

2024

SUSTAINABILITY REPORT



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About the Report

Welcome to the 2024 Corporate Sustainability Report issued by Diamond Biofund Inc. (hereinafter referred to as Diamond Biofund or the Company). This report fully discloses Diamond Biofund's strategies and actions in implementing corporate governance, promoting responsible investment, fostering social inclusion, and maintaining a sustainable environment. We hope that all stakeholders will continue to pay attention to the Company's strategies and performance in ESG sustainable development and provide valuable suggestions, enabling us to continuously improve on the path to sustainable operations.



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Disclosure Period and Scope

The information disclosure period of this report is from January 1, 2024, to December 31, 2024. To ensure the completeness of the disclosed sustainability data, some content includes performance from 2022 and 2025. If there are cases involving different years, they will be explained separately within the report. The boundary of this report covers all business activities of Diamond Biofund (As of the reporting period, there are no subsidiaries required to be included in the consolidated financial statements)¹. If there is any restatement of information or special disclosure requirement, it will be explained separately within the report.

¹ Diamond Biofund currently does not have any subsidiaries included in the consolidated financial statements. Diamond Biofund owns two wholly-owned subsidiaries: "Diamond Biofund I Inc." and "Diamond Biofund II Inc." Both are venture capital funds managed by Diamond Biofund and have no material environmental impact. According to IFRS 10 "Consolidated Financial Statements," the two subsidiaries were determined to be investment entities. They are measured at fair value through profit or loss and are not included in the consolidated financial statements. Therefore, these two subsidiaries are not currently treated as consolidated entities in the financial statements. For further details, please refer to the company's financial report.

Principles

This report is prepared in accordance with (1) the Sustainability Reporting Standards 2021 edition (GRI Standards 2021) issued by the Global Reporting Initiative (GRI); and (2) the Sustainability Accounting Standards for Asset Management and Custody Activities issued by the Sustainability Accounting Standards Board (SASB). It also complies with the requirements of the "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies".

Internal Audit and External Assurance

The financial information in this report is based on publicly available annual reports certified by CPAs and is calculated in New Taiwan Dollars (NT\$) in thousands. Environmental and social data are compiled and consolidated by the responsible departments, confirmed by department heads, and presented using internationally accepted calculation methods. Any data estimations involved are explained in the report's text or notes. This report has been verified with Type 2 moderate level assurance by the external independent organization TÜV Rheinland Taiwan Ltd., in accordance with AA1000 AS v.3, and was approved by to the Board of Directors before publication.

Issuance Frequency

Diamond Biofund has been preparing and issuing corporate sustainability reports since 2024. These reports can be downloaded from the Company's website under the ESG section.

Diamond Biofund's Website: <https://www.diamondbiofund.com>

Current Version: August 2025

Next Version: August 2026

Feedback and Contact Information

If you have any comments or suggestions regarding the content of this report, we welcome you to contact us through the following channels. We hope to receive more feedback to help us continuously improve.

Sustainable Development and Risk Management Task Force, Diamond Biofund Inc.
Address: 35F, No. 66, Section 1, Zhongxiao West Road, Zhongzheng District, Taipei City
Tel: 02-27031338 ext.581

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In recent years, sustainability (ESG) has evolved from a corporate strategy to a core component of investment decision-making. With the growing market emphasis on responsible investment, investment institutions must regard ESG not only as a risk management tool, but also as a key driver for long-term value creation. From biotech innovation and digital health to circular economy, as well as healthcare accessibility and equity, sustainable investment not only enhances corporate resilience but also generates profound positive impacts on society and the environment.

To further strengthen the governance and implementation of ESG issues, Diamond Biofund resolved at the Board of Directors meeting on December 23, 2024, to elevate its sustainability governance structure. The functional committee, the "Sustainable Development and Nominating Committee," was designated to oversee related matters and formulated medium- to long-term greenhouse gas (GHG) reduction targets. Through strategic guidance at the board level, Diamond aims to embed ESG principles more deeply into its investment and governance practices, enhance corporate resilience, align with global sustainability trends, and ultimately create greater value for shareholders and society.

In implementing responsible investment, Diamond Biofund adheres to the Principles for Responsible Investment (PRI) and has enhanced its Responsible Investment Policy, strengthened engagement and voting practices, and improved the transparency and influence of its investment decisions. Diamond also actively engages in dialogue with key portfolio companies to support their greenhouse gas (GHG) inventories and the setting of carbon reduction targets, thereby promoting low-carbon transition and enhancing the sustainability competitiveness of the biotech and healthcare industry.

During the ongoing advancement of sustainability, Diamond Biofund has achieved several representative milestones. In the "11th Corporate Governance Evaluation in 2024," jointly organized by the TWSE and TPEx Diamond Biofund received the distinction of being in the top 5% among listed companies in its first participation. It was further ranked among the top 10% of companies in the category of "Non-Financial and Non-Electronics Enterprises with Market Capitalization Over NT\$10 Billion," demonstrating the company's solid performance and excellence in corporate governance.

On the international front, Diamond Biofund stood out among 7,600 invited companies globally and ranked in the top 6% of the Diversified Financial Services and Capital Markets sector in the S&P Global Corporate Sustainability Assessment (CSA). Its overall score surpassed the threshold for inclusion in the 2025 S&P Sustainability Yearbook and met the entry criteria for the Emerging Markets of Dow Jones Sustainability Index (DJSI). These outstanding results affirm our commitment to sustainable operations and highlight our continued progress in environmental, social, and corporate governance (ESG) practices.

Looking ahead, Diamond Biofund will continue to expand its assets under management and integrate biotechnology investment resources across sectors such as agriculture, botanical new drugs, small molecules, proteins, glycans, nucleic acids, and cell therapies. We will also provide comprehensive support in financial planning, corporate governance, and business models. We look forward to working with our biotechnology partners to drive breakthroughs and make lasting contributions to human health and sustainable development.

Diamond Biofund Inc. Chairman, Pan-Chyr Yang

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About Diamond Biofund

Diamond Biofund Inc. was established in 2013 and is Taiwan's first large-scale evergreen biotech venture capital. The origin of "Diamond" in the Company's name is to continue the spirit of the "Biotech Diamond Action Plan" promoted by the Executive Yuan in 2009 and continue supporting the biotech industry's development in Taiwan. The large-scale investment project led by the government at the time did not come to fruition; however, the biotech industry was at the initial phase of the inauguration and required sufficient capital support for its development. The Company's founding shareholders include Microbio, Fubon Financial Holding, Taishin Financial Holding, and Ruentex Group, and the Company was established by joining forces in the private sector. Upholding the mission of "Nurture Innovation for Better Quality of Life" to provide long-term venture capital funds to the industry, the Company support and mentor the biotech startups with international competitive edges. The Company has invested in and cultivated over 20 outstanding companies in Taiwan and overseas, several of which have successfully entered the capital markets.

Differing from general venture capital funds with an investment term of five to ten years, the Company adopted the structure of an evergreen venture capital company upon its establishment, which is based on the commitments of founding shareholders to the development of the biotech industry in Taiwan. Also, as the R&D cycle of biotech companies is longer and the functions of products require clinical trials for verification, they need a longer time to prove their value than other technology companies. Therefore, the evergreen venture capital structure and the extensive practical experiences of the management team in the biotech industry allow the Company to become one of the few professional venture capital companies that can invest in and provide consultation to biotech startups in early stage and have accumulated multiple successful cases. The Company focuses on investment in the fields of biotech and medicine. It focuses on investment targets in the early and middle stages globally; the major scope includes new drug R&D, high-end medical devices, innovative medical services, medical channels, and agricultural biotech.

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Company name	DIAMOND BIOFUND INC.
Market Type	TWSE Listed Company
Industry	Others
Stock Code	6901
Main Business	Venture Investment
Chairman	Pan-Chyr Yang
General Manager	Yolanda Wu
Company Address	35F, No. 66, Sec. 1, Zhongxiao W. Rd., Zhongzheng Dist., Taipei City
Capital Amount	NT\$ 8,518,000 thousand
Total Number of Employees	25
Operating revenue	NT\$ (2,228,791) thousand
Main Products and Services	Diamond Biofund is a venture capital firm focused on the biotech and medical investment sector, targeting globally competitive early- and mid-stage investment opportunities, including new drug development, advanced medical devices, innovative medical services, medical distribution, and agricultural biotechnology. As of December 31, 2024, Diamond Biofund has invested in a total of 13 companies.

Note: As of December 31, 2024.

Summary of Financial Data

Unit: NT\$ thousand

Item	2022	2023	2024
Total assets	11,194,421	13,041,704	10,674,599
Total liabilities	144,061	179,739	301,551
Total equity	11,050,360	12,861,965	10,373,048
Operating revenue	1,015,630	(2,439,518)	(2,228,791)
Operating profit and loss	878,043	(2,601,750)	(2,409,640)
Non-operating income and expenses	3,078	17,927	13,234
Net profit (loss) for the period	797,781	(2,583,411)	(2,518,040)

Note 1 : Operating revenue is derived from gains or losses on financial assets measured at fair value through profit or loss

Note 2 : Source: 2024 Financial Report, pages 7-8, and 2023 Financial Report, pages 7-8.



Business Philosophy

As Taiwan's first publicly listed evergreen biotech venture capital firm, Diamond Biofund's greatest value lies in providing assistance to portfolio companies in various aspects such as corporate governance, technology research and development, clinical execution, business development, and integration with capital markets. This accelerates the realization of value for portfolio companies and creates investment returns for shareholders. Adhering to the mission of "Nurture Innovation for Better Quality of Life," Diamond Biofund implements responsible investment principles and policies. Together with portfolio companies, we focus on environmental, social, and corporate governance (ESG) issues and assist in the gradual implementation of sustainable development. In addition to achieving corporate growth and enhancing shareholder interests, the Company also fulfills corporate social responsibility by contributing to the preservation of a sustainable environment.

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Business Vision

To become a world-class biotech venture capital firm and build a platform for value creation.

- ◆ Expand funding sources by integrating public and private capital.
- ◆ Deploy global investments and foster internationally competitive biomedical companies.
- ◆ Transform cutting-edge technologies and nurture products that address medical unmet medical needs.
- ◆ Create investment value and establish an excellent venture capital brand.

Business Policy

- ◆ With evergreen venture capital as our mission, continuously reinvest profits into new projects with growth potential.
- ◆ Develop pioneering and innovative investment projects with global market value.
- ◆ Rigorously execute post-investment management and implement risk control measures.
- ◆ Strengthen the core value of portfolio companies, steadily achieve profitability, and create maximum benefits for shareholders.

Awards and Honors



In August 2024, Diamond Biofund received the "Outstanding Investment Award" from Premier Jung-tai Cho at the 2024 Taiwan Venture Capital Summit.



In June 2025, Diamond Biofund was presented the "Top 5% in the Listed Companies Category", the highest honor, by Chairman Sherman Lin of the TWSE, at the 11th Corporate Governance Evaluation.

Sustainability Management Framework

To promote sustainable development, align with international ESG trends, and contribute to economic, environmental, and social progress, Diamond Biofund's Board of Directors approved the "Sustainable Development Best Practice Principles" and "Sustainability Information Management Guidelines". The Board of Directors serves as the highest decision-making and supervisory level for sustainable development and sustainability information management. It ensures alignment between sustainable development, sustainability information management, and business strategy objectives by approving, supervising, and allocating sufficient resources to ensure the effective operation of management mechanisms. In addition, to enhance the effectiveness of sustainability management, Diamond Biofund approved an organizational restructuring proposal at its Board of Directors meeting on December 23, 2024. The "Sustainable Development and Nominating Committee", a functional committee chaired by an independent director, is tasked with supervising sustainable development and sustainability information management activities.

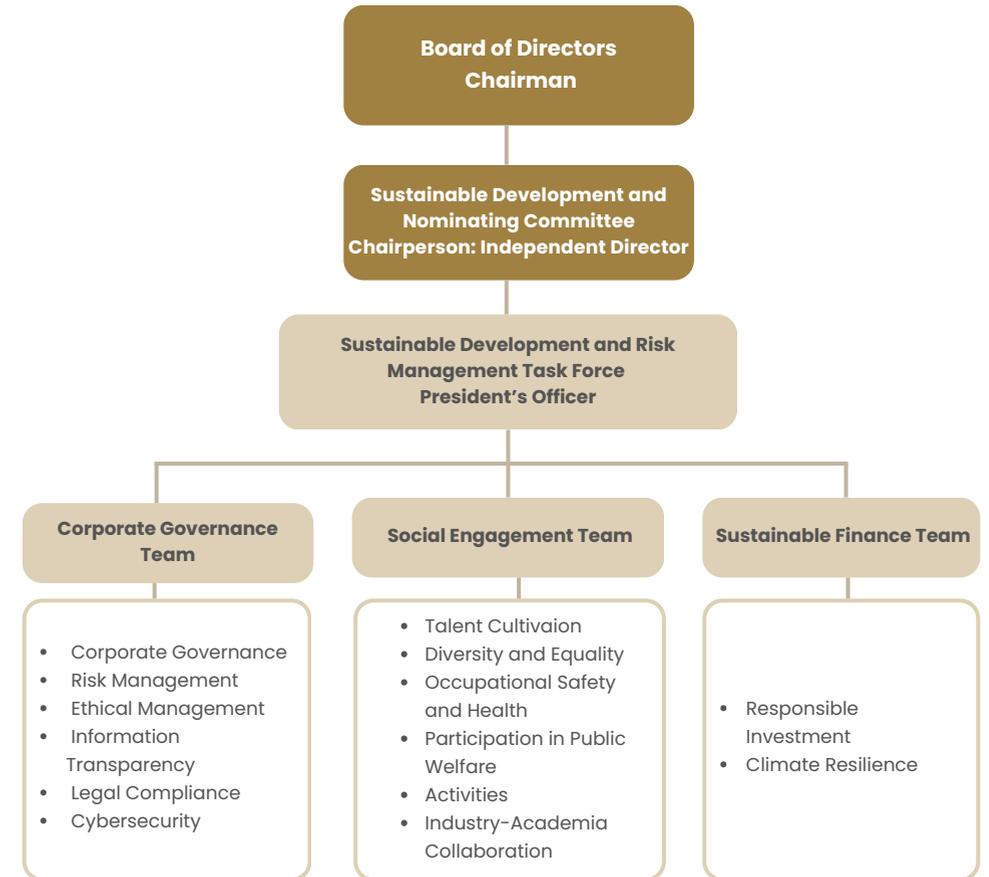
Diamond Biofund has established the "Sustainable Development and Risk Management Task Force," overseen by the President's Office. Under the supervision of the President, the task force is responsible for the planning, promotion, compilation, and review of sustainability-related matters and information. The task force reports its operational status to the "Sustainable Development and Nominating Committee" and the Board of Directors at least once a year and requires each department to formulate corresponding control methods to improve risk management and ensure the achievement of sustainable operational goals.

Under the "Sustainable Development and Risk Management Task Force," three functional subgroups/teams are set up: "Corporate Governance", "Sustainable Finance" and "Social Engagement". Departments join these task forces based on their duties and responsibilities, carrying out sustainability-related work and communicating with relevant stakeholders through various channels. This process helps understand stakeholders' demands and expectations of the company. Through discussions in meetings, interdepartmental brainstorming, consensus-building, and action plans are developed, responding appropriately to stakeholders and disclosing sustainability information.

The functional subgroups/teams formed by various departments are responsible for advancing sustainability issues, categorized as follows:

- **Corporate Governance Team:** Corporate governance, Risk management, Ethical management, Information transparency, Compliance, Cybersecurity
- **Sustainable Finance Team:** Responsible investment, Climate resilience
- **Social Engagement Team:** Diversity and equality, Occupational health and safety, Participation in public welfare activities, Promotion of industry-academia collaboration

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Stakeholder Engagement and Material Topic Analysis

Businesses should not only focus on creating value and generating returns for shareholders but also promote good corporate governance and contribute positively to the environment and society. To gain a more comprehensive understanding in the decision-making process, we view stakeholder engagement as a crucial aspect of sustainable operations. By understanding stakeholders' expectations of the company, identifying and managing operational and sustainability risks, we can improve decision-making quality, enhance the company's image, and promote success.

Diamond Biofund references the AA1000 Accountability Principles Standard, using the four principles of 'Inclusivity, Materiality, Responsiveness, and Impact' to identify material topics. Through diverse communication channels with stakeholders, we assess the actual and potential impacts of environmental, social, governance, and human rights issues, which serve as the basis for the annual sustainability report disclosures and provide a reference for planning sustainability strategies.

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Stakeholder Engagement

We refer to the AA1000 Stakeholder Engagement Standard (SES) and define six major stakeholder categories based on the five characteristics of "Dependency, Responsibility, Influence, Diverse Perspectives, and Tension." These categories include regulatory authorities, shareholders/potential investors, portfolio companies, employees, suppliers, communities, and media. Through various channels and both regular and ad-hoc engagements, we understand stakeholders' expectations of the company, assess the impact of each concern, and respond through this report and the company's website.

Dependency	Stakeholders who are directly or indirectly dependent on Diamond Biofund's operations, or those on whom Diamond Biofund's operations depend.
Responsibility	Stakeholders for whom Diamond Biofund has legal, commercial, operational, or moral responsibilities, either now or in the future.
Tension	Stakeholders who are concerned about financial, economic, social, or environmental issues affecting Diamond Biofund.
Influence	Stakeholders who can exert strategic influence or have decision-making power over Diamond Biofund.
Diverse Perspectives	Stakeholders with different viewpoints that can inspire Diamond Biofund to gain new knowledge and opportunities.



Stakeholder Communication

To strengthen the company's focus on stakeholders' interests and understand their concerns, the company has established relevant communication channels and regularly reports the communication status with stakeholders to the Board of Directors. The stakeholder engagement in 2024, including key concerns, communication channels, frequency, and outcomes, was reported to the Board of Directors on February 25, 2025, as shown in the table below.

Stakeholders	Importance to Diamond Biofund	Issues of Concern	Communication Channels/Frequency	Communication Achievements
Competent Authorities	In compliance with government regulations, the Company ensures stable operations and regularly discloses information related to finance, business, corporate governance, and sustainability on public information platforms and the company website.	<ul style="list-style-type: none"> Corporate Governance Ethical Management Risk Management Legal Compliance Information Transparency 	<ul style="list-style-type: none"> Official documents/ad hoc Regulatory policy promotion meetings/ad hoc Major announcements/immediate Monthly revenue/before the 10th of each month 	<ul style="list-style-type: none"> From January 1 to December 31, 2024, 219 documents were received from and 12 documents were sent to government agencies. From January 1 to December 31, 2024, a total of 53 major announcements were published in accordance with regulations.
Shareholders/ Potential Investors	To protect shareholders' rights and treat all shareholders fairly, the Company discloses all information in a timely, transparent manner and maintains good communication with shareholders and other stakeholders.	<ul style="list-style-type: none"> Financial status Dividend distribution Company vision Company strategy Corporate Governance 	<ul style="list-style-type: none"> Shareholders' meeting/annually Investor Conference(Earnings call)/quarterly Market Observation Post System/ad hoc Company website/ad hoc Spokesperson and deputy spokesperson hotline/immediate 	<ul style="list-style-type: none"> The annual shareholders' meeting was held on May 21, 2024. Quarterly investor conferences(earnings call) have been held. Starting from September 1, 2023, the Company has made daily announcements on its website regarding the fair value of TWSE/ TPEX-listed and Emerging Market Stock investments. Monthly revenue has been announced before the 10th of each month since the Company went public. Additionally, starting from September 2023, the website has disclosed changes in the number of shares and fair value of all investment targets, the Company's net asset value per share, and amounts of cash and cash equivalents. After listing, monthly disclosures have been made on the website and through material information announcements.
Portfolio Companies	Maintaining close communication with the management teams of portfolio companies, focusing on their R&D, operations, and sustainability issues helps implement post-investment management and responsible investment.	<ul style="list-style-type: none"> Investment strategy Financial status 	<ul style="list-style-type: none"> Phone, Email/ad hoc On-site, online visits/quarterly 	<ul style="list-style-type: none"> Regular meetings enhance mutual understanding and consensus, providing necessary resources or advice. From January 1 to December 31, 2024, the company participated in 100% of portfolio companies' shareholders' meetings and 100% of their board meetings (attendance includes proxy attendance), and also attended pre-IPO investor conferences of portfolio companies.

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Stakeholders	Importance to Diamond Biofund	Issues of Concern	Communication Channels/Frequency	Communication Achievements
Employees	Talent is the company's most important asset, crucial to its competitiveness and the foundation for sustainable development. The Company offers competitive salaries, year-end bonuses, and employee profit-sharing, along with comprehensive benefits, equal job opportunities, a friendly and safe work environment, and complete training to enhance employees' professional skills and self-worth.	<ul style="list-style-type: none"> • Compensation and benefits • Occupational health and safety • Labor rights • Diversity and equality • Talent recruitment, development, and retention 	<ul style="list-style-type: none"> • Training/ad hoc • Internal online training courses/ad hoc • Employee grievance hotline/immediate • Employee contact platform/ad hoc • Email/ad hoc • Labor-management meetings/every three months • Performance evaluations/semi-annually 	<ul style="list-style-type: none"> • From January 1 to December 31, 2024, a total of 18 internal training sessions were held. • Four labor-management meetings were held in 2024. • Performance evaluations were conducted twice in 2024.
Community	Focusing on environmental protection, long-term involvement in social welfare, and industry-academia cooperation, the company leverages its influence to support social development and fulfill corporate social responsibility.	<ul style="list-style-type: none"> • Social participation and public welfare activities • Industry-academia collaboration 	<ul style="list-style-type: none"> • Foundation seminars/annually • Company contact platform/ad hoc • Company website/ad hoc • Grievance hotline/ad hoc • Public welfare activities/ad hoc 	<ul style="list-style-type: none"> • Diamond Biofund initiated the establishment of the "Taiwan Bio-development Foundation" with the mission of cultivating biotech and pharmaceutical talent. In 2024, Diamond Biofund continued its support for talent development by co-sponsoring one TBF Chair Professor with a ten-year grant of NT\$25 million, with the expectation that the research led by the professor and students will contribute to the health of all humanity. In addition, the company co-sponsored two recipients of the Medical Award, with each awardee receiving NT\$2.1 million, to encourage young biomedical researchers in achieving significant breakthroughs in their fields. • In 2024, Diamond Biofund also contributed NT\$5 million to the "Lovely Taiwan Foundation" to support rural education programs, aiming to balance urban-rural educational resources and strengthen the sustainable connection between children and the land of Taiwan.
Media	Supporting company development by releasing news and engaging with the media on business performance and development trends.	<ul style="list-style-type: none"> • Corporate Governance • Business performance • Legal Compliance • Social participation and public welfare activities 	<ul style="list-style-type: none"> • Company contact platform/ad hoc • Special interviews/ad hoc • Press releases/ad hoc 	<ul style="list-style-type: none"> • The company website continues to disclose significant news and developments related to its operations. Please refer to the company website for more information. • From January 1 to December 31, 2024, the "News Center" on the company's website published 85 news articles related to company operations and investment targets, and 53 material information announcements.

Consolidating Sustainability Topics

The Company consolidates the results of risk assessments, stakeholder communication issues, and cross-industry analyses (including the S&P Global Corporate Sustainability Assessment, the United Nations Sustainable Development Goals, etc.) into a broad range of sustainability issues, identifying 17 topics as the basis for impact assessments.



Quantifying Impact

Referencing the new GRI standards, quantitative indicators are used to evaluate the positive and negative impacts of each issue. The scoring principle involves analyzing the positive and negative impact levels and the probability of the topics occurring through due diligence on the impact pathways of the topics. This is based on the dual materiality principle of "inside-out," meaning the company's impact on the external environment and society, and "outside-in," meaning the external impact on the company's operations. The product of these two factors is used to determine the impact level.

Evaluation	3	2	1
Positive Benefits	<ul style="list-style-type: none"> Generates revenue or gains exceeding 1% of the Company's paid-in capital (i.e., more than NT\$85 million). Significantly enhances the Company's reputation. Greatly increases the likelihood of attracting talent; employees are highly satisfied. Makes a substantial contribution to society and the environment, gaining external recognition. Improves the operations or accelerates the R&D progress of portfolio companies by more than one year. 	<ul style="list-style-type: none"> Generates revenue or gains equivalent to 0.1% to 1% of the Company's paid-in capital (NT\$8.5 million to NT\$85 million). Helps improve the Company's reputation. Increases the likelihood of attracting talent and enhances employee cohesion. Makes a moderate contribution to society and the environment. Improves the operations or accelerates the R&D progress of portfolio companies by more than six months. 	<ul style="list-style-type: none"> Generates revenue or gains less than or equal to 0.1% of the Company's paid-in capital (NT\$8.5 million or less). Has little to no impact on the Company's reputation. Has little to no impact on talent recruitment or retention. Makes a slight or even negligible contribution to society and the environment. Makes a minor improvement in the business operations or R&D progress of the portfolio company.
Negative Impacts	<ul style="list-style-type: none"> Reduces revenue or gains by more than 1% of the Company's paid-in capital (exceeding NT\$85 million). Damages the Company's reputation, with no short-term recovery possible. Difficulty attracting talent, with over a 30% manpower gap. Causes serious environmental or social problems, short-term recovery is impossible. Operations are interrupted for a week or more. Affects the operations or R&D progress of portfolio companies for more than a year, or even results in termination. Causes permanent, irreversible injuries or deaths. 	<ul style="list-style-type: none"> Reduces revenue or gains by 0.1% to 1% of the Company's paid-in capital (NT\$8.5 million to NT\$85 million). Damages the Company's reputation, but short-term recovery is possible. Affects talent recruitment, with a manpower gap of less than 30%. Causes moderate environmental or social problems, with short-term recovery possible. Operations can recover within three days. Affects the operations or R&D progress of portfolio companies for more than six months. Causes temporary injuries that require follow-up medical treatment or surgery. 	<ul style="list-style-type: none"> Reduces revenue or gains by less than or equal to 0.1% of the Company's paid-in capital (NT\$8.5 million). Has little to no impact on the Company's reputation. Has little to no impact on talent recruitment or retention. Has a slight or even negligible impact on society and the environment. Operations are barely affected. Slightly affects the operations or R&D progress of portfolio companies. Causes temporary injuries that do not require follow-up medical treatment or surgery, or has no impact.
Probability of Occurrence	Likely to occur at least once within 3 years, or occurs frequently.	May occur within 3-5 years.	May occur once in more than 5 years, or has an even lower probability of occurring.

Expert Consultation

To ensure that the evaluation of each issue is appropriate and accurate, and that the information of concern to stakeholders is fully disclosed, the evaluation results are submitted to department heads for review. Department heads are on the front lines of dealing with external changes and are in direct contact with various stakeholders, making them familiar with the internal impacts of each issue on the company. They can be considered internal experts. Therefore, department heads review the impact pathways and accuracy of the evaluations based on their expertise in their respective fields.

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Material Topics

After reviewing and adjusting the evaluation results of the topics, the positive benefits and negative impacts are combined to determine the impact level, and the top third of the impact levels are defined as the significance threshold. After ranking the topics by impact level, the company categorizes all topics into three types. In addition to disclosing material topics that cross the significance threshold as required by the GRI standards, the company also explains and discloses information related to disclosure topics in the report.

- 1 Material Topics (Internal and external impact total ≥ 24): Topics that have a significant impact on both internal operations and the external environment and society. The company should establish management guidelines and disclose information.
- 2 Disclosure Topics ($14 \leq$ Internal and external impact total < 24): Topics that have not reached the significance threshold in terms of impact on internal operations and the external environment and society, but stakeholders are still concerned with the related information. It is advisable to establish appropriate management guidelines and disclose relevant information.
- 3 Observation Topics (Internal and external impact total < 14): Topics that have minor impacts on both internal operations and the external environment and society. These topics are placed on the observation list, and the company should monitor their future development and voluntarily disclose related information.

According to the above principles, there are seven material topics for this year, including "Responsible Investment," "Information Transparency," "Cybersecurity," "Corporate Governance and Ethical Management," "Talent Recruitment, Development, and Retention," "Climate Strategies and Actions," and "Legal Compliance."

Changes Compared to the Previous Year:

- Redefinition of Material Topic Thresholds: The definitions of positive and negative impact levels have been revised. Please refer to the quantitative impact assessment definitions.
- Material Topics: "Corporate Governance" and "Ethical Management" have been consolidated. This year, "Climate Strategy and Action" has been elevated from a disclosure topic to a material topic.
- Disclosure Topics: This year, "Diversity and Equality" and "Labor Rights" have been upgraded from observation topics to disclosure topics.
- Observation Topics: This year, "Privacy Protection" and the emerging topic of "Geopolitical Conflict" have been newly included for impact assessment, while the previously assessed topic "Inclusive Finance" has been removed.

Board Approval

The results of the materiality assessment were reported to and approved by the Board of Directors on February 25, 2025.

Material Topics 7 items	Disclosure Topics 6 items	Observation Topics 4 items
<ul style="list-style-type: none"> Responsible Investment Information Transparency Cybersecurity Corporate Governance and Ethical Management Talent Recruitment, Development, and Retention Climate Strategies and Actions Legal Compliance 	<ul style="list-style-type: none"> Compensation and Benefits Diversity and Equality Financial Stability and Systemic Risk Labor Rights Occupational Health Social Participation and Public Welfare Activities 	<ul style="list-style-type: none"> Geopolitical Conflicts Policy Influence Tax Policy Privacy Protection

Note 1: Business performance (including company strategy and outlook, investment strategy, financial status, dividend distribution, and other related topics) and risk management are required disclosure items in the annual report; therefore, they are not included in the material topics evaluation.

Note 2: For information on financial stability and systemic risks, please refer to the financial status and risk-related content on pages 200-202 of the 2024 annual report.



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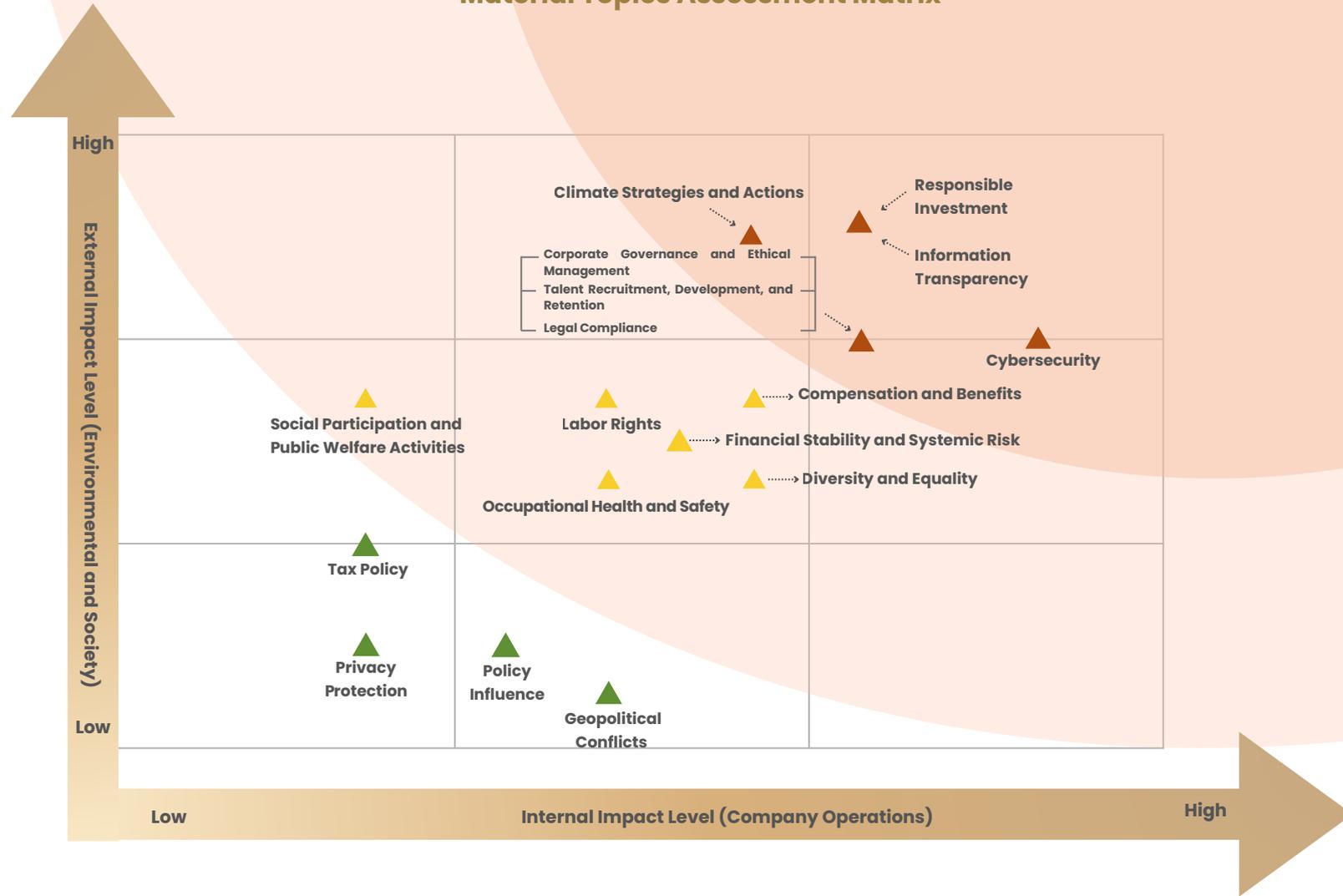
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Material Topics Assessment Matrix



Regular Review

The Company has established management guidelines for the 7 material topics, planning priority actions to respond to the impacts. Indicators and targets will be set to track implementation performance. The Company will continue to engage with stakeholders to understand their expectations and assess the positive benefits and negative impacts generated by the Company. In addition to disclosing the annual materiality assessment in the sustainability report, real-time disclosures will also be made on the Company's website.

