305 metric tons of CO_2e per person. The Company will proceed in accordance with the FSC's "Sustainable Development Roadmap," having completed the base year inventory in 2025, with verification expected to be completed in 2028.
External Assurance or Verification	To date, a third-party greenhouse gas verification assurance report has not yet been obtained; however, the Company has planned to be guided by external consultants, with verification expected to be completed by 2028.

Information Security and Privacy Protection

As a company centered on internet cloud services, Navicare Biotech is deeply aware of the importance of customer data privacy and information security in the digital age. Therefore, the Company treats data protection as a priority in its business management, continuously investing resources to strengthen its information security mechanisms and improve its personal data management processes, to ensure customer trust and sustainable corporate development.

In fiscal year 2025, the Company did not experience any confirmed privacy violation incidents, and the total number of verified incidents of customer data leakage, theft, or loss was also zero. However, the Company received 1 major information security complaint incident; upon investigation, it was found to be a hacking attack on part of the Company's information systems. The Company immediately activated relevant detection and prevention measures and engaged external information security company technical experts to assist in handling the matter. Subsequent assessment determined that there was no material impact on the Company's operations, and the Company continues to improve the security control of its network and information infrastructure to ensure information security. This demonstrates Navicare Biotech's high level of effectiveness in information protection, privacy protection, and internal control, effectively safeguarding the integrity and confidentiality of customer data.

Material Topics	Information Security and Privacy Protection
Stakeholders Affected	Consumers/customers, financial institutions
Reason for Materiality	In e-commerce, information security and privacy protection relate to the security of consumers' personal data, customer trust, corporate reputation, and regulatory compliance. Poor management may lead to risks such as financial loss, loss of trust, and business disruption.
Strategy/Management Approach	Implementation of risk identification and strategy formulation, technical protection and user security management, information security monitoring and incident response, employee information security education and drills, and continuous improvement and annual review.
Positive/Negative Impact Items	Consumer risk (privacy and financial security), merchant risk (operations and brand), payment institution risk (financial security and compliance), overall e-commerce enterprise risk.
Negative Remediation and Preventive Measures	• MFA verification: Multi-factor authentication is used to secure accounts. • Encryption technology: Strengthening transmission encryption such as SSL/TLS to prevent data theft. Privacy policy transparency: Complying with regulations such as GDPR and CCPA to protect users' right to information. • Abnormal transaction monitoring: The system detects suspicious transactions to reduce the risk of fraud. • Access control management: Sensitive data is only accessible to authorized personnel. Information Security Incident Response Plan (IRP): Enables rapid response and damage mitigation when incidents occur. • KYC real-name verification: Ensures the authenticity of merchant and user identities, effectively preventing money laundering. • Risk scoring monitoring: Real-time blocking of abnormal transactions to maintain payment security.
Positive Impact Control Measures	Establishing an information security management framework, enhancing consumer trust and privacy governance, strengthening transaction security and payment control, employee information security education and culture building, establishing response and recovery mechanisms, and regulatory compliance management.
2025 Targets	1. AVS external vulnerability scanning service tool. 2. Establishing effective anti-hacking and vulnerability mitigation measures for external services or websites, commissioning third-party external experts for penetration testing, and continuously optimizing the system. 3. Implementing Web and App program vulnerability scanning mechanisms.

	4. Arranging for external accounting firms to visit the Company to review internal processes. 5. Replacing VPN Servers with two-factor authentication that does not meet information security requirements, planning to replace them with Pritunl VPN. 6. Adding a company platform administrator password management tool to centrally manage server login passwords. 7. Establishing Opsgenie monitoring and alerting, so that system anomalies are notified to relevant handling personnel via a nation-level notification method.
2025 Performance	1. A total of 1 Information Security Management Committee meeting was held to adjust and discuss daily information security-related mechanisms. 2. Inventory of office staff equipment, operating system versions, and system vulnerability status. 3. Regularly conducting AVS external vulnerability scans, discovering and patching vulnerabilities to comply with PCI-DSS compliance information security requirements. 4. In September, a website information security risk assessment was conducted through a third-party vendor, with effective improvement recommendations proposed, and high-risk vulnerabilities were remediated. 5. Quarterly information security awareness training is provided to all employees via the intranet. 6. Continuing to implement server virtualization to pursue energy savings and reduce maintenance costs. 7. In September, Deloitte & Touche visited the Company to conduct an internal operations review, and provided supplementary Q4 data in February of the following year to complete the annual audit. 8. Established a two-factor authentication Pritunl VPN system for use by system administrators, improving the security of system management channels. 9. Introduced 1Password password management, effectively and centrally managing passwords for various platforms and servers, improving management efficiency and security. 10. Introduced the Opsgenie monitoring and alerting system, which mandatorily sends alert notifications for system anomalies, enabling staff to respond in the shortest possible time. 11. Investment in information security management and maintenance expenses reached NT$790,000.
2026 Target	1. Regularly conduct AVS external vulnerability scanning service tool. 2. Establishing effective anti-hacking and vulnerability mitigation measures for external services or websites, commissioning third-party external experts for penetration testing, and continuously optimizing the system. 3. Implementing Web and App program vulnerability scanning mechanisms.

	4. Arrange for external accounting firms to visit the Company to review internal processes. 5. Fully implement Pritunl VPN for general employee use, replacing the current VPN system that does not meet information security requirements. 6. Upgrade the IDC data center firewall and strengthen host defense mechanisms. 7. Upgrade OA office firewall equipment.
Medium- to Long-term Targets	Strengthening information security architecture (for the overall ecosystem), innovative payment and transaction security (for banks and payment institutions), AI-powered smart information security operations (for merchants and internal teams).
Effectiveness Assessment	1. Vulnerability scanning and penetration testing, with completion and tracking of remediation. 2. Third-party external audit (such as accountant information security review), with improvements made. 3. Tracking of system anomaly resolution time (target: reduced to within a few hours). 4. Expansion of the scale and scope of information security drills (covering internal and external units). 5. Regular replacement of office equipment, and a comprehensive inventory of operating system (OS) versions. 6. The information security team meets at least once a month to advance daily information security management. 7. Tracking the annual number of major information security incidents and complaint cases (target: decreasing year by year).
Complaint Mechanism	The Company has a Chief Information Security Officer responsible for ensuring system and information security status, and also has a live telephone customer service line, a customer service email, and a 24-hour online customer service chatbot, allowing complaints to be received through various channels.
Management Approach Adjustment	1. At the end of each year, review the information security incidents of the past 12 months, and adjust and discuss the information security direction, strategy, and budget for the following year. 2. Discuss relevant actual information security incidents with external information security consultants on an ad hoc basis, to determine whether the Company's content needs to adjust its management approach or supplement relevant plans.

In the field of e-commerce, Navicare Biotech is deeply aware that Information Security and Privacy Protection not only relate to the security of consumers' personal data, but also affect customer trust, corporate reputation, and legal compliance. For stakeholders such as consumers, merchants (customers), banks, and payment institutions, poor management of

information security and privacy protection may lead to financial losses, regulatory risks, a crisis of trust, and even business termination.

Strategy Implementation

Risk Identification and Strategy Formulation	Regularly inventory IT assets (equipment, systems, accounts), analyzing threats such as hacking, social engineering, and internal misuse. Determine priority items to address through a risk matrix, and formulate information security policies, incident response plans, and payment compliance measures (such as the annual PCI-DSS SAQ Level 4 self-assessment) accordingly.
Technical Protection and User Security Management	Establishing firewalls, IDS/IPS, and Zero Trust Architecture, strengthening vulnerability scanning and penetration testing. Comprehensive data encryption (at rest, in transit, E2EE), regular backups, RAID, and cloud backup. Adopting MFA, multi-factor authentication, and the principle of least privilege to strengthen account security.
Information Security Monitoring and Incident Response	Introducing a SIEM system for real-time monitoring of abnormal behavior, supplemented by internal audits and third-party testing. Establishing a CSIRT response team, implementing detection, isolation, notification, recovery, and post-incident tracking processes.
Employee Information Security Education and Drills	Regularly holding employee training to strengthen phishing email identification, password management, and social engineering prevention. Arranging penetration testing and incident drills for IT personnel to build practical response capabilities.
Continuous Improvement and Annual Review	Conducting annual information security testing and risk reassessment, reviewing the handling of information security incidents, and adjusting information security strategies and protective measures.

Information security has a significant impact on stakeholders in the e-commerce ecosystem. For consumers, personal data leaks or social engineering scams may lead to account theft and financial losses, thereby reducing trust in the platform and affecting customer loyalty and brand loyalty. For merchants, information security incidents may result in fraudulent account orders, data leakage, and financial losses, and may also weaken their competitive advantage and brand image; violations of regulations may also result in fines or delisting risks. Payment institutions face risks such as account hijacking, illegal transactions, and money laundering; if the payment system is hacked or fails to meet standards such as AML and PCI-DSS, not only will transaction stability be jeopardized, but processing qualifications may also be lost. Overall, information security incidents will lead to frozen cash flow, hefty fines, reputational damage, and system paralysis, causing long-term impacts on enterprise operations and market reputation.

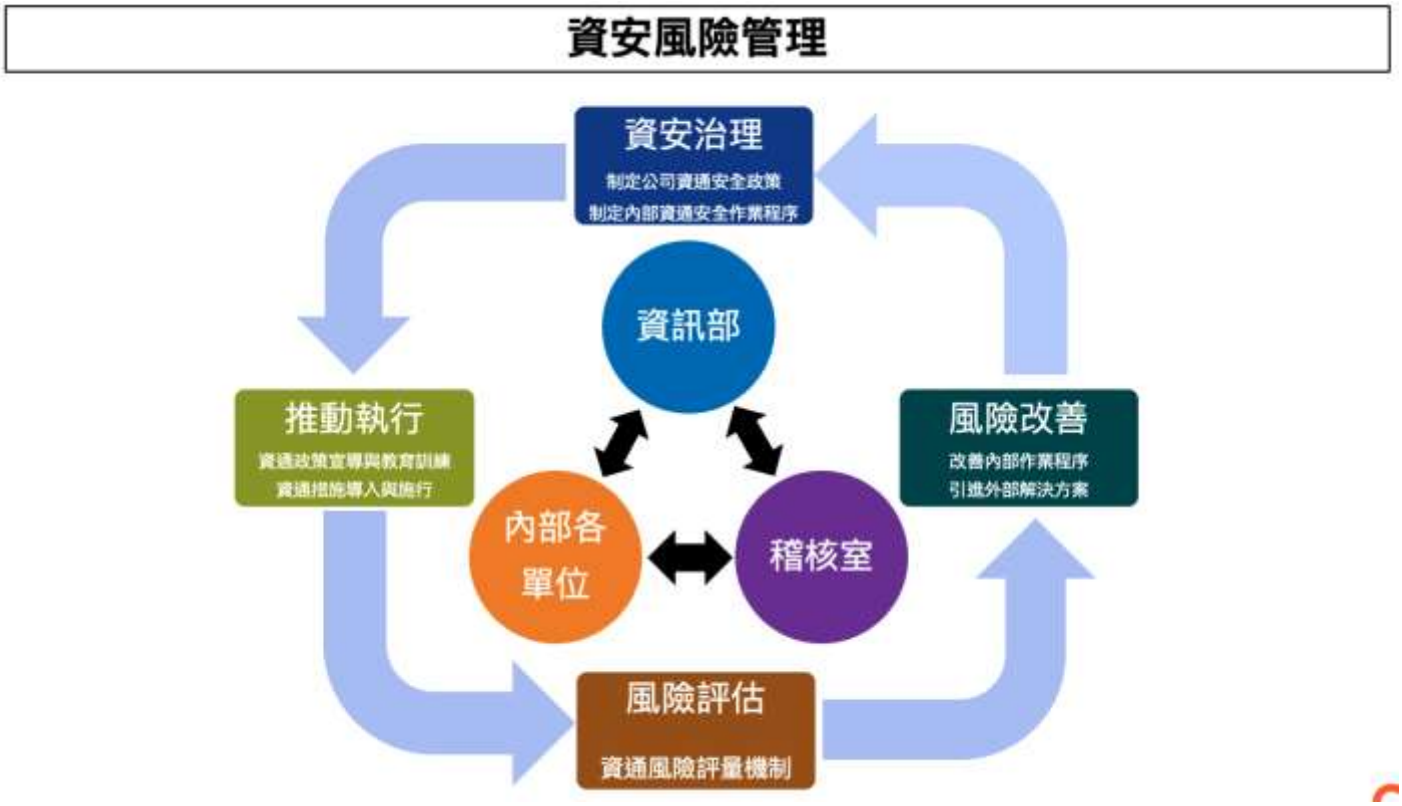
To reduce information security risks, e-commerce enterprises should adopt corresponding protective measures for different stakeholders. For consumers, account and data security can be protected through multi-factor authentication (MFA) and transmission encryption technology (such as SSL/TLS), while providing sensitive data access rights that comply with GDPR. In the event of an information security incident, a real-time response plan (IRP) should be in place to reduce damage and ensure uninterrupted operations. Banks and payment institutions need to strengthen KYC authentication, ensure identity authenticity, and introduce real-time risk scoring and monitoring systems to prevent money laundering and abnormal transactions, maintaining overall financial security and compliance.

Management Measures

Establishing an Information Security Management Framework	Adopting ISMS standards, conducting risk assessments and policy adjustments. Regularly conducting penetration testing and security reviews, simulating hacking attacks, and identifying vulnerabilities.
Enhancing Consumer Trust and Privacy Governance	Adopting PETs technology: data minimization, anonymization, and de-identification. Providing personal data management rights, strengthening transparent privacy statements.
Strengthening Transaction Security and Payment Control	Using risk detection systems to monitor abnormal transactions in real time. Adopting PCI-DSS standards, E2EE, and Tokenization to strengthen payment encryption and security.
Employee Information Security Education and Culture Building	Regular information security training and social engineering drills. Senior management participation to establish a corporate information security culture.
Establishing Response and Recovery Mechanisms	Formulating an IRP (Information Security Incident Response Plan) and establishing a CSIRT team. Implementing a DRP (Disaster Recovery Plan), conducting offsite backups and simulation drills.
Regulatory Compliance and Compliance Management	Establishing a compliance management department to keep abreast of cross-border data and global privacy regulations. Regular information security audits by third parties to ensure market compliance and trust.

