

2024



GRAPE KING BIO

TSE 1707

ESG Report

GRAPE KING BIO

This report follows the following international sustainability standards



TCFD | TASK FORCE ON
CLIMATE-RELATED
FINANCIAL
DISCLOSURES

RE100



Table of contents

	01	02	03	04	05	06
	Ethical Governance	Product Liability	Innovation and R&D	Happy Workplace	Social Prosperity	Green Environment
About the Report.....	02	Target Formulation..... 28	Target Formulation..... 49	Target Formulation..... 69	Target Formulation..... 83	Target Formulation..... 109
Chairman's Message.....	04	1.1 Corporate Governance and Transparency..... 29	2.1 Sustainable Supply Chain..... 53	3.1 Innovation Management and Patents..... 70	[Column] Ethics and Integrity:Building an "Ethics First" Corporate Culture..... 84	5.1 Academic Participation..... 111
Sustainability Strategy: Goals and Commitments.....	06	1.2 Corporate Integrity and Business Ethics..... 35	2.2 Food Safety and Responsibility..... 59	3.2 Industry-Academia Collaborations..... 76	4.1 Human Rights..... 85	5.2 Community Development.. 112
Introduction to Grape King Bio.....	09	1.3 Risk Management..... 39	2.3 Sustainable Products..... 66	3.3 Customer Service 77	4.2 Talent Recruitment and Structure..... 89	5.3 Care for the Disadvantaged 114
Stakeholder Communication and Analysis of Material Topics.....	19	1.4 Financial Performance..... 42			4.3 Talent Cultivation and Performance Appraisals..... 93	5.4 Companionship and Assistance..... 115
		1.5 Legal Compliance..... 45			4.4 Employee Compensation, Benefits, and Health Care..... 97	5.5 Care for the Elderly..... 115
					4.5 Occupational Safety..... 102	6.1 Grape King Bio Climate Actions Under the Task Force on Climate-Related Financial Disclosures (TCFD)..... 118
					4.6 Employee Communication... 106	6.2 Management of Energy Resources and Greenhouse Gases..... 124
						6.3 Management of Water Resources..... 127
						6.4 Waste Management..... 130
						6.5 Biodiversity..... 132

Appendix

Table 1. Collaborating Associations.....	135	ISO26000 Index.....	143
Table 2. Inspection Items at all Grape King Bio Factories.....	135	United Nations Global Compact Comparison Chart.....	144
Table 3. Water Quality Inspection Items at all Grape King Bio Factories.....	136	Sustainability Reporting Indicators - Food Industry.....	145
Table 4. External Certifications and Legal Compliance for Food Safety at Grape King Bio.....	136	TWSE: Climate-Related Information of TWSE/TPEx Listed Companies (Appendix 2).....	146
Table 5. Third-Party Certifications Obtained by Grape King Bio.....	136	Independent Assurance Opinion Statement.....	147
ESG Sustainability Performance Metrics.....	137		
Global Reporting Initiative (GRI) Standards Index.....	137		
Sustainability Accounting Standards Board (SASB) Index.....	140		





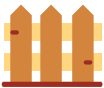
GRAPE KING BIO



About the Report

[About the Report](#) | [Chairman's Message](#) | [Sustainability Strategy: Goals and Commitments](#) | [Introduction to Grape King Bio](#) | [Stakeholder Communication and Analysis of Material Topics](#)

This ESG Report (hereinafter referred to as the “Report”) was issued in 2025 by Grape King Bio Inc. (hereinafter referred to as Grape King Bio, the Company, we, us, or our). The Report discloses our achievements relating to key sustainability issues for different stakeholders in an open and transparent manner. The Report expresses our commitment to the vision we strive for and enables stakeholders to understand our efforts and commitment to sustainable development.



Report Boundaries and Scope

The information and figures disclosed in the Report are taken from Grape King Bio, Pro-Partner, Rivershine Ltd. in the Taiwan region, and Shanghai Grape King Enterprise Co., Ltd.. For a detailed list of operational locations, please refer to the following table. In future, we will gradually expand the scope of the Report to include Grape King International Investment Inc., Shanghai Rivershine Ltd., Shanghai Pujun Trading Co., Ltd., Shanghai Puxun Supply Chain Management Co., Ltd., Pubai Limited, Shanghai Puyou Trading Co., Ltd., Elite Propartner Holdings Sdn. Bhd, and Uvaco My Sdn. Bhd. to provide more comprehensive and accurate information. If the scope of information has any other significance, it will be footnoted for clarity.



Disclosure and Publication

Grape King Bio has voluntarily issued the “Grape King Bio ESG Report” annually since 2014. The Report has been published for 11 consecutive years. The disclosure period for the Report spans from January 1, 2024 to December 31, 2024. Previous records and future plans may be included in order to fully disclose related ESG information.

Current issue released May 2025.

The Report is published solely in digital form to protect the environment.

(Previous issue released May 2024)



Reporting Principles

The Report is based on the 2021 version of the GRI Standards released by the Global Reporting Initiative (GRI), the AA1000 (2008) Standard, and the Sustainability Accounting Standards Board standards for the “Household & Personal Products” and “Processed Foods” industries, as well as the Taiwan Stock Exchange “Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies,” ISO 26000 Guidance on social responsibility, and the United Nations Global Compact. Finally, the disclosed financial data was derived from our consolidated financial report for 2024, which was certified by independent certified public accountants.