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Material Topics	Positive Benefits	Negative Impacts	Corresponding SDGs	Disclosure Chapter
Responsible Investment	<ul style="list-style-type: none"> Incorporating ESG considerations into all stages of investment, promoting sustainable development of portfolio companies, and increasing investment value; assisting startups in establishing robust operational mechanisms and achieving successful development, thereby increasing investment efficiency ESG considerations are incorporated into both investment decision-making and post-investment management to drive sustainable development across the industry; successful development of new drugs or innovative technologies by portfolio companies, fulfilling unmet medical needs 	<ul style="list-style-type: none"> Portfolio companies violating ESG requirements such as ethical management or labor rights, impacting their operations and reputation; failure to effectively support startups in establishing operational mechanisms may impair investment returns. Portfolio companies involved in ESG violations, affecting society and the environment; delays or inability to complete new drug or innovative technology development by portfolio companies, leaving medical treatment gaps unmet 	 SDG 3 Good health and well-being  SDG 9 Industry, innovation and infrastructure	Responsible Investment
Information Transparency	<ul style="list-style-type: none"> Transparent and open information, solid operational mechanisms Proactively disclose information to enhance market transparency and investor trust. 	<ul style="list-style-type: none"> Lack of transparency, violation of relevant regulations, or affecting capital market fundraising Lack of transparency, affecting investor confidence, or committing violations 	 SDG 16 Peace, justice and strong institutions	Corporate Governance
Cybersecurity	<ul style="list-style-type: none"> Enhancing system reliability, increasing customer trust, and reducing the risk of financial losses Reducing risks of information leakage, operational disruption, and cyberattacks 	<ul style="list-style-type: none"> Costs of implementation and maintenance; operational disruptions and information leaks causing operational and financial losses Loss of trust from customers, investors, and other stakeholders 	 SDG 9 Industry, innovation and infrastructure	Corporate Governance
Corporate Governance and Ethical Management	<ul style="list-style-type: none"> Improving operational and financial performance, better risk management measures, and transparency; foster a positive corporate culture to strengthen trust among customers, employees, and investors Strengthening capital markets, driving industry governance practices 	<ul style="list-style-type: none"> Decline in operational and financial performance, increased operational risks, and loss of investor confidence Failure to implement corporate governance, resulting in violations or fraudulent activities, causing investor losses 	 SDG 16 Peace, justice and strong institutions	Corporate Governance
Talent Recruitment, Development, and Retention	<ul style="list-style-type: none"> Recruiting outstanding talent, cultivating professional and advantageous competencies, enhancing cohesion and retention rates; diversity and respect for gender equality contribute to increased competitiveness, productivity, and reputation Improving labor conditions and employment rates, cultivating talent in biotech investment; diversity and respect for gender equality help improve social human rights issues 	<ul style="list-style-type: none"> Increased operational costs, insufficient employee professionalism and skills; failure to implement gender equality, reducing employee cohesion, or causing labor disputes Inability to attract talent to the biotech investment industry; failure to implement gender equality, causing social human rights issues 	 SDG 5 Gender equality  SDG 8 Employment and Economic Growth	Social Inclusion
Climate Strategies and Action	<ul style="list-style-type: none"> Mitigate climate risks and create business opportunities Reduce carbon emissions, improve air and water quality, and enhance environmental climate resilience 	<ul style="list-style-type: none"> Increase in operating costs; inadequate implementation may affect business operations and financial performance Lack of a climate strategy hinders the ability to address and mitigate climate change, impacting society, the economy, and the environment 	 SDG 13 Climate Action	Environmental Protection
Legal Compliance	<ul style="list-style-type: none"> Enhancing trust and corporate reputation with customers, employees, and investors, reducing the risk of legal violations Strengthening capital markets, driving industry governance practices 	<ul style="list-style-type: none"> Damaging the Company's reputation, losing stakeholder trust, violating regulations, and impacting operations or profitability Impacting operations, causing market fluctuations or investor losses 	 SDG 16 Peace, justice and strong institutions	Corporate Governance

Note: "Positive Benefits" and "Negative Impacts" explanations—Point 1 refers to internal impact, Point 2 refers to external impact.



2030 Sustainability Goals

Taking 2024 as the base year, Diamond Biofund has launched the “2030 Sustainability Goals” based on the response strategies to material topics and its commitment to the SDGs. The 2030 Sustainability Goals outline the actions the Company will undertake, and adopt both qualitative approaches and quantitative indicators to track annual implementation outcomes. Through this process, different departments within the organization can work together toward a unified direction, thereby promoting sustainable business transformation and enhancing corporate competitiveness.

Material Topics	Sustainability Goals	2030 Action Indicators
Responsible Investment	Implement the Principles of Responsible Investment to ensure that investment decisions take into account both financial returns and sustainable development, thereby creating long-term value.	<ul style="list-style-type: none"> ESG factors are incorporated into the investment analysis and decision-making process for 100% of investment cases. 100% of portfolio companies are required to submit “ESG Declaration” committing to comply with ESG Declaration requirements. An annual ESG review is conducted for 100% of portfolio companies in accordance with the ESG Declaration checklist. Attend 100% of shareholders’ meetings of portfolio companies and 100% of board meetings of portfolio companies where directorships are held (attendance includes proxy attendance).
Information Transparency	Ensure the transparency of corporate information by providing clear, accurate, and timely disclosures to enhance stakeholder trust.	<ul style="list-style-type: none"> Investor conferences (earnings calls) are held on a quarterly basis each year. Material operational and financial information relevant to investor decision-making is disclosed both periodically and on a timely basis each year. Disclose information related to the company’s sustainable development on a regular basis each year.
Cybersecurity	Strengthen the information security management system to effectively implement cybersecurity practices and prevent major cybersecurity incidents.	<ul style="list-style-type: none"> Obtain ISO 27001 certification and maintain compliance through annual audit verification. Achieve zero major cybersecurity incidents each year. Reduce the average phishing success rate in annual social engineering drills to below 5%. Achieve an annual employee participation rate of over 95% in cybersecurity training.
Corporate Governance and Integrity Management	Strengthen the corporate governance framework to ensure ethical business practices and enhance long-term competitiveness and stakeholder trust.	<ul style="list-style-type: none"> Maintain a ranking within the top 20% of listed companies in the TWSE’s “Corporate Governance Evaluation” before 2030. An annual performance evaluation of the Board of Directors is conducted, with an external evaluation performed at least once every 3 years by an independent professional institution or a team of external experts and scholars. Plan diverse training programs for directors each year.
Talent Recruitment, Development, and Retention	Foster employees’ enthusiasm for learning, enhance interdisciplinary knowledge and professional skills, and cultivate and retain top talent.	<ul style="list-style-type: none"> Design sustainability-related Key Performance Indicators (KPIs) aligned with strategic sustainability goals, link them to incentive and remuneration mechanisms, and ensure consistency with the company’s long-term objectives. By 2030, ensure that the annual average learning hours per employee reach at least 25 hours each year. Achieve an annual retention rate of 80% for high-performing employees (those rated as excellent or outstanding in performance evaluations). Convene labor-management meetings on a quarterly basis each year.
Climate Strategies and Action	Continue to implement energy-saving and carbon-reduction measures to lower greenhouse gas emissions and climate risks	<ul style="list-style-type: none"> Using 2024 as the base year, aiming to reduce Scope 1 and Scope 2 greenhouse gas (GHG) absolute emissions by 25% by 2030. For Scope 3 (Investments), the target is set using the engagement approach. By 2030, investees representing 33% of the book value of Diamond Biofund’s investment portfolio are expected to have either committed to or established their own greenhouse gas (GHG) emission reduction targets.
Legal Compliance	Comply with regulations and continuously strengthen employees’ compliance awareness to prevent violations.	<ul style="list-style-type: none"> Zero major legal violations each year. Continue to implement compliance education and testing, with more than 3 hours of compliance training conducted annually.

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Responses to the SDGs

In 2015, the United Nations announced the "2030 Sustainable Development Goals (SDGs)," which set out 17 goals (including eliminating poverty, employment, economic growth, climate action, etc.) and 169 targets, guiding global efforts to promote human survival and sustainable development. The SDGs have opened a new chapter in global development. This ambitious sustainable blueprint relies on unprecedented collaboration from governments, international organizations, businesses, and even individuals to contribute to the SDGs through practical actions.

The SDGs highlight the most pressing environmental, social, and economic issues globally. Their importance is growing not only for governments and businesses but also as a focal point for stakeholders worldwide. The SDGs offer growth opportunities for businesses. Early alignment with the SDGs will provide companies with a first-mover advantage. Conversely, late adoption or lack of action on the SDGs may place companies at a disadvantage in operations and even damage their image.

As an evergreen venture capital firm, Diamond Biofund focuses on biotech and medical investment. Its main contributions are centered around "SDG 9: Industry, Innovation, and Infrastructure" and "SDG 3: Good Health and Well-being." In the material topics analysis process, we realized the close connection between our operations and other SDGs, leading to a comprehensive evaluation of all operational aspects to understand the positive contributions and negative impacts of our actions on the SDGs. To ensure alignment between operations and the SDGs, we consider the impact of the SDGs during the materiality assessment process and incorporate them into our operational plans for material topics, formulating strategies to maximize the benefits of the SDGs.

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SDGs	Actions Taken
 <p>SDG 3 Good health and well-being</p>	Diamond Biofund primarily invests in areas such as new drug development, advanced medical equipment, innovative medical services, medical distribution, and agricultural biotechnology. It focuses on internationally competitive biotech and pharmaceutical innovation technologies, platform technologies, and business models. If the portfolio companies successfully develop new drugs or innovative technologies, they will make significant contributions to addressing medical treatment gaps, disease treatments, and improving patient health.
 <p>SDG 5 Gender equality</p>	Emphasizing gender equality in the workplace has created a diverse and inclusive board structure, leadership team, and employee composition. This inclusion of diverse voices in decision-making processes enhances employee cohesion and drives the company's operational growth.
 <p>SDG 8 Employment and Economic Growth</p>	Ensuring employee safety and welfare, achieving equal pay for equal work, and establishing comprehensive employee development plans improve employee competencies and ensure appropriate career development, promoting sustainable economic growth.
 <p>SDG 9 Industry, innovation and infrastructure</p>	Unlike typical venture capital funds with a 5-10 year investment horizon, Diamond Biofund was established as an evergreen venture capital firm from the outset, focusing on biotech and medical investment with long-term funding to support biotech startups. It also provides professional assistance to portfolio companies in areas such as intellectual property strategy, clinical execution, business development, and corporate governance operations, nurturing and developing biotech startups.
 <p>SDG13 Climate Action</p>	In response to the physical and transition risks brought about by global climate change, the Company has adopted the TCFD framework and conducted an organizational carbon footprint inventory. Mitigation and adaptation measures are being implemented to gradually improve energy intensity and reduce carbon emissions.
 <p>SDG 16 Peace, justice and strong institutions</p>	Ethical management is not only a social responsibility of businesses but also the cornerstone of sustainable operations. Diamond Biofund has established a comprehensive corporate governance and risk control mechanism, complying with and implementing regulatory requirements to prevent any form of corruption or unethical behaviors.



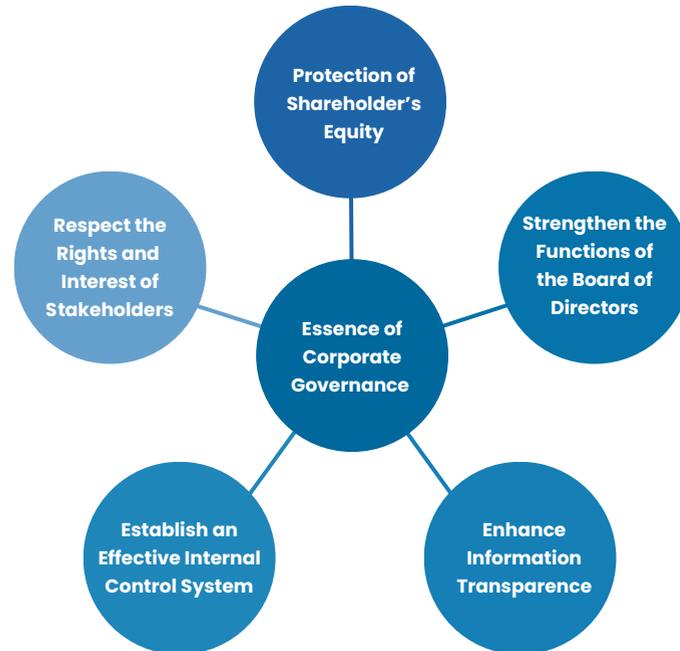


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Governance in Practice

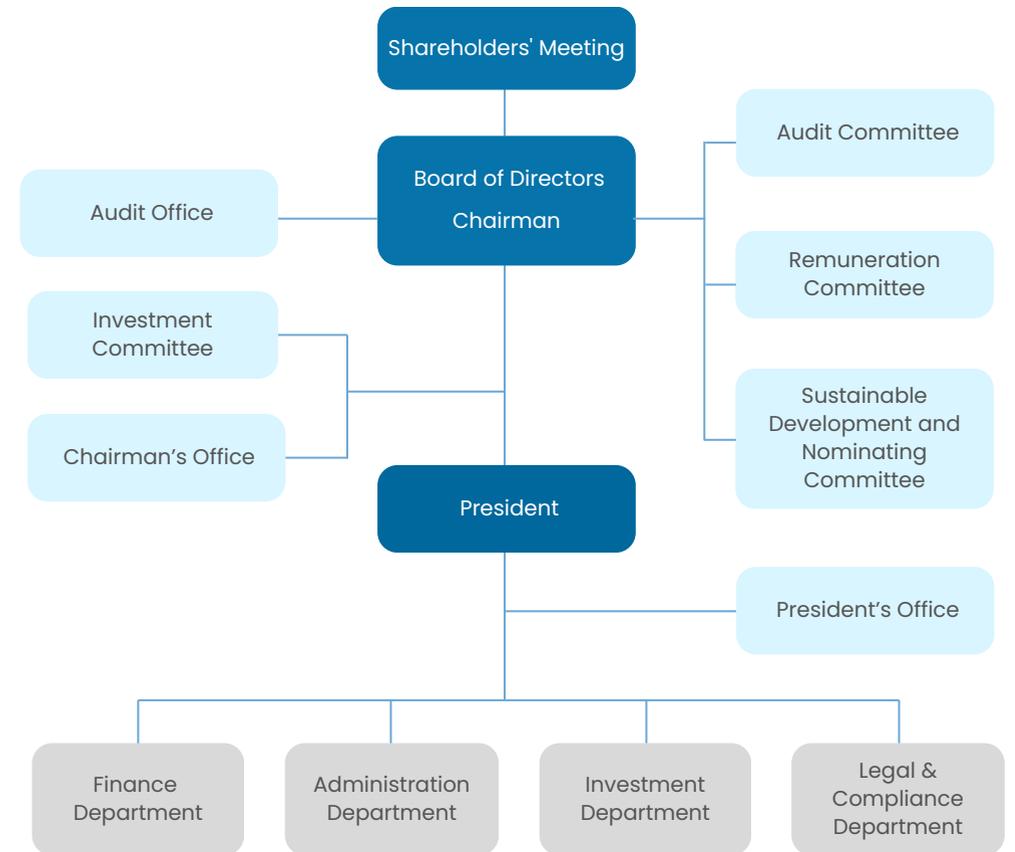
To establish a sound corporate governance system, Diamond Biofund has formulated the "Corporate Governance Best Practices Principles," which clearly stipulates that in addition to complying with laws, the company's articles of incorporation, contracts signed with the stock exchange, and related regulations, corporate governance should be implemented based on five principles: protecting shareholders' rights, strengthening the functions of the board of directors, enhancing the role of the audit committee, respecting the rights of stakeholders, and improving information transparency. This aims to deepen the culture of corporate governance. Additionally, the Company continues to strengthen the independence and diversity of the board of directors. According to the "Rules for Performance Evaluation of Board of Directors," the company regularly conducts internal and external performance evaluations of the board by independent institutions to enhance the board's functions. Diamond Biofund also actively promotes the various index requirements of the corporate governance evaluations organized by the Taiwan Stock Exchange (TWSE) and the Taipei Exchange (TPEX), aiming to achieve excellent results in corporate governance evaluations.



The board of directors is the highest governance body, and all members of the board fulfill their duty of care as good managers by planning the Company's business policies and reviewing financial performance while ensuring the Company's operations comply with various laws. To improve corporate governance operations and enhance the Company's competitiveness, the board of directors has established the "Audit Committee," the "Remuneration Committee," and the "Sustainable Development and Nominating Committee" to strengthen the board's operations. An independent internal audit office is also established under the board of directors, which regularly performs audit tasks and reports the results to the Audit Committee and the board of directors.

The President serves as the corporate governance officer, responsible for assisting in supervising the directors in performing their duties, providing necessary information and arranging for further education, handling matters related to board and shareholder meetings in accordance with the law, and assisting the Company in complying with the resolutions of the board and shareholders' meetings and maintaining investor relations.

Corporate Governance Structure



Important Governance Practices

- Financial statements are audited and certified by accounting firms, with financial reports regularly published.
- A spokesperson system is in place to ensure the timely disclosure of material information and key disclosures required by applicable laws and regulations
- The "Corporate Governance Best Practices Principles" have been established and publicly disclosed on the Market Observation Post System and the Company's website.
- Starting from 2024, the Company publishes a sustainability report annually. From 2024 onwards, third-party independent verification will be commissioned.
- In 2024, the Company conducted its first external board performance evaluation and established a policy to carry out such evaluations every three years. The evaluation results are disclosed on the Company's website.

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Governance Practices Achievements

Diamond Biofund actively promotes measures based on the Financial Supervisory Commission's "Corporate Governance Roadmap" in four major areas: "Protecting Shareholders' Rights and Equitable Treatment of Shareholders," "Strengthening the Structure and Operations of the Board of Directors," "Enhancing Information Transparency," and "Promoting Sustainable Development," to improve corporate governance.

Board of Directors Operating Status

The Board of Directors plans the Company's business strategy and is accountable to shareholders and other stakeholders. Directors faithfully perform their duties and exercise due care as good managers, exercising their powers prudently. The execution of the Company's business and the operation and arrangements of various governance systems, except for matters that must be resolved by the shareholders' meeting as required by law or the articles of incorporation, should all be decided by the board of directors. The Articles of Incorporation specify the adoption of a candidate nomination system for the election of directors. Regular re-elections are conducted based on the principle of meritocracy. According to the Corporate Governance Best Practices Principles, the composition of the board of directors should consider diversity. In addition to ensuring that directors who also serve as company managers do not exceed one-third of the board seats, appropriate diversification guidelines should be formulated based on the company's operations, business model, and development needs. The selection of directors should consider not only their professional capabilities in the industry but also their extensive practical experience and familiarity with industry trends. Diamond Biofund's Board of Directors consists of 9 directors (including 6 independent directors), with a term of 3 years. By law, the Board of Directors convenes at least one meeting per quarter, and in 2024, 9 board meetings were held.

Board Attendance Rate for 2024

Position	Name	Attendance Rate (%) (Note1)	Remarks
Chairman	Representative of Oneness Biotech Co., Ltd: Pan-Chyr Yang	100	Appointed on August 1, 2024
Chairman	Kung-Ming Lu	100	Stepped down on July 31, 2024
Deputy Chairman	Representative of Oneness Biotech Co., Ltd: Tsu-Der Lee	90.9	Reappointed on August 1, 2024
Director	Che-An Chou	100	Appointed on August 1, 2024
Director	Representative of Microbio Co., Ltd.: Wan-Jun Chen	100	Stepped down on July 31, 2024
Director	Representative of Oneness Biotech Co., Ltd.: Tu-Mu Kuo	100	Stepped down on July 31, 2024
Director	Representative of Taishin Venture Capital Investment Co., Ltd.: Yu-Sheng Lin	100	Stepped down on July 31, 2024

Position	Name	Attendance Rate (%) (Note1)	Remarks
Director	Representative of Fubon Financial Holding Venture Capital Co., Ltd : Jung-Yi Huang	100	Stepped down on July 31, 2024
Independent director	Der-Tsai Lee	100	Reappointed on August 1, 2024
Independent director	Fei-Peng Lee	100	Appointed on August 1, 2024
Independent director	Shu-Hui Chang	100	Appointed on August 1, 2024
Independent director	Li-Ching Chen	100	Appointed on August 1, 2024
Independent director	Chi-Yu Hsiang	100	Appointed on August 1, 2024
Independent director	Shih-Tsung Chang	100	Appointed on August 1, 2024
Independent director	Wan-Chin Chen	100	Stepped down on July 31, 2024
Independent director	Hung-Wen Lin	66.7	Stepped down on July 31, 2024

Note 1 : As the Company conducted a board re-election at the 2024 Annual General Shareholders' Meeting, the actual attendance rate (%) of newly appointed and outgoing board members is calculated based on the number of meetings convened and attended during their respective terms.

Note 2 : For the educational and professional backgrounds of the directors, please refer to pages 13-16 of Diamond Biofund's 2024 Annual Report.

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Diversity of the Board of Directors

1. Diversification of the Board: The selection criteria for the Company's Directors are not limited by gender, age, ethnicity, or nationality, and the Company also focuses on gender equality in board composition. Currently, none of the Board members concurrently serve as company executives. There are four, three, one, and one director over 71 years old, between 61-70 years old, between 51 to 60 years old, and less than 40 years old, respectively. Independent Directors account for two-third of the Company's Board, and there is also 3 female Director. All directors are non-executive directors.

2. Independence of the Board: There is no spousal or relative relationship within the second degree of kinship between directors.

3. To improve corporate governance, the overall capabilities that the board of directors should possess include, but are not limited to, operation judgment ability, accounting and financial analysis ability, business management ability, crisis handling ability, industry knowledge, international market view, leadership ability, decision-making ability, and risk management knowledge and ability as follows:

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Basic Composition										Competencies								
Name	Nationality	Gender	Age					Independent director tenure		Operational Judgment	Accounting and financial analysis ability	Operation management capability	Crisis management	Industry knowledge	International market perspective	Leadership ability	Decision-making ability	Risk management knowledge and ability
			31 to 40	41 to 50	51 to 60	61 to 70	71 and above	0 to 5 years	Over 5 years									
Pan-Chyr Yang		Male								✓	✓	✓	✓	✓	✓	✓	✓	
Tsu-Der Lee		Male							Not applicable	✓	✓	✓	✓	✓	✓	✓	✓	
Che-An Chou		Male	✓							✓	✓	✓	✓	✓	✓	✓	✓	
Der-Tsai Lee		Male						✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Fei-Peng Lee	Republic of China	Male				✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	
Shu-Hui Chang		Female				✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	
Li-Ching Chen		Female			✓			✓		✓	✓	✓	✓	✓	✓	✓	✓	
Chi-Yu Hsiang		Female				✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	
Shih-Tsung Chang		Male						✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	



Board of Directors Assessment Implementation Status

The Company has established the "Rules for Performance Evaluation of the Board of Directors," which cover the evaluation of the entire board, individual directors, and functional committees. Through regular internal and external evaluations, the aim is to enhance the functioning of the board.

An internal board performance evaluation is conducted annually and administered by the Finance Department using an internal questionnaire. The evaluation covers aspects such as board operations, director participation, and the functioning of functional committees. It includes evaluations by directors on overall board performance, self-assessments by individual directors regarding their participation, and assessments by the company on the performance of functional committees.

Evaluation Cycle	Evaluation period	Scope of Evaluation	Evaluation Method	Evaluation Content
Annually	Year 2024	Board of Directors	Internal self-evaluation of the board of directors	<ol style="list-style-type: none"> 1.Participation in the Company's operations 2.Improving the quality of the board's decision-making 3.Composition and structure of the board of directors 4.Election and continuing education of directors 5.Internal control
		Individual Board members	Self-evaluation of board members	<ol style="list-style-type: none"> 1.Alignment of the Company's goals and missions 2.Awareness of the duties of directors 3.Participation in the Company's operations 4.Internal relationship management and communication 5.Directors' professionalism and continuing education 6.Internal control
		Performance evaluation of functional committees	Self-evaluation of functional committee	<ol style="list-style-type: none"> 1.Participation in the Company's operations 2.Awareness of the duties of the functional committee 3.Enhancement of the functional committees' decision-making quality 4.Composition of the functional committee and election of its member 5.Internal control
Once every three years	From November 2023 to October 2024	Board of Directors	Commissioned to an external professional institution – Taiwan Corporate Governance Association (TCGA)	<ol style="list-style-type: none"> 1.Composition and division of responsibilities of the board of directors 2.Guidance and supervision by the board of directors 3.Delegation of authority and risk management by the board of directors 4.Communication and collaboration by the board of directors 5.Self-discipline and continuous improvement of the board of directors

Note: : For detailed information on the operations of Diamond Biofund's Board of Directors, please refer to pages 33-37 of Diamond Biofund's 2024 Annual Report.

- The 2024 Board of Directors performance evaluation process has been completed, and the results were submitted to the Board of Directors on February 25, 2025.
- The self-evaluation results for the 2024 Board of Directors, Audit Committee, Remuneration Committee, and Sustainable Development and Nominating Committee were all rated as excellent, with overall operations deemed satisfactory.
- The Company's " Rules for Performance Evaluation of the Board of Directors " stipulate that an external evaluation by a professional institution or external experts and scholars must be conducted at least once every three years. For the detailed information, please refer to the " Investors " section on the Company's website.
- The results of the Board of Directors performance evaluation serve as a reference for future director selection or nomination; individual director performance evaluation results serve as a reference for determining individual remuneration.
- The Company considers the various legal compliance and governance practice issues that directors may face in business operations and actively encourages directors to pursue relevant professional courses. In 2024, directors accumulated a total of 94.5 hours of professional development. Future professional development related to corporate social responsibility will also be arranged based on overall training needs. We believe that under the leadership of a Board of Directors with integrity, governance, and extensive industry experience, the Company will continue to thrive and advance significantly on the path of sustainable operations.

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Functional Committees

To enhance supervisory functions and strengthen management, the Board of Directors has established the "Audit Committee," "Remuneration Committee," and "Sustainable Development and Nominating Committee." In addition to independently exercising their powers as required by law, functional committees are accountable to the Board of Directors and must submit their proposals to the Board for resolution.

Audit Committee

Diamond Biofund has established an Audit Committee within the Board of Directors, composed entirely of independent directors. The operation of the Audit Committee focuses on supervising the fair presentation of the company's financial statements, the selection (or dismissal) and independence and performance of the certifying accountants, the effective implementation of the company's internal controls, the company's compliance with relevant laws and regulations, and the management of the company's existing or potential risks. The evaluation results are submitted to the Board of Directors for discussion.

In 2024, the Audit Committee of Diamond Biofund was chaired by independent director Der-Tsai Lee. Meetings were held at least once per quarter, with a total of 8 meetings convened in 2024. For detailed operations, please refer to the Company's website and pages 38-42 of the 2024 Annual Report.

The attendance of committee members at Audit Committee meetings in 2024 is as follows:

Position	Name	Attendance Rate (%) (Note 1)	Remarks
Independent director (Convener)	Der-Tsai Lee	100	Reappointed on August 1, 2024
Independent director (Member)	Fei-Peng Lee	100	Appointed on August 1, 2024
Independent director (Member)	Shu-Hui Chang	100	Appointed on August 1, 2024
Independent director (Member)	Li-Ching Chen	100	Appointed on August 1, 2024
Independent director (Member)	Chi-Yu Hsiang	100	Appointed on August 1, 2024
Independent director (Member)	Shih-Tsung Chang	100	Appointed on August 1, 2024
Independent director (First-term Member)	Wan-Chin Chen	100	Stepped down on July 31, 2024
Independent director (First-term Member)	Hung-Wen Lin	66.7	Stepped down on July 31, 2024

Note 1 : As the Company held a re-election of the Board of Directors at the 2024 Annual General Meeting of Shareholders, the actual attendance rate (%) of both newly appointed and outgoing board members was calculated based on the number of meetings held and attended during their respective terms of office.

Note 2 : For detailed information regarding the operations of the Audit Committee, please refer to pages 38-42 of Diamond Biofund's 2024 Annual Report.

Communication between Independent Directors, the Head of Internal Audit, and the External Auditors:

1. Independent directors meet with the head of internal audit and the external auditors at least once every quarter through the Audit Committee, and hold at least one separate communication session per year with each of them individually.
2. The external auditors report on key audit or review findings of the Company's financial statements during Audit Committee meetings and explain the impact of recent regulatory amendments on the Company. All such matters are thoroughly discussed and communicated with the attendees.
3. The head of internal audit provides audit reports to independent directors on a monthly basis and reports on internal audit operations during Audit Committee meetings.
4. Independent directors may communicate with the head of internal audit and external auditors via email, meetings, or phone calls as needed. Overall, the communication practices operate smoothly.

Remuneration Committee

To establish a sound remuneration system for directors and managers, Diamond Biofund evaluates whether the compensation received by directors and managers is fair and reasonable. The Board of Directors has approved the "Remuneration Committee Charter," and the "Remuneration Committee" has been established under the Board of Directors. The Remuneration Committee meets at least twice a year. There are six members on the Remuneration Committee of Diamond Biofund. In 2024, two meetings were held, and the attendance of committee members is as follows:

Position	Name	Attendance Rate (%) (Note 1)	Remarks
Independent director (Convener)	Der-Tsai Lee	100	Reappointed on August 1, 2024
Independent director (Member)	Fei-Peng Lee	100	Appointed on August 1, 2024
Independent director (Member)	Shu-Hui Chang	100	Appointed on August 1, 2024
Independent director (Member)	Li-Ching Chen	100	Appointed on August 1, 2024
Independent director (Member)	Chi-Yu Hsiang	100	Appointed on August 1, 2024
Independent director (Member)	Shih-Tsung Chang	100	Appointed on August 1, 2024
Independent director (First-term Member)	Wan-Chin Chen	0	Stepped down on July 31, 2024
Independent director (First-term Member)	Hung-Wen Lin	0	Stepped down on July 31, 2024

Note 1 : As the Company held a re-election of the Board of Directors at the 2024 Annual General Meeting of Shareholders, the actual attendance rate (%) of both newly appointed and outgoing board members was calculated based on the number of meetings held and attended during their respective terms of office.

Note 2 : For detailed information regarding the operations of the Audit Committee, please refer to pages 64-69 of Diamond Biofund's 2024 Annual Report.

