

Grape King Bio's Human Rights Policy

Respect for Human Rights

Respect for Human Rights is a fundamental value of Grape King Bio. We strive to respect and promote human rights in our relationships with our employees, suppliers and business partners. Our aim is to help increase the enjoyment of human rights within the communities in which we operate. We formulate human rights policies in compliance with local regulations and the essence of international norms/principles, such as the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, the UN Universal Declaration of Human Rights (UDHR), the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights (UNGPs), the Children's Rights and Business Principles (CRBP), and the United Nations Global Compact (UNGC).

This policy applies to Grape King Bio, Grape King Shanghai, Pro-Partner and Rivershine, the entities in which we hold a majority interest of. We have established the "[Grape King Bio's Supplier Code of Conduct](#)", and expect our business partners and suppliers to uphold these principles and urge them to adopt similar policies within their own businesses. We annually conduct internal audits as well as supplier audits in order to identify and prevent human rights risks in our business and supply chains. If we identify adverse human rights impacts resulting from our business activities, we are committed to seeking fair and equitable remediation. Our Human Rights Policy is overseen by The Chairman, CEO and Board of Directors for Grape King Bio.

Community and Stakeholder Engagement

Grape King Bio is proud to be part of the communities in which we operate in. We engage with local communities and citizens, including indigenous people as well as those from the young, senior, vulnerable and disadvantaged groups. We aim to ensure that we are listening to, learning from and considering all stakeholder views as we conduct our business.

Diversity and Inclusion and Recruitment

Grape King Bio values and promotes diversity and inclusion among those who work with us. We are committed to providing equal opportunities and maintain a zero-tolerance policy against discrimination or harassment in the workplace. This includes but is not limited to discrimination based on race, gender, color, nationality or social origin, ethnicity, religion, age, disability, sexual orientation (including LGBTQ+), gender identity or expression, political opinions, or any condition protected by applicable laws. Furthermore, we prohibit all forms of harassment, including but not limited to sexual harassment, psychological harassment, physical harassment, verbal harassment, abuse and intimidation. If any discriminatory or harassing behavior is substantiated, corrective or disciplinary action will be taken.

Recruitment, placement, development, training, compensation and advancement at Grape King Bio is based on an individual's qualifications, performance, skills and experience. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or any form of retaliation. Harassment is not tolerated in or outside of the workplace.

Freedom of Association and Collective Bargaining

Grape King Bio respects our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue in good faith with their representatives.

Safe and Healthy Workplace

The safety and health of Grape King Bio's employees is of paramount importance to us. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as strict internal requirements. We strive to ensure that we provide and maintain a safe, healthy and productive workplace, by addressing and correcting identified risks of accidents, injury and health impacts.

Grape King Bio is committed to maintaining a workplace that is free from violence, harassment, and intimidation, and provides appropriate security safeguards for employees.

Forced Labor and Child Labor

Grape King Bio strictly complies with international labor standards and relevant laws, prohibiting all forms of forced labor and the use of child labor. We are committed to upholding the dignity and rights of every employee, ensuring that working conditions meet legal and ethical standards. We strictly prohibit the employment of individuals under the age of 15, those who have not completed compulsory education, or those below the minimum employment age in the country/region of operation (whichever is the highest among these three). This is to safeguard the fundamental rights and developmental needs of children. Through our recruitment procedures, we ensure that all candidates meet the legal working age requirements.

We do not enforce or coerce unwilling individuals into performing labor of any kind. We protect employees' freedom of movement and do not withhold personal identification documents or personal data. Additionally, we reject any form of forced labor involving threats, coercion, fraud, or control. Activities related to slavery or human trafficking are strictly prohibited, including but not limited to transporting, transferring, harboring, hiring, or engaging in illegal employment activities in exchange for payment to third parties.

Working Hours, Wages and Benefits

Grape King Bio is committed to providing competitive compensation to attract and retain top talent. We ensure that the salaries paid exceed the legal minimum wage requirements of the regions in which we operate, align with industry standards, and are competitive within the local labor market. We fully comply with local labor laws and applicable collective bargaining agreements. Furthermore, we adhere to the principle of fairness, ensuring equal remuneration for equal work and safeguarding employees' fundamental rights.

We have established clear regulations on working hours and overtime. In Taiwan, employees' total weekly working hours (including overtime) must not exceed the legal limit set by local laws, and employees must have at least one day off every seven days. We regularly monitor and manage attendance to ensure working conditions meet the legal and ethical requirements of the regions where we operate. Except in cases of emergencies or exceptional circumstances, the company

strictly requires that all overtime work must be voluntary and that appropriate overtime pay is provided in accordance with the law. Under no circumstances do we permit any form of forced overtime.

Guidance and Reporting for Employees

Grape King Bio strives to create workplaces in which open and honest communications among all employees is valued and respected. We are committed to comply with applicable labor and employment laws wherever we operate. We make sure our employees are aware of the Human Rights Policy through ongoing training as well as making our policy available in both English and Chinese on our company website. Any employee who believes a contradiction or violation has arisen is encouraged to raise questions and concerns with their Line Management and/or the Human Resources Department and/or the Legal Department. Employees can report suspected policy violations anonymously via the following methods:

1. Email: hr@grapeking.com.tw and/or law@grapeking.com.tw
2. Telephone: 03 457 2121 ext. 1995
3. Internal postbox

No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. We promise to investigate, address and respond to the concerns of employees and will take appropriate corrective action as quickly as possible in response to any violation.

Public Reporting

We report to the public on our human rights-related commitments, efforts and statements, consistent with this Human Rights Policy, as part of our annual ESG Report. A copy of these reports can be found on our company website

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



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Chairman and CEO