Company Information within the Reporting Scope

	Scope	Address	Phone
Grape King Bio	Headquarters (Pingzhen Factory)	No. 402, Sec. 2, Jinling Rd, Pingzhen Dist., Taoyuan City	+886-3-457-2121
	Zhongli Factory	No. 60, Sec. 3, Longgang Rd., Zhongli Dist., Taoyuan City	+886-3-457-2125
	Distribution Center	No. 466, Sec. 2, Xinsheng Rd., Zhongli Dist., Taoyuan City	+886-3-453-2121
	Taipei Sales Office	11F, No. 18, Jinzhuang Rd., Neihu Dist., Taipei City	+886-2-2790-3011
	Telesales Center	3F, No. 10, Ln. 27, Linyi St., Zhongzheng Dist., Taipei City	+886-2-8178-3167
	Grape King Health and Vitality Power Center	No. 402, Sec. 2, Jinling Rd, Pingzhen Dist., Taoyuan City	+886-3-271-2121
	Grape King Biotech Research Institute (Longtan Branch)	No. 68, Longyuan 1st Rd., Longtan Dist., Taoyuan City	+886-3-499-3090
	Grape King Bio Park	No. 8, Gongye 1st Rd., Pingzhen Dist., Taoyuan City	Currently no phone number
	Grape King Health And Vitality Power Center Taichung Store	C3 Booth, No.1, Sec. 1, Taiwan Blvd., Central Dist., Taichung City	+886-4-2222-3189
Pro-Partner Co., Ltd.	Corporate Headquarters and Taipei Operations Center	No. 18, Jinzhuang Rd., Neihu Dist., Taipei City	+886-2-27922103
	Taoyuan Operations Center	8F, No. 186, Fuxing Road, Taoyuan District, Taoyuan City	+886-3-328358
	Hsinchu Operations Center	8F, No. 192, Dongguang Rd., East Dist., Hsinchu City	+886-3-5721788
	Taichung New Operations Center (Officially commenced operations on 2022/10/11)	3F, No. 130, Gongyuan E. Rd., East Dist., Taichung City	+886-4-22655337
	Tainan Operations Center	3F, No. 189, Section 1, Yongfu Rd., West Central Dist., Tainan City	+886-6-2132208
	Kaohsiung Operations Center	7F, No. 687, Mingcheng 3rd Rd., Gushan Dist., Kaohsiung City	+886-7-5866738
	Hualien Operations Center	2F, No. 150, Ziyou St., Hualien City, Hualien County	+886-3-8310891
	Pingzhen Logistics Management Center	No. 3, Lane 679, Pingdong Rd., Pingzhen Dist., Taoyuan City	+886-3-4600029
	Rivershine Ltd.	5F, No. 402, Sec. 2, Jinling Rd, Pingzhen Dist., Taoyuan City	+886-3-271-2121
	Shanghai Grape King Enterprise Co., Ltd.	No. 518, Chexin Highway, Songjiang District, Shanghai, China	+86-21-57609598



Independent Assurance and Verification

The assurance engagement for the Report was planned and performed by Deloitte audit firm, in accordance with Statements of Assurance Engagements Standards No. 3000 (“Assurance Engagements Other than Audits or Reviews of Historical Financial Information”). Deloitte provides limited assurance on this 2024 ESG Report, which was compiled in accordance with GRI Standards. The results of limited assurance have been effectively communicated with governance units. For details on assurance scope and conclusions, please refer to the Independent Assurance Statement in the Appendix. The Report was verified by third-party management system accreditation authorities. For details on verification, please refer to the Appendix.



Feedback and Contact Information

Questions or feedback regarding the 2024 Grape King Bio ESG Report, please feel free to contact us using the information listed below. Your input is valuable to our ongoing improvement efforts.

Sustainability and ESG Committee, Grape King Bio Inc.

Address : No.402, Sec. 2, Jinling Rd., Pingzhen Dist., Taoyuan City

ESG Sustainability Development Contact:Duncan Aitken, Chief Sustainability Officer; Chen Yu-sheng, ESG Specialist

Tel : (03)457-2121 ext 1896

Fax : +886-3-4572128

E-mail : ESG@grapeking.com.tw

Corporate website : <https://www.grapeking.com.tw>



Download PDF file from
<https://www.grapeking.com.tw>





Chairman's Message

Since our founding in 1969, Grape King Bio has been committed to becoming a leading health food manufacturer in the Biotechnology Industry. We are proud of our strong reputation in Taiwan, which is built on leading-edge raw material and product innovations. “Technology, Health, and Hope” are the core values of Grape King Bio. These values guide us in pursuing our vision and mission as a leader in the health food industry to become the “health expert taking care of the whole family”. I am very proud of our employees for continuously working together during a challenging 2024 to ensure that the Company’s operations ran smoothly.

Since 2019, Grape King Bio has been continuously transforming our CSR efforts into “Environmental Sustainability”, “Social Participation”, and “Corporate Governance”, with the Sustainable Development and ESG Committee serving as the foundation of our operating framework. Based on our company’s core values of “Technology, Health, and Hope”, we take “contribution to a better society” as our starting point and further promote multi-faceted sustainable performance in the areas “Ethical Governance”, “Product Liability”, “Innovation and R&D”, “Happy workplace”, “Social prosperity” and “Green environment”.

In 2024, Grape King Bio strengthened our industry leadership by becoming the first Biotech Company in Taiwan to officially obtain the net-zero target verification from the SBTi (Science Based Targets initiative). We also obtained ISO37001 Anti-Bribery Management Systems Certification for all our sites for the second consecutive year, being the only Biotech Company to do so. Additionally, Grape King Bio was also ranked in the top 5% of listed companies in the TWSE Corporate Governance Evaluation for the fourth consecutive year. We are committed to continuous improvement, heading towards the goal of sustainable operation ([see CH1 Ethical Governance for details](#)).

