TBMS International Corporation

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2025

TBMS International Corporation ESG Performance Report

Published in September 2026

TBMS 博而美國際股份有限公司

Content

About the Report 02

Message from the Chairman 03

About TBMS 04

01 Sustainable Governance 05

1-1 Corporate Governance 07
1-2 Risk Management and Control 10
1-3 Regulatory Compliance and Compliance 11
1-4 Participation of Domestic and International 12
1-5 Inventory of Material Topics 12

02 Products and Customer 15

2-1 Product Innovation and Quality Management 17
2-2 Supplier Management 26
2-3 Customer Relations and Services 27
2-4 Information Security and Customer Privacy 30

03 Happy Workplace and Education and Training . . 31

3-1 Workplace Safety and Care 33
3-2 Talent Development and Nurturing 34
3-3 Employee Care 41

04 Environmental Care and Social Welfare 43

4-1 Environmental Care 45
4-2 Social Welfare 46

Appendix 51

About the Report

TBMS International Corporation (referred to as TBMS) is dedicated to the mission of "Serving Life" and has long been concerned with corporate sustainability issues. The company voluntarily publishes an ESG performance report to respond to international sustainable development trends and to inform various stakeholders about TBMS's commitments and achievements. This report was prepared with reference to the GRI Global Reporting Standards published by the Global Reporting Initiative (GRI). Data on environmental and social aspects are based on relevant information occurring at the operating locations listed in the table below.

Reporting Period and Cycle

The information disclosed in this report covers the period from January 1, 2025, to December 31, 2025, detailing TBMS's specific actions and performance data in the economic, environmental, and social dimensions. The content has been reviewed and approved by the Sustainable Management Committee and verified by the Board of Directors. This report is the fourth report published by TBMS, and it will continue to be issued annually. The report can be downloaded from TBMS's official website. Previous edition release date: December 2025 (disclosure period: July 1, 2024, to December 31, 2024)

Report Boundaries and Scope

The boundaries of this report consider financial materiality and industry relevance, covering TBMS and its affiliated company, TBM International Co., Ltd. The financial data regarding operational performance sourced from the audited consolidated financial reports of TBMS and its affiliates, with all amounts expressed in New Taiwan Dollars. The data disclosed in this report comes from self-statistics and surveys, presented in commonly used numerical descriptions.

Operating Location	Address
Minquan Office No. 1 in Taipei	4F, No. 39, Lane 15, Sec. 6, Minquan E. Road, Neihu District, Taipei
Minquan Office No. 2 in Taipei	5F, No. 25, Lane 15, Sec. 6, Minquan E. Road, Neihu District, Taipei
Ruiguang Road Office in Taipei	3F, No. 8, Alley 30, Lane 358, Ruiguang Road, Neihu District, Taipei
Taichung Office	10-1F, No. 360, Section 2, Taiwan Boulevard, North District, Taichung
Kaohsiung Office	10 F, No. 693, Mingcheng 3 Road, Gushan District, Kaohsiung

Contact Information

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Message from the Chairman

On the occasion of the release of TBMS International Corporation's fourth ESG Performance Report, I would like to express, on behalf of the Company, my sincerest gratitude to our partners, friends from all sectors, and all colleagues who have long cared for, supported, and placed their trust in us.

Since its establishment in 1985, TBMS has consistently adhered to the corporate mission of "Serving Life." Over four decades of dedicated effort, we have steadily grown from a medical device distributor into a reputable, cross-disciplinary, full-service distributor and supplier of medical equipment and devices in Taiwan. TBMS has long been committed to cultivating professionals who embody both expertise and virtue, because we believe that a company's competitiveness comes from professionalism, while steady, long-term growth depends on the sustained efforts of people who share the same convictions. At TBMS, professionalism, integrity, commitment, teamwork, and continuous growth and improvement serve as the guiding principles for our actions and decisions.

Our forty-year journey has brought both challenges and achievements. We extend our gratitude to everyone who has contributed to TBMS's growth; it is through your dedication that TBMS has become what it is today. TBMS's forty-year history embodies the collective wisdom and hard work of many. In 2025, with the concerted efforts of leaders across every department, we successfully transformed this intangible legacy into a tangible resource for the public by documenting TBMS's management philosophy and practices in concrete detail and officially publishing TBMS Four-Block Theory: The Philosophy and Practice of Sustainable Management for New Confucian Entrepreneurs. The book not only shares our belief in "putting people first and building our enterprise on virtue," but also symbolizes our determination to continue improving and fulfill our sustainability commitments through action.

At the same time, over the past year, TBMS, through its Sustainable Management Committee, has continued to advance the five strategic pillars of Sustainable Governance, Customer Service, Environmental Sustainability, Workplace Well-being, and Social Welfare. Within our channel operations, the Imaging and Vascular Channel Business Group demonstrated exceptional depth and breadth by expanding its services to encompass precision interventional treatments for cardiovascular stenosis, arrhythmia, and peripheral vascular embolism, thereby providing patients with more comprehensive medical care. Customer service grounded in our founding commitment remains the cornerstone of our brand. In our 2025 sales and repair-service satisfaction surveys, we received perfect scores of 10 in both "On-site Response Efficiency" and "Likelihood to Recommend After-Sales Service," demonstrating our frontline teams' unwavering commitment to living up to the trust placed in us.

As global supply chains transition toward net zero, TBMS has further extended its sustainability impact from within the Company to the healthcare industry as a whole. In July 2025, we successfully hosted the inaugural "Healthcare Sustainability in Practice Forum," bringing together senior leaders and sustainability experts from medical centers including Hualien Tzu Chi Hospital, Far Eastern Memorial Hospital, and National Taiwan University Hospital Hsin-Chu Branch for in-depth dialogue on jointly building a green healthcare supply chain.

In Environmental Sustainability and Social Welfare, we implemented energy-saving and carbon-reduction measures, with the energy use intensity of our office buildings declining for three consecutive years. In November 2025, we held our "40th Anniversary Sustainability Action Day" under the theme "From the Heart, Let Beauty Flow," inspiring all employees to practice environmentally friendly, low-carbon lifestyles. In addition, through the "Healthcare Equity for Underprivileged Children" project, the cancer information podcast "Project Shan," and the "Smart Circularity Initiative for Rural Communities," we have continued to promote equitable access to and the circular use of medical resources through concrete action.

Confucius said, "At forty, one is free from doubt." As TBMS enters its forty-first year, our commitment to the founding mission of "Serving Life" has become even clearer, and our blueprint for sustainable development even more steadfast. Looking ahead, we will continue to be guided by the spirit of shared prosperity. With sustainability capabilities and green value as our dual drivers, we will work hand in hand with all stakeholders to build a virtuous and sustainable ecosystem that combines healthcare resilience with social well-being.

Once again, I would like to thank everyone for your trust and dedication. Let us move forward together and keep the virtuous cycle of goodness and beauty flowing toward a sustainable future.

TBMS International Corporation
Chairman **Teng Hsien-Yi**



About TBMS

With the mission of "Serving Life," TBMS has been dedicated to introducing advanced medical technology and equipment globally for 40 years, helping to elevate Taiwan's medical standards. Through these sustained efforts, TBMS has established itself as a highly regarded medical device and equipment importer and agent in Taiwan.

Employees 227

Customer Coverage Rate in Taiwan 95%

Annual Sales Growth 20%

Basic Information

Company Name	TBMS International Corporation	Industry	Retail sale/wholesale of medical equipment and devices; for primary brands, refer to the official website
Chairman	TENG Hsien-Yi	HQ Address	4F, No. 39, Lane 15, Section 6, Minquan East Road, NeihuDistrict, Taipei City
Capital Size	$325 million		

Operational Business Revenue Proportion (Items / Ratio)

Medical Practice Business Group	Surgical Operation Solutions Business Division	Imaging / Vascular / Diagnostic Radiology Solutions Business Group	Critical Care Business Group	Customer Service Department	Healthcare Business Division
31%	9%	33%	10%	6%	10%

Core Values

TBMS Group's foundation is deeply rooted in Confucian philosophy, integrated with modern management science to form the "Four-Fold Theory of Sustainable Confucian Commerce," encompassing "Business Management," "Confucian Thought," "Education and Learning," and the "Living Water Program." These four dimensions establish a framework for sustainable operations. Through comprehensive discussions, the management team has identified five core values-Professionalism, Integrity, Commitment, Teamwork, and Sustainable Growth-that align with the Confucian virtues of Benevolence, Righteousness, Propriety, Wisdom, and Trust, serving as daily guiding principles for TBMS employees to fulfill the mission of "Serving Life."

Teamwork

Proactively collaborating with others within the organization, integrating cross-department and cross-regional resources, and achieving shared goals through mutual support and covering for one another; taking "righteousness" as the basis of cooperation to build relationships of mutual trust and assistance. Not only fulfilling one's own duties, but being willing to go a step further to enhance overall performance and build an efficient, cohesive team.

Ongoing Development & Improvement

Continuously advancing individual and organizational capabilities, proactively responding to changes in the environment and pursuing breakthroughs, and driving the overall growth of products, talent, and the organization through learning, optimization, and innovation; not only improving oneself, but also propelling the team forward, achieving long-term, steady, and sustainable development.

Professionalism

Grounded in professional knowledge and practical capability, and combining medical device and service expertise to continuously refine judgment and application skills in the pursuit of unity between knowledge and action; in services that concern human life, providing accurate, safe, and high-quality solutions to build long-term credibility.

Integrity

With honesty and integrity at the core, maintaining consistency between words and actions in favorable and adverse circumstances alike, and upholding ethics and principles; aligned from top to bottom, the Company treats colleagues with sincerity internally and others with trust externally, balancing customer interests and the Company's reputation in its decisions and actions to build long-term, stable relationships of trust, so that integrity becomes the foundation of sustainable business operations.

Commitment

Grounded in mission, quality, and responsibility, upholding an attitude of following through on every word, and having the courage to take ownership of and reliably fulfill each commitment; with "love" as the foundation, proactively thinking one step further for colleagues, customers, and society, continuously exceeding expectations, and delivering long-term, comprehensive value, thereby fulfilling the corporate mission of "serving life."



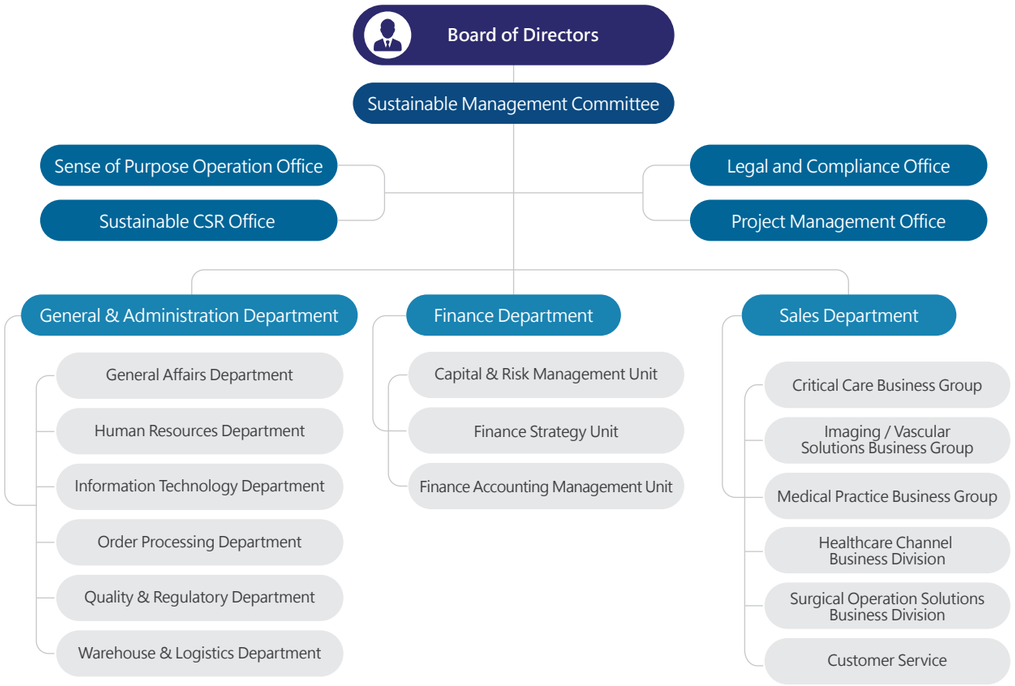
Chapter

01

Sustainable Governance

1-1 Corporate Governance

The Company's governance is centered on the Board of Directors, which serves as the highest governing body responsible for guiding the Company's operational strategy and overseeing its performance. A Sustainable Management Committee is established under the Board of Directors to serve as the driving force for the Company's sustainability initiatives.



1-1-1 Board of Directors

The members of the Company's Board of Directors include Chairman Mr. Moses Teng, Director Ms. Teng Lin Hsueh-Hui, Director Mr. Chuang Cheng-Sung, and Supervisor Mr. Fan Rui-Ying. The term for directors and supervisors is three years, and they may be reelected for consecutive terms. The Board of Directors meets at least twice a year, during which the Chief Financial Officer and a representative from the Sustainable Management Committee report on the Company's financial performance, operational results, and administrative governance. In addition, significant investments, major project progress, and senior personnel changes are also reported to the Board of Directors.

