






# CH4 Happy Workplace

Sustainability Targets | 4.1 Human Rights | 4.2 Talent Recruitment and Structure | 4.3 Talent Cultivation and Performance Appraisals | 4.4 Employee Compensation, Benefits, and Health Care | 4.5 Occupational Safety | 4.6 Employee Communication

## Sustainability Targets

Short-, Medium-, and Long-Term Goals and Current-Year Achievement Status	Human Capital Development	Employee Care, Remuneration, and Benefits	Industrial Safety Management	Employee Diversity
Progress achieved in 2025	<ol style="list-style-type: none"> <li>Completed job analysis and developed a training roadmap.</li> <li>Training system procurement completed.</li> <li>Forward-looking talent development courses were implemented on schedule.</li> </ol>	<ol style="list-style-type: none"> <li>Completed the employee satisfaction survey (including EAPs).</li> <li>Conducted 3 EAP lectures.</li> </ol>	<ol style="list-style-type: none"> <li>Completed occupational safety training for all employees, along with safety slogans and reports for 11 improvement-themed competitions.</li> <li>Recognized as an "Occupational Safety and Health Excellent Unit" (Longtan Factory), "Outstanding Enterprise in "Proactive Evaluation for Disclosing Occupational Health and Safety Performance in the Corporate Sustainability Report," and Outstanding Corporate Partner in support of major events organized by the Taoyuan City Government.</li> </ol>	<ol style="list-style-type: none"> <li>All new employees have completed the induction training of the Code of Ethical Conduct and passed the assessment, achieving a 100% promotion and pass rate.</li> <li>The gender ratio is 50:50.</li> <li>Workplace hazard awareness training has been completed.</li> <li>Two ethics salons were held with 40 participants.</li> </ol>
Short-term Targets for 2026-2027	<ol style="list-style-type: none"> <li>Implement GKB Learning College (GKBLC) framework to organize, and establish training programs for all six departments, completing a minimum of training for one department each year</li> <li>Maintain TTQS Silver Award</li> <li>Cultivate 1 person with potentials in each division and achieve success rates exceeding 80% on this KPI indicator</li> <li>Promotion and implementation of Learning Passports</li> </ol>	<ol style="list-style-type: none"> <li>Raise employee satisfaction rates to more than 80%</li> <li>Raise EAP satisfaction rates to more than 80%</li> <li>Host 2 EAP lectures a year and achieve satisfaction rates of more than 85%</li> </ol>	<ol style="list-style-type: none"> <li>Continue to deepen occupational health and safety management, establishing the goal of "Safety for All, Health for All."                             <ul style="list-style-type: none"> <li>Ongoing training for all employees</li> <li>Development and implementation of online systems</li> <li>Planning of qualification coverage for occupational safety and health supervisors in each unit</li> <li>Conducting occupational safety and health project inspections</li> <li>Implementing a work safety climate indicator satisfaction survey</li> <li>Organizing occupational safety and health campaigns and competitions</li> </ul> </li> <li>Participate in the selection of outstanding occupational safety and health personnel and units</li> <li>Apply for workforce sustainability awards</li> <li>Participate in the selection of outstanding workplace awards</li> </ol>	<ol style="list-style-type: none"> <li>The completion rate for workplace hazard behavior prevention training is 100%</li> <li>The pass rate for the Code of Ethical Conduct induction training and assessment for new employees is 100%</li> <li>The Code of Ethical Conduct is promoted to all employees once a year</li> <li>The gender ratio of employees remains 50:50</li> </ol>
Mid-term Targets for 2028-2029	<ol style="list-style-type: none"> <li>Establish GKB Learning University (GKBLU) framework</li> <li>Achieve TTQS Gold Award qualification</li> <li>Obtain key talent through cultivation of potential talent and reach achievement rates of 85% or more</li> </ol>	<ol style="list-style-type: none"> <li>Raise employee satisfaction rates to more than 85%</li> <li>Maintain EAP satisfaction rates of more than 80%</li> <li>Host 3 EAP lectures a year and achieve satisfaction rates of more than 90%</li> <li>Achieve satisfaction rates of 70-75% for remuneration relative to work</li> </ol>	<ol style="list-style-type: none"> <li>Achieve a disabling injury frequency rate that is over 50% lower than that of our peers</li> <li>Promote and participate in the selection of excellent occupational health and safety units</li> <li>Continue to participate in the Healthy Workplace Awards</li> </ol>	<ol style="list-style-type: none"> <li>Maintain a 100% completion rate for workplace hazard behavior prevention training</li> <li>Maintain a 100% pass rate for the Code of Ethical Conduct induction training and assessment for new employees</li> <li>Supervisors at the managerial level and above complete the Code of Ethical Conduct assessment once a year, achieving a 100% completion and pass rate</li> <li>The gender ratio of employees remains 50:50</li> </ol>
Long-term Targets for 2030 and beyond	<ol style="list-style-type: none"> <li>Establish GKB Learning University (GKBLU) framework</li> <li>Achieve TTQS Gold Award qualifications</li> <li>Obtain key talent through cultivation of potential talent and reach achievement rates of 85% or more</li> </ol>	<ol style="list-style-type: none"> <li>Maintain employee satisfaction rates of more than 85%</li> <li>Raise EAP satisfaction rates to more than 85%</li> <li>Host at least 1 EAP lecture per quarter and achieve satisfaction rates of more than 90%</li> <li>Achieve satisfaction rates of 80% for remuneration relative to work</li> </ol>	<ol style="list-style-type: none"> <li>Set an example of a happy enterprise and become a benchmark for healthy workplaces for SMEs in Taiwan</li> <li>Advance and participate in the Occupational Safety Five-Star Awards: Company Benchmark Award and Occupational Health Special Award.</li> <li>Create a work-life-balanced workplace that allows employees to balance family life, physical health, and mental health</li> <li>Achieve no work-related injuries throughout the year (0 occupational hazards).</li> </ol>	<ol style="list-style-type: none"> <li>Maintain a 100% completion rate for workplace hazard behavior prevention training</li> <li>Maintain a 100% pass rate for the Code of Ethical Conduct induction training and assessment for new employees</li> <li>All employees complete the Code of Ethical Conduct assessment once a year, achieving a 100% completion and pass rate</li> <li>The gender ratio of employees remains 50:50</li> </ol>
Corresponding SDGs				

## 【 Column 】 Enhancing Management's Sustainability Strategy and Governance Capabilities Through Workshops

To address the rapidly changing external environment and the growing demands of corporate sustainability, Grape King Bio continues to enhance the strategic perspective and governance capabilities of its senior management. The company regards executive education and training as a critical investment in organizational development. In 2025, Grape King Bio planned and conducted an Innovation and Strategy Alignment Workshop for its senior management team to support the company's medium- and long-term strategic development and organizational resilience.

The 2025 training program was designed with a focus on responding to external environmental changes, addressing key topics such as market trends, regulatory requirements, ESG developments, technological advancement, and shifts in the talent structure. The program supported the core management team in jointly identifying risks and opportunities. In addition, the training integrated the company's current and future strategic priorities—including new market expansion, digital transformation, organizational restructuring, talent review, and cross-functional collaboration. Through in-depth dialogue, the program promoted a shared understanding and alignment among senior executives regarding the company's annual objectives and execution priorities.

The total investment in this senior management training program amounted to approximately NT 500 thousand dollars, primarily allocated to professional facilitation, program design, and workshop execution. The expected outcomes of the training included:

1. Reviewing and assessing the company's current strengths, challenges, and key resources
2. Enhancing cross-functional integration and the development of a shared management language to improve decision-making consistency
3. Re-evaluating innovation opportunities from customer, market, and technology perspectives
4. Formulating preliminary strategic directions for the next three to five years and an action roadmap for the following year
5. Strengthening collaboration and action commitments among the senior management team.

Grape King Bio will continue to strengthen the overall capabilities of its Board of Directors and management team in strategic governance, risk management, and sustainability-focused decision-making, ensuring that the company can respond to stakeholder expectations with greater foresight and a more systematic approach amid environmental and industry transformation.



## 4.1 Human Rights

Human Resources Manager  
Sam Lai



*Grape King Bio considers employees a key component of corporate development. We provide remuneration and benefits that exceed industry standards, transparent promotion channels, and comprehensive training to attract and cultivate the best talent.*

### Grape King Bio 's Human Rights Policy

Respect for human rights is a fundamental value we uphold at Grape King Bio. This is communicated to all staff members annually through policy announcements. We aim to help improve human rights status of communities where we operate. Our policies are based on labor laws in Taiwan and China and international human rights guidelines, which are overseen by the Chairman, CEO and the Board of Directors of Grape King Bio. (See the [\[Human Rights Policy\]](#) for the public link)

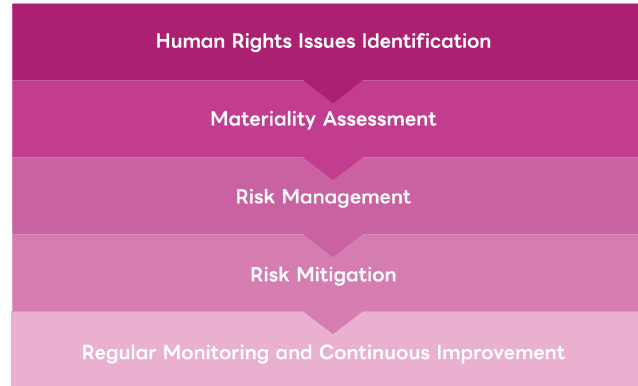
We do not employ child labor and commit to never hiring Child Labor under the age of 16. Our employees are fully protected by labor contracts. Employment conditions for all employees were set freely following agreement by both parties. We do not force or coerce unwilling personnel to perform labor. In 2025, there were no instances of workplace discrimination, and zero case of harassment complaint was received.

We firmly believe that the success of a business stems from the diversity and inclusivity of its employees. Therefore, the corporate culture at Grape King Bio actively promotes diversity, equity, and inclusion, encouraging all employees, regardless of their background, identity, gender, or beliefs, to leverage their strengths in their respective roles and collectively drive the company forward. These values are not only our core operational principles but also key elements in fostering the company's future success. Grape King Bio has established a commitment to Diversity, Equity, and Inclusion (DEI) (for more details, please see [\[DEI Commitment\]](#)), and our Human Resources Department conducts regular training sessions each year to continuously enhance the DEI awareness of all the Board members and employees, achieving a training execution rate of 100%.

Human rights management for suppliers is overseen by the Procurement Department, in accordance with the "Grape King Bio Supplier Code of Conduct" (for more details, please see 2.1 Sustainable Supply Chain.) We expect our suppliers and business partners to comply with these principles and require them to establish relevant internal policies. Through annual internal audits and supplier audits, we identify and prevent human rights risks faced by employees within the company and across our supply chain.

### Assessment and Management of Human Rights Risks

#### Due diligence procedures for human rights issues



### Human Rights Issues Identification

Grape King Bio, based on international human rights guidance documents and local laws and regulations, refers to the human rights reports of telecommunications and electronic technology industries and enterprises. By collecting issues related to basic human rights, working environments, and institutional safety, we generate a "Human Rights Risk Issues List".

### Materiality Assessment

We distribute "human rights risk assessment questionnaires" every two years, covering our entire value chain. The questionnaire targets suppliers, contractors, employees, employees from M&As and joint ventures, corporate clients, individual consumers, and community residents. The impact of each issue on the company is assessed by our chairman, and quantitative indicators of the impact of each issue are produced accordingly.

The table below shows the assessment results for 2025, with the next evaluation scheduled for 2027:

Human Rights Issues	Probability of Occurrence	Degree of Impact	Level of Impact
Basic living environment	2.9	1.1	3.3
Personal freedom and safety	2.8	1.0	2.8
Protection of working and labor conditions	2.3	1.1	2.4
Work-life balance	1.9	1.1	2.1
Non-discrimination	2.1	1.1	2.4
Handling workplace violence	2.6	1.1	2.8
Diversity and inclusivity	2.0	1.1	2.1
Freedom of speech and expression	2.1	1.0	2.1
Freedom of assembly and association	2.0	1.1	2.1
Occupational health and safety	2.4	1.0	2.4
Children's rights and interests	2.6	1.0	2.6
Forced labor	2.2	1.1	2.4
Information security and privacy protection	2.9	1.1	3.1

- Probability of occurrence: 1 = Low probability (0% - 20%), 2 = Medium probability (21% - 90%), 3 = High probability (above 91%)
- Degree of impact: 1 = Low, 2 = Medium, 3 = High
- Level of impact:
  - Low risk: 1 to 2 scores for almost impossible or to enable risk
  - Medium risk: 3 to 4 scores for risk that is likely to persist or escalate
  - High risk: 6 to 9 scores for intolerable risk

## Assessment and Mitigation Measures of Human Rights Risks

Grape King Bio has established the following human rights risk assessment and mitigation measures. Violators are required to implement improvements or receive punishments or warnings in accordance with our corporate procedures and regulations. Corresponding compensation is provided to those whose rights and interests have been damaged.

