

## Grape King Bio

# Diversity, Equity, and Inclusion (DEI) Commitment

Grape King Bio, as a health expert caring for the whole family, is committed to being Taiwan's leading brand in health products. We not only focus on advancing our biotech equipment and research capabilities but also take a meticulous approach to ensuring the quality and safety of every production process. We adhere to an integrated production process, from raw materials to finished products, following PIC/S GMP pharmaceutical-grade quality standards. Every step, from raw material testing to final product storage, is strictly monitored to ensure that every family can enjoy our products with peace of mind.

We believe that the success of a company comes from the diversity and inclusivity of its employees. Therefore, the corporate culture at Grape King Bio actively promotes diversity, equity, and inclusion (DEI), encouraging all employees—regardless of their background, identity, gender, or beliefs—to utilize their strengths in their respective roles and collectively drive the company forward. These values are not only part of our core business philosophy but are also key elements for the future success of the company.

We continuously enhance employees' awareness and understanding of diverse groups and support all employees through practical actions. We are committed to creating a workplace where every employee feels respected and valued, regardless of age, gender, disability status, religious beliefs, race (such as Asians, Hispanics, Latinos, Blacks, Indigenous peoples, and other minority groups), sexual orientation (such as LGBTQ+, women's empowerment, equal pay for equal work), or second careers (including employment for veterans or retirees re-entering the workforce). Each individual's unique experiences and perspectives can shine in their work, driving innovation, enhancing productivity, and fostering the company's continuous growth.

Grape King Bio is dedicated to building a fair and inclusive workplace, ensuring that every employee has equal opportunities for development and the resources needed for

success. We believe that such a diverse team will become the source of the company's competitiveness, enabling us to offer the most advanced and innovative solutions to the global market, realizing the vision of a better future for humanity, and promoting sustainable business growth.

We bring together talented individuals from various backgrounds and experiences, which is the driving force behind Grape King Bio's leadership in the global biotech and health industries. Moving forward, we will continue to promote an inclusive culture, ensuring that every employee contributes to the company's mission while consistently delivering exceptional products and services that bring health and happiness to our global customers.

### Public Reporting

We will align with our Human Rights Policy and publicly announce our commitment to diversity, equity, and inclusion (DEI), including actions and statements, as part of our annual ESG Report. Copies of these reports can be found on our company website:

<https://www.grapeking.com.tw/csr/interactive/report>



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