1-1-2 Sustainable Management Committee

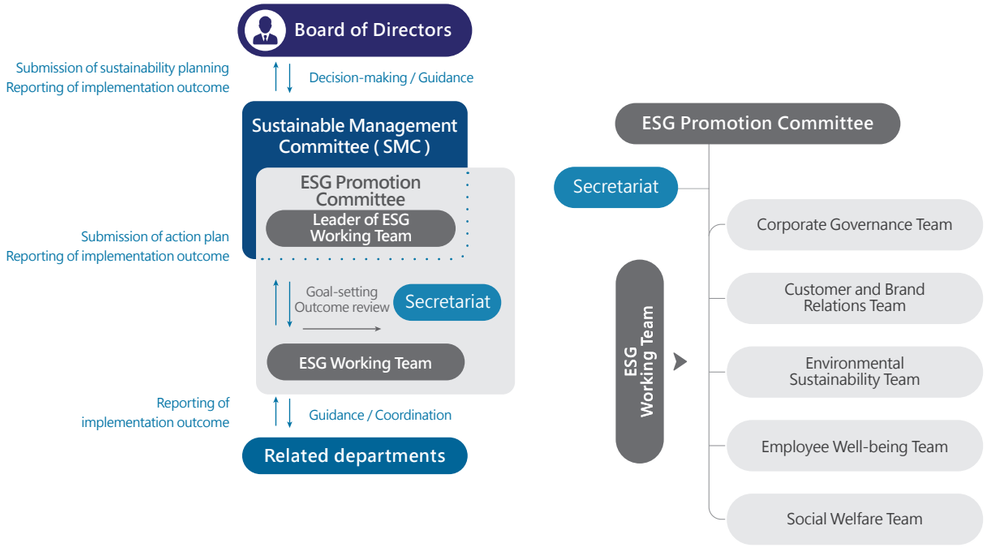
The Company designates the Sustainable Management Committee as the highest operational execution unit. Under its supervision, the ESG Promotion Committee continues to advance our ESG strategy blueprint, Five Core Values of TBMS, which includes five main pillars: Corporate Governance, Customer Service, Environmental Sustainability, Happy Workplace, and Social Welfare. Each team is responsible for promoting action plans related to its respective area.

Aspects of Sustainability Strategy	Reporting Procedure to the Board of Directors
Corporate Governance	Meetings were convened quarterly in 2025. Each responsible department reported the progress of sustainability projects to the Sustainable Management Committee; the Sustainable Management Committee reports on each team's key achievements, goals, and budget during the biannual Board of Directors meetings.
Customer Service	
Happy Workplace	
Social Welfare	
Environmental Sustainability Team	

Table : ESG Promotion Committee Practices

The Sustainable Management Committee regularly reports important matters related to the Company's operations to the Board of Directors, and the Board of Directors is responsible for overseeing the governance performance of the Management Committee. The Chairman serves as the Chairperson of the Sustainable Management Committee and convenes and presides over committee meetings (at least once a month) for important company decisions. All six committee members collectively make decisions and ensure that The Five Core Values of our Company Culture are fully implemented and reflected on operational performance, shareholder equity, and sustainable succession.

For major critical events, preliminary data compilation and evaluation are conducted by the authority units according to their nature. The opportunities, risks, and proposed actions are then reported to the Management Committee for discussion and joint decision-making by the members of the committee. The authority units implement the decisions of the Management Committee and report the results back to the committee. Variations in major business decisions are reported to the annual Board of Directors meeting by the Management Committee for approval before execution. Key items discussed and advanced in 2025 included the Product Line Performance Evaluation Guidelines; the results-sharing Living Water Program; optimization of the employee-retention share-release and stock-subscription program; contract review and optimization of the manufacturer contract management system; strengthening of information systems and cybersecurity protection; inventory and financial risk control; and ESG disclosure and the embedding of culture.



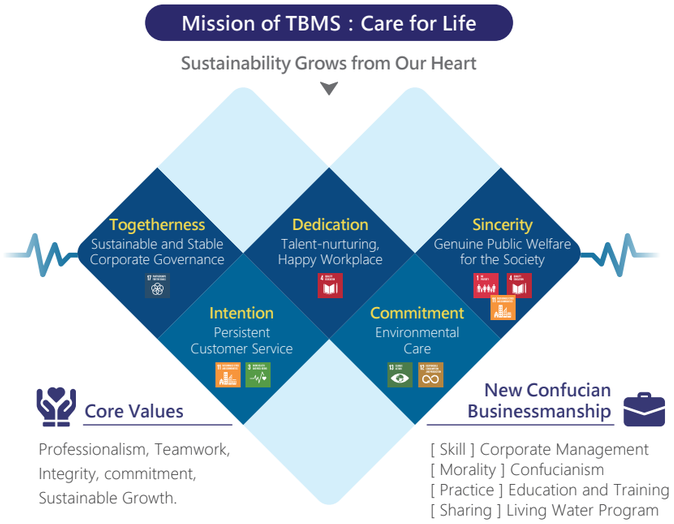
Blueprint of Sustainability Strategy

According to Mr. Moses Teng, the founder of TBMS, the consideration in the process of business operation and wealth creation should not only be based on immediate economic benefits. TBMS, guided by the mission of "serving life," endeavors to provide services that not only help solve medical problems but also create value in the face of the profound meaning of life. Driven by the principle of goodness, we at TBMS are committed to fulfilling corporate responsibility with all employees.

Since 2019, TBMS, under the counseling of KPMG Sustainability Consulting Co., Ltd., has begun establishing an ESG implementation framework and has progressively refined it in recent years. The Company systematically reviewed the material issues and potential impacts at its operating locations and used that as a basis to develop the Blueprint of Sustainability Strategy based on the Five Core Values of our Company as the core policy for its sustainability management.

The main pillars of the strategy include Sustainable and Stable Corporate Governance, Persistent Customer Service, Talent-nurturing, Happy Workplace, Environmental Care, and Genuine Public Welfare for the Society, aligning with the United Nations Sustainable Development Goals (SDGs) of SDG 1, SDG 3, SDG 4, SDG 11, SDG 12, SDG 13, and SDG 17, as well as the spirit of the GRI Standards. The Company is coordinated and supervised by the Sustainability Management Committee, which has continued to deepen sustainability actions and to strengthen strategy implementation and improvement of outcomes.

Five Approaches



The heart is the first organ that functions and represents the planning and implementation of TBMS's sustainability blueprint strategy.

A normal functioning heart is crucial to life, underpinning views of the critical importance of sustainable strategy.

Each approach are heartbeats driving TBMS ESG positively and towards a better future.

TBMS' ESG Action Plans

Aspects of Sustainability Strategy	Action Plan
Corporate Governance	Succession framework of sustainable operation, shared outcomes Living Water Program, continuous optimization of the quality management system, Compliance and Internal Control Enhancement, strengthening of information security protections, Financial Transparency and Risk Management
Customer Service	Medical Knowledge/Health Education and Promotion and Exchange, After-Sales Customer Service Quality Improvement, Supply Chain Stability and Quality Assurance, Regular supplier evaluations of original equipment manufacturer and customer satisfaction survey
Environmental Sustainability Team	Warehouse Environment Optimization and Energy Saving, Sustainable Supply Chain Communication Mechanism, Inventory Management and Waste Reduction, electricity conservation program, employee electric vehicle subsidy, reduction in packaging material use and resource recycling and reusing, reduction plan of single-use disposable tableware, paper-saving plan, refurbishment and reuse of medical equipment.
Happy Workplace	Employee Benefits Upgrade, Systematized Talent Assessment, Diverse and Adaptive Training Development, Office Environment Improvement, Future Career Experience Program (Internship Program)
Social Welfare Team	Social Engagement and Community Giving; Industry-Academia Exchange and Knowledge Contribution, ESG Disclosure and Brand Influence, Healthcare Sustainable Supply Chain Initiative.

1-2 Risk Management and Control

TBMS is well aware that the medical device industry, with the development of technology and the pursuit of life quality by humans, has a promising future but also faces various unexpected and unpredictable risks. In order to strengthen the Company's ability to respond to risks, the Company has established authority units for four major risk categories: Quality Risk - Quality and Regulatory Department, Financial Risk - Finance Department, Information Security Risk - Department of Artificial Intelligence Information Management, and Agency Business Administrative Risk - Order Processing Department. Each responsible department reports to the Management Committee on the implementation status and effectiveness of the internal risk control system on a monthly basis, and issues warnings periodically in response to changes in external risks, in order to achieve early preparation and reduce operational risks.

Risk Type	Quality Risk	Financial Risk Management	Information Security Risk Management	Risk Management for Order Processing Department
Authority unit	Department of Quality & Regulatory	Finance Department	Department of Artificial Intelligence Information Management	Order Processing Department
Key control items	■ Effectiveness of quality system processes ■ Regulatory trends monitoring ■ Warning notice for license expiry ■ Control of medical device storage and transportation conditions ■ Medical device source and flow records	■ Management of risks related to import exchange rates ■ Management of operational risk diversification across multiple product lines ■ Management of operating cash flow risk ■ Management of operational efficiency for the Company and product lines	■ Information Security Risk Management Organization ■ Safety standards and risk assessment ■ Safety awareness and education training ■ Information security policies and procedures ■ Internal control and audit of information security	■ Management of inventory turnover rate ■ Management of obsolete / expiring inventory ■ Audit and control of internal administrative operations

1-2-1 Quality risk management

TBMS has established quality management review and risk management procedures, regularly reviewing each year the operation of the quality management system, regulatory trends, quality objective attainment, and post-market product feedback, and proposing improvement measures accordingly to continuously strengthen the effectiveness of quality management and regulatory compliance.

In 2025, the Company passed the medical device GDP renewal audit and the after-sales customer service ISO 13485 renewal audit, and completed key tasks including warehouse environment optimization, enhancement of the temperature monitoring mechanism, digitalization of training records, and labeling operation management, to ensure stable product storage conditions and compliant workflows and to improve the efficiency of quality management execution.

In addition, an electronic warning notification system has been implemented for medical device licenses and manufacturing licenses (QSD/GMP). Between six months and one year before the license expires, the system automatically sends an email to the product specialist to remind them to initiate an extension plan. For products with expired licenses, the electronic system automatically imposes purchasing restrictions to ensure that the Company's procurement, incoming goods, and sales are all lawful and compliant.

1-3 Regulatory Compliance and Compliance

TBMS values Ethical Practice Principles and has established an "Employees' Code of Conduct." All new employees receive a briefing on the content of the code of conduct from the Company's legal department on their first day of work and sign an "Acknowledgement and Agreement Form for Employees' Code of Conduct." Furthermore, communication and training on anti-corruption are conducted for directors, employees, and business partners. In 2025 Safety awareness and, there were no incidents of corruption, violations of anticompetitive behavior, anti-trust and monopoly practice, or any illegal activities related to environmental protection and socio-economic issues.

Through an inside-out approach, beyond continuously strengthening employee awareness and conduct along with the Company's internal mechanisms and processes, this effort extends to the external supply and sales chains, establishing an effective risk management mechanism to build a responsible and sustainable supply chain.

Results of Anti-Corruption Training Over the Years

Targets of training	2023			2024			2025		
	Number of people who should receive training	Number of people who actually received training	Training completion ratio	Number of people who should receive training	Number of people who actually received training	Training completion ratio	Number of people who should receive training	Number of people who actually received training	Training completion ratio
Director/Supervisor	4	3	75%	4	3	75%	4	3	75%
Management staff	48	40	83%	56	48	85%	44	44	100%
Nonmanagement staff	167	134	80%	161	137	85%	178	160	90%

1-4 Participation of Domestic and International Organizations

Participating Organizations or Associations	
台北市醫療器材商業同業公會 TAIPEI MEDICAL INSTRUMENTS COMMERCIAL ASSOCIATION	Taipei Medical Instruments Commercial Association
台北市西藥商業同業公會 TAIPEI PHARMACEUTICAL BUSINESS ASSOCIATION	Taipei Pharmaceutical Business Association
IEAT | Since 1947 | 台北市進出口商業同業公會 Importers and Exporters Association of Taipei	Importers and Exporters Association of Taipei

1-5 Inventory of Material Topics

TBMS values stakeholder feedback and engages in communication with our customers, employees, government agencies, suppliers, and the general public to identify and evaluate material topics of the Company.

The evaluation process and identified material topics are as follows :

- Identification : After data compilation, 13 sustainability topics were selected with reference to TBMS' 2024 material topics and considering the Company's organizational context, as well as common issues in the domestic and international medical device industries.
- Analysis : An inventory of positive and negative impacts for the aforementioned 13 sustainability topics was compiled according to the Company's organizational context. Colleagues from various departments of the Company and stakeholders were then invited to participate in a material topic identification questionnaire. Stakeholders were invited to score, for each topic, the impact level, likelihood, and level of concern from the environmental (E), social (S), and corporate governance (G) dimensions.
- Confirmation and Sorting : The impact level scores and likelihood scores were summed for each topic's positive and negative impacts. The total scores were then ranked, and topics with both positive and negative impact rankings in the top one-third were designated as the material topics of the Company.