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When conducting evaluations, the Remuneration Committee should comprehensively consider the following principles:

- The Company's compensation is in compliance with relevant laws and sufficient to attract outstanding talent;
- The performance evaluation and remuneration of directors and managers should refer to the usual standards in the industry and consider the time invested, responsibilities undertaken, achievement of individual goals, performance in other positions, compensation for similar positions in recent years, and the Company's financial condition. These factors should be evaluated to determine the reasonableness of the correlation between individual performance, company performance, and future risks;
- Directors and managers should not be incentivized to engage in behavior that exceeds the Company's risk appetite in pursuit of compensation;
- The proportion of short-term performance-based remuneration and the timing of variable compensation payments for directors and senior managers should consider the characteristics of the industry and the nature of the Company's business.
- In practice, the Remuneration Committee adheres to the duty of care expected of a good manager, regularly reviewing policies, systems, standards, and structures for evaluating and determining directors' and managers' performance and compensation. Recommendations are then submitted to the Board of Directors for discussion.

Sustainable Development and Nominating Committee

The Company's Nominating Committee, established through a resolution of the Board of Directors, is composed of at least three directors, with more than half of the members being independent directors. An independent director serves as the convener and chairman of the committee. To enhance the functions of the Board, promote the achievement of sustainable development goals, and strengthen risk governance and sustainability management, the committee was renamed from the "Nominating Committee" to the "Sustainable Development and Nominating Committee" on December 23, 2024. The committee's powers and duties are as follows:

- Develop standards for the professional knowledge, skills, experience, diverse background (such as gender), and independence required of Board members, and use these criteria to search for, review, and nominate candidates for directors.
- Develop sustainability development policies, systems, and other related frameworks.
- Review the sustainability report.
- Oversee the implementation of the Company's sustainable development practices or other sustainability-related tasks as resolved by the Board.
- Supervise the risk management policies and mechanisms.

Sustainable Development and Nominating Committee Operations:

- The Company's Sustainability and Nominating Committee consists of 5 members.
- The term of the committee is from August 1, 2024, to July 31, 2027. In 2024, the Sustainable Development and Nominating Committee held 2 meetings, and the attendance of committee members is as follows:

Position	Name	Attendance Rate (%) (Note 1)	Remarks
Independent director (Convener)	Der-Tsai Lee	100	Reappointed on August 1, 2024
Chairman (Member)	Pan-Chyr Yang	100	Appointed on August 1, 2024
Deputy Chairman (Member)	Tsu-Der Lee	100	Reappointed on August 1, 2024
Independent director (Member)	Tsu-Der Lee	100	Appointed on August 1, 2024
Independent director (Member)	Chi-Yu Hsiang	100	Appointed on August 1, 2024
Chairman (First-term Member)	William Lu	100	Stepped down on July 31, 2024
Independent director (First-term Member)	Hung-Wen Lin	0	Stepped down on July 31, 2024
Independent director (First-term Member)	Wan-Chin Chen	100	Stepped down on July 31, 2024

Note 1 : On May 21, 2024, the Company held a full re-election of the sixth-term directors. The first-term Nominating Committee was discharged on July 31, 2024, and the second-term Nominating Committee assumed office on August 1, 2024. On December 23, 2024, the "Nominating Committee" was renamed the "Sustainability Development and Nominating Committee."

Note 2 : For detailed information on the operations of the Sustainability Development and Nominating Committee, please refer to pages 70-73 of Diamond Biofund's 2024 Annual Report.



Tax Governance

Tax policy

In response to the international trend in tax governance, the compliance of tax laws and regulations, the realization of sustainable corporate development, the enhancement of shareholder value, and the fulfillment of social responsibilities and tax obligations, Diamond Biofund formed the Tax Governance Policy in October 2024, which has been announced and implemented after approval by the chairman. The Company and subsidiaries included in the consolidated financial statements comply with the above Tax Governance Policy in the course of handling various tax affairs.

Tax Governance Policy	
Regulatory Compliance	Fulfill the social responsibility of paying taxes according to the tax laws and regulations of each country of operation.
Information Transparency	Disclose tax information through public channels to ensure information transparency.
Risk Control	Tax-related risks and impacts are assessed for transactions and decisions.
Tax Management	We do not use tax structures that have no commercial substance, nor transfer value created to low tax jurisdictions or tax havens.
Transfer Pricing	Commercial substance principles, arm's length principles, and tax compliance principles shall comply with the International Transfer Pricing Principles promulgated by the Organization for Economic Co-operation and Development (OECD).
Specialty Cultivation	Education and training are provided to enhance the professional knowledge of tax personnel to assess and respond to changes in tax laws.
Mutual Trust and Communication	Establish a sound communication relationship with the donation and collection authority to communicate tax issues in a timely manner.

Tax Information

100% of the operating revenue, profit (loss) before income tax, and income tax expense of Diamond Biofund in 2024 were generated from operations in Taiwan.

Unit: NTD thousand

Country	Major Business Activity	Number of Employees	Operating Revenue	Profit (Loss) Before Income Tax	Income Tax Paid	Income Tax Expense (Benefit)
Taiwan	Venture Capital Investment	25	(2,228,791)	(2,396,406)	952	121,634

Tax Information for the Two Fiscal Years

As a venture capital company, the Company's operating revenue primarily consists of gains or losses from the valuation of investment targets, recognized in accordance with IFRS as financial assets measured at fair value through profit or loss. Since such valuation gains or losses are unrealized, they are excluded when calculating taxable income. In the event of the disposal of investment targets during the fiscal year, in accordance with the Income Tax Act, gains or losses from the disposal of foreign investments are subject to a 20% tax rate. For domestic investment targets, since securities transaction income has been exempt from income tax since 2016, the securities transaction income of profit-seeking enterprises is subject to the basic income tax under the Income Basic Tax Act (i.e., the minimum tax system), at a tax rate of 12%.

Unit: NTD thousand

Item	2023	2024
Profit (Loss) before Income Tax (A)	(2,583,823)	(2,396,406)
Income Tax Expense (Benefit) (B)	(412)	121,634
Effective Tax Rate % (C) = (B)/(A)	0.02%	-5.08%
Adjustments (D)	Timing Differences	0
	Tax-Exempt Income	0
Adjusted Effective Tax Rate Expense (Benefit) (E)=(B)+(D)	(412)	121,634
Adjusted Effective Tax Rate% (E)/(A)	0.02%	-5.08%
Income Tax Paid (F)	82,849	952
Cash Tax Rate (F)/(A)	-3.21%	-0.04%

Note: The above tax information is based on the audited financial statements of Diamond Biofund for 2023 and 2024, as detailed on pages 6 and 30.

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Ethical Management

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Based on the core value of "integrity," Diamond Biofund, with the approval of the Board of Directors, has established internal regulations such as the "Ethical Corporate Management Best Practice Principles," "Business Integrity Procedures and Behavioral Guidelines," and the "Code of Ethical Conduct." These regulations require the Board of Directors, management, and all employees to adhere to and implement ethical practices. To ensure the implementation of ethical management, the Company has established an effective accounting system and internal control system. Internal audit personnel regularly audit compliance with these practices and report to the Board of Directors.

The Human Resources unit under the Administration Department is responsible for promoting ethical management. This includes revising the Business Integrity Procedures and Behavioral Guidelines, conducting ethical management education and training, and promoting ethical management practices. The implementation of ethical management is reported annually to the Board of Directors.

The implementation for 2024 was reported on February 25, 2025. In 2024, there were no incidents of corruption, bribery, or other violations of ethical management.

Ethics and Morality Education and Training

The Company regularly organizes training related to ethical corporate management and makes promotions via e-mails.

In 2024, the company arranged at least 6 hours of training courses related to corporate governance and integrity management for directors and managers. The topics included "Changing the World through Investment: Practices of Impact Investing and the SDGs," "Activating Corporate Digital Resilience: Incident Response and Recovery from Ransomware Attacks," "How Startups Can Conduct Equity Planning and Organizational Structure Design," "An Introduction to Carbon Management and Energy Management from a Sustainability Perspective in Listed Companies," "What Investors Are Thinking: Corporate Sustainability Transformation through ESG Investment and Financing," and "Comprehensive Intellectual Property Protection Strategies: A New AI-Assisted Approach to IP Compliance Management." New employees receive one hour of training on the Ethical Corporate Management Best-Practice Principles upon onboarding. The company incorporates its integrity management policies into the new hire orientation process to ensure that employees understand the relevant policies, standards, and guidelines.

The company conducts annual training on its integrity management policy. In 2024, training sessions were held in July on "Employee Awareness of Intellectual Property and Trade Secrets Protection" with 18 participants, and in October on "Integrity Management and Insider Trading Prevention" with 20 participants. These two courses totaled four hours. All employees were the target audience for the training. The courses utilized case studies to reinforce the concepts of integrity management, strengthen oversight and prevention of unethical behavior, and raise awareness of confidentiality responsibilities related to the company's intellectual property. To ensure all employees are knowledgeable about relevant laws and regulations and comply accordingly, examinations were administered, and a passing score of 80 or above was required. In addition, in September, the company invited the Investigation Bureau to deliver a course on "Trade Secrets and Cybersecurity" specifically for mid-level and senior executives. Through the sharing of real-life cases, the course emphasized the importance of trade secret protection and encouraged managers to bring back key takeaways to share with their teams.

Insider Trading Prevention

Diamond Biofund has established the "Procedures for Handling Material Information and Preventing Insider Trading," clearly defining the applicable scope, target groups, and related procedures. This is to prevent the company's directors, managers, and other insiders from unintentionally or intentionally violating insider trading regulations due to unfamiliarity with the law, thereby protecting investors and safeguarding the company's interests.

In January of each year, all directors are notified of the scheduled dates of regular board meetings. Directors are also reminded not to trade the company's shares during the blackout periods, which are 15 days prior to the announcement of quarterly financial reports and 30 days prior to the announcement of the annual financial report.

Whistleblowing and Whistleblower Protection

Diamond Biofund has established a "Whistleblowing Policy," set up and publicized a whistleblowing mailbox, and implemented a whistleblower protection system. The receiving unit is independent and ensures that whistleblower files are encrypted for protection. The company provides channels for internal and external personnel to report illegal acts, violations of the Code of Ethical Conduct, or breaches of the Ethical Management Code. If company employees or external personnel discover illegal activities, violations of company policies, systems, or the Code of Ethical Conduct, or actions that harm the company's interests, such as fraud, embezzlement of company assets, leaking company secrets, or receiving improper benefits, they can report these incidents via mail or email:

- Mail: Whistleblowing Mailbox, 35th Floor, No. 66, Zhongxiao West Road, Zhongzheng District, Taipei City 100, Taiwan.
- Email: Audit@diamondbiofund.com

The company will conduct an investigation based on the "Whistleblowing Policy" and is committed to protecting whistleblowers. The company ensures that whistleblowers will not face dismissal, demotion, salary reduction, damage to legally or contractually entitled rights, or any other adverse treatment due to their whistleblowing. Additionally, the company is responsible for keeping the whistleblower's identity, the content of the whistleblowing, and the investigation process confidential, and will not disclose any information that could identify the whistleblower.



Political Activity Contributions

Diamond Biofund has internally established the "Ethical Corporate Management Best Practice Principles" and the "Business Integrity Procedures and Behavioral Guidelines," which are publicly disclosed on the company website. Specific regulations are outlined as follows:

- Prohibition of Illegal Political Donations (Ethical Corporate Management Best Practice Principles, Article 10; Business Integrity Procedures and Behavioral Guidelines, Article 9) Directors, managers, employees, appointees, and actual controllers of the company are prohibited from directly or indirectly providing donations to political parties or individuals involved in political activities unless such donations comply with the Political Donations Act and the company's internal procedures. Donations must not be made to gain business advantages or preferential treatment.
- Prohibition of Bribery and Acceptance of Bribes (Ethical Corporate Management Best Practice Principles, Article 9; Business Integrity Procedures and Behavioral Guidelines, Articles 3 and 4) The company, its directors, managers, employees, appointees, and actual controllers are prohibited from directly or indirectly offering, promising, demanding, or receiving any form of improper benefits during business dealings with customers, agents, contractors, suppliers, public officials, or other stakeholders. Company personnel are prohibited from offering or providing improper benefits, such as money, gifts, commissions, positions, services, favors, kickbacks, facilitation payments, hospitality, entertainment, or other valuable items, to public officials, political candidates, political parties, or party officials in order to gain or maintain benefits.

Diamond Biofund's Political Activity Contributions

(Unit: NT\$)

Item	2024
Lobbying Interest Donations	0
Local, Regional, or National Political Activity Donations	0
Donations to Tax-Exempt Organizations such as Trade Associations or Political Think Tanks	0
Other Contributions Related to Referendums or Ballot Activities	0

Internal Audit Status

• Ethic Audit

The Audit Office conducted the 2024 Ethics Audit for Diamond Biofund and its subsidiaries based on the Company's "Code of Ethical Conduct," "Ethical Corporate Management Best Practice Principles," "Business Integrity Procedures and Behavioral Guidelines," and "Whistleblowing Procedures." The audit included a random review of employee-signed declarations of compliance, and no violations were found.

• Intellectual Property Audit

The Audit Office conducted the 2024 Intellectual Property Management Audit for Diamond Biofund and its subsidiaries based on the Company's "Document Management Guidelines," "Personal Data Protection Act," and "Trademark Management Guidelines." Through random checks of promotional materials, forms, records, and operational procedures, it was confirmed that the development, management, and protection of intellectual property were carried out in compliance with regulations, and no significant violations were found.

• Privacy Audit

The Audit Office conducted the 2024 Privacy Audit for Diamond Biofund and its subsidiaries based on the Company's "Privacy Policy" and the "Personal Data Protection Act." Through random checks of promotional materials, forms, records, and operational procedures, it was confirmed that the acquisition, processing, usage, transmission, and protection of relevant data were all executed in compliance with regulations, and no significant violations were found.



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Risk Management

Risk Management Policy and Procedures

To manage the various risks that may be encountered in operations and to cultivate a strategy and organizational culture that emphasizes risk management, the "Risk Management Policies and Procedures" serve as the Company's highest guiding principles for risk management. The Board of Directors, the "Sustainable Development and Nominating Committee," the "Sustainable Development and Risk Management Task Force," and employees all participate in promoting and implementing these principles. The "Sustainable Development and Risk Management Task Force" reports on risk management operations to the "Sustainable Development and Nominating Committee" and the Board of Directors at least once a year.

Risk Governance

The Board of Directors is the highest decision-making body for risk management. It is responsible for approving, reviewing, and supervising the Company's risk management policies to ensure their effectiveness and bears ultimate responsibility. The Board has established the "Sustainable Development and Nominating Committee" as a functional committee to regularly receive reports from the Company's Sustainable Development and Risk Management Task Force, supervise the implementation of risk management by the Company and its key subsidiaries, and provide suggestions for improvement regarding the design of risk management policies and procedures. The "Sustainable Development and Nominating Committee" currently comprises five members, including three independent directors, with an independent director serving as the convener and chairperson of the meetings.

The "Sustainable Development and Risk Management Task Force" is the authority responsible for executing risk management. It is mainly in charge of executing tasks such as monitoring, measuring, and assessing the Company's risks. It shall exercise its powers independently from business units and operational activities. The task force is organized under the Office of the President and reports to the "Sustainable Development and Nominating Committee" and the Board of Directors.

Supervisors of each functional department or business handlers are the first-line responsible units as risk owners for their respective areas. They must carry out their duties in accordance with internal control systems and internal regulations relevant to their businesses and serve as the direct units for initial risk identification, measurement, and monitoring. As second-line responsible parties, departmental supervisors shall be responsible for the risk management of related business operations, and based on the actual operations, review, revise, or supplement internal regulations accordingly.

Risk Management Organizational Structure



Risk Management Operations

The relevant risk factors are identified from a company-wide operational perspective by the responsible department heads, who assess and analyze the impact of these risks on the company's operations. Response measures are then developed to ensure that the various risks the company may face in its operations are controlled within an acceptable range.



Risk Identification

In identifying risk factors, the company considers a wide range of risks that may affect its business objectives or cause operational disruptions. Sustainability-related aspects, including emerging ESG issues, are also incorporated into the risk identification process. The assessment takes into account the complexity of each issue, relevant scenarios and assumptions, and, where necessary, third-party data sources. Key risk events are identified, and response plans are established to enhance operational resilience. In 2024, a total of 31 risks were identified and assessed.

Risk Assessment

The Likelihood of occurrence the degree of impact of risk events are used as factors to quantify the risks

Rating	Likelihood Description	Definition
1	Extremely Unlikely	Expected to occur less than once in 10 years
2	Unlikely	Expected to occur about once in 10 years
3	Probably	Expected to occur about once in 5 years
4	Likely	Expected to occur about once in 3 years
5	Almost Certainly	Expected to occur about once in 1 year

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Rating	Description of Impact Severity	Financial Impact	Operational Impact	Personnel Impact (Including Employees)	Human Resources Impact
1	Negligible	Loss or additional expenditure amounting to 0.01% or less of capital (including) (NTD 850,000 or less)	No damage to buildings or equipment; operations unaffected	Causes temporary discomfort or no impact	Replacement manpower accounts for less than 10% of total personnel or recruitment cycle time is less than 1 month
2	Minor	Loss or additional expenditure amounting to 0.01%–0.05% of paid-in capital (NT\$850,000–NT\$4.25million)	Partial damage to buildings or equipment; operations can resume within one day	Causes temporary injury, no follow-up medical treatment or surgery required	Replacement labor accounts for 10%–20% of total workforce or staff recruitment cycle time exceeds one month
3	Moderate	Loss or additional expenditure amounting to 0.05%–0.5% of paid-in capital (NT\$4.25 million to NT\$42.5 million)	Partial damage to buildings or equipment; operations can resume within three days	Causes temporary injury, requiring follow-up medical treatment or surgery	Replacement labor accounts for 20%–30% of total workforce or staff recruitment cycle time exceeds two months
4	Major	Loss or additional expenditure amounting to 0.5%–1% of paid-in capital (NT\$42.5 million to NT\$85 million)	Partial damage to buildings or equipment; operations can resume within one week	Causes permanent or irreversible injury	Replacement labor accounts for 30%–50% of total workforce or staff recruitment cycle time exceeds three months
5	Substantial	Loss or additional expenditure amounting to more than 1% of paid-in capital (Over NT\$85 million)	Severe damage to buildings or equipment; operations interrupted for more than one week	Causes death	Replacement labor accounts for over 50% of total workforce or staff recruitment cycle time exceeds six months



Risk Monitoring and Reporting

A company-level risk matrix is compiled based on risk management practices, with each department formulating corresponding control measures. The "Sustainable Development and Risk Management Task Force" reports the implementation results of risk management operations at least once a year to the "Sustainable Development and Nominating Committee" and the Board of Directors. Ongoing training programs are conducted to strengthen a mindset and culture with heightened risk awareness.

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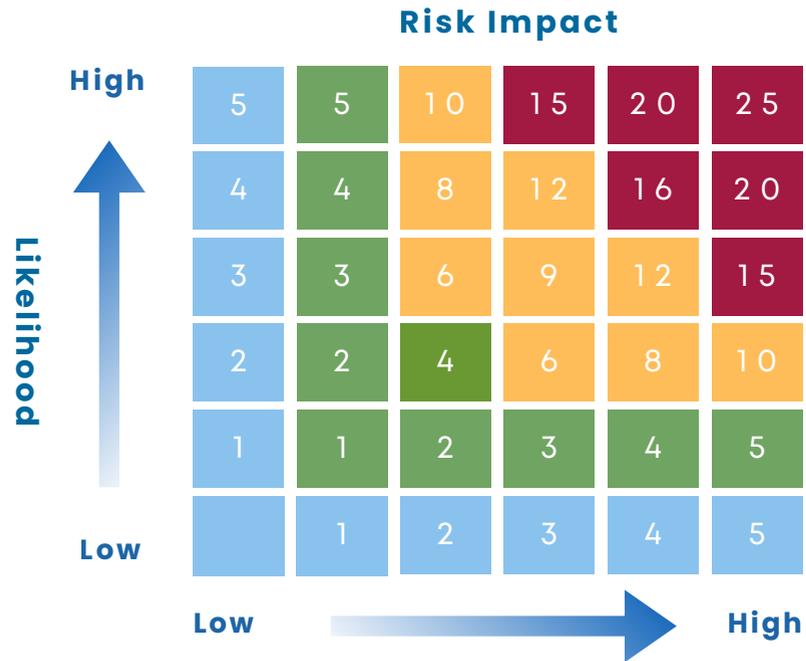
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Score	Risk Level	Risk Response
13 ~25	High	Risk Avoidance and/or Risk Mitigation
6~12	Medium	Risk Sharing
1~5	Low	Risk Acceptance

Example

Risk Factor	Risk Event	Likelihood of Occurrence	Impact Severity	Risk Rating	Risk Level
Market Concentration Risk	The investment targets are concentrated in a single market; if that market contracts or experiences high volatility, it may result in losses.	4	5	20	High
Intellectual Property	Improper management of intellectual property (including trade secrets and trademarks) may affect the company's operations or business interests.	2	4	8	Medium



Risk Response

Significant Risk Factors and Corresponding Mitigation Measures/Strategies Identified in the 2024 Risk Assessment

Significant Risk Factors	Mitigation Measures / Strategies
Investment Risk	<ul style="list-style-type: none"> Establishment and implementation of the "Investment Operations Procedure," "Investment Risk Control Procedure," and "Investment Target Valuation Procedures. Maintain close communication with senior executives of current investment projects to stay informed of the latest developments. Incorporate broader perspectives into the evaluation and valuation of new investment projects, carefully selecting sources with clear capital market opportunities and considering contingency measures for international political and economic impacts. Regularly track global economic indicators and capital market trends to promptly grasp market dynamics and adjust operational plans jointly with investment targets in response to market conditions.
Responsible Investment	<ul style="list-style-type: none"> Strengthen the "Responsible Investment Policy" by requiring that both the company's proprietary fund investments and externally raised or managed private equity funds comply with and implement the "Responsible Investment Policy." Incorporate ESG and other sustainability factors into all stages of the investment process, including project sourcing and selection, evaluation, investment decision-making, and post-investment management. Require investment targets to sign an "ESG Declaration," committing to comply with ESG review items. Based on the items in the "ESG Declaration," conduct an annual review.
Talent Recruitment, Development, and Retention	<ul style="list-style-type: none"> Establish diverse recruitment channels and strengthen industry-academia collaboration; attract top international talent with global experience through professional agencies or active participation in international forums. Show care for employees and emphasize two-way communication to foster a positive work environment and a workplace culture that values gender equality, thereby enhancing employee cohesion and retention. Develop comprehensive employee development programs and implement on-the-job training systems to continuously improve employee performance. Offer competitive compensation and benefits, and uphold the principle of sharing achievements with employees, while actively developing and motivating talent.
Cybersecurity	<ul style="list-style-type: none"> Introduced the ISO 27001 Information Security Management System and obtained third-party certification. Joined the TWCERT/CC Cybersecurity Alliance to broaden the scope of cybersecurity defense. Established a dedicated cybersecurity unit and completed training for designated cybersecurity personnel. Regularly conduct cybersecurity awareness education and training, as well as cybersecurity incident response drills. Implement software and hardware mechanisms for cybersecurity defense, along with comprehensive backup drill plans. Set up a remote access cybersecurity detection platform.
Policy Risk	<ul style="list-style-type: none"> Established and complied with the "Sustainable Development Best Practice Principles" and the "Sustainability Information Management Guidelines". Conduct greenhouse gas (GHG) inventory and verification in accordance with ISO 14064, and disclose governance, strategy, risk management, and metrics in line with the TCFD framework Responded to government policies by setting sustainability goals and actively promoting "energy conservation and carbon reduction," "water conservation," and "resource recycling and reuse" to minimize environmental impact.

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Emerging Risk Management

To strengthen the control and response to future risks, in addition to forecasting the aforementioned risks based on past experience, the company also refers to literature published by domestic and international institutions to conduct emerging risk assessments, in order to understand potential impacts and formulate corresponding mitigation measures.

Emerging Risk Assessment in 2024

Emerging Risk Factors	Risk Description	Risk Response
Geopolitical Conflicts	Investment targets may be affected by geopolitical factors, such as the U.S. Biosecure Act, which reduces opportunities for cross-border investment cooperation	<ul style="list-style-type: none"> Strengthen the analysis and collection of international political and economic intelligence to reduce the concentration of investments in a single region. During periods of medium to high risk, allocate idle funds to other markets or seek emerging markets less affected by geopolitical conflicts as potential sources of growth.
Climate Strategies and Actions	Under the impact of global climate change, physical risks such as droughts and typhoons are intensifying, thereby increasing operating costs.	<ul style="list-style-type: none"> Conduct disaster prevention awareness campaigns from time to time to reduce the severity of disaster impacts. Set sustainability goals and promote “energy saving and carbon reduction,” “water conservation,” and “resource recycling and reuse” to slow the pace of climate change.
Declining Birthrate and Talent Gap	Facing a declining birth rate and the strong talent attraction of Taiwan’s technology industry, the company is at risk of a talent gap that could potentially impact operations. For example, a shortage of cybersecurity professionals may expose the company to information security risks, while a lack of skilled investment personnel could directly hinder the development and post-investment management of investment projects, ultimately affecting revenue.	<ul style="list-style-type: none"> Enhance the talent development system and regularly conduct employee competency assessments aligned with the company’s strategic direction. Annual training programs are implemented to bridge identified skill gaps. Promote digital transformation to optimize operational processes, and improve labor efficiency by breaking down and analyzing job tasks, thereby easing the burden on workers and addressing shortages in front-line labor.

Internal Audit Status

The Audit Office, in accordance with the Company’s “Risk Management Policies and Procedures” and other relevant regulations, conducted the 2024 risk management audit for Diamond Biofund and its subsidiaries. Through sampling audits of risk assessment reports, forms, records, and operating procedures, it was confirmed that the identification, assessment, monitoring, reporting, and response of risk evaluation were all implemented in accordance with the risk management process, and no major violations were found.

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Legal Compliance

Legal compliance is a core requirement of Diamond Biofund's operations and a critical foundation for gaining the trust of investors and other stakeholders. Diamond Biofund continuously monitors financial and investment-related policies and regulations issued by domestic and foreign regulatory agencies. Through effective management and evaluation mechanisms, the company strictly ensures that all operations comply with legal requirements.

The company continuously enhances employees' awareness of legal compliance through education and promotion, ensuring they understand and adhere to legal regulations. Annual education and training courses on ethical management and legal compliance are conducted, focusing on corporate governance, risk management, and information protection. Courses are case-based to strengthen the understanding of legal compliance and ethical management concepts, management, and prevention of unethical behavior.

In 2024, neither Diamond Biofund nor its subsidiaries experienced any incidents of corruption or bribery, discrimination or harassment, customer privacy violations, conflicts of interest, money laundering, or insider trading.

Management Mechanism

- Corporate Governance**

The company strengthens the functions of the Board of Directors and functional committees, ensuring the Board fulfills its duty of care and supervises financial operations and internal control systems. The Corporate Governance Best Practice Principles and Rules for Performance Evaluation of Board of Directors are implemented, and governance practices are disclosed on the company's website to enhance information transparency.

- Personnel**

Diamond Biofund fosters a corporate culture of legal compliance, building a trustworthy corporate reputation based on integrity. The company formulates relevant rules and internal control systems in accordance with legal requirements, constructing good corporate governance through practical operations. Employees are provided with governance, environmental protection, and labor rights training based on the nature of their work, ensuring that all employees comply with laws and internal regulations. New employees sign confidentiality agreements upon onboarding, including clauses to protect company trade secrets and cyber security, to prevent the leakage of commercial secrets that could harm the company. Contracts with trading partners are reviewed by the legal department to protect the company's interests. Auditors verify employee compliance with business operations according to major cycles and important processes, effectively reducing the risk of legal violations. A stakeholder communication channel is established on the company website, allowing employees to report illegal activities promptly.

Evaluation Mechanism

- Diamond Biofund and its subsidiaries continuously implement internal control measures to ensure legal compliance. In 2024, there were no significant legal violations in corporate governance, environmental, labor, or human rights compliance, and internal audits did not find any major non-compliance issues.

2024 Legal Compliance Implementation: No Major legal violations occurred (including major penalties or sanctions)

Definition of Major Legal Violations: Violations of laws that constitute major events as listed by the FSC of Taiwan.

Corruption and bribery incidents	0 Cases
Discrimination and harassment incidents	0 Cases
Customer privacy breach incidents	0 Cases
Conflicts of interest incidents	0 Cases
Fraud, money laundering, insider trading incidents	0 Cases
Anti-competitive behavior, anti-trust and monopoly practices, market manipulation incidents	0 Cases
Other ethical management-related incidents or any significant legal violations	0 Cases

Information Transparency

As the first publicly listed venture capital company, Diamond Biofund maintains a high level of transparency in its investment information. Every day, the company publishes the number of shares held, share prices, and changes in fair value of its publicly listed investment targets on the company website and the Market Observation Post System(MOPs). Monthly, the company discloses revenue, the number of shares held and changes in fair value of all investments in its portfolio, net asset value per share, and cash balances. Additionally, the fair value of investments is disclosed on the Market Observation Post System(MOPs) on a monthly and quarterly basis. Besides the aforementioned channels, the company also holds quarterly investor conference(earnings call) to explain its financial and business status, revenue recognition characteristics, and the operational progress of its investments to investors.

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Internal Audit

To ensure that auditors maintain impartiality and independence in performing internal audit tasks, Diamond Biofund has established an independent audit office under the Board of Directors. The office is staffed according to the company's operational scale, business development, management needs, and other legal requirements.

Auditors, with an independent and objective mindset, carry out audits based on the annual audit plan, ensuring that the company's internal operations comply with laws and internal control systems. During routine audits, auditors communicate fully with the audited units. If any major violations are discovered or if the company is at risk of significant harm, these issues are disclosed in the audit report. The head of internal audit regularly reports the results of internal audits and the status of follow-up and remediation of audit findings to the Audit Committee and the Board of Directors. The Audit Office assists the Board of Directors and management in conducting independent and objective evaluations of the completeness and effectiveness of the internal control system, providing timely recommendations to ensure that internal controls are effectively implemented. In addition, to enhance the professional abilities of audit personnel, the company arranges for continuous training and participation in internal audit courses provided by competent authorities to improve audit quality and effectiveness.

Through continuous monitoring of the company's implementation of various operational systems, the audit office helps establish good governance practices and risk management mechanisms, creating a sustainable operating environment. In 2024, the Audit Office conducted 75 audit projects, with no significant non-compliance issues. All minor non-compliance issues were rectified and closed within the deadline.