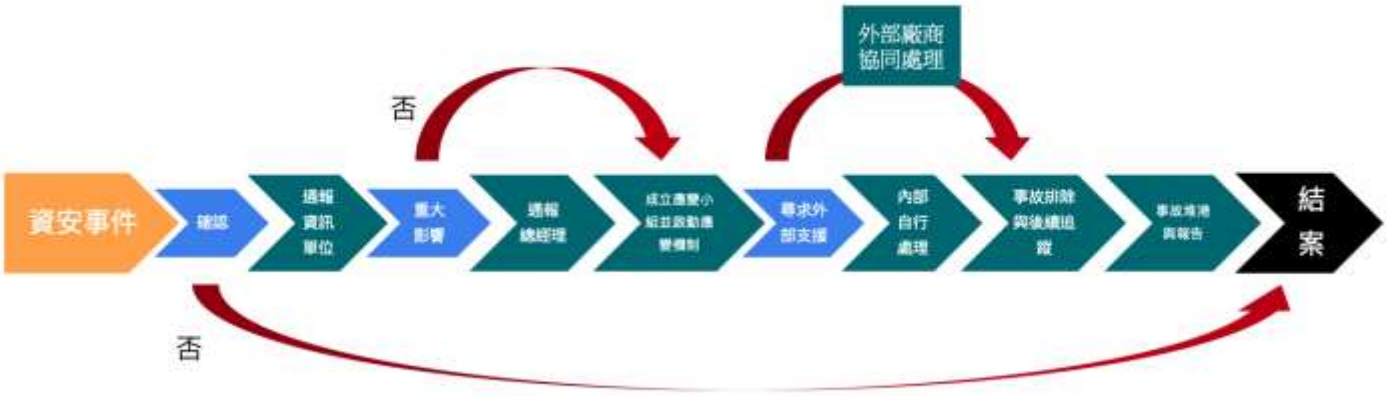
To enhance overall information security protection capabilities, Navicare Biotech will strengthen its information security architecture, with goals including obtaining ISO 27001 certification, introducing Zero Trust Architecture, strengthening internal and external access control, and establishing an automated monitoring system to detect abnormal behavior in real time and respond quickly. In terms of payment and transaction security, the Company

will fully achieve PCI-DSS Level 3 certification, ensuring that payment processing complies with international standards, while introducing a high-risk transaction monitoring system to effectively prevent financial fraud, and integrating DevSecOpsand Shift Left Security to incorporate information security into the early stages of the development process. In addition, the Company will also promote automated patching and vulnerability remediation mechanisms to improve processing efficiency and response speed.



Information Security Management Process Flowchart

資安事件管理


外部廠商
協同處理
否
資安事件
確認
通報
資訊
單位
重大
影響
通報
總經理
成立應變小
組並啟動應
變機制
尋求外
部支援
內部
自行
處理
事故排除
與後續追
蹤
事故結束
與報告
結
案
否

Chapter 2 Innovative Integrated Services

2.1 Supply Chain Management

Supplier Management

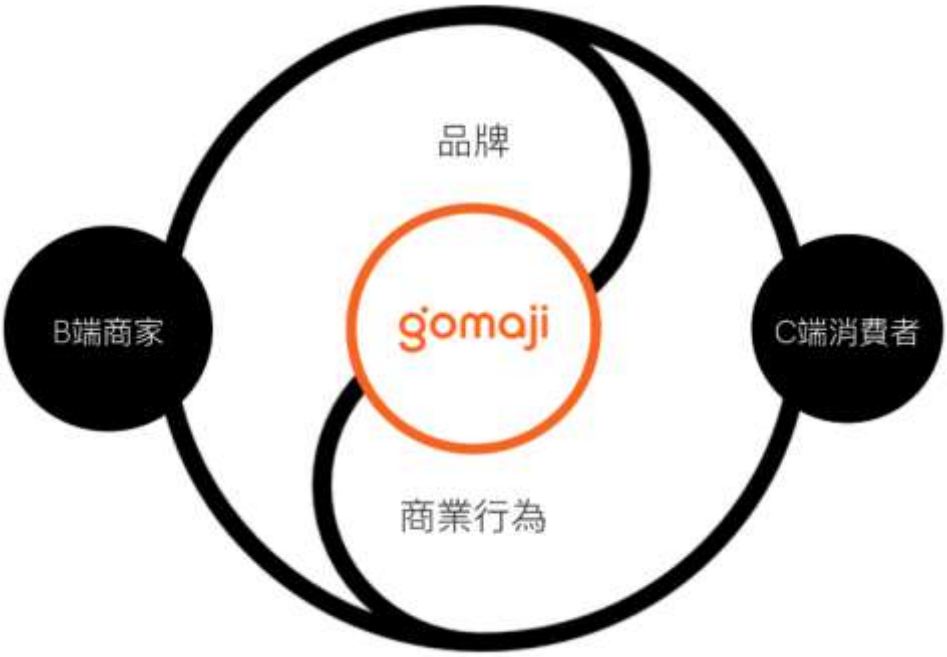
Navicare Biotech mainly provides an online shopping trading platform, which is offered free of charge to downstream consumers, thereby attracting traffic, which in turn attracts upstream suppliers to cooperate through this traffic, and with an increasing number of partner suppliers, attracts more downstream consumers to browse and consume. Upstream involves signing contracts with suppliers; the categories of partner suppliers currently cooperating mainly include branded chain restaurants, themed specialty restaurants, spas, therapeutic massage, cinemas, travel accommodations, and various exhibition tickets. When Navicare Biotech's trading platform was first established, it was designed to be convenient for consumers, so the website layout is clear and easy to operate. On the other hand, it also leverages Navicare Biotech's reputation to achieve a certain degree of advertising effect, selling suppliers' related products to downstream consumers, while downstream consumers also use Navicare Biotech's trading platform to obtain discounts negotiated between Navicare Biotech and upstream suppliers.

Material Topics	Supplier Management
Stakeholders Affected	Employees and other workers, suppliers (logistics, general merchandise suppliers)
Reason for Materiality	● Supplier management directly affects the Company's revenue and brand reputation. ● Good supplier relationships help improve consumer satisfaction and loyalty, thereby promoting business growth. ● As the main customer group, general merchandise suppliers need to be assured of a good experience on the platform, in order to maintain long-term partnerships. ● Suppliers cover food, entertainment, and leisure stores such as branded chain restaurants, themed specialty restaurants, spas, therapeutic massage, and cinemas; these diverse partners have an important impact on the platform's service quality and customer satisfaction.
Strategy/Management Approach	● Pre-sale service: Providing real-time, accurate product information and promotional activities to help customers make purchasing decisions quickly. ● After-sale service: Establishing a comprehensive customer complaint handling SOP to ensure issues are quickly responded to and effectively resolved. ● Data analysis: Introducing AI technology to provide personalized recommendations

	based on consumer characteristics, improving service quality. ● Partner management: Regularly communicating with suppliers such as branded chain restaurants, themed specialty restaurants, and spas to collect feedback and optimize the cooperation model.
Positive/Negative Impact Items	**Positive Impact:** Improving consumer satisfaction and loyalty, promoting the spread of brand word-of-mouth, and increasing company revenue. Strengthening cooperative relationships with diverse suppliers, expanding the scope of platform services, and attracting more consumers. **Negative Impact:** Poor customer service may cause consumer dissatisfaction, which can spread through social media, affecting brand image and revenue stability. Poor communication with suppliers may lead to inconsistent service, further affecting the consumer experience.
Negative Remediation and Preventive Measures	**Pre-sale service:** Providing accurate and timely product information, avoiding negative experiences caused by incorrect information. **After-sale service:** Establishing clear standards and SOPs for customer complaint response times, ensuring complaints are handled quickly and effectively and fed back to relevant units for improvement. **Supplier management:** Regularly holding supplier training and communication meetings to ensure consistent service standards and prevent potential issues.
Positive Impact Control Measures	**Pre-sale service:** Providing diverse promotional information to help consumers make purchasing decisions quickly, improving the transaction success rate. **After-sale service:** Enhancing satisfaction feedback forms and introducing AI technology to provide personalized recommendations based on consumer behavior, strengthening customer engagement. **Strengthening supplier cooperation:** Establishing a supplier performance evaluation mechanism to encourage quality service and promptly improve deficiencies.
2025 Targets	Online customer service usage rate exceeding 65%. Consumer satisfaction maintained above 4 (out of 5). Supplier cooperation satisfaction reaching above 4.3 (out of 5).
2025	Online customer service usage rate reaching 100%.

Performance	Consumer satisfaction reaching 4.6, exceeding the expected target.
2026 Target	Online customer service usage rate reaching above 90%. Consumer satisfaction maintained above 4 (out of 5).
Medium- to Long-term Targets	Online customer service usage rate reaching above 90%. Consumer satisfaction consistently maintained above 4 (out of 5).
Effectiveness Assessment	Assessed through the satisfaction survey report from the online customer service system. After a complaint is resolved, a satisfaction survey form automatically pops up for consumers to rate and provide feedback. Supplier satisfaction survey: Regular supplier questionnaire surveys to assess cooperation status and improvement needs.
Complaint Mechanism	Consumers can fill in feedback content in the online customer service system. Customer service unit supervisors review and track processing progress daily and weekly. Suppliers can raise opinions or complaints through a dedicated contact point, which are handled and followed up by a dedicated team.
Management Approach Adjustment	Regularly review and adjust the customer relationship management strategy based on consumer satisfaction survey results and complaint feedback. Continuously optimize pre-sale and after-sale service processes to improve overall service quality and customer satisfaction. Adjust the cooperation model and management approach based on supplier satisfaction surveys and cooperation feedback, in order to strengthen the partnership between both parties.

This industry mainly operates through the internet, signing contracts with various suppliers to provide a trading platform for consumers to shop online. Consumers select the products they wish to purchase through the trading platform, place an order, and after making payment via online credit card or ATM transfer at a financial institution, the trading platform notifies the supplier to ship the goods, with logistics delivered directly by the supplier to the location designated by the general consumer. The upstream, midstream, and downstream relationship diagram is shown below:



Navicare Biotech Supply Chain

Other Types of Partners

Navicare Biotech Co., Ltd. is committed to building a diverse and resilient partner ecosystem to support business growth, drive innovation, and fulfill corporate social responsibility. Based on our core O2O e-commerce business, our partners cover the following major categories:

Type	Content
Brand and Supplier Partners	Establishing stable partnerships with various brands and product suppliers to ensure the diversity and quality of products on the platform. These partners include: International and local brands: Providing diverse product choices to meet different consumer needs. Sustainable suppliers: Suppliers that meet environmentally friendly standards, promoting green supply chain management.

Payment and Fintech Partners	Providing users with a secure and convenient transaction experience, working with major financial institutions and payment platforms, such as: Third-party payment platforms: Supporting diverse payment options to facilitate transaction convenience. Fintech companies: Collaborating to develop innovative payment solutions and customer credit risk management tools.
Technology and Digital Transformation Partners	As an O2O e-commerce company, we collaborate with technology companies to strengthen data analysis, AI applications, and cloud infrastructure: Cloud service providers: Providing stable and secure IT infrastructure. AI and big data companies: Assisting in optimizing consumer behavior analysis and personalized recommendation systems.
Marketing and Media Partners	To enhance brand awareness and market penetration, we form strategic alliances with advertising agencies, KOLs, and media platforms: Digital marketing companies: Assisting with precision marketing and advertising placement. Content creators and influencers: Expanding brand exposure and reaching younger demographics.
Social Enterprises and Non-Profit Organizations (NPOs)	Supporting social responsibility projects and collaborating with non-profit organizations to promote sustainable development and charitable activities: Zhenai Education Foundation: Jointly promoting green consumption and proper food and agriculture education, delivering care to disadvantaged groups in communities, and promoting natural environmental education and climate action through ecological conservation film screenings.
Government and Industry Associations	Actively participating in government policy initiatives and industry association activities, maintaining good interaction with policymakers and industry partners: Government agencies: Collaborating to promote digital economy and green transition policies. Industry alliances and associations: Sharing market information to promote industry-wide prosperity.

Through the diverse partner ecosystem described above, Navicare Biotech not only strengthens its competitiveness in the O2O e-commerce market but also actively fulfills its corporate social responsibility, promoting sustainable development across the economy, environment, and society.During the reporting period, Navicare Biotech did not change or terminate cooperation with any significant suppliers.

Supplier Assessment

In today's highly competitive market environment, partnerships with cooperating businesses (such as spas, restaurants, hotels, and homestays) are crucial, affecting brand image, customer experience, and corporate sustainability. The following outlines the importance of establishing good partnerships with cooperating businesses:

Item	Content
Ensuring Service Stability and Quality	Cooperating with quality spas, restaurants, hotels, and homestays ensures that consumers receive a stable and high-quality experience. This not only improves consumer satisfaction but also helps build brand reputation, attracting more repeat customers.
Enhancing Market Competitiveness	By establishing long-term relationships with diverse and quality partners, the Company is able to offer more attractive discounts and services, making the platform more competitive in the market. In addition, exclusive discounts and partnership programs can increase market differentiation, boosting consumers' willingness to choose the platform.
Reducing Operational Risk	Stable partnerships help reduce operational risk, such as avoiding sudden cancellation of cooperation that leads to vouchers becoming unredeemable, or brand reputation damage due to unstable service quality from partners. Through strict screening and quality management of partner businesses, a consistent service experience for consumers can be ensured.
Promoting Innovation and Service Upgrades	Jointly developing new promotional programs or innovative experiences with partners (such as themed spa treatments, specialty dining packages, and accommodation experiences integrating local culture) can bring freshness to consumers, enhance the attractiveness of the platform and the exposure of partner businesses, achieving a win-win outcome.
Strengthening ESG and Sustainable Development	As consumers place increasing importance on sustainable travel and green consumption, partnering with hotels, homestays, restaurants, and spas that comply with ESG principles can enhance brand image. For example, promoting green travel, eco-friendly dining, and plastic-free spa programs can not only attract environmentally conscious consumers but also help partner businesses move towards sustainable operations.
Increasing Brand Trust and Loyalty	When consumers purchase spa, dining, or accommodation packages, they are most concerned with service quality and the redemption experience. Partnering with reputable and service-stable businesses ensures consumers receive the best experience, enhancing brand loyalty and repurchase rates, further strengthening the Company's leading position in the market.