Value Chain	Type	Human Rights Theme	Issues of Concern	Risk Management and Mitigation Measures	Audit/ Supervision Frequency
Upstream	A. Suppliers	Diversity, Integration and Employment	Personal Freedom and Safety	1. Management of supplier SCMS platform login account and password 2. Supplier contracts requiring confidentiality obligations, and contractors signing personal data outsourcing protection agreements 3. Supplier contracts requiring compliance with the "Grape King Bio Supplier Code of Conduct"	* Regularly conduct evaluations based on the level of suppliers * Initiate surveys for new business opportunities
			Protection of Working and Labor Conditions		
			Work-Life Balance		
		Freedom of Association and Collective Bargaining	Freedom of Speech and Expression		
			Freedom of Assembly and Association		
		Occupational Health and Safety	Occupational Health and Safety		
		Forced Labor and Child Labor	Children's Rights and Interests		
		Working Hours, Wages and Benefits	Forced Labor		
		Others	Information Security and Privacy Protection		

Value Chain	Type	Human Rights Theme	Issues of Concern	Risk Management and Mitigation Measures	Audit/ Supervision Frequency
Upstream	B. Contractors	Diversity, Integration and Employment	Personal Freedom and Safety	1. Information Safety and Personal Information Management Committee regularly reviews and promotes information security protection and personal data protection. 2. Contractor contracts require confidentiality obligations, and contracted businesses sign personal data outsourcing protection agreements. 3. Supplier contracts requiring compliance with the "Grape King Bio Supplier Code of Conduct"	* Regularly conduct evaluations based on the level of suppliers * Initiate surveys for new business opportunities
			Protection of Working and Labor Conditions		
		Freedom of Association and Collective Bargaining	Freedom of Speech and Expression		
			Freedom of Assembly and Association		
		Occupational Health and Safety	Occupational Health and Safety		
		Forced Labor and Child Labor	Children's Rights and Interests		
		Working Hours, Wages and Benefits	Forced Labor		
Midstream	C. Employees from M&As and joint ventures	Diversity, Integration and Employment	Information Security and Privacy Protection	1. Establishing and implementing the Grape King Bio Human Rights Policy. 2. Combining internal and external audits to supervise the company's environmental safety and health and improve operations, setting up an Occupational Safety Committee to improve, promote and obtain international standard certifications such as ISO 14001 or ISO 45001. 3. During the education and training of new employees, in addition to advocating the obligations of employees in terms of safety, health and privacy protection, the importance of self-protection for employees is also emphasized.	* At least once a year * For new employees from M&As and joint ventures, investigations are initiated in conjunction with new business opportunities.
			Personal Freedom and Safety		
		Diversity, Integration and Employment	Protection of Working and Labor Conditions		
			Work-Life Balance		

Value Chain	Type	Human Rights Theme	Issues of Concern	Risk Management and Mitigation Measures	Audit/Supervision Frequency
Midstream	D: Employees from M&As and joint ventures C: Employees	Diversity, Integration and Employment	Non-discrimination	4. There are "Procedures for Protection of Maternal Health" and "Special Health Hazard Operations" to implement workplace environment monitoring for its operation staff and to carry out special health check-ups. 5. Each factory area has a "Health Management Center" with nurses and rescue professionals who can provide necessary emergency measures when an emergency situation arises. 6. Fire drills are held every six months to enhance employees' necessary disaster prevention concepts. Occupational safety personnel periodically inspect and improve fire prevention measures.	*At least once a year  *For new employees from M&As and joint ventures, investigations are initiated in conjunction with new business opportunities.
			Handling Workplace Violence	7. Each quarter, a third-party drinking water quality inspection is performed by SGS. 8. Regular health checks are conducted for employees in duty. 9. The "Procedures to Prevent Workplace Violence of Rights when Performing Duties" is established and the Committee for Handling Unlawful Infringement in the Execution of Duties is implemented to prevent workplace violence, discrimination and harassment/sexual harassment through advocacy courses and procedures.	
			Diversity and Inclusion	10. During interviews, age identification is practiced. 11. When on duty, social insurance is insured and age is re-verified during the check. 12. Employee representatives for the labor-management meeting are selected through democratic voting and meetings are held quarterly to facilitate internal communication. 13. Established a "Regulation Reporting and Complaints Management Procedure" and made it publicly available on the official website. The official website also provides a special section for stakeholders to ensure freedom of speech through various channels, which can be unimpeded.	
		Freedom of Association and Collective Bargaining	14. According to the work rules, there will be no differential treatment in working conditions due to race, nationality, sex, or physical and mental disabilities. 15. Host quarterly care meetings for our multinational employees, with the assistance of professional interpreters, to guarantee clear communication and ensure their ideas are accurately expressed. 16. Implement ISO/IEC 27001, the Information Safety and Personal Information Management Committee regularly reviews and promotes information security protection and personal data protection. 17. Promote internal and external audits of information security, and report the results to the committee.		
		Occupational Health and Safety	Freedom of Speech and Expression		
		Occupational Health and Safety	Children's Rights and Interests		
		Forced Labor and Child Labor	Forced Labor		
		Working Hours, Wages and Benefits	Others	Information Security and Privacy Protection	

Value Chain	Type	Human Rights Theme	Issues of Concern	Risk Management and Mitigation Measures	Audit/Supervision Frequency
Downstream	E: Corporate clients and individual consumers	Freedom of Association and Collective Bargaining	Freedom of Speech and Expression	1. Implement ISO/IEC 27001, promote internal and external audits of information security, and regularly report the results to the committee. 2. Established a packaging review system, all health products have a complete safety slogan system and appropriateness, to protect the health rights of children. 3. Customer service offers phone service, email responses, FB message responses, and LINE@ online responses, to protect freedom of speech and expression for all customers.  Regularly visit and care for the local community and simultaneously collect the voices of the community residents. As the problems raised are not the same, Grape King Bio values each opinion and strives to improve and reduce the impact on the surrounding neighbors, thus practicing the social responsibility of a local enterprise.	*At least once per year  *Adjustments are initiated in conjunction with new business opportunities when there are changes in packaging.  *At least twice per year
		Forced Labor and Child Labor	Children's Rights		
		Others	Information Security and Privacy Protection		
	F: Community Residents	Community and Stakeholder Participation	Basic Living Environment		
		Freedom of Association and Collective Bargaining	Freedom of Speech and Expression		

### Reduction of Workplace Human Rights Risks

Any routine grievances received are investigated fairly, and the rights and privacy of both the victim and the reporter are kept fully confidential. Substantiated grievances are penalized appropriately based on proportionality and seriousness to prevent our employees from suffering unlawful physical or mental infringements. To ensure the implementation of human rights in the workplace, we plan to promote policies to supervisors at all levels.

In 2025, to strengthen organizational communication and listening mechanisms, EAPs specialists conducted 90 onboarding interviews and care sessions and held 8 quarterly briefings for foreign employees. On-the-job interviews were conducted as needed, and approximately 56 exit interviews were held to gather employee feedback and concerns.

### Community Risks and Opportunities

In 2025, we used a scenario analysis chart of our management systems to identify the risks we pose to neighboring communities, which are listed in the table below:

Issues	Current Conditions	Actions and Measures	Category	Level of Impact	Likelihood of Occurrence
Noise control and improvements	Noise and odor issues at our Zhongli Factory caused concerns of environmental protection for nearby residents, who began actively monitoring relevant problems. In addition to complying with related regulations, these residents hoped that Grape King Bio could go beyond legal requirements.	In response to expectations from residents near the Zhongli Factory that Grape King Bio could go beyond legal requirements, we voluntarily conduct annual boundary noise monitoring and perform weekly off-site inspections around the factory to proactively identify issues and implement improvements.	Opportunity	High	Medium
Prevention of water pollution	Wastewater discharged from our Pingzhen Factory complied with legal regulations, but nearby residents expressed an interest in and still continue to monitor the results of tests conducted on samples of discharged water.	We require wastewater treatment vendors to strengthen monitoring of discharged water and conduct monthly tests of discharged water samples in accordance with requests from nearby residents.	Risk	High	Medium

Grape King Bio's three factories in Taiwan have varying impacts on their communities. The Pingzhen Factory produces the least amount of waste and wastewater due to its manufacturing processes, resulting in low community impact. The Longtan Factory is located within the Longtan Science Park and complies with the regulations set by the science park administration, which minimizes community risks and opportunities. In contrast, the Zhongli Factory generates larger amounts of waste and produces odors due to its manufacturing characteristics. Although all emissions are within regulated standards, its proximity to residential areas may affect residents' quality of life. Grape King Bio will continue to optimize its manufacturing processes to reduce pollution and enhance communication with local communities to create a harmonious and mutually prosperous environment.

### Committee for the Handling of Unlawful Infringements During the Performance of Duties

To safeguard the health and well-being of all employees, effectively prevent employees from suffering physical or mental harm caused by unlawful acts committed by employers, supervisors, colleagues, service recipients, or other third parties in the workplace while performing their duties, and ensure a zero-violence workplace, we have formulated the "Procedures for Prevention Plan of Workplace Violence in the Execution of Duties" in accordance with the Ministry of Labor's "Guidelines for Prevention of Workplace Violence While Performing Duties." In 2025, no cases of workplace violence were reported.

Under these procedures, we have established the "Committee for the Handling of Unlawful Infringements During the Performance of Duties," which oversees two specialized teams based on functional responsibilities: the "Workplace Violence Investigation Team" and the "Workplace Violence Prevention Team."

The Committee for the Handling of Unlawful Infringements During the Performance of Duties: Responsible for implementing controls to prevent workplace violence and for handling workplace violence incidents. Its members must be familiar with the response methods and procedures for incidents and promptly report them to the police when necessary to address emergencies. Response measures are implemented on a case-by-case basis, and the committee may adopt either a standing structure or an ad hoc structure formed according to the factory to which the parties involved belong.

Workplace Violence Investigation Team: When the Workplace Violence Prevention Team receives complaints or reports of suspected workplace violence incidents, the Committee for the Handling of Unlawful Infringements During the Performance of Duties assigns and establishes the Workplace Violence Investigation Team to conduct mediation or investigation.

Workplace Violence Prevention Team: Responsible for receiving complaints or reports of suspected workplace violence incidents and convenes quarterly meetings.

Regarding the procedures for preventing workplace violence in the workplace, the implementation frequencies and methods are as follows:

1. Conduct annual assessments to check and improve the configurations of operating sites and administrative control measures.
2. Conduct annual assessments to appropriately adjust personnel for job suitability.
3. Conduct assessments every three years, where supervisors or assigned personnel carry out hazard identification and risk assessment for the prevention of workplace violence in the workplace.

### Prohibition of Sexual Harassment in the Workplace

We have established clear measures for the prevention of sexual harassment, which are publicly displayed on our notice boards. Employees can report incidents of sexual harassment through our grievance mailbox. Currently, there are no sexual harassment complaints. We will continue to promote awareness of these measures. In the past three years, there has been one incident of workplace harassment, and we will strengthen related courses to encourage employees to adhere to office etiquette and behavioral boundaries, fostering a respectful and gender-equitable harmonious environment.

### Management Actions on Material Topics of Human Rights Risks for 2025

In 2025, through our human rights due diligence process, Grape King Bio identified three violations related to working hours, wages and benefits, as well as occupational safety and health issues. Details of the investigation procedures and compensation measures are disclosed in 1.5 Legal Compliance.

## 4.2 Talent Recruitment and Structure

Grape King Bio formulates corporate business strategies every year in response to global development trends in the biotechnology industry and the diverse health food needs of consumers. We incorporate systematic functional recruitment to deepen the development of a talent recruitment and selection mechanism that ensures "suitable talent for appropriate positions." We emphasize and advocate equal opportunities for job candidates and employees in recruitment, screening, appointment, distribution, deployment, appraisal, and promotion, and we do not discriminate or provide differential treatment. We implement a diversified talent management approach. In 2025, there have been no incidents of discrimination.

## Recruitment Channels

Apart from utilizing general recruitment channels, we also attach great importance to the following five channels to recruit talents and increase diversity:

### 1. Industry-government-academia collaborations

We have long collaborated with universities and colleges throughout Taiwan on industry-academia collaborations and internships to build professional knowledge in young students and develop outstanding potential talents, please refer to 5.1.1 Student Internships and Exchanges and 5.1.2 Seed Talent Program (STP).

### 2. Internal recruitment and rotation

Regulations for managing job rotations at Grape King Bio correspond to our organizational needs and the career development of our colleagues, ensuring that all our personnel can be placed in appropriate positions to maximize their potential. Our colleagues voluntarily apply for internal rotations and submit written documents to our human resources unit. Following review of relevant documents, qualified candidates pass through two rounds of interviews, and the CEO makes final decisions on internal rotations. The number of successful internal rotation in 2025 accounted for 2.1% of all recruits across the Group. We openly promote internal rotations for our employees and adopt rigorous procedures to ensure mutual protection for employees and the Company.

### 3. Internal referrals

Encourage employees to make referrals and implement a fair and consistent recruitment and selection process to effectively leverage the benefits of employee recommendations.

### 4. Active recruitment of talent

We encourage our HR personnel to actively seek talent that fulfills our criteria, regardless of industry experience or background.