1-5-1 Material Topics and Impact Boundaries

Material topics	Importance to TBMS	GRI-specific topics	Corresponding Chapter
Product Quality and Labeling	Medical device products are directly related to patient health and safety. Clear product labeling and quality management ensure that the products comply with regulatory standards. Providing medical device products with regulatory labeling helps enhance customer trust and the reputation of TBMS, and also contributes to maintaining the wellness of the medical device market and the competitiveness of the Company.	GRI 417 Marketing and Labeling	CH2
Regulatory Compliance and Regulations	The medical device industry is highly regulation-driven. Regulatory compliance is therefore not only a basic operational requirement, but is also critical to obtaining product marketing authorizations and maintaining business operations. Strict adherence to applicable laws, medical device standards, and the market entry requirements of each country can reduce legal and compliance risks and prevent penalties and reputational damage. It is therefore necessary to continuously strengthen internal compliance management systems and ensure the Company's sustainable development.	GRI 2-27 Compliance with laws and regulations	CH1
Waste Reduction	The medical device manufacturing process involves a variety of raw materials and packaging materials. Improper waste management results in environmental burden and increases operating costs. Effective waste management helps to increase resource-use efficiency, reduce environmental impact, and comply with applicable environmental regulations. The promotion of waste reduction, waste sorting and reuse, and recycling resources not only reduces operational risk but also demonstrates TBMS' commitment to environmental protection and sustainability responsibilities.	GRI 306 Waste	CH4
Information Security and Customer Privacy	Following the trends of smart and digital medical devices, information security and customer privacy protection have become critical issues for corporate sustainable operation. Medical device products involve sensitive medical information and personal data; improper protection of this information could result in legal liability, reputational loss, and reduced customer trust. TBMS is continuing to strengthen its information security management system and data protection measures to safeguard the data of customers and partners, demonstrating our commitment to protecting patients' rights and privacy.	GRI 418 Customer Privacy	CH2

1-5-2 Management Policy for Material Topics

Material topics	Commitment	Management measures	Responsible unit	Communication channel
Product Quality and Labeling	TBMS commits to provide customers with compliant and legal products, and to provide reliable and satisfactory services while respecting customer needs.	Establish quality activity monitoring indicators and ensure that monitoring results meet target values. Any deviations will prompt the implementation of corrective measures. Since 2021, the Company has adopted standard processes for the import, storage, transportation, and sales of medical devices in accordance with the "Regulations of Medical Device Good Distribution Practice." In 2022, we obtained the certification of Medical Device Good Distribution Practice (GDP), and we will continue to undergo audits every three years.	Customer Service Department, Quality and Law Department, Warehouse & Logistics Department	Quality and Law Department : qrteam@tbms.com.tw
Regulatory Compliance and Regulations	TBMS is committed to complying rigorously with domestic and international regulations and standards, continuing to strengthen internal compliance management, ensuring that operations are lawful and compliant, and safeguarding our corporate reputation and sustainable development.	Establishment of a corporate and employee code of conduct, healthcare compliance guidelines, and workplace rules and a strict requirement for employee compliance, as well as implementation of a pre-expenditure review and control mechanism to ensure the compliance of all types of commercial activities with applicable laws and regulations; proactive alignment with suppliers' compliance standards and implementation of regulatory education and training.	Quality and Law Department	Quality and Law Department : Legal@tbms.com.tw
Waste Reduction	TBMS is committed to implementing waste reduction, sorting, and recycling; to continuously increasing resource-use efficiency; and to waste management that is compliant with environmental protection regulations, thereby reducing environmental impact and contributing to a sustainable future.	Asset management regulations and systems were implemented to improve asset utilization efficiency and the mechanism for replacing or donating obsolete items. Legally compliant waste disposal contractors were engaged to lawfully handle medical and general waste.	General Affairs Department、Warehouse & Logistics Department	General Affairs Department : GA@tbms.com.tw
Information Security and Customer Privacy	TBMS is committed to strengthening information security management and data protection, to rigorously safeguard the privacy of its customers and partners, to ensure information security, and to establish trustworthy collaborative relationships.	TBMS' information security guidelines are primarily based on the ISO 27001 and NIST frameworks and ensure the confidentiality, comprehensiveness, and usability of information.	Department of Artificial Intelligence Information Management	Department of Artificial Intelligence Information Management : it.external@tbms.com.tw



Chapter

02

Products and Customer Service

2-1 Product Innovation and Quality Management

2-1-1 Health Care Technology Innovation

TBMS has been in business for 40 years since its establishment in 1985, dedicated to introducing global medical equipment and devices with advanced technology. This not only enhances the domestic healthcare standards but also makes TBMS a prominent medical equipment and devices importer and distributor in the country. With an extensive extension into various medical fields, professional training personnel and clinical staff, and years of specialized experience, TBMS integrates cross-disciplinary expertise to maximize comprehensive effectiveness of medical professionalism. The vision and principles for technology innovation in the Company's operational departments are as follows :

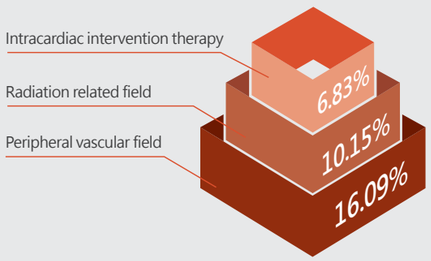
Imaging / Vascular / Diagnostic Radiology Solutions Business Group

The vision and principles for Health Care Technology Innovation

The business group has always strived for the comprehensiveness of vascular interventional therapy. Initially, the business group only had the procedure for cerebral vascular stroke in the Radiology Department. It has gradually expanded to include procedures in the Cardiology Department, such as cardiovascular stenosis and arrhythmia, and in the Peripheral Vascular Department, such as peripheral vascular stenosis and venous embolism. This allows the business group to provide patients and clients with more comprehensive services in the field of interventional therapy. In addition to expanding the breadth of the interventional field, the business group also focuses on in-depth promotion. We not only provide products and services for the main procedures, but also continuously seek products that can help patients and doctors during surgery to increase the precision of therapy and the comfort of patients. In addition, the business group actively expands its business scope by adding the Department of Oncology and the Diagnostic Radiology Department in 2023, aiming to serve all hospitals in Taiwan through a channel- based operation model, benefiting more patients in need.

Key Development

We have continuously introduced therapy such as BIOTRONIK peripheral vascular stenosis therapy, *Argon peripheral vascular thrombectomy therapy, and Merit drug-eluting beads tumor embolization therapy. We are committed to increasing the market share and penetration of these products. The following estimates the market share in Taiwan based on TBMS's sales revenue :



Global Agency Brand List

ARGON MEDICAL DEVICES (USA)
CERENOVUS (USA)
BARCO (Belgium)
Guerbet Contrast for Life (USA)
Biosense Webster (USA)
MERIT MEDICAL (USA)
BIOTRONIK excellence for life (Germany)
Cordis (USA)
GETINGE (Sweden)
EXBRA (Israel)

Dental Business Division

The vision and principles for Health Care Technology Innovation

We were the first to introduce the innovative concept of DENTAL SPA to the dental market in Taiwan with "O'Fine Dental" as our core brand, breaking away from the traditional idea of dental clinics being limited to oral treatment. By integrating dental expertise with aesthetic medicine techniques, we provide patients with comprehensive aesthetic enhancement services that extend from the teeth to facial features. We believe that beauty goes beyond surface-level adjustments and stems from the holistic harmony of skeletal structure, bite alignment, dental arrangement, muscles, and facial expressions. Therefore, O'Fine Dental emphasizes an overall, "inside-out" improvement that enables procedures such as orthodontics, restorative treatments, or implants to also enhance facial harmony and patients' overall confidence.

This cross-disciplinary, integrated model of dental aesthetic care combines the precision of medical expertise with the comfort of aesthetic-medicine treatments, delivering safer, more effective, and longer-lasting results for patients, while enabling clinics to offer high-value, differentiated services. Through promoting O'Fine Dental, we aspire to become a leader in the integration of dental aesthetics and aesthetic medicine, elevating Taiwan's dental industry to a higher level. We aim to advance Smile Aesthetics 2.0 as the new industry standard, realizing a future where health and beauty coexist.

Key Development

On the technical front, we have introduced multifunctional aesthetic-medicine equipment and treatments, incorporating advanced technologies such as the V-Series V20 system into dental clinics. By integrating functions including radiofrequency and pulsed light, we not only reduce space and cost requirements but also shorten the learning curve, enhancing treatment safety and operational efficiency. These technological innovations enable dentists to master combined treatments more rapidly, seamlessly connecting dental care with facial aesthetic treatments to deliver a new experience for patients that upgrades clinic value along with patients' holistic health and beauty.

In terms of services, we adopted a comprehensive 360-degree structural design approach that incorporates comprehensive planning of bite alignment, dental arrangement, facial muscle tension, and expression lines, thereby empowering dentists to define what aesthetic enhancement means. This enables clinics to carry out orthodontics, restorative treatments, implants, teeth whitening, and facial rejuvenation concurrently, creating differentiated advantages and long-term competitiveness. At the same time, we emphasize patient experience by providing a more relaxing and comfortable treatment environment.

Global Agency Brand List

V-SERIES (Israel)
SINCLAIR (UK)
sagemax® (USA)
Purgo (Korea)
PENTAX (Japan)
O'Fine Dental 全維度微笑輪廓
ivoclar (Liechtenstein)
GEM 21S® (USA)
Carestream DENTAL (UK)
BIOLASE (USA)
ALPRO® ALPRO MEDICAL GMBH
醫材薪效益 MEDITRUSS (Taiwan)
MORPHEUS 3D® Morpheus Co., Ltd.

Aesthetic Business Division

The vision and principles for Health Care Technology Innovation

In terms of Health Care Technology Innovation, the department focuses mainly on equipment used in dermatology and plastic surgery. We are reviewing the coverage of our existing product line and equipment.

We will be reaching out and negotiating with suppliers of products that have been approved by EU CE and US FDA, through international exhibitions, online searches, and recommendations by foreign doctors.

Key Development

Introducing the Potenza microneedling device from the original manufacturer Cynosure, we are moving towards the role of a comprehensive supplier in the aesthetics field, providing microneedling for use by aesthetics physicians (in various departments such as dermatology, plastic surgery, gynecology, and rehabilitation) to improve the skin quality of patients. Over 50 units have been sold since 2022.

Global Agency Brand List

Alma (Israel)

PHARMA RESEARCH PRODUCTS (Korea)

Apyx MEDICAL Energy Elevating Lives (USA)

VIORA Shape the Future

CYNOSURE LUTRONIC

Surgical Business Division

The vision and principles for Health Care Technology Innovation

The long-term goal of the Surgical Access Business Group is to establish a surgical access platform. The department is dedicated to providing high-quality medical devices for surgery. In addition to neurosurgical products, we are also actively developing spinal, surgical, and overall surgical-related equipment and devices. We aim to expand our product line to include supplies and equipment for the entire operating room, offering high-quality products and services. Through systematic talent development and training, as well as the introduction and development of new products, we strive to become the most trusted partner in the surgery field, jointly creating a high-quality medical environment and achieving continuous growth and sustainable development.

Key Development

Integra electrosurgical units, KLS Martin craniofacial bone screws and plates, and Merit spinal-related product line have been successively introduced, continuously increasing the market share of products. And we collaborate with ZEISS to develop surgical microscopes for the neurosurgery and plastic surgery markets in central and southern Taiwan.

Global Agency Brand List

ACRO Biomedical Co., Ltd. (Taiwan)

KLS martin (Germany)

I.C. MEDICAL Global Leaders in Surgical Smoke Evacuation (USA)

INTEGRA LIMIT UNCERTAINTY (USA)

ZEISS (Germany)

Healthcare Business Division

The vision and principles for Health Care Technology Innovation

The Healthcare Distribution Business Division continues to advance innovation and upgrades in clinical care quality. Konica Minolta ultrasound systems combine high-resolution imaging with an intelligent operating interface to improve real-time clinical diagnostic efficiency. Mölnlycke advanced wound dressings effectively promote wound healing and reduce infection risk. GaleMed breathing circuit products support a range of respiratory therapy scenarios. Mindray patient monitoring systems integrate vital-signs monitoring with medication management to enhance patient safety. Our overall product portfolio connects the diagnosis, treatment, and care workflow, embodying the value of patient-centered medical innovation.

Key Development

Ultrasound products focus primarily on anesthesiology and cardiovascular surgery, supporting surgical guidance and real-time assessment needs; wound dressings are widely used across orthopedics, plastic surgery, and obstetrics and gynecology, addressing postoperative care and tissue-repair applications; while breathing circuits and patient monitoring systems continue to deepen the Company's presence in critical care departments such as the ICU, strengthening patient safety. Building on a solid position in the critical-care market, the Department is also actively expanding into medical aesthetics, extending product applications to build a cross-department, diversified presence across the medical market.

Global Agency Brand List

Mölnlycke® (Sweden)

wellead (China)

mindray healthcare within reach (China)

OMRON (Japan)

Comdek (Taiwan)

galemed® Specialty in Respiratory Care (Taiwan)

HUREV (Korea)

KONICA MINOLTA (Japan)

Kimberly-Clark (USA)

Customer Service Division

The vision and principles for Health Care Technology Innovation

The digitization of medical reports is currently the main focus of development, with the goal of achieving real-time transmission of maintenance reports to customers while improving the convenience of file collection.

The Customer Service Division has set a target utilization rate for electronic work orders, aiming to reach 95% by 2025 and 98% by 2026.

Key Development

The medical report contains a lot of maintenance information. Through the electronic work order platform, the maintenance information will be further integrated and a customer service report will be generated. Supervisors will be able to grasp the service situation through the report and use it as a basis for quantitative management.

In addition to continuing to introduce high-technology medical products and clinical techniques, in 2025 the Company also proposed the Product Line Performance Evaluation Guidelines, which use specific, quantified evaluation metrics that incorporate hidden costs as a reference for product-line performance analysis and business-strategy planning, helping each business division allocate resources more effectively and continuously optimize its product portfolio.

2-1-2 Quality Management

The quality stability of medical instruments and equipment is closely related to patient health and safety. The Company provides clear product labeling and quality management to ensure that the products comply with regulatory standards. Providing medical device products with regulatory labeling helps enhance customer trust and the reputation of TBMS, while also maintaining the wellness of the medical device market and the competitiveness of the Company.

During the reporting period of this report, the Company did not incur any incidents of non-compliance with regulations related to product and service information and labeling, nor were there any violations of laws regarding marketing communication.

Quality Policy and Objectives

In order to fulfill our commitment to an effective quality system and uphold our corporate philosophy of professionalism, teamwork, commitment, integrity, and continuous growth and progress, we at TBMS have established a quality policy with an emphasis on "quality beyond standards" and "customer satisfaction" as the framework for setting and reviewing quality objectives. In terms of quality beyond standards, our employees are required to stay updated on quality trends, adhere to regulations and standards, and strive for quality that exceeds standards. In terms of customer satisfaction, we expect our employees to prioritize customer needs and provide exceptional products and services to ensure that customers feel at ease and satisfied. TBMS conducts annual reviews to assess the continued applicability of our quality policy and objectives.



According to our quality policy framework, the Company has clearly defined various quality activity monitoring indicators in relevant quality management documents. These indicators include on-time delivery rate, incoming material yield rate, production yield rate, shipment yield rate, environmental transportation monitoring, audit improvement, safety quality alerts, customer satisfaction, and customer complaints. The monitoring results are reviewed in the annual management review to confirm that they meet target values. Any deviations will prompt the implementation of corrective measures within the quality system.