The Company's partnerships with spas, restaurants, hotels, and homestays not only affect the platform's operational stability but also relate to the consumer experience and brand value. Building mutually trusting, long-term, and mutually prosperous partnerships helps enhance market competitiveness, promote innovative development, and advance ESG sustainable operations, achieving a win-win outcome for both the enterprise and its partner businesses.

In supplier selection, the Company mainly relies on product and service quality, price, and market demand, and has not yet established a formal supplier assessment management procedure for environmental standards. In the future, as ESG trends develop, the Company will continue to monitor supply chain environmental management issues, and assesswhether

to introduce relevant standards based on actual needs, to ensure that business development aligns with the direction of sustainable operations, thereby ensuring that partners can jointly adhere to the philosophy of sustainable operations, and further provide customers with more comprehensive products and services that align with sustainable values.

Navicare Biotech values close cooperation with its partners, upholding the philosophy of mutual benefit and prosperity, continuously providing diverse support services to improve partners' operational efficiency, economic benefits, and overall satisfaction. The Company understands that the operational quality and responsibility practices of its partners will directly affect the stability of the overall supply chain and brand reputation.

The social impact generated by an enterprise covers issues such as labor practices, human rights protection, and community impact. The Company adopts a strict review mechanism for supplier management, and as of 2025, has no record of unqualified suppliers. There were also no new suppliers in 2025, so the percentage of new suppliers screened using environmental and social criteria was 0%. The Company understands that allowing unqualified suppliers into the supply chain could lead to issues such as labor exploitation, environmental pollution, and consumer privacy and safety risks, which would not only be detrimental to the sustainable development of the industry but could also lead to legal liability and damage to brand reputation.

In the future, Navicare Biotech will continue to monitor global sustainable development trends, actively introduce appropriate supplier management systems, assess and strengthen partners' compliance with social responsibility, and ensure that all partnerships are built on a foundation of responsibility, transparency, and sustainability, jointly creating a positive impact on society.

2.2 Quality Management

Innovative Technology and Services

The Company focuses on mobile app product development, providing consumers with a user-friendly interface and providing stores with a real-time redemption backend as its core service. Our technical team is responsible for the research, development, and maintenance of the business management backend, product management backend, and app-side application, ensuring the system operates stably, securely, and continues to innovate. Details are as follows:

(a) Flexible Marketing Strategy:

The Company continues to attract consumer attention through innovative marketing methods, such as "points rewards" and "3-day limited-time flash sales," thereby increasing revenue and strengthening consumer engagement. In addition, we will establish a store-specific marketing backend, allowing a professional marketing team to design appropriate marketing activities based on store needs and market trends. Through the Company's data analysis platform, we deeply analyze consumer preferences, visit frequency, and other behavioral data to dynamically adjust marketing strategies, strengthen member management, and establish long-term consumer communication channels. The ultimate goal is to improve new customer conversion rates and repeat customer return rates, creating stable and sustainable revenue growth.

(b) Strong Data Analysis Capabilities:

The Company's self-developed data analysis platform can collect and analyze core data such as product click-through rates, channel open rates, peak traffic periods, product browsing rates, and transaction completion rates in real time, conducting traffic analysis, website conversion rate optimization, and consumer preference analysis, thereby supporting precise marketing decisions. These analysis results will be provided to relevant departments to optimize marketing strategies and improve operational effectiveness. In addition, the system will automatically send personalized product notifications (such as restocking reminders) based on the data analysis results, and recommend a list of products consumers may be interested in, further improving conversion rates and revenue performance.

(c) Multi-Voucher Bundle and ARPU System Mechanism:

Traditionally, only home-delivered products offered "bulk purchase discounts," where consumers enjoy free shipping when purchasing large quantities of items. The Company has extended this concept to the e-voucher model, launching tiered discount pricing to

encourage consumers to purchase multiple vouchers at once. Since e-vouchers are redeemed and verified after purchase, the system automatically sends the corresponding dedicated serial numbers based on the number of vouchers purchased, allowing consumers to flexibly use them within the discount period. Through a sales strategy of "a better average price," not only can consumers be encouraged to increase their single purchase quantity, but ARPU (Average Revenue Per User) can also be effectively increased, further driving overall revenue growth.

(d) Buy Product, Get Voucher Model:

Revenue recognition for e-vouchers depends on the redemption rate, but the length of the voucher's redemption period may vary depending on different cooperation terms and product attributes, resulting in variability in the profit model. To improve the redemption rate and optimize the business model, the Company has launched promotions such as "buy a product, get a discount voucher" and "buy a product, get a free paper meal voucher" on top of its existing home delivery sales. Under the premise of ensuring a reasonable gross margin, this strategy allows consumers to receive additional discounts when purchasing products, creating a value of 1+1>2, further increasing purchase incentives and consumer repurchase rates. In addition, this model can be flexibly applied to different business units (BUs), developing new profit models through cross-industry cooperation and cross-selling, bringing more growth opportunities to the enterprise.

To fully disclose the sales information of Navicare Biotech's main operating segments for 2025, the following summarizes the service types, sales regions, customer targets, and corresponding sales amounts of the e-commerce platform Gomaji and its two subsidiaries – Reimian and Nonliang. All business operations are primarily focused on the Taiwanmarket, with sales targets covering both general consumers and merchants, with total annual sales exceeding NT$1.6 billion, demonstrating the market results of the Company's diverse service models.

<table>
<tr><th>Product or Service Item</th><th>Sales Region</th><th>Customer Type</th><th>Sales Volume (NT$)</th></tr>
<tr><td>E-commerce Revenue (Gomaji)</td><td rowspan="3">Taiwan</td><td rowspan="2">Consumers</td><td>143,585,427</td></tr>
<tr><td>Brand Product Sales Revenue (Reimian)</td><td>283,099,730</td></tr>
<tr><td>Ingredient Sales Revenue (Nonliang)</td><td>Merchants and consumers</td><td>50,300,092</td></tr>
<tr><td colspan="4">Note: Reimian and Nonliang are subsidiaries of Navicare Biotech; for the purpose of fully disclosing service items, some data is disclosed in this chapter for ease of compilation.</td></tr>
</table>

The types of voucher services operated by Navicare Biotech cover diverse areas such as travel accommodation, dining, and beauty spa services, all primarily targeting consumers in Taiwan. According to the 2025 sales statistics, voucher users are mostly concentrated in the 24 to 55 age group, with female customers accounting for 65% and male customers accounting for 35%. The average monthly total sales volume of the three main voucher product categories reached NT$39,869,820, demonstrating the platform's stable consumer demand and customer base in the lifestyle and leisure market.

Product or Service Item	Sales Region	Customer Type	Sales Volume (NT$)
Travel Accommodation Vouchers	Taiwan	Mainly aged 24-55, 65% female, 35% male	40,113,288
Dining Vouchers			293,782,434
Beauty Spa Vouchers			144,542,128

Experience Upgrade

In the digital age, information technology is not only a support tool for store operations, but also a key element in enhancing competitiveness and creating sustainable growth. Navicare Biotech's information service R&D philosophy revolves around three core pillars: "Helping stores operate smoothly," "Sustainable growth for stores," and "Cost-effective consumer experience," creating smart, efficient, and sustainable information solutions that benefit both stores and consumers.

1. Helping Stores Operate Smoothly — Smart, Stable, Efficient

We understand that stores face challenges in daily operations such as inventory management, order processing, marketing promotion, and customer service. Therefore, we focus on developing smart information systems, using AI, cloud computing, and data analysis to assist stores with:

(a) Data-driven decision-making: Providing real-time sales data and market trend analysis to help stores make more precise decisions.

(b) Stable and secure system architecture: Ensuring transaction security and stable system operation, so stores have no cause for concern.

2. Sustainable Growth for Stores — Data Empowerment, Smart Transformation

Our information services are not only designed to solve current problems, but also aim to be a partner for stores' long-term growth. Through data empowerment and smart tools, we help stores enhance their market competitiveness and achieve sustainable development:

(a) Smart marketing and customer management: Using AI to analyze customer behavior, providing precision marketing tools to improve customer repurchase rates.

(b) Omnichannel integration: Supporting the integration of online and offline (O2O), allowing stores to expand sales channels and increase revenue sources.

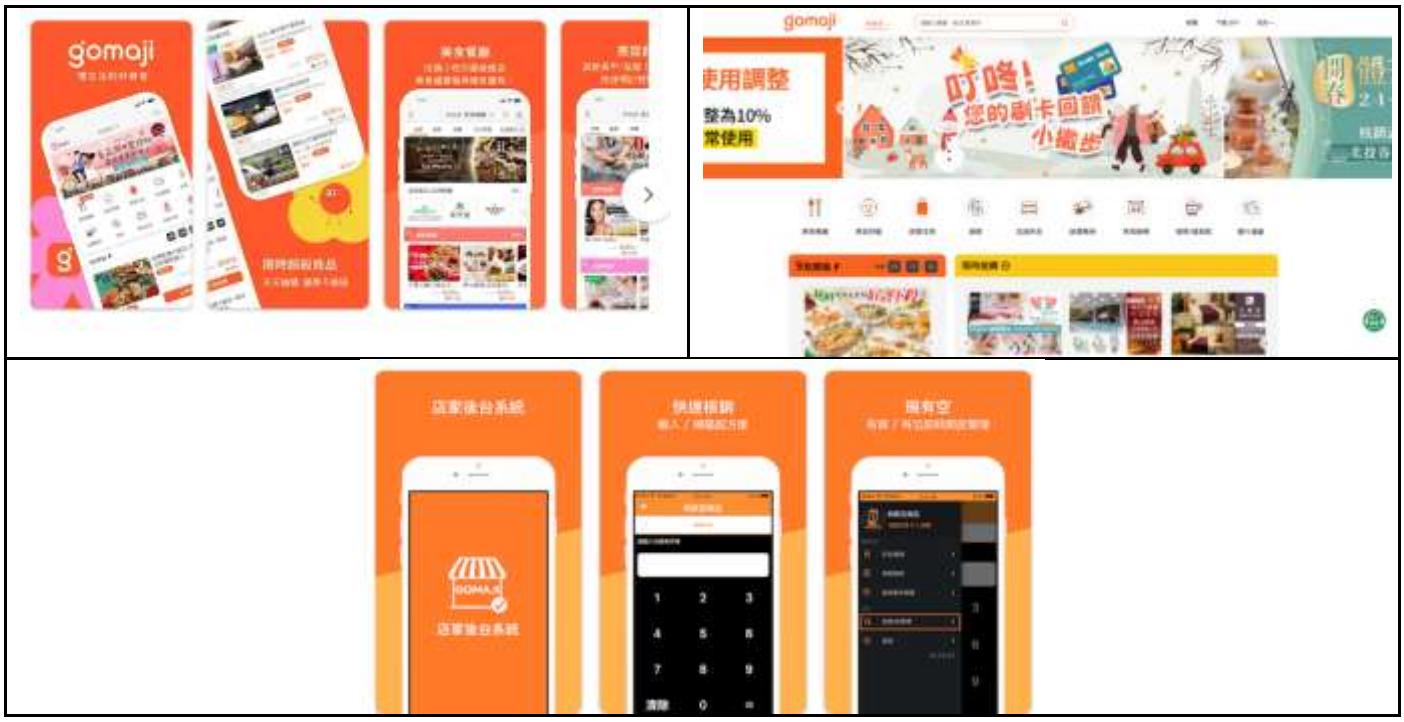
(c) ESG digital sustainability strategy: Promoting green technologies such as energy conservation and carbon reduction, digital payments, and paperless management, allowing stores to respond to sustainable development while growing their business.

3. Cost-Effective Consumer Experience — Technology-Enabled Consumer Value

We not only focus on the success of stores, but also care about the consumer experience and value. Our information service R&D aims to make consumption more cost-effective, convenient, and reassuring through technology:

(a) Smart pricing and discount recommendations: Providing personalized discounts and promotional programs to increase purchase appeal.

(b) Fast and smooth shopping experience: Optimizing website and app speed, providing a smooth checkout and payment experience, reducing shopping obstacles.



Smart Innovation

In response to digital transformation trends and to improve overall platform operational efficiency, Navicare Biotech actively introduces data-driven and artificial intelligence technologies to optimize management decisions and customer service processes. By strengthening data analysis capabilities, implementing AI smart applications, and building smart backend tools, the Company can not only improve internal operational efficiency but also strengthen merchant services and consumer experience, moving towards a more precise, real-time, and efficient digital operating model, as outlined in the following strategies:

1. **Strengthening Data-Driven Strategy to Improve Operational Efficiency:**
   (1) Data visualization analysis: Establishing a BI (Business Intelligence) dashboard, allowing managers to grasp user activity, conversion rates, and product sales trends in real time.
   (2) Data-driven personalized recommendations: Using AI algorithms to analyze consumer browsing behavior and purchase history, dynamically adjusting product recommendations to increase conversion rates.
   (3) Smart pricing and promotion strategy: Adjusting pricing and discount programs through big data analysis of market price fluctuations, competitor pricing, and external market environmental factors.
2. **AI Smart Analysis and Customer Service Automation Management:**
   (1) Fully implementing AI automated customer service to improve response efficiency.
   (2) Increasing store backend data analysis to improve operational decision-making efficiency.
   (3) Real-time fraud detection system: Detecting abnormal behavior (such as multiple returns, abnormal payments, or complete absence of transactions during a period) through statistical analysis of transaction data, preventing fraudulent behavior in a timely manner.
3. **Establishing a Smart Store Backend to Empower Merchant Operational Efficiency:**
   (1) AI business analysis reports: Tracking product sales trends, customer loyalty, and optimal promotion timing through AI, providing personalized recommendations for stores.
   (2) Real-time data feedback mechanism: Establishing a real-time redemption monitoring system to ensure the completeness of transaction records and prevent store fraud or abnormal transactions.