### 5. Recruitment of foreign blue-collar workers

Following the assessment of internal production lines and work shift plans, we applied for and received approval from the competent authorities to recruit foreign workers. We engage legal foreign blue-collar workers through registered domestic recruitment agencies.



## Workforce Breakdown in 2025

Item	Employee Type	Grape King Bio, Ltd.				UVACO GLOBAL LTD.				Shanghai Grape King Enterprise Co., Ltd.				Entire Group			
		Total by Region				Total by Region				Total by Region				Total by Region			
		Male		Female		Male		Female		Male		Female		Male		Female	
		Number of employees	Ratio	Number of employees	Ratio	Number of employees	Ratio	Number of employees	Ratio	Number of employees	Ratio	Number of employees	Ratio	Number of employees	Ratio	Number of employees	Ratio
Position	Senior Management Directors and Above	14	2.4%	4	0.7%	2	1.5%	2	1.5%	6	3.6%	1	0.6%	22	2.5%	7	0.8%
	Middle Management Supervisors and Above	14	2.4%	13	2.2%	1	0.8%	7	5.3%	15	9.1%	9	5.5%	30	3.4%	29	3.3%
	Entry-Level Management Department Heads and Above	42	7.1%	30	5.1%	4	3.0%	12	9.0%	16	9.7%	13	7.9%	62	7.0%	55	6.2%
	Other Personnel	224	37.7%	252	42.4%	39	29.3%	66	49.6%	50	30.3%	55	33.3%	313	35.0%	373	41.8%
Employment Type	Permanent employees (Full-time)	287	48.4%	296	49.9%	41	30.8%	78	58.6%	85	51.5%	77	46.7%	413	46.4%	451	50.6%
	Temporary employees (Part-time)	7	1.2%	3	0.5%	5	3.8%	9	6.8%	2	1.2%	1	0.6%	14	1.5%	13	1.5%
Contracts Type	Full-time employees	287	48.4%	296	49.9%	41	30.8%	78	58.6%	85	51.5%	77	46.7%	413	46.4%	451	50.6%
	Part-time Employees (Short-term Contract Staff)	0	0.0%	0	0.0%	0	0.0%	1	0.8%	2	1.2%	1	0.6%	2	0.2%	2	0.2%
	Non-guaranteed hours employees (Student Workers)	7	1.2%	3	0.5%	5	3.8%	8	6.0%	0	0.0%	0	0.0%	12	1.3%	11	1.3%
Nationality	Taiwanese	251	42.3%	262	44.2%	44	33.1%	85	63.9%	4	2.4%	7	4.2%	299	33.6%	354	39.7%
	Chinese	0	0.0%	0	0.0%	0	0.0%	0	0.0%	83	50.4%	71	43.0%	83	9.3%	71	8.0%
	British	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
	Vietnamese	42	7.1%	37	6.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	42	4.7%	37	4.2%
	Others	0	0.0%	0	0.0%	2	1.5%	2	1.5%	0	0.0%	0	0.0%	2	0.2%	2	0.2%

Note:

1. Permanent employees/full-time employees refer to individuals formally employed by the company under labor contracts.

2. Part-time employees include short-term contract staff, long-term temporary workers, and one-year consultants.

3. Non-guaranteed hour employees include student workers.

4. Non-employee workers refer to individuals not directly employed by Grape King, including interns, security personnel, cleaners, and kitchen staff. In 2025, there are 44 individuals in total.

5. The scope in Taiwan includes Grape King Bio, UVACO GLOBAL LTD. and Rivershine Ltd.; The scope in China includes Shanghai Grape King Enterprise Corp.

6. In 2025, the total number of employees showed no significant change compared to the previous year.

Indicators	2025
Proportion of female employees	52.1%
Proportion of female employees in management positions	44.4%
Proportion of female employees in junior management positions	47.0%
Proportion of female employees in senior management positions	24.1%
Proportion of female employees in STEM positions	66.4%

Nationality	2025 Proportion of the total workforce	2025 Proportion of management personnel
Taiwanese	73.3%	69.3%
Chinese	17.3%	29.3%
British	0.1%	0.4%
Vietnamese	8.9%	0.0%
Others	0.4%	1.0%
Total	100.0%	100.0%

At Grape King Bio, our ratio of male to female employees has long been around 1:1. In 2025, the male to female ratio of all employees was 47.9%:52.1%, and the ratio of new male and female employees for the year was 1:1. The starting salary ratio and the invested values for benefits for male and female employees were both 1:1. We do not discriminate based on employee gender, age, pregnancy status, race, political affiliation, or religious orientation. To create a gender-friendly workplace environment, we confirmed the work content for different genders and positions, and we do not differentiate training or career development processes based on gender differences. The sources of our new recruits in 2025 are as follows:

	Previous interns	Veterans	Internal recruitment and rotation	Internal referral	Active recruitment of talent	Recruitment websites
<b>Total</b>	1	0	3	10	9	120

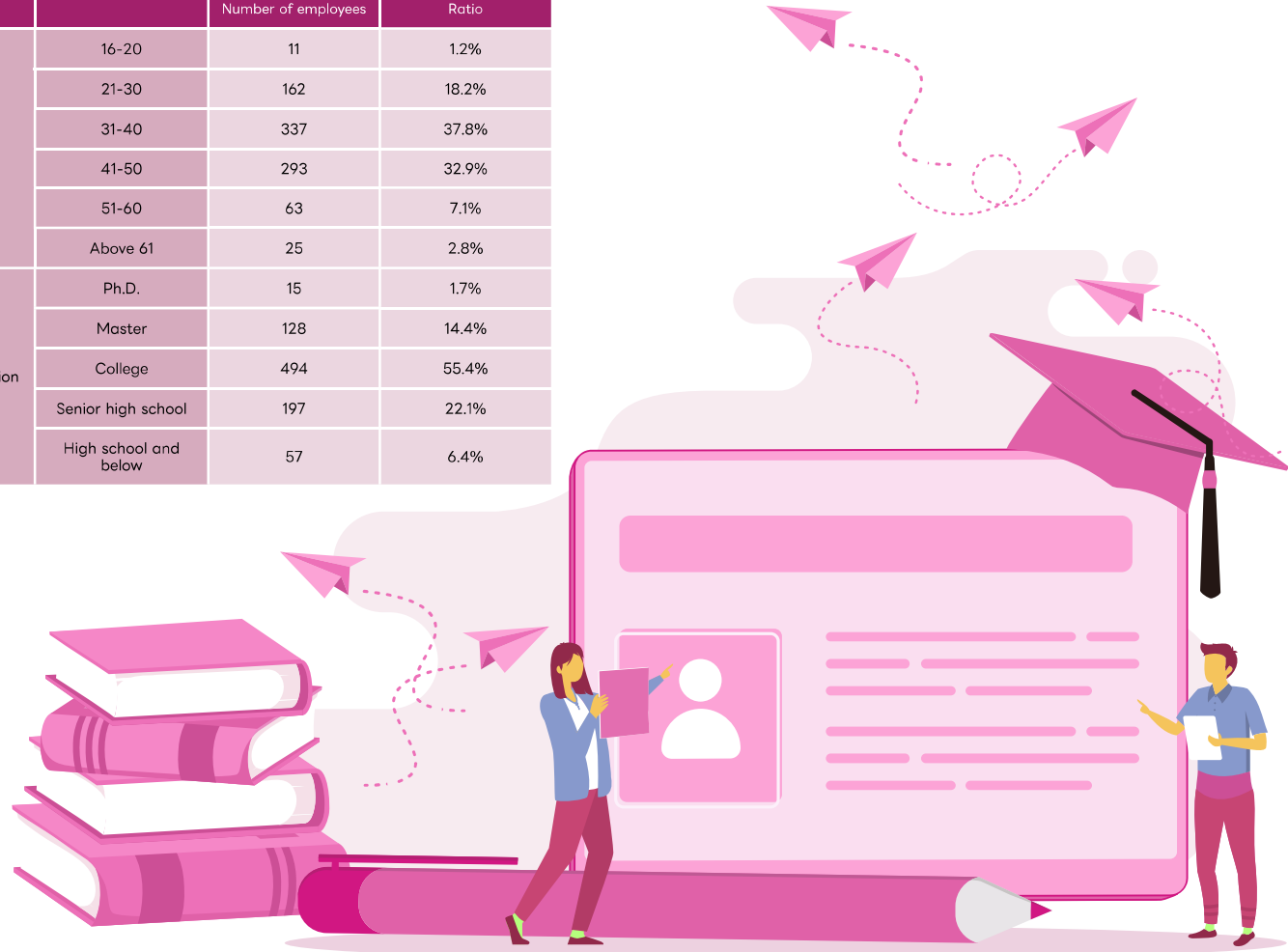
To protect the rights and interests of all groups, Grape King Bio has established the Protection of Rights of Persons with Disabilities Act and the Indigenous Peoples Employment Rights Protection Act. Our external recruitment offers positions for indigenous groups and persons with disabilities, as well as job opportunities for individuals with Down Syndrome from the Chensenmei Social Welfare Foundation, which is located near our company. We also assist in adjusting work tasks for disabled colleagues who are placed in unsuitable positions.

In 2025, we employed the following number of disabled and indigenous employees:

Year		Total
Total Employees		891
Indigenous Employees	Number of employees	6
	Ratio	0.7%
Disabled Employees	Number of employees	5
	Ratio	0.6%
	Number of Supervisors	0

### Workforce Breakdown: Age and Education Levels in 2025

Item	Employee Type	Total	
		Number of employees	Ratio
Age	16-20	11	1.2%
	21-30	162	18.2%
	31-40	337	37.8%
	41-50	293	32.9%
	51-60	63	7.1%
	Above 61	25	2.8%
Education	Ph.D.	15	1.7%
	Master	128	14.4%
	College	494	55.4%
	Senior high school	197	22.1%
	High school and below	57	6.4%



## Number and Gender Ratio of New Employees in 2025

Age	Male		Female	
	Number of employees	Ratio	Number of employees	Ratio
16-20	9	6.3%	0	0.0%
21-30	22	15.4%	29	20.3%
31-40	19	13.3%	22	15.4%
41-50	8	5.6%	9	6.3%
51-60	6	4.2%	8	5.6%
above 61	8	5.6%	3	2.1%
<b>Total</b>	<b>72</b>	<b>50.3%</b>	<b>71</b>	<b>49.7%</b>

## Number and Gender Ratio of Departed Employees in 2024 & 2025

### 1. Age distribution of departed employees

Age	2024				2025			
	Male		Female		Male		Female	
	Number of employees	Ratio	Number of employees	Ratio	Number of employees	Ratio	Number of employees	Ratio
16-20	0	0.00%	0	0.00%	1	0.11%	0	0.00%
21-30	34	3.94%	32	3.70%	23	2.58%	15	1.68%
31-40	29	3.36%	39	4.51%	27	3.03%	21	2.36%
41-50	28	3.24%	27	3.13%	12	1.35%	11	1.23%
51-60	3	0.35%	8	0.93%	7	0.79%	14	1.57%
above 61	1	0.11%	2	0.23%	9	1.01%	3	0.34%
<b>Total</b>	<b>95</b>	<b>11.00%</b>	<b>108</b>	<b>12.50%</b>	<b>79</b>	<b>8.87%</b>	<b>64</b>	<b>7.18%</b>

Note1: Percentage of departed employees (%) = Number of departed employees in each period ÷ Total number of employees at the end of the year

### 2. Gender ratio of departed employees

Gender	2024				2025			
	Male		Female		Male		Female	
	Number of employees	Ratio	Number of employees	Ratio	Number of employees	Ratio	Number of employees	Ratio
Departed employees	95	47%	108	53%	79	55%	64	45%

Note1: Gender ratio of departed employees (%) = Number of departed employees by gender ÷ Total number of departed employees

### Ratios of New Hires and Turnover Rates in 2024 & 2025

Item/Year	2024	2025	
Ratio of new hires	23.15%	16.05%	Ratio of new hires=Total number of new hires for the current year/Total employees at the end of the current year Turnover rate=Total number of departed employees in the current year/Total employees at the end of the current year Voluntary turnover rate = Number of voluntary departed employees in the current year / Total number of departed employees in the current year
Turnover rate	23.50%	16.05%	
Voluntary turnover rate	14.58%	15.04%	



Our turnover rate in 2025 was 16.05%, representing a decline of 7.45 percentage points from 23.50% in 2024. The overall scale of employee turnover has significantly narrowed, indicating an enhancement in organizational stability. Our new hire rate also declined to 16.05%, demonstrating that we have transitioned from a phase of expansion and adjustment into a stage of stabilization and optimization.

However, our voluntary turnover rate increased slightly from 14.58% to 15.04%, indicating that a certain level of employee-initiated mobility remains. We will continue to monitor turnover composition and the retention of core talent. The analysis of the departed employees' structure as below:

**1. Age Structure:** Departures mainly occur among employees aged 21 to 40, reflecting early- to mid-career mobility. This group is more sensitive to pay growth, promotion clarity, and development opportunities. This represents a common and generally healthy level of workforce mobility across most organizations. However, a consistently high level may weaken the mid-level talent pipeline.

**2. Gender Structure:** Male departures exceed female departures, in line with the industry characteristics and higher male workforce representation. No gender-specific attrition risks are identified.

