

## 2.2 Sustainable Management Structure

In 2020, the Board of Directors has ratified the "Corporate Social Responsibility Best Practice Principles" and formed a Corporate Social Responsibility Committee to fulfill the Company's social responsibility and foster progress in the economic, environmental, and social dimensions.

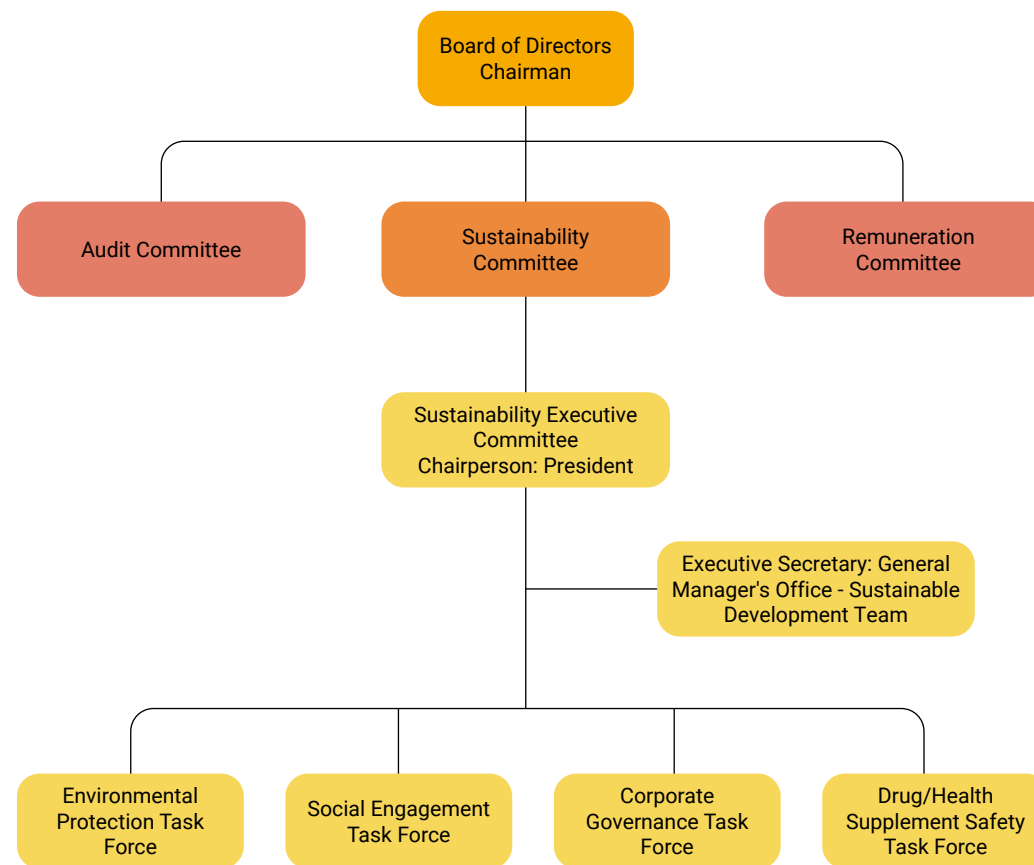
In 2022, this committee was renamed to "Sustainability Committee" and elevated to board level to bring the company in sync with international development trends and foster sustainability-based competitiveness. The ultimate goal is to ensure effective supervision of ESG-related tasks and strengthen the company's determination to implement ESG and sustainable development concepts.

### • Sustainability Committee

The committee is composed of a minimum of three members appointed by board resolution. Independent directors constitute at least 50% of the committee and at least one committee member must possess professional expertise in the field of corporate sustainable development. Key tasks include the supervision of sustainable development-related matters such as corporate governance, sustainable environment, social integration, and other implementation results and submission of recommendations to the Board of Directors for discussion.

### • Sustainability Executive Committee

The President serves as the chairperson of this committee. Four functional task forces have been set up under the committee to carry out corporate sustainability tasks in the fields of "corporate governance", "environmental protection", "social engagement", and "drug/health supplement safety". All committee task forces rely on routine communication channels and stakeholder engagement to gain a clear understanding of their demands and expectations toward the Company. Committee meetings are convened as a platform for task force discussions and catalyst for consensus-building through cross-departmental brainstorming to facilitate adequate responses to stakeholder demands.



To ensure that the spirit of sustainable management is effectively implemented, the Sustainability Executive Committee convenes on a regular basis. In each meeting, each functional group reports their annual target and how their work has been carried out, so that the percentage of annual target achievement can be determined through a rolling review. The annual performances are then reported to the Board of Directors, who oversee the execution of sustainable development, and are disclosed on the Company website and in the annual report.