Year	Successfully Developed Technologies or Products

2018	Developed Japan travel accommodation platform, revamped mobile web version, connected to overseas real-time online booking, cross-BU marketing conditions (cross-selling module), and revamped PC website and mobile webpage.
2019	Added the "Text Rest" channel, the "News" overseas channel, the "channel management tool" feature, revamped PC website and mobile webpage, the "SMS MGM" feature, the "review sharing" feature (scan-to-redeem), the "cross-store use" feature (usable across affiliated store chains), accepted CSPA product "physical voucher type" and "display voucher type," and the "soon-to-expire promotional discount voucher" feature.
2020	Simple shopping guide alliance, domestic travel card applicability mechanism, KOL/blogger marketing, and Kaizong zone (opening special zone).
2021	Reservation system, store gross margin system, rewards points program (increasing ARPU), and vertical e-commerce.
2022	Hot spring/rest reservation system, overseas delivery pre-order short sales, takeout/delivery function, home-delivered food e-commerce platform, and member points system.
2023	App advertising mobile map, transportation sales promotion mechanism, personalized recommendation shopping guide, agricultural/food procurement system, and internal CMS content management function.
2024	Launched the e-voucher gifting/transfer function.
2025	Launched an activity page combined with a shopping cart checkout function, and the development and introduction of the Customer Data Management System (CDP).

Continuous Quality Improvement

In order to provide safe, healthy, and compliant products and services, and ensure consumer peace of mind, Navicare Biotech uses rigorous management mechanisms to ensure that every step from source to the final consumer meets high standards. The Company partners with internationally certified suppliers, implements a product inspection system, establishes customer protection mechanisms, and continuously improves through market feedback, to maintain product reliability and market competitiveness. The specific measures are described as follows:

1. Supplier Screening

Our products come from carefully selected supplier Reimian International, whose original Australian imported products are all manufactured in facilities certified with cGMP and TGA.

2. Product Inspection and Compliance

Regularly reviewing suppliers' test reports to ensure products comply with Taiwan regulations and international safety standards.

For high-risk products (such as food and beauty/skincare products), we conduct random spot checks to maintain product quality stability.

3. Customer Protection and Contingency Mechanisms

Providing a comprehensive return and exchange mechanism to ensure a guaranteed shopping experience for consumers.

4. Regular Assessment and Improvement

Collecting market feedback through customer satisfaction surveys to continuously optimize our products and services.

Reviewing and updating safety standards annually to ensure compliance with the latest market demands and regulatory requirements.

Product Certification

In 2025, cGMP and TGA certification was obtained for Nature' s Care, Healthy Care, and Belrose health and skincare products, with no incidents of violating any health and safety regulations related to products and services.

Product or Service Item Name	Safety Standard Certification	Percentage of Products or Services Assessed for Customers (%)
Belrose Health and Skincare Products	cGMP, TGA	100



Customer Relationship Management

Navicare Biotech values customer relationship management, viewing it as key to improving customer satisfaction and promoting business growth. To this end, the Company actively improves the customer experience by strengthening the accuracy of pre-sale consultations, optimizing customer service response efficiency, and introducing AI smart recommendation and Q&A systems. Regarding customer feedback and complaints, the Company has also established clear handling mechanisms and regular feedback systems, and has set short-, medium-, and long-term goals for customer satisfaction and repurchase rates, continuously tracking effectiveness through quantitative indicators to ensure customer needs are promptly responded to and improved, stabilizing corporate revenue and enhancing brand trust and goodwill.

Material Topics	Customer Relationship Management
Stakeholders Affected	Employees and other workers, consumers/customers
Reason for Materiality	Improving service quality, helping consumers repurchase, and increasing operating revenue.

Strategy/Management Approach	Improving/optimizing the online customer service system: Improving the online customer service user flow, adding AI Q&A and recommendation settings, helping consumers quickly resolve issues.
Positive/Negative Impact Items	Positive: Good customer relationship management helps improve consumer satisfaction and increase the Company's revenue. Negative: Poor customer relationship management will cause consumer dissatisfaction, spreading through social media, affecting the stability of the Company's revenue.
Negative Remediation and Preventive Measures	Pre-sale service: Providing accurate and timely information, avoiding negative feelings caused by incorrect information. After-sale service: Setting complaint response times and SOPs, allowing issues to be quickly responded to or fed back to relevant units for improvement.
Positive Impact Control Measures	Pre-sale service: Providing different consumer promotion information to help consumers make purchase decisions quickly. After-sale service: Enhancing satisfaction feedback forms, introducing AI to provide recommendation information based on consumer characteristics.
2025 Targets	Online customer service usage rate reaching 65% Consumer satisfaction of 4 (out of 5)
2025 Performance	Online customer service consumer satisfaction was 3.24 (out of 5), failing to meet the 2025 performance target due to limited service manpower; AI online customer service has been fully implemented to improve efficiency.
2026 Target	Consumer satisfaction above 3.4 (out of 5)
Medium- to Long-term Targets	Consumer satisfaction above 3.6 (out of 5)
Effectiveness Assessment	Satisfaction survey report using the online customer service system: After a consumer complaint is resolved, a satisfaction survey form will pop up for the consumer to rate and provide feedback.
Complaint Mechanism	Consumers can fill in feedback in the online customer service system, which is reviewed regularly by unit supervisors on a daily and weekly basis.
Management Approach Adjustment	Adjustments are made weekly and monthly based on satisfaction and online customer service usage rate data.

Customer Satisfaction

To improve customer satisfaction, Navicare Biotech actively promotes a number of management measures. First, through regular training of sales personnel, service quality and professional competency are continuously strengthened, ensuring customers receive a consistent and high-quality service experience. Second, in terms of product quality control, suppliers meeting international standards are carefully selected to ensure product quality from the source, enhancing customer trust. At the same time, a comprehensive customer feedback mechanism has been established, with regular satisfaction surveys to understand consumer needs and suggestions, and cooperative products and service content are adjusted according to the feedback results in a timely manner, to keep pace with market trends. Finally, through the launch of a membership system and loyalty program, offering points redemption and various discounts, customer engagement is deepened, building long-term stable customer relationships and further promoting overall customer satisfaction. As of the end of 2025, the customer satisfaction survey result was 4.7 (out of 5). The satisfaction survey questionnaire mainly assesses the following content.

Overall Course Evaluation	Trainees rate items such as "content practicality," "instructor professionalism," "course scheduling appropriateness," and "overall satisfaction" on a scale of 1 to 5.
Most Beneficial Section	A multiple-choice format is used to understand which content trainees found most helpful in the course, such as chakra and essential oil application, discussion and interaction, and demonstrations.
Favorite Part	Asking trainees which part of the course they liked best.
Technical and Application Suggestions	Asking trainees to provide opinions or suggestions on the course's technical instruction and application methods.
Future Learning Intent	Understanding whether trainees are interested in participating in advanced or related courses.
Other Suggestions	An open-ended question to collect other feedback, such as thoughts on course scheduling, content additions, or instructor style.

Advertising and Promotion

To ensure that the content of the Company's promotional programs is transparent and complies with regulatory requirements, the Company adopts the following implementation principles when designing and promoting advertisements and voucher sales activities:

1. **Program Design and Review Mechanism**

   All promotional programs listed must clearly state the original price, estimated sales quantity, and complete program content, including process descriptions, detailed items, applicable number of people and units, and other information, and are strictly prohibited from using exaggerated, false, or efficacy-claiming terms in violation of regulations. All

copy must go through an internal review process and confirm legality with reference to relevant regulations and the opinion of the Legal Department.

2. **Voucher Use and Redemption Regulations**
   To protect consumer rights, voucher redemption information will fully disclose the usage period, redeemable dates, holiday surcharge rules, and inapplicable dates. Each type of service will also clearly specify its reservation method and usage restrictions, such as: Dining category: dine-in or takeout restrictions, excluded menu items, and quantity limit per transaction. Beauty category: gender restrictions, terms prohibiting the designation of a specific beautician, etc. Accommodation category: check-in/check-out time restrictions and non-redeemable dates, etc.
3. **Special Period and Restriction Explanations**
   For specific vouchers or services, special period applicability will be separately noted, such as: usable only on specific dates or time periods, or redemption temporarily suspended on specific holidays. Such information is clearly disclosed in the voucher description to avoid consumer disputes.

Through the above mechanisms, the Company is committed to providing legal, clear, and consumer-friendly advertising information and service experiences, and ensures that all products are confirmed by internal review personnel before being officially listed for sale, allowing consumers to enjoy a safe and protected online voucher purchasing experience. As of the end of 2025, Navicare Biotech has not been investigated by any competent authority, nor has it had any cases of violating regulations regarding false product/service information or advertising.

Chapter 3 Implementing Green Sustainability

3.1 Energy and Greenhouse Gas Emissions Management

Energy Management

In 2025, Navicare Biotech's total energy consumption was 633.33 GJ, and based on 73 employees, the energy intensity was calculated to be 8.68 GJ per person. The Company only has office operational needs, with energy consumption primarily concentrated in daily lighting, equipment use, and air conditioning systems.

Energy Usage Overview			
Quantitative Indicators	**Unit**	**2024**	**2025**
Electricity Consumption	**kWh/year**	143,188	169,695.3
	GJ	515.48	610.90
Gasoline Consumption	**L/year**	1,326.83	706.7
	GJ	42.24	22.43
Total Energy Consumption	**GJ**	557.72	633.33
Organization-Specific Metric	**Number of Employees**	104	73
Energy Intensity	**GJ/Number of Employees**	5.36	8.68

Notes:

1. Electricity heat value conversion is 1 kWh = 0.0036 GJ.
2. The 2024 data conversion factor is calculated based on the latest gasoline and diesel heat value data published by the Ministry of Environment in 2025, with gasoline at 7,609 kcal/L.
3. The 2025 data conversion factor is calculated based on the latest gasoline and diesel heat value data published by the Ministry of Environment in 2026, with gasoline at 7,586 kcal/L.
4. 2024 was a self-conducted energy usage inventory that inadvertently omitted gasoline consumption; therefore, the 2024 figures for "Gasoline Consumption," "Total Energy Consumption," and "Energy Intensity" have been restated.

Navicare Biotech's total greenhouse gas emissions in 2025 were82.53metric tons of CO_2e. Based on the number of employees, the greenhouse gas emission intensity for the year was 1.13metric tons of CO_2e per person.

Item/Year	**2024**	**2025**
Scope 1: Direct Greenhouse Gas Emissions (metric tons of CO_2e)	4.69	3.28
Scope 2: Indirect Greenhouse Gas Emissions (metric tons of CO_2e)	67.87	79.25
Total Emissions = Scope 1 + Scope 2	72.56	82.53

(metric tons of CO_2e)		
Greenhouse Gas Emission Intensity (Scope 1 + Scope 2 metric tons of CO_2e/Number of Employees)	0.70	1.13

Notes:

1. The Company conducted a self-inventory in 2024, and in 2025 conducted its greenhouse gas inventory in accordance withGHG Protocol principles.
2. 2025Scope 1 refers to emission sources directly owned or controlled by the Company, including mobile combustion sources such as transportation and fugitive emission sources, calculated based on the latest published data from the Bureau of Energy, Ministry of Economic Affairs (IPCC Sixth Assessment Report and the errata published by the IPCC in December 2025).
3. Scope 2 refers to indirect emissions from energy, such as purchased electricity.
4. Purchased electricity references the electricity emission factor published by the Bureau of Energy, Ministry of Economic Affairs; the 2024 electricity emission factor = 0.474 kg CO_2e/kWh, and the 2025 electricity emission factor = 0.467 kg CO_2e/kWh.
5. The organization-specific metric unit is based on Navicare Biotech's total number of employees.
6. 2024 was a self-conducted energy usage inventory that inadvertently omitted gasoline consumption; therefore, the 2024 figures for "Scope 1: Direct Greenhouse Gas Emissions (metric tons of CO2e)" and "Greenhouse Gas Emission Intensity (Scope 1 + Scope 2 metric tons of CO2e/Number of Employees)" have been restated.

Energy Conservation Results

To implement its energy conservation and carbon reduction goals, Navicare Biotech actively promotes a number of energy management measures, from equipment upgrades and maintenance to behavioral guidance, comprehensively improving energy use efficiency. In addition to continuing to replace high-energy-consumption equipment, the Company also effectively reduces energy waste through systematic management and optimized space design, lowering the carbon footprint of its operations and moving towards green office practices and sustainable operations.

1. **Improving Equipment Energy Efficiency by Replacing High-Efficiency Equipment**
   The Company gradually replaces old electrical equipment, air conditioning systems, and lighting fixtures with energy-efficient products, such as high-efficiency LED lighting and high-efficiency air conditioning systems.
2. **Regular Equipment Maintenance**
   Regularly inspecting and maintaining production equipment and office facilities to ensure their operating efficiency, reducing energy waste caused by equipment aging or malfunction.
3. **Establishing Energy Conservation Policies**
   Reminding employees to conserve energy through announcements, such as turning off computers and lights after work, and setting air conditioning temperatures reasonably

between 26-28°C, with dedicated personnel appointed to supervise implementation and avoid unnecessary energy consumption.

4. **When renovating office space, priority is given to retaining natural lighting and openness.**

Through the above concrete action plans, the Company hopes to achieve a 1.5% reduction in energy consumption within the next five years, while contributing more value to society and the environment. We will continue to work with our employees and partners towards a sustainable future.

3.2 Environmental Pollution Prevention

Navicare Biotech's operational site is located in New Taipei City, with the main water source being Feitsui Reservoir. The Company used a water resource risk assessment tool for evaluation, and the results showed that the area is a low-to-medium risk region. To improve overall water use efficiency, the Company has adopted a number of water conservation measures, including regularly inspecting and maintaining the water supply system to ensure equipment operates normally, avoid leaks, and reduce daily water usage. At the same time, the Company has fully implemented water-saving equipment and, through internal announcements, encourages employees to develop water conservation habits in their daily work. The Company also promotes water resource reuse, further implementing water resource management and sustainable development goals.