**3. Middle-aged and Senior Workforce:** Attrition among employees aged above 50 remains stable, likely supported by delayed retirement, re-employment, and senior retention programs, helping preserve organizational experience and institutional knowledge.

**Follow-up Improvement and Enhancement Measures for Workforce Structure**

To maintain a healthy turnover rate and enhance talent stability, we are actively advancing a comprehensive set of optimization strategies, with management focused on three core objectives: "retention of mid-career employees, stabilization of key talent, and enhancement of internal development."

In terms of talent development, we established a "Talent Pool" since 2024. Through the design of 3-to-5-year career roadmaps and the promotion of dual career tracks for professional and managerial advancement, we aim to increase the proportion of internal promotions and provide mid-career employees with a clear growth vision and broader opportunities for development.

To ensure market competitiveness in compensation, we have also established a rigorous review mechanism that includes annual salary benchmarking, targeted adjustments for high-turnover positions, performance-linked salary increases, and project-based retention bonuses, thereby strengthening the talent foundation from a financial perspective.

Beyond institutional safeguards, we are also committed to optimizing the workplace experience. By strengthening "Cross-generational Leadership" training for managers, we cultivate managerial leadership skills from the source.

Additionally, exit interview data is analyzed to establish a database of

turnover drivers, enabling more precise and data-driven management. To support an age-friendly workplace and knowledge transfer, we continue to implement rehiring and flexible working hour policies and have established a senior employee mentor system to ensure that professional technical skills and management experience are circulated and passed down within the organization.

Looking ahead, we aim to maintain our overall turnover rate within a healthy range of 15% to 18% and keep the voluntary turnover rate below 15%. By continuing to strengthen internal development mechanisms, we will further optimize our talent strategy and lay a solid foundation for long-term operations and competitive advantage.

## 4.3 Talent Cultivation and Performance Appraisals

### [ Column ] GKB Learning College

Grape King Bio established a "Talent Pool" and remains committed to promoting a competency-oriented talent development strategy to systematically arrange internal talent pipelines, ensuring alignment between organizational development and key competency needs.

This mechanism focuses on the future, proactively cultivating talent requirements for various positions based on the company's strategies and development needs. It plans optimal learning journeys for new employees, professional talents, and management positions at all levels. Through data analysis and scientific methods, we design programs that align with the organization's short, medium, and long-term development goals, ensuring that talent cultivation is closely connected to corporate strategies. This initiative not only strengthens the internal talent supply chain but also ensures that the company can flexibly adjust and maintain competitiveness in a rapidly changing market environment. In 2025, the talent participating in this project, following performance and suitability assessments, helped advance 33 of our low-carbon revenue milestone projects and generated tangible results for the company. We continue to deepen its talent development mechanisms, creating a forward-looking talent strategy that ensures the growth of both talent and the organization, ultimately achieving sustainable operations and excellence in development goals.

In 2025, to advance a new milestone in low-carbon revenue growth, Grape King Bio delivered a total of 31 low-carbon operations projects under its talent development programs, covering revenue growth, capacity expansion, scrap reduction, process optimization, and cross-functional collaboration.

A forward-looking talent development initiative was implemented, cultivating 40 high-potential employees mentored by 10 senior executives. Through Action Learning, participants strengthen strategic thinking and project management capabilities.

These efforts drove over 50% growth in OEM revenue while maintaining steady improvements in capacity efficiency under high-load operating conditions. Overall capacity utilization increased by 8 percentage points, effectively supporting business growth.

Despite significant gains in both revenue and capacity, the Company successfully reduced carbon emissions per million in revenue by 16.8% for Grape King Bio, outperforming the annual target of 18.3%.

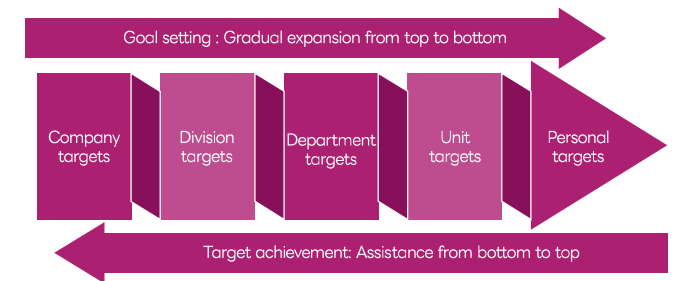
Grape King Bio places high emphasis on the career development of employees. We facilitate internal talent rotation by providing overseas job opportunities, opportunities to execute critical projects, training, and a variety of other opportunities and platforms, encouraging our employees to realize their potential, develop a broader outlook, and build connections. We also ensured that our evaluations are fair and transparent by incorporating target and performance management systems. We implement KPI systems so that the personal performance of our colleagues is linked to their departments, divisions, and our headquarters. We implement the following target and performance management system:

(1) Our targets are set for each level from the top down

At the beginning of the year, the general manager's office responds to future developments and formulates annual operational targets. The managers of each department take on these targets based on department functions, following which our colleagues in each department take on work duties associated with work targets.

(2) Target achievements are supported for each level from the bottom up

Achievements of personal targets make it possible for each department to achieve their departmental targets, which in turn make it possible for corporate operational targets to be completed.



### 4.3.1 Blueprint for Talent Development

Organizational and talent development has always been an important strategic corporate target. To ensure steady organizational developments while also enhancing the quality of our personnel, we continue to recruit outstanding talent; strengthen cultivation and development; systematically provide all our colleagues with the necessary skills, knowledge, attitude training, and resources; work to understand real-time work conditions for our personnel; and review implementations and risk indicators each month. Our senior managers convene each quarter to review organizational developmental highlights and talent development results.

#### Dual Training Program

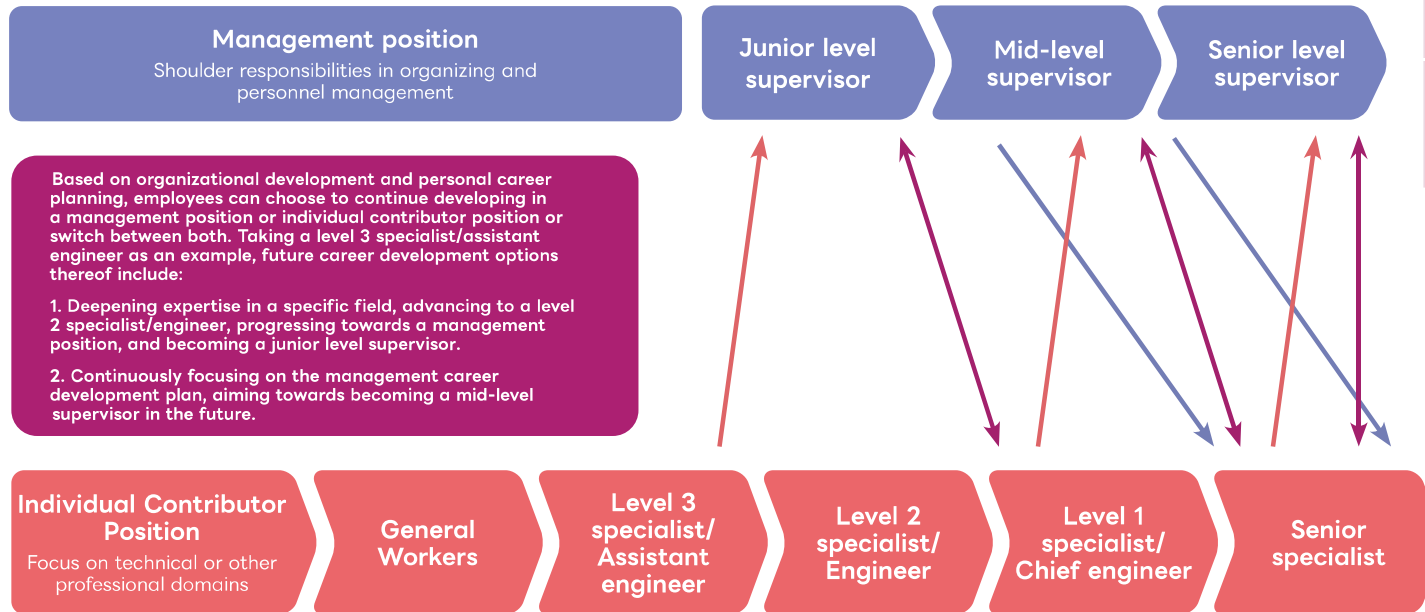
Our employees fall into two main categories: management talent and professional talent. Employees with different talents undergo different types of training under our dual-training program. This enables all of our employees to implement what they have learned. Our dual promotion channels encourage diversified development of talent. When managing talents, we compare their professional capabilities and management duties, and set up comprehensive development plans to supplement necessary capabilities. We integrate our training into routine projects to improve the effectiveness of our courses. Specific measures of our program include:

#### (1) Development of corporate learning map

The professional capabilities and job duties of each position within each functional department (production, sales, HR, R&D, and finance) are defined and paired with the current development stage of each employee to identify any gaps in capabilities that require education and training.

#### (2) Development of individualized learning roadmaps

Our employees are required to understand our expectations when entering the company and create their career development plans based on their own ambitions and expertise. We work with our employees to set work targets and formulate learning and development plans each year, assisting them in playing to their strengths and realizing their self-worth.



### Performance Assessments: Mutual Communications and Trust

Performance evaluation systems: At the beginning of each year, we set goals for each department (including corporate targets, department targets, and personal targets) based on important annual targets set by the Company, and review and confirm progress throughout the year. We conduct year-end evaluation interviews to verify performance, and evaluation results are used as a basis for determining promotions, salary adjustments, bonuses, and remuneration, as well as plans for education and training. We organized manager training programs and commissioned external consultants to assess and optimize current methodologies and logic used for formulating KPIs to help our managers adjust relevant systems, optimize performance targets, and align employee behaviors with performance evaluation results. Evaluations conducted in 2025 are shown in the following table:

Item	Purpose	Number of people	Target
Evaluation of new employees	Objectively assess performance, capabilities, and suitability of new employees for each position	47	Employees that were recruited within the past three months
Year-end evaluations	Achieve corporate goals, enhance corporate performance, objectively and fairly assess employee performance and develop employee capabilities	556	Managers, general administrators, and on-site personnel



## 4.3.2 Employee Training and Development

We formulate strategic plans and development targets in accordance with our corporate mission (the soul of our company), vision (our goals for different phases), and core values (common behavioral values), and use quantitative analyses to generate human resource management reports, confirm training needs and methods for analyzing current deficiencies, and determine training goals and plans. We believe that education and training is not an expense, but an investment with the lowest cost and greatest benefits, which help to uncover the potential of our colleagues to the maximum extent.

### 1. Training goals

- 1 Work targets (knowledge, skills, capabilities)
- 2 Functional targets (internal potential, attitudes, behaviors)
- 3 Performance targets (performance, capabilities, gaps)
- 4 Personal development (career development plans, new employee mentorship program)

### 2. Core training courses

- 1 Core functional training courses
- 2 Common functional training courses
- 3 Professional functional training courses
- 4 Management functional training courses

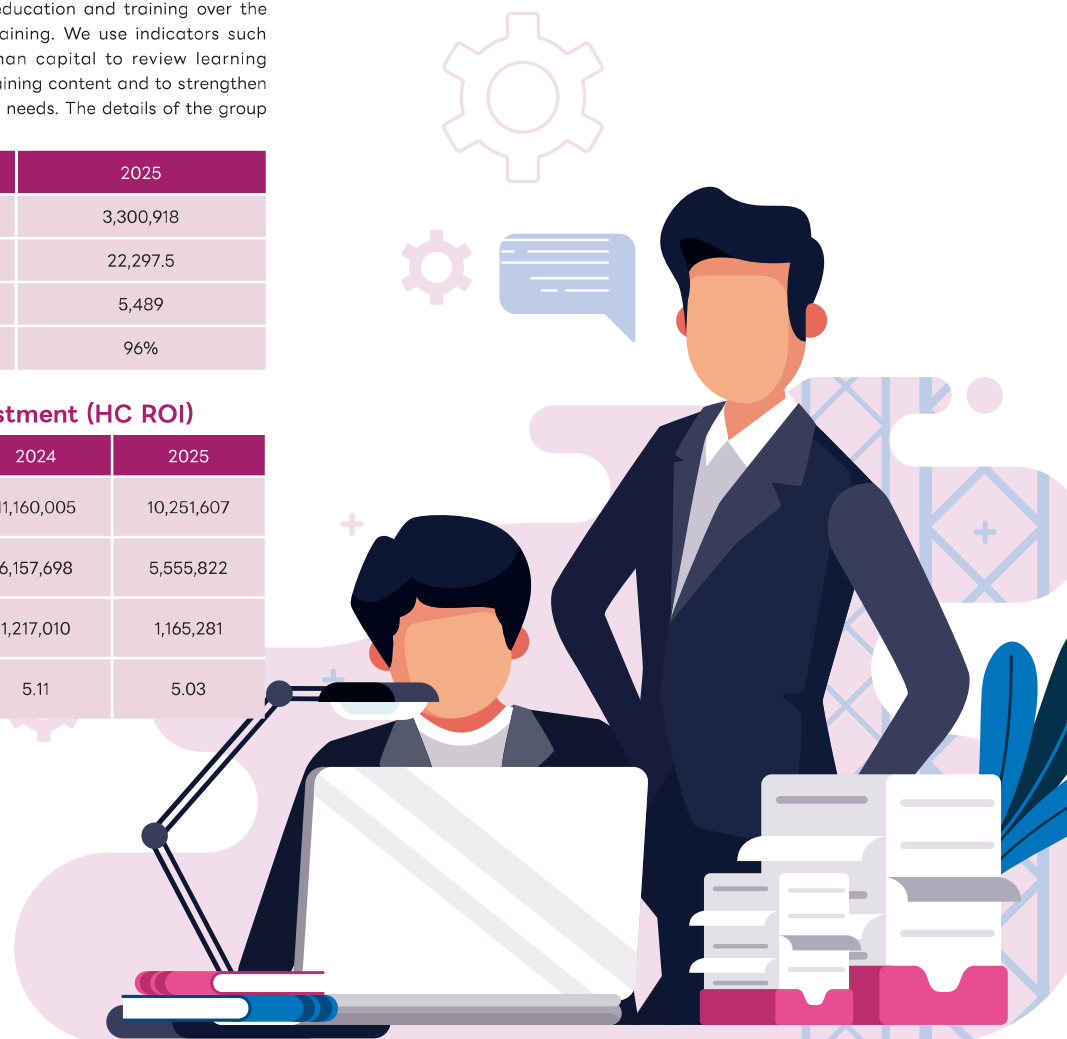
### Employee Training Metrics for 2025

Grape King Bio has continued to conduct education and training over the years and regularly tracks the results of training. We use indicators such as the Kirkpatrick Model and ROI on human capital to review learning performance for constant improvement of training content and to strengthen the link between company goals and training needs. The details of the group employee training are listed below:

Item	2025
Total training expenses (Thousand NTD)	3,300,918
Total training hours	22,297.5
Total number of training participants	5,489
Training penetration rate (%)	96%

### Human Capital Return on Investment (HC ROI)

Item	2023	2024	2025
a) Total Revenue	10,635,464	11,160,005	10,251,607
b) Total Operating Expenses	6,036,873	6,157,698	5,555,822
c) Total Employee-related Expenses	1,262,422	1,217,010	1,165,281
HC ROI $(\frac{a - (b - c)}{c})$	4.64	5.11	5.03



### Training Statistics by Position and Gender in 2025

Item	Employee Type	Subtotal in each Employee Type		Total for all items	
		Male	Female	Male	Female
Total training hours	Executives (managers and above)	1,619.03	1,094.93	11,776.85	10,520.64
	Production line workers	3,979.5	4,188.25		
	Other employees	6,178.32	5,237.46		
Total number of training participants	Executives (managers and above)	889	661	2,869	2,620
	Production line workers	1509	1,579		
	Other employees	471	380		
Average training hours	Executives (managers and above)	1.8	1.7	4.1	4.0
	Production line workers	2.6	2.7		
	Other employees	13.1	13.8		

Grape King Bio continues to strengthen the link between organizational targets and training needs to enhance and improve the effectiveness of our training courses. We continue to obtain specific and quantitative performance through effective training systems and course structures.

Starting in 2013, we began participating in the Talent Quality-management System (TTQS) verification plan implemented by the Council of Labor Affairs Vocational Training Council (now known as the Ministry of Labor Workforce Development Agency) and received a bronze TTQS award that same year, serving as a recognition of our efforts in educating, training, and developing talent. In 2019, we once again participated in TTQS evaluations and received a silver TTQS award, which was extended in 2023. (Only 5-7% of participating companies receive silver awards.) In the future, we will continue to strengthen and expand our talent cultivation and development concepts to assemble a talent fleet and achieve our sustainable development goals related to talent.

## 4.4 Employee Compensation, Benefits, and Health Care

We strive to ensure that all our colleagues enjoy the best work experiences by designing competitive salaries and bonuses, providing practical welfare items, befriending our employees, caring for the physical and mental health of our employees, creating a work-life balance for our colleagues, and enhancing employee engagement to build a strong workplace that enables sustainable development.

### 4.4.1 Remuneration and Incentive

To effectively achieve our two goals of talent retention and motivation, we have designed a competitive remuneration system that exceeds industry standards. In 2025, our remuneration standards were 1.5 times that of the average industry standards. Grape King Bio determines remuneration levels based on employee backgrounds (including education levels and work experience), professional and technical knowledge, years of professional experience, and personal performance.

Item	2023	2024	2025
Salary Standards	Salary levels exceeded 1.5 times industry standards		
Months and Frequencies of Salary Adjustments	Annual salary adjustments are made in either April or October		
Year-End Bonuses	Paid at the beginning of the year		
Mid-Year Compensation	Paid in the middle of the year		
Average Annual Salaries	Average annual salaries exceed 20 months		
Cash Bonuses and Gifts	Gifts or cash bonuses for Lunar New Year/Labor Day/ Dragon Boat Festival/Ghost Festival/Moon Festival/ birthdays		
Remarks	Salary standards=Average employee salaries ÷ average industry salaries		

We hope to enhance overall corporate performance through our system designs, which link future potential with salary adjustments, thereby inspiring our employees to increase their value at work. Our bonus items consider the following factors:

(1) **Bonuses and compensation:** consider annual performance, target achievement status, and the Company's annual profits.

(2) **Salary changes and adjustments:** consider rationality of current salaries, performance, future potential of individual colleagues; annual budget for salary adjustments; balance between internal and external salaries; and price levels.

### Grape King Bio Employee Compensation Ratios for 2025

Employee Level	Gender Average Pay Ratio
Executive level (base salary only)	100:108
Executive level (base salary + other cash incentives)	100:67
Management level (base salary only)	100:110
Management level (base salary + other cash incentives)	100:97
Non-management level (base salary only)	100:102

Note:

1. Gender Average Pay Ratio = Female employees' average pays by level ÷ Male employees' average pays by level
2. Average remuneration for male and female employees is calculated using the female average as the baseline (represented as 100%).
3. The executive and managerial levels include management at the manager level and above.

Note: The Company's non-management level employees salary ratios information can be searched at M.O.P.S (Market Observation Post System) ("Corporate ESG-related Information/ Employee benefits and salary statistics-related information/ Non-management level employees salary information" <https://mops.twse.com.tw/mops/#/web/t10-sc-15>).

### 4.4.2 Employee Benefits

Grape King Bio offers a variety of benefits, including gifts and bonuses for major festivals, employee scholarships, scholarships for children of employees, group insurance, insurance plans for employee dependents, regular physical examinations, on-site massage services, employee canteens, and employee discounts. In addition to providing basic employee benefits in accordance with relevant laws, we have established an employee welfare committee that adheres to the Organization Regulations on Employee Welfare Committee. Committee members are selected by all employees from various departments and convene every three months, though extraordinary meetings can be called when necessary. The committee is responsible for drafting annual budgets, planning group activities such as indoor sports (batting for baseball and basketball machines, etc.), organizing trips, signing contracts with collaborating stores, and arranging year-end banquet activities. In 2025, we will organize group activities, domestic and overseas travel subsidies for employees, and year-end banquet activities. Employee welfare expenditures in 2025 are projected to amount to NT\$13,452 thousand dollars.



### **[ Above-Statutory Paid Leave Benefits ] SDG 3 Good Health and Well-being, SDG 8 Decent Work and Economic Growth**

Employees are entitled to "fully paid birthday leave," and rehired retirees are granted paid honorary leave. To appreciate employees' contributions and encourage them to share meaningful moments with family and friends, employees may take one working day off within their "birthday month." This arrangement provides greater flexibility for personal scheduling, enabling employees to pursue career development while also maintaining quality of life and work-life balance.

### **[ Employee Care and Activities ]**

We provide diverse employee care measures, including on-site massage services, an employee gym, regular physical examinations, travel accident insurance, company trips, and festive bonuses for the Dragon Boat Festival, Mid-Autumn Festival, and birthdays. These initiatives help employees maintain positive physical and mental well-being while sustaining high work performance.

### **[ Family Care and Marriage and Parenthood-Friendly Support ]**

We have designed a diverse subsidy framework to provide practical support for employees at important stages of life, including marriage and childbirth allowances. We further offer benefits that include scholarships for employee children, employee scholarships, dependent insurance, and discounts for dependents, helping reduce the burdens of family care and education, enabling employees to commit to their career development while fulfilling family responsibilities.

Additionally, the Company also partners with nearby contracted childcare centers to help employees' children access convenient daycare services, enabling employees to balance childcare responsibilities while remaining fully engaged at work. In 2025, nine employees received marriage gifts totaling NT\$180,000, and 11 employees received childbirth grants totaling NT\$42,000.

### **[ Forward-looking Support for Reproductive Autonomy: Oocyte Cryopreservation Subsidy Program ] SDG 5 Gender Equality; SDG 17 Partnerships for the Goals (Addressing Low Birth Rate); Diversity, Equity, and Inclusion (DEI)**

Considering that female employees may face reproductive choices during critical career stages, we provide subsidies to alleviate related psychological and financial burdens. Egg Freezing Nutrition Allowance: For employees undergoing egg freezing treatments, a nutrition subsidy of NT\$3,000 in the same year is provided to demonstrate our genuine care for their physical health during the

treatment process. Egg Freezing Storage Subsidy: To support long-term fertility planning, a subsidy of NT\$3,000 is provided for egg storage fees in the third year, mitigating the ongoing expenses associated with maintaining reproductive options.

### **[ Retirement Benefits System ]**

We have formulated employee retirement plans that comply with the Labor Standards Act and make monthly deposits of pension reserve funds into a designated account in accordance with the Regulations for the Allocation and Management of the Workers' Retirement Reserve Funds.

### **[ Benefits and Adaptation Measures for Migrant Workers ]**

Migrant workers are eligible to participate in our employee benefits and activities in accordance with applicable regulations, including Employee Welfare Committee activities, Family Day, year-end banquet events, and company trips, to promote their interaction and integration with local employees. We also extend benefits such as birthday leave to them and provide return flight tickets upon contract expiration as stipulated, assisting migrant workers in securely completing their career plans and return arrangements.

In consideration of cultural differences, our corporate catering periodically offers meals from the migrant workers' home countries to accommodate dietary habits and cultural needs, thereby enhancing their life adaptation and sense of belonging.

## **4.4.3 Care for Employees**

In order to provide a happy workplace environment for our colleagues here at Grape King Bio, we strive to help our employees maintain a work-life balance. Our colleagues can obtain pregnancy, maternity and paternity, and parental leave and assistance regardless of gender.

### **Unpaid Parental Leave**

Article 16 of the Act of Gender Equality in Employment stipulates that, after being in service for six months, employees may apply for parental leave without pay before any of their children reach the age of three years old. The period of this leave is until their children reach the age of three years old but may not exceed two years. When employees are raising over two children at the same time, the period of their parental leave shall be computed aggregately, and the maximum period shall be limited to two years received by the youngest child. Each application for parental leave without pay should in principle be no less than six months and no more than two years. Colleagues who require parental leave without pay for less than six months can apply for short-term (more than 30 days) parental leave without pay; the number of applications is limited to

two. Additionally, Article 3 of the Regulations for Implementing Unpaid Parental Leave for Raising Children stipulate that, during the period of unpaid parental leave for raising children, an employee on leave may consult and negotiate with his (or her) employer to move forward or postpone his (or her) date of reinstatement. Written applications for parental leave without pay should be submitted ten days in advance.

### **Parental Leave Statistics for the Past Three Years**

Item	2023	2024	2025
Number of paternity leave applicants	7	10	7
Number of maternity leave applicants	15	14	7
Number of employees on unpaid parental leave	6	10	9
Rate of returning from parental leave (Reinstatement rate)	38%	33%	85%
Rate of retention following unpaid parental leave (Retention rate)	88%	33%	60%

Note:  
1. Rate of employee reinstatement following unpaid parental leave = Actual number of reinstated employees for the current year ÷ Number of employees that should have been reinstated for the current year  
2. Rate of retention following unpaid parental leave = Number of employees reinstated over one year for previous year ÷ Number of reinstated employees for the previous year

### **Age-Friendly Workplace and Employment Support**

In support of government policies encouraging the employment of middle-aged and elderly individuals, Grape King Bio has formulated and implemented employment and management guidelines for middle-aged and senior employees. Through measures such as preferential retirement plans, group insurance, regular health checkups, hospitalization allowances, and funeral condolence payments, we care for the health, safety, and dignity of employees in the mid-to-late stages of their careers.

We also recognize the long-term contributions of senior employees through recognition mechanisms such as model employee awards, fostering an inclusive, multi-generational workplace culture.

## Care and Support for Migrant Workers

Grape King Bio upholds the principles of respect for diversity and inclusion, and regards migrant workers as essential members of our workforce. Through a dual approach of structured management and people-centered care, we are committed to creating a safe, friendly, and inclusive working environment with a strong sense of belonging. Across aspects such as benefits, training, and communication mechanisms, we comply with applicable laws and regulations while exceeding baseline requirements to ensure that migrant workers receive adequate support in both their work and daily lives.