Quality Management System

To ensure that our sales products meet the requirements of the original manufacturer and Taiwanese regulations, the Company established a Quality Management system in 2018 based on the "Part 3 Good Manufacturing Practices for Medical Devices" of the "Pharmaceutical Good Manufacturing Practice Regulations." This system standardizes and controls processes such as incoming medical device materials, labeling and Chinese instruction insertion, processing, factory environment, internal personnel education and training, abnormal handling, and system operation monitoring. In September 2018, we obtained the Good Manufacturing Practice (GMP) certification for medical devices issued by the Ministry of Health and Welfare, and we will continue to undergo audits every three years.

The "Medical Devices Act" of the Ministry of Health and Welfare was implemented on May 1, 2021. At the same time, the subsidiary regulation "Regulations of Medical Device Good Distribution Practice" was also implemented to strengthen the management of medical device distributors. In response to this, the Company's Quality and Regulatory Affairs team has assisted various departments in implementing the standard processes for importing, storing, transporting, and selling medical devices in accordance with the "Regulations of Medical Device Good Distribution Practice." This is to optimize the quality management system in operation and improve control over suppliers, product storage and transportation conditions, and warehouse environment in distribution activities. In 2022, the Company passed the audit conducted by the commissioned organization of the Ministry of Health and Welfare and obtained the Good Distribution Practice (GDP) certification for medical devices, and we will continue to undergo audits every three years.

In 2025, TBMS continued to strengthen quality management of medical device storage and distribution, completing an upgrade of the Ruiguang warehouse space, optimization of storage locations and workflow, and installation of constant temperature and humidity monitoring equipment, ensuring stable product storage conditions and improving warehousing efficiency. At the same time, the Order Processing Department supported completion of the GDP and ISO 13485 external audits, sustaining ongoing conformity of the quality system and regulatory compliance.

Annual Key Performance Indicators for Quality Management

Good distribution practice (GDP) & Quality Management System (QMS)

Continued Conformity with the Medical Device QMS



The Company completed its QMS version transition in April 2024 and obtained accredited registration (Registration No.: QMS 1513).

The 2025 medical device QMS quality objectives covered incoming material yield rate, production yield rate, shipment yield rate, improvement efficiency, supplier assessment, technical personnel retraining, customer complaints, and product safety alerts. Each quality objective was regularly monitored and its implementation tracked in accordance with the regulations, and was reviewed and evaluated at the 2025 management review meeting; the results showed that all indicators met their established targets.

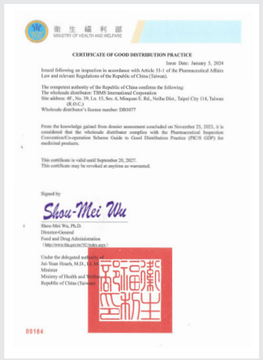
Continued Conformity with the Medical Device GDP



Plan three distinct temperature-controlled storage areas for different products and implement warehouse temperature mapping, systematic storage location management, storage and transportation condition management, introduction of wireless temperature/humidity monitoring system and automatic alert notification, formulation of product handling procedures, management and preservation of product origins and flow records, and signing quality agreements with key suppliers (including original manufacturers and logistics providers). These measures ensure that the product distribution process is conducted in a controlled environment, safeguarding product safety and efficacy. The Company also passed the medical device GDP renewal audit in January 2025 and obtained registration approval (Registration No.: GDP0030).

The 2025 medical device GDP quality objectives covered incoming material yield rate, shipment yield rate, storage and transportation temperature monitoring, improvement efficiency, supplier assessment, technical personnel retraining, customer complaints, and product safety alerts. Each quality objective was regularly monitored and its implementation tracked in accordance with the regulations, and was reviewed and evaluated at the 2025 management review meeting; the results showed that all indicators met their established targets.

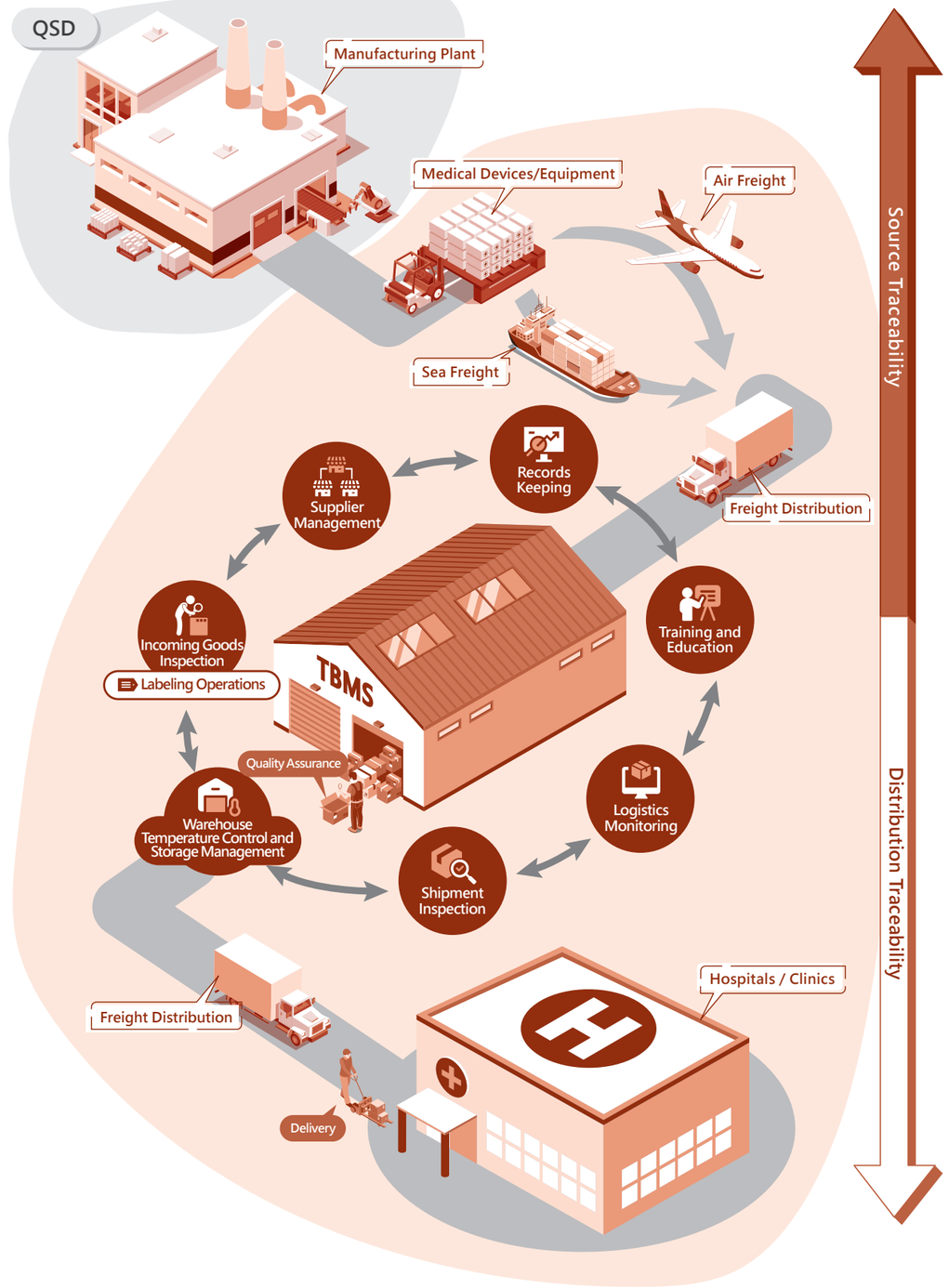
Continued Conformity with GDP Certification for Pharmaceuticals



The Company has updated its quality management system in accordance with the "Western Pharmaceuticals Good Distribution Practice Regulations" and obtained the Drug GDP Certification on November 23, 2023, with the registration number DB1077.

The 2025 pharmaceutical GDP quality objectives covered improvement efficiency, supplier assessment, pharmaceutical GDP retraining, product safety alerts, and customer complaints. Each quality objective was regularly monitored and its implementation tracked in accordance with the regulations, and was reviewed and evaluated at the 2025 management review meeting; the results showed that all indicators met their established targets.

Quality Management Process



Product Marketing Labeling

According to Article 57 of the Pharmaceutical Affairs Act, Article 3 of the Pharmaceutical Good Manufacturing Practice Regulations,and Article 2 of the Regulations of Medicament Manufacturer Inspection, the manufacturing, processing, repackaging, labeling,storage, and distribution of pharmaceuticals must comply with GMP standards. The Company established a Quality Management system in 2018 based on the "Part 3 Good Manufacturing Practices for Medical Devices" of the "Pharmaceutical Good Manufacturing Practice Regulations" (GMP) to standardize and control processes such as incoming medical device materials, labeling and Chinese instruction insertion, processing, factory environment, internal personnel education and training, abnormal handling, and system operation monitoring. In the same year, we obtained the Good Manufacturing Practice (GMP) certification for medical devices issued by the Ministry of Health and Welfare (Certificate Number: GMP1513).

In view of the diversification of the development and variety of medical device products and the rapid changes in international medical device regulatory trends, the management of medical devices has been separated from the Pharmaceutical Affairs Act and legislated independently as the Medical Devices Act, effective May 1, 2021. The quality management system for medical devices has also been updated to the Medical Device Quality Management System Regulations (QMS). According to the Ministry of Health and Welfare's announcement, medical device manufacturers who have obtained drug manufacturing permits and comply with Pharmaceutical Good Manufacturing Practice Regulations (GMP) are required to obtain manufacturing licenses that meet QMS standards by April 30, 2024. Completed the QMS transition in March2024 and obtained QMS certification, registration no. QMS1513.

To protect customer rights and promote employees' awareness of the applicable regulations for medical devices, the Company has implemented internal QMS/GDP training for new employees. After the training course, an assessment is conducted to ensure that our colleagues have a good understanding of the medical device regulations.





Our company places the highest priority on regulatory compliance and corporate integrity. We continuously strengthen internal management and employee training to ensure that all business operations adhere to relevant laws and regulations. In 2025, the company recorded zero instances of non-compliance or administrative penalties.

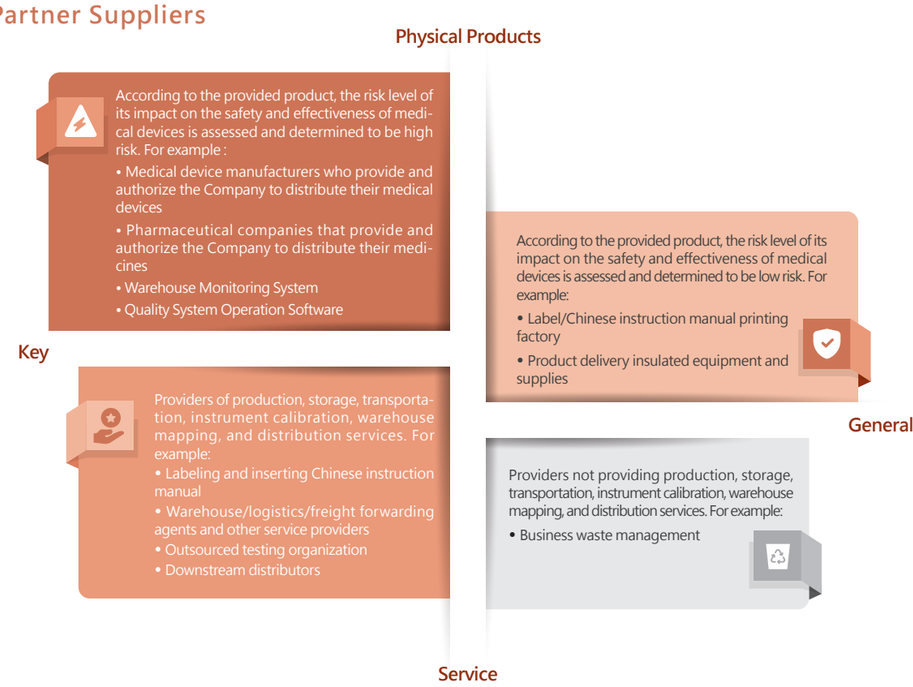
2-2 Supplier Management

To ensure the stability and quality of the medical device, raw materials, and outsourced services purchased by the Company, and to meet the requirements of the Company and applicable regulatory standards, we have established supplier management standards within our quality management system. Suppliers providing physical products or services are included in the evaluation process. Evaluation standards are set based on the risk levels associated with the products or services provided by each supplier, with initial and annual evaluation criteria tailored to match these risk levels.

By the end of 2025, a total of 55 suppliers had completed the evaluation and registration. In response to the implementation of the Quality System for Drug GDP and Customer Service Operations Management, the Company continues to plan and expand the scope of supplier evaluation. This includes the inclusion of medical device manufacturers, pharmaceutical manufacturers, providers of warehouse, logistics and freight forwarding services, and calibration services in the evaluation. From Q1 to Q4 of 2025, 6 qualified suppliers have been added, bringing the total number of qualified suppliers to 55.

In 2025, the Company also optimized its supplier and contract management processes, migrating the manufacturer contract management system to the Tip Top system to link supplier management with the accounting system and improve supply chain data control and operational efficiency. In addition, through standardized procurement processes, monthly abnormal-inventory alerts, and a cross-department communication platform, the Company integrated the needs of business administration, warehousing, and finance, strengthening management of procurement, inventory, returns, shipments, and damaged-goods replacement, and reducing supply chain and inventory operational risks

Key Partner Suppliers



Supplier Evaluation

Evaluation Type	Evaluation Target	Number of Evaluators	Evaluation Content
Initial evaluation	General supplier	1	Completeness of company basic information, service attitude, and conformity of products or services to requirements.
	Key supplier	5	Review of professional competency documents: • Medical device manufacturing: Should provide government-approved licenses, such as GMP, QMS, QSD, and sign a quality agreement with the Company. • Service providers responsible for labeling and inserting Chinese instruction manuals : Should provide government-approved licenses, such as GMP and QMS, and sign a quality agreement with the Company. • Freight forwarding agent, warehouse and logistics service providers : Should provide government-approved licenses or equivalent certificates, such as GDP, and sign a quality agreement with the Company. • Contract testing/calibration organizations : Should provide evaluation reports that meet international standards, such as ISO certificates. • Downstream distributors : Should provide a medical device sales license issued by the local health competent authority and sign a quality agreement with the Company.
Annual Evaluation	Supplier with whom transactions occurred that year	55	Depending on the type of supplier, different items are evaluated, such as product quality, regulatory compliance certification, customer complaint rating, temperature monitoring records, proof of professional competence, proof of service capability. In the case of unsatisfactory suppliers, they will be given a deadline to improve or be replaced.

