

Bora Pharmaceuticals (CDMO Business) ESG at a Glance

Our Sustainability Commitment

At Bora, our daily operations are grounded in the commitment to “*Contribute to Better Health All Over the World.*” We integrate this purpose into our sustainability strategy by proactively addressing material stakeholder priorities and pursuing balanced, long-term value creation across economic, environmental, and social dimensions.

OUR APPROACH

Board-Level Governance

The Sustainability Committee, led by Chairman, ensures strategic resource allocation and accountability.

Execution and Oversight

Monthly ESG executive meetings facilitate responsive and timely decision-making across all sites.

Global Standards

Our operations are aligned with GRI, SASB, and TCFD frameworks to ensure transparency, comparability, and adherence to international stakeholder expectations.

AREAS OF FOCUS



Corporate Governance



Sustainable Drug Supply



Sustainable Environment



Talent Development and Happy Workplace

Resilience & Risk Management



Aligned with PSCI Principles



Ethics

Core Issues

Business Integrity & Fair Competition

MANAGEMENT APPROACH

- At Bora, a 'Speak Up' online open platform and a **Whistleblowing and Complaint Policy** are in place to ensure employees and stakeholders can report concerns safely, anonymously, and without fear of retaliation. In 2024, 1 non-integrity related case was investigated with no violation found.
- We uphold a Board-approved **Anti-Corruption and Anti-Bribery Policy** and apply rigorous due diligence on stakeholders, especially employees, reinforcing 0 tolerance against unethical practices.

Goal

100% Ethics Due Diligence on Employees & Stakeholders

Achievement

100% Case Resolution



Human Rights & Labor

Core Issues

Labor Rights Protection & Employee Wellbeing

MANAGEMENT APPROACH

- We have established a **Human Rights Policy** compliant with the OECD Guidelines and the UN Guiding Principles on Business and Human Rights, demonstrating our commitment to fair labor practices, ethical treatment, and responsible workplace standards.
- We conduct annual **Human Rights Due Diligence** to identify risks and evaluate compliance status.
- We continue to seek areas of improvements to build stronger human capital. In 2024, we identified privacy protection as a medium-high risk of overall ESG management and have thus established a **Personal Data Protection Policy** to mitigate the risk.

Goal

0 Human Rights Violations

Achievement

HR Asia Award Winner



Governance & Management

Core Issues

Supply Chain Transparency & Accountability

MANAGEMENT APPROACH

- We enforce robust **supplier selection SOP** integrating ESG criteria. Suppliers are required to sign off Supplier Code of Conduct and complete ESG self-assessment. Our PSCI-aligned CoC and ESG assessment consists of 5 elements including GHG inventory disclosure and latest regulatory penalties if any.
- Supplier CoC compliance accounts for 24% of the evaluation weight and we expect to roll out in full swing in North America and to expand coverage to all raw material suppliers.
- Annual audits are conducted to ensure responsible sourcing.

Goal

100% ESG Review Coverage for Critical Suppliers

Achievement

EcoVadis Score 52



Health & Safety

Core Issues

Workplace Hazards

MANAGEMENT APPROACH

- We established a **Group EHS Policy** to standardize procedures across all sites, reinforced through regular cross-site EHS best practice exchanges.
- We prioritize workplace safety by proactively conducting periodical assessments and drills to strengthen hazard-prevention controls on top of being GMP and FDA compliant.
- Our Mississauga facility in Canada addresses near miss incident at townhall meetings regularly to promote awareness.

Goal

0 Major Occupational Accidents

Achievement

Safest New Employer Winner



Environment

Core Issues

Environmental Statistics

MANAGEMENT APPROACH

- We conduct monthly internal reviews of environmental scorecards across all CDMO facilities to track progress toward net 0. To drive future improvements, the Board defines annual objectives for every site based on its geography, dosage expertise and client mix.
- We will extend our **ISO 14064-1-aligned carbon inventory** to sites in 2026.