Operational Site	Water Source Reservoir	Assessment Result
Xindian District, New Taipei City	Feitsui Reservoir	Low-to-Medium Risk

Navicare Biotech's water usage over the past two years is shown below. As the Company's main operational area is an office environment, only daily living water use is involved, with no industrial or manufacturing process water needs. As the number of employees decreased in 2025, water use intensity increased; the Company will continue to promote water conservation management measures in the future. The table below shows the 2025 water usage statistics:

Item/Year	2023	2024	2025
Water Withdrawal (million liters)	0.70	0.42	0.41
Water Discharge (million liters)	0.70	0.42	0.41
Water Consumption (million liters)	0	0	0
Organization-Specific Metric (Unit)	Number of Employees	Number of Employees	Number of Employees
Organization-Specific Metric Value	149	104	73
Water Use Intensity (Water Withdrawal/Number of Employees)	0.005	0.004	0.006
Note: Water consumption = water withdrawal - water discharge.			

Chapter 4 Building a Happy Enterprise

4.1 Maji Recruitment and Development

Talent Sustainability Development

Navicare Biotech upholds the concept of talent sustainability development, believing that talent is the core asset of enterprise innovation and growth. To improve overall corporate competitiveness, the Company actively promotes measures such as talent development, organizational learning, and workplace environment optimization, and in response to the trend of green transformation, focuses on cultivating talent with green awareness and technical capabilities to respond to future industry transformation needs. At the same time, the Company also focuses on social inclusion and equitable development, committed to establishing a diverse and friendly work environment, strengthening the positive impact on employee growth and the job market through quantitative indicators and specific action plans. The following is Navicare Biotech's talent sustainability management approach.

Material Topics	Talent Sustainability Development
Stakeholders Affected	Employees and other workers, shareholders and other investors
Reason for Materiality	Talent sustainability development is an important issue facing society and enterprises today, the key being how to ensure the long-term stability and growth of talent resources, and create sustained value for the organization and society, while attracting more talent to join through media promotion. A mismatch between organizational culture and values may lead to decreased identification of talent with the enterprise, especially among younger generations who place greater emphasis on corporate social responsibility and diversity and inclusion.
Strategy/Management Approach	1. Talent sustainability development should be centered on long-term planning, improving employees' professional skills and comprehensive abilities through establishing a comprehensive training system. A timely internal rotation mechanism allows employees to accumulate diverse experience in different positions, further strengthening organizational flexibility. 2. Emphasize employees' career development needs, establish clear promotion paths and performance evaluation mechanisms to motivate employees to continuously improve. Establish an employee care program; through the Company's introduced healthcare system, such as health management and psychological support services, this helps improve employee satisfaction and loyalty. 3. Enterprises need to actively cultivate a learning culture, encouraging innovation and knowledge sharing, and using digital tools to improve learning efficiency, which can not

	only strengthen organizational competitiveness but also promote employees' personal growth.
Positive/Negative Impact Items	**Positive Impact** 1. Economic growth: Through talent development, enterprise innovation capabilities improve, driving economic development. 2. Social stability: The cultivation of high-quality talent promotes the employment rate and reduces social inequality. 3. Environmental improvement: Professional talent engaged in green industries helps promote sustainable environmental policies. **Negative Impact** 1. Uneven resource allocation: Some regions may neglect other areas due to concentrated resources. 2. Talent outflow: Excellent talent leaving the Company, causing human resource turnover. 3. Increased pressure: Overemphasis on competition and performance may lead to work stress, mental health issues, and reduction of company benefits.
Negative Remediation and Preventive Measures	**Negative Remediation Measures** 1. Establishing a crisis response mechanism: For talent loss or technical gaps, establish dedicated personnel with comparable job scope and rapid response plans to ensure stable organizational operation. 2. Providing re-education and training: Upskilling existing employees to bridge capability gaps caused by insufficient external recruitment. 3. Improving employee satisfaction: Reducing turnover rates by improving compensation and benefits, the work environment, and internal communication. **Preventive Measures** 1. Establishing a talent reserve plan: Ensuring a stable talent supply chain through campus recruitment, internship programs, and internal promotion mechanisms. 2. Promoting organizational culture: Shaping a culture centered on learning and innovation to attract and retain excellent talent. 3. Feedback analysis and early warning: Using feedback from personnel interactions to understand employee satisfaction and turnover trends, taking action in advance.
Positive Impact Control Measures	**1. Economic Growth** Through systematic talent development, enterprise innovation capabilities are enhanced, thereby driving industry upgrading and economic development. The involvement of high-quality talent not only promotes enterprise competitiveness but also creates more employment opportunities, driving overall economic growth. **2. Social Stability** The cultivation of high-quality talent directly affects the improvement of the employment rate, reducing unemployment issues and thereby reducing social inequality. A stable employment environment makes society more harmonious, helping the nation's long-

	term stable development. **3. Environmental Improvement** The involvement of professional talent can promote the development of green industries, promoting the application and popularization of environmentally friendly technologies, and can also participate in formulating and implementing sustainable environmental policies, providing support for the goal of achieving both environmental and economic progress.
2025 Targets	1. Strengthening industry-academia cooperation, establishing professional training programs, improving talent skills and practical experience. 2. Promoting cooperation related to the green industry, attracting more talent to participate in the environmental sustainability field. 3. Improving job matching effectiveness through external cooperation, promoting talent mobility and reasonable allocation.
2025 Performance	1. Conducted campus recruitment through industry-academia cooperation with Chihlee University of Technology, strengthening training programs with the campus. 2. Developed humanities education together with the Zhenai Education Foundation, committed to improving character cultivation and research, advocating family education, and promoting proper food and agriculture education; held 8 sponsorship activities in 2025. 3. Successfully recruited a senior professional executive through external headhunting cooperation.
2026 Target	1. Strengthening industry-academia cooperation, establishing professional training programs, improving talent skills and practical experience. 2. Promoting cooperation related to the green industry, attracting more talent to participate in the environmental sustainability field. 3. Improving job matching effectiveness through external cooperation, promoting talent mobility and reasonable allocation.
Medium- to Long-term Targets	1. Establishing a comprehensive talent development system. 2. Promoting cooperation between enterprises and academic institutions, strengthening innovative research and practice. 3. Strengthening the talent supply chain related to the green economy field, supporting sustainable development goals.
Effectiveness Assessment	Effective integration will maximize its positive impact on the economy, society, and environment.
Complaint Mechanism	HR@gomaji.com.tw
Management	Talent sustainability development is key to balancing the economy, society, and

Approach Adjustment	environment; the management approach should continue to be adjusted in the future.

Workforce Structure

The Company's total number of employees in 2025 was 73, all of which were permanent employees, with no temporary employees. From the age and gender distribution, it can be seen that employees under 30 are predominantly female, indicating the Company's appeal in employing young women; the 31-50 age group is the main workforce structure, accounting for the largest proportion, showing a stable and experienced core workforce; employees aged 51 and above are relatively fewer. Overall, this shows that the Company's workforce structure is stable and diverse, also reflecting Navicare Biotech's commitment to providing long-term stable employment opportunities.

Category	Under 30		31-50		51 or above	
	Male	Female	Male	Female	Male	Female
Permanent Employees (Note 1)	1	8	18	35	5	6
Temporary Employees (Note 2)	0	0	0	0	0	0
Total Number of Employees	1	8	18	35	5	6

Notes:

1. Full-time or part-time employees with an indefinite-term contract.
2. Employees with a fixed-term contract. This contract expires at a specified time, or ends upon completion of a specific task or event with an assessable timeline (such as the end of a work project or the return of an employee originally being covered for).

The Company's non-employee workers who cooperate with the Company are mainly engaged in outsourced form, signing contract documents such as "Content Writer Contract," "Filming Authorization and Use Agreement," or "Consultant Engagement Contract" according to different job natures, ensuring the cooperative relationship has a legal basis and clear responsibilities. Such outsourced personnel are mostly compensated on a piece-rate basis, covering diverse professional fields such as writing, audiovisual production, and KOL marketing. The overall number of users is stable, without significant increases or decreases, indicating the Company has a continuous and stable demand for and management of outsourced resources.

Type of Non-Employee Worker	Contractual Relationship with the Company	Total Number of Workers
[MK Marketing] Outsourced "KOL Influencers"	Outsourced writing/filming and authorization use agreement	133

Externally engaged consultants (beauty consultant instructors, product legal consultants)	Consultant engagement contract	1
Cleaning staff	Contracting agreement	1

When recruiting personnel, the Company actively strengthens its connection with the local community, and is committed to improving the stability and long-term commitment of its employees, therefore primarily recruiting residents of Taiwan. According to 2025 data, there were a total of 14 senior executives, all of whom were local employees, accounting for 100%, demonstrating the Company's high regard for the promotion and development of local talent. The overall distribution of employee levels and ages is stable, showing a team structure with both experience and vitality. The 2025 employee position and management structure is shown in the figure below:

Year			2025
Level	**Gender**	**Age**	
Senior Executives	**Male**	**Under 30**	0
		31-50	3
		51 or above	2
	Female	**Under 30**	0
		31-50	8
		51 or above	1
Total Senior Executives			14
Non-Senior Executives	**Male**	**Under 30**	1
		31-50	15
		51 or above	3
	Female	**Under 30**	8
		31-50	27
		51 or above	5
Total Non-Senior Executives			59
Total Full-Time Employees			73
Note: Senior executives at Navicare Biotech are defined as those holding department head positions or above, such as managers, deputy directors, division heads, etc. However, those at the manager level who do not serve as a department head are not included as senior management.			

Employee New Hire Rate and Turnover Rate

Navicare Biotech values talent development and organizational vitality, continuously replenishing manpower according to business needs. A total of 13 new employees were hired in 2025, accounting for 17.80% of the total number of employees. From a gender perspective, the proportion of female new hires was higher, reaching 8 people, demonstrating the Company's good results in gender equality and employment opportunities for women; among these, the 31-50 age group accounted for the largest proportion, particularly notable among females, reaching 4 people, compared to 3 men. New hires were added across all age groups, showing that the Company has age diversity in its talent recruitment, helping the organization combine experience inheritance with innovative momentum.

Year	2025			
Gender	Male		Female	
Age/Item	Number of People	New Hire Rate (%)	Number of People	New Hire Rate (%)
Under 30	1	1.37	2	2.74
31-50	3	4.11	4	5.48
51 or above	1	1.37	2	2.74
Total New Hires	13			
Total Number of Employees	73			
Total New Hire Rate (%)	17.80			

The total number of resignations in 2025 was 45, with a total turnover rate of 61.64%. From a gender perspective, the number of female resignations was 37, accounting for 50.68% of the total number of resignations, with the 31-50 age group being the most prominent, accounting for as much as 41.10%; the number of female resignations under 30 also reached 7, with a turnover rate of 9.59%. Among males, the 31-50 age group had the highest turnover proportion, at 8.22%. Overall, middle-aged women were the main group leaving the Company, reflecting the need for further attention to this group's career development, work-life balance, and retention strategies.

In response to market changes and issues of corporate sustainability, Navicare Biotech again undertook organizational and manpower adjustments in 2025, streamlining the organization's workforce and replacing underperforming employees, resulting in a higher turnover rate.

Year	2025			
Gender	Male		Female	
Age/Item	Number of	Turnover Rate	Number of	Turnover Rate

	People	(%)	People	(%)
Under 30	2	2.74	7	9.59
31-50	6	8.22	30	41.10
51 or above	0	-	0	-
Total Number of Resignations	45			
Total Number of Employees	73			
Total Turnover Rate (%)	61.64			

Employment of Diverse Groups

In 2025, Navicare Biotech hired 1 male employee under 30 who is a minority or disadvantaged individual, demonstrating the Company's emphasis on diversity and inclusion. The Company is committed to providing equal employment opportunities and upholds a non-discrimination principle in the recruitment process, not restricting eligibility to apply based on factors such as gender, age, race, social background, nationality, place of birth, or physical or mental disability. In the future, the Company will continue to pay attention to employment opportunities for socially disadvantaged groups, implementing corporate social responsibility through concrete actions, and creating a more friendly and diverse work environment.

Year			2025
Item	Gender	Age	
Minority or Disadvantaged Groups	Male	Under 30	1
		31-50	0
		51 or above	0
	Female	Under 30	0
		31-50	0
		51 or above	0
Note: Minority or disadvantaged groups: groups with certain specific conditions or characteristics (such as economic, physiological, political, or social) who may suffer more severe negative impacts from organizational activities than the general population.			

Education and Training

According to the Company's education and training regulations,new employees undergo 1 hour of orientation training and 2 hours of occupational safety and health education upon reporting for duty. Training for existing employees is provided so that colleagues can improve their professional competency and work potential through training,

offering employees external education and training courses related to their job responsibilities.

Item/Category		Managerial		Non-Managerial		Direct Personnel		Indirect Personnel	
Unit/Gender		Male	Female	Male	Female	Male	Female	Male	Female
Total Number of People	People	6	9	18	40	0	0	24	49
Total Training Hours	Hours	5	9	36	64	0	0	41	73
Average Total Training Hours	Hours/Person	0.83	1.00	2.00	1.60	-	-	1.71	1.49
Training Expenses	NT$	290	521	1,079	2,058	0	0	1,369	2,579

Education and Training Photos





Fair Performance Management System

Navicare Biotech is committed to promoting a fair and transparent performance appraisal system, and conducts performance evaluation statistics based on employee position and gender, to ensure the evaluation system is inclusive and promotes organizational fairness. During the 2025 reporting period, the proportion of managerial male and female employees receiving performance appraisals was 60.00% and 77.78% respectively, while for non-managerial employees it was 94.44% and 94.74%; for indirect personnel it was 86.96% and 91.49% respectively, showing that female employees generally have a higher level of participation in the performance appraisal system than male employees. The Company will continue to optimize its performance management system in the future, and review the applicable scope of appraisals as practically needed, strengthening the connection between the performance system and employee development, to improve overall human resource management effectiveness.

Item	Managerial	Non-Managerial	Direct Personnel	Indirect Personnel
Proportion of Male Employees Receiving Performance Appraisals	60%	94.44%	0	86.96%
Proportion of Female Employees Receiving Performance Appraisals	77.78%	94.74%	0	91.49%
Note: The Chairman, CEO, Chief Strategy Officer, General Manager, hourly staff, and new employees with less than three months of service do not receive performance appraisals.				