To further advance a sustainable supply chain, in 2025 the Company held the inaugural Healthcare Sustainability Action Forum, bringing together hospitals and experts to exchange views on green procurement and a sustainable medical device supply chain; at the same time, through an industry-academia exchange project, it developed recommendations on donation, conditional donation, and disposal decisions for slow-moving medical supplies, to serve as a reference for medical device resource circularity and supply chain resilience management. In 2026, the Company will launch supply chain resilience infrastructure and optimize sustainability management processes across procurement and logistics.

2-3 Customer Relations and Services

TBMS establishes its annual quality policy and objectives based on the framework of "Quality Beyond Standards" and "Customer Satisfaction." In 2025, the quality objectives under the "Quality Beyond Standards" policy cover the on-time delivery rate, incoming material yield rate, production yield rate, shipment rate, storage and transportation temperature monitoring, improvement efficiency, supplier assessment, information system maintenance, and technical personnel retraining. Meanwhile, the quality objectives under the "Customer Satisfaction" policy encompass safety alerts, customer complaints, and overall customer satisfaction. Since 2018, TBMS has consistently met the monthly customer complaint indicators in accordance with the annual quality objectives, and all customer complaint incidents have been handled in accordance with the Customer Feedback and Complaint Management Procedure. All products sold by TBMS and all equipment providing warranty and maintenance services are labeled with the 0800 service hotline, providing immediate repair and complaint channels.

TBMS uses customer feedback and customer satisfaction surveys to analyze and guide the continuous improvement and effective operation of the Company's quality management system. The Company's communication with customers is primarily divided into two main categories:

Direct contact with customers and collection of customer feedback before and after sales

Related activities include routine visits by sales personnel to clients, hosting user meetings for medical device training, product launch events, medical seminars, and other activities to directly communicate and interact with customers before and after sales, and conduct satisfaction surveys according to different departments.

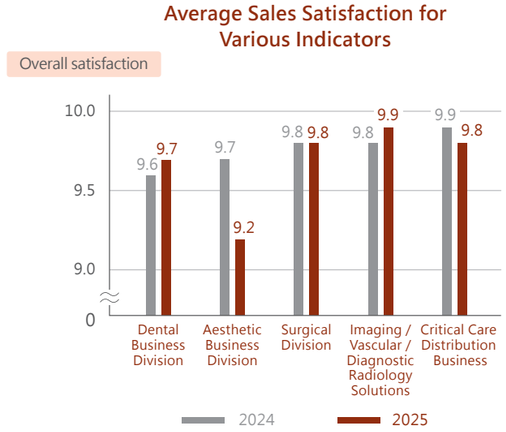
Customer consultation and feedback through contact channels

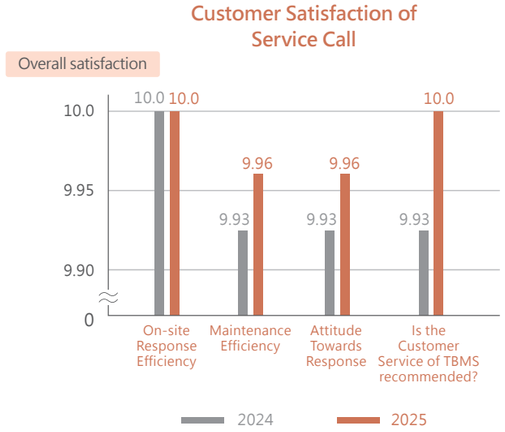
These channels include a contact form on the Company's website, the 0800-customer service hotline for products sold, and communication channels with sales personnel.

For the medical equipment sold, the Customer Service Division provides on-site inspections, space planning, installation, maintenance, and repair services. The goal is to ensure that customers can use the equipment with confidence. If customers report issues with the purchased equipment, the service includes immediate activation of the original manufacturer's warranty, providing comprehensive repair services and backup equipment support, with a commitment to resolve the issue as quickly as possible.

In 2025, the Company continued to optimize customer-service back-office processes, including warehouse operations, return and shipment protocols, standard operating procedures for damaged-goods replacement, and financial document verification and sales-allowance-and-return processing mechanisms, to improve responsiveness for orders and after-sales customer service. In 2026, in step with information system development, the Company will also optimize the repair system and repair management reporting and automate the repair department's settlement reports, laying the data foundation for CRM and BI implementation.

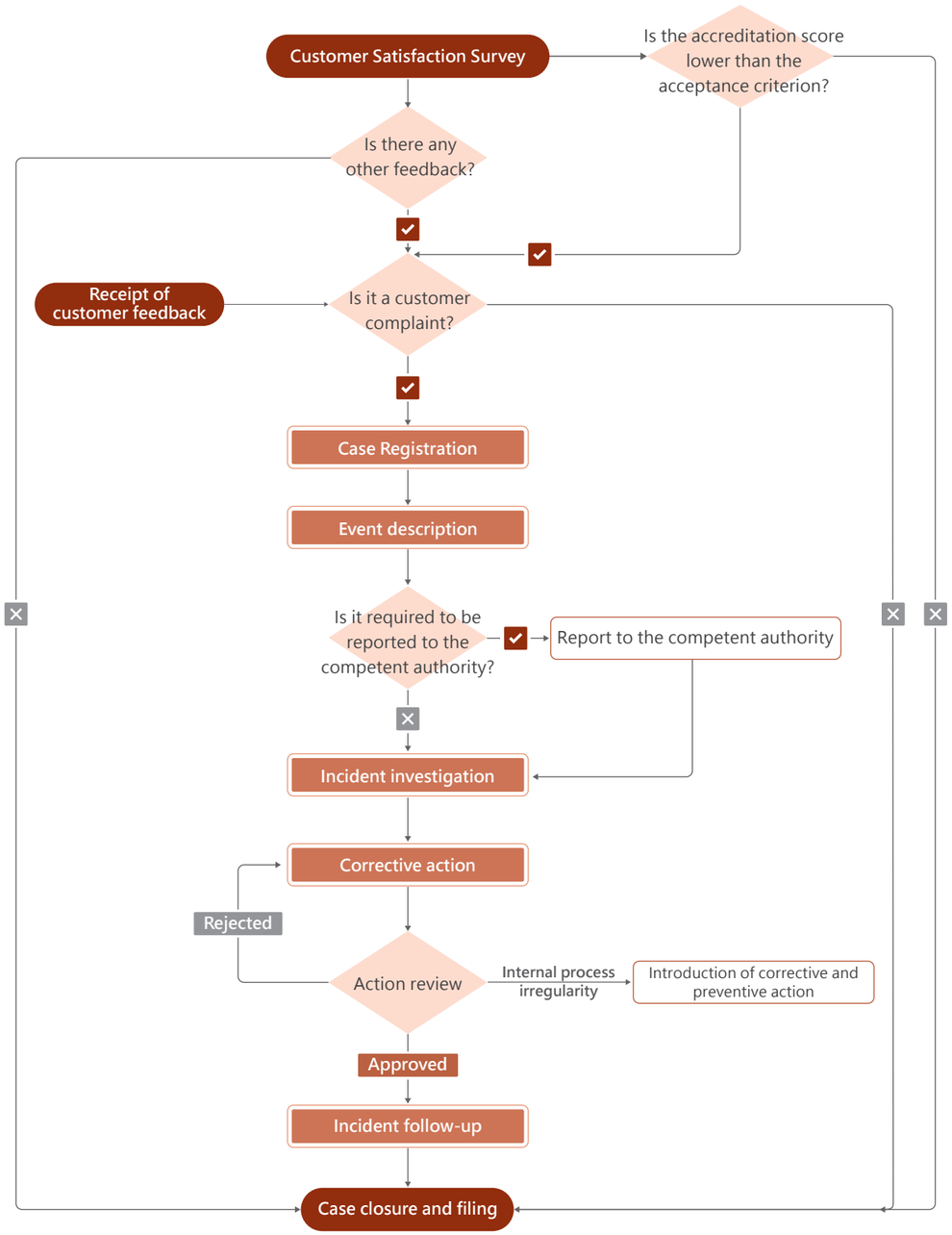
Starting from 2021, the Company has implemented an annual customer satisfaction survey for medical device sales to understand and analyze customer evaluations of the medical device quality, packaging protection, delivery speed, and the professionalism of our sales personnel. Beginning in 2022, we introduced an additional survey to gauge customer satisfaction with each service call. This allows us to gain deeper insights into customer needs regarding Customer Service. Through these satisfaction surveys and customer feedback, we aim to strengthen customer relationships and enhance the overall quality and efficiency of the sales chain.





* The survey items for customer satisfaction include: whether the product meets the requirements, product stability, product packaging protection, product labeling and cleanliness, product delivery speed and accuracy, salesperson service attitude, professionalism and satisfaction of product education and training, order or product problem support, and overall evaluation of TBMS.

Customer Satisfaction Survey and Complaint Management Process Diagram



2-4 Information Security and Customer Privacy

In 2025, TBMS centered its efforts on "Digital Empowerment" and "Resilient Protection," continuing to advance system development, process optimization, and cybersecurity defense upgrades to strengthen operational flexibility and risk-response capability.

I.Strategic Phase : Entering Long-Term Resilience Development (2025-2026)

Under the three-phase information security enhancement plan, this year the Company formally moved from the "Mid-Term Architecture Deployment" phase into the "Long-Term Resilience Optimization" phase. The core objective of this phase is to upgrade the WAF and heterogeneous-system integration architecture completed in 2024 into an automated-detection, data-driven decision-making system.

II.Digital Empowerment : Driving Operational Flexibility and Process Automation

The Company strengthened operational resilience through two parallel tracks, "benchmark platforms" and "high-productivity development" :

Data Automation and Knowledge Systems :

- Management Reporting System : Achieved automated integration and calculation of financial data, substantially improving the accuracy of operational data.
- Training System : Digitalized learning records and, through data analysis, optimized talent development and deepened the knowledge management platform.
- Intelligent Asset Lifecycle Management, Equipment Asset System: Established repair histories and introduced a "Contract Expiration Alert," shifting from passive maintenance to proactive management.

Development Capacity Results : This year the Company delivered a total of 58 new development projects and 105 optimization items, significantly streamlining daily workflows.

III.Resilient Protection : Deepening the Information Security Defense System (SIEM Integration)

Building on the active defense framework established in 2024, in 2025 the Company focused on "rapid response" and "attack interception" :

Information Security Monitoring and Centralized Management:

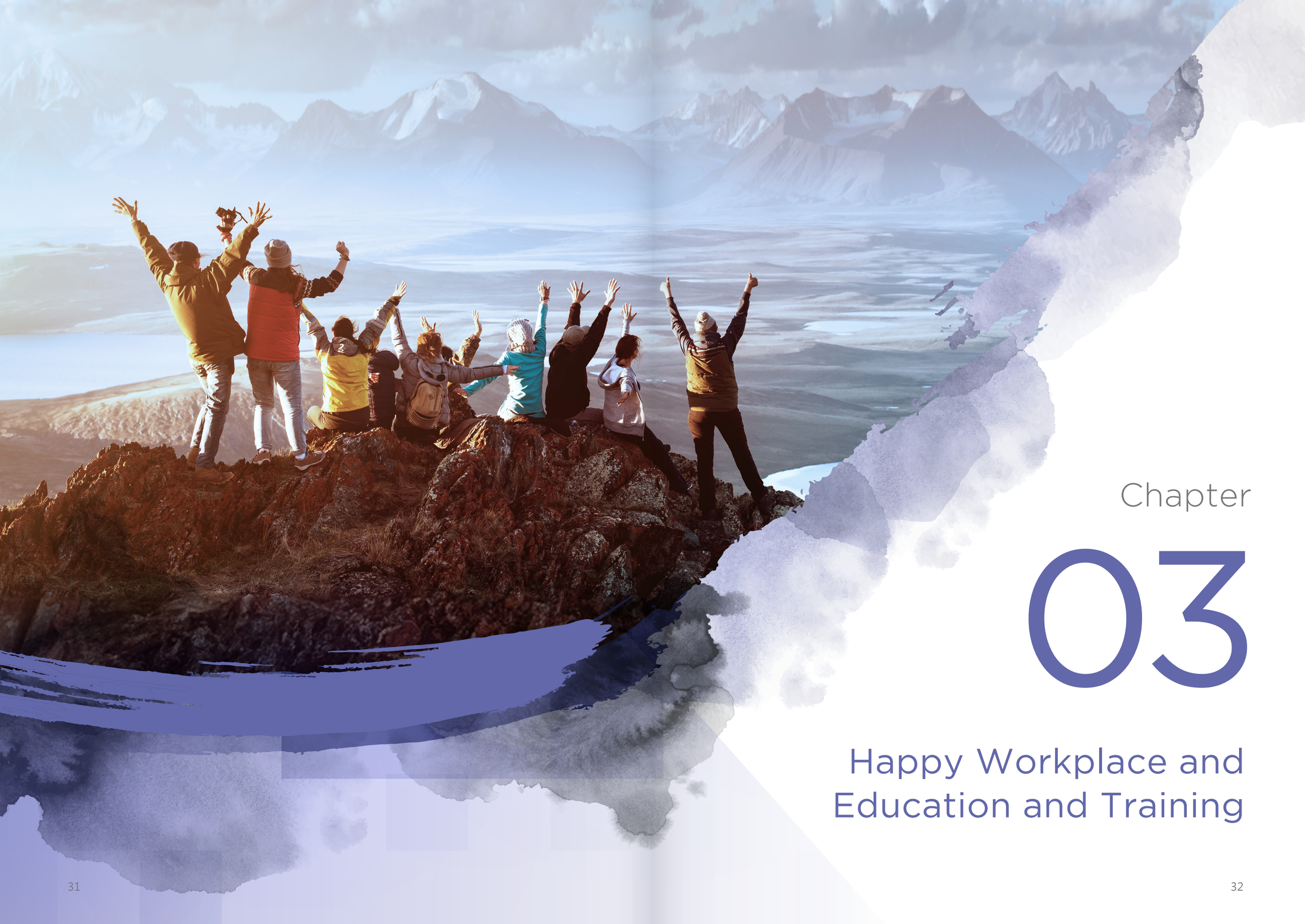
- Information Security Dashboard (SIEM) : Visualized security events, improving detection efficiency and shortening incident response time.
- Log Monitoring and Inventory : Achieved a 100% inventory of asset equipment, ensuring comprehensive log coverage.
- Centralized Router Defense : Consolidated external office routers and unified the information security defense strategy, eliminating security vulnerabilities associated with remote work.