Goal

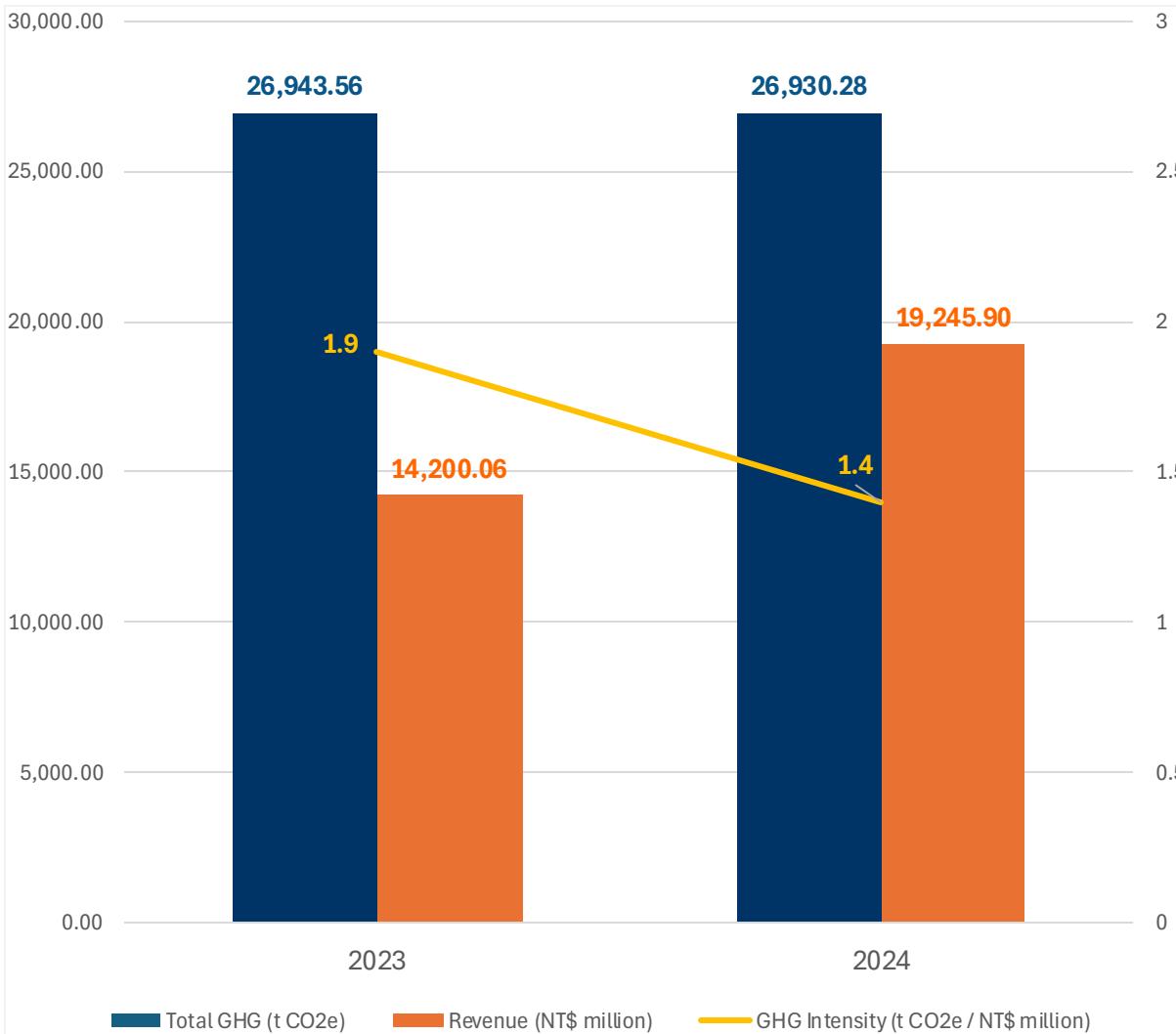
Consistently Decrease Scope 1 & 2 Emissions by 3% YoY Across All Sites