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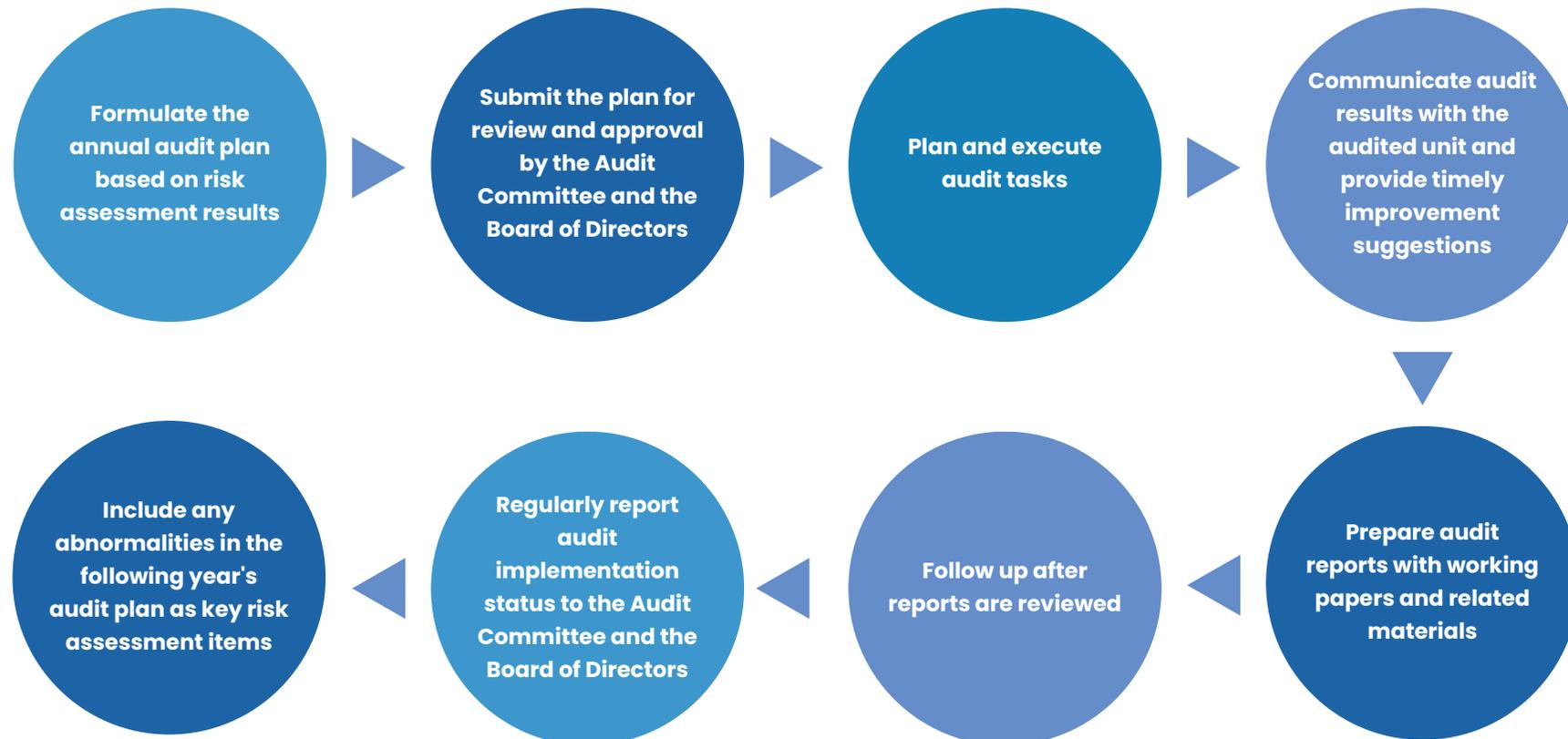
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Internal Audit Process



Cybersecurity

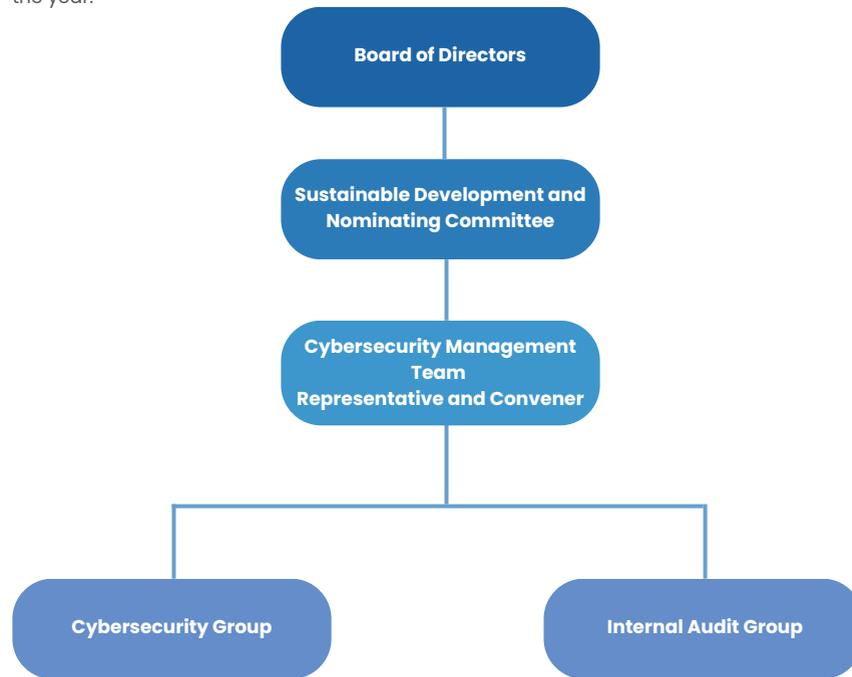
Diamond Biofund has established a Cybersecurity Management Team to formulate and implement cybersecurity policies and execution plans, promoting, reviewing, and improving them. Additionally, the Audit Office forms an Internal Audit Group responsible for conducting cybersecurity audits, performing at least one random check annually to assess the effectiveness of cybersecurity controls and track the results of improvement plans.

Cybersecurity Risk Management Framework

Diamond Biofund has established a Cybersecurity Management Team to oversee information and communications security management. The Committee is led by a Management Representative who also serves as the Convener. A Cybersecurity Group and an Internal Audit Group have been set up as the dedicated cybersecurity management units. The implementation status of cybersecurity management is reported annually to the Sustainable Development and Nominating Committee and the Board of Directors.

The Cybersecurity Group includes one dedicated cybersecurity manager and one dedicated cybersecurity staff member, who are responsible for planning, implementing, and controlling tasks related to cybersecurity. Their responsibilities include conducting various risk assessments, system classification, implementing system security control measures, supervising cybersecurity management tasks, and formulating and promoting cybersecurity-related regulations. The Internal Audit Group is responsible for auditing and conducts annual random checks on the implementation of cybersecurity policies, as well as tracking the effectiveness of corrective action plans.

A cybersecurity meeting was held in 2024, and no significant cybersecurity violations were reported during the year.



Cybersecurity Goals

To protect the confidentiality, integrity, and availability of information assets, the company aims to achieve the following goals through the implementation of its cybersecurity policy:

1. Establish a secure and reliable information environment, ensuring the security of the company's data, systems, equipment, and networks to support the company's continuous operations.
2. Protect business services by ensuring that only authorized personnel can access information, thus maintaining confidentiality.
3. Safeguard business services by preventing unauthorized modifications, ensuring accuracy and integrity.
4. Develop a business continuity plan to ensure the continuous operation of information services.
5. Ensure that all business services comply with relevant government regulations (e.g., Cyber Security Management Act, Criminal Code, Classified National Security Information Protection Act, Patent Act, Trademark Act, Copyright Act, Personal Data Protection Act).
6. Protect personal data related to the company's business from external threats or improper management and use by internal personnel, avoiding risks such as theft, tampering, damage, loss, or leakage.
7. Enhance the protection and management of information assets to reduce operational risks.



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Specific Cybersecurity Management Measures

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1. Formulating management measures

To establish a robust cybersecurity management system, the company obtained ISO 27001 certification in September 2024. By adhering to international cybersecurity management standards, the company aims to increase awareness of cybersecurity among employees and establish proper guidelines for computer and network usage. The company has developed various policies and procedures, including: cybersecurity policy, cybersecurity organization and objectives management procedures, information asset management procedures, cybersecurity risk assessment, physical security, operational security, access control, cybersecurity incident management, and other related procedures and guidelines.

2. Information technology

The company has implemented a multi-layered protection system for cybersecurity, including: complex password verification for accounts, antivirus protection for servers and clients, internet behavior management/malicious website protection, firewall blocking, server data backup, data encryption, network IP management, and Endpoint Detection and Response (EDR) measures. In 2024, EDR deployment covered approximately 100% of the company. The company will continue to allocate resources to maintain full EDR coverage going forward.

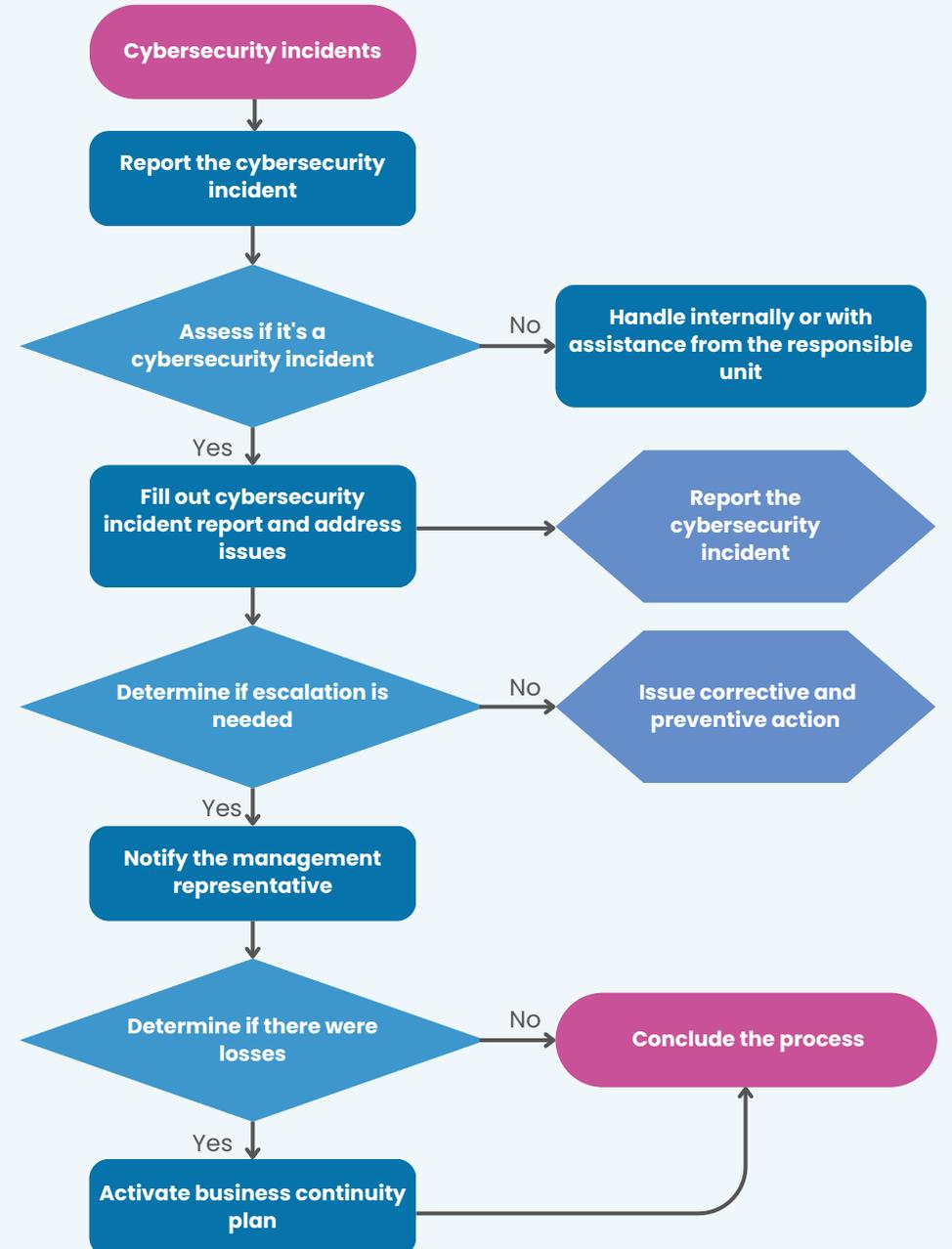
3. Promotion and improvement

To raise awareness of cybersecurity among employees and strengthen self-protection, the company holds at least one cybersecurity management review meeting each year to supervise and control cybersecurity systems and incidents. Additionally, the company conducts at least three hours of cybersecurity awareness training and one cybersecurity incident drill annually. In 2024, a total of 4 company-wide cybersecurity training sessions were held, covering the following topics: "Personal Data and Smartphone Security Protection," "Practical Personal Data Protection," "IoT Security and Analysis of Recent Cybersecurity Cases," and "Corporate Anti-Corruption and Cybersecurity Awareness." In addition, a dedicated course titled "Division of Responsibilities and Key Points for Each Department during Cybersecurity Incidents" was held specifically for department heads and internal auditors. In total, at least 12 cybersecurity awareness sessions were held in 2024, aimed at strengthening employees' cybersecurity awareness and improving information security protection concepts. Moreover, three phishing email social engineering drills were conducted in 2024, with a 100% success rate in passing the phishing test. In the future, more phishing email formats will be introduced. Employees who fall victim to phishing will be required to undergo additional cybersecurity education and training to enhance overall information security awareness within the company.

4. Joining a cybersecurity organization

In September 2022, the company joined the TWCERT/CC Cybersecurity Alliance and periodically exchanges cyber threat intelligence through this platform. By leveraging joint defense mechanisms and sharing cyber threat intelligence, the company aims to expand its cybersecurity defenses and strengthen its cybersecurity resilience.

Cybersecurity Incident Reporting and Response Process



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2024 Cybersecurity Education and Training Statistics

Cybersecurity Training Course Title	Target Audience (Total Number of People)	Number of Participants	Course Hours	Coverage Rate*
Cybersecurity Training - Personal Data and Smartphone Security Protection	All employees (25)	15	2.5	60
Cybersecurity Training - Practical Personal Data Protection	All employees (25)	10	1.5	40
Management Seminar (Cybersecurity) - IoT Security and Analysis of Recent Cybersecurity Cases	All employees (25)	13	3	52
Management Seminar (Cybersecurity) - Corporate Anti-Corruption and Cybersecurity Awareness	All employees (25)	11	1	44
Cybersecurity Incident Response - Division of Responsibilities and Key Points for Each Department During Cybersecurity Disruptions	Department heads and Internal audit (6)	6	1	100

*Coverage Rate Calculation = Number of Participants / Total Number of Course Audience

Introduction of ISO27001 ISMS System

To demonstrate Diamond Biofund's commitment to cybersecurity and align with international cybersecurity standards, the company initiated the implementation of the ISO 27001 Information Security Management System (ISMS) in the second quarter of 2024. In April 2024, the company established the Cybersecurity Management Committee, which was reorganized in December 2024 into the Cybersecurity Management Team. The Cybersecurity Representative serves as the team convener, and both a Cybersecurity Group and an Internal Audit Group were established as dedicated cybersecurity management bodies. The team reports annually on the execution status of cybersecurity management to the Sustainability and Nomination Committee and the Board of Directors.

Diamond Biofund obtained ISO 27001 certification in September 2024. The certification covers both system and management aspects. The implementation scope includes tasks such as risk assessment, vulnerability remediation, security protection, risk verification, asset inventory and risk evaluation, as well as personnel education and training. All tasks are in compliance with international information security management standards.

Diamond Biofund Cybersecurity Management Effectiveness Table

Category	2024
Number of major cybersecurity incidents	0
Number of data leaks	0
Number of employees or customers affected by data leaks	0
Amount of fines due to cybersecurity incidents (NTD)	0

Note: The definition of major cybersecurity incidents is based on the Financial Supervisory Commission's FAQ on major announcements for publicly listed companies.





03 Responsible Investment

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Principles and Policies of Responsible Investment

The United Nations Principles for Responsible Investment (PRI) were jointly launched in 2006 by the United Nations Global Compact and the United Nations Environment Programme Finance Initiative. The PRI aims to encourage the investment community to consider Environmental, Social, and Governance (ESG) factors and integrate them into the investment decision-making process. The PRI encompasses six principles, which, when followed, assist investment institutions in improving risk management, enhancing investment performance, increasing the resilience of investment portfolios, and improving transparency in investment decision-making.

Diamond Biofund aligns with the PRI by establishing the "Responsible Investment Policy," which mandates that both the company's proprietary investments and fundraising and the management of external funds adhere to and implement this policy. Throughout all stages of the investment process—from project development, evaluation, and decision-making to post-investment management—ESG and other sustainability factors are considered to enhance investment value and promote the sound development of both the company and the portfolio company businesses. The President is responsible for overseeing the implementation of responsible investment practices, while the Investment Department reviews the appropriateness and effectiveness of the policy on an annual basis.

Diamond Biofund's Planning and Actions in Practicing the UN PRI

United Nations Principles for Responsible Investment	Diamond Biofund's Planning and Actions
<p>Principle 1 We will incorporate ESG issues into investment analysis and decision-making processes.</p>	<ul style="list-style-type: none"> Formulate the "Responsible Investment Policy." ESG factors are integrated into the investment analysis and decision-making process. Investments in controversial industries or sensitive projects—such as those involving high pollution, high carbon emissions, significant social controversies, or material deficiencies in corporate governance and legal violations—are excluded. In addition, potential investment targets in the biotechnology and healthcare sectors must comply with the ESG Guidelines for Industry Investment. For new investments, require investment targets to sign-off the ESG Declaration and comply with Declaration commitments. After investing, annual ESG checks are performed on investees. Conduct greenhouse gas (GHG) inventories for key investment targets.
<p>Principle 2 We will be active owners and incorporate ESG issues into our ownership policies and practices.</p>	<ul style="list-style-type: none"> Adhere to the spirit and requirements of the "Stewardship Code for Institutional Investors," regularly communicating with portfolio companies and jointly promoting ESG. Establish mechanisms for information control, segregation of duties, and supervision, and formalize the operation procedures, as well as the documentations for managing external funds (e.g., joint ventures, partnerships, or management agreements) to avoid conflicts of interest. In accordance with the voting policy set forth in the Responsible Investment Policy, the company supports proposals that enhance the investee's sustainability performance and promote long-term shareholder value. Proposals that contravene the principles of corporate governance or have negative environmental or social impacts are not supported. In 2024, the company achieved a 100% attendance rate at the shareholders' meetings of all portfolio companies, and a 100% attendance rate at the board meetings of portfolio companies in which it holds board seats. Attendance rates include both in-person and proxy attendance. In accordance with the engagement policy outlined in the Responsible Investment Policy, engagement activities are conducted in alignment with sustainability guidelines covering environmental, social, and corporate governance (ESG) performance. If the outcomes of engagement or ESG assessment results fall short of the engagement objectives and the investee's corrective actions are deemed unsatisfactory, the level of engagement will be escalated. If repeated engagement efforts remain ineffective, the company may consider suspending, reducing, or divesting its investment position.
<p>Principle 3 Encourage portfolio companies to appropriately disclose ESG information.</p>	<ul style="list-style-type: none"> Comply with regulatory ESG disclosure requirements, monitoring and reviewing the ESG-related information disclosed by portfolio companies. Assist portfolio companies in improving and optimizing their ESG information.
<p>Principle 4 We will promote acceptance and implementation of the Principles within the investment industry.</p>	<ul style="list-style-type: none"> Portfolio company: Kendall Capital Partners, a venture capital fund based in Boston, USA, agreed to follow the Responsible Investment Policy and signed the ESG Declaration to adhere to the ESG commitments. For private equity funds that are intended for investment but have not signed the Principles for Responsible Investment (PRI), a request will be made in the side letter to encourage the fund to take the Principles for Responsible Investment (PRI) into consideration when evaluating investment projects. In the investor conference(earnings call), the company explains the research result of the correlation between ESG focus and financial performance, promoting the importance of ESG and responsible investment to institutional investors.

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United Nations Principles for Responsible Investment

Diamond Biofund's Planning and Actions

Principle 5 We will work together to enhance our effectiveness in implementing the Principles.

- Participate in external ESG forums and conferences on sustainability-related topics.
- For first-time investment, proactively provide sessions or training programs on sustainability and greenhouse gas inventory-related topics.
- Actively share the latest sustainability trends, domestic and international regulatory requirements, greenhouse gas inventory, and TCFD-related knowledge and experiences with portfolio companies.
- In the investor conference(earnings call), the company explains the research result of the correlation between ESG focus and financial performance, promoting the importance of ESG and responsible investment to retail investors.

Principle 6 We will each report on our activities and progress towards implementing the Principles.

- Through publishing the ESG reports, inform stakeholders about the Responsible Investment Policy and its implementation progress.

Strengthening the Team's ESG Expertise

As an evergreen venture capital firm dedicated to promoting ESG, Diamond Biofund recognizes the importance of environmental, social, and governance (ESG) factors in investment decision-making and management. The company gradually integrates ESG concepts into the work of every employee by providing ESG training, ensuring they understand the latest ESG knowledge and trends, and applying them in their daily work.

ESG training covers domestic sustainability regulations for publicly listed companies, including sustainability action plans, sustainability development roadmaps, and the alignment with IFRS sustainability standards. It also encompasses international financial sector sustainability regulations, such as: The development and principles of the UN PRI, UN Principles for Responsible Banking (PRB), and UN Principles for Sustainable Insurance (PSI), along with the implementation status of these principles by international financial institutions. Benchmarking the international practice through the trainings, the trainings share sustainability practices of leading global venture capital firms and private equity funds, focusing on responsible investment and the management of ESG risks and opportunities in portfolio companies. In this way, Diamond Biofund strives to internalize responsible investment as part of its daily investment activities.



ESG Management in the Investment Process

Diamond Biofund has established the "Investment Operations Procedure" and "Investment Risk Control Procedure" to regulate the matters that must be followed in the investment process, from development, evaluation, decision-making, to post-investment management. The "Responsible Investment Policy" specifies that ESG and other sustainability factors should be considered in both investment evaluation and post-investment management, to manage ESG risks and enhance investment value. As of December 31, 2024, Diamond Biofund's assets under management (AUM) were calculated using the amounts from the balance sheet under "Financial assets measured at fair value through profit or loss - current" and "Financial assets measured at fair value through profit or loss - non-current," totaling NT\$7,294,561 thousand.

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Investment Process	ESG Management in Investment Operations	Coverage
New project development and screening	<ol style="list-style-type: none"> 1.Focus on investments in the biotech and medical fields, including new drug development, advanced medical devices, innovative medical services, medical distribution, and agricultural biotechnology, etc. 2.Carefully screen new investments, in principle, exclude investments in controversial industries or sensitive projects—such as those involving high pollution, high carbon emissions, significant social controversies, or material deficiencies in corporate governance and legal violations. 	100% coverage of investment positions
Evaluation and due diligence	<ol style="list-style-type: none"> 1.Conduct investment evaluation and due diligence, analyzing the core technology, R&D team, market competitiveness, related risks, etc., of the project and provide an investment evaluation report. 2.Incorporate ESG factors into the investment analysis and decision-making process. When a potential investment target belongs to the biotech and healthcare sector, it shall comply with the Industry Investment ESG Guidelines. 3.Require investment target to signoff an "ESG Declaration," committing to comply with the ESG commitments. <ul style="list-style-type: none"> • Ethical Management and Business Conduct • Social Inclusion • Environmental and Ecological Protection 	100% coverage of investment positions
Investment decision-making	<ol style="list-style-type: none"> 1.The investment evaluation report, upon the President's approval, is submitted to the Investment Committee for discussion and decision. 2.Depending on the investment amount, the report is submitted to the Audit Committee and the Board of Directors for discussion and decision. 	100% coverage of investment positions
Post-investment management	<ol style="list-style-type: none"> 1.Assist portfolio companies in achieving operational goals, improving internal control and internal audit system, and implementing corporate governance, as well as supporting portfolio companies in developing their own sustainability strategies (such as conducting organizational greenhouse gas inventories and setting climate action targets), leveraging ESG-related opportunities, managing sustainability issues, and creating future value. 2.Conduct annual checking based on the ESG commitment outlined in the "ESG Declaration." 3.If any violations of ESG commitment are found, the company has the right to request improvements from the investee. If, after continuous engagement, the corrective actions remain unsatisfactory, the level of engagement will be escalated. If repeated engagement efforts remain ineffective, the company may consider suspending, reducing, or divesting its investment position. 4.In 2024, Diamond Biofund did not suspend, reduce, or divest any investment due to violations of ESG checking criteria. 	100% coverage of investment positions



ESG Management Process Flowchart for "New Project Development and Screening" and "Evaluation and Due Diligence":



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ESG Management Items for "New Project Development and Screening", and "Evaluation and Due Diligence" Stages

Screening for Prohibited Investments Involving Controversial Industries or Sensitive Projects

- 1.Environmental: Industries related to coal mining, unconventional oil and gas, deforestation in key biodiversity areas, operations harmful to endangered wildlife, or other high-pollution and high-carbon-emission activities.
- 2.Social: Industries with documented involvement in pornography, drugs, money laundering, financing terrorism, slave labor, child labor, human rights violations, or other controversial sectors (e.g., tobacco, arms, gambling, fur).
- 3.Corporate Governance: Companies with verifiable evidence of violations of laws, corporate bylaws, or shareholder resolutions by the board of directors, resulting in significant impacts on shareholders or investors.

ESG Check and Declaration

- 1.In accordance with the ESG Declaration, the company considers the environmental, social, and corporate governance practices of potential investment targets to mitigate ESG-related risks associated with the investment.
- 2.Require potential investment target to provide an ESG Declaration and commit to complying with the relevant provisions stated therein.
- 3.Prior to the investment, inform the potential target of their obligations to provide the Greenhouse Gas (GHG) Emissions Survey or other necessary sustainability information.
- 4.For private equity funds being considered for investment and that have not signed the PRI, the company shall include a provision in side letters requesting that such funds consider PRI principles when evaluating investment cases.

Industry-Specific ESG Review (Biotech and Healthcare Sector)

- 1.Whether investment targets violates the Declaration of Helsinki or other internationally recognized human subject research ethics principles, as well as animal testing ethical guidelines, including but not limited to: inhumane, unnecessary, or unethical practices (such as illegal gene editing, etc).
- 2.Whether clinical trials, animal experiments or related operations involve negative biodiversity impact or ecological pollution.
- 3.Whether there have been critical violations of pharmaceutical regulations.

ESG
Assessment



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100% of portfolio companies sign the ESG Declaration and adhere to the ESG commitment outlined in the statement.

ESG Declaration Commitment:

I. Integrity in Operations and Business Ethics

- (1) Conduct all business activities based on standards of integrity and business ethics, complying with laws and regulations related to corporate governance, including fair trade, anti-money laundering, and insider trading.
- (2) Operate transactions in an open and transparent manner, avoiding corruption and conflicts of interest. Do not offer or accept bribes, engage in embezzlement, collusion, or any other form of illicit gain.
- (3) Protect and keep confidential all business-related information acquired during operations, ensuring compliance with laws to maintain information security and prevent data breaches and privacy violations.
- (4) Commit to respecting and protecting intellectual property rights, preventing any form of infringement.

II. Social Inclusion

- (1) Value labor rights, strictly prohibit child labor, forced labor, human trafficking, or slavery, and provide an equal, fair, safe, and healthy working environment while respecting workplace diversity. Comply with local labor laws and strictly prohibit sexual harassment, discrimination, or any other related violations.
- (2) Adhere to regulations related to environmental protection, occupational health and safety, and good manufacturing practices (GMP) regulations.
- (3) When conducting clinical trials or animal testing, comply with the Declaration of Helsinki, internationally recognized ethical principles for human trials, ethical codes for animal testing, and local legal requirements.

III. Environmental and Ecological Protection

- (1) Commit to environmental protection, complying with laws related to air, water, waste, and toxic substances to minimize environmental impact and hazards.
- (2) Promote ecological conservation, prohibit actions that damage biodiversity, and ensure that raw materials are sourced legally. Do not unlawfully use or exploit animals and plants for experimentation or product manufacturing.
- (3) Support sustainable healthcare, promote green pharmaceutical technologies, and optimize drug management to reduce ecological impact.

ESG Stewardship, Voting, and Engagement Actions

Unlike typical venture capital funds with a 5–10-year investment horizon, Diamond Biofund was established from the outset as a sustainable venture capital firm, focusing on the biotech and medical sectors. The company targets globally competitive early- and mid-stage investment opportunities, mainly in areas such as new drug development, advanced medical devices, innovative medical services, medical distribution, and agricultural biotechnology. The company's team possesses industry knowledge and operational experience in early-stage biotech startups and maintains close interactions with its portfolio companies, closely monitoring their operations and providing assistance and advice on corporate governance, technology development, clinical execution, and business development. This helps manage ESG risks and enhances investment value.

In addition to incorporating ESG considerations at all stages before investment, Diamond Biofund believes that implementing "Active Ownership" after investment is also crucial. The company positively influences the ESG promotion and development of its portfolio companies through regular communication and dialogue with the management teams, proposing resolutions at board or shareholder meetings, expressing opinions, or participating in voting. Diamond Biofund's "Investment Risk Control Procedure" requires the investment department to conduct at least quarterly interviews with portfolio companies and compile a "Quarterly Investment Management Report." Through on-site visits, conference calls, and participation in board or shareholder meetings, the company maintains close interaction with its portfolio companies, focusing on industry development, business strategies, financial information, corporate governance, environmental protection, and corporate social responsibility issues. In 2024, Diamond Biofund achieved 100% attendance at shareholder meetings and 100% attendance at board meetings of its portfolio companies.



Diamond Biofund’s Responsible Investment Policy has established relevant guidelines regarding the exercise of voting rights and engagement actions with investees:

Voting Policy	
Attendance and Voting	Actively participate in the board meetings or shareholder meetings of investees and express views on proposals. Exercise voting rights prudently by reviewing information obtained from investees and considering the potential impact of proposals on the company or investor interests. When necessary, engage in pre-meeting communication with investee management.
Environmental Aspect Voting Policy	<ol style="list-style-type: none"> 1. Climate Change and Energy Transition: Support proposals encouraging companies to implement or disclose climate risk management mechanisms, climate goals aligned with the Paris Agreement, greenhouse gas (GHG) reduction targets, operational impacts related to coal and oil & gas, and policies promoting energy efficiency and the use of renewable energy. 2. Biodiversity: Support proposals related to policies addressing deforestation, circular economy, water resource usage, and waste management that may directly or indirectly affect biodiversity. 3. Sustainable Healthcare: Support proposals promoting green pharmaceutical practices, optimized drug management, smart pharmaceutical supply chains, digital health, and precision medicine.
Social Aspect Voting Policy	<ol style="list-style-type: none"> 1. Labor and Human Rights: Support policies aimed at eliminating child labor, forced labor, human trafficking, and slavery. Support disclosure of gender pay ratios, workforce diversity data, creation of inclusive workplaces, promotion of occupational health and safety mechanisms, employee well-being programs, and sexual harassment prevention initiatives. 2. Access to Medicine: Support proposals that promote fair, affordable, accurate, and accessible access to essential medicines and enhance the resilience of healthcare systems. 3. Humanitarian Principles: Support the conduct of necessary clinical trials or animal testing in accordance with the Declaration of Helsinki and other internationally recognized ethical principles for human trials and animal testing.
Corporate Governance Aspect Voting Policy	<ol style="list-style-type: none"> 1. Board Structure: Support proposals that enhance the structure and composition of the board of directors, promoting independence and diversity. 2. Compensation Policy: Support linking executive compensation to sustainable (ESG) performance. 3. Regulatory Compliance: Support the establishment of regulatory compliance frameworks for fair trade, anti-money laundering and terrorist financing, insider trading prevention, personal data protection, intellectual property rights, environmental protection, occupational health and safety, and good pharmaceutical practice compliance.
Vote Against	The Company shall oppose proposals that contradict corporate governance principles (such as involving financial misrepresentation, money laundering, or bribery) or adversely impact ESG factors (such as causing environmental pollution or violating human rights and labor rights).
Voting Recommendations from External Service Providers	When obtaining voting recommendations from external service providers (including but not limited to external advisory firms) or using data provided by such providers to assist with voting decisions, ensure alignment with the principles and guidelines of the company’s voting policy.

2024 Status of ESG-Related Proposal Support at Portfolio Companies’ Shareholders’ Meetings

Type	Number of Proposals	Support Ratio
E Environmental Proposals	0	NA
S Social Proposals (e.g., Employee Compensation Related)	1	100%
G Governance Proposals (e.g., Board of Directors and Supervisors, Regulatory and Governance Related)	48	100%

Note: No environmental-related proposals were presented in 2024.