Defense Performance Highlights :

- Traffic Scrubbing : Intercepted over 78 million malicious access attempts.
- Threat Interception : Filtered 80,000 malicious emails and proactively blocked 14,535 high-risk malicious IPs.
- Vulnerability Management : Applied emergency patches for 14 major zero-day (0-Day) vulnerabilities, with protection covering 100% of critical servers and endpoint devices.

Future Outlook

In 2026, in the final phase of TBMS's information infrastructure, it will continue to strengthen the operational management foundation and reduce information risk through digital development and enhanced information security resilience, supporting corporate sustainability goals with robust internal controls and technological capabilities. In 2026, the Company will plan a BI analytics platform that integrates diverse operational data to improve management decision-making efficiency and business insight, and will continue to optimize enterprise information systems to enhance asset management performance and operational resilience.



Chapter

03

Happy Workplace and Education and Training

3-1 Workplace Safety and Care

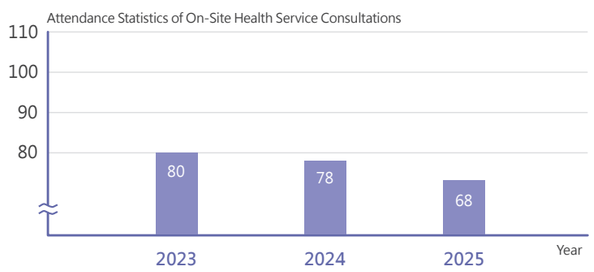
TBMS firmly believes that talent is a vital cornerstone of sustainable corporate development, and therefore regards "a Happy Workplace, Education and Training, and Employee Care" as a key strategy for sustainable operations. Committed to a people-oriented corporate philosophy, the Company continues to build a safe and healthy work environment, a diverse and inclusive workplace culture, and a well-developed talent development system, aiming to enhance employee well-being, strengthen organizational resilience, and create long-term value together with its employees through systematic management mechanisms and development programs.

Occupational Safety and Health

According to the Occupational Safety and Health Act, TBMS has appointed one occupational safety and health manager. The Company provides healthcare that exceeds legal requirements, regardless of age, position, or department. All employees are entitled to an annual health check-up every year. Additionally, TBMS promotes on-site health services by arranging annual consultations between employees and doctors, offering employee health consultations and health and hygiene education concepts, and follow-up health management and care tracking will be conducted by a nurse practitioner, with consultation topics cover ergonomics prevention and improvement, maternal worker health protection, prevention of overload-related illnesses, and personal medical and disease consultation.

Based on health check-up reports and questionnaire analyses, physicians and nurses continuously provide regular care, nursing education, and guidance to employees identified as high-risk for health issues, abnormal workload-related diseases, and ergonomics-related diseases. TBMS continues to plan and conduct employee health seminars and provides timely Health Education and Promotion to remind employees to pay attention to their health protection.

Usage status of on-site health consultation services in the past three years



2025 Health Seminars		
Date	Seminar Topic	Lecturer
2025/6/18	Body Talks - A Complete Guide to Interpreting Health Checkups	Dr. Chun-Wei Lee
2025/7/15	Singing Bowl Healing Experience - A Time to Soothe the Body, Mind, and Spirit	KARMA Karma Dhinbup

In recent years, there have been changes in the domestic industry structure and work patterns. In addition to the traditional work-related hazard, employees also face health hazards such as performance pressure, excessive working hours, and psychological stress in the workplace. To address the increasing incidence of occupational diseases such as cardiovascular diseases and musculoskeletal disorders, TBMS has hired health consultants since 2020 to provide on-site health consultation services to employees on a monthly basis, in order to maintain their physical and mental wellness.

Moreover, in addition to promoting office safety for new employees, TBMS also requires new recruits to take courses on the learning platform of the Ministry of Labor's website. General employees are required to complete two courses: "General Occupational Safety and Health Education and Training - Part 1 and Part 2." However, personnel in the Customer Service Division are also required to take the course "Occupational Safety and Health In-Service Education and Training for Personal and Household Appliance Repair Industry."

To ensure comprehensive protection of employee workplace health and safety, TBMS has established four plans of its on-site health operation, including the TBMS' Management Measures for Dealing with Unlawful Violations, TBMS Measures for Preventing Overwork, TBMS' Management Measures for Preventing Ergonomic Hazards, TBMS Measures for Maternity Protection. Additionally, to protect employees from sexual harassment in the workplace, TBMS has developed the TBMS' Sexual Harassment Prevention, Grievance, and Disciplinary Procedure in accordance with the Gender Equality in Employment Act and the Ministry of Labor's Amendments to the Regulations for Establishing Measures on Prevention of Sexual Harassment in the Workplace to implement appropriate preventive, corrective, disciplinary, and handling measures while safeguarding the rights and privacy of the individuals involved.

3-2 Talent Development and Nurturing

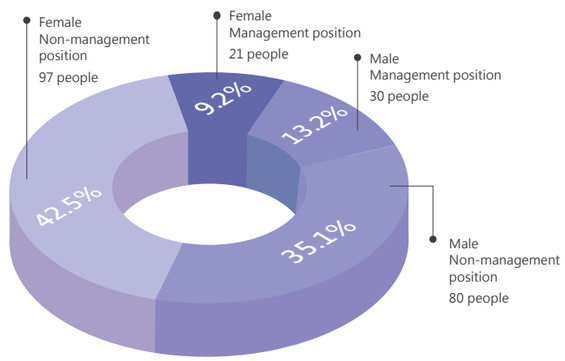
"People are the most important assets in an organization" is the business philosophy upheld by TBMS. To ensure TBMS's commitment to corporate social responsibility, we have never ceased our training of our work partners. Continuous learning and self-improvement have become an integral part of the daily work of all TBMS employees. We believe that the Company's pursuit of excellence and employees' pursuit of growth are the fundamental ways to enhance competitiveness and achieve sustainable operation.

TBMS has established an Education and Training Center, hiring professional external and internal instructors to provide professional functional training based on job categories. Through diverse learning resources and approaches, we establish a comprehensive career development path for our employees.

Talent Appointment

TBMS had a total of 228 employees in 2025, with a roughly equal gender ratio. All employees are full-time and there are no contract employees. TBMS strictly adheres to labor laws and follows the principle of equal opportunity. Employees are recruited through an open selection process, in compliance with the Employment Service Act. Recruitment decisions are not based on factors unrelated to job performance, such as race, class, language, ideology, age, religion, birthplace, marital status, gender, sexual orientation, appearance, facial features, disabilities, or political stance. TBMS always strives to match talents with suitable positions and recruits diverse and like-minded talents. Competitive Compensation & Benefits, humane management, and a sound promotion and development system are provided.

Total Number of Employees Classified by Gender and Job Function



Classified by Gender and Employment Contract Type (excluding part-time workers)

	Full-time	Temporary
Male	110 people	0 people
Female	118 people	0 people

Total Number of Employees Classified by Gender and Employment Type

	Full-time	Temporary
Male	110people	0 people
Female	117 people	1 people

(Note : Management positions refer to those who have departmental management responsibilities and decision-making authority over internal matters within the department)

Statistics of Full-time Employees and New Employees in the Past Three

Category	Male employees			Total number of males	Female employees			Total number of females	Total number of new employees	Total number of employees	Percentage of new employees
	Under 30 years old	30-50 years old	51 years old and above		Under 30 years old	30-50 years old	51 years old and above				
2023	15	81	13	109	28	64	13	105	44	214	20.60%
2024	7	85	13	105	23	76	12	111	32	216	14.75%
2025	7	90	13	110	21	85	12	118	45	228	19.74%

(The statistics of employee turnover include the situation of new employees leaving in the same year, which may distort the numbers and will not be disclosed.)

Career Development

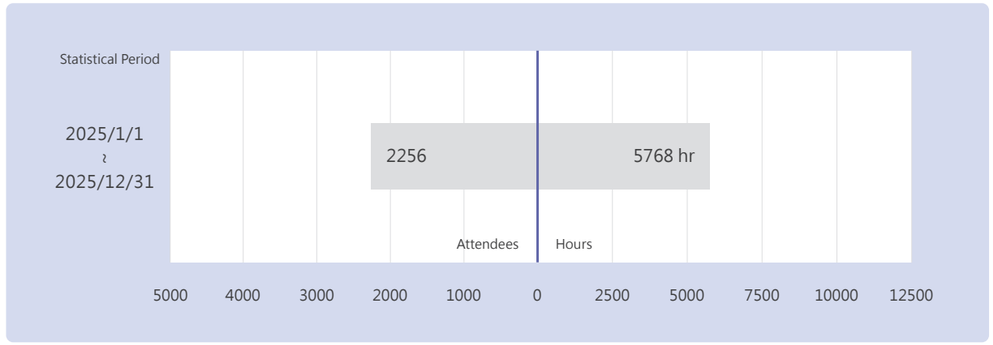
In addition to creating a happy and secure working environment, TBMS continues to offer diverse and systematic internal and external training programs. These programs are designed according to different job categories and development stages and focus on professional development and specialization to enhance the effectiveness of individuals and organizations. This approach also aims to strengthen the Company's human capital and foster growth alongside our work partners.

In 2025, the Group formally established four learning and development systems, "Corporate Sustainability Development, Management and Leadership Development, Sales and Product Development, and Personal Effectiveness Development," and mapped out an annual training roadmap based on its competency model; it also designed customized workshops for different team needs, helping colleagues strengthen their professional capabilities, improve team cohesion, and deepen their identification with the organizational culture.

To strengthen the education and training of management talent and organizational succession capacity, in 2025 the Company also completed the course design for the New Leaders Launch Program: Lead with Purpose, which is scheduled to roll out in 2026. Designed specifically for newly appointed supervisors, the program uses three days of intensive training to help new supervisors quickly take on the corporate culture, build management competencies, and grasp leadership practices. Combining TBMS's Confucian business culture, sustainable management philosophy, and team management skills, the course focuses on three core dimensions, "Cultural Transmission, Management Practice, and Team Leadership," helping supervisors become practitioners and champions of corporate culture and talent development.

Through a systematic development mechanism for new supervisors, the Company has further refined its talent development pathway and management support system, not only enhancing supervisors' ability and confidence in leading teams but also strengthening cross-department collaboration, employee care, and the quality of organizational communication, continuing to build a more supportive, growth-oriented, and sustainable work environment.

Total training hours for employees from 2025/1~2025/12



Employee Training Outcomes from 2025/1~2025/12

Course Category	Session	Attendance Count	Total hours
Corporate Sustainable Development	5	486	641
Personal Effectiveness Development	8	78	475
Management and Leadership Development	10	152	1023.5
Sales and Product Development	35	337	1147.5
Customer and Partner Course Lectures	28	1203	2481
Total	86	2256	5768

Course content of employee education and training

Course Type	Course Name
New Employee Onboarding Training	Employee Code of Conduct, Personal Data Protection Act, and Expense Compliance Awareness Training
	Quality Management System Awareness Training
	Process Standards and System Applications of Administrative Departments
Internal Training Couse	Management Course (Performance Management Capability, Behavioral Interviewing for Talent Selection, High-Impact Trust Building, Annual Performance Goal-Setting Workshop (Supervisor Edition), "Know Yourself and Others, Win at Management: Making Management More Effective")
	Regulatory Courses (2025 Regulatory Education and Training on, Anti-Bribery and Anti-Corruption, Healthcare Compliance Western Pharmaceutical Good Distribution Practice, BSC Defective Product Handling, pharmaceutical-related standard operating procedures (SOPs), and Direct-Delivery Training for Sales Staff, ISO 45001 Occupational Health and Safety Management System Internal Audit)
	Professional and Sales General Education Courses (Introductory Finance Course, Persuasive Presentation Skills, Marketing Skills, Persuasive Presentation Skills, Creating Outstanding Presentations、communication techniques for exerting influence, the seven habits of highly effective people, an appointment with success, Effective English Presentations to Command the Room with Confidence, True Colors : Outstanding Communication and Conflict Management, 2025 ESG sustainability education and training...etc.)
	2025 The Four Fundamental Principles of Confucianism Sustainable Corporation of TBMS
	Confucian business course, the spiritual values and ideals of new confucian businessmanship
	Information Security Awareness Training
Outside the Company_ Domestic Training Courses	2025 ESG sustainability lecture, Western Pharmaceutical Good Distribution Practice Training, Pharmaceutical SOP Course Series
Outside the Company_ Overseas Training and Study Programs	Original Manufacturer Training (Maintenance Training Courses for Agent Products)

Establishment of Key Talent Pool

TBMS is a people-oriented medical device agency company. In the face of increasingly severe challenges, only talent can help the organization achieve its sustainable business goals. In 2023, TBMS launched the "Key Talent Pool" construction project to ensure that the Company has the capabilities needed for the future.

Through objective and fair evaluation (key talent indicators include: performance, potential, readiness, etc.) and a comprehensive nomination and selection process, the current number of people included in the Key Talent Pool accounts for approximately 22% of the total company headcount, in line with the 80/20 rule. The talent pool will also be continuously updated annually based on the situation.