Achievement

Verified Reduction

CDMO Network GHG Emissions Decrease 3.27% YoY in 2024

Greenhouse Gas Emission Intensity



Overview

	2023 (t) CO2e	2024 (t) CO2e	YoY %
Total			
Bora Group	26,943.56	26,930.28	-3.27
Breakdown: Key CDMO Sites			
Zhunan Site	9,464.22	8,807.68	-6.94
Tainan Site	1,639.38	1,558.83	-4.91
Zhongli Site	5,783.91	6,006.07	+3.84
Taoyuan Site	3,160.52	3,344.95	+5.84
Mississauga Site	6,481.24	5,948.56	-8.22
Breakdown: Other Facility / Subsidiary			
Taipei HQ	155.46	159.24	+2.43
SunWay	N/A (New Site)	868.50	N/A (New Site)
TWi	258.83	236.45	-8.65
Notes:			
1. The data for 2023 and 2024 has been verified by a third party.			
2. Maple Grove site and Baltimore site were merged into Bora Group at the end of 2024. Emission data for these sites are being compiled and will be disclosed in the 2025 Sustainability Report.			

Best Practice Case Studies

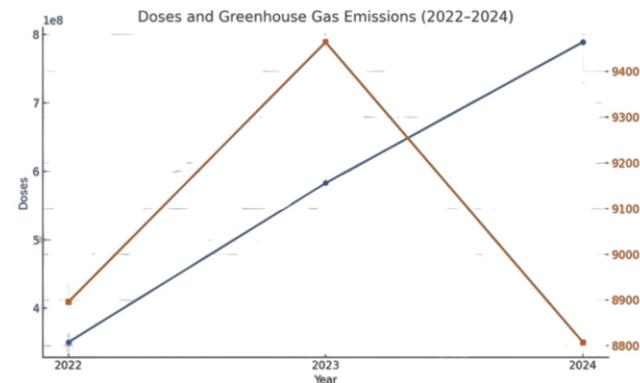
Zhunan Site – HVAC System Optimization

Despite a significant increase in production output, the Zhunan site successfully reduced GHG emissions by optimizing its **HVAC system**.

Production Growth: From 2022 to 2024, total doses shipped more than doubled, rising from 350 million to nearly 790 million.

Action Taken: Through adjusted airflow, reduced ventilation frequency, and improved cooling tower efficiency, the site achieved notable energy savings.

Result: While production peaked, GHG emissions dropped to levels even lower than in 2022. This reflects Bora's commitment to scaling operations sustainably and improving carbon efficiency.



Mississauga Site– SBTi Initiative

The Mississauga site established a Sustainability Committee in 2025 to focus on 3 key areas: energy management, waste reduction, and environmental monitoring.

SBTi Pathway Modeling: Developed SBTi-aligned emissions-reduction pathways for the Mississauga site to lay the foundation for a comprehensive, data-driven decarbonization strategy.

Data Consolidation & Analysis: Established a Scope 3 emissions baseline by consolidating inputs from multiple departments to build a complete and reliable carbon inventory.



Ratings Overview (1)

MSCI ESG

A Ratings

- The evaluation covers the three dimensions of Environment, Social, and Governance
- Reflecting Bora's performance in ESG risk management and resilience



Taiwan Stock Exchange Corporate Governance Evaluation

Top 6%-20%

- A constituent of the TWSE Corporate Governance 100 Index and Fubon Corporate Governance ETF (00692)
- Underscoring our continuous enhancement of governance transparency and accountability as a public company



EcoVadis

Committed level

- Top 50 pharma all require EcoVadis ratings from outsourced partners
- Bora achieving "Committed" level with 52 points, exceeding the avg. 45-point threshold set by most clients



FTSE Russell ESG

3.5 / 5



- Qualified for FTSE4Good Index Series
- Demonstrating recognition across Environment, Social and Governance

Ratings Overview (2)

Taiwan Corporate Sustainability Awards Corporate Comprehensive Performance Sustainability Report Award-Silver Level

- The most representative sustainability award in Taiwan
- Recognizing Bora Group's strong ESG performance

Sustainalytics Medium Risk



- Moving towards the lower zone of "Medium Risk"
- Industry PR value of 81 in the global pharmaceutical sector

Business Weekly 2025 Carbon Competitiveness Top 100

- Recognized for carbon reduction performance and proactive decarbonization roadmap



Partnering for a Sustainable Future

We invite you to explore our detailed performance, data, and stories in our latest sustainability disclosures.

CONTACT US

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Sustainability Report

Download our latest annual report for detailed ESG performance and data

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