4.2 Compensation and Benefits

Salary Ratio

To ensure market competitiveness, Navicare Biotech adjusts salaries annually based on the market rate for each position and individual performance. Employees' base salaries do not vary based on gender, age, religion, race, nationality, place of birth, physical or mental disability, political stance, marital status, union membership, or association membership. As of the end of the reporting period, the ratio of standard salary for male and female entry-level employees to the local minimum wage is shown in the table below:

Country/Region	Ratio of Male Entry-Level Employee Standard Salary to Local Minimum Wage	Ratio of Female Entry-Level Employee Standard Salary to Local Minimum Wage
Taiwan	1.05	1.05

Navicare Biotech continuously reviews the salary structure between different positions and genders through salary ratio analysis. Although there are slight differences in job content and gender ratios for different positions in practical execution, there is no significant gap in the overall ratio. The Company will continue to strengthen its internal salary fairness review mechanism, and through institutional optimization and regular review, work towards narrowing the gender pay gap and realizing a workplace environment of gender equality.

Salary Ratio by Position	Number of People		Salary Ratio	
	Female	Male	Female	Male
Managerial	9	6	1	1.37
Non-Managerial	40	18	1	0.99
Direct Personnel	0	0	-	-
Indirect Personnel	49	24	1.	1.23

Salary Ratio by Position	Number of People	Compensation Ratio

	Female	Male	Female	Male
Managerial	9	6	1	1.23
Non-Managerial	40	18	1	0.90
Direct Personnel	0	0	-	-
Indirect Personnel	49	24	1	1.11

Navicare Biotech's ratio of the highest-paid individual's annual total compensation to the median annual total compensation of employees in 2025 was 4.8; the ratio of the increase in the highest-paid individual's annual total compensation to the increase in employees' annual total compensation was 0.

Country /Region	Ratio of the Highest-Paid Individual's Annual Total Compensation to the Median Annual Total Compensation of Employees (excluding the highest-paid individual)	Ratio of the Highest-Paid Individual's Annual Total Compensation to the Median Increase Ratio of Annual Total Compensation (excluding the highest-paid individual)
Taiwan	4.8	0

Notes:
1. The Chairman is not counted as the highest-paid individual unless concurrently serving as General Manager/CEO; in that case, the highest-paid individual for the year is the General Manager.
2. Formula for calculating the annual compensation median ratio: the annual salary of the individual with the highest annual salary that year / the annual salary of the individual at the median annual salary that year.
3. Formula for calculating the annual compensation increase ratio: the percentage increase in annual salary of the individual with the highest annual salary that year / the percentage increase in annual salary of the individual at the median annual salary that year.

In accordance with the government's latest policy, Navicare Biotech discloses the salary structure of non-managerial employees, to demonstrate its emphasis on salary transparency and gender equality. The Company continuously refines its compensation system, reflecting the fairness and consistency of its salary system through the presentation of average and median salaries, also demonstrating the Company's commitment to creating a work environment with both market competitiveness and internal fairness. The percentage changes in the 2025 average salary and median salary compared to the previous year were -16.86% and -14.83% respectively.

Year	2024				2025			
Position	Number of People		Average Salary (NT$ thousand)	Median Salary (NT$ thousand)	Number of People		Average Salary (NT$ thousand)	Median Salary (NT$ thousand)
	M	Fe			M	Fe		

	ale	male			ale	male		
Non-Managerial	21	68	765	634	18	40	636	540

Maji Benefits

Navicare Biotech is committed to providing diverse and comprehensive benefits. The Company provides all colleagues with labor insurance, national health insurance, and group insurance in accordance with the law, and provides various cash gifts for marriage, childbirth, funerals, birthdays, and other occasions. In addition, the Company also provides club subsidies and monthly birthday party activities to promote employees' physical and mental health and interaction among colleagues; it also provides regular employee health check-ups and exclusive shopping discounts, creating a friendly and happy workplace environment.

According to the work rules, employees may voluntarily retire when they meet specific seniority and age requirements, including: 15 years of service and reaching age 55, 25 years of service, or 10 years of service and reaching age 60. In addition, the Company may also implement mandatory retirement under specific conditions, including when an employee reaches age 65 or is unable to perform their job due to physical or mental disability. For employees engaged in hazardous work or work requiring a high degree of physical strength, the mandatory retirement age may be adjusted by the Company upon application to the central competent authority, but shall not be lower than 55.

Parental Leave Implementation Status

Navicare Biotech actively creates a friendly workplace that supports both family and work, establishing a comprehensive parental leave system in accordance with the law, providing eligible employees the option to apply for up to 2 years of unpaid parental leave before their child reaches age 3, to help employees balance their roles at work and at home.

Observing the parental leave application and reinstatement status over the past three years, a total of 10 employees were eligible to apply in 2025, with 8 actually applying, all of whom were female employees. The 2 employees who applied for parental leave that year successfully returned to work, with 1 continuing to work for a full year after returning, while the other chose to resign to focus on caring for their child due to an inability to balance work

and family responsibilities, resulting in a 2025 parental leave retention rate of 50%, the same as in 2024, but compared to the 100% retention rate achieved in both 2022 and 2023, this shows that family caregiving needs still have an impact on the career planning of some employees on parental leave.

The Company will continue to monitor retention status in the future, and appropriately strengthen workplace flexibility measures and employee care mechanisms to help returning employees smoothly reintegrate into the workplace and continue their career development.

Year	2023			2024			2025		
Item/Gender	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number Eligible to Apply for Parental Leave A	3	8	11	3	10	13	0	10	10
Number Who Actually Applied for Parental Leave That Year B	0	2	2	0	5	5	0	8	8
Number Due to Return from Parental Leave That Year C	0	2	2	0	2	2	0	6	6
Number Who Actually Returned from Parental Leave That Year D	0	2	2	0	2	2	0	2	2
Number Who Actually Returned from Parental Leave the Previous Year E	0	1	1	0	2	2	0	2	2
Number Who Continued Working for One Year After Returning from Parental Leave the Previous Year F	0	1	1	0	1	1	0	1	1
Parental Leave Return Rate That Year %(D/C)	0	100	100	0	100	100	0	33.33%	33.33%
Parental Leave Retention Rate That Year %(F/E)	0	100	100	0	50	50	0	50%	50%

Minimum Notice Period for Operational Changes

To genuinely protect employees' labor rights, the Company complies with the relevant provisions of the Labor Standards Act; if the Company undergoes a major operational change or terminates its employment relationship with an employee, the labor contract with the employee is terminated in accordance with government regulations. As of the end of 2025, Navicare Biotechhad a total of 19 layoff incidents, which were carried out to improve overall operational efficiency, adjust the manpower structure, and replace employees who did not meet performance standards, in order to strengthen organizational competitiveness.

The notice period is in accordance with the following provisions:

1. For continuous service of 3 months or more but less than 1 year, notice shall be given 10 days in advance.
2. For continuous service of 1 year or more but less than 3 years, notice shall be given 20 days in advance.
3. For continuous service of 3 years or more, notice shall be given 30 days in advance.
4. After receiving the aforementioned notice, an employee may take leave during working hours to seek new employment. The hours of such leave shall not exceed 2 working days per week, and wages shall be paid as usual during the leave period.

No specific professional certification or qualification is required for appointment to any position at Navicare Biotech; however, the Company values employees' continuous development and career continuity, and has specifically established the "Employee Performance Management Operating Measures" and the "Employee Performance Coaching and Improvement Plan," to systematically help employees strengthen their competency performance and improve their employment competitiveness after leaving the Company, practicing the goals of lifelong learning and sustainable talent development.

4.3 Caring with Heart

Occupational Safety and Health

Although the ISO 45001 Occupational Health and Safety Management System has not yet been implemented, the Company places a high priority on the workplace safety and health of all employees. The Company has established an "Occupational Safety and Health Management Plan" and "Occupational Safety Work Rules" as the core basis for occupational safety management, and requires all new employees to participate in occupational safety and health education and training, to establish correct safety awareness and behavioral standards.

In addition, the Company has also engaged professional occupational safety nurses and physicians to regularly conduct on-site health consultations, helping employees understand their own health status and prevent occupational disease risks early. The Company also continuously promotes occupational safety and health awareness through internal meetings and activities, deepening the safety culture and safeguarding employee well-being and workplace safety.

Type	Inspection Item	Number of People Examined	Examination Cost (NT$)
General Health Check-up	General physical examination, ophthalmological examination, urinalysis, blood test, blood lipid test, blood glucose test, liver function test, gallbladder function test, kidney function test, gout test, bacteriological test, cardiac function test, pancreatic function test, metabolic examination, cancer screening, radiological examination, ultrasound examination, body composition analysis, internal medicine examination, mental workload assessment, burnout assessment, and ergonomic assessment.	68	149,500
Note: Health check-ups are conducted once every two years and were not held in 2025; this table shows the 2024 health check-up information.			

Community Care

Navicare Biotech's main operating business is cloud-based digital services, and its related operations are non-physical manufacturing in nature, not involving activities such as noise emissions, waste, wastewater, or air pollution that could have a negative impact on the community or environment. The Company's operational sites and subsidiaries are all located in commercial office buildings in Xindian District, New Taipei City, an area with mature

development and well-established infrastructure, and its operations are of a form with low interference and low impact on the environment.

The Company regularly conducts risk assessments of the interaction between its operational activities and the community environment, confirming there is no direct or potential negative impact on the surrounding community. The assessment covers aspects such as energy use, traffic flow, community noise, emissions, and neighborhood relations. As of the end of 2025, there were no records of environmental disputes, public complaints, or community conflicts between the Company and the community, showing that the Company's operations coexist harmoniously with the surrounding community.

The Company will continue to uphold a responsible attitude towards the local community, and as its operational scale expands, will appropriately review and refine its environmental and community impact management mechanisms in a timely manner, ensuring that as the enterprise grows, it does not place stress on the local area, implementing corporate social responsibility.

Item	Content
Reimian International Co., Ltd. – Hunter's Dream Store	• Selling healthy and delicious food, safe ingredients, and health and skincare products, providing local residents with a comfortable and warm dining and shopping environment. • Frequently sponsors lecture activities held by the foundation, such as: literary afternoon tea and healthy meal demonstrations, promoting cultural and health concepts among community residents.
Nonliang Co., Ltd.	• Grows non-toxic, safe vegetables in Yilan, an environmentally friendly agricultural practice. Occasionally sponsors foundation activities to observe harvesting for educational purposes, and donates safe vegetables to food banks and disadvantaged groups, also supplying fresh, healthy ingredients to Navicare Biotech's restaurant partners.

The Company promotes corporate social responsibility together with the Zhenai Education Foundation to develop humanities education, committed to improving character cultivation and research, advocating family education, and promoting proper food and agriculture education; several sponsorship activities were held in 2025:

Activity Item	Benefit
The Zhenai Foundation once again brought care and warmth into the community, jointly organizing a charity supplies donation event with the Shunxing Community in Wenshan District, Taipei City, and the Yilan Love Doubled Care Association.	50 families received care from the association, with donated supplies valued at NT$72,362.
Jointly held with the Zhenai Foundation the "Amazon River	115 attendees, with NT$50,000

Adventure" life story lecture by Mr. Hsu Jen-Shiu, an ecological educator who has influenced an entire generation in Taiwan; all proceeds from the book sale on the day of the event were donated in full to the "Wilderness Foundation."	donated.
Jointly held with the Zhenai Foundation a private movie screening event, "I Had a Dream in the Wilderness" – the life journey of nature photography pioneer Mr. Hsu Jen-Shiu, promoting natural environmental education.	125 attendees.
Model Father Essay Contest, promoting parent-child and family education.	50 attendees.
Jointly held with the Zhenai Foundation a private movie screening event, watching Taiwan's first ecological documentary to cross the North and South Poles, "Protecting Our Planet." Promoting environmental education, climate action, and ecological conservation, and promoting the June 21 Summer Solstice Lights-Off Day, turning off lights for 1 hour at night to save energy and contribute to the earth.	90 attendees.
Food and agriculture education, "Happy Table – Eating with a Sense of Ritual," where Smile Notes CEO Chen Bao-Wen shared the connection between food education and the aesthetics of life.	50 attendees.
On International Family Day, Zhenai partners walked into nature together to get close to the land, experiencing farming, healthy living, food and agriculture education, sustainable consumption and production, and healthy lifestyles.	A total of 105 partners and 61 families attended
The Zhenai Education Foundation proposed the establishment of a volunteer team at its 2nd Board, 5th meeting. On December 29 and 30, 2025, a 2-day social welfare volunteer training was held, with courses including basic volunteer service education and training (6 hours) and specialized volunteer service education and training (6 hours).	15 people obtained volunteer service handbooks, to serve a wider range of needs.

