

Human Capital ROI

Please refer to below table for the information related to Human Capital ROI.

The ratio is calculated according to the methodology and formula of S&P Global Corporate Sustainability Assessment.

	FY 2024	Data Source
a) Total Revenue (in NTD thousand)	117,926	Y2024 Consolidated Financial Report Page 7
b) Total Operating Expenses (in NTD thousand)	1,148,449	Y2024 Consolidated Financial Report Page 7
c) Total employee- related expenses (salaries + benefits) (in NTD thousand)	290,564	Y2024 Consolidated Financial Report Page 51
Resulting HC ROI (a- (b-c)) / c)	-2.54663	
Total Employees	165	Y2024 Annual Report Page 156

Note. The ratios are negative due to high operating expenses in new drug research and development and are not applicable.