In terms of training and capability development, our migrant workers receive comprehensive OJT (On-the-Job Training) before onboarding and throughout their employment to ensure familiarity with work procedures and safety requirements. For specific position needs, we also sponsor migrant workers to attend external professional forklift training programs and obtain relevant certifications, thereby enhancing professional skills and operational safety. Internal training courses related to Diversity, Equity, and Inclusion (DEI), road traffic safety, and basic language learning are also provided to support migrant workers in improving communication capabilities and adapting to daily life.

Regarding communication and governance mechanisms, we regularly hold care meetings for migrant workers, which serve as an essential platform for them to express their opinions, voice their needs, and engage in two-way communication.

Through this structured dialogue mechanism, we ensure that the rights and voices of migrant workers are addressed in a timely manner, while continuously optimizing management and support measures and strengthening mutual trust between labor and management.

### 4.4.4 Health Management

Grape King Bio adheres to the mission of "Healthy Experts, Caring for the Whole Family," based on our core values of "technology, health, and hope." We uphold the concept of "Contributing to a Better Society" and continue to promote various health management and health promotion measures using the PDCA (Plan, Do, Check, Act) model. We are committed to creating a balance between work and life and establishing a sustainable and healthy workplace. We optimize various health management and promotion measures and arrange free annual health checks for all employees, including screenings for four types of cancer, ultrasounds, and more.

Based on the health needs of our employees, we use survey evaluations combined with health check results to arrange one-on-one consultation services with occupational medicine specialists. We plan comprehensive health service programs, build friendly workplace environments and sports facilities, and continuously implement the concept of living a healthy lifestyle and self-

health management. Our goal is to create a sustainable and healthy corporate culture and fulfill our corporate social responsibilities. Our targets for health management and health promotion are as follows:

#### I. Short-term goals

1. Improve the physical fitness and health awareness of employees, employee family members, contractors, and community members, enhancing their self-health management capacity.
2. Optimize health protection for specific groups:
  - (1) Maternal health protection
  - (2) Health protection for suitable job allocation for the disabled
  - (3) Health protection for suitable job allocation for foreign migrant workers
  - (4) Health protection for suitable job allocation for middle-aged and elderly workers.
3. Digitalize the health management system to enhance health management and health promotion efficiency.
4. Collaborate with local health and medical units to promote various health promotion services.
5. Respond to various epidemic outbreaks by implementing the infectious disease prevention emergency response mechanism and reporting procedures.

#### II. Mid- and long-term goals

1. Sustainable health management goal: ZERO occupational diseases
2. Become a benchmark of healthy workplaces for SMEs in Taiwan
3. Become a model happy enterprise
4. Establish an elderly-friendly workplace environment in response to our aging society
5. Establish a maternity-friendly workplace environment in response to decreasing birth rates
6. Create a workplace environment that allows employees to balance work and life, taking into account family life, physical health, and mental health



Grape King Bio continues to apply the PDCA (Plan-Do-Check-Act) cycle to advance comprehensive health management and health promotion initiatives, ensuring the physical and mental well-being of employees, their families, contractors, and local community residents. Guided by a philosophy of sharing and mutual prosperity, the Company aims to establish a win-win-win milestone for the organization, employees, and society, while fulfilling its corporate social responsibility.

The Company is committed to providing all employees with a safe and healthy working environment. The health management implementation plans are as follows:

#### I. Individual Health Resources

**New employees:** We subsidize new employees to undergo general physical examinations and physical examinations for specific procedures. Before beginning work, new employees undergo fitness for work evaluations conducted by factory nurses, and receive health management, relevant resources, or referrals for abnormal items marked on the results of physical examinations after they begin work.

**Current employees:** Going beyond legal requirements, we provide free annual physical examinations and health checks for personnel working on specific processes that exceed statutory requirements, then analyze the results of these examinations to categorize employee health levels for better management. We also arrange for professional specialists to provide one-on-one consultations and evaluations for employees listed as having potential health risks. We organize follow-up treatment and management at medical institutions based on individual health needs to provide the best care for our colleagues.

**Digital health management system:** In 2025, we officially launched our health management system and "Health Bee" digital assistant, comprehensively upgrading workplace health services. The system automatically aggregates data to execute case management, health risk classification, and health follow-ups. Through this intelligent platform, we have established direct channels for medical and nursing consultations to promote a positive interactive loop between occupational health professionals and employees, thereby enhancing the overall effectiveness of health management.

**Special operation health management:** In 2025, there were 16 items for special physical health checks/health checks; updates were made every half year to one year according to environmental testing results.

## II. Environment for Physiological Health

1. We have obtained certification for our occupational health and safety system and have formulated relevant health management plans, including the Procedures to Prevent and Manage Human-Induced Hazards, Regulations for Maternal Health Protection of Female Workers, Procedures to Prevent Diseases Caused by Abnormal Workloads, Procedures to Prevent Illegal Infringement of Rights when Performing Duties, and Safety and Sanitation Operational Procedures for Middle-Aged and Aged Workers. We continue to review and improve these regulations which facilitate comprehensive protection of employee health, and regularly report our progress to the Occupational Health and Safety Committee.

2. In 2025, we conducted health risk assessments and established health risk maps at our Zhongli Factory and Yungfeng Factory. All 22 operational areas were assessed as planned, achieving a 100% completion rate for both health risk assessments and health risk map development. We supported each unit in implementing corrective action plans and related hazard prevention training. Following the assessments, the identified health risks for each unit were formally announced, and clearly marked on health risk maps and displayed in each operational area to remind personnel of specific health risk levels and the requirement to properly wear personal protective equipment, thereby achieving our hazard prevention objectives.

3. For pregnant employees and other vulnerable groups, including persons with disabilities, middle-aged and older employees, and migrant workers, we implement health protection measures based on individual assessments. Furthermore, job redesigns and suitable workplace accommodations are tailored and facilitated to meet their specific needs.

In collaboration with unit supervisors, we hold quarterly care meetings for foreign employees, supported by interpreter services provided by labor agencies, to communicate occupational health and safety management requirements. Bilingual work manuals have also been developed to ensure foreign employees' understanding and correct execution of production line operating procedures, thereby improving their health and safety awareness and preventing occupational diseases.

We proactively seek to understand the comprehensive daily living and recreational needs of foreign employees and communicate with them as needed so they can work with peace of mind, live with confidence, integrate culturally, and pursue career development.

4. We have set up health management centers at all our factories, which staffed with factory nurses who provide first-aid for emergency injuries, health consultations, and various health promotion activities. Professional specialists also provide on-site services. We provide a variety of on-site health services such as health lectures, health education promotions, and employee health consultations.

## III. Promotion of Mental Health

1. Service channels: The company has established various complaint channels. The Health Management Center screens for high-risk depression cases through an annual health questionnaire survey, arranging one-on-one interviews for assessment with occupational specialists. If necessary, referrals to mental health physicians or counselors are made, and cases are tracked. We engage a psychiatrist to provide on-site services once per month, with each session lasting three hours. In 2025, a total of 63 employees identified on the medium-to-high health risk list were arranged to receive one-on-one evaluation interviews with the psychiatrist, with ongoing irregular follow-ups.

2. Stress relief health seminars and activities: "Terrarium Moss Ball Gardening DIY Course" and "Succulent Plant DIY Course": Through horticultural activities, the healing power of plants is used to bring physical and mental benefits to participants. We invited a horticultural therapist to prepare a variety of plants and gardening materials for hands-on activities. During the design and planting process, participants engaged with soil and experienced the vitality of flowers and plants, while gaining a sense of achievement and satisfaction from completing their own handmade works. These activities were designed to relieve stress and provide benefits such as emotional soothing, mental restoration, social interaction, fine motor skills development, concentration training, and improved mental health. Accordingly, we organized these courses to promote holistic health and provide appropriate stress-relief channels.

In 2025, a total of 2 sessions were held, including at Pingzhen Factory and Zhongli Factory, with a total of 70 participants. Overall satisfaction rate: >98%.

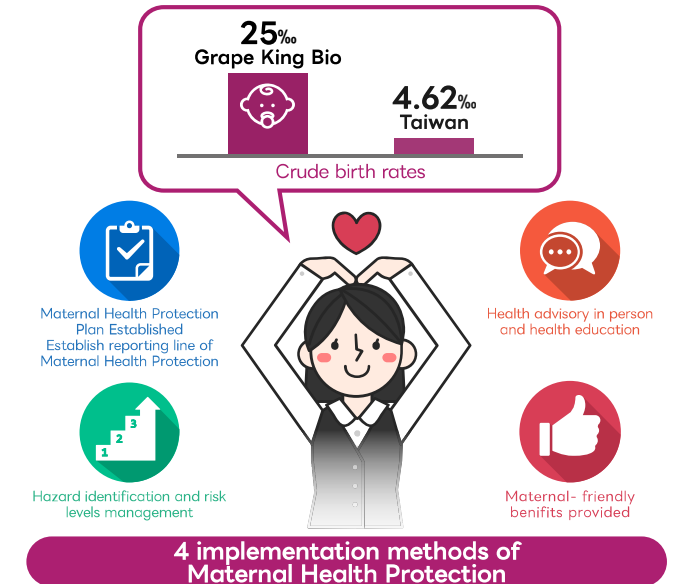
3. Procedures to Prevent Illegal Infringement of Rights when Performing Duties: To protect all employees from unlawful physical or psychological harm while performing their duties and to prevent related physical and mental health issues, we have specially produced "Care Cards," established a "Reporting Section," and continuously updated and promoted relevant announcements and information on the Stalking and Harassment Prevention Act.

4. Employee Assistance Programs (EAP) Performance: We collaborate with professional psychological counselors to provide each employee with six free counseling sessions per year.

Over the past three years, a total of 116 counseling sessions were provided, amounting to 121.5 service hours.

According to annual statistics, the top three counseling topics were emotional stress (69%), workplace relationships (37%), and family relationships (26%). The issues for which employees sought assistance were primarily concentrated on workplace communication and sense of achievement (approximately 40%) and personal stress management (approximately 35%), with the remainder comprising life support services such as family and legal consultations.

## Grape Seed Project-Grape King Bio provides the strongest support for female employees with maternal needs



At Grape King Bio, female employees account for approximately 50% of the total workforce, with women of childbearing age making up about 76%. Since 2016, the company has promoted the "Grape Seed Project," based on the maternal health protection measures implemented by the Occupational Safety and Health Administration of the Ministry of Labor. The project aims to create a safe childcare environment according to employee needs, with the Health and Safety Department taking responsibility for labor health services. Using the PDCA model, various maternal health protection measures have been optimized, accumulating a total of 124 maternal health service users, with an overall satisfaction rate exceeding 90%. In 2025, Grape King Bio's birth rate reached 25%, which is 5.4 times the average in Taiwan (the crude birth rate in Taiwan for 2025 is 4.62%). Grape King Bio cultivates a worry-free environment where employees can seamlessly balance work and family life through four aspects: dedicated care, accessible childcare through contracted preschools, flexible working hours, and an inclusive culture. In alignment with government policies, we help build a supportive childcare safety net and reinforce childbirth as a life choice worthy of support.

When employees report their pregnancy through the Health and Safety Department's e-reporting system, phone, or email, the company initiates the maternal health protection procedures. The factory nurse collaborates with occupational physicians and international lactation consultants to create a professional assessment and consultation network for employees. Thanks to Grape King Bio's long-standing efforts in biotechnology, our internal crude birth rate and breastfeeding rates have been higher than the average in Taiwan for the past three years.

The relevant execution details are as follows:

**I. Hiring of Professional Personnel for On-Site Services:** International Board Certified Lactation Consultants (IBCLC) and occupational specialists provide nearby consultation services.

**II. Personalized Congratulatory Cards from the Chairman:** Enhancing the sense of happiness among pregnant and postpartum employees.

**III. Diversified Pregnancy Reporting System:** An internal EIP system has been established with an e-reporting section for "Maternal Health Reporting," along with phone and email reporting, achieving a 100% pregnancy reporting rate.

**IV. Diverse Maternal Health Protection Measures.**

**1. Providing Professional Pre-Pregnancy Health Consultation:**

Employees who are planning to conceive receive professional health consultations and educational information from the factory nurse. The nurse provides information based on individual needs, including pre-marital health check-ups, infertility assistance (subsidy information for traditional Chinese medicine fertility treatments in various cities), egg freezing, fertility subsidies and childcare allowances in different counties, and company subsidy programs for cervical cancer vaccines, thereby enhancing health literacy during the pre-pregnancy period.

**2. Providing a Warm, Comfortable, and Friendly Breastfeeding Environment and Related Benefits:**

- (1) Breastfeeding rooms are set up in each factory area.
- (2) The breastfeeding rooms offer thoughtful items: breast milk storage bags and bottle storage baskets to increase the convenience of breastfeeding, as well as magazines on motherhood and parenting for mothers to learn new knowledge about childbirth and childcare.
- (3) Pregnant employees are provided with the option to apply for maternal health care parking spaces (including motorcycle and car parking).
- (4) A friendly maternal restroom environment is established, with the installation of sit-down toilets and handrails to enhance safety and comfort for pregnant employees.
- (5) Subsidies for adult vaccinations (HPV, shingles, pneumococcal, and hepatitis A/B): Employees and their family members are eligible for subsidies.