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Engagement Policy	
Engagement Methods	Engagement with investees may be conducted through communication with management, proposing resolutions at board or shareholder meetings of investees, expressing opinions, voting, or other forms of interaction that facilitate dialogue with investees.
Environmental Engagement Policy	<ol style="list-style-type: none"> 1.Climate Change: Encourage the adoption or disclosure of policies related to climate risk management mechanisms, climate targets aligned with the Paris Agreement, greenhouse gas (GHG) reduction goals, energy efficiency improvements, and renewable energy usage. 2.Biodiversity: Encourage the implementation or disclosure of policies addressing deforestation, circular economy initiatives, water resource management, and waste management, which may directly or indirectly impact biodiversity. 3.Sustainable Healthcare: Support initiatives that promote green pharmaceutical practices, optimize drug management, enhance smart pharmaceutical supply chains, and advance digital health and precision medicine.
Social Engagement Policy	<ol style="list-style-type: none"> 1.Labor and Human Rights: Support policies that eliminate child labor, forced labor, human trafficking, and slavery, as well as promote gender pay transparency, workforce diversity data disclosure, the creation of inclusive workplaces, occupational health and safety management systems, employee well-being programs, and anti-sexual harassment initiatives. 2.Access to Medicine: Support proposals that enhance access to medicine, ensuring that patients can obtain necessary medications in a fair, affordable, accurate, and accessible manner while strengthening the resilience of healthcare systems. 3.Humanitarian Principles: Support the conduct of necessary clinical trials or animal testing in compliance with the Declaration of Helsinki and other internationally recognized ethical principles for human trials and animal testing.
Governance Engagement Policy	<ol style="list-style-type: none"> 1.Board Structure: Support initiatives that improve board composition and governance structure, ensuring independence and diversity. 2.Compensation Policy: Support the alignment of executive compensation with sustainable (ESG) performance. 3.Regulatory Compliance: Support the establishment of compliance frameworks for fair trade, anti-money laundering and terrorist financing, insider trading prevention, data protection, intellectual property rights, environmental protection, occupational safety and health, and good pharmaceutical practices.
Prioritization for Engagement Targets and Topics	<ol style="list-style-type: none"> 1.Prioritize engagement and interaction with investees that constitute a higher proportion of the company's investment portfolio. 2.Key areas of focus include, but are not limited to, financial performance, corporate disclosures, regulatory filings (such as news updates and public announcements), industry trends, technological advancements, climate change impacts, environmental protection, occupational health and safety, employee benefits, shareholder rights, and corporate governance. 3.If an investee is found to have violated laws, negatively impacted the company's ESG policies, or posed risks to the company's long-term value, the company should actively understand the details of the incident and the measures taken to address it.
Position on Collaborative Engagement	If the outcomes of engagement or ESG assessments do not meet engagement objectives and the corrective actions taken by the investee remain unsatisfactory after sustained engagement, the Company may consider participating in collaborative engagement with other stakeholders.
Escalation Measures Adopted in Case of Engagement Failure	If, after continued engagement, the corrective actions of the investee remain unsatisfactory, the company shall escalate the intensity of engagement. Measures may include, but are not limited to: increasing the frequency of engagement, elevating the level of dialogue with decision-makers, collaborating with other stakeholders for joint engagement, issuing public statements on the company's position, raising concerns or submitting proposals at shareholder meetings, or calling for an extraordinary general meeting. Ultimately, if engagement remains ineffective after multiple attempts, the company may consider suspending, reducing, or divesting its investment in the investee.



2024 Engagement Activities Overview

Activity Type	Attendance at shareholder or board meetings	Participation in investor conferences	Distribution of questionnaires, checklists, or ESG declarations	Sustainability-related meetings (such as training sessions, engagement meetings, etc.)
Frequency	45	8	24	6

Engagement Case 1: Identifying and Managing ESG Opportunities

Engagement Target

Investee T Company

Purpose of Engagement

To identify and manage potential ESG opportunities

Engagement Process

T Company is a circular economy-oriented enterprise. In view of the Ministry of Environment's proposed "Circular Economy Promotion Act," the increasing demand for carbon credit trading, and the maturing of related mechanisms, ESG development opportunities were identified. During meetings with senior management, it was recommended that the T company shall resume assessment for carbon credit development in order to strengthen ESG potential and expand its core customer base. The possibility of strategically collaborating with other companies on carbon credit projects was also proposed to foster shared carbon credit value creation and regional prosperity, thereby enhancing ESG implementation and seizing climate-related business opportunities.

Engagement Outcome

T Company resumed its carbon credit development assessment and, in May 2025, successfully applied for the Ministry of Agriculture's "Voluntary GHG Reduction Program for Agricultural Operations." The application passed review on May 12 and received official approval on May 29. Based on the approved plan, the company will apply for and register a voluntary carbon reduction project with the Ministry of Environment in 2026. Additionally, T Company plans to develop an innovative reduction methodology to expand the types of carbon credits applicable to its organic waste treatment technology.

The implementation of this project not only offers potential revenue from carbon credits but also provides credible validation for T Company's organic waste treatment technology, reinforcing its leadership in the industry. The success of this case may inspire other enterprises to apply for voluntary soil carbon sequestration projects, expanding overall industry participation. Moreover, the project involves collaboration with agricultural groups, broadening access to carbon credits and serving as a model that creates shared value with the farming community, further enhancing the company's social impact and sustainability performance.

Engagement Case 2: Supporting the Development of a Sustainability Strategy and Climate-Related Targets

Engagement Target

Investee S Company

Purpose of Engagement

To assist S Company in understanding the overall scope of ESG-related initiatives and recognizing its responsibilities and goals in regulatory compliance and sustainable development. The ultimate goal is to support the investee in formulating its own sustainability strategy and establishing concrete climate action targets.

Engagement Process

Meetings were held with both the management and operational teams of S Company. Discussion topics included: ESG fundamentals, regulatory compliance and corporate governance responsibilities, annual sustainability planning, implementation of IFRS Sustainability Disclosure Standards, greenhouse gas (GHG) inventory, water resource and waste management, and the setting of climate action targets. The engagement supported the development of a comprehensive sustainability strategy and implementation roadmap.

Engagement Outcome

S Company has established a sustainability governance framework and plans to formulate the following policies and procedures within the year: "Sustainability Practices Guidelines," "Sustainability Reporting and Disclosure Procedures," and "GHG Inventory and Verification Procedures." The company is also preparing to publish its first sustainability report on a trial basis in 2026.

To date, S Company has completed its GHG inventory and compiled total figures for water consumption and waste generation. It continues to advance its energy management policies. Going forward, S Company will further enhance ESG disclosures and internal training, and gradually establish carbon emission baselines for its major operational sites to serve as the foundation for future carbon management and reduction planning.



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Diverse and Equitable Workplace

Diamond Biofund regards talent as the cornerstone of sustainable management. Promoting a diverse, inclusive, and equitable workplace attracts more outstanding talent, while a gender-diverse team offers broad perspectives and innovative thinking, enhancing the company's competitiveness.

Following the United Nations Sustainable Development Goals (SDGs) "SDG 3: Good health and well-being," "SDG 5: Gender equality," and "SDG 8: Decent work and economic growth," Diamond Biofund strives to create a friendly and motivating work environment. The company values labor rights and gender equality, focusing on gender parity in recruitment, employment, and promotion. Every employee is treated fairly, without bias or limitations based on gender, ensuring equal opportunities for all to excel and break through their potential.

Employee Structure

As of December 31, 2024, Diamond Biofund had 25 full-time employees, all under permanent contracts, with an average age of 44.7 years. Of these, 80% were under 50 years old, representing a workforce predominantly composed of young and middle-aged talent, bringing stability and innovation to the company while maintaining flexibility and a solid attitude to lead younger colleagues in tackling the challenges of the biotech industry.

Diamond Biofund Staff Structure

Type	2024		Type	2024			
	Number	Ratio (%)		Number	Ratio (%)		
Employees of indigenous identity	0	0	Nationality	Taiwan	25	100	
Employees with disabilities	0	0		Others	0	0	
Total number of employees	25	100	Gender	Male	8	32	
Education Background Distribution	Ph.D.	2		8	Female	17	68
	Masters Degree	11		44	Management	Male	5
	University (college)	11	44	Female		6	24
	Senior high school	1	4	General staff	Male	3	12
Below senior high school	0	0	Female		11	44	
Average employee age (years)	44.7			<30 years old	2	8	
Average years of service (male)	5.03			30-50 years old	18	72	
Average years of service (female)	3.54			>50 years old	5	20	
Average years of service (all)	4.02						

Note 1: Employee data is as of December 31, 2024.

Note 2: Employment contracts are divided into permanent employees (non-fixed-term contracts) and temporary employees (fixed-term contracts); employment types are divided into full-time employees (working hours per week meeting legal requirements) and part-time employees (working hours per week not meeting legal requirements). As of the end of 2024, all 25 employees were full-time permanent employees. Additionally, one temporary full-time employee (a summer intern) was hired during 2024, who left after the internship ended.

Note 3: Management positions are defined as department managers or higher.

Note 4: In 2024, Diamond Biofund had one non-employee worker, a female cleaner assigned by an outsourced cleaning company. The proportion of non-employee workers relative to the total number of employees was 4.8%, the same as the previous year, with no significant fluctuations.

Diamond Biofund 2024 New Hire and Turnover Rates

Type	Item	New hires		Voluntary turnover		Involuntary turnover	
		Total number	Ratio%	Total number	Ratio%	Total number	Ratio%
		20	80%	16	64%	0	0
By age group	<30 years old	5	20%	4	16%	0	0
	30-50 years old	14	56%	11	44%	0	0
	>50 years old	1	4%	1	4%	0	0
By gender	Male	7	28%	8	32%	0	0
	Female	13	52%	8	32%	0	0
By job level	Senior management	5	20%	6	24%	0	0
	Middle management	4	16%	2	8%	0	0
	Others	11	44%	8	32%	0	0

Note:

Senior management: department managers or higher.

Middle management: deputy managers or deputy heads

Other: Includes all other employees, including summer interns.

New hire rate = total number of new hires during the year / total number of employees at year-end

Turnover rate = total number of resignations during the year / total number of employees at year-end

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Gender Equality

Diamond Biofund implements substantive gender equality, ensuring no differences in the workplace due to gender, age, religion, race, political affiliation, or marital status, providing a stable working environment and protection. In 2024, the gender ratio of employees was male: female = 32:68. Among senior managers (manager level and above), women accounted for 63.64%. Overall, the ratio of male to female managers was 31:69, reflecting gender equality in employee development and providing a stable working environment and guarantees.

The company values labor rights and gender equality, focusing on gender parity in recruitment, employment, and promotion. Every employee is treated fairly, without bias or limitations based on gender, ensuring equal opportunities for all to excel and break through their potential.

Diamond Biofund Employee Gender Ratios

Ratio	Male	Female
Overall employee ratio	32%	68%
Senior management ratio	36.36%	63.64%
Middle management ratio	25%	75%

Notes: Senior management is defined as department managers or higher, and middle management is defined as deputy managers or deputy heads.

Labor Rights

Company Commitment

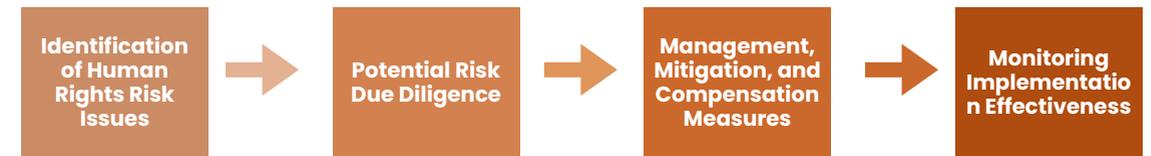
Diamond Biofund is committed to fulfilling its corporate social responsibility by protecting the basic human rights of all employees, customers, and stakeholders. The company adheres to international human rights conventions such as the "Universal Declaration of Human Rights (UDHR)," "UN Guiding Principles on Business and Human Rights (UNGPs)," "UN Global Compact (UNGC)," and the "International Labour Organization (ILO)," and complies with labor laws in the regions where it operates. The company has formulated human rights policies and specific management plans.

- Support and respect for internationally recognized human rights declarations and ensuring no involvement in human rights violations.
- Diversity, inclusion, and equal opportunities.
- Prohibition of human trafficking, forced labor, and child labor
- Provision of fair and reasonable salaries and working conditions.
- Provision of a safe, sanitary, and healthy working environment.
- Diamond Biofund does not have a labor union, but it holds regular labor-management meetings as required by law, respecting employees' freedom of assembly and association. Employees can participate in external labor organizations.

To implement labor rights policies within its operations, Diamond Biofund provides education and training during onboarding and arranges at least one human rights-related training session annually, covering equality and non-discrimination requirements. In 2024, the company held sexual harassment and workplace violations prevention training in November, requiring all employees to participate. These courses deepen employees' understanding of workplace bullying and sexual harassment and inform them about the company's grievance mechanisms, providing a friendly work environment.

Human Rights Due Diligence

Based on the company's human rights policy, human rights due diligence is conducted annually to assess whether there are risks of human rights violations and to evaluate management performance.



2024 Implementation:

Reference Standards

"United Nations Guiding Principles on Business and Human Rights" and "OECD Due Diligence Guidance for Responsible Business Conduct"

Scope of Investigation

Own operations (including employees) and business-related activities (including portfolio companies)



The company's focus on 12 human rights topics and their affected groups

Human rights topic	Risk impacted groups		Risk description
	Own Operations	Business-related Activities	
	Employees	Portfolio Companies	
Safe and Healthy Work Environment	V	V	Lack of appropriate occupational safety and health measures may lead to accidents, occupational injuries, and diseases.
Wage Equality	V	V	Unfair treatment unrelated to job performance during recruitment, promotion, and compensation.
Freedom of Assembly and Expression	V		Actions hindering employees from organizing or participating in collective bargaining, or restrictions on freedom of expression, infringing employees' right to express opinions.
Prohibition of Child Labor	V	V	Employment of minors violating local labor laws, impacting children's health, education, and personality development.
Reasonable Working Hours	V	V	Forced overtime and underreporting of work hours may infringe on employees' rest rights, increasing the risk of work injuries and even overwork deaths.
Prohibition of Forced Labor	V	V	Unjust methods forcing or threatening employees to work or restricting leave.
Prohibition of Human Trafficking	V	V	Hiring workers from illegal human trafficking.
Family Life Rights	V		Pregnant, breastfeeding, or childcare employees unable to legally apply for related rights.
Gender Equality and Sexual Harassment Prevention	V	V	Sexual harassment, gender discrimination, or unequal treatment of female employees in hiring, evaluation, and promotion.
Workplace Discrimination and Bullying	V	V	Discriminatory behavior, language, and attitudes based on race, nationality, religion, disability, age, appearance, etc.
Environmental Pollution	V	V	Noise, waste, wastewater, loss of biodiversity, etc., affecting the health of employees and local residents.
Personal Data Protection and Privacy	V		Improper use of digital technology to monitor employees' performance, misuse of personal data, or violation of personal data protection laws.

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Management and Mitigation Measures, Compensation Measures, and 2024 Implementation Results

Human rights topic	Management measures and mitigation measures	Compensation measures	2024 Implementation results
Safe and Healthy Work Environment	<ul style="list-style-type: none"> Established a Human Rights Policy to comply with labor laws in all regions of operation and to protect labor rights. Occupational safety and health management by Class-B qualified personnel. Implement occupational health and safety management, regularly identify and evaluate effectiveness, improve workplace health, and reduce risks of occupational injuries. Regularly hold occupational safety and health-related training and provide necessary insurance. 	<ul style="list-style-type: none"> Arrange workplace health safety lectures. Provide sufficient medical assistance. Arrange regular health checks for employees. If an occupational injury prevents them from performing their original duties, offer flexible relocation or reduced hours. If a major occupational injury occurs, provide leave and salary compensation as required by law. 	<ul style="list-style-type: none"> No major occupational diseases caused by work No occupational accidents occurred.
Wage Equality	<ul style="list-style-type: none"> The "Remuneration Committee" adjusts salaries annually based on the overall economic environment and employee performance. Establish a fair and just evaluation system as the basis for employee salaries, bonuses, and promotions. 	<ul style="list-style-type: none"> Achieve internal fairness and enhance external competitiveness. Reference industry salary adjustments, set salary ranges, and evaluate employee salary levels. 	100% employee evaluation rate
Freedom of Assembly and Expression	<ul style="list-style-type: none"> Respect employees' freedom of association; employees are also free to participate in external labor organizations. Establish an "Internal Communication and Grievance Channel" hr@diamondbiofund.com 	<ul style="list-style-type: none"> Although no union is established, hold regular labor-management meetings by law, respecting employees' freedom of assembly. Provide grievance mailbox channels to help employees improve any major workplace issues. 	<ul style="list-style-type: none"> No related grievances. Four labor-management meetings held.
Prohibition of Child Labor	<ul style="list-style-type: none"> Hiring and onboarding processes must be handled in person. Verify employees' identity and documents to ensure authenticity. 	<ul style="list-style-type: none"> If child labor is discovered, immediately remove them from the workplace, arrange a legally compliant health check, and ensure their health is unaffected. 	No child labor hired.
Reasonable Working Hours	<ul style="list-style-type: none"> Review overtime work status in each department monthly and issue timely reminders. If it is necessary to work beyond regular working hours, an extension may only be granted with the agreement of the labor-management meeting, and the total extended working hours must not exceed the legally prescribed 46 hours. If department supervisors require overtime due to work needs and with the consent of the respective personnel, they must submit a prior application and obtain post-approval. 	<ul style="list-style-type: none"> If it is found that there is evidence of forced labor or excessive working hours, the supervisor will be required to take necessary corrective measures and provide compensation according to the law. If frequent overtime occurs, optimize work processes and reduce labor and work hours. 	<ul style="list-style-type: none"> No overtime work. No related grievances.
Prohibition of Forced Labor	<ul style="list-style-type: none"> The HR department proactively conducts regular conversations with employees. Comply with local laws when applying for and hiring foreign workers. 	<ul style="list-style-type: none"> If it is found that there is evidence of forced labor or excessive working hours, the supervisor will be required to take necessary corrective measures and provide compensation according to the law. 	<ul style="list-style-type: none"> No forced labor. No related grievances.
Prohibition of Human Trafficking	<ul style="list-style-type: none"> Monitor hiring procedures to meet standards and prevent human trafficking risks. 	<ul style="list-style-type: none"> If discovered, immediately remove them from the workplace and report to law enforcement for investigation. 	<ul style="list-style-type: none"> No human trafficking. No related grievances.

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Human rights topic	Management measures and mitigation measures	Compensation measures	2024 Implementation results
Family Life Rights	<ul style="list-style-type: none"> Manage employees' work hours by law, regularly reviewing monthly work hours to ensure compliance with regulations and prevent excessive hours. 	<ul style="list-style-type: none"> Provide various benefits to care for employees and strengthen work-life balance. 	<ul style="list-style-type: none"> No overtime work. No related grievances.
Gender Equality and Sexual Harassment Prevention	<ul style="list-style-type: none"> Human rights policy integrated into recruitment, employment, retention processes, with no gender differences. Implement equal pay for equal work, fair benefits, promotion conditions, and unemployment protection, and regularly disclose gender equality data. Regularly arrange workplace sexual harassment prevention courses and set up sexual harassment prevention measures in the workplace. 	<ul style="list-style-type: none"> If gender discrimination or sexual harassment occurs, consider adjusting personnel duties or work areas. Penalize violators according to company regulations. For severe cases, legal action will be taken. 	For gender equality-related data, please refer to the content in the Gender Equality section of this chapter.
Workplace Discrimination and Bullying	<ul style="list-style-type: none"> The "Sexual Harassment Prevention Measures, Complaints, and Disciplinary Measures" has been formulated. Establish an "Internal Communication and Grievance Channel" hr@diamondbiofund.com 	<ul style="list-style-type: none"> If gender discrimination or sexual harassment occurs, consider adjusting personnel duties or work areas. Penalize violators according to company regulations. For severe cases, legal action will be taken. 	No related grievances.
Personal Data Protection and Privacy	<ul style="list-style-type: none"> Implement the "Personal Data Protection Management Measures" to avoid violations of personal rights. Regularly conduct training sessions. Sign a personal data collection, processing, and use notification and consent form. 	<ul style="list-style-type: none"> If personal data is lost or leaked in the workplace, report it to the General Management Department (HR), notify the affected party as soon as possible, and take corrective actions. Continue employee education to strengthen data security awareness and adhere to employee ethics and conduct guidelines. 	<ul style="list-style-type: none"> No related grievances. 2-hour personal data protection training course held.

Sexual Harassment Prevention Measures, Complaints, and Disciplinary Measures

To ensure gender equality in the workplace and to provide a work and service environment free from sexual harassment, Diamond Biofund has established the "Sexual Harassment Prevention Measures, Complaints, and Disciplinary Actions." Additionally, the company has set up the following sexual harassment complaint hotline and email address to ensure timely prevention, correction, disciplinary actions, and improvement measures. In 2024 no incidents of discrimination or sexual harassment occurred.

Complaint Hotline: 02-2703-1338 ext. 558
Complaint Email: hr@diamondbiofund.com

Communication, Feedback, and Grievance Channels

Diamond Biofund values all opinions and ideas and strives to provide open and transparent communication channels. Internally, the company has set up complaint hotlines and an email address, holds quarterly labor-management meetings, conducts interviews with new employees after their probationary period, and conducts exit interviews. Employees can use various channels to express concerns about organizational systems and the work environment. The company's website offers contact platforms for expressing opinions to regulatory authorities, shareholders/investors, investee companies, employees, communities, and the media. Moreover, upholding a core culture of continuous improvement, the company conducts annual employee feedback surveys. Through anonymous surveys, employees can provide suggestions for improving work processes and systems. After compiling the survey results, the relevant departments use them to continuously optimize processes and systems. In 2024 no complaints were received.

Internal Communication and Grievance Channels
Communication and Grievance Email: hr@diamondbiofund.com



Talent Attraction, Retention and Development

Diamond Biofund follows the United Nations Sustainable Development Goals "SDG 3: Promote Health and Well-being," "SDG 5: Gender Equality," and "SDG 8: Promote Economic Growth and Employment" to create a friendly, motivating work environment that encourages employees to enhance their self-worth. We believe that achieving sustainable business practices and continuously building and developing talent is key to success. The company enhances human capital from multiple angles, offering diverse learning channels and comprehensive training programs to equip employees with the professional knowledge and communication and management skills needed to face new challenges, while also ensuring mental and physical well-being.

Education, Training and Professional Growth

2024 Training Goals

Diamond Biofund continues to invest in talent development, aiming for mutual growth with employees. In 2024 through general education, the company fostered a learning atmosphere within the organization, aiming to enhance professional and ESG general competencies. Below are our employee career development plans and learning outcomes:

- ▶ **Internalizing ESG within the Organization**
Through annually scheduled ESG education and training, we aim to enhance employees' understanding of ESG concepts, business integrity, and incorporate these principles into their daily work. In 2024, we organized four ESG-related courses: "TCFD Education and Training," "Sustainable Green Living," "Sustainable Living Starts Today: Simple Practices for Achieving the SDGs,".
- ▶ **Enhancing Business Integrity Awareness**
 - To enhance employees' understanding of integrity management, we added and planned educational content related to integrity management policies and encouraged all employees to participate.
 - During new employee orientation, we organized training on the "Ethical Corporate Management Best Practice Principles," providing integrity management knowledge and implementing related policies from the start of employment.
 - Annual training sessions on the "Ethical Corporate Management Best Practice Principles" and "Legal Compliance" are held each year. In 2024, two related training sessions were organized: one in July on "Employee Awareness of Intellectual Property and Trade Secrets Protection" with 18 participants, and another in October on "Business Integrity and Insider Trading Prevention" with 20 participants. The two aforementioned training sessions total four hours and are targeted at all employees. Case studies were used to strengthen integrity management concepts, promote ethical behavior, and reinforce employees' confidentiality obligations regarding the company's intellectual property. To ensure employees are familiar with legal regulations and comply accordingly, exams were administered, and a passing score of 80% or higher was required for certification. In addition, in September 2024, an external expert from the Investigation Bureau was invited to conduct a special training session on "Trade Secrets and Information Security" for mid-to-senior level management. Through real case sharing, supervisors gained deeper insights into the importance of trade secret protection and were encouraged to share key takeaways with their teams.
- ▶ As companies rapidly develop digital information, Diamond Biofund places increased importance on information security. In 2024, the company conducted training on information security topics such as "Personal Data and Smartphone Security Protection," "Practical Applications of Personal Data Protection," "Internet of Things Security and Analysis of Recent Information Security Cases," and "Corporate Anti-Corruption and Information Security Awareness," to help employees better protect personal and company data in the digital era. In addition, training sessions on "Roles and Precautions for Each Unit During Information Security Incidents" were provided to department heads and audit personnel to enhance information security awareness and support the execution of information security drills.

Statistics of Diamond Biofund's 2024 Internal Education and Training Courses

Course Category	Number of Courses
Professional competency training	8
General training	15
New employee training	11
Total number of courses	34

Diamond Biofund's 2024 Employee Training Status

Unit: Hours

Year		2024
Average training hours per employee		15.92
By gender	Female	20.12
	Male	7
By category	Management	8.97
	General staff	28.28

Note: Management refers to department managers and above; general employees refer to non-management employees.

Diamond Biofund's 2024 Education and Training Results

Item	Number of participants	Total hours	Average hours	Cost (NTD)
Professional competency training (Including external training)	35	98	3.92	27,500
General training	164	264	10.56	0
New employee training	12	36	3	0
Total	211	398	17.48	27,500

Note 1: Average hours of professional competency and general education training = Total training hours ÷ Total number of employees.

Note 2: The duration of the new-employee training course is set at three hours.

Professional Growth

To cultivate management skills and professional competencies among employees, the company actively seeks and provides training opportunities to expand knowledge and skills and enrich employees' personal growth. In August 2024, department heads and audit personnel attended a training session on "Roles and Precautions for Each Unit During Information Security Incidents," which enabled supervisors to clearly understand response procedures and departmental responsibilities during information security incidents, thereby enhancing practical capabilities and improving efficiency in handling such events. Furthermore, in September 2024, department heads participated in training courses on "Internet of Things Security and Analysis of Recent Information Security Cases" and "Corporate Anti-Corruption and Information Security Awareness." Through the sharing of recent real-world cases, these courses raised leaders' awareness of information security and corporate governance, while strengthening the entire team's awareness and response capabilities in information security.

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Establishing a Workplace Mentoring System

In August 2021, Diamond Biofund introduced the "New Employee Mentoring System." The company assigns managers or senior colleagues as mentors to assist new employees in quickly mastering company operations, departmental tasks, and job responsibilities.

Performance Appraisal System

- We respect professionalism and care about each employee's career development. Centered around corporate culture, we provide diverse development and learning opportunities for employees to leverage their professional competencies and achieve their potential.
- Our transparent performance management system (goal management and competency management) helps employees set development directions and career planning.

1. New Employee Education and Mentoring System: After new employees complete training, mentors and department managers regularly check in on their work status and conduct a three-month evaluation, providing timely feedback and assistance.
2. Performance Management: According to the performance management policy, evaluations are conducted twice a year, with 70% based on key performance indicators (KPIs) and 30% on competency assessments. These evaluations serve as the basis for salary adjustments and bonus or incentive programs.
3. Performance Appraisal Feedback Mechanism: Evaluators provide specific, actionable feedback, guidance, and suggestions after assessments through performance interviews.

New Employee Appraisal

Objective	To objectively assess new employees' performance and suitability for their positions.	
Target	New employees after three months of employment	
Implementation Status	Pass Rate of Participants	100%
	Retention Rate of New Employees	100%

Note 1: The pass rate of participants refers to the percentage of new employees who passed the appraisal

Note 2: The retention rate of new employees refers to the percentage of new employees who remained with the company for more than three months during the year.

Performance Evaluation

Objective	To achieve company goals, improve company performance, and evaluate employee performance and development objectively and fairly.	
Target	All employees	
Implementation Status	100% participation rate	

Note: Participation rate refers to the percentage of employees who are required to participate in the performance evaluation according to the performance management guidelines and who actually participate in the evaluation.

Incorporating ESG into Senior Management Performance Evaluation Criteria

To continuously promote sustainable development and incentivize the management team to actively achieve sustainability goals, the company has, since 2024, incorporated ESG performance into the performance evaluation indicators for senior management (including the President, Vice Presidents, or other equivalent positions).

The Company's "Sustainable Development and Risk Management Task Force" is supervised by the President and is responsible for the planning, implementation, and oversight of sustainability-related matters, including the compilation and review of sustainability information. Under this task force, three functional sub-groups/teams have been established: "Corporate Governance," "Sustainable Finance," and "Social Engagement." Departments participate in the respective sub-groups/teams based on their functions and responsibilities to carry out sustainability initiatives.

Diamond Biofund, as approved by the Remuneration Committee and the Board of Directors, has incorporated ESG-related key performance indicators (KPIs) into the annual performance bonus evaluation of senior management (including the President, Vice Presidents, or other equivalent positions), with a minimum ESG-related performance weighting of 5%. These indicators are linked to the achievement of specific sustainability goals.

In addition, department heads responsible for ESG-related tasks also have their annual performance bonuses evaluated based on ESG indicators. This approach aims to enhance the substantive involvement and execution capacity of all departments in sustainability issues, thereby implementing the company's sustainability strategy.

Senior Management KPI-Linked Bonus Incentive Scheme

Senior Management KPI Evaluation Categories	Weighting	Description
Financial Targets	95% or below	Key Financial Metrics, Enterprise Value, and Return on Equity, etc.
Business Targets		Annual Business Indicators, Operational Performance Management Indicators, Risk Management Indicators, etc.
Sustainable Development Targets	At least 5%	<ul style="list-style-type: none"> • External Evaluation Performance: TWSE Corporate Governance Evaluation and International ESG Evaluation results. • Implementation of Sustainability Strategy and Annual ESG Initiatives: Corporate governance and compliance operations, material topic analysis, climate action initiatives, and responsible investment practices, etc. • Medium- and Long-Term Targets: Progress toward greenhouse gas (GHG) reduction goals and the implementation status of 2030 ESG performance indicators.



ESG Performance Indicators

Heads of responsible departments	Key Topics	ESG Performance Indicators	ESG KPIs Weighting
Sustainable Development and Risk Management Task Force (President)	Climate Strategies and Actions	Using 2024 as the base year, aiming to reduce absolute Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 25% by 2030, aligning with the long-term goal of achieving net-zero emissions by 2050.	10%
	Talent Recruitment, Development, and Retention	Design sustainability-related Key Performance Indicators (KPIs) aligned with strategic sustainability goals, link them to incentive and remuneration mechanisms, and ensure consistency with the company's long-term objectives.	
	Information Transparency	<ul style="list-style-type: none"> Hold investor conferences (earnings calls) on a quarterly basis each year. Disclose information related to the company's sustainable development on a regular basis each year. 	
	Corporate Governance and Integrity Management	Maintain a ranking within the top 20% of listed companies in the TWSE's "Corporate Governance Evaluation" before 2030.	
Head of Investment Department (Vice President)	Legal compliance	Zero major legal violations each year.	5%
	Responsible Investment	<ul style="list-style-type: none"> ESG factors are incorporated into the investment analysis and decision-making process for 100% of investment cases. 100% of portfolio companies are required to submit "ESG Declaration" committing to comply with ESG Declaration requirements. An annual ESG review is conducted for 100% of portfolio companies in accordance with the ESG Declaration checklist. Attend 100% of shareholders' meetings of portfolio companies and 100% of board meetings of portfolio companies where directorships are held (attendance includes proxy attendance). 	
	Climate Strategies and Actions	For Scope 3 (Investments), the target is set using the engagement approach. By 2030, investees representing 33% of the book value of Diamond Biofund's investment portfolio are expected to have either committed to or established their own greenhouse gas (GHG) emission reduction targets.	
Head of Finance Department	Information Transparency	<ul style="list-style-type: none"> Material operational and financial information relevant to investor decision-making is disclosed both periodically and on a timely basis each year. Disclose information related to the company's sustainable development on a regular basis each year. 	10%
	Corporate Governance and Integrity Management	<ul style="list-style-type: none"> An annual performance evaluation of the Board of Directors is conducted, with an external evaluation performed at least once every 3 years by an independent professional institution or a team of external experts and scholars. Plan diverse training programs for directors each year. Independent directors have at least one meeting per quarter with the head of internal audit and the CPA. In addition, independent directors communicate separately with the head of internal audit and the CPA at least once a year. 	
Head of Administration Department	Talent Recruitment, Development, and Retention	<ul style="list-style-type: none"> By 2030, ensure that the annual average learning hours per employee reach at least 25 hours each year. Achieve an annual retention rate of 80% for high-performing employees (those rated as excellent or outstanding in performance evaluations). Convene labor-management meetings on a quarterly basis each year. 	35%
	Corporate Governance and Integrity Management	Conduct more than 3 hours of ethical management training annually.	
	Legal compliance	Continue to implement compliance education and testing, with more than 3 hours of compliance training conducted annually.	
	Cybersecurity	<ul style="list-style-type: none"> Obtain ISO 27001 certification and maintain compliance through annual audit verification. Achieve zero major cybersecurity incidents each year. Reduce the average phishing success rate in annual social engineering drills to below 5%. Achieve an annual employee participation rate of over 95% in cybersecurity training. 	