Grape King Bio continued to promote food safety with our many international certifications such as PIC/S GMP, ISO22000, HACCP, NSF GMP, TQF, HALAL, ISO/IEC 17025 TAF certified laboratory and FSSC22000. Additionally, we conduct audits and evaluations of our internal and external raw material suppliers. In 2024, 218 of our external suppliers were audited by our QA and QC teams with the most stringent and high-standard controls to ensure that consumers can use our products with peace of mind ([see CH2 Product Liability for details](#)).

Our Independent Directors, internal audit supervisors and external accountants hold regular face-to-face meetings to fully exercise their responsibilities and powers. Grape King Bio purchased ‘Directors and Key Employees Liability Insurance’ to mitigate the risk of potential harm to the company and shareholders caused by directors’ errors or negligence. In order to maintain transparency and consistency of information for all stakeholders, we regularly disclose corporate governance and financial material via our Company website and MOPS.

For many years, Grape King Biotech Research Institute has used industry-leading fermentation expertise to develop raw materials and products that are beneficial to society. In 2024 Grape King Bio’s R&D achievements were recognized with 34 Gold, 3 Silver, 1 Bronze and 19 Special Awards from multiple International Invention events. Furthermore, our fungal protein and probiotic technology won three major awards from the authoritative IUFOST, aligning with the theme of sustainability. In addition, Grape King Bio received numerous awards for various aspects of our business, including Marketing and Products. As Chairman, I (Dr. Andrew Tseng), along with my colleagues also actively participated in various academic and talent

programs where we mentor and cultivate future talents. Students are welcomed into our business and are encouraged to learn and gain practical work experience for their future careers. This also gives us an opportunity to seek out and recruit talented individuals to join Grape King Bio (see [CH3 Innovation and R&D for details](#)).

We continue to maintain an internal Occupational Safety and Health Committee which includes full-time nurses as part of the team. I encourage the committee to hold regular health lectures to help employees learn more about their own well-being. In 2023, we obtained ISO/CNS 45001 certification and have continued to promote various sporting events and competitions for employees. Furthermore, Grape King Bio was awarded Occupational Health and Safety certification as well as Employee Wellbeing with the Happy Enterprise Gold Award from 1111 Job Bank for the fifth year in a row. (see [CH4 Happy Workplace for details](#)).

Understanding the importance of social responsibility and prosperity, Grape King Bio has worked closely with local and national organizations, charities, communities, schools and other academia institutions to support different needs. Our Sustainability and ESG Committee has split these needs into the fields of "Environmental sustainability", "Social participation", and "Corporate governance", to ensure fair contribution across all sectors. In 2024, Grape King Bio donated NT\$20.521 million and the number of volunteers reached 1,240. (see [CH5 Social Prosperity for details](#)).

In order to provide a sustainable environment for future generations, Grape King Bio deeply understands the urgency of setting proactive goals for climate change. Our Pingzhen Headquarters / Factory are both ISO 14001 and ISO 50001 certified

and adopt the PDCA cycle for environmental management. In 2024, we officially passed the Science Based Targets initiative (SBTi), becoming the only Taiwan Biotech company in the industry to achieve net-zero target verification. Grape King Bio will therefore continue to plan and implement strategies to achieve our RE100 commitment of using 100% renewable energy by 2035.

We welcome your feedback on our 2024 ESG report to help us better communicate the sustainability matters with our stakeholders. Grape King Bio remains focused on utilizing our strengths in research and development to offer products that improve the health and well-being of consumers and society. “Live Healthy, Think Grape King.”





