2.4 Data Security and Privacy Protection

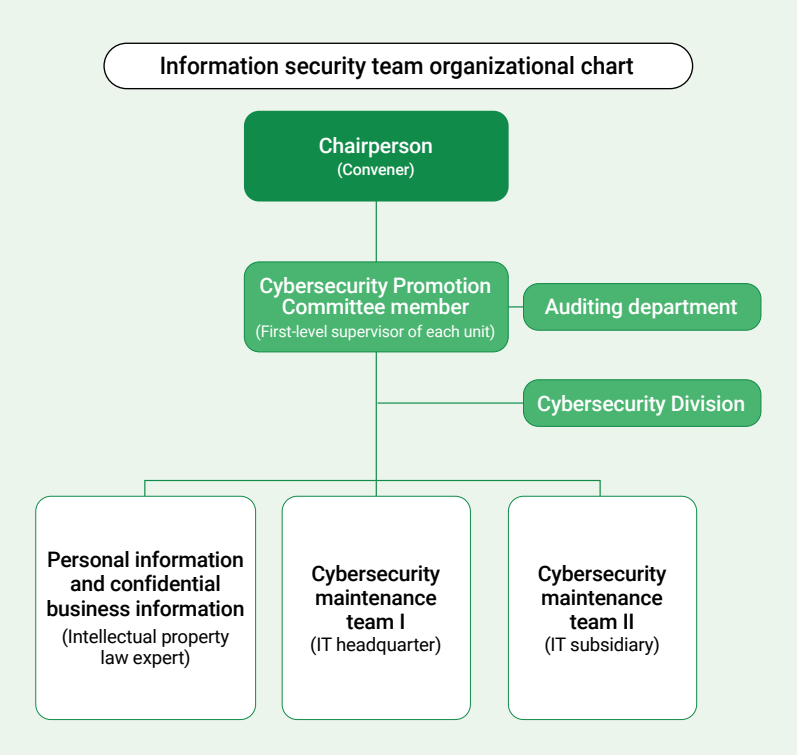
Information Security Management System

To enhance information security defenses and management mechanisms, PharmaEssentia continually amends information and communication security policies and regulations in accordance with amendments made to the "Regulations Governing Establishment of Internal Control Systems by Public Companies" and "Information and Communication Security Management Guidelines for TWSE/TPEX Listed Companies." In 2022, we announced on our official website that our Board had approved the establishment of the "Information Security Management Procedures" and an information security promotion team responsible for forming information and communication security promotion organizations, formulating information security policies, organizing personnel training, identifying core businesses, surveying and developing information and communication systems, conducting information security risk assessments, implementing information and communication security protection and control measures, reporting and responding to information and communication security incidents, and continuing to improve information and communication security management. The information security officer reports annually to the Board; the latest information and communication security report was presented in February 2025 and explained recent information security management implementations and corrective actions.

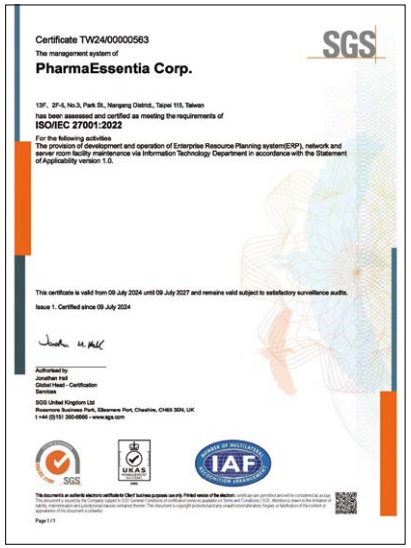
Information Security Management Team

To enable effective promotion of information security tasks, we have established the information security management team (hereinafter the "information security team") to coordinate information security promotions, governance, and supervision. The information security team is convened by a senior executive designated by the CEO or general manager. Information security team members include the general management division information director, the CEO office biostatistics director, the general management division intellectual property director, the legal affairs director, the executive center for corporate sustainability director, the corporate governance officer, the QA/QC/PROD/engineering director, and the general management division human resources directors; auditing department personnel are also in attendance at team meetings. The team convener appoints executives to serve as team members based on actual needs. The following promotion teams have been set up under the information security team by the information security team convener, and are responsible for coordination, planning, and execution of various tasks.