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Succession Planning

Succession Planning for Board Members

The election of the company's directors follows a candidate nomination system, with directors selected by the shareholders' meeting from the list of director candidates. Board members generally possess professional knowledge and skills in areas such as business, finance and accounting, management, or industry-specific expertise. During their tenure, they are required to complete at least 6 hours of continuing education annually to help them continuously acquire new knowledge, maintain their core values, and enhance their professional competencies.

Succession Planning for Key Management Positions

The company values succession planning for management. In planning for succession, in addition to having operational management capabilities, professional skills, and outstanding performance, alignment with the company's values and core competencies—such as integrity, innovation, professionalism, and performance—are essential.

Currently, there are 11 key management personnel at the managerial level and above, each with a job description and job plan. A designated acting manager is trained to fill in when needed. The company utilizes its existing performance evaluation system to assess and review suitable future successors, facilitating development and progress. The Human Resources Department is responsible for planning and execution, regularly reporting to the Chairman.

"Innovation" and "learning from successful experiences" are crucial in the succession plan, with specific practices and implementations as follows:

- Strategic Management Meetings for Senior Executives: The top executive regularly convenes strategic planning and execution review meetings with senior executives from various functions to ensure the achievement of company goals.
- Task-Oriented Functional Projects: Through cross-departmental collaboration, the company has held five sessions of the "Asia Pacific Biotech Investment Forum" since 2014, hosting 23 keynote speeches, six panel discussions, inviting 28 companies to present their R&D progress, and successfully facilitating nearly 60 matchmaking meetings.
- Diverse Learning Organization: A monthly expert sharing meeting, personally hosted by the top executive, where department heads share their expertise or recent project experiences, fostering mutual learning through professional presentations and discussions.
- External Consultant Guidance Meetings: The "Diamond Lecture" is held once in a while, with this year's theme focusing on new drug development, where professional consultants lead the team in-depth discussions on every detail of the new drug development process.
- Each year, the company conducts a regular assessment of managers and potential successors to maintain a sufficient talent pool for succession.

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Compensation and Benefits

Diamond Biofund's human resource management follows three core pillars: recruitment, talent development, and retention. In terms of retention, the company bases its compensation system on industry characteristics, market trends, and future development. Compensation and rewards are provided based on the achievement of company goals and departmental and employee performance evaluations, with stock options offered as an incentive to encourage employees to contribute to the company's operational performance and long-term value. The company's compensation policy is based on job roles and responsibilities, with no differences in employee compensation based on gender, race, religion, political stance, marital status, or union membership. The company is committed to sharing its operational results and profits with employees, ensuring that compensation complies with the Labor Standards Act. The compensation policy is based on roles and responsibilities, with bonuses distributed according to annual performance evaluations, without gender-based differences.

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Diamond Biofund's Full-Time Non-Management Employee Salary Information

Full-Time Non-Management Employee Salary Information (Unit: NT\$ thousand)			
Year	Total Salary	Average Salary	Median Salary
2024	34,601	2,035	1,173

Note 1: Data is based on public information disclosed on the Market Observation Post System <https://mops.twse.com.tw/mops/web/t100sb15>

Note 2: "Managerial Employees" refers to executives in the company as defined by the Financial Supervisory Commission's directive (92.3.27, FSC reference number 920001301): General Managers and equivalent positions, Vice President and equivalent positions, Assistant General Managers and equivalent positions, heads of finance and accounting departments, and others with management duties and signing authority.

Diamond Biofund's 2024 Salary and Bonus Gender Ratio (Male:Female)

Remuneration Category	Average	Median
Salary	1: 1.97	1: 1.38
Bonus	1: 2.84	1: 1.35

Diamond Biofund's 2024 Annual Salary (Including Monthly Salary and Bonus) Gender Ratio

Employee Category	Male	Female
Management (Assistant Manager and above) Position	1	0.51
Non-Management Position	1	1.04

Diamond Biofund's 2024 Salary Gender Ratio

Employee Category	Male	Female
Management (Assistant Manager and above) Position	1	0.51
Non-Management Position	1	1.01

Incentive System Implementation

Item	Explanation
Outstanding Employee Rewards	For verified outstanding achievements or substantiated events, awards such as major or minor merits or commendations are given, along with monetary rewards.
Year-End Bonus	A year-end bonus is provided based on the company's annual performance.
Performance Bonus	A performance bonus is distributed based on individual employee performance during the year.
Annual Salary Adjustment	Adjustments are made to individual salaries based on price indices, industry adjustment rates, and outstanding performance.
Employee Stock Options	Outstanding employees are granted stock options according to the company's principles.



Employee Benefits

In addition to legally mandated benefits, the following employee benefits measures are provided:

■ Cash Benefits

Year-end bonus, performance bonus, project incentive bonuses, Dragon Boat Festival, Mid-Autumn Festival bonuses, and various cash subsidies for weddings, funerals, and other significant events.

■ Children's Education Subsidy

Employees below the Assistant Manager level (excluding Assistant Managers and those eligible for performance bonuses) who have children may apply for the Child Education Subsidy. For children aged 0-18, the subsidy is NT\$2,000 per month. In 2024, 100% of eligible employees applied

■ Flexible System

Flexible working hours are offered to employees.

■ Social Activities

Departmental gatherings, annual employee trips, Christmas and year-end parties are organized. Additionally, a comfortable employee lounge area is provided for relaxation, promoting communication and interaction among team members.

■ Comprehensive Employee Care

Facilities include a breastfeeding room, stress-relief massage services, regular health check-ups, parking spaces or parking subsidies, and more. Exclusive relaxation and reading spaces are provided, with free coffee, milk, soy milk, snacks, and health supplements available.

■ Learning and Development

The company subscribes to daily newspapers and regularly purchases new books and magazines on various topics for employees to borrow. An annual subsidy of NT\$10,000 is provided for external training, encouraging employees to continuously improve and practice lifelong learning.

■ Parental Leave Without Pay

Employees with childcare needs can apply for unpaid parental leave in accordance with relevant laws and regulations, and can request to return to work after the leave period ends, balancing work and family care.

Items	Male	Female
Number of Employees Eligible to Apply for Childcare Leave in 2024 (persons)	1	1
Number of Employees Who Applied for Childcare Leave in 2024 (persons)	0	0
2024 Childcare Leave Application Rate (%)	0	0

■ Paid Volunteer Leave

The company provides paid volunteer leave, encouraging employees to participate in social services, enhancing their sense of social responsibility and teamwork, and promoting the development of public welfare, achieving a win-win effect.

■ Insurance and Retirement Benefits

In addition to labor insurance and health insurance, the company offers group insurance and travel insurance for employees, enhancing their work security. For retirement benefits, the company has established the Labor Retirement Measures and a Labor Pension Fund Supervisory Committee and, according to the Labor Standards Act, allocates 2% of the total monthly salary to the employee's retirement fund, deposited in a dedicated account with Taiwan Bank. The Company pays pensions to employees in accordance with the Labor Standards Act. For employees opting for the Labor Pension Act's retirement system, 6% of their total income is allocated to their personal retirement account with the Bureau of Labor Insurance. For employees with service years in affiliated companies, retirement benefits are paid from the old system's labor retirement reserve account based on their service years.

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Healthy and Safe Work Environment

Occupational Safety and Health Guidelines and Implementation Policies

Diamond Biofund is committed to providing a healthy and safe working environment for employees and workers, as well as protecting the environment. The company has established the "Occupational Safety and Health Guidelines" as the highest guiding principles for safety and health management, and has developed various implementation policies to ensure effective execution. The company prioritizes safety and strives to offer a safe, healthy, and hygienic working environment. Through education, training, and awareness campaigns, employees' safety and health awareness, as well as disaster prevention knowledge, are enhanced.

"Occupational Safety and Health Guidelines Implementation Policies"

1. Comply with or exceed domestic and international occupational safety and health-related regulations, standards, and other stakeholder requirements, reducing operational risks and protecting employee rights.
2. New hires or transferred workers must participate in or receive at least three hours of occupational safety and health-related education and training.
3. Promote responsible care by voluntarily implementing management standards, continuously improving operational processes, and maintaining equipment to prevent environmental or occupational accidents.
4. Communicate the company's occupational safety and health policies to suppliers and contractors, gradually promote sustainable procurement, implement ESG management, and create positive environmental and social benefits.
5. Care for and cherish employees, establish a healthy, safe, and diverse working environment, and regularly conduct employee health checkups, providing timely assistance and treatment when necessary.
6. Strengthen communication and participation among employees and suppliers. Through exchanges, communication, and education and training, employees' and suppliers' awareness of occupational safety and health is heightened, ensuring workplace safety together.
7. Fully implement the occupational safety and health management system, assess potential occupational safety and health risks, set priority improvement goals and action plans, and establish appropriate indicators to track and monitor results, continuously improving occupational safety and health performance.

Procurement/Supplier Management

- Select compliant equipment and suppliers based on supplier evaluations and procurement processes.

Emergency Drills

- Respond to emergencies following the company's procedures: Occupational Safety and Health Emergency Response Measures.

Disabling Injuries

In 2024, Diamond Biofund had no reported occupational accidents.

2024 Occupational Safety Education and Training Courses and Participation Statistics

	Training Topic	Number of Courses	Number of Participants
Internal	General employee and new employee on-the-job safety and health training	11	12
External	Occupational safety and health education and training, as well as on-the-job safety and health education and training for supervisors involved in hazardous work	1	1
Total		12	13

Diamond Biofund Occupational Accident Statistics

Management Indicators	2024
Lost Time Injury Frequency Rate (LTIFR)	0
Disabling Injury Frequency Rate (FR)	0
Disabling Injury Severity Rate (SR)	0
Occupational Disease Rate (ODR)	0
Occupational injury-related fatality rate	0
Serious occupational injury rate	0
Recordable occupational injury rate	0
Total number of fatal accidents	0

Note: The calculation method follows the Ministry of Labor's Occupational Safety and Health Administration and GRI 403: Occupational Safety and Health statistical indicators.

Lost Time Injury Frequency Rate = (Number of work injuries / Total work hours) × 10⁵

Disabling Injury Frequency Rate = (Total number of disabling injuries / Total work hours) × 10⁵

Disabling Injury Severity Rate = (Total lost days from disabling injuries / Total work hours) × 10⁵

Occupational Disease Rate = (Number of identified occupational diseases during the year / Total work hours) × 10⁵

Occupational injury-related fatality rate = (Number of occupational injury-related deaths / Total work hours) × 10⁵

Serious occupational injury rate = (Number of serious occupational injuries, excluding fatalities / Total work hours) × 10⁵

Recordable occupational injury rate = (Number of recordable occupational injuries / Total work hours) × 10⁵

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Social Engagement

Industry-Academia Cooperation and Participation in External Public-Private Associations

Recognizing that talent is the cornerstone of biotechnology development, Diamond Biofund, after its establishment, has been dedicated to identifying top scientists and nurturing promising talents. In 2013, the company donated to establish the "Taiwan Bio-Development Foundation." Over the past decade, Diamond Biofund has provided unconditional support for chair professors to cultivate outstanding professionals in Taiwan's biomedical field. With an initial endowment of NT\$100 million and annual donations of NT\$20 million, the foundation has supported 17 distinguished chair professors from Academia Sinica, the National Health Research Institutes, and various leading universities, each receiving NT\$25 million in research funding. Under the guidance of these professors, more than 100 postdoctoral researchers, 150 Ph.D. students, and 270 master's students have been successfully trained.

In addition, the "Taiwan Bio-Development Foundation" launched Taiwan's highest medical award, the "Wu Ho-Su TBF Medical Award," to encourage outstanding medical researchers under the age of 50 in Taiwan to pursue innovative research, with a prize of NT\$2.1 million for each recipient, fostering talent for the long-term development of the biomedical industry.

Internship Program

Diamond Biofund partners annually with leading universities and their finance departments to organize internship programs. Each year, interns participate in a summer internship during July and August, where they gain exposure to the company's operations and engage in processes such as investment screening and evaluation. This hands-on experience helps cultivate practical industry knowledge and skills.

External Associations

Diamond Biofund serves as a director of the Taiwan Venture Capital Association and actively participates in association activities to understand the latest trends and regulatory developments in the industry while fostering positive interactions with peers.

Public Welfare Activities and Donations

Investing Resources to Support Cultural and Community Care

Organization Partner	Investment Amount (NT Dollars)
The Lovely Taiwan Culture Foundation (hereinafter referred to as "Lovely Taiwan Foundation")	5,000,000
Taiwan Biotechnology and Pharmaceutical Development Foundation (hereinafter referred to as "Taiwan Bio-development Foundation")	4,200,000
The National Symphony Orchestra, under the National Performing Arts Center (hereinafter referred to as "National Symphony Orchestra")	300,000
Total	9,500,000

Support the in-depth development of local culture and the long-term cultivation of education

1. In response to the insufficient cultural and educational resources in rural areas of Taiwan, the Company has donated NT\$5 million annually to the Lovely Taiwan Foundation starting from 2023 (covering the years 2023, 2024, and 2025). The donation supports the Foundation, based in Nan-Zhou Township, Pingtung County, in promoting community platforms, industrial and cultural exchanges, artistic and cultural events, as well as two educational initiatives: the Super Farmer Project and the Nan Tian Classroom under the "Education Development" program. In 2024, the Lovely Taiwan Foundation organized a total of 217 classes, amounting to 156.6 hours of instruction and attracting 2,809 total participants.

- "Lovely Taiwan Foundation" Community Arts and Cultural Activities: The Company supports the Lovely Taiwan Foundation (based in Nan-Zhou Township, Pingtung County) in establishing a community hub in Nan-Zhou, Pingtung. Using this hub as a base, the Foundation implements the "Sustainable Nan Zhou Project," which promotes community platforms, industrial and cultural exchange. As part of the initiative, the Foundation organized cultural and arts programs such as "Art Painting in Nan-Zhou", "Stress Relief Workshop for Local Women", "Nan-Zhou Mini Tour," and "Nan-Zhou, the Joyful Wangchuan Festival," supporting the development of local culture and enriching the artistic ecosystem in Nan-Zhou, Pingtung.

For example, in 2024, the Lovely Taiwan Foundation organized "Art Painting in Nan Zhou," inviting Yi-Hsing Lee, a long-time advocate, creator, and researcher of traditional painting, to lead the younger generation of Nan Zhou in understanding the openness and inclusiveness of their predecessors toward culture, thereby fostering a sense of pride and commitment to cultural preservation. In the same year, the Foundation also held "Stress Relief Workshop for Local Women," strengthening the connection between the Lovely Taiwan Foundation and the women of Nan-Zhou. Speakers from various artistic fields were invited to introduce new perspectives on arts and culture, inspiring the local community and building residents' confidence through the presentation of their achievements.

- "Lovely Taiwan Foundation" Education Development-The Super Farmer Project: The "Lovely Taiwan Foundation" collaborated with Nan-Chou Elementary School and Tong-An Elementary School, focusing on organic diet, land education, and hometown identity as the core themes. Through organic diets, the children learn about Taiwan's land and environmental sustainability.
- "Lovely Taiwan Foundation" Education Development - Nan Tien Classroom: To address the urban-rural disparity in educational resources, this innovative education program in martial arts and body movement nurtures children's creativity and communication skills, helping improve concentration and self-awareness.



Lovely Taiwan Foundation - "Nan-Zhou, the Joyful Wangchuan Festival"



Lovely Taiwan Foundation - "Art Painting in Nan Zhou"

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The "Lovely Taiwan Foundation" established a work station in Nan-Zhou, Pingtung, implementing the Sustainable Nan-Zhou Project. The work station serves as a base for community platforms, industry and cultural exchanges, fostering consensus and recognition among locals, and continuously connecting and documenting the cultural landscape of past and present rural areas.



Note : In view of the disparity in educational resources between urban and rural areas in Taiwan, which is considered a type of community risk, the Company's social engagement efforts are not limited to its operational base in Taipei City. Instead, the Company takes into account areas officially classified as rural or underserved when assessing community risk, aiming to leverage its corporate influence to support social development and fulfill its corporate social responsibility.

2. The Company donated to the National Symphony Orchestra (NSO), under the National Performing Arts Center, to support its 2024 national tour. With the Taiwan Philharmonic standing on the international stage, the tour aimed to showcase the voice of Taiwan through cultural consciousness. Over the past decade, the National Symphony Orchestra has been committed to transformation, striving toward becoming a professional orchestra characterized by openness and innovation. It has emerged as one of the most prominent orchestras in Asia and aspires to act as a cultural ambassador for Taiwan, conveying the nation's unique identity and emotions to the world through its distinctive sound.

Biomedical Talent Development

The "Taiwan Bio-Development Foundation" was founded by Diamond Biofund to cultivate biomedical talent in Taiwan. Each year, it selects and supports outstanding scholars and professors in the biomedical field through the "TBF Chair in Biotechnology" and the "Wu Ho-Su TBF Medical Award." Through presentations and student poster competitions, the foundation fosters technical exchange and knowledge sharing, with the aim of nurturing more talent in the biomedical field under the guidance of scholars.



Taiwan's highest medical award, the "Wu Ho-Su TBF Medical Award," was presented to three scholars: Associate Professor Pan Ming-Kai (first from left) from the Department of Pharmacology, College of Medicine, National Taiwan University; Professor Tsai Su-Yi (second from left) from the Department of Life Science, National Taiwan University; and Professor Ku Cheng-Lung (first from right) from the Center for the Molecular and Clinical Immunology, Chang Gung University.



The 2024 TBF Lecture awarded two professors, Yang Kai-Chien (right), from the Department of Pharmacology, and Luo Yuan (left), from the Institute of Biomedical Electronics and Bioinformatics, both at National Taiwan University College of Medicine, each with a NT\$25 million prize.



TBF board members with the 2024 award recipients.

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Environmental Protection

It is generally believed that by incorporating ESG factors into investment decisions and management processes, asset management companies can reduce financial losses or reputational impacts when facing environmental and social risks, thereby enhancing operational resilience. In recent years, as global governments and regulatory agencies have actively guided capital towards ESG-related projects, more institutional investors are demanding that their funds be invested in projects that align with sustainable development goals, pursuing long-term value and stable returns. Therefore, ESG is no longer merely a representation of philanthropy and social responsibility but has become a crucial component of corporate operations and investment decision-making.

Diamond Biofund focuses on the biotechnology and healthcare investment sector, targeting competitive biotech startups involved in new drug development, advanced medical devices, innovative medical services, medical distribution, and agricultural biotechnology. This year, in addition to disclosing our company's environmental information, we also included important environmental-related information for seven of our portfolio companies: Cho Pharma, Inc., Sinew Pharma Inc., StemCyte International Ltd.(StemCyte-KY), Tetanti AgriBiotech Inc., Syncell Inc., Diamond Biofund I Inc., and Diamond Biofund II Inc ^{Note}. As of December 31, 2024, the total book value (i.e., fair value) of these seven portfolio companies accounted for 97.21% of Diamond Biofund's total book value of "financial assets measured at fair value through profit or loss—current and non-current."

Note: Diamond Biofund currently has only two subsidiaries: Diamond Biofund I Inc and Diamond Biofund II Inc. Both are 100%-owned subsidiaries of Diamond Biofund and operate as venture capital entities managed by the company. They do not have any direct environmental impact.

Climate Actions

To meet regulatory requirements and stakeholders' expectations for information transparency, the company adopts the framework of the Task Force on Climate-related Financial Disclosures (TCFD) issued by the Financial Stability Board (FSB), disclosing governance, strategy, risk management, and metrics and targets.

Governance

The Board of Directors of Diamond Biofund serves as the highest governance body for climate-related matters. The board members possess relevant expertise and are responsible for overseeing and managing climate-related risks and opportunities, as well as driving the company's overall climate strategy and policies. The Board incorporates climate issues as a key consideration in corporate governance and business strategy, sets climate-related action targets, and integrates climate risk management into the company's overall risk management and control framework. The Board also evaluates and continuously optimizes the implementation of various risk management mechanisms to ensure sound operations. Under the Board, the Sustainable Development and Nominating Committee has been established, chaired by an independent director.

Diamond Biofund has established a Sustainability and Risk Management Task Force, which is led by the President's Office under the supervision of the President. The task force is responsible for coordinating climate governance policies and related initiatives, as well as conducting climate risk assessments and developing response actions. Under the Sustainability and Risk Management Task Force, there are three functional sub-groups/teams: Corporate Governance, Social Engagement, and Sustainable Finance. Departments participate in each sub-groups/teams based on their business functions and responsibilities. The Sustainability and Risk Management Task Force reports at least once a year to the Sustainable Development and Nominating Committee and the Board of Directors on the status of risk management operations. It also requires each unit to develop corresponding control measures, thereby enhancing risk management mechanisms and ensuring the achievement of long-term sustainability goals.

To effectively implement climate governance strategies and policies, Diamond Biofund, with the approval of the Remuneration Committee and the Board of Directors, has incorporated ESG-related key performance indicators (KPIs) into the performance bonus evaluation of senior management (including the President and Vice Presidents), with a minimum weighting of 5%. These KPIs are directly linked to the achievement of ESG goals

In addition, department heads responsible for relevant ESG initiatives are also evaluated based on ESG-related performance metrics. This top-down performance evaluation mechanism is intended to strengthen the implementation of sustainability practices and reinforce the core principles of climate governance throughout the organization.

Strategy

Diamond Biofund organized a climate risk workshop, bringing together dedicated personnel from various departments and senior management for joint discussions. A climate risk questionnaire was also distributed to portfolio companies to analyze the potential short-, medium-, and long-term physical and transitional risks faced by Diamond Biofund, as well as related business opportunities. The insights gathered will be used to develop mitigation and adaptation strategies, thereby strengthening the company's climate resilience. In addition, department heads responsible for relevant ESG initiatives are also evaluated based on ESG-related performance metrics. This top-down performance evaluation mechanism is intended to strengthen the implementation of sustainability practices and reinforce the core principles of climate governance throughout the organization.

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Board of Directors & Functional Committee	<p>Board of Directors</p> <ul style="list-style-type: none"> Acts as the highest decision-making and supervisory body for sustainable development and sustainability information management. Ensures alignment between sustainability development, sustainability information management, and business strategy objectives by approving, supervising, and allocating sufficient resources.
	<p>Sustainable Development and Nominating Committee</p> <ul style="list-style-type: none"> A functional committee under the Board of Directors, established to oversee sustainable development and sustainability information management-related affairs.

Management	<p>Sustainable Development and Risk Management Task Force (President's Office)</p> <ul style="list-style-type: none"> Promotes ESG (climate actions) strategy developments and oversees the achievement of various targets. Identifies material topics and formulates management policies.
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Functional Teams	<p>Corporate Governance Team</p> <ul style="list-style-type: none"> Corporate Governance Risk Management Ethical Management Information Transparency Legal Compliance 	<p>Social Engagement Team</p> <ul style="list-style-type: none"> Talent Development Diversity and Equality Occupational Health and Safety Participation in Public Welfare Activities Industry-Academia Collaboration 	<p>Sustainable Finance Team</p> <ul style="list-style-type: none"> Responsible Investment Climate Resilience
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Table of Climate Risks, Financial Impacts, and Mitigation Measures

Risk Category	Climate Risk Factor	Timing of impact	Scope of impact		Disclosure of Financial Impacts from Climate Risks	Response Strategy
			Portfolio Companies	Own Operations		
Physical Risks	Increasing frequency of extreme climate events	Short term	V	V	Increasing frequency of extreme climate events—such as typhoons and torrential rains—may lead to disasters including strong winds, flooding, and landslides, potentially causing casualties or damage to equipment. These events may impact the company’s operational performance or result in increased capital expenditures for disaster prevention. Furthermore, if such events affect the R&D, production, or operational stability of portfolio companies, the company’s investment performance may also deteriorate as a result.	The company’s leased office premises are equipped with disaster prevention facilities, which are regularly inspected and maintained. Annual emergency drills are conducted to ensure timely and effective response to disaster events, thereby minimizing potential losses. In addition, the company has established sustainability goals aimed at mitigating the pace of climate change and actively encourages its portfolio companies to follow suit.
	Infectious disease outbreaks	Medium term	V	V	A warming climate may facilitate the proliferation of pathogens, potentially leading to outbreaks and epidemics of infectious diseases. Such events may cause temporary suspension or disruption of the company’s operations. If portfolio companies are also affected—for example, through delays in clinical trials or the recruitment of healthy volunteers—this may lead to setbacks in their R&D progress, which in turn could negatively impact the company’s overall investment performance.	By formulating emergency response plans, the company aims to ensure business continuity and minimize potential losses. Annual initiatives are conducted to promote employee health protection and hygiene awareness, while resources are also planned to support remote work when necessary. In addition, the company encourages portfolio companies to enhance R&D flexibility, diversify clinical trial deployment, and establish their own emergency response mechanisms, in order to mitigate the impact of operational disruptions and delays in R&D progress.
	Water scarcity	Medium term	V	V	Drought-induced water scarcity may result in water supply interruptions, shortages, or increased water costs, thereby affecting the company’s operational performance or leading to additional capital expenditures (e.g., for water storage systems). If such conditions extend to biopharmaceutical production processes—including fermentation, cell culture, and drug manufacturing—they may hinder the R&D or production efficiency of portfolio companies, which could in turn negatively impact the company’s investment performance.	The company has established a supplier management procedure and adopted water storage systems and water-saving devices to promote water conservation and ensure uninterrupted operations despite potential water scarcity. In addition, portfolio companies are encouraged to strengthen water management in critical processes such as biological fermentation, cell culture, and drug manufacturing, in order to mitigate the impact of water shortages on R&D and production efficiency and to maintain stable investment performance.
	Rising average temperatures	Long term	V	V	Rising average temperatures may lead to heat-related injuries or wildfires, potentially resulting in casualties or damage to equipment. These incidents may affect the company’s operational performance or require increased capital expenditures for disaster prevention. If such conditions also disrupt the R&D, production, or operational stability of portfolio companies, the company’s investment performance may further decline as a result.	The company’s leased office premises are equipped with air conditioning and ventilation systems, and fire extinguishers have been procured and are regularly inspected and maintained. Annual emergency drills are conducted to ensure timely disaster response and minimize potential losses. Portfolio companies are encouraged to implement high-temperature and fire risk management measures, along with regular drills, to reduce the impact of extreme heat on R&D, production, and operational stability, thereby helping to ensure stable investment performance.
	Sea level rise	Long term	V	V	Rising sea levels may lead to permanent inundation of coastal areas, as well as more severe storm surges associated with heavy rainfall or typhoons. These events may affect the company’s operational performance or result in increased capital expenditures for disaster prevention. If the locations of portfolio companies are also impacted—such as being submerged—this may disrupt their R&D or production efficiency, thereby further diminishing the company’s investment performance.	When relocating offices or constructing new facilities, the company avoids selecting sites in low-lying areas. In the event of natural disasters, operations follow official work suspension announcements issued by competent authorities to ensure employee safety. Portfolio companies are also encouraged to assess flood risks at their plant locations and evaluate the resilience of their facilities, while proactively planning adaptation measures to reduce the impact of sea level rise on operations and investment performance.

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Risk Category	Climate Risk Factor	Timing of impact	Scope of impact		Disclosure of Financial Impacts from Climate Risks	Response Strategy
			Portfolio Companies	Own Operations		
Transition Risks	Increasing sustainability regulations	Short term	V	V	The increasing requirements of sustainability regulations—such as sustainability disclosures, the adoption of IFRS standards, and climate risk assessments—are expected to raise operating costs for both the company and its portfolio companies, potentially affecting the company’s investment performance.	The company continuously monitors trends in sustainability regulations, carefully assesses related risks, and develops appropriate response strategies. In addition to strengthening engagement with portfolio companies—encouraging or requiring them to set sustainability goals and promote ESG initiatives—the company also provides operational guidance as needed. This includes urging portfolio companies to comply with relevant regulations and periodically sharing the latest international standards, regulatory requirements, and legal knowledge.
	Capital displacement	Medium term	V	V	Regulatory authorities are formulating sustainable investment regulations—such as sustainable taxonomy frameworks—to steer capital toward low-carbon industries. This may result in capital crowding-out effects, making fundraising more difficult for other sectors.	To ensure that the investment process complies with sustainability-related regulations, the company has established a Responsible Investment Policy, integrating net-zero carbon strategies into the development, evaluation, and post-investment management of potential portfolio companies. The company proactively supports portfolio companies in developing low-carbon transition strategies and enhancing their sustainability disclosure capabilities to strengthen their fundraising potential and market competitiveness.
	Energy and carbon reduction policies	Medium term	V	V	Stricter government regulations on energy conservation and carbon reduction—such as mandatory use of a certain percentage of renewable energy, more stringent environmental impact assessment requirements, and expanded carbon fee schemes—along with rising electricity prices, may increase operating costs for both the company and its portfolio companies, thereby negatively impacting the company’s investment performance.	The company promotes energy-saving management and the use of renewable energy, and encourages portfolio companies to implement carbon inventory and energy conservation and carbon reduction initiatives. These efforts aim to enhance regulatory compliance capabilities and energy efficiency, thereby reducing the impact of carbon fees and rising electricity costs on operating expenses and investment performance.
	Corporate reputation risk	Long term	V	V	Failure to actively pursue low-carbon transition and relatively lagging sustainability performance may damage the reputation of both the company and its portfolio companies. This could lead to increased negative feedback from stakeholders, reduced access to capital, and ultimately, higher operating costs	<ul style="list-style-type: none"> The company promotes low-carbon transition and sustainable governance to enhance ESG performance and information transparency for both itself and its portfolio companies. These efforts aim to strengthen trust among the market and stakeholders, gain recognition in domestic and international corporate governance and sustainability evaluations, and mitigate the operational impacts arising from reputational risks or reduced access to capital. The company continues to urge portfolio companies to pursue low-carbon transition. In addition to requiring 100% of portfolio companies to sign an ESG declaration and complete an annual ESG checklist, the company is strengthening its engagement efforts. By 2030, Diamond Biofund expects that portfolio companies representing 33% of the total book value of its investments will have committed to or established their own greenhouse gas reduction targets.



To strengthen climate resilience, the workshop not only focused on risk reduction but also identified potential development opportunities arising from climate change adaptation.

	Opportunity Factor	Opportunity Description	Response Strategy
Climate Mitigation Opportunities	Sustainable investment and green technology	In response to the global trend toward net-zero carbon emissions, the company actively monitors and strategically positions itself in low-carbon operations, green energy development, and circular economy industries, aiming to generate sustainable investment returns.	One of the company's current portfolio companies, Tetanti AgriBiotech Inc., focuses on the reutilization of organic waste and has developed "targeted enzyme" technology with carbon reduction potential. Looking ahead, the company will continue to seek out potential biotech investments with promising sustainability applications.
	Strengthen climate resilience	The company is committed to building climate resilience for both itself and its portfolio companies to maintain stable operations and reduce the risk of disruptions and associated losses caused by climate change.	The company has implemented a climate risk assessment mechanism and established emergency response plans and annual drills to enhance its ability to respond to climate-related risks, thereby reducing the risk of operational disruptions and associated losses. In addition, the company supports portfolio companies in developing adaptation strategies and business continuity measures to improve overall resilience to climate impacts and to effectively capture transition opportunities and long-term investment value.
Climate Adaptation Opportunities	Enhance energy efficiency and carbon reduction	Participating in renewable energy projects and implementing energy-saving measures to reduce operating costs.	The company and its portfolio companies continue to promote the replacement of energy-saving equipment and the implementation of renewable energy projects. Through internal training and awareness campaigns, overall energy efficiency awareness is being strengthened. Energy conservation and carbon reduction are increasingly emphasized as key operational priorities, aiming to reduce operating costs and create sustainable value.
	Emerging Healthcare Demand Driven by Climate Change	Climate change is altering disease patterns, increasing demand for innovative healthcare, epidemic prevention, and preventive medicine. This trend is driving growth in the biotech and pharmaceutical industries, thereby creating investment opportunities and potential returns.	The company closely monitors emerging technologies related to climate-induced diseases and invests in high-potential sectors such as biotechnology, healthcare, and preventive medicine to capture growth opportunities in innovative medical solutions. Portfolio companies are also encouraged to expand R&D and applications in these areas to address unmet medical needs, balancing social value with investment returns.