The Employee Well-Being department conducts one-on-one development needs interviews for key talents, and plans comprehensive and tailored development activities. It invests abundant resources in the cultivation, development, and retention of these key talents, with the aim of achieving a solid human capital.

In 2025, the Company also launched its first Talent Review Meeting, systematically reviewing organizational talent and tracking subsequent development; some units concurrently completed a "Talent Map" and the selection of key development talent, forming the basis for medium- and long-term organizational stability and the building of a succession pipeline.

Performance Evaluation System and Incentive Measures

All employees of TBMS implement annual Performance Evaluation and quarterly Key Successful Objective (KSO) evaluations. Prior to the start of the year, supervisors and subordinates engage in one-on-one goal setting and performance discussions to assist colleagues at all levels in effectively aligning their performance goals with the organization's competitive strategy and annual operational policies. This process ensures a clear understanding of role positioning and responsibilities, recognizes the importance of individual contributions to team and organizational performance, and facilitates communication and planning for skill enhancement and future career development.

The Company calculates and distributes bonuses based on individual Key Success Objectives (KSO) assessment results each quarter, providing immediate recognition and incentives for colleagues' work input and performance contributions. The annual performance assessment results are also used for annual promotions, salary adjustments, key talent development, and talent retention programs.

In 2025, the Company fully digitalized its KSO and PE evaluations to reduce paperwork and improve process efficiency and data accuracy; the PE evaluation also adopts a dual-core design, using annual work goals and job-category-specific professional competencies as the basis for assessment, so that evaluation results connect more fully to talent development and cultivation.

Target Audience	Quarterly KSO Assessment
Annual Performance Evaluation All colleagues	**Annual Performance Evaluation** • Business Unit : Business supervisors with management responsibilities, marketing and clinical colleagues, and all after-sales service engineers. • All colleagues in the General Administration Department.
Assessment Content • Feedback and evaluation on the achievement of annual work goals, performance results, and learning outcomes, and planning for salary adjustments, promotions, and training for the next year based on the evaluation results. • Through one-on-one meetings between supervisors and colleagues, work vision, expectations, and development plans were discussed and finalized, launching the work and training plans for the next year and begin implementation	**Assessment Content** • At the end of each quarter, a KSO assessment is conducted through one-on-one meetings between the immediate supervisor and colleagues who are subject to KSO. • The assessment includes the following items: responsibility for the Sense of Mission Movement of the Company and ESG promotion, training corporate trainers and supervisors at all levels, familiarity with various regulations and GMP/GDP standards, as well as company governance concepts and execution of corporate policies. Each item is clearly linked to ESG, and the evaluation scores are also tied to quarterly bonuses.

Remuneration Policies

TBMS' salary policy adopts a PR 75 salary level in the fixed remuneration structure (which is the top 25% of market salary levels). The Company believes that competitive remuneration can attract high-quality talent. At the same time, we promise to guarantee a 13-month salary (with the 13th month paid as a fixed bonus). In addition, based on performance, there is a quarterly bonus and annual excellence bonus system, along with monetary gifts for Dragon Boat Festival, Mid-Autumn Festival, and birthdays.

In addition, the Employee Well-being department regularly collects market salary information and develops a corresponding salary curve based on different positions and levels. These ranges serve as important reference basis for recruitment, promotion, and salary adjustments. Furthermore, the department periodically reviews the salaries of employees and provides appropriate adjustment recommendations to maintain internal fairness and external competitiveness of the salary structure, ensuring peace of mind for all colleagues.

Living Water Program

The purpose of TBMS' Living Water Program is "profit sharing and mutual benefit," while attracting and retaining talent, and cultivating a pillar for the company's sustainable operation. The Company has hired lawyers and accountants from KPMG Law Firm to discuss and design a system that aims to achieve "joint operation, shared benefits," with the goal of establishing the Company as a Sustainable Management Platform for Generations of Professional Partners. During the fiscal years of 2024 and 2025, retention bonuses paid through share releases approved by the Board of Directors totaled NT$3.19 million, and subsidies for share subscriptions exceeded NT$4,224,122. The employee shareholding ratio increased from 6.98% when the plan was reinstated in 2020 to 14.81% at the end of 2025.

To continue optimizing the Living Water Program, in 2025 the Company conducted an anonymous questionnaire survey on the employee stock option subsidy program, with a response rate of 31.5%. The results showed that colleagues were mainly concerned about the share-payment burden, program transparency, and stock liquidity; the Company therefore planned supporting measures such as installment payment of share amounts, an employee shareholder inquiry platform, a periodic internal market-matching platform, and an emergency relief loan mechanism, in order to lower the barrier to participation and increase trust in the program.

Retirement Guarantee and Severance System

The Company strives to establish a friendly employer-employee relationship, providing measures that go beyond legal requirements to assist employees in career planning.

To encourage employees to save for the long term and plan for retirement in advance, the Company allocates full coverage to the retirement reserve fund of Taiwan Bank in accordance with the Labor Standards Act and follows the Labor Pension Act, which has been in effect since July 1, 2005, and adopts the defined contribution plan. In addition, as long as employees meet one of the following conditions (25 years of service or 15 years of service and at least 55 years old), the Company will settle and pay the retirement benefits based on the old system's years of service, which is more favorable than the legal requirements.

If there are reasons under Article 11 of the Labor Standards Act that require termination of the employment contract, especially when colleagues are unable to perform their assigned tasks, the reasons for their inability to perform will be thoroughly confirmed (such as initiating a performance improvement plan). If it is necessary to lay off employees, the legal requirements for advance notice and severance pay will be followed, and assistance will be provided for applying for unemployment benefits and job transition, in order to maintain a good labor-management relationship.

Employee Communication

TBMS holds labor-management meetings every quarter to protect the legal rights and interests of employees, and to discuss and negotiate issues related to labor-management relationship, promoting labor-management cooperation, employee salary and benefits, and labor safety. In 2024, four labor-management meetings were held, and in 2025, four labor-management meetings were held. Meanwhile, to ensure that all employees are protected from physical or mental harm and the resulting psychological illnesses, TBMS has issued a statement on preventing workplace violence, as well as measures for preventing and addressing sexual harassment, and procedures for grievance and disciplinary actions. An anonymous and accessible channel for expressing opinions and grievance is also provided. There were no grievances filed in 2024-2025.

Employee Grievance Channel

TBMS

Email: HR.Notice@tbms.com.tw

Grievance hotline: (02) 8792-6000 ext. 616

PO HSUAN-NING

Email: HR.NoticeTm@tmsc.com.tw

Grievance hotline: (02) 8792-5666 ext. 616

Discussion for Labor-Management Meetings in 2025

20250326
Report on March Payroll Processing Adjustments

20250625
Arrangements for Newly Added National Holiday Compensatory Leave and Holiday Scheduling in the Second Half of 2025

20250924
Explanation of 2026 National Holidays and Calendar

20251223
Report on Newly Added Employee Benefits

Dream High Internship Program

To promote the TBMS brand and cultivate talent, the Company has launched the "Dream High Internship Program." We provide program explanations and industry overviews to students in relevant departments of colleges and universities, allowing them to gain early workplace experience and understand the nature of work in the medical device industry and the skills and attitudes required for future employment. This program also enhances TBMS' brand image and visibility in related departments. Since 2020, a total of more than 26 interns have participated in the program, gaining valuable insights into their future careers, and two interns have been hired as full-time employees. In 2022, we expanded our collaboration with more colleges and departments and continued to develop long-term plans for the internship program and offered extended internship opportunities or project collaborations to further enhance understanding of internship position.



2024 ~2025 Internship Collaboration Content

Partner Schools and Departments

Chung Yuan Christian University's Department of Biomedical Engineering

Chung Shan Medical University Department of Medical Imaging and Radiological Sciences

Chang Gung University Department Respiratory Therapy

Internship Position

Sales Representatives

Sales Product Marketing

Internship Content

On the day of their appointment, interns undergo a new employee training program, which includes an introduction to the Company and an explanation of the rules and regulations. They are also provided with an internship plan and schedule, followed by basic industry knowledge courses. Throughout the internship period, interns are required to write a daily internship journal, and they must submit an internship report before the end of the internship.

3-3 Employee Care

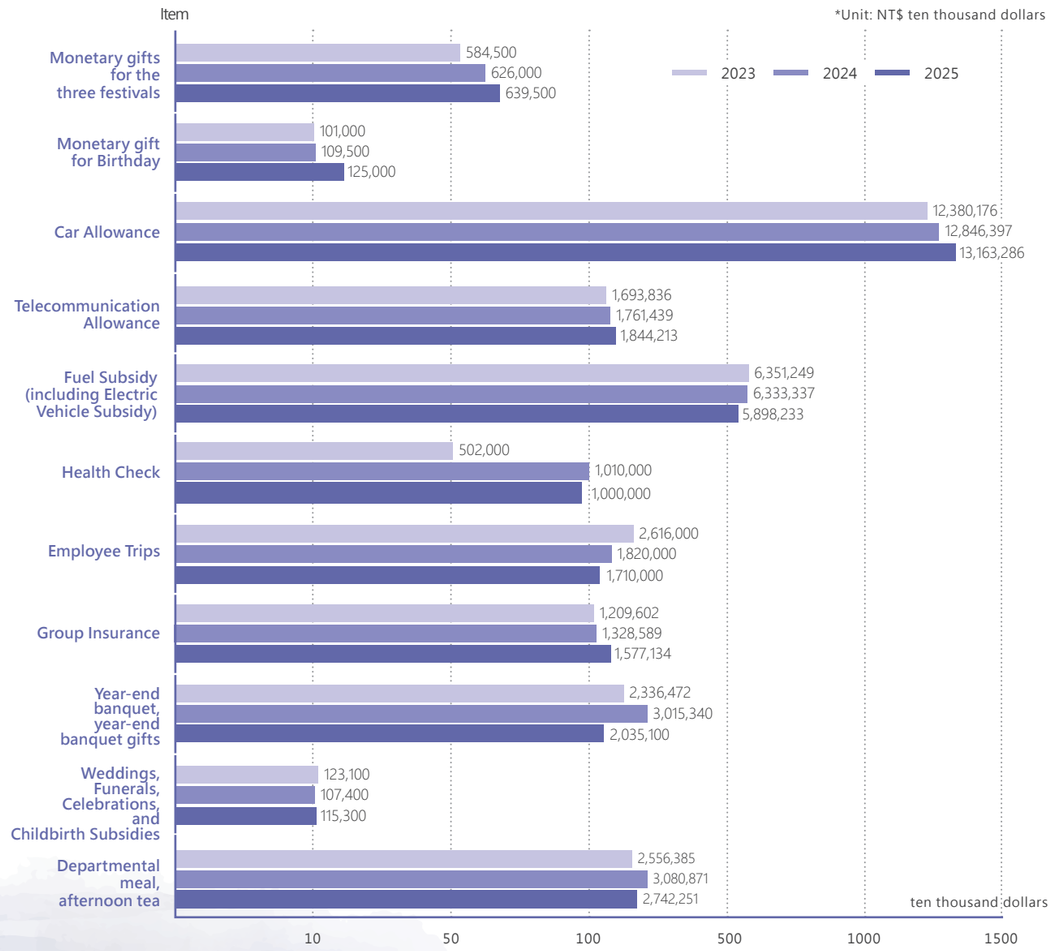
TBMS is committed to providing an equal and diverse working environment. We have established multiple transparent mechanisms and regulations for employee care to ensure that our colleagues receive a competitive and comprehensive salary structure. Additionally, we actively maintain a good employer-employee relationship through various non-monetary employee benefits, which enhances the Company's competitiveness and helps retain and attract talent.

Benefit System

TBMS values the quality of employee benefit and ensures employees' physical and mental well-being through a comprehensive benefit system. Employees also received monetary gifts and subsidies for the three festivals, birthdays, weddings, childbirth, funerals, transportation allowances, and red envelopes for the start of work. There are also various benefits such as employee stock options, thanksgiving dinners, year-end banquet, start-of-work spring banquet, annual health check-ups, domestic and international employee trips, regular quarterly KSO meals, birthday leave, and a senior-employee reward system. Furthermore, the standard benefits for full-time employees are consistent across all operating locations.

In an increasingly competitive job market, the Company recognizes that the accumulated experience and long-term commitment of senior employees are an important foundation for stable organizational development. To thank and value the contributions of colleagues with five or more years of service, the Company has long maintained a senior employee recognition program, publicly honoring these employees at the annual year-end banquet and presenting gold as a token of gratitude and recognition. In 2025, the senior employee recognition program distributed gold with a total value of NT$1,770,670, in the hope that these commemorative and substantive rewards convey the Company's appreciation for its long-term partners and continue to foster a happy workplace where employees stay with peace of mind and grow together.

Benefit Expenditure in the Past Three Years



2025/1/1~2025/12/31 Employee Return and Retention Rates Following Parental Leave from

Item	Female	Male	Total
Employee Return and Retention Rates Following Parental Leave	8	5	13
The total number of employees (A) who should return to work after parental leave in 2025.	2	0	2
The total number of employees (B) who actually returned to work after parental leave in 2025	2	0	2
Return to Work Rate (%) (B/A*100)	100%	0	100%
The total number of employees (C) who actually returned to work after parental leave in 2025.	2	0	2
The total number of employees who remained employed 12 months after returning to work in 2025 (D).	1	0	1
Retention Rate (%)(D/C*100)	50%	0	50%



Chapter

04

Environmental Care and Social Welfare

4-1 Environmental Care

TBMS is committed to promoting environmental protection, actively responding to carbon footprint management, and waste reduction. In order to reduce environmental impact and achieve the concept of environmental sustainability, TBMS strives to minimize resource waste and enhance resource recycling through various environmentally friendly actions, thereby fulfilling corporate social responsibility through concrete actions.

Energy Usage

The Company operates from the following office locations: Minquan Office No. 1 in Taipei, Minquan Office No. 2 in Taipei, the Ruiguang Road Office in Taipei, the Taichung Office, and the Kaohsiung Office. The scope of the electricity inventory includes all operating locations, with 2020 as the inventory baseline. The electricity consumption in 2025 was 445,925 kilowatt-hours (kWh).