GRAPE KING BIO

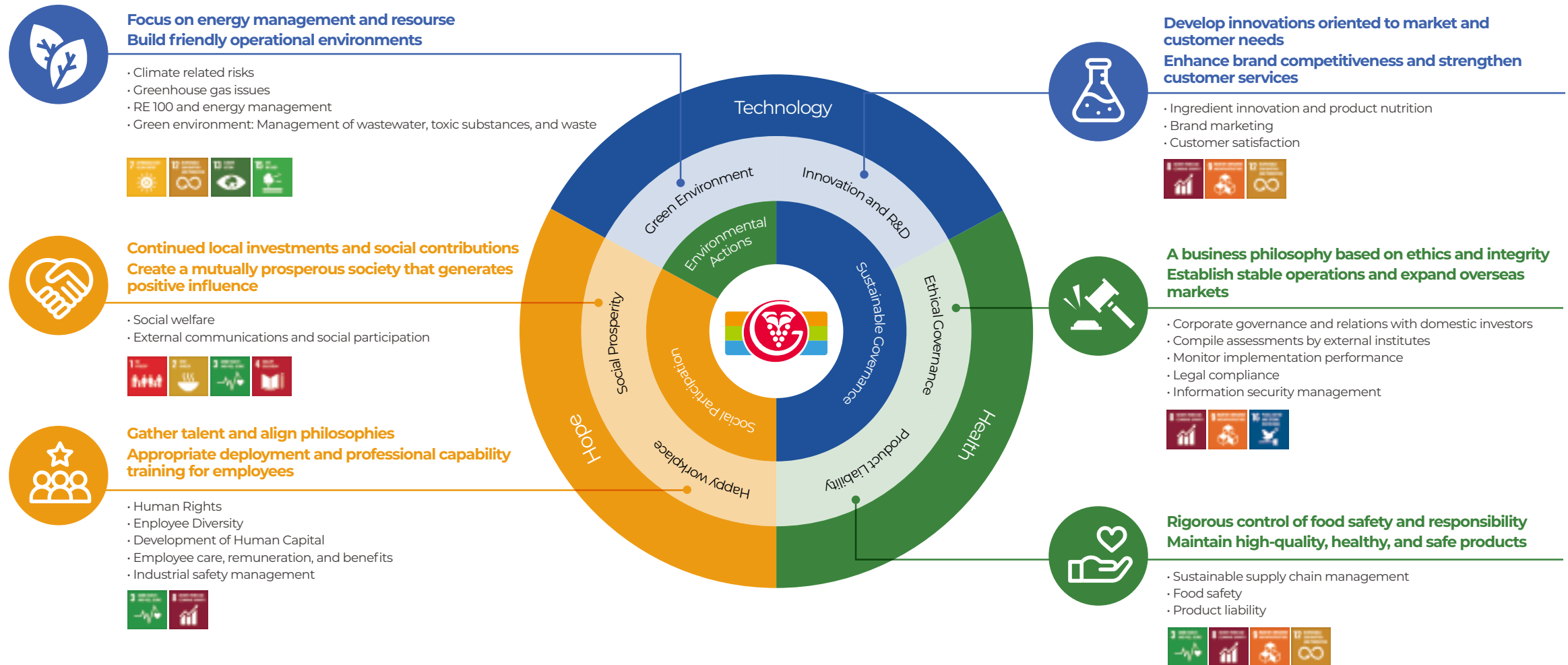


Sustainability Strategy: Goals and Commitments

Corporate Sustainability Strategy and Promotion

Since our establishment, we have not only focused on corporate governance and operational performance but also work constantly to make strides toward sustainable environments and social welfare. We emphasize our commitments to stakeholders and seek to gradually fulfill our corporate social responsibilities through systematic management. “Contributing to a better society” is our core sustainability mission. We shoulder our responsibilities as a leader in the health foods industry in accordance with this philosophy and hope to build a better society through sustained contributions.

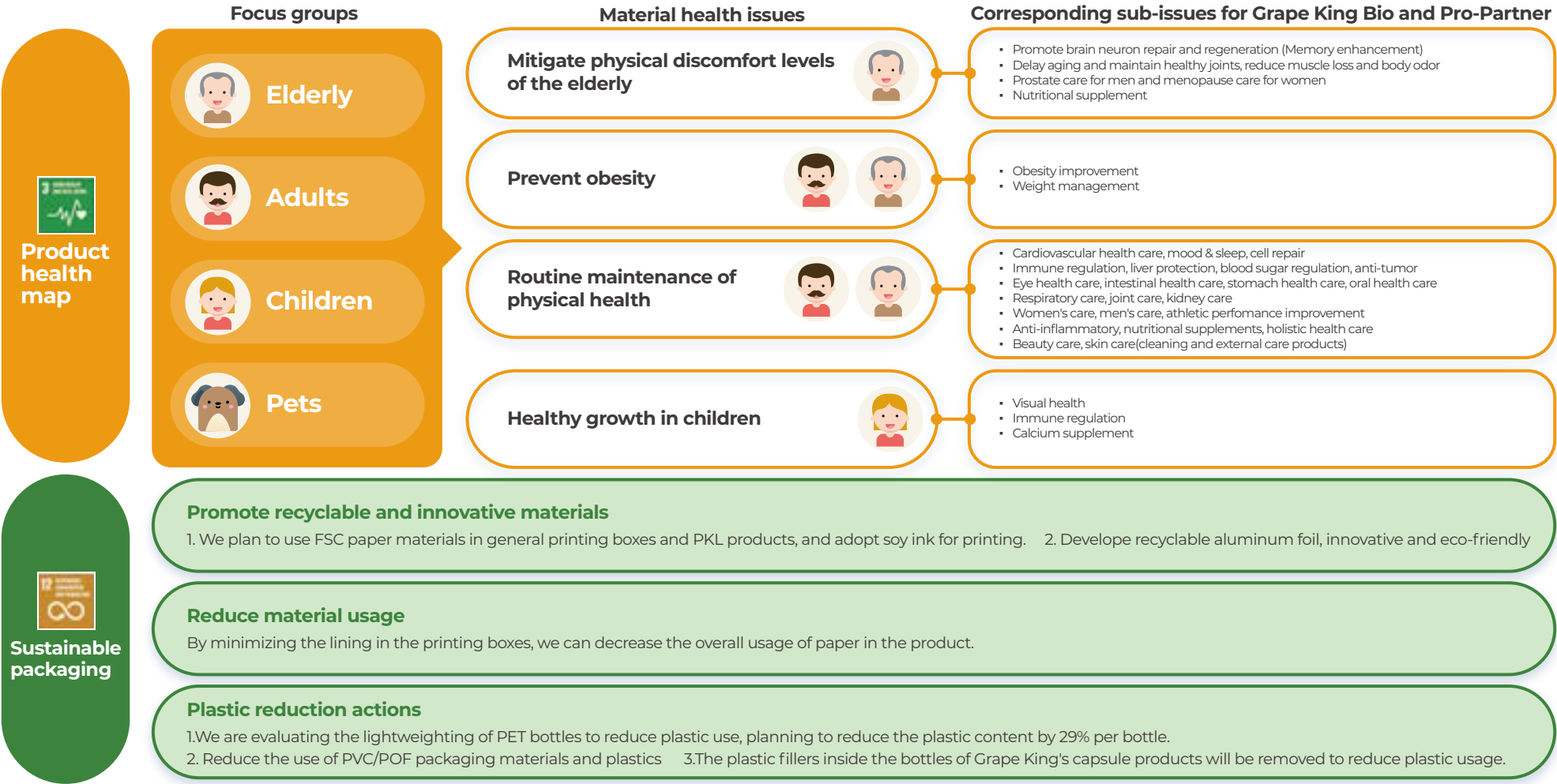
Grape King Bio believes in a people-oriented corporate culture and has established a sustainable strategy and blueprint under the framework of “Technology, Health, and Hope.” Grape King Bio has formulated six main categories for sustainable development: “Production Development and Innovation,” “Ethical Governance,” “Product Liability,” “Happy Workplace,” “Social Prosperity,” and “Green Environment.” We will continue to develop corporate strategies for sustainability and invest in sustainable management at Grape King Bio based on the six categories in the blueprint, as well as implement performance management aligned with environmental, social, and corporate governance aspects.