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Case Study of Investment Target: Tetanti AgriBiotech Inc.

Tetanti's research team possesses over 8,000 strains and 2,500 species of functional microbes that can provide optimized custom enzyme combinations for various organic waste types, using its core TTT® technology with targeted enzymes. Combined with equipment, organic waste can be converted into organic fertilizer within three hours.

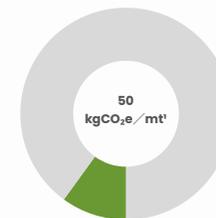
Organic waste, which can be converted into organic fertilizer, is the only source of soil organic matter and a carbon sink material. However, it often gets mixed with garbage, leading to incineration or landfilling, where carbon dioxide is released back into the atmosphere instead of being properly processed to assist in solving global carbon reduction issues.

Tetanti's TTT enzyme technology is a new method pioneered in Taiwan in recent years, using enzyme formulations in specific equipment to produce organic fertilizers and apply them to soil carbon sinks. The process retains organic matter content, helping governments and enterprises reduce carbon emissions from waste treatment

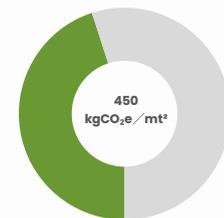
For more information, please visit Tetanti's website: <https://www.ttt3tops.com/index.aspx>

Greenhouse Gas Emissions from Different Organic Waste Treatment Methods

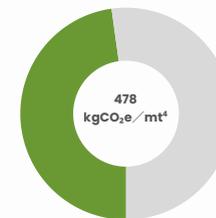
(1). TTT Rapid Processing Technology



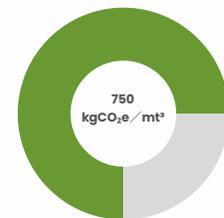
(2). Traditional composting method



(3). Incineration method



(4). Landfill method



Carbon Footprint: Rapid Processing Technology = 1/9 Traditional Composting Method = 1/9 Incineration Method = 1/15 Landfill Method

- (1) TTT measure and calculate.
- (2) OpenLca nexus. Agribalyse. Compost of manure and agroindustrial residues.
- (3) OpenLca nexus. Agribalyse. Landfill treatment of municipal solid waste.
- (4) OpenLca nexus. Agribalyse. Incineration of municipal solid waste.



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Scenario Resilience Analysis

Starting in 2023, Diamond Biofund has conducted scenario analyses to support the integration of climate change risk management across the organization. Based on the identification of climate-related risks and opportunities, two physical risks—Infectious disease outbreaks and Increasing frequency of extreme weather events—and two transition risks—Capital displacement and Energy and carbon reduction policies—were selected for scenario analysis.

Overview of Analytical Methodology

Selected Climate Risks		Scope of Analysis	Method of Analysis	
Type	Risk Factor	Target of Analysis	Assessment Method	Climate Scenario
Physical	Infectious Disease Outbreaks	Own Operations and Investment Portfolio	Shared Socioeconomic Pathways of the IPCC	SSP5-8.5
Physical	Extreme Weather Events- Flood Risk Assessment	Own Operations	Shared Socioeconomic Pathways of the IPCC	SSP1-2.6, SSP2-4.5, SSP3-7.0, SSP5-8.5
Transition Risk	Capital Displacement	Own Operations and Investment Portfolio	Shared Socioeconomic Pathways of the IPCC	SSP3, SSP4
Transition Risk	Energy and Carbon Reduction Policies	Own Operations	Scenario Analysis Method for Projected Green Electricity Costs	National 2050 Net-Zero Target under INDC and the Company's Carbon Reduction Target



Physical Risk Scenario Analysis — Infectious Disease Outbreaks

We adopted the climate scenarios based on the IPCC's Shared Socioeconomic Pathways to analyze the risk of infectious disease. However, as climate factors affect the transmission vectors and severity of infectious diseases in complex ways, it is difficult to quantify the financial impact. Therefore, a qualitative assessment approach was applied.

The SSP5-8.5 "Economic Development First" scenario assumes continued reliance on fossil fuels globally, leading to a projected global average temperature increase of over 4.3 degrees Celsius compared to pre-industrial levels. Research suggests that in this scenario, the spread of viruses may worsen due to changes in transmission vectors, and the risk of infectious diseases may increase. Additionally, worsening air pollution may raise the likelihood of smog, allergens, and other airborne diseases, posing severe public health challenges.

During the COVID-19 pandemic, we observed severe shortages of medical resources and overburdened healthcare workers, which reduced public participation in clinical trials, impacting the progress of new drug trials and development. Under the SSP5-8.5 scenario, we expect these situations to worsen, affecting corporate revenues and the company's profitability.

As Diamond Biofund's portfolio companies are all in the biotech and pharmaceutical sectors, the company has developed related strategies to mitigate these risks:

- **Portfolio Diversification:** Diamond Biofund invests in companies at various stages of development within the biotech and pharmaceutical industries, including early-stage research, clinical trials, and market phases. This strategy helps diversify investment risks, including those related to climate factors.
- **Strengthening Risk Management:** Establish risk forecasting and monitoring systems to identify and address potential impacts of infectious diseases on research and development progress.
- **Enhancing Post-Investment Management:** Provide training and support to portfolio companies to conduct climate-related risk assessments and greenhouse gas inventories, fostering climate-consciousness and carbon reduction measures.

Physical Risk Scenario Analysis — Flood Impact Assessment on Operational Sites under Extreme Climate Events

In recent years, the increasing frequency and severity of extreme weather events—particularly heavy rainfall and flooding—have raised widespread concern, as such events may cause business interruptions or increase capital expenditures (e.g., for disaster prevention). Therefore, a physical risk scenario analysis was conducted based on flood risk potential maps published by the National Science and Technology Center for Disaster Reduction (NCDR) via the Climate Change Disaster Risk Adaptation Platform. The analysis covers all township-level areas in Taiwan across three future timeframes—short-term (~2040), mid-term (2041-2060), and long-term (2081-2100)—with multiple climate scenarios modeled for each period, including SSP1-2.6, SSP2-4.5, SSP3-7.0, and SSP5-8.5. By incorporating multiple socioeconomic and emission pathways into each timeframe, the company aims to better understand the range of potential physical risks under worsening climate conditions, and how these may impact future operations and asset values.

	SSP1-2.6	SSP2-4.5	SSP3-7.0	SSP5-8.5
Risk Level of Operational Sites	Level 5	Level 5	Level 5	Level 5

Note 1: The risk levels are divided into five tiers, with higher levels indicating greater risk.

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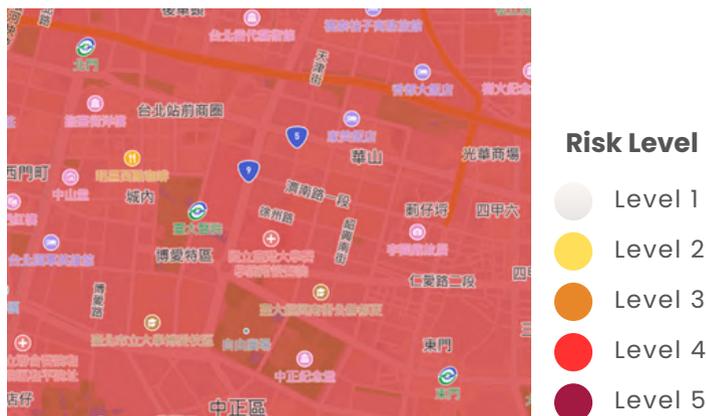
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Diamond Biofund operates from a single office location. According to flood risk scenario analysis based on the SSP framework, this location is classified as Level 5 flood risk—the highest level—across all modeled climate scenarios (SSP1-2.6, SSP2-4.5, SSP3-7.0, and SSP5-8.5) in each of the three timeframes: short-term (~2040), mid-term (2041–2060), and long-term (2081–2100).

While this indicates consistently high physical risk over time, the office is not a self-owned property and is located on the 22nd, 34th, and 35th floors of a high-rise building. This substantially reduces the likelihood of direct physical damage or asset impairment due to flooding. However, indirect risks remain, such as disruption of operations caused by flooding-related impacts on surrounding infrastructure, including traffic paralysis or access limitations that may affect business continuity.

Flood Hazard Potential Map of Operational Site



Diamond Biofund has adopted the following measures to manage this risk:

- **Disaster Drill:** The company conducts annual disaster response drills to ensure that emergency situations can be handled promptly and effectively, thereby minimizing potential damage.
- **Remote Work Resource Planning:** To mitigate the risk of business interruption, the company has planned and prepared the necessary resources for remote operations when needed.
- **Monitoring Climate Risks and Staff Training:** The company continuously monitors climate risk developments at its operational sites to better understand potential future threats. It also enhances employee training to strengthen response capabilities in the face of climate-related risks, thereby improving the company's overall climate resilience.

Transition Risk Scenario Analysis — Capital Displacement

We adopted the IPCC's Shared Socioeconomic Pathways (SSPs) scenarios to analyze the risk of capital crowding-out. SSP1's "Sustainable Development Pathway" scenario assumes global carbon emissions reach net-zero around 2050, with increased investments in education and healthcare, describing an ideal situation where inequality declines. However, based on past experiences, we are cautious in assuming this scenario will develop smoothly. In contrast, we evaluate scenarios under SSP3 "Regional Rivalry Pathway" and SSP4 "Inequality Pathway."

- SSP3: Intense competition between countries and regions leads to more uneven resource distribution, with funds often flowing to industries with high short-term returns, such as fossil fuels, military, and heavy industry, rather than industries with long-term returns but require significant initial investments.
- SSP4: Inequality continues to widen internationally and domestically, with a small group of wealthy individuals and developed countries controlling most resources and power. Funds flow to already wealthy regions and elite groups, who invest in high-tech and high-return industries like information technology, advanced manufacturing, and finance. While biotech and healthcare may receive substantial funding in wealthy countries, most countries' biotech and healthcare development remains constrained.

Due to the biotech and healthcare industries requiring significant upfront research investments and having long return cycles, in these competitive and less cooperative scenarios, funds may flow more toward other high-profit industries, making it more challenging for biotech and healthcare industries to access funding.

We anticipate that under these scenarios, economic and social instability may impact investor confidence and capital flow, leading to fundraising difficulties. Therefore, the company takes the following measures to manage these risks:

- **Regional Diversification:** Invest in biotech and pharmaceutical companies in different regions, especially in countries and regions with stable policies and economies, reducing regional risks.
- **Enhancing Investment Analysis and Post-Investment Management:** Integrate net-zero emissions policies into the development of new investment opportunities by prioritizing companies with strong R&D capabilities and high market potential, thereby reducing investment risk. Diamond Biofund also proactively assists portfolio companies in developing low-carbon transition strategies and sustainability disclosure capabilities, thereby strengthening their fundraising capacity and market competitiveness.
- **Strengthening Investor Relations:** Maintain transparent and regular communication with existing and potential investors, providing clear investment strategies, performance reports, and market outlooks to boost investor confidence.
- **Education and Advocacy:** Promote the potential and long-term benefits of the biotech and pharmaceutical industries to investors through various channels, attracting more investors.

Transition Risk Scenario Analysis — Energy and Carbon Reduction Policies

To align with global climate governance trends and mitigate transition risks, it is expected that governments around the world will continue implementing various policy instruments to fulfill their carbon reduction commitments under the Paris Agreement. These policies constitute a core source of transition risk for Diamond Biofund.

In 2015, the Taiwanese government submitted its Intended Nationally Determined Contribution (INDC), and in 2023, officially passed the Climate Change Response Act, which sets the national goal of achieving net-zero greenhouse gas emissions by 2050. On December 23, 2024, Diamond Biofund's Board of Directors also approved the company's own carbon reduction target, demonstrating a proactive response to national policy trends.

To achieve this target, Diamond Biofund plans to reduce carbon emissions by adopting renewable energy sources (i.e., green electricity). However, as the renewable energy industry in Taiwan is still in the development stage, the cost of green electricity remains relatively higher than that of conventional non-renewable energy (i.e., grey electricity). As a result, the company expects to incur additional operating costs.

Scenario Setting:

1. **Company Carbon Reduction Target Scenario:** In line with the company's decarbonization roadmap, absolute greenhouse gas emissions are expected to be reduced by 25% by 2030 compared to the 2024 baseline.
2. **National 2050 Net-Zero Emissions Target Scenario:** By 2050, it is expected that all operational sites will be powered entirely by green electricity.



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Explanation of Calculation Parameters:

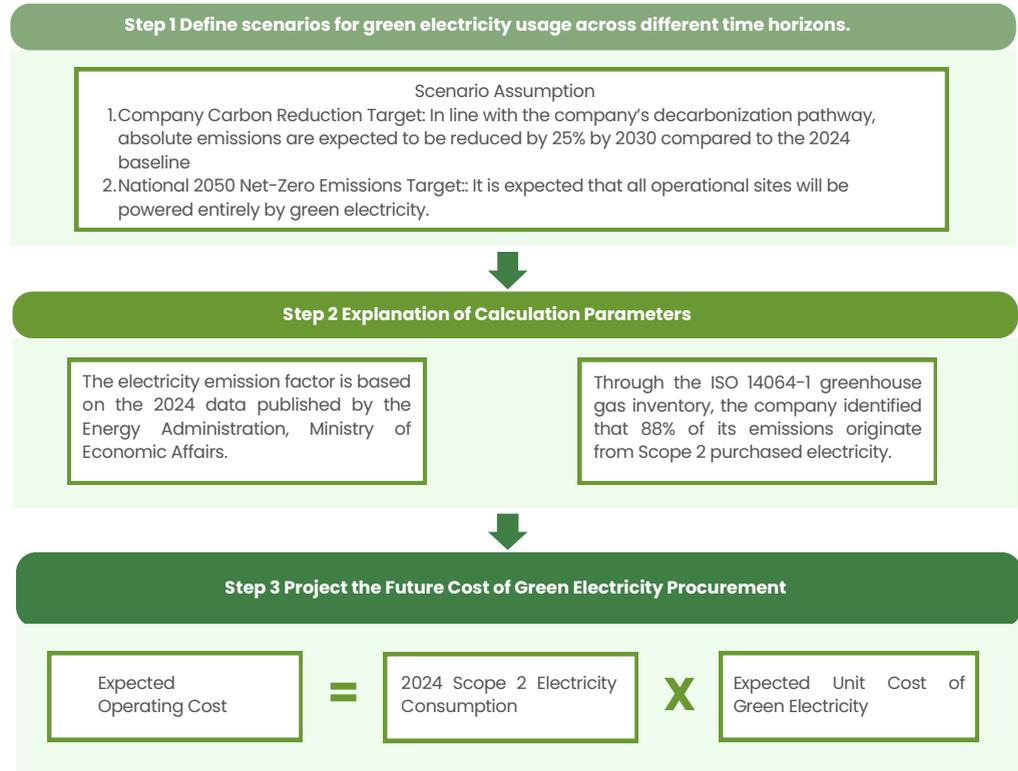
- 1.The electricity emission factor is calculated based on the 2024 electricity carbon emission factor of 0.474 kg CO₂e/kWh announced by the Energy Administration, Ministry of Economic Affairs.
- 2.Based on the greenhouse gas inventory, emissions from purchased electricity account for 88% of the combined Scope 1 and Scope 2 emissions.

Projected Future Cost of Green Electricity Procurement

Expected Operating Cost = 2024 Scope 2 Electricity Consumption × Expected Unit Cost of Green Electricity

Evaluation Results

Under the two scenarios – the company's carbon reduction target and the national 2050 net-zero emissions target – the projected annual cost of green electricity procurement is estimated to reach NT\$277,300 by 2030 and NT\$964,700 by 2050.



Based on the evaluation results, the following measures have been adopted to manage the associated risks:

- Through continuous efforts such as upgrading to energy-efficient equipment, conducting internal training, and promoting energy conservation and carbon reduction initiatives, the company aims to reduce carbon emissions year by year.
- As domestic policies continue to advance the energy transition, the share of renewable energy in electricity generation is expected to increase. The company will actively plan for the use of renewable energy at its operational sites, while closely monitoring and participating in the renewable energy market to stay informed of green electricity pricing and related transactions, thereby enhancing regulatory compliance and resilience.

Risk Management

To strengthen corporate governance and establish effective risk management mechanisms, the company assesses and monitors risk tolerance and management. In 2022, the Board of Directors approved the "Risk Management Policies and Procedures" as the company's highest guiding principles for risk management. The company integrates and manages various potential risks that could affect operations and profitability, implementing early warning measures and appropriate preventive actions to maintain operational activities in case of incidents.

The Board of Directors serves as the highest decision-making body for risk management. It is responsible for approving, reviewing, and overseeing the company's risk management policies to ensure their effectiveness, and it bears ultimate accountability. The Board has established a functional committee – the Sustainable Development and Nominating Committee – which regularly receives reports from the company's Sustainable Development and Risk Management Task Force, supervises the execution of risk management by the company and its subsidiaries, and provides recommendations for improving the design of risk management policies and procedures.

The Sustainable Development and Risk Management Task Force is the designated unit responsible for implementing and assessing climate risk management. It operates independently from business units and daily operations. The task force is organizationally positioned under the President's Office and regularly reports to the Sustainable Development and Nominating Committee as well as the Board of Directors.

The company's climate risk and opportunity management process is mainly divided into the following steps: identification, assessment, monitoring and reporting, and response.



Each department is responsible for identifying relevant risks and opportunities, as well as assessing and analyzing their potential impact on operations. The Sustainable Development and Risk Management Task Force consolidates these assessments to form an integrated view of overall risks and opportunities. The Task Force regularly reports to the Sustainable Development and Nominating Committee and the Board of Directors, which oversee the implementation of risk management. Climate-related risks are managed as part of the company's overall risk management framework and are integrated with other risk factors for unified control and monitoring.

Indicators and Targets

Risk Control Indicators

Based on the major climate risk matrix identified in 2024, the company has set control indicators for high-impact risks to ensure the risks remain within acceptable levels.



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Risk Factor	Indicator	Response actions
Infectious disease outbreaks	Investment management	Conduct quarterly interviews with portfolio companies and compile the "Quarterly Investment Management Report" to ensure that R&D progress remains on schedule without delay.
Increasing frequency of extreme climate events	Drills, training programs, and remote resource planning	1. Conduct disaster drills and training programs annually. 2. Plan for the necessary resources to support remote operations when needed.
Capital displacement	Information transparency	1. Hold quarterly investor conferences. 2. ESG declarations have been established for all portfolio companies, with a 100% signing rate achieved. 3. Disclose climate-related information in accordance with TCFD and complete greenhouse gas inventory and verification. 4. Assist portfolio companies in conducting greenhouse gas inventories, covering 97.21% of the total book value of investments.
Energy and carbon reduction policies	Corporate greenhouse gas emission reduction	1. Promote carbon emission reduction on an annual basis through equipment upgrades for energy efficiency, internal training programs, and energy-saving and carbon reduction awareness campaigns. 2. Evaluate the use of renewable energy and continuously monitor and participate in the renewable energy market to stay informed on green electricity prices and related transactions.

Energy consumption:

	2024
Diesel fuel for official	4,231,5890 L
Electricity consumption (kWh)	173,396.0000 kWh
Total energy	777.45 GJ

Note: With reference to the Ministry of Environment's 2024 announcement, the lower heating value of automotive diesel is 8,642kcal/L. According to data published by the Bureau of Energy, Ministry of Economic Affairs (BOE, MOEA), the calorific value of electricity is 860kcal/kWh. In addition, the 2024 Greenhouse Gas Emission Factor Table released by the Ministry of Environment specifies an energy conversion factor of 4.1868kJ/kcal.

Emission statistics

Diamond Biofund conducted its carbon emissions assessment in accordance with the ISO 14064-1:2018 standard, applying the operational control approach to include emissions within the defined boundary. The calculation is based on the Global Warming Potential (GWP) values from the IPCC AR6. The organizational boundary covers the parent entity of Diamond Biofund and its subsidiaries included in the consolidated financial statements (currently, there are no such subsidiaries).

In June 2024, Diamond Biofund conducted its first greenhouse gas inventory for FY2023, covering the parent company and its subsidiaries. To ensure the transparency and accuracy of carbon emission data, third-party verification is conducted annually. The 2024 greenhouse gas inventory was verified by AFNOR ASIA in accordance with the ISO 14064-3:2019 standard.

Summary Table of Total Greenhouse Gas Emissions and Emission Intensity

	2023	2024
Scope 1 Emissions (metric tons CO ₂ e)	6.8150	11.5250
Scope 2 Emissions (metric tons CO ₂ e)	60.8820	82.1897
Scope 3 Emissions (metric tons CO ₂ e)	365.6920	278.3027
- 「Business Travel」	33.8610	33.7742
- 「Upstream Leased Assets」 ^(Note 1)	62.1260	123.0591
- 「Investment」	269.7050	121.4695
Carbon Footprint Intensity (Scope 1, Scope 2) (metric tons CO ₂ e per million AUM) ^(Note 2)	0.0063	0.0128
Carbon Footprint Intensity (Scope 3) (metric tons CO ₂ e per million AUM) ^(Note 2)	0.0339	0.0382
Data Coverage Rate ^(Note 3)	100%	100%

Note 1 : This item refers to the shared electricity consumption of leased office premises and, as of 2024, has been reclassified under 「Upstream Leased Assets」 (previously listed under 「Fuel and Energy Activities」).

Note 2 : The Company's operating income for 2023 and 2024 was negative; therefore, intensity is calculated based on carbon emissions per million of Assets Under Management (unit: metric tons CO₂e per million AUM).

Note 3 : Data coverage rate is the proportion of operational sites included in the Scope 1 and 2 inventory relative to total operational sites for the year.

Note 4 : Quantification method: GHG emissions = Energy consumption × Emission factor × Global Warming Potential (GWP).

Note 5 : Calculations are based on the 2024 Greenhouse Gas Emission Factor Table announced by the Ministry of Environment.

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Scope 1:

Scope 1 mainly includes emissions from official vehicles and refrigerant leakage. Based on the emission factors provided in Version 6.0.4 of the Taiwan EPA's Greenhouse Gas Emission Factor Management Table, Diamond Biofund's total Scope 1 greenhouse gas emissions were calculated. As shown in the table below:

Scope 1 Greenhouse Gas Emissions	2023	2024
Emissions (metric tons CO ₂ e)	6.8150	11.5250

Unit : tCO₂e

2024	CO ₂	CH ₄	N ₂ O	NF ₃	SF ₆	PFCs	HFCs	Total
Scope 1	11.3454	0.0167	0.1630	0.0000	0.0000	0.0000	0.0000	11.5250

Scope 2:

The total Scope 2 greenhouse gas emissions of Diamond Biofund are shown in the table below:

Scope 2 Greenhouse Gas Emissions	2023	2024
Emissions (metric tons CO ₂ e)	60.8820	82.1897

In 2024, the electricity consumption at the operational site was 173,396.000 kWh. Based on the 2024 electricity emission factor of 0.474 kgCO₂e/kWh announced by the Energy Administration, Ministry of Economic Affairs, the calculated carbon emissions from electricity use amounted to 82.1897 metric tons of CO₂e.

Scope 3:

Calculate emissions from shared electricity usage at office locations, business travel, and investment activities.

- Shared electricity usage and business travel

Scope 3 Greenhouse Gas Emissions	2023	2024
Emissions from shared electricity usage (metric tons CO ₂ e)	61.1260	123.0591
Emissions from business travel (metric tons CO ₂ e)	33.8610	33.7742

- Investments

As a venture capital firm, Diamond Biofund identifies its investment portfolio as the largest source of carbon emissions. Therefore, emissions from portfolio companies are analyzed and disclosed in accordance with the SASB (Sustainability Accounting Standards Board) standards. Scope 1 and Scope 2 emissions from portfolio companies are collected and disclosed using the equity share approach.

The calculation of emissions from portfolio companies is based on the equity share approach: Σ ownership percentage \times (Scope 1 emissions + Scope 2 emissions) of each company.

For the year 2024, a materiality threshold of 4% was applied, based on the proportion of each portfolio company's book value as of December 31, 2024, relative to the total book value of all investments. As a result, six portfolio companies were included: CHO Pharma Inc., StemCyte International Ltd.(StemCyte-KY), Sinew Pharma Inc., Syncell Inc., Diamond Biofund I Inc., and Diamond Biofund II Inc. In addition, although Tetanti AgriBiotech Inc. did not meet the materiality threshold (0.56%), it was first included in the carbon inventory in 2023 as a portfolio company. To maintain consistency in tracking carbon emissions and to support ongoing climate change efforts, it continues to be included in the 2024 inventory.

	2023	2024
Scope 3 – Investment Emissions (metric tons CO ₂ e)	269.7050	121.4695
Data Coverage ^(Note 1)	77.02%	97.21%
Carbon Footprint Intensity (Scope 3 – Investments) (metric tons CO ₂ e per million AUM) ^(Note 2)	0.0825	0.0171
Names of Portfolio Companies Included in the Calculation ^(Note 3)	Oneness Biotech Co., Ltd., CHO Pharma Inc., StemCyte International Inc.(StemCyte-KY), Sinew Pharma Inc., and Tetanti AgriBiotech Inc.	CHO Pharma Inc., StemCyte International Inc.(StemCyte-KY), Sinew Pharma Inc., Syncell Inc., Tetanti AgriBiotech Inc., Diamond Biofund I Inc., and Diamond Biofund II Inc.

Note 1: The total data coverage is calculated based on the total book value of "financial assets at fair value through profit or loss – current and non-current" held by Diamond Biofund.

Note 2: The Company's operating income for 2023 and 2024 was negative; therefore, intensity is calculated based on carbon emissions per million of Assets Under Management (unit: metric tons CO₂e per million AUM).

Note 3: The greenhouse gas emission data used were calculated based on raw data collected from the portfolio companies. The results for 2024 and 2023 were subject to limited assurance by AFNOR ASIA and DNV, respectively.

2024 Carbon Footprint of Portfolio Companies by Sub-Industry (metric tons CO₂e per million AUM)

	Metric tons CO ₂ e per million AUM
New Drug R&D / Cell and Gene Therapy	0.0389
Applied Biotechnology (including Agricultural Biotechnology and Laboratory Instruments)	0.0514
Venture Capital Funds	0.0000



Climate-related Goals

Diamond Biofund completed its first greenhouse gas inventory and verification for the year 2023 in June 2024. In accordance with SASB guidelines, emissions from portfolio companies were included in the Scope 3 disclosure.

Following the completion of the group's greenhouse gas inventory in 2024, Diamond Biofund proactively adopted carbon reduction measures and established ambitious emission reduction targets. These targets were approved by the Board of Directors on December 23, 2024, with 2024 set as the base year, and are outlined as follows:

- 1.Scope 1 and Scope 2: Adopt an absolute reduction method using 2024 as the base year, aiming to reduce Scope 1 and Scope 2 greenhouse gas (GHG) absolute emissions by 25% by 2030. In the long term, the Company aims to align with the 2050 net-zero emissions target.
- 2.Scope 3 – Investments: Using the engagement approach, by 2030, 33% of the book value of Diamond Biofund's investment portfolio must either have committed to or established their own carbon reduction targets.

Diamond Biofund will reduce carbon emissions by continuously promoting energy-efficient equipment upgrades, evaluating renewable energy projects, and implementing internal training programs and awareness campaigns on energy conservation and carbon reduction.

Moreover, recognizing that one of our primary emission sources stems from Scope 3—namely, our portfolio investments—we strive to extend our influence and work alongside investee companies to tackle climate change. Each year, we include emissions from investment assets representing at least 80 percent of our total portfolio by book value in our greenhouse gas inventory, support investees in conducting their own GHG inventories and incorporating those data, and, through targeted training, cultivate climate-focused mindsets within those companies. We further guide them in developing their emissions registers and assist in establishing their greenhouse gas reduction targets.

Climate-linked Incentive Mechanism

Addressing climate-related impacts and achieving future carbon reduction targets requires the collective effort of all employees. Therefore, in addition to linking the performance bonus KPIs of senior managers and department heads to ESG-related indicators, Diamond Biofund has established reward criteria within its employee incentive and disciplinary policy. Relevant rewards earned by employees are incorporated into performance evaluations and serve as the basis for promotions, salary adjustments, and bonus distribution. Examples of key incentive items are summarized below:

Incentive criteria	Examples of behavior-based achievements
Commendation	Proposed and implemented an improvement that resulted in cost savings of more than 20%.
Minor Merit	Proposed and implemented an improvement that resulted in cost savings of more than 40%.
Major Merit	Made significant contributions to the company's operations or management.

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Water Resources and Waste Management

Water resources

Diamond Biofund uses water resources solely for cleaning, domestic sewage, and drinking purposes. In 2024, the total water consumption was 2,566 cubic meters. With 25 employees, this equates to an average daily water usage of approximately 281 liters per person, which is lower than the average of 330 liters per person per day in Taipei City. Wastewater is discharged into the municipal sewage system and is not included in the statistical calculation.

Water consumption data for the past two years is summarized as follows:

Unit: Cubic meters (m³)

Office site	2023	2024
Xinyi ^{Note}	993	77
Zhongxiao	538	2,489
Total	1,531	2,566

Note: The Xinyi office underwent facility restoration in January and February 2024, and the lease was officially terminated on February 29, 2024.

Diamond Biofund relocated to the Zhongxiao office in January 2024. During the renovation of the new office, water-saving devices—such as low-flow faucets and automatic flush systems—were installed. Based on the water consumption at the Zhongxiao office in 2024, Diamond Biofund has set 2024 as the baseline year and established a target to reduce total water consumption by 10% by 2030.

Waste

As a venture capital firm, Diamond Biofund is not involved in product manufacturing and therefore only generates waste from routine office activities by its 25 employees. There is no hazardous waste, and waste management is not material to the company's business operations or daily activities. Diamond Biofund encourages employees to practice waste separation. The office floor is equipped with recycling facilities to support proper sorting and disposal. Collected waste is managed by a cleaning service, which then transfers it to the building's property management for unified handling by licensed environmental recycling contractors.



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Appendix 1. GRI Content Index

Statement of Use : DIAMOND BIOFUND INC. has reported the content for the period from January 1, 2024 to December 31, 2024 in accordance with the GRI Standards.

Use of GRI 1 : GRI 1: Foundation 2021

Applicable industry standards : No industry guidelines applicable to the Company.

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	2-3	Reporting Period, Frequency, and Contact	Introduction / About the Report	Sustainability Report Pages ii	
	2-4	Restatements of Information	Description in the right column	Sustainability Report Pages ii	
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	2-6	Activities, Value Chain, and other Business Relationships	1 Sustainability Overview / About Diamond Biofund 2024 Annual Report /Five. Operational Overview	Sustainability Report Pages 1-1 Annual Report Pages 158-191	
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	2-13	Person in Charge of Impact Management	1 Sustainability Summary / Sustainability Management Framework	Sustainability Report Pages 1-3	
			2 Corporate Governance / Governance Practices	Sustainability Report Pages 2-1	
	2-14	Highest Governance Body's Role in Sustainability Reporting	Introduction / About the Report	Sustainability Report Pages ii	
			2 Corporate Governance / Governance Practices	Sustainability Report Pages 2-1	
	2-15	Conflicts of Interest	2024 Annual Report / Board of Directors Operating Status	Annual Report Pages 33-37	
2024 Annual Report / Profiles of Directors			Annual Report Pages 13-16		



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GRI Standards / other sources	Disclosure Item	Item Description	Disclosure Location	Page Number	Remarks and Explanation of Omissions
GIR 2 General Disclosures 2021	2-16	Communicating Key Significant Events	1 Sustainability Summary / Stakeholder Engagement and Material Topic Analysis	Sustainability Report Pages 1-4	There was no violation of ethical management during the reporting year.
			2 Corporate Governance / Ethical Management	Sustainability Report Pages 2-8	
	2-17	Group Intelligence of the Highest Governance Body	2024 Annual Report / Status of Continuing Education for Directors	Annual Report Pages 61-63	Directors' continuing education totaled 94.5 hours.
	2-18	Performance Evaluation of the Highest Governance Body	2 Corporate Governance / Governance Practices	Sustainability Report Pages 2-4	
	2-19	Remuneration Policy	2024 Annual Report / Remuneration paid to directors, President, and Vice Presidents in the most recent year	Annual Report Pages 28-33	Sustainability Report Pages 4-6
			4 Social Inclusion / Talent Attraction, Retention and Development		
	2-20	Remuneration Decision-Making Process	2 Corporate Governance / Governance Practices	Sustainability Report Pages 2-6	Annual Report Pages 64-70
			2024 Annual Report / Remuneration Committee Composition, Duties and Operational Status		
	2-21	Annual Total Remuneration Ratio	4 Comfortable Workplace / Compensation and Benefits		Confidentiality restrictions: The Company classifies this as internal, highly confidential information and does not disclose it externally.
	2-22	Statement of Sustainable Development Strategy	1 Sustainability Summary / Business Philosophy	Sustainability Report Pages 1-2	
	2-23	Policy Commitment	4 Comfortable Workplace / Labor Rights	Sustainability Report Pages 4-1	
	2-24	Incorporation of Policy Commitments	4 Corporate Governance / Ethical Management	Sustainability Report Pages 2-8	Sustainability Report Pages 4-1
			2 Social Inclusion / Diversity and Equitable Workplace		
	2-25	Procedures for Remediating Negative Impacts	2 Corporate Governance / Ethical Management	Sustainability Report Pages 2-8	
	2-26	Mechanisms for Seeking Advice and Raising Concerns	Company Website / Investors Section		
	2-27	Legal Compliance	2 Corporate Governance / Legal Compliance	Sustainability Report Pages 2-15	
	2-28	Membership in Associations	4 Social Inclusion / Social Engagement	Sustainability Report Pages 4-13	
	2-29	Stakeholder Engagement Policy	1 Sustainability Summary / Stakeholder Engagement and Material Topic Analysis	Sustainability Report Pages 1-4	
	2-30	Collective Agreement			The Company does not have a labor union and has not entered into any collective agreements. In accordance with the law, a labor-management meeting has been established and held every three months.