Energy Usage Data

	2023	2024	2025
Electricity Consumption of Office Building (kWh) (A)	400,671	452,333	445,925
Usable Area (square meters) (B)	3,028.13	4,236.34	4,325.61
Number of Employees in the Office Building (C)	215	216	228
The Average Energy Usage Intensity (kWh/square meter) of the Office Building (D=A/B)	132.32	106.77	103.08
Average Energy Usage Intensity per Employee in the Office Building (kWh/person) (E=A/C)	1,863.59	2,084.48	1,955.81

Electricity Conservation Plan

To effectively reduce energy and resource consumption and carbon emissions, the Company has implemented the Electricity Conservation Plan in three major areas: lighting, air conditioning, and electricity management. We have been promoting Carbon Footprint Management to our employees and regularly maintaining our air conditioning equipment. TBMS continued to implement energy-saving electricity management, giving priority to LED lighting bearing energy-efficiency and green labels when purchasing office lighting, so as to reduce energy consumption and carbon emissions; it also managed electrical equipment and regularly reviewed energy use to keep all equipment operating at optimal efficiency in 2025. Compared with 2024, office building electricity consumption in 2025 fell from 452,333 kWh to 445,925 kWh, and the average energy use intensity per unit of floor area fell from 106.77 kWh/m² to 103.08 kWh/m², indicating that the energy-saving measures are gradually taking effect. In 2026, the Company will continue to strengthen electrical equipment management and energy performance tracking to improve energy use efficiency and advance toward its carbon reduction and sustainable operations goals.

Environmental Sustainability Actions

To effectively reduce environmental impact and achieve the concept of environmental sustainability, TBMS has taken measures in various aspects of its operations to reduce resource waste and practice environmental protection through the following actions:

Reduce Packaging Materials and Resource Recycling and Reuse	The cardboard packaging materials used for shipped goods are reused for purposes such as packaging outgoing products and creating simple partitions, reducing the generation of packaging waste to promote resource recycling and reuse.
Reduce paper printing	By encouraging employees to send data electronically rather than printing hard copies, the Company continued to reduce paper consumption and the need for hard-copy retention, implementing office paper-reduction actions in 2025.
Electronic Invoices and Electronic Work Orders	In July 2022, the Maintenance Department began promoting the digitization of work orders, which included regular customer maintenance and repair-request work orders. In 2025, the Company continued to promote electronic work orders, using online processes to reduce the use of paper work orders, improving operational efficiency and reducing paper waste.
Reduce Exhibition Set up Waste	When participating in major exhibitions, the Company uses reusable product displays for setup and properly maintains them to reduce the use of exhibition supplies. Some venue decorations are rented instead of purchased to minimize resource waste. Additionally, instead of actively distributing catalogs and paper bags, we use standing displays and official LINE notifications to convey exhibition information, thereby reducing the use of printed materials.
Lighting Procurement	When purchasing office lighting in 2025, the Company gave priority to LED lighting bearing energy-efficiency and green labels, in order to save energy and reduce carbon emissions.

In addition, TBMS continues to advance environmental care and green operations, optimizing energy-saving and plastic-reduction measures and gradually increasing the proportion of electric vehicles in its company fleet to reduce the environmental impact associated with operational mobility.

4-2 Social Welfare

TBMS upholds the corporate mission of "serving life", starting from its core medical business, and is committed to giving back to society and actively fulfilling corporate social responsibilities. It works together with colleagues, communities, customers, and other stakeholders to create sustainable development. The Company continues to cultivate young talents and deepen its presence in the medical field, combining annual departmental business plans with corporate social give back activities to create a virtuous cycle of mutual benefit between the Company and society.

4-2-1 Cultivate Young Talents - Supporting the Development of Future Generations

Sponsorship of the Taipei Medical University Medical Engineering Innovation Competition Ignites the Torch of Medical Engineering Innovation

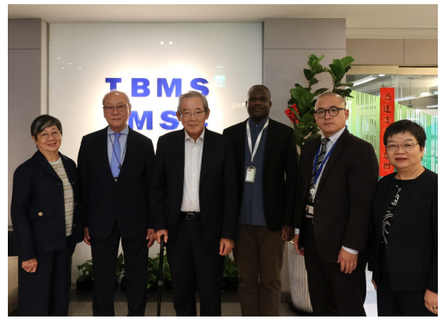
To promote medical engineering education, TBMS' affiliated companies have been sponsoring the National Medical Engineering Innovation Competition held by Taipei Medical University since 2021 and have established the "TBMS Mission Award," serving as competition judges and engaging with participating teams to encourage young students to unleash their creativity and develop new medical technology products, infusing innovative vitality into the healthcare industry.



4-2-2 Medical Without Borders

Sponsoring the Africa 100 Project

TBMS joined the Africa 100 Project initiated by the World Federation of Neurosurgical Societies (WFNS) in 2022, sponsoring Dr. Gilles Koama from Burkina Faso in Africa to study at a medical school in Taiwan, and supported his specialized training in neurosurgery while in Taiwan to assist Dr. Gilles Koama in acquiring professional knowledge and clinical experience in neurosurgery. He will then bring back the neurosurgical knowledge and experience gained in Taiwan to Africa, in order to improve the local medical environment and save lives. The Africa 100 Program aims to bridge the gap between Africa and global medical resources, and allows TBMS's commitment to serving life to have a medical impact in Africa.



4-2-3 Healthcare Sustainability and Giving Back to the Community Deepening Social Engagement

Healthcare Sustainability Action Forum

On July 29, 2025, TBMS held the inaugural Healthcare Sustainability Action Forum at its Confucian Business Academy, inviting senior leaders from hospitals including Hualien Tzu Chi Hospital, Far Eastern Memorial Hospital, and the National Taiwan University Hospital Hsin-Chu Branch, along with KPMG experts, to engage in in-depth dialogue focused on green procurement and a sustainable medical device supply chain. Through cross-sector exchange among healthcare institutions, expert consultants, and industry, the forum helped map the practical challenges the healthcare sector faces in the net-zero transition and sustainable procurement, and laid the groundwork for TBMS's subsequent development of a sustainable medical device supply chain and a healthcare industry collaboration platform.



Giving Back to the Community and Local Support

In 2025, facing the impact of the Hualien earthquake on local industry and residents' livelihoods, TBMS joined with local organizations to undertake reconstruction and care initiatives, supporting post-disaster reconstruction plans centered on the recovery of local commerce. Through resource investment and cross-sector collaboration, it helped affected merchants, vendors, and micro-businesses gradually resume operations, restarting economic activity and revitalizing communities. The program ultimately helped 510 affected stores and vendors receive reconstruction support, not only relieving post-disaster livelihood pressures but also injecting long-term momentum into local recovery and sustainable development.

4-2-4 Six Major Public Welfare Projects : Promoting Social Benefit

The Company continued to deepen its investment in public welfare, focusing on four key areas-health promotion, clinical education, support for disadvantaged groups, and environmental sustainability-and connected six public welfare projects to the SDGs, bringing colleagues together to create a positive social impact through daily business operations.

In 2025, the Company carried forward the spirit of its public-benefit projects by holding the second TBMS Public-Benefit Project Competition, encouraging colleagues to combine business promotion with sustainability indicators and strengthen identification with the corporate culture. For an overview of the implementation of this year's public welfare projects, please see the table below.

The Magic of Laughter : Filling the Wards with Smiles!

TBMS partnered with the Dr. RedNose Association, combining its medical expertise with public-benefit energy to bring psychological support and warm care to hospitalized children and their families through diverse formats such as ward companionship, dedicated Children's Day events, and interactive workshops.



INPH "Stand Up! Hakim Project"

To promote the diagnosis of idiopathic normal-pressure hydrocephalus (INPH), TBMS employed Japan-Taiwan international exchanges, symposia, and the establishment of a health-education website to enhance healthcare professionals' ability to recognize and diagnose the condition. This strengthens the accuracy of diagnosis and reduces the risk of delayed treatment, yielding significant benefits for an aging society.



Early Lung Cancer Screening Promotion Program

TBMS partnered with a medical center to advance an early lung cancer screening promotion program, raising public awareness of and access to early lung cancer screening through donations of screening resources, health education and promotion, and medical equipment collaboration, helping high-risk and disadvantaged groups detect disease early, jointly safeguarding public health and putting health equity and social care into practice.



AED Rescue by Your Side

TBMS launched the "AED Rescue by Your Side" program, enhancing the public's emergency-response capability and public-safety awareness through first-aid education, AED installation, and first-aid support at large-scale events. The Company hopes to empower more people to step forward at critical moments, jointly building a safer and more resilient social environment.



Peripheral Vascular Disease Healthcare Network -Heroes Arrive

In 2025, TBMS partnered with medical experts to promote vascular health education in hospitals, clinics, and communities, and used media outreach to share information on new National Health Insurance measures, helping to close the information gap between doctors and patients and ease the burden on kidney patients, putting patient well-being at the heart of its social care.



Glimmer Shelter Program II

TBMS partnered with the medical community to advance the "Glimmer Shelter Program," leveraging the core strengths of its medical practice distribution channel. Combining public-benefit physician ambassadors with advanced dual-wavelength laser technology, it provides free treatment for infants, young children, and adolescents from disadvantaged families who have facial birthmarks, taking concrete action to eliminate social inequality and promote health, well-being, and social benefit.



4-2-5 Promoting Staff Well-Being and Building a Supportive Workplace Culture

TBMS prioritizes employees' sustainability awareness and the development of corporate culture. Through a variety of internal activities, we promoted environmental action, diversity and inclusion, and healthy living, which became corporate values collectively embraced and practiced by all employees.

40th Anniversary Sustainability Action Day • Let Beauty Radiate From Within

To celebrate its 40th anniversary, TBMS held the "40th Anniversary Sustainability Action Day" on November 15, 2025, under the theme "Let Beauty Radiate From Within." Through a 40th-anniversary image exhibition, an ESG results showcase, a sustainability market, a secondhand-goods circular market, and diverse workshops, it translated the corporate mission of "serving life" into participatory action. The event used recycled materials, reusable exhibition fixtures, eco-tableware rental, and high-efficiency equipment to promote plastic reduction, sharing, and low-carbon practices; it also invited stray-animal care organizations, the Hand-Love Visually Impaired Life Care Association, and Médecins Sans Frontières to set up booths and exchange, combining first-aid, disaster-prevention, environmental, and circular-economy experiences to demonstrate TBMS's ongoing commitment to environmental sustainability and social welfare.



Thanksgiving Banquet : Rental of Environmentally Friendly Tableware

The Thanksgiving event rented reusable, eco-friendly tableware to replace single-use disposable items, reducing emissions by approximately 5.2 kg CO2e, demonstrating the event's measurable carbon-reduction impact. The event provided clear recycling and cleaning procedures, enabling colleagues to participate in plastic-reduction measures during the festivities and enhancing their environmental awareness.





4-2-6 Advancing Sustainable Innovation Through Industry-Academia Collaboration

TBMS collaborated with the Shanghai Advanced Institute of Finance at Shanghai Jiao Tong University on a Live Learning Course (LLC) project, taking the public-benefit donation of slow-moving medical devices as its research theme and jointly establishing an assessment mechanism that balances need, regulation, economic benefit, and social value. Using industry-academia collaboration to explore viable models for the circular reuse of medical resources, the project not only improves resource-use efficiency but also offers an innovative direction for companies advancing ESG and public-benefit practice.



Appendix I GRI Standards Index Table

Statement of Use	TBMS International Corporation Taiwan Branch has reported information for the period from January 1, 2025, to December 31, 2025, with reference to the GRI Standards as outlined in the GRI Content Index.
GRI 1 Used	GRI 1 : Foundation 2021

GRI Standards		Disclosures	Corresponding Sections	Pages
GRI 2 General Disclosures 2021	2-1	Organizational details	About TBMS	P. 4
	2-2	Entities included in the organization's sustainability reportin	About the Report	P. 2
	2-3	Reporting period, frequency and contact point	About the Report	P. 2
	2-4	Restatements of information	About the Report	P. 2
	2-6	Activities, value chain and other business relationships	About TBMS 2-1 Product Innovation and Quality Management	P. 4 P. 17
	2-7	Employees	3-2 Talent Development and Nurturing	P. 32
	2-9	Governance structure and composition	1-1 Corporate Governance	P. 7
	2-11	Chair of the highest governance body	1-1 Corporate Governance	P. 7
	2-14	Role of the highest governance body in sustainability reporting	About the Report 1-1 Corporate Governance	P. 2 P. 7
	2-16	Communication of critical concerns	1-1 Corporate Governance	P. 8
	2-19	Remuneration policies	3-2 Talent Development and Nurturing	P. 35
	2-26	Mechanisms for seeking advice and raising concerns	3-2 Talent Development and Nurturing	P. 36
	2-27	Compliance with laws and regulations	2-1 Product Innovation and Quality Management	P. 21
	2-28	Membership associations	1-4 Participation of Domestic and International Organizations	P. 11
	2-29	Approach to stakeholder engagement	1-5 Inventory of Material Topics	P. 12
	2-30	Collective bargaining agreements	Our company has not established a union and does not have a collective agreement.	
GRI 3 Material Topics 2021	3-1	Process to determine material topics	1-5 Inventory of Material Topics	P. 12
	3-2	List of material topics	1-5 Inventory of Material Topics	P. 12
	3-3	Management of material topics	1-5 Inventory of Material Topics	P. 13

GRI Standards		Disclosures	Corresponding Sections / Directions	Pages
* Material Topics				
Health Care Technology Innovation				
Topic Identified by TBMS	-	-	2-1 Product Innovation and Quality Management	P. 17
Product Quality and Labeling				
Topic Identified by TBMS	-	-	2-1 Product Innovation and Quality Management	P. 21
Customer Relations				
Topic Identified by TBMS	-	-	2-3 Customer Relations and Services	P. 26
Supply Chain Management				
Topic Identified by TBMS	-	-	2-2 Supplier Management	P. 25

Memo

TBMS International Corporation

Memo