Grape King Bio Sustainable Products Blueprint

Grape King Bio has been deeply rooted in Taiwan for the past 50 years. Our core purpose and mission is to support the health and well-being of people across all age groups. We comprehensively conducted a comprehensive review of the primary markets for Grape King Bio and Pro-Partner, as well as key social health issues, to understand how our products can help people address various health challenges and diseases. As we move into an aging society with low birth rates, we have begun to prioritize seniors and children, focusing on “mitigating physical discomfort for aged groups” and “healthy growth for children.” For other adults, we also focus on high obesity rates, cardiovascular diseases, endocrine disorders, enhanced immunity, and other important health issues related to “obesity prevention” and “routine physical maintenance.” Under this framework, we reassessed corresponding products from Grape King Bio and Pro-Partner for continued promotion to groups in need. In future, we plan to develop various products for common diseases of the elderly as we move toward a super-aged society.

In terms of sustainable packaging, we re-examined each stage of our value chain to plan and promote “innovative recyclable materials” , “reduce usage of raw material” and “plastic reduction actions” as part of our efforts to achieve our goal of zero waste.





GRAPE KING BIO



Introduction to Grape King Bio

About Grape King Bio

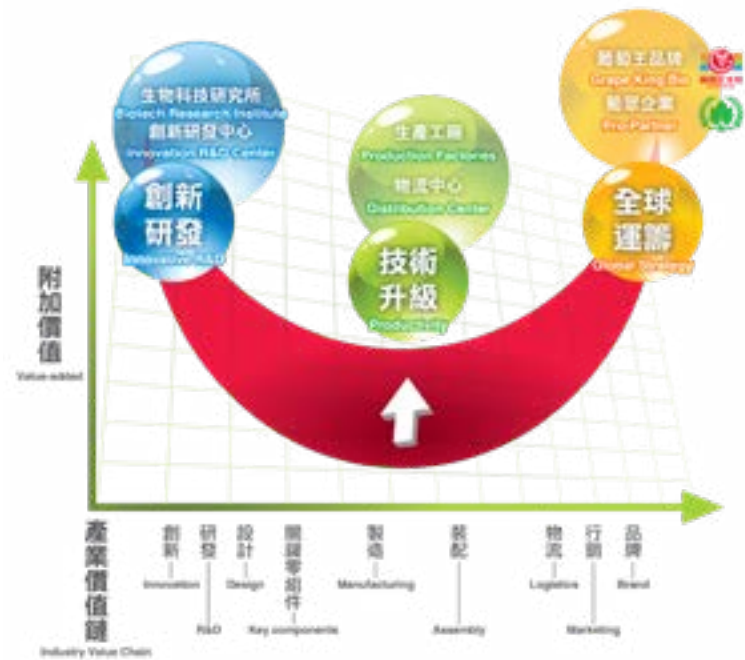
Background

The late 1960s were a golden age for infrastructure construction in Taiwan. In line with this trend, Grape King Bio founder and president Shui-Zhao Tseng established China Fuso Seiko Pharmaceutical Industries Ltd. (officially renamed Grape King Bio in 1971) and produced Grape King Bio’s first product, ComeBest energy drink. As time went on, our founder became conscious of the importance of business transformation, and therefore established the Bioengineering Center (now named the Grape King Bio Biotech Research Institute), officially entering the biotechnology industry and focusing on development of health foods. Our subsidiary Pro-Partner was established in 1993 and officially entered the health food market using a multi-level marketing model in 1998. In terms of overseas markets, we entered the Chinese market in 1994 and established Shanghai Grape King Bio Enterprise Corporation, which officially commenced operations in 1997. We actively expand our international markets and sell various health foods and beauty products. We have gradually established a proprietary smile curve that encompasses our upstream product development and innovation, mid-stream production and manufacturing, and downstream brands and channels. For more information about our history, please refer to our official website.

Products, Services, and Operating Locations

Products and Services

We have our own health foods and functional drinks brands, and also provide ODM/OEM services for health foods and pharmaceuticals. We have established the smile curve shown in the following figure and advantages in biotechnology operations through innovation and development, technical enhancements, and global operations:



For more information on our smile curve, please refer to the Vision and Mission Statement section on our corporate website: <https://www.grapeking.com.tw/tw/about/vision> °

For more information on our smile curve, please refer to the Vision and Mission Statement section on our corporate website: <https://www.grapeking.com.tw/tw/about/vision> °