Appendix

Appendix 1: GRI Sustainability Reporting Standards (GRI) Index

Statement of Use	Navicare Biotech Co., Ltd. has reported in reference to the GRI Standards for the period from January 1, 2025 to December 31, 2025, the information cited in the GRI Content Index.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	N/A

GRI Standard Category/Topic	Number	GRI Standard Disclosure Content	Corresponding Chapter	Page Number	Omission/Note
1. Organization and Reporting Practices					
GRI 2 General Disclosures 2021	2-1	Organizational Details	1.1 Company Overview	13	
	2-2	Entities included in the organization's sustainability reporting	About This Report	2	
	2-3	Reporting period, frequency, and contact point	About This Report	2	
	2-4	Restatements of information	About This Report	2	
	2-5	External assurance	About This Report	2	
2. Activities and Workers					
GRI 2 General Disclosures 2021	2-6	Activities, value chain and other business relationships	2.1 Supply Chain Management 2.2 Quality Management	45 50	
	2-7	Employees	4.1 Maji Recruitment and Development	60	
	2-8	Workers who are not employees	4.1 Maji Recruitment and Development	60	
3. Governance					
GRI 2 General Disclosures 2021	2-9	Governance structure and composition	1.2 Corporate Governance	21	
	2-10	Nomination and selection of the highest governance body	1.2 Corporate Governance	21	
	2-11	Chair of the highest governance body	1.2 Corporate Governance	21	
	2-12	Role of the highest governance body in overseeing the management of impacts	1.2 Corporate Governance	21	
	2-13	Delegation of responsibility for managing impacts	1.2 Corporate Governance	21	
	2-14	Role of the highest governance body in sustainability reporting	About This Report	2	
	2-15	Conflicts of interest	1.2 Corporate Governance	21	
	2-16	Communication of critical concerns	1.2 Corporate Governance	21	
	2-17	Collective knowledge of the highest governance	1.2 Corporate	21	

GRI Standard Category/Topic	Number	GRI Standard Disclosure Content	Corresponding Chapter	Page Number	Omission/Note
		body	Governance		
	2-18	Evaluation of the performance of the highest governance body	1.2 Corporate Governance	21	
	2-19	Remuneration Policy	1.2 Corporate Governance	21	
	2-20	Process to determine remuneration	1.2 Corporate Governance	21	
	2-21	Annual total compensation ratio	4.2 Compensation and Benefits	65	
4. Strategy, Policies and Practices					
GRI 2 General Disclosures 2021	2-22	Statement on sustainable development strategy	Message from the Chairman	4	
	2-23	Policy commitments	1.2 Corporate Governance	21	
	2-24	Embedding policy commitments	1.2 Corporate Governance	21	
	2-25	Processes to remediate negative impacts	1.2 Corporate Governance	21	
	2-26	Mechanisms for seeking advice and raising concerns	1.2 Corporate Governance	21	
	2-27	Compliance with laws and regulations	1.2 Corporate Governance	21	
	2-28	Membership associations	-	-	No membership in associations
5. Stakeholder Engagement					
GRI 2 General Disclosures 2021	2-29	Approach to stakeholder engagement	Stakeholder Identification	6	
	2-30	Collective bargaining agreements	-	-	No union established

Material Topics

GRI Number	Topic	Number	GRI Standard Disclosure Content	Corresponding Chapter	Page Number
GRI 3: Material Topics 2021	Management Approach	3-1	Process to determine material topics	Identification of Material Topics	11
GRI 3: Material Topics 2021	Management Approach	3-2	List of material topics	Identification of Material Topics	11
Material Topic: Information Security and Privacy Protection					
GRI 3: Material	Management	3-3	Management of material topics	1.3 Risk Management	38

Topics 2021	Approach				
GRI 418	Customer Privacy Topic Disclosure 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	1.3 Risk Management	38
Material Topic: Financial Performance and Operational Risk					
GRI 3: Material Topics 2021	Management Approach	3-3	Management of material topics	1.1 Company Overview	13
GRI 201	Economic Performance Topic Disclosure 2016	201-1	Direct economic value generated and distributed	1.1 Company Overview	13
		201-4	Financial assistance received from government	1.1 Company Overview	13
Material Topic: Supplier Management					
GRI 3: Material Topics 2021	Management Approach	3-3	Management of material topics	2.1 Supply Chain Management	45
GRI 308	Supplier Environmental Assessment Topic Disclosure 2016	308-1	New suppliers that were screened using environmental criteria	2.1 Supply Chain Management	45
		308-2	Negative environmental impacts in the supply chain and actions taken	2.1 Supply Chain Management	45
GRI 414	Supplier Social Assessment Topic Disclosure 2016	414-1	New suppliers that were screened using social criteria	2.1 Supply Chain Management	45
		414-2	Negative social impacts in the supply chain and actions taken	2.1 Supply Chain Management	45
Material Topic: Corporate Governance and Integrity					
GRI 3: Material Topics 2021	Management Approach	3-3	Management of material topics	1.2 Corporate Governance	21
GRI 205	Anti-corruption Topic Disclosure 2016	205-1	Operations assessed for risks related to corruption	1.2 Corporate Governance	21
		205-2	Communication and training about anti-corruption policies and procedures	1.2 Corporate Governance	21
		205-3	Confirmed incidents of corruption and actions taken	1.2 Corporate Governance	21
Material Topic: Talent Sustainability Development					
GRI 3: Material Topics 2021	Management Approach	3-3	Management of material topics	4.1 Maji Recruitment and Development	60
GRI 202	Market Presence Topic Disclosure 2016	202-2	Proportion of senior management hired from the local community	4.1 Maji Recruitment and Development	60

GRI 401	Employment Topic Disclosure 2016	401-1	New employee hires and employee turnover	4.1 Maji Recruitment and Development	60
GRI 404	Training and Education Topic Disclosure 2016	404-1	Average hours of training per year per employee	4.1 Maji Recruitment and Development	60
		404-3	Percentage of employees receiving regular performance and career development reviews	4.1 Maji Recruitment and Development	60
GRI 405	Diversity and Equal Opportunity Topic Disclosure 2016	405-1	Diversity of governance bodies and employees	4.1 Maji Recruitment and Development	60
Material Topic: Customer Relationship Management					
GRI 3: Material Topics 2021	Management Approach	3-3	Management of material topics	2.2 Quality Management	50
GRI 416	Customer Health and Safety Topic Disclosure 2016	416-1	Assessment of the health and safety impacts of product and service categories	2.2 Quality Management	50
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2.2 Quality Management	50
GRI 417	Marketing and Labeling Topic Disclosure 2016	417-1	Requirements for product and service information and labeling	2.2 Quality Management	50
		417-2	Incidents of non-compliance concerning product and service information and labeling	2.2 Quality Management	50
		417-3	Incidents of non-compliance concerning marketing communications	2.2 Quality Management	50

Other Topic Disclosures

GRI Standard Category/Topic	Number	GRI Standard Disclosure Content	Corresponding Chapter	Page Number
Sector-Specific Topic Standards: 200 Series (Economic Topics)				
Economic Performance				
GRI 201 Economic Performance Topic Disclosure 2016	201-2	Financial implications and other risks and opportunities due to climate change	1.3 Risk Management	38
	201-3	Defined benefit plan obligations and other retirement plans	4.2 Compensation and Benefits	65
Market Presence				
GRI 202 Market Presence Topic Disclosure 2016	202-1	Ratio of standard entry level wage by gender compared to local minimum wage	4.2 Compensation and Benefits	65
Indirect Economic Impacts				

GRI Standard Category/Topic	Number	GRI Standard Disclosure Content	Corresponding Chapter	Page Number
GRI 203 Indirect Economic Impacts Topic Disclosure 2016	203-1	Infrastructure investments and services supported	4.3 Caring with Heart	69
Tax				
GRI 207 Tax Topic Management Disclosure 2019	207-1	Approach to tax	1.1 Company Overview	13
	207-2	Tax governance, control, and risk management	1.1 Company Overview	13
	207-3	Stakeholder engagement and management of concerns related to tax	1.1 Company Overview	13
Sector-Specific Topic Standards: 300 Series (Environmental Topics)				
Energy				
GRI 302 Energy Topic Disclosure 2016	302-1	Energy consumption within the organization	3.1 Energy and Greenhouse Gas Emissions Management	57
	302-3	Energy Intensity	3.1 Energy and Greenhouse Gas Emissions Management	57
	302-4	Reduction of energy consumption	3.1 Energy and Greenhouse Gas Emissions Management	57
Water and Effluents				
GRI 303 Water and Effluents Topic Management Disclosure 2018	303-1	Interactions with water as a shared resource	3.2 Environmental Pollution Prevention	59
	303-3	Water withdrawal	3.2 Environmental Pollution Prevention	59
	303-4	Water discharge	3.2 Environmental Pollution Prevention	59
	303-5	Water consumption	3.2 Environmental Pollution Prevention	59
Emissions				
GRI 305 Emissions Topic Disclosure 2016	305-1	Direct (Scope 1) GHG emissions	3.1 Energy and Greenhouse Gas Emissions Management	57
	305-2	Energy indirect (Scope 2) GHG emissions	3.1 Energy and Greenhouse Gas Emissions Management	57
	305-4	GHG emissions intensity	3.1 Energy and Greenhouse Gas	57

GRI Standard Category/Topic	Number	GRI Standard Disclosure Content	Corresponding Chapter	Page Number
			Emissions Management	
Sector-Specific Topic Standards: 400 Series (Social Topics)				
Employment				
GRI 401 Employment Topic Disclosure 2016	401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	4.2 Compensation and Benefits	65
	401-3	Parental leave	4.2 Compensation and Benefits	65
Labor/Management Relations				
GRI 402 Labor/Management Relations Topic Disclosure 2016	402-1	Minimum notice periods regarding operational changes	4.2 Compensation and Benefits	65
Occupational Safety and Health				
GRI 403 Occupational Safety and Health Topic Management Disclosure 2018	403-1	Occupational health and safety management system	4.3 Caring with Heart	69
	403-2	Hazard identification, risk assessment, and incident investigation	4.3 Caring with Heart	69
	403-3	Occupational health services	4.3 Caring with Heart	69
Training and Education				
GRI 404 Training and Education Topic Disclosure 2016	404-2	Programs for upgrading employee skills and transition assistance programs	4.1 Maji Recruitment and Development	60
Diversity and Equal Opportunity				
GRI 405 Diversity and Equal Opportunity Topic Disclosure 2016	405-2	Ratio of basic salary and remuneration of women to men	4.2 Compensation and Benefits	65
Non-discrimination				
GRI 406 Non-discrimination Topic Disclosure 2016	406-1	Incidents of discrimination and corrective actions taken	1.2 Corporate Governance	21
Child Labor				
GRI 408 Child Labor Topic Disclosure 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	1.2 Corporate Governance	21
Forced or Compulsory Labor				
GRI 409 Forced or Compulsory Labor Topic Disclosure 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	1.2 Corporate Governance	21
Local Communities				
GRI 413 Local Communities Topic Disclosure 2016	413-1	Operations with local community engagement, impact assessments, and development programs	4.3 Caring with Heart	69

Appendix 2: SASB Index - Digital Cloud - Internet Media & Services

Topic	Number	Accounting Metric	2025 Disclosure
Energy and Water Management in Base Infrastructure	TC-IM-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	(1) 633.33 GJ (2) 100% (3) 0%
	TC-IM-130a.2	(1) Total water withdrawn (2) Total water consumed (3) Percentage of each in regions with High or Extremely High Baseline Water Stress	(1) 0.41 million liters (2) 0 million liters (3) 0%
	TC-IM-130a.3	Discussion of the integration of environmental considerations into strategic planning	1. Energy efficiency: Assessing the energy usage of hardware facilities and taking measures to improve energy efficiency, such as using energy-saving equipment or adopting renewable energy. 2. Water resource management: Analyzing water resource usage, ensuring waste reduction in planning and operations, and considering rainwater recycling or wastewater reuse programs. 3. Environmental impact assessment: Conducting a comprehensive environmental impact assessment during the strategic planning stage, ensuring that any new construction or renovation projects comply with sustainable development principles. 4. Policy and regulatory compliance: Ensuring all management measures comply with local environmental regulations, and actively participating in the formulation and implementation of relevant policies. 5. Education and training: Raising employees' awareness of the importance of energy and water resource management, and providing relevant skills training to promote more effective implementation.
Data Privacy, Advertising Standards, and	TC-IM-220a.1	Description of policies and practices relating to [behavioral advertising] and	The official website has a "Personal Data Collection Notice & Privacy Policy" ([Personal Data Collection Notice], [Privacy Policy]) https://www.gomaji.com/privacy.

Freedom of Expression		[user privacy]	Description of policies and practices is as follows: 1. [Behavioral Advertising]: Period, region, target, and method of personal data use - (1) When you register personal data on this service to conduct related transactions or browse this service, we collect your personal data for product or service reservations, financial transactions and credit card authorization, user management and customer service, marketing (including lottery activities and processing and using consumer personal data via electronic, written, telephone, telecommunications, internet, and other methods within the specific scope of purpose collected, for the promotion and marketing of partner vendors' products), charitable fundraising, market research, consumer consumption habit surveys, and other business operational needs consistent with registered business items, or observing the characteristics of your browsing behavior, collecting consumption records, conducting user segmentation and browsing pattern analysis, to provide personalized services exclusive to you..... 2. [User Privacy]: Protection of users' personal data - The Company will make every effort to protect all users' personal data and privacy. Based on the necessity of products or services, the Company may provide the data you leave to partner stores/vendors (including their outsourced shipping companies), credit card acquiring banks, and credit card issuing banks. You should be aware that the Company collects your data to assist the Company in fulfilling the purpose of providing you with this service. Except in cases that may involve illegality, infringement, violation of terms of service, or with your consent, the Company will not arbitrarily provide personal data content to any person or unit without a legitimate need to know; in addition, all of the Company's credit card transactions undergo security authentication, and the complete credit card number of users is not stored on the host (only the first six and last four digits).
	TC-IM-220a.2	Number of users whose data was used for [secondary purposes]	0 instances (Navicare Biotech ensures that all data provided by users is strictly protected under the [Privacy Policy]. In 2025, there were no instances of using customers' personal information for secondary purposes.)
	TC-IM-220a.3	Total amount of monetary losses as a result of legal	NT$0

		proceedings associated with user privacy	
	TC-IM-220a.4	(1) Number of law enforcement requests for user information (2) Number of users whose information was requested (3) Percentage resulting in disclosure	(1) 3 instances (2) 0 instances (Requests for users' personal data information are not accepted except where necessary due to a contractual relationship) (3) 100%
	TC-IM-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censorship	The Company is registered with the New Taipei City Government; the sale of various vouchers falls under different competent authorities: the New Taipei City Government (Consumer Protection), the New Taipei City Department of Health (dining vouchers), the Tourism Administration of the Ministry of Transportation and Communications (accommodation vouchers), and the Ministry of Culture (performance and exhibition tickets).
	TC-IM-220a.6	(1) Number of government requests to remove content (2) Percentage compliance with requests	(1) 0 instances (2) 100%
Information Security	TC-IM-230a.1	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of users affected	(1) 0 instances (2) 0% (3) 0 cases
	TC-IM-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party	The official website has an "Information Security" section at https://www.gomaji.com/privacy, which states: This service ensures that the computer systems used in transactions with consumers have security reasonably expected in general. For personal data or credit card information collected

		cybersecurity standards	by this service, the Company will adopt relevant measures in accordance with the law, such as: 1. Security mechanism: SSL (Secure Sockets Layer) certificate encryption mechanism (256-bit) for data transmission encryption. 2. Verified compliance with and continued implementation of the PCI DSS (Payment Card Industry Data Security Standard) process. 3. The Gomaji App has passed the "Mobile Application Security Alliance" testing and obtained the "Mobile Application Basic Information Security Test Qualification Certificate." 4. Verified compliance with the Data Privacy Protection Mark (dp.mark) and continued implementation of the "Taiwan Personal Information Protection and Administration System (TPIPAS)" process; Company employees have obtained "TPIPAS Professional Qualification Management" personal data internal auditor and manager certifications (personal data training courses enable trainees to learn the relevant regulations and operating procedures of the "Taiwan Personal Information Protection and Administration System," strengthening the enterprise's internal personal data management capacity and assisting enterprises in independently establishing their internal personal data management system). 5. Company internal control measures: the database is equipped with various information security measures such as firewalls and antivirus software, with regular checks of firewall rule applicability, and access rights controlled according to authority and responsibility. 6. Operating procedures, technical aspects, and the Company's personnel receive personal data protection education and training; relevant handling personnel have all signed confidentiality and personal data protection agreements. 7. Quarterly vulnerability scanning, system penetration testing, and information security upgrades for the payment system.
Employee Recruitment, Diversity, and Performance	TC-IM-330a.1	Percentage of foreign employees	2.7%
	TC-IM-330a.2	Employee engagement percentage	30%