1. **Personal information protection and trade secrets management promotion team:** Responsible for establishing personal information protection systems, implementing and supervising personal information protection measures, and coordinating management of corporate trade secrets. The promotion team oversees all information associated with internal employees, external vendors, CRO clinical data, and data from Panco
2. **Information system security maintenance team:** Responsible for planning and implementing security management for information systems
3. **Auditing department:** Responsible for auditing information security processes



PharmaEssentia headquarters introduced the ISO 27001:2022 Information Security Management System in October 2023, passed audit inspections in April 2024, and received official certification on July 9. Implementing ISO 27001 allowed us to move from passive to active management of information security. We established a sound information security management framework, strengthened our information security defense capabilities, and not only adhered to regulatory requirements, but also increased our international competitiveness and enhanced employee information security awareness. In future, we hope to fill information security personnel gaps or obtain assistance from external information security consultants in the short term, and consider SASE, SIEM, and SOC deployments as long-term targets to strengthen overall corporate information security defense capabilities.


Certificate TW24/00000563
The management system of
PharmaEssentia Corp.
SGS
has been assessed and certified as meeting the requirements of
ISO/IEC 27001:2022
For the following activities
The provision of development and operation of Enterprise Resource Planning system(ERP), network and server room facility maintenance via Information Technology Department in accordance with the Statement of Applicability version 1.0.
This certificate is valid from 09 July 2024 until 09 July 2027 and remains valid subject to satisfactory surveillance audits.
Issue 1. Certified since 09 July 2024
Authorised by
Jonathan Hall
Global Head - Certification
Services
IAF

ISO27001 certification

Information Security Training

To enhance employee information security awareness, we hosted 2 information security training sessions and 2 ISO27001 training sessions in 2024 which were attended by 289 participants. Total training hours amounted to 334 hours. We also cultivated 9 employees who participated in ISO/IEC 27001:2022 lead auditor courses. All of these employees underwent 6 hours of training and have received lead auditor certificates. We plan to initiate training at our Taiwan headquarters and gradually expand training to our subsidiaries in the US and Japan. We also appointed an IT department manager to participate in an information security seminar covering a range of topics to better understand current information security trends and response measures.

Although we have not yet introduced the ISO 27001 Information Security Management System at our US subsidiary, we have already commenced information security training courses and require all employees to complete monthly cybersecurity training courses. In 2024, a total of 157 people participated in these courses and total training hours amounted to 593 hours. The IT department conducts monthly phishing simulation drills on PharmaEssentia USA and PIRC employees to enhance employee information security awareness.

Course Title	Course Content	Sessions	Number of Participants	Training Hours/ Person	Total Training Hours
Information Security Training	1. Dissemination of information security policies 2. Social engineering and anti-hacking practice	**2**	**280**	**1**	**280**
ISO 27001:2022 education and training	1. ISMS internal audit training 2. ISMS procedural training	**2**	**9**	**6**	**54**
Information security seminars	1. CIO Taiwan smart medicine seminar 2. Menlo Security: A new generation of enterprise browsers 3. CIO Taiwan: Enterprise clouds (key applications for managing multiple clouds) 4. Enterprise AI knowledge management systems 5. AI Leading to the Future seminar organized by Acer e-Enabling Business 6. CIO digital transformation and AI innovations	**6**	**1**	**40.5**	**40.5**

Personal Information Protection GRI 418-1

Information security and privacy protection targets not only include internal employees, but also HCPs, medical institutes, contract organizations, and clinical trial patients. In terms of patient privacy and security, PharmaEssentia CROs and medical personnel participating in clinical trials at hospitals rigorously adhere to privacy protection policies and comply with domestic and overseas regulatory requirements such as the EU General Data Protection Regulation (GDPR), Good Clinical Practice (GCP), Declaration of Helsinki, Human Research Ethics Policy Guidelines, and Medical Care Act as part of our responsibilities to personal information protection. PharmaEssentia and all global subsidiaries did not incur any grievances involving employee or customer information protection and privacy rights, or any incidents associated with loss of customer information.