(6) Maternity incentives for employees of childbearing age are provided to encourage childbirth, including: (1) Egg Freezing Nutrition Allowance: a subsidy of NT\$3,000 in the year the employee undergoes the egg-freezing procedure, and (2) Egg Freezing Storage Subsidy: a subsidy of NT\$3,000 for egg storage fees in the third year.

The various health promotion implementation plans are as follows:

**1. Safety and Health Promotion / Quarterly Quiz with Prizes:** To enhance the safety and health knowledge of all employees in the factory, diverse health information is updated online, with a new theme introduced monthly to achieve effective communication. A quiz format with prizes is combined (held online each quarter) to further improve the safety and health awareness of all personnel in the factory. The annual quarterly comparison shows an upward trend in the full-score rate, with 2025 increasing by 44.6% compared to 2024. The response rate in 2025 also increased by 31.7% compared to 2024.

**2. CPR + AED Education and Training:** To enhance the first aid knowledge and skills of all employees, Pingzhen Factory, Zhongli Factory, and Longtan Branch completed a total of eight CPR+AED training sessions in 2025, with an overall satisfaction rate of 98.68%. The effectiveness of the training was demonstrated by the pre- and post-test assessments, with average scores rising from 69.56 in the pre-test to 93.10 in the post-test, reflecting a significant improvement of 23.54 scores. Across the three factories, 77.89% of employees (370 individuals in total) completed the CPR+AED training, and all three sites obtained the AED Safe Location renewal certifications.

**3. Exercise Points:** Through an exercise points incentive program, employees are encouraged to participate in health promotion activities through the provision of both individual and team rewards. This initiative aims to foster healthy lifestyles, motivate employees to develop regular exercise habits, enhance overall health awareness, and achieve health promotion goals. To date, the program has attracted 88 participants, with a total of 33 prizes prepared. A lucky draw is scheduled to be completed in late December.

In 2025, the number of participants increased by 19% compared to 2024, while total accumulated exercise time rose by 113% to 94,217 minutes, indicating a significant improvement in both employee engagement and self-initiated physical activity.

**4. Outdoor Walking Activities:** Employees are encouraged to develop a habit of exercising through walking. This activity combines topics such as safety, health, food safety, and a friendly workplace, using walking to strengthen physical fitness, relieve stress, enhance related knowledge, and promote the physical and mental health of employees. In 2025, a total of 143 people participated, with an overall satisfaction rate of "very satisfied" at 94.3%. Additionally, 91.4% of participants indicated that this activity effectively motivated them to exercise. The total accumulated walking steps reached 945,907, covering a cumulative

distance of 756.7 kilometers, with a total calorie expenditure of 37,800 calories, resulting in a reduction of 151 kg CO<sub>2</sub>e emissions.

**5. "Grape King Blood Alliance - Immediate Rescue, Recruit Blood Donors":** Since 2016, the Blood Donation Campaign has been continuously held, promoted through the group's fan page and neighborhood leaders, along with a "Donate Blood, Win Prizes" lottery event. Employees, their families, contractors, neighbors, and online friends are invited to join the blood donation efforts. In 2025, a total of 75,750 c.c. of blood was donated.

**6. Overall Effectiveness of Health Services in 2025:**

✓ Nurse Hsin-Yu Hsu received the "Meritorious Award for Outstanding Occupational Health Service Personnel" from the Occupational Safety and Health Administration of the Ministry of Labor

✓ Nurse Hsin-Yu Hsu received the "Meritorious Award for Outstanding Occupational Health Service Personnel" from the Taoyuan Labor Inspection Office

✓ Received "Pandemic Prevention Gold Award" for ten consecutive years

✓ Our headquarters in Pingzhen Factory and Longtan Branch were awarded the "Badge of Accredited Healthy Workplace" from the Ministry of Health and Welfare Health Promotion Administration

✓ Our Pingzhen Factory, Zhongli Factory, and Longtan Branch were awarded the "AED Safe Location Certification" by the Taoyuan Department of Public Health

Unit: NTD

Grape King Bio employee care expenditures in 2025	
On-site doctors	360,500
Fitness classes	186,900
Annual health checks and vaccines	866,500
Lectures and courses	60,152
Medical supplies	190,946
Other (activities and miscellaneous expenses)	957,464
<b>Total</b>	<b>2,622,462</b>

## 4.5 Occupational Safety

Industrial Safety  
Department  
Manager  
**Zhang Xi Yuan**



*It is our responsibility and duty to protect the health and safety of our employees. We ensure the physical and mental health of all employees by building safe workplaces.*

Management Approach	Key issue-Occupational health and safety	
Policies	At Grape King Bio, we hold "Technology, Health, and Hope" as our core value and we adopted "Live Healthy, Think Grape King" as our corporate mission. We provide a safe and healthy work environment for our colleagues, adhere to our duties under health and safety policies, reduce hazard risks, encourage all employees to participate in commitments related to friendly work environments, and extend our community to our contractors and suppliers. Our goal is to facilitate mutual benefits for all and realize sustainable operations with safe, friendly, and healthy workplace environments.	
Commitments	We commit ourselves to providing employees with a safe and healthy workplace and continue to promote a sustainable company culture that upholds occupational health and safety.	
Targets	Short-term	Implementing the "Safety for All, Health for All" initiative. 1. Ongoing training for all employees 2. Development and implementation of online systems 3. Planning of qualification coverage for occupational safety and health supervisors in each unit 4. Conducting occupational safety and health project inspections 5. Implementing a work safety climate indicator satisfaction survey 6. Organizing occupational safety and health campaigns and competitions
	Mid-term	1. Lower disabling injury frequency rate (Frequency Rate, FR) to 50% than that of peers 2. Promote and participate in the selection of excellent occupational health and safety units 3. Promote and participate in healthy workplace awards
	Long-term	1. Set an example of a happy enterprise and become a benchmark for healthy workplaces for SMEs in Taiwan 2. Advance and participate in the Occupational Safety Five-Star Awards: Company Benchmark Award and Occupational Health Special Award 3. Create a work-life-balanced workplace which allows employees to balance family life, physical health, and mental health 4. Incur no work-related accidents throughout the year (0 occupational disasters)
Responsibilities	Internal responsible unit: Factory nurses and industrial safety units	
Resources	ISO/CNS 45001 and TOSHMS Occupational Health and Safety System certifications	
Specific performance	1. Recognized as the "Occupational Safety and Health Excellent Unit" by the Hsinchu Science Park Bureau in 2025 2. Recognized as the "Occupational Safety and Health Outstanding Personnel" by the Ministry of Labor and the Taoyuan City Government in 2025 3. Recognized as Outstanding Corporate Partner in support of major events organized by the Taoyuan City Government in 2025 4. Received Pandemic Prevention Gold Award from the Taiwan Immunization Vision and Strategy (TIVS) Influenza Prevention Alliance in 2025 5. Recognized as "Outstanding Enterprise in Proactive Evaluation" for Disclosing Occupational Health and Safety Performance in the Corporate Sustainability Report in 2025 6. Received NT\$75,768 subsidy to redesign jobs for middle-aged and aged people 7. Received NT\$112,213 subsidy for SME on-site health	

### 4.5.1 Safe and Hygienic Work Environments

The Grape King Bio Occupational Safety Committee convenes once every quarter, and the meeting is chaired by our Chairman to discuss and decide on measures related to safety, hygiene, fire prevention, and health promotion. Committee members include dedicated occupational safety personnel, nursing staff, unit supervisors, professional technicians, and representatives of more than one-third of the employees from each unit. We hold "Contributing to a better society" as one of our business values, and have obtained certification for our ISO/CNS45001 Occupational Health and Safety System to provide our employees with safe, hygienic, healthy, and well-equipped work environments and systems. Additionally, we hope our emphasis on education, training, and knowledge dissemination can help all our employees understand the importance of preventing hazards such as environmental pollution, unhealthy events, or injuries.



#### Grape King Bio leads contractors and suppliers in establishing hazard identification and autonomous management capabilities

To unite the strength of all Grape King Bio associates (including contractors and suppliers) and promote occupational health and safety towards the goal of "You are good, I am good, everyone is good," Grape King Bio, in collaboration with the Taoyuan City Government, convened 20 business partners in 2021 to establish the "Grape King Health and Safety Family."

This initiative aims to enhance hazard identification and autonomous management capabilities in small and medium-sized enterprises (SMEs) through a model where larger companies guide smaller ones. Members share health and safety information, support each other during disaster response, and work together to improve health and safety matters. Since the establishment of the Grape King Health and Safety Family in 2021 until 2024, we actively supported occupational safety and health (OSH) initiatives, strengthened members' OSH capabilities, and engaged in workplace safety public-interest activities.

In 2025, the Company again served as a core member of the Taoyuan City Labor Inspection Office's Safety and Health Family for the fourth consecutive year, implementing sustainability self-assessments and support-based improvement mechanisms.

In 2025, Grape King Bio invited 99 suppliers within our supply chain to participate in online occupational health and safety training courses, tests, and surveys. A total of 53 suppliers (54%) were included in the counseling records. In addition, 68 suppliers (67%) conducted Occupational Safety and Health (OSH) sustainability performance self-assessments. Grape King Bio will continue to implement safety risk assessments, inspections of operational environments, operational safety management, and education and training to build a healthy and safe work environment.

#### Statistics on work-related injuries in 2025

Items/ Year	Gender	2022	2023	2024	2025
Number of deaths = Number of deaths as a result of occupational injuries	Male	0	0	0	0
	Female	0	0	0	0
	Total	0	0	0	0
Number of injured personnel = Number of individuals unable to work as a result of occupational injuries	Male	3	3	1	3
	Female	0	2	1	1
	Total	3	5	2	4
Frequency Rate (FR) : Number of disabling injuries per one million total hours worked =Number of injuries (A rest period of more than 8 hours is required to be considered valid)/ 1,000,000 hours worked	Male	3.02	2.63	0.92	2.12
	Female	0.00	1.75	0.92	0.71
	Total	3.02	4.38	1.85	2.82
Disabling Injury Severity Rate (SR) : Number of lost workdays due to disabling injuries per one million total hours worked =Number of lost workdays/ 1,000,000 hours worked	Male	13.00	56.00	7.38	4.90
	Female	0.00	2.62	4.61	107.30
	Total	13.00	58.60	12.00	112.20
Lost-time Injury Rate (LTIR) =Number of injuries/ 200,000 hours worked	Male	0.60	0.50	0.18	0.42
	Female	0.00	0.35	0.18	0.14
	Total	0.60	0.85	0.37	0.56

Items/ Year	Gender	2022	2023	2024	2025
Recordable Injury Rate (%) = Number of recordable occupational injuries (including occupational diseases)/ 200,000 hours worked	Male	0.60	0.50	0.18	0.00
	Female	0.00	0.35	0.18	0.14
	Total	0.60	0.85	0.37	0.14
Absence rate (AR)(%) =Total absence days / Total work hours × 100%	Male	0.010	0.04	0.006	0.004
	Female	0.000	0.002	0.004	0.085
	Total	0.010	0.042	0.01	0.09

#### Statistics on supplier and contractor work-related injuries for 2025

Lost time injury frequency rate (LTIFR) =Number of injuries / 1,000,000 hours worked	2022	2023	2024	2025
	0	0	0	0

Grape King Bio incurred a total of 4 work-related accidents in 2025, primarily involving pinch injuries. Injured colleagues took 159 days of leave for these work-related injuries. The disabling injury severity rates compared with industry peers are approximately 48%, but all returned from leave in good condition and went back to their original jobs. Faced with risks of workplace injuries, Grape King Bio provides all colleagues with the most rigorous and safe environments to prevent similar accidents from reoccurring.

#### Comparison of Disabling Injury Severity Rates with Industry Peers in 2025

Food and feed manufacturing industry	Beverage manufacturing industry	Pharmaceutical and medical chemicals manufacturing industry	Grape King Bio
232	44	37	112 <sup>note</sup>

Disabling injury severity rate = (Total days lost to injury × 10%) / Total work hours  
 Source: Ministry of Labor's average industrial frequency-severity indicator indexes for 2022-2024  
 Note: The disabling injury severity rate increased significantly compared to 2024. The main reason was that one employee suffered an arm fracture in a workplace accident and, after surgery, required an extended recovery period because of difficulties commuting to and from work, which led to a sudden surge in total lost workdays. In response, Grape King Bio has conducted a comprehensive safety inspection of all relevant equipment and isolated potential hazard points to prevent similar incidents.

### 1. Inspections of operational environments:

We identified current operational environments in factories, formulated sampling strategies, and communicated inspection results to workers and other relevant parties so they could understand the hazards and risks they were exposed to. We established an identification map of hazardous equipment for our Biotech Research Institute and continue to improve and optimize our employee work environments.

### 2. Establishing a Safety Culture:

(1) **Senior Management Engagement and Organizational Promotion:** We promote a healthy workforce through concrete declarations, strategies, and actions driven by our senior management. This includes the organizational operation for advancing workforce health, as well as cross-functional collaboration among the Occupational Health and Safety Committee, the Sustainability Committee, and other cross-departmental mechanisms. Since 2024, our chairman has led the launch of the "Safety for All" initiative.