Our private brands have achieved impressive results. In 1993, we established our subsidiary Pro-Partner, which uses a multi-level marketing model as its main sales channel. Pro-Partner was ranked at number 38 on the DSN Global 100 List of global direct marketing companies in 2024, and has been the top local industry leader for 14 consecutive years. All Grape King Bio locations are currently located in the north, and our main production, research, and logistic operations centers are concentrated in Taoyuan. Our headquarters are located within our Pingzhen Factory, and we also established our Tourist Factory (Grape King Bio Health and Vitality Power Center) at this location so our consumers can experience our brand story and ideals at any time. Our Zhongli Factory focuses on R&D and production. Our Taipei operational headquarters are located within the Pro-Partner Neihsu building and also serve as the core sales base for Grape King Bio’s private label products. Our logistics center was moved to Xincheng Road in Zhongli District in 2018. Our research is concentrated at our “Grape King Bio Biotech Research Institute,” which is located at the Hsinchu Science Park Longtan campus. The Biotech Research Institute was built using an investment of NT\$1,600 million, and combines R&D and production functions to develop and apply raw materials (key components). In 2024, a new fermentation production line has been added to the Grape King Health Outlook Park. There are more than 80 fermentation tanks in total so far, and the total fermentation capacity can reach 506 tons, which is the toppest among all health foods brands in Taiwan.

Taipei Sales & Marketing Division

Zhongli Longgang Plant

Equal attentions are paid to R&D and Production

Headquarters in Pingzhen

Established in September, 2016 (Including our new office building and factories)

Grape King Bio Park

Grape King Biotech Research Institute

Located in Hsinchu Longtan Science Park and was established at the end of 2018

We have a total of 15,000 sales locations across Taiwan, including both physical and virtual sales channels. Physical channels: Hypermarkets, chain supermarkets, modern drugstores, traditional pharmacies, convenience stores, distribution channels. Virtual channels: Self-owned online malls, external online malls, direct sales members, TV shopping channels.

Awards



Corporation

- 【Grape King Bio】 Ranked in the top 5% of companies by the Corporate Governance Evaluations for four consecutive years
- 【Grape King Biotech】 First in Taiwan's biotech sector to earn “Green Factory Label” and two certifications!
- 【Grape King Bio】 Received “TSAA Taiwan Sustainability Action Awards” SDG 12 Responsible Consumption and Production - Silver Award in 2024
- 【Grape King Bio】 Received 2024 Outstanding Occupational Safety and Health Promotion Award from the Taichung City Government
- 【Grape King Bio】 Received 2024 “Net Zero Industry Competitiveness Award” !
- 【Grape King Bio】 Received SGS 2024 ISO PLUS Awards Occupational Safety and Health Management Exemplary Award
- 【Grape King Bio】 Won Happy Enterprise Gold Award for the fifth time!
- 【Grape King Bio】 Ranked among Business Weekly's “Top 100 Carbon Competitiveness Enterprises” in 2024!
- 【Grape King Bio】 Recognized as “Outstanding Enterprise in Proactive Evaluation” for Disclosing Occupational Health and Safety Performance in the Corporate Sustainability Report in 2024
- 【Grape King Bio】 Won two awards at the “TCSA Taiwan Corporate Sustainability Award” for three consecutive years
- 【Grape King Bio】 Received Accredited Healthy Workplace Health Promoting Aged Employees Award from the Ministry of Health and Welfare Health Promotion Administration in 2024
- 【Grape King Bio】 Received 2024 Taoyuan City's Highest Distinction Taoyuan Golden Award - ESG Environmental Sustainability!
- 【Grape King Bio】 GKM3® Won 21st National Innovation Award!
- 【Grape King Bio】 Received Pandemic Prevention Gold Award from the 9th Taiwan Immunization Vision and Strategy (TIVS) in 2024



Technologies & Patents

- “Use of Bifidobacterium lactis GKK2 for improving allergic asthma” was awarded a Gold medal at the 2024 Malaysia Technology Expo.
- “Cultivating mycoprotein using seawater to reduce carbon emissions” was awarded a Silver medal at the 2024 Malaysia Technology Expo.
- Use of Phellinus linteus mycelia for improving obesity and related syndromes” was awarded 1 Gold medal at the 2024 Russian Archimedes International Invention Exhibition.
- “Cultivating mycoprotein using seawater to reduce carbon emissions” was awarded 1 Gold and 1 Special medal at the 2024 Russian Archimedes International Invention Exhibition.
- Use of Phellinus linteus mycelia for improving sarcopenia” was awarded 1 Silver and 1 Special medal at the 2024 (49th) Geneva International Exhibition of Inventions.
- “Use of lactic acid bacteria GKM3® fermented filtrate for enhancing wound healing” was awarded 1 Gold and 1 Special medal at the 2024 (49th) Geneva International Exhibition of Inventions.
- “Use of oral compositions for improving sarcopenia” was awarded 1 Gold and 1 Special medal at the 2024 World Genius Convention and Education Expo in Tokyo.
- “Skin repair composition containing lactic acid bacteria fermentation product (GKM3®) and use thereof” was awarded a Gold medal at the 2024 World Genius Convention and Education Expo in Tokyo.
- “Lactobacillus fermentum GKF3, composition containing the same and its use for improving psychotaxia” was awarded 1 Gold and 1 Special medal at the 2024 International Invention, Innovation & Technology Exhibition (ITEX) in Malaysia.
- “Use of mycelium of Phellinus linteus GKPI for preparing composition of improving obesity and obesity-related metabolic disorders” was awarded a Gold medal at the 2024 International Invention, Innovation & Technology Exhibition (ITEX) in Malaysia.
- “Use of lactic acid bacteria GKM3® fermented filtrate for enhancing wound healing” was awarded 1 Gold and 1 Special medal at the 2024 European Exhibition of Creativity and Innovation.
- “Lactobacillus fermentum GKF3 for effectively improving psychotaxia” was awarded 1 Gold and 1 Special medal at the 2024 European Exhibition of Creativity and Innovation.
- “An active substance of Bifidobacterium lactis GKK2, a composition comprising thereof and its use for promoting longevity” was awarded a Gold medal at the 2024 International Invention & Innovation Expo in Shanghai.
- “Use of manufacturing a composition for improving the immunity” was awarded 1 Gold and 1 Special medal at the 2024 International Invention & Innovation Expo in Shanghai.
- “A Lactobacillus rhamnosus GKLC1, a composition comprising thereof and its use for improving alcoholic injury in liver, stomach and/or intestine” was awarded a Gold medal at the 2024 International Invention & Innovation Expo in Shanghai.
- “Hericium erinaceus mycelia ferments – fungal materials for improving myelination of central nervous system” was awarded a Gold medal at the 2024 World Invention and Innovation Contest in Korea (WIC).
- “Lactobacillus paracasei GKS6® for promoting longevity” was awarded a Gold medal at the 2024 World Invention and Innovation Contest in Korea (WIC).
- “Use of lactic acid bacteria GKM3® fermented filtrate for enhancing wound healing” was awarded 1 Gold and 1 Special medal at the 2024 International Invention Innovation Competition in Canada (ICAN).
- “Use of Cordyceps cicadae mycelia for improving steroid-induced ocular complications” was awarded 1 Gold and 1 Special medal at the 2024 International Invention Innovation Competition in Canada (ICAN).
- “Bifidobacterium lactis GKK2 for effectively improving airway hypersensitivity” was awarded 1 Gold and 1 Special medal at the 2024 INNOVERSE Invention & Innovation Expo in the USA.
- “Use of lactic acid bacteria GKM3® fermented filtrate for enhancing wound healing” was awarded 1 Gold and 1 Special medal at the 2024 INNOVERSE Invention & Innovation Expo in the USA.
- “Novel Bifidobacterium lactis GKK2 for promoting longevity” was awarded 1 Gold and 1 Special medal at the 2024 All American DAVINCI International Innovation and Invention Expo.
- “Hericium erinaceus mycelia ferments for improving dementia” was awarded a Gold medal at the 2024 All American DAVINCI International Innovation and Invention Expo.
- “Use of GKD7 for preparing compositions of improving osteoarthritis” was awarded 1 Gold and 1 Special medal at the 2024 International Invention and Trade Expo in London.
- “Use of lactic acid bacteria GKM3® fermented filtrate for enhancing wound healing” was awarded 1 Gold and 1 Special medal at the 2024 International Invention and Trade Expo in London.

Awards



Technologies & Patents

“Use of Phellinus linteus mycelia for improving sarcopenia” was awarded 1 Gold and 1 Special medal at the 2024 International Invention Show (INOVA in Croatia).
“Novel Bifidobacterium lactis GKK2 for promoting longevity” was awarded 1 Gold and 1 Special medal at the 2024 International Invention Show (INOVA in Croatia).
“Use of Phellinus linteus for preparing compositions for improving sarcopenia” was awarded a Gold medal at the 2024 International Innovation and Invention Competition (IIIC).
“Mycelium of filamentous fungus and its manufacturing method” was awarded a Gold medal at the 2024 International Innovation and Invention Competition (IIIC).
“Use of Cordyceps cicadae active substance for improving visual acuity” was awarded a Gold medal at the 2024 International Innovation and Invention Competition (IIIC).
“Use of novel probiotic strains Pediococcus pentosaceus CKP4 for improving sarcopenia” was awarded 1 Gold and 1 Special medal at the 2024 International Invention and Innovation Show INTARG.
“Use of GKD7 for alleviating cartilage wear and osteoarthritis” was awarded a Gold medal at the 2024 International Invention and Innovation Show INTARG.
“Use of lactic acid bacteria GKM3® fermented filtrate for enhancing wound healing” was awarded a Gold medal at the 2024 International Salon of Inventions and New Technologies.
“Use of Bifidobacterium lactis GKK2 for improving allergic asthma” was awarded a Gold medal at the 2024 International Salon of Inventions and New Technologies.
“Wound external composition containing lactic acid bacteria fermentation product” was awarded a Bronze medal at the 2024 Seoul International Invention Fair (SIIF).
“Use of Phellinus linteus for preparing compositions for improving sarcopenia” was awarded a Silver medal at the 2024 Seoul International Invention Fair (SIIF).
“Solid-state cosmetic composition and its manufacturing method” was awarded a Special medal at the 2024 Seoul International Invention Fair (SIIF).
“Use of lactic acid bacteria GKM3® fermented filtrate for enhancing wound healing” was awarded a Gold medal at the 2024 Hong Kong International Invention and Design Competition.
Use of Phellinus linteus mycelia for improving sarcopenia” was awarded a Gold medal at the 2024 Hong Kong International Invention and Design Competition.



Individual



Products

Dr. Andrew Tseng, Chairman of Grape King Bio, has been awarded both the “100 MVP Manager in the Sustainability Category” and the “Top 1 MVP Manager for Online Fan Favorite” !
Grape King Bio's "GK Heripene" wins the Ingredient of the Year: Cognitive Function award at NUTRA Ingredients Asia 2024!
Grape King Bio's "Fungimeet Pineapple and York Pastry" wins the Industrialization of Traditional Foods Award at 2024 IUFoST Global Food Industry!
Grape King Bio's "FunGimeet" wins the Food Sustainability Award at 2024 IUFoST Global Food Industry!



【Highlight】

Pro-Partner stays ahead of major direct marketing companies by delivering highly professional, efficient, and customer-satisfaction-driven products and services

Pro-Partner adheres to the business philosophy of providing “the best products” to “the most people.” The company is dedicated to offering high-quality health products, ranging from essential daily care to a diverse portfolio of 40 health supplements and 7 personal care items, while also considering the enhancement of customer care and service quality as a key component of corporate sustainability.