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Material Topics						
GRI 3: Material Topics 2021	3-1	Process for Determining Material Topics	1	Sustainability Summary / Stakeholder Engagement and Material Topic Analysis	Sustainability Report Pages 1-4	
	3-2	List of Material Topics	1	Sustainability Summary / Stakeholder Engagement and Material Topic Analysis	Sustainability Report Pages 1-8	
Economic Performance						
Corporate Governance						
GRI 3: Material Topics 2021	3-3	Management of Material Topics	2	Corporate Governance / Governance Practices	Sustainability Report Pages 2-1	
Ethical Management						
GRI 3: Material Topics 2021	3-3	Material Topic Management	2	Corporate Governance / Ethical Management	Sustainability Report Pages 2-8	
Custom Topics	NA	Ethical Management Education and Training	2	Corporate Governance / Ethical Management	Sustainability Report Pages 2-8	
Information Transparency						
GRI 3: Material Topics 2021	3-3	Material Topic Management	2	Corporate Governance / Information Transparency	Sustainability Report Pages 2- 15	
Custom Topics	NA	Daily and Monthly Investment Information Disclosure	2	Corporate Governance / Information Transparency	Sustainability Report Pages 2-15	
Cybersecurity						
GRI 3: Material Topics 2021	3-3	Material Topic Management	2	Corporate Governance / Cybersecurity	Sustainability Report Pages 2- 17	
Custom Topics	NA	Number of Information Security Incidents	2	Corporate Governance / Cybersecurity	Sustainability Report Pages 2-19	
Legal Compliance						
GRI 3: Material Topics 2021	3-3	Material Topic Management	2	Corporate Governance / Legal Compliance	Sustainability Report Pages 2-15	
Custom Topics	NA	Number of Major Penalties and sanctions	2	Corporate Governance / Legal Compliance	Sustainability Report Pages 2-15	
Responsible Investment						
GRI 3: Material Topics 2021	3-3	Material Topic Management	3	Responsible Investment / Principles and Policies of Responsible Investment	Sustainability Report Pages 3-1	
Custom Topics	NA	Percentage of Portfolio Companies that Signed the ESG Declaration	3	Responsible Investment / ESG Management in the Investment Process	Sustainability Report Pages 3-3	



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GRI Standards / other sources		Item Description		Disclosure Location	Page Number	Remarks and Explanation of Omissions
Environmental Performance						
Climate Strategies						
GRI 3: Material Topics 2021	3-3	Material Topic Management	5	Environmental Protection / Climate Actions	Sustainability Report Pages 5-1	
GRI 302: Energy 2016	302-1	Energy Consumption Within the Organization	5	Environmental Protection / Climate Actions	Sustainability Report Pages 5-9	
	305-1	Direct (Scope 1) Greenhouse Gas Emissions	5	Environmental Protection / Climate Actions	Sustainability Report Pages 5-10	
GRI 305 : Emssions 2016	305-2	Energy Indirect (Scope 2) Greenhouse Gas Emissions	5	Environmental Protection / Climate Actions	Sustainability Report Pages 5-10	
	305-3	Other Indirect (Scope 3) Greenhouse Gas Emissions	5	Environmental Protection / Climate Actions	Sustainability Report Pages 5-10	
Social Performance						
Human Resource Development						
GRI 3 : Material Topics 2021	3-3	Material Topic Management	4	Social Inclusion / Talent Attraction, Retention and Development	Sustainability Report Pages 4-6	
	401-1	New Employee Hires and Employee Turnover	4	Social Inclusion / Diversity and Equitable Workplace	Sustainability Report Pages 4-1	
GRI 401 : Employment 2016	402-2	Benefits Provided to Full-Time Employees (Excluding Temporary or Part-Time employees)	4	Social Inclusion / Compensation and Benefits	Sustainability Report Pages 4-10	
GRI 404: Training and Education 2016	404-2	Average Hours of Training per Year per Employee	4	Social Inclusion / Talent Attraction, Retention and Development	Sustainability Report Pages 4-6	
	405-1	Diversity of Governance Units and Employees	2	Corporate Governance / Governance Practices	Sustainability Report Pages 2-3	
GRI 405 : Diversity and Equal opportunity 2016			4	Social Inclusion / Diversity and Equitable Workplace	Sustainability Report Pages 4-1	
	405-2	Ratio of Basic Salary and Compensation of Women to Men	4	Social Inclusion / Compensation and Benefits	Sustainability Report Pages 4-10	



Appendix 2 Sustainability Accounting Standards Board, SASB

This report adopts the SASB standards for the Financial Sector, specifically the Asset Management & Custody Activities standard, December 2023 version.

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Table 1. Sustainability Disclosure Topics & Metrics

Topic	Code	Metric	Category	Unit of Measure	Disclosure	Chapter	Page
Transparent Information & Fair Advice for Customers	FN-AC-270a.1	(1) Number and (2) percentage of licensed employees and identified decision-makers with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	Quantitative	Number, Percentage (%)	(1) 0 (There were no such incidents occurring in the company during the reporting year) (2) 0% (There were no such incidents occurring in the company during the reporting year)		
	FN-AC-270a.2	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product-related information to new and returning customers	Quantitative	Presentation currency	0 (There were no such incidents occurring in the company during the reporting year)		
	FN-AC-270a.3	Description of approach to informing customers about products and services other employees ³	Discussion and Analysis	n/a	Not applicable. The Company is a biotech venture capital firm, with its primary business activities focused on biotech and medical investments, and does not involve the provision of products or services.		
Employee Diversity & Inclusion	FN-AC-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) professionals, and (d) all other employees ³	Quantitative	Percentage (%)	The company discloses relevant data according to the indicators. For detailed information, please refer to the employee structure and educational distribution statistics table in the Diversity and Equal Opportunity section.	4	Diversity and Equitable Workplace/ Employee Structure 4-1



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Table 1. Sustainability Disclosure Topics & Metrics

Topic	Code	Metric	Category	Unit of Measure	Disclosure	Chapter	Page
Incorporation of Environmental, Social, and Governance Factors in Investment Management & Advisory	FN-AC-410a.1	Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing and (3) screening	Quantitative	Presentation currency	100% of the Company's investment amount follows the United Nations Principles for Responsible Investment and the company's Responsible Investment Policy. As of December 31, 2024, the assets under management (AUM) of Diamond Biofund are calculated based on the amounts in the balance sheet under "Financial Assets Measured at Fair Value through Profit or Loss - Current" and "Financial Assets Measured at Fair Value through Profit or Loss - Non-current," totaling NT\$7,294,561 thousand.	3	Responsible Investment / Principles and Policies of Responsible Investment, Responsible Investment / ESG Management in the Investment Process 3-1 3-3
	FN-AC-410a.2	Description of approach to incorporation of environmental, social and governance (ESG) factors in investment or wealth management processes and strategies	Discussion and Analysis	n/a	For detailed information, please refer to the Responsible Investment section.	3	Responsible Investment / Principles and Policies of Responsible Investment, Responsible Investment / ESG Management in the Investment Process 3-1 3-3
	FN-AC-410a.3	Description of proxy voting and investee engagement policies and procedures	Discussion and Analysis	n/a	For detailed information, please refer to the Responsible Investment section.	3	Responsible Investment / ESG Management in the Investment Process 3-3
Financed Emissions	FN-AC-410b.1	Absolute gross financed emissions, disaggregated by (1) Scope 1 (2) Scope 2 and (3) Scope 3	Quantitative	Metric tons (t) CO ₂ -e	1.Scope 1 : 3.810 t 2.Scope 2 : 117.660 t 3.Scope 3 : Not yet inventoried	5	Environmental Protection 5-9
	FN-AC-410b.2	Total amount of assets under management (AUM) included in the financed emissions disclosure	Quantitative	Presentation currency	1.Scope 1: NT\$7,090,825 thousand 2.Scope 2: NT\$7,090,825 thousand 3.Scope 3 : Not yet inventoried	5	Environmental Protection 5-9
	FN-AC-410b.3	Percentage of total assets under management (AUM) included in the financed emissions calculation	Quantitative	Percentage (%)	1.Scope 1: 97.21% (CHO Pharma, StemCyte, Sinew Pharma, Syncell , Tetanti AgriBiotech, Diamond Biofund I, and Diamond Biofund II) 2.Scope 2: 97.21%(CHO Pharma, StemCyte, Sinew Pharma, Syncell , Tetanti AgriBiotech, Diamond Biofund I, and Diamond Biofund II) 3.Scope 3 : Not yet inventoried	5	Environmental Protection 5-9
	FN-AC-410b.4	Description of the methodology used to calculate financed emissions	Discussion and Analysis	n/a	For detailed information, please refer to the Environmental Protection section.	5	Environmental Protection 5-9



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Table 1. Sustainability Disclosure Topics & Metrics

Topic	Code	Metric	Category	Unit of Measure	Disclosure	Chapter	Page
Business Ethics	FN-AC-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, antitrust, anticompetitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Quantitative	Presentation currency	0 (There were no such incidents occurring in the company during the reporting year)		
	FN-AC-510a.2	Description of whistleblower policies and procedures	Discussion and Analysis	n/a	For detailed information, please refer to the Corporate Governance / Ethical Management section.	2	Corporate Governance / Ethical Management 2-8

Table 2. Activity Metrics

Code	Activity Metric	Category	Unit of Measure	Disclosure	Chapter	Page
FN-AC-000.A	Total assets under management (AUM)	Quantitative	Presentation currency	As of December 31, 2024, the assets under management (AUM) of Diamond Biofund are calculated based on the amounts in the balance sheet under "Financial Assets Measured at Fair Value through Profit or Loss - Current" and "Financial Assets Measured at Fair Value through Profit or Loss - Non-current," totaling NT\$7,294,561 thousand.	3	Responsible Investment / ESG Management in the Investment Process 3-3
FN-AC-001.A	Total assets under custody and supervision	Quantitative	Presentation currency	As of December 31, 2023, the assets under management (AUM) of Diamond Biofund are calculated based on the amounts in the balance sheet under "Financial Assets Measured at Fair Value through Profit or Loss - Current" and "Financial Assets Measured at Fair Value through Profit or Loss - Non-current," totaling NT\$7,294,561 thousand.	3	Responsible Investment / ESG Management in the Investment Process 3-3



Appendix 3. Climate-related Information

Appendix 3-1. Task Force on Climate-related Financial Disclosures (TCFD)

Item	Page Number	Remarks
Governance Disclose the organization's governance regarding climate-related risks and opportunities.		
Describe the board's oversight of climate-related risks and opportunities.	5-1	
Describe management's role in assessing and managing climate-related risks and opportunities.	5-1	
Strategy For material information, disclose the potential and actual impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning.		
Describe the short, medium, and long-term climate-related risks and opportunities identified by the organization.	5-2	
Describe the climate-related risks and opportunities that impact the organization's business, strategy, and financial planning.	5-2	
Describe the organization's resilience in strategy, considering different climate-related scenarios (including a 2°C or more stringent scenario).	5-6	
Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks.		
Describe the organization's processes for identifying and assessing climate-related risks.	5-8	
Describe the organization's processes for managing climate-related risks.	5-8	
Describe how the processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management system.	5-8	
Indicators and Targets Regarding material information, disclose the indicators and targets used to assess and manage climate-related risks and opportunities.		
Disclose the indicators used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	5-8	
Disclose Scope 1, Scope 2, and, if applicable, Scope 3 greenhouse gas emissions and related risks.	5-8	
Describe the targets used by the organization to manage climate-related risks and opportunities and its performance of fulfilling those targets.	5-8	

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Climate-related Information for Listed Companies

Implementation status of climate-related information disclosure

Item	Execution
1. Describe the oversight and governance of climate-related risks and opportunities by the Board of Directors and management	
2. Describe how the identified climate risks and opportunities affect the company's business, strategies, and finances (short-term, medium-term, long-term).	
3. Describe the financial impact of extreme weather events and transition actions.	
4. Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	<ul style="list-style-type: none"> For items 1 to 6 and 8, the Company adopts the TCFD framework to disclose governance, strategy, risk management, and metrics and targets, providing investors and stakeholders with information on the company's response measures. Relevant information is disclosed on the company's website and in the sustainability report. For item 7, the Company does not use internal carbon pricing. For item 9, greenhouse gas inventory and assurance, reduction targets, strategies, and specific action plans can be found in the company's sustainability report and Tables 1-1 and 1-2.
5. If scenario analysis is used to assess resilience in the face of climate change risks, explain the scenarios, parameters, assumptions, and analysis factors used, as well as the key financial impacts.	
6. If there are transition plans to manage climate-related risks, describe the content of those plans and the metrics and targets used to identify and manage physical risks and transition risks.	
7. If internal carbon pricing is used as a planning tool, explain the basis for setting the price.	
8. If climate-related targets are set, explain the activities covered, the scope of greenhouse gas emissions, the planning period, and the annual progress toward achieving the targets; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve the targets, explain the sources and quantities of carbon offsets or RECs used.	
9. Greenhouse gas inventory and assurance, reduction targets, strategies, and specific action plans (filled separately in 1-1 and 1-2).	

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1-1 Recent two-year greenhouse gas inventory and assurance status of the Company

1-1-1 Greenhouse gas inventory information

State the greenhouse gas emissions (in metric tons CO₂e), intensity (in metric tons CO₂e per million NT\$), and data coverage for the most recent two years.

Description:

- Diamond Biofund belongs to the category of listed companies with a paid-in capital of NT\$5 to NT\$10 billion. According to the "Sustainable Development Roadmap for Listed Companies," the company is required to disclose individual company greenhouse gas inventory information for 2024 in its 2025 annual report and complete greenhouse gas inventory assurance by 2027.
- Diamond Biofund has exceeded the requirements of the "Sustainable Development Roadmap for Listed Companies," completing the greenhouse gas inventory and verification for the first time in June 2024.
- The summary of the company's greenhouse gas emissions is as follows:

- Scope of data coverage: Parent company only (Currently, there are no subsidiaries required to be included in the consolidated financial statements)
- Greenhouse gas emissions information: The inventory is conducted in accordance with ISO 14064-1:2018.
- Total greenhouse gas emissions and emissions intensity

	2023	2024
Scope 1 Emissions (metric tons CO ₂ e)	6.8150	11.5250
Scope 2 Emissions (metric tons CO ₂ e)	60.8820	82.1897
Scope 3 Emissions (metric tons CO ₂ e)	365.6920	278.3027
- 「Business Travel」	33.8610	33.7742
- 「Upstream Leased Assets」 ^(Note 1)	62.1260	123.0591
- 「Investment」	269.7050	121.4695
Carbon Footprint Intensity (Scopes 1 & 2) (metric tons CO ₂ e per million AUM) ^(Note 2)	0.0063	0.0128
Carbon Footprint Intensity (Scope 3) (metric tons CO ₂ e per million AUM) ^(Note 2)	0.0339	0.0382
Data Coverage Rate ^(Note 3)	100%	100%

Note 1: This item refers to the shared electricity consumption of leased office premises; as of 2024, it has been reclassified under 「Upstream Leased Assets」 (previously listed under 「Fuel and Energy Activities」).

Note 2: The Company's operating income for 2023 and 2024 was negative; therefore, intensity is calculated based on carbon emissions per million of Assets Under Management (unit: metric tons CO₂e per million AUM).

Note 3: Data coverage rate is the proportion of operational sites included in the Scope 1 and 2 inventory relative to the total number of operational sites for the year.

Note 4: Quantification method: GHG emissions = Energy consumption × Emission factor × Global Warming Potential (GWP).

Note 5: Calculations are based on the 2024 Greenhouse Gas Emission Factor Table announced by the Ministry of Environment.

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1-1-2 Greenhouse gas assurance information

State the assurance status for the most recent two years as of the annual report publication date, including the scope of assurance, assurance body, assurance standards, and assurance opinions.

1. Diamond Biofund belongs to the category of listed companies with a paid-in capital of NT\$5 to NT\$10 billion. According to the "Sustainable Development Roadmap for Listed Companies," the company is required to disclose individual company greenhouse gas inventory information for 2024 in its 2025 annual report and complete greenhouse gas inventory assurance by 2027.
2. Diamond Biofund has exceeded the requirements of the "Sustainable Development Roadmap for Listed Companies," completing the greenhouse gas inventory and verification for the first time in June 2024.
3. The assurance details are as follows:

Item	2023	2024
Scope of assurance	Parent company (Currently, there are no subsidiaries required to be included in the consolidated financial statements)	Parent company (Currently, there are no subsidiaries required to be included in the consolidated financial statements)
Assurance body	DNV GL Business Assurance Co., Ltd.	AFNOR ASIA LTD.
Assurance standards	ISO 14064-3 : 2019	ISO 14064-3 : 2019
Scope 1 assurance opinion	Reasonable assurance	Reasonable assurance
Scope 2 assurance opinion	Reasonable assurance	Reasonable assurance
Scope 3 assurance opinion	Limited assurance	Limited assurance

1-2 Greenhouse gas reduction targets, strategies, and specific action plans

State the baseline year for greenhouse gas reduction, its data, reduction targets, strategies, specific action plans, and progress towards achieving the reduction targets.

1. In June 2024, the Company completed its first greenhouse gas (GHG) inventory and verification for the year 2023. Following SASB guidelines, emissions from portfolio companies have been included in the disclosure scope of Scope 3. Considering the Company's relocation to the Zhongxiao Office in January 2024, and in compliance with ISO 14064-1 requirements regarding baseline settings, the year 2024 has been designated as the base year. On December 23, 2024, the Board of Directors approved the carbon reduction targets listed in the table below.

Carbon reduction targets	Description
【Scopes 1、 2】 Own operations	Adopt an absolute reduction method using 2024 as the base year, aiming to reduce Scope 1 and Scope 2 greenhouse gas (GHG) absolute emissions by 25% by 2030. In the long term, the Company aims to align with the 2050 net-zero emissions target.
【Scopes 3】 Investment	Using the engagement approach, by 2030, 33% of the book value of Diamond Biofund's investment portfolio (Note 1) must either have committed to or established their own carbon reduction targets.

Note: Refers to the total book value (i.e., fair value) of portfolio companies that have set emission reduction targets, as a proportion of the total book value of Diamond Biofund's "financial assets at fair value through profit or loss – current and non-current."

2. Following the completion of the 2024 greenhouse gas (GHG) inventory, the Company will implement annual carbon emission reductions through continuous efforts such as equipment upgrades for energy efficiency, evaluation of renewable energy projects, as well as internal training and awareness campaigns promoting energy conservation and carbon reduction. In addition, with respect to the investment-related portion of Scope 3 emissions, the Company will continue to expand its influence and collaborate with portfolio companies in addressing climate change. Through engagement, training programs, and other initiatives, the Company aims to foster climate-related awareness among portfolio companies, support the development of their GHG inventories, and assist them in setting their own greenhouse gas emission reduction targets.



Greenhouse Gas Verification Report Opinion

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Certificate

Certificat

Report No. : (TH24-152 / Version 1)

Greenhouse Gas Verification Report Opinion

THGHG24152-00

Verification Scope: DIAMOND BIOFUND INC. 35F., NO. 66, SEC. 1, ZHONGXIAO W. Rd., ZHONGZHENG DIST., TAIPEI CITY 100507, TAIWAN (R.O.C.)
The information of other sites are listed on the subsequent page.

Verification Criteria: ISO 14064-1 : 2018

Verification Objectives : According to ISO 14064-3:2019, AFNOR Asia Ltd. (AFNOR ASIA) confirms that the GHG statement (GHG inventory report) of the above-mentioned organization(s) is reported in accordance with the verification criteria agreed by both parties. AFNOR ASIA performs the verification with an objective and fair position and principle (relevant, complete, consistent, accurate, and transparent).

Data Period : From 01 01, 2024 to 12 31, 2024 (The data being viewed is historical in nature)

Verification Data :
Direct GHG Emissions (Category 1): 11.5250 Ton CO_{2e}
Energy Indirect GHG Emissions (Category 2): 82.1897 Ton CO_{2e}
Indirect GHG Emissions (Category 3-6): 278.3027 Ton CO_{2e}

Global Warming Potential (GWP) : Refer to IPCC 2021 Year, the 6 assessment report

Statement Basis : This statement must be interpreted as a whole with the following.

GHG Inventory Report (Version : 6 ; Date : 05 27, 2025)
GHG Inventory (Version : 6 ; Date : 05 27, 2025)

Materiality : 5% (Category 1 and Category 2)

Type of Opinion : Unqualified Qualified (see the subsequent page) Disclaim the issuance

Verification Conclusion: To confirm that the organization submits a GHG statement in accordance with the requirements of the verification criteria agreed by both parties, and fairly presents the GHG data and related information, which are consistent with the verification scope, objectives and criteria agreed by both parties. Declares that the reasonable assurance level of the inventory data is Category 1 and Category 2.

Date of Issuance: 06 27, 2025

APPROVED BY

Dr. August Tsai
Director for Certification
ON BEHALF OF
AFNOR ASIA

113-2024/00

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Certificate

Certificat

Report No. : (TH24-152 / Version 1)

The Geographical Location of Multiple Sites :

Site	Address
Xinyi Office	10 F., No. 236, Sec. 4, Xinyi Rd., Da'an Dist., Taipei City
Zhongxiao Office	35F., No. 66, Section 1, Zhongxiao West Road, Zhongzheng District, Taipei City

Emissions Data for Each Category :

Category	Description of Content	GHG Emissions (Ton CO _{2e})	Note
(Category 1) Direct GHG emissions	Mobile Combustion Direct Emissions · Direct Fugitive Emissions from Greenhouse Gas Releases in Human-made Systems	11.5250	
(Category 2) Indirect GHG emissions from imported energy	Indirect Emissions from Imported Electricity	82.1897	Location-based standard
(Category 3) Indirect GHG emissions from transportation	Emissions from Upstream Leased Assets	33.7742	
(Category 4) Indirect GHG emissions from products used by organization	Emissions from Purchased Goods	123.0591	
(Category 5) Indirect GHG emissions associated with the use of products from the organization	Emissions from Investments	121.4695	
(Category 6) Indirect GHG emissions from other sources	NS	NS	

Biomass Burning Emission : 0.0000 Ton CO_{2e}

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Report No. : (TH24-152 / Version 1)

Data for Multiple Sites :

Site	Emission Unit: Ton CO ₂ e		
	Direct GHG Emissions (Category 1)	Indirect GHG Emissions from Energy (Category 2)	Indirect GHG Emissions (Category 3-6)
Xinyi Office	0.0000	4.7011	0.0000
Zhongxiao Office	11.5250	77.4886	278.3027

Other Related Verification Information

Organization Boundaries :	Operational control
GHG Type :	Carbon dioxide (CO ₂), Methane (CH ₄), Nitrous oxide (N ₂ O), Hydrofluorocarbon (HFCs), Perfluorocarbon (PFCs), Sulfur hexafluoride (SF ₆), Nitrogen trifluoride (NF ₃)
Purpose of Intended Use:	Voluntarily understanding the status of greenhouse gas emissions as a basis for reduction strategies. (This statement of responsibility applies only to the purpose of intended use mentioned above and not to any other purpose.)
Criteria For Significance of Indirect Emissions :	- Identified stakeholder requirements : <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No - Identified regulation requirements : <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No - Identified magnitude of emissions : <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No - Others :
Purchased Power Factor:	Refer to the 2024 annual power factor announced by the Energy Administration, Ministry of Economic Affairs on 04 14, 2025
Data Sources :	<input checked="" type="checkbox"/> The primary data is collected from on-site operation activities. <input checked="" type="checkbox"/> Category 3-6 emissions are calculated with estimated data. The secondary data sources are: EPA Product Carbon Footprint Information Website <input type="checkbox"/> Others :
Verification Method:	<input checked="" type="checkbox"/> On-site
Qualified Opinion :	NO
Others :	NO
Verification Date :	05 15, 2025 05 27, 2025
Report Date :	05 28, 2025

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Certificate

Certificat

Report No. : (TH24-152 / Version 1)

Verification Team and Technical Review

Lead Verifier : Rich-Lin Signature : *Rich-Lin*

Verifier : Cheng-Hao Chen Signature : *Cheng-Hao Chen*

Independent Review : Shih-Ting Tseng Signature : *Shih-Ting Tseng*

Verification Processes

AFNOR ASIA is based on risk assessment methods and controls. Evidence collection procedures are including pre-trip assessment, on-site visits, interviews with site personnel, confirmation of documented evidence provided, sampling of emission data, evaluation of data management systems, confirming the collection and compilation of emission data, analysis between production and energy consumption, and confirmation of whether the terms of the agreement referred to are properly applied.

Roles and Responsibilities

The verified organization is responsible for preparing and submitting a GHG statement in accordance with the verification criteria. This responsibility includes the planning, implementation and maintenance of data management systems related to GHG declarations, GHG inventory and GHG inventory reports.

AFNOR ASIA provides independent third-party verification of the reported GHG emissions and issues verification opinions for the organizational GHG emissions. The verification team is independent and impartial, and there is no conflict of interest.

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Independent Assurance Statement

Diamond Biofund Inc. 2024 Sustainability Report

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Introduction:

TÜV Rheinland Taiwan Ltd., member of TÜV Rheinland Group, Germany (hereinafter “TÜV Rheinland Taiwan”, “We”) has been entrusted by the management of Diamond Biofund Inc. (hereinafter “Diamond Biofund”, “the Company”) to conduct independent assurance of Diamond Biofund Inc. 2024 Sustainability Report (hereinafter “the Report”). All contractual contents for this assurance engagement rest entirely within the responsibility of Diamond Biofund. Our task was to give a fair and adequate judgment on the Diamond Biofund Inc. 2024 Sustainability Report.

The intended users of this assurance statement are stakeholders having relevance to the Diamond Biofund overall Sustainability Performance and impacts of its business activities during 2024 (January 2024 ~ December 2024).

TÜV Rheinland Group is a global service provider of CSR & Sustainability Services in over 65 countries, having qualified professionals in the field of Corporate Sustainability Assurance, Environment, Social and Stakeholder Engagement. TÜV Rheinland Taiwan are independent companies with no contractual or financial relationship, and there is no violation of independence or conflict of interest in this assurance. We have maintained complete impartiality and independence during the assurance engagement and were not involved in the preparation of report contents.

Assurance Standard:

TÜV Rheinland Taiwan undertook the assurance work in accordance with the AA1000 Assurance Standard v3 (AA1000AS v3) Moderate level of assurance.

Scope & Type of Assurance:

Our assurance engagement was carried out in accordance with the AA1000AS v3, Type 2, Moderate level on Diamond Biofund’s sustainability performance disclosed in the Report and evaluated the information and data. The following assurance criteria were used in performing the assurance work:

- In accordance with GRI Universal Standards 2021 and performance indicators and according to disclosure on management approach (DMAs) from Economic, Environment & Social category, also defined in Reporting boundaries.
- Adherence to SASB Standards, Asset Management and Custody Activities Sustainability Accounting Standard.
- Adherence to AA1000 SES Stakeholder Engagement Standard (2015).
- Adherence to AA1000 AccountAbility Principles (2018) of Inclusivity, Materiality, Responsiveness, and Impact.

Limitation:

TÜV Rheinland Taiwan performed the assurance based on the scope of defined engagement agreement, and on a moderate level assurance under the AA1000 Assurance Standard v3 for engagement. The assurance engagement was carried out at Diamond Biofund at Taipei City, Taiwan. The consultations with external stakeholders were not carried out. Information and performance data subject to assurance is limited to the contents of the Report. Our assurance work did not cover financial report and its financial data, nor other information not related to sustainability.

Assurance Methodology:

TÜV Rheinland Taiwan’s assurance activities included:

- Assuring Diamond Biofund’s ESG-related quantitative data, disclosure processes, system evidence, performance, and related information quality and reliability, to evaluate relevant management systems, including sustainability strategy, management policy, corporate governance, compliance management, risk management, stakeholder engagement, material issue analysis and impact, and key performance.
- Conducting interviews with over 7 Diamond Biofund’s senior managers responsible for gathering and analyzing information on ESG-related performance.

- Through random sampling principles and analytical procedures, review and verify sustainability strategies, management practices, materiality assessment process, environmental and social performances indicators, other performance information and data, and test the accuracy of this information and data.
- Collecting documentary evidence and assessing management representations to support the extent to which Diamond Biofund adherence to the Accountability Principles.
- The Verification Executive Team was comprised of our multidisciplinary, experienced professionals in the field of Corporate Sustainability, Environment, Social and Stakeholder Engagement.

Adherence to AA 1000 principles:

Inclusivity:

Diamond Biofund has identified key stakeholders and continues to seek their participation. The process considers issues of concern to stakeholders and establishes significant sustainability issues based on this, developing management strategies to respond to sustainability in a responsible and appropriate manner. Evidence shows that this report reflects Diamond Biofund’s inclusive approach to stakeholder issues and has had an accountable impact on both internal and external stakeholders.

Materiality:

Diamond Biofund has implemented materiality assessment. The identification of issues is based on the needs and concerns of stakeholders, internal policy considerations, and understanding and communication of sustainable development content, thereby disclosing the materiality and impact of issues. Evidence shows that Diamond Biofund has appropriately responded to the identified material issues in accordance with their priority and materiality, demonstrating the organization’s accountability.

Responsiveness:

Diamond Biofund has responded to the material issues of concern to stakeholders and engaged with them through diverse channels and measures. It has set clear quantitative targets to track performance and completing systematic information responses, thereby appropriately demonstrating its proactive responsiveness and commitment to accountability.

Impact:

Diamond Biofund has effectively identified and disclosed its impacts through transparent, diverse, fair, and effective means, and has established measurement, monitoring, tracking, and management processes to appropriately demonstrate its performance and impact in terms of the environment, society, and governance. It has also fully disclosed and reported this information in its report.

Conclusion:

In conclusion, we can mention that no instances or information came to our attention that would be contrary of the statement made below:

- Diamond Biofund 2024 Sustainability Report meets the requirement of Type-2, Moderate Level Assurance according to AA1000AS v3, Global Reporting Initiative (GRI) Universal Standards 2021 and SASB Standards.
- The Report includes statements and claims that reflects Diamond Biofund achievements and challenges supported by documentary evidence and internal records.
- The performance data we found in the report are collected, stored and analyzed in a systematic and professional manner and were plausible.

TÜV Rheinland Taiwan shall not bear any liability or responsibility to a third party for perception and decision about Diamond Biofund based on this Assurance Statement.



Vito Lin
Vito C. C. Lin

Technical Manager

TÜV Rheinland Taiwan Ltd.

Taipei, Taiwan
2025-07-22