	TC-IM-330a.3	(1) Management (2) Technical staff (3) Gender and racial/ethnic percentages for all other employees	(1) 19.18% (2) 13.7% (3) 67.12%
Intellectual Property Protection and Competitive Behavior	TC-IM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	NT$0
Activity Metrics		**Number**	**Content**
Physically-defined user activity metrics		TC-IM-000.A	The Gomaji platform currently has approximately 6.6 million cumulative members
(1) Data processing capacity, (2) percentage outsourced		TC-IM-000.B	Not applicable
(1) Amount of data storage, (2) percentage outsourced		TC-IM-000.C	Not applicable

Appendix 3: Climate-related Information of Listed and OTC Companies

Item	Response Content
1. Describe the Board and management's oversight and governance of climate-related risks and opportunities.	The Board of Directors bears ultimate responsibility for climate-related risk management, with the duty of approving and overseeing climate risk appetite, risk management frameworks, and policies. The "Sustainability Development Team" led by the General Manager convenes meetings and reports to the Board, formulating short-, medium-, and long-term target implementation plans, addressing the low-carbon transition risks and opportunities brought about by climate change, focusing on both investment and its own operations, taking stock of the investment and operational carbon footprint, and formulating relevant response measures. Communication with stakeholders is conducted through the Sustainability Report or the official website.
2. Describe how the identified climate risks and opportunities affect the enterprise's business, strategy, and finances (short-term, medium-term, long-term).	Each year, the climate risks and opportunities for different businesses in the short, medium, and long term are identified, and through qualitative questionnaire assessment and quantitative scenario analysis results, the priority of climate risks and opportunities is ranked, and for items with higher materiality, relevant potential impacts are inventoried. For example: driven by the net-zero transition, the Company accelerates the development of green innovative services, and through refining existing digital technology to strengthen system performance, steadily develops towards its net-zero operations goal, while also meeting customers' diverse service needs and increasing willingness to engage with partners.
3. Describe the financial impact of extreme weather events and transition actions.	Considering the uncertainty of climate risk, the Company has developed forward-looking scenario analyses for the climate risks facing its operations and core businesses, including cooperation with stores for voucher sales, imported healthcare products, agricultural products, and self-owned real estate. 1. Personnel: Inability of personnel to report to work or casualties, causing

	disruption to ERP system maintenance and daily accounting workflows, affecting the provision of management information and causing loss of productivity. An offsite system backup and split-shift office mechanism has been established to reduce the risk of operational disruption and financial impact. 2. Assets: Damage to or loss of land, buildings, and equipment, which, in addition to affecting financial statements due to asset revaluation, may also lead to abnormal cash flow and deteriorating financial health due to reduced revenue from decreased production capacity. Earthquake, fire, and explosion insurance, among other coverages, is purchased annually for the Company's buildings to compensate for property losses. 3. Legal compliance: Cost expenditures and penalties for violations related to climate-related regulations in various countries. With the assistance of experts and scholars, the Company understands the climate-related regulations of the locations in its supply chain, avoiding increased operating costs due to unfamiliarity leading to violations. Through the above responses, to measure the financial impact of climate change and strengthen the resilience of the Company's strategy, the assessment results indicate the risks are all controllable, and continuous monitoring is conducted annually, with related research results disclosed in the Sustainability Report.
4. Describe how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system.	Navicare Biotech has incorporated the identification, assessment, and management procedures for climate change-related risks into the Company's overall risk management system, coordinated and implemented by the "Sustainability Development Promotion Team." This team regularly inventories climate physical risks and transition risks, and throughdepartmental self-reporting, risk matrix ratings, and internal audit tracking, incorporates major climate risks into the annual risk early warning and Board reporting mechanism, ensuring that decision-makers can promptly grasp the potential impact of climate

	change on operations.
5. If scenario analysis is used to assess resilience to climate change risk, the scenarios, parameters, assumptions, analytical factors, and main financial impacts used should be described.	The Company references the 1.5°C and 4°C warming scenarios proposed by the IPCC to simulate the potential impact of extreme weather (such as drought, high temperatures, and heavy rainfall) on platform services, operational sites, and supply chain stability. Analytical factors include the implementation of carbon tax systems, green consumption trends, and rising energy prices. Preliminary assessment shows that if carbon pricing is implemented or extreme weather causes operational disruption, this may increase operating costs or reduce the usage rate of some services, requiring continuous adjustment of the operating model and product mix to reduce financial risk.
6. If there is a transition plan for managing climate-related risks, describe the plan's content and the indicators and targets used to identify and manage physical risks and transition risks.	In response to climate transition risk, the Company has promoted a series of green transition actions, including office energy-saving renovations, introduction of the CDP member data management system, promotion of green vouchers, and strengthening environmental cooperation with suppliers. Indicators and targets include: a 2026 energy-saving target of a 0.3% electricity savings rate in office electricity use, air conditioning temperature set to 26-28°C, completing the greenhouse gas inventory and third-party verification process in the medium to long term, and assessing the introduction of an internal carbon pricing system as a future tool for operational resilience and financial control.
7. If internal carbon pricing is used as a planning tool, the basis for price setting should be described.	Not applicable.
8. If climate-related targets have been set, information such as the activities covered, greenhouse gas emissions scope, planning timeline, and annual progress toward achievement should be described; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve related targets, the source and quantity of the offset carbon credits or the quantity of RECs should be described.	The Company is a company with paid-in capital of less than NT$5 billion. In accordance with the FSC's promotion of the "Sustainable Development Roadmap for TWSE/TPEx Listed Companies," greenhouse gas inventory and assurance information is disclosed in stages; the standalone company (i.e., the parent company) should apply the greenhouse gas inventory in the third stage (i.e., complete the inventory in 2026 and complete verification in 2028); subsidiaries

	included in the consolidated financial statements should complete the inventory in 2027 and complete verification in 2029. The Company completed the parent company's greenhouse gas inventory and verification timeline plan in 2025, which was submitted to and approved by the Board of Directors. Subsequently, the Company will continue to monitor and complete the greenhouse gas inventory and verification in accordance with reference guidelines and relevant regulations issued by the competent authority, regularly report the implementation status to the Board of Directors, and establish carbon reduction targets, strategies, and specific action plans. In order to precisely grasp the greenhouse gas and carbon emissions generated by its operational activities, the Company seeks to identify multiple business opportunities for product improvement and energy conservation and carbon reduction through the introduction of verification, in order to reduce the potential impact of future carbon tariff systems.
9. Greenhouse gas inventory and assurance status, and reduction targets, strategy, and specific action plan (also filled in 1-1 and 1-2).	Please refer to the table below.

1-1Company's greenhouse gas inventory and assurance statusfor the most recent two years

1-1-1 Greenhouse Gas Inventory Information

Describe the greenhouse gas emissions (metric tons of CO_2e), intensity (metric tons of CO_2e/NT$ million), and data coverage for the most recent two years.

Item/Year	2024	2025
Scope 1: Direct Greenhouse Gas Emissions (metric tons of CO_2e)	4.69	3.28

Scope 2: Indirect Greenhouse Gas Emissions (metric tons of CO_2e)	67.87	79.25
Scope 3: Other Indirect Emission Sources (metric tons of CO2e)	-	-
Total Emissions = Scope 1 + Scope 2 + Scope 3 (metric tons of CO_2e)	72.56	82.53
Greenhouse Gas Emission Intensity (Scope 1 + Scope 2 metric tons of CO_2e/Number of Employees)	0.70	1.13

Notes:

1. The Company conducted a self-inventory in 2024, and in 2025 conducted its greenhouse gas inventory in accordance withGHG Protocol principles.
2. 2025Scope 1 refers to emission sources directly owned or controlled by the Company, including mobile combustion sources such as transportation and fugitive emission sources, calculated based on the latest published data from the Bureau of Energy, Ministry of Economic Affairs (IPCC Sixth Assessment Report and the errata published by the IPCC in December 2025).
3. Scope 2 refers to indirect emissions from energy, such as purchased electricity.
4. Purchased electricity references the electricity emission factor published by the Bureau of Energy, Ministry of Economic Affairs; the 2024 electricity emission factor = 0.474 kg CO_2e/kWh, and the 2025 electricity emission factor = 0.467 kg CO_2e/kWh.
5. The organization-specific metric unit is based on Navicare Biotech's total number of employees.
6. 2024 was a self-conducted energy usage inventory that inadvertently omitted gasoline consumption; therefore, the 2024 figures for "Scope 1: Direct Greenhouse Gas Emissions (metric tons of CO2e)" and "Greenhouse Gas Emission Intensity (Scope 1 + Scope 2 metric tons of CO2e/Number of Employees)" have been restated.

Note 1: Direct emissions (Scope 1, i.e., directly from emission sources owned or controlled by the company), energy indirect emissions (Scope 2, i.e., indirect greenhouse gas emissions caused by purchased electricity, heat, or steam), and other indirect emissions (Scope 3, i.e., emissions generated by the company's activities that are not energy indirect emissions, but rather come from emission sources owned or controlled by other companies).

Note 2: The scope of data coverage for direct emissions and energy indirect emissions shall be handled according to the timeline stipulated in Article 4-1, Paragraph 2 of the "Regulations Governing the Preparation and Filing of Sustainability Reports by TPEx-Listed Companies" (hereinafter referred to as "these Regulations") of the Taipei Exchange; other indirect emissions information may be voluntarily disclosed.

Note 3: Greenhouse gas inventory standard: the Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 published by the International Organization for Standardization (ISO).

Note 4: The intensity of greenhouse gas emissions may be calculated per unit of product/service or revenue, but at least the data calculated based on revenue (NT$ million) should be described.

1-1-2 Greenhouse Gas Assurance Information

Describe the assurance status for the most recent two years, including the scope of assurance, the assurance institution, the assurance criteria, and the assurance opinion.
The Company established its greenhouse gas carbon reduction targets in 2025, and has not yet obtained an assurance opinion or a verification statement with a reasonable level of assurance.

Note 1: Shall be handled according to the timeline stipulated in Article 4-1, Paragraph 3 of these Regulations.
Note 2: The assurance institution shall comply with the relevant regulations on sustainability report assurance institutions established by the Taiwan Stock Exchange Corporation and the Taipei Exchange.
Note 3: For disclosure content, please refer to the best practice reference examples on the Taiwan Stock Exchange Corporate Governance Center website.

1-2 Greenhouse Gas Reduction Targets, Strategy, and Specific Action Plan

Describe the greenhouse gas reduction base year and its data, reduction targets, strategy, specific action plan, and the status of achieving the reduction targets.
The Company established its greenhouse gas carbon reduction targets in 2025 and disclosed them in the Sustainability Report: 2026 target: Complete the greenhouse gas inventory for all of the parent company's operational sites, using 2025 as the company-wide base year; Medium- to long-term target: Category 1 and 2 greenhouse gas emissions to decrease by 0.3% per year compared to the base year. The specific action plan and target achievement status are as follows: 1. Comprehensive energy management: Comprehensively reviewing the current energy status, strategic energy-saving planning, continuous improvement of energy performance, gradually replacing old electrical equipment, air conditioning systems, and lighting fixtures with energy-efficient products, such as high-performance LED lighting and high-efficiency air conditioning systems, regularly inspecting and maintaining office facilities to ensure their operating efficiency, reducing energy waste caused by equipment aging or malfunction, and prioritizing the retention of natural lighting and openness when renovating office space. 2. Air conditioning temperature set to 26-28°C, targeting a 0.3% electricity savings rate for appliances or air conditioning equipment in 2026.

3. Publishing energy conservation and carbon reduction-related topics to promote awareness among colleagues.
4. Complete the greenhouse gas inventory for all of the parent company's operational sites in 2026.
5. Promoting digitalization, increasing the paperless carbon reduction figure, and increasing the proportion of electronic notifications.
6. Prioritizing the procurement of energy-saving labeled products, and gradually increasing the proportion of green procurement year by year.
7. Under the guidance of external consultants, submitting carbon reduction targets within two years of submitting the commitment letter, and adopting corresponding carbon reduction measures.

Note 1: Shall be handled according to the timeline stipulated in Article 4-1, Paragraph 4 of these Regulations.

Note 2: The base year should be the year in which the inventory was completed based on the boundary of the consolidated financial report. For example, in accordance with Article 4-1, Paragraph 2 of these Regulations, companies with paid-in capital of NT$10 billion or more should complete the inventory for the 2024 consolidated financial report by 2025, so the base year is 2024. If a company has completed the inventory of its consolidated financial report earlier, that earlier year may be used as the base year; the data for the base year may also be calculated using a single year or an average of several years.

Note 3: For disclosure content, please refer to the best practice reference examples on the Taiwan Stock Exchange Corporate Governance Center website.