From product development to customer service, Pro-Partner listens attentively to every need, ensuring that each customer receives the highest level of care. Pro-Partner's enduring mission is to promote the philosophy of health and wellness. The company hosts annual lecture tours led by biotechnology experts from Grape King Bio to share the latest product benefits and research findings with its direct distributors and consumers. In 2024, Pro-Partner successfully organized 36 seminars, attracting nearly 30,000 participants in total. These events helped more people understand Pro-Partner's product philosophy and health concepts, integrating health awareness into their daily lives.

With a customer-centric approach aimed at providing immediate and warm service, Pro-Partner continuously enhances the customer experience, enabling direct distributors and consumers to access information swiftly. By streamlining IVR processes, offering diverse consultation channels, and providing one-on-one dedicated guidance, Pro-Partner ensures that every customer receives professional system explanations, comprehensive health insights, and personalized product recommendations.

Our customer service center has established standardized service indicators, achieving outstanding results in 2024:

- ✓ 98% call response rate, ensuring every call is answered with care
- ✓ 95% of calls answered within 30 seconds, minimizing customer wait time
- ✓ 98% first-call resolution rate, delivering swift and complete solutions
- ✓ 100% of email inquiries resolved within 24 hours, ensuring prompt and professional support for every inquiry

In 2024, a total of 132 customer complaints were handled, accounting for 0.27% of all cases. Each complaint was addressed with precision and accountability through a well-structured process, ensuring customer needs were prioritized and effective solutions were provided to enhance customer loyalty.

Pro-Partner's customer service team delivers warm and dedicated support, and these efforts have earned us the Gold Medal in the Taiwan Best Customer Center Award for two consecutive years. This recognition reflects our commitment and passion for customer service. We will continue to offer high-quality and comprehensive service to further elevate customer satisfaction.



ESG Management Structure: Sustainability and ESG Committee

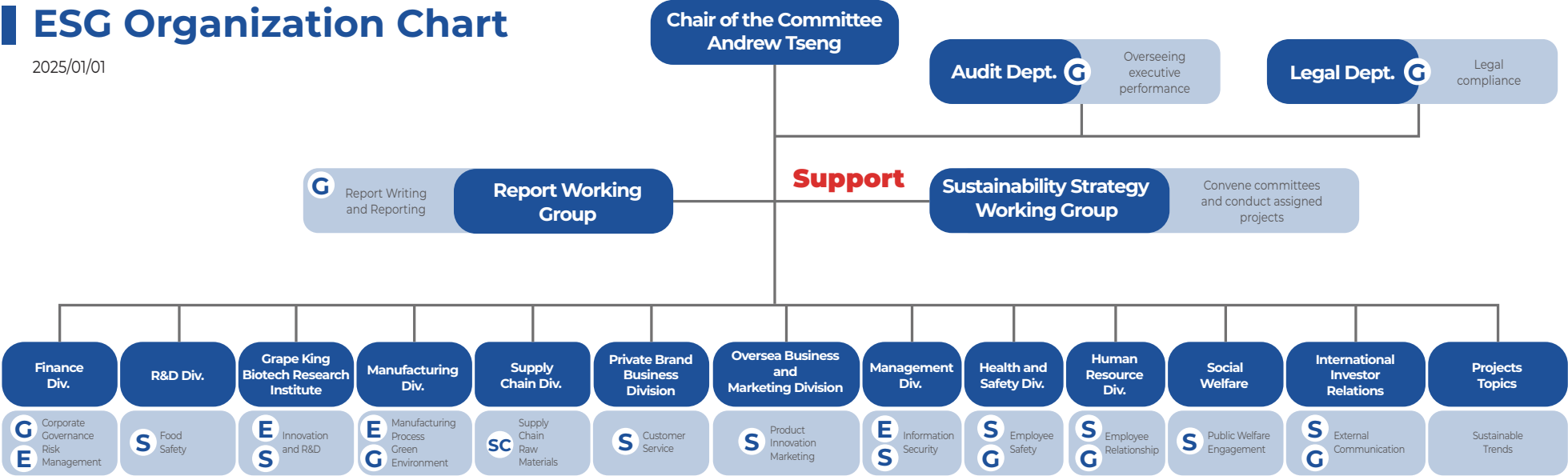
Chief Sustainability Officer,
General Manager's Office
Duncan Aitken



Grape King Bio strives to become a sustainable leader in Taiwan's biotechnology industry. We not only maintain our mission to be ‘A health expert for the entire family’ and ensure public health, but also hope to exert a positive influence on the economy, environment, and society by incorporating sustainability in our routine business decisions.

ESG Organization Chart

2025/01/01



As we continue to grow, we not only emphasize corporate governance and operational performance, but also consider environmental, social, and corporate governance (ESG) performance to be our best response to stakeholder expectations and the best way to communicate our corporate ideals. In order to incorporate core ESG concepts into our business philosophies and culture, we reconfigured our cross-departmental “Sustainability and ESG Committee” in 2021 in accordance with emerging sustainability issues to promote specific ESG actions through interdepartmental collaborations and internal management mechanisms.

The Sustainability and ESG Committee was established under the general manager’s office. Our Chairman and General Manager serves as the highest authority of the Committee and senior executives serve as committee members. Representatives from other units (Finance Division, R&D Division, Manufacturing Division, Supply Chain Division, Sales and Marketing Division, Administration Division, Industrial Safety Department, Human Resource Department, and Foreign Investor