(2) **Company-wide Participation:** To encourage full participation and elevate safety awareness, we launched the "Safety Always" personalized slogan campaign. These slogans are displayed on the EIP platform as ongoing reminders of the importance of safety, helping to embed a strong safety culture across the organization.



(3) **Promotion of the Occupational Safety and Health Management System:** Since 2019, we have promoted and established occupational safety and health management systems that exceed legal requirements, including the ISO 45001 Occupational Health and Safety Management System and the Taiwan Occupational Safety and Health Management System (TOSHMS).



(4) Hazard Labeling, Warning Signs, and Occupational Health and Safety Communication Information.



(5) **Management of Hazardous Chemicals:** We formulated chemical standards and storage protocols, enhanced chemical storage tank safety through practical improvement cases, and established an emergency shower equipment map.



(6) **Safety for All Initiatives:** We design specialized occupational safety courses for different positions to ensure that each employee receives safety knowledge and skills required for their specific operational duties. Senior managers attend safety management courses, while production line and laboratory personnel receive education and training on chemical handling, anti-pinch protection for equipment, and electrical safety.

The Health and Safety Department also regularly participates in quarterly care meetings for foreign employees to advocate for fire prevention, electrical safety, traffic safety, and earthquake disaster preparedness, thereby strengthening safety and disaster prevention awareness among foreign employees and enhancing overall safety awareness. A total of 954 employees participated in occupational safety education and training in 2025, totaling 2,302 hours.



(7) **Safety and Health Proposal System:** Safe Workplace Initiative: To enhance workplace safety, we have implemented an "Improvement Proposal Competition" that motivates employees to submit improvement suggestions based on issues identified in their daily work. Whether focused on workflow optimization or upgrades to safety equipment, employees are encouraged to apply quality improvement tools and ISO 45001 management practices to advance workplace safety improvements.

Our chairman also personally oversees the condition of operational equipment. Through this active leadership engagement, employees not only witness tangible improvement outcomes but also deeply recognize our firm commitment to workplace safety, rendering our occupational safety initiatives more concrete and highly effective.



## 4.5.2 Evaluation of Occupational Safety Risks

### I. Environment and safety assessments

We established an occupational health and safety system under our ISO/CNS 45001:2018 framework, which is operated using a Plan, Do (support and operation), Check (performance evaluation), and Action (improvements) cycle. We track our occupational health and safety environment statuses every year through our EHS risk and opportunity management procedures. All relevant departments propose management systems and scenario analyses based on the conditions they face, helping us to understand whether workplace environments contain potential hazards that could cause occupational injuries or diseases in our personnel, or cause damage, discomfort, or fear in nearby residents, following which we design contingency projects for the top 25% of identified high-risk items.

Items		2023	2024	2025
Completed/Reviewed Risk Assessments(Percentage % = Number of completed assessments ÷ Number of required assessments × 100%)	Completed Risk Assessments	724	674	677
	Percentage (%)	100%	100%	100%
Number of potential OSH risks reduced	Number of reduced risks	25	16	16
	Number of eliminations or substitutions	0	1	1
	Number of engineering controls	4	1	2
	Number of administrative controls	24	15	15
	Number of Personal Protective Equipment (PPE) measures	18	13	13
Number of other risks to the OSH management system reduced	Number of cases	28	35	34
Number of OSH opportunities improved	Number of cases	53	51	51

Items		2023	2024	2025
Number of other opportunities for the OSH management system improved	Number of cases	49	48	53
Number of management programs completed or target plans achieved	Number of cases	14	14	15
	Total budget (ten thousand)	49	65	360

### II. Sanitation and health assessments

#### 1. Prevention and Management of Human-induced Hazards

To provide our employees with good work environments, help them maintain their health, and prevent repetitive strain injuries, we established the "Procedures to Prevent and Manage Human-Induced Hazards" to effectively reduce risks of musculoskeletal injuries in our employees.

A human-induced hazard assessment conducted in the laboratory revealed that the laboratory tables and chairs did not adequately meet ergonomic requirements. Prolonged sitting and standing during laboratory work had resulted in shoulder and neck discomfort. The improvement measure is to adjust the height of laboratory chairs to meet ergonomic standards. The responsible unit has already allocated the relevant budget, and the improvement plan is scheduled to be implemented in 2026.



#### 2. First Aid and Emergency Response Facilities

Going beyond regulatory requirements, our factories are currently staffed with dedicated nurses to provide immediate emergency trauma care. We have established Health Management Centers across all factories, equipped with Automated External Defibrillators (AED) and other essential emergency equipment. In addition, we have deployed first aid personnel exceeding legal requirements, serving as the core responders for on-site accident and injury management.

#### 3. Prevention of Workplace Violence

✓ We annually screen for medium-to-high psychological risks using the "Mood Thermometer," and arrange occupational physician evaluations for identified cases.

✓ An dedicated online reporting system has been established. Each employee is provided with a "Emotional Support Card" (in Chinese and Vietnamese).

✓ The Workplace Violence Team has been established and convenes quarterly to review and discuss relevant matters.

Structure of the Workplace Violence Handling Team

Workplace Violence Handling Team Expansion of Team Members

Promotion of Employee Grievance Procedures

Electronic Announcement of Employee Grievance Channels

Emotional Support Cards (Chinese and Vietnamese versions)

Promotion of the Reporting Section (via email and the Chinese and Vietnamese reporting section)

#### 4. The Establishing of a Comprehensive Health Management Center

The Center serves not only as a health management hub, but also as a resource to help employees resolve workplace issues, enhance their sense of safety and well-being, and cultivate a supportive work environment.

## 4.6 Employee Communication

### 4.6.1 Multiple Communication Channels

We provide open communication channels in accordance with the "Procedures of Whistle-blowing and Complaints" and "Sexual Harassment Prevention Measures and Regulations." We support an open, transparent, ethical, and moral culture; encourage internal and external personnel to report any violations of law or our corporate policies through our reporting channels; allow anonymous reporting; and prevent inappropriate supervision, unfair behaviors, sexual harassment in the workplace, or other work-related issues. Additionally, we also periodically disseminate the following matters to our employees:

- Announce and explain to employees all benefit measures and retirement systems
- Announce and explain our behavioral and ethical codes of conduct to employees
- Announce and explain our complaint and reporting procedures to employees as well as test all employees on their understanding of our complaint and reporting procedures to ensure that they understand their rights and our corporate policies related to complaints and reports.

### 1. Grievance mechanisms

We support an open, transparent, ethical, and moral culture; encourage internal and external personnel to report any violations of law, our corporate policies or human rights related issues through our reporting channels; and allow anonymous grievance mechanisms.

We have established the "Ethical Corporate Management Best Practice Principles" and "Procedures of Whistle-blowing and Complaints" to provide clear stipulations of our reporting system and details of specific reporting channels, incentive systems, and responsible units. Tests are incorporated in our annual promotional activities for active dissemination of related communication channels and to ensure that our employees understand their rights. Our reporting channels include the following:

- (1) Internal suggestion box
- (2) Reporting and complaint hotline for internal and external personnel
  - (a) Reporting hotline: (03)457-2121#1999
  - (b) Complaint hotline: (03)457-2121#1995
- (3) Feedback via email or our website
  - (a) Mailbox for reporting complaints: companyopinion@grapeking.com.tw
  - (b) Mailbox for reporting grievances: employeepinion@grapeking.com.tw

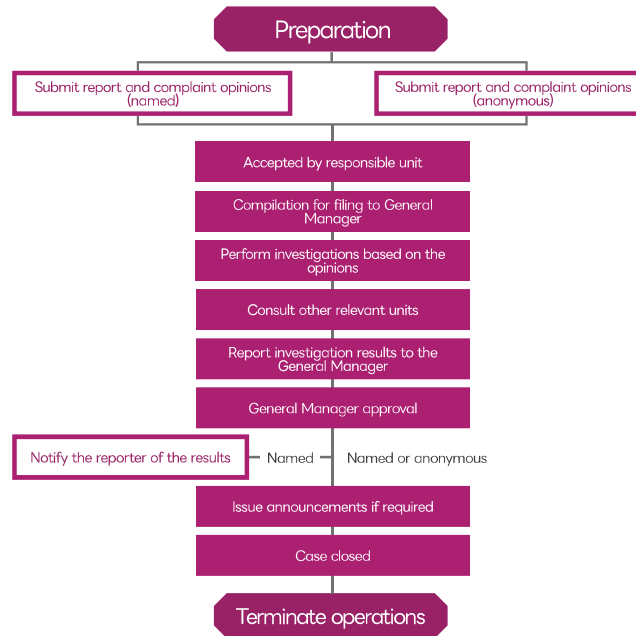
### 2. Incentive systems:

- (1) External personnel: We provide gifts based on the nature of reported incidents to express our thanks.
- (2) Internal personnel: Rewards are provided in accordance with corporate HR regulations.

### 3. Responsible units:

- (1) Suggestions provided through our internal suggestion box:
  - (a) Suggestions from our reporting mailbox are compiled and handled by our audit office.
  - (b) Suggestions from our grievance mailbox are compiled and handled by our HR department.
- (2) Suggestions provided by mail or through our website: Compiled and handled by designated personnel. All reports and complaints are compiled and submitted to the CEO; cases can only be closed following approval by the general manager. Zero grievance was reported in 2025.

### Grievance handling regulations and procedures



### 4. Periodic labor-management meetings

In 2025, we convened a total of 4 labor-management meetings with representatives from the entire company, covering 100% of all employees. The number of employees covered by the collective agreement also reached 100%. During these meetings, a total of 11 proposals related to Company operations and human resources matters were discussed, and relevant departments were asked to provide explanations regarding the proposals. Follow-up reports on these proposals were presented at the next labor-management meeting. In 2025, discussions and negotiations were conducted on proposal topics such as explanations of newly added national holidays by the competent authority, planning and scheduling of employee activities, and vector control measures for factories. Grape King Bio respects and supports employees' rights to freedom of association and other civil liberties, and we ensure our employees' right to collective bargaining to create a friendly workplace where both labor and management can work together effectively.

### 5. Non-periodic interviews

Non-periodic interviews are used as a corporate feedback mechanism, allowing us to gain an understanding of employee work status, and to provide employees with opportunities to express their ideas or suggestions.

- (1) New employee interviews: Interviews are conducted with new employees of each department within the first three months to assess their suitability and to provide appropriate assistance if necessary.
- (2) Interviews with current employees: These interviews help us fully understand employee satisfaction levels towards their jobs.
- (3) Performance interviews: These interviews are used to provide timely communications and immediate feedback to employees regarding their work performance.
- (4) Exit interviews: These interviews are used to analyze reasons for employee departure and are used as a reference for future improvements at the company.

### 6. Internal publications

Grape King Bio's internal publication, "GK Life," is a biannual publication that contains themed reports, encouraging words to employees from chairman, information on future company policies and prospects, and the latest information on products. As of 2025, we have published 14 online issues, and we continue to use this publication to help our colleagues better understand ESG concepts and our corporate sustainability actions.



## 4.6.2 Employee Satisfaction

Grape King Bio distributes questionnaires to survey annually. Topics include job satisfaction, generational values, internal and external work motivation, and both positive and negative feelings at work (stress, happiness, etc.) to employees who can choose whether to provide their names on the questionnaires. We listen to the opinions of our colleagues and conduct statistical analyses, quantitative reporting, and employee interviews to better understand employee needs and formulate improvement solutions.

In 2025, our employee survey was transformed from a "satisfaction survey" into an "engagement survey" to place greater emphasis on "employee commitment and action." The satisfaction survey score reached 78.3, representing an 8.2% increase in overall performance compared to the previous year. In 2025, the engagement score reached 87.6, indicating a clear improvement in employees' alignment with organizational goals, work engagement, and willingness to continuously contribute. For five consecutive years, "corporate image and reputation" and "ethics and integrity" have been rated by employees as the most highly valued and recognized indicators. These results also demonstrate that the core value of ethical management is deeply rooted and actively practiced by all employees at Grape King Bio.

Based on the survey results, our continuous improvement initiatives and strategic directions for 2026 are outlined below: We will continue to value employee feedback and use it as an important reference for advancing organizational governance and talent development.

In response to the issues of highest concern to our employees, we will focus on the comprehensive optimization of human resources systems and the enhancement of organizational operational efficiency in 2026. This includes progressively enhancing the review mechanisms for remuneration and benefits to ensure fairness and consistency, as well as reassessing workforce allocation and development frameworks to help employees better understand their growth paths across different career stages.

Additionally, we will continue to optimize internal management systems and cross-functional collaboration processes. Through better system integration and enhanced communication mechanisms, we aim to enhance the synergy and transparency of organizational operations.

Through a steady and progressive approach, we strive to balance organizational development with employee expectations and foster a workplace with sustainable competitiveness.

Results of the employee satisfaction survey				
Year	2023	2024	2025	
All	69.8	72.4	78.3	
Male	70.1	70.5	81.1	
Female	69.5	72.8	74.4	
Overall participation rate	70.2%	90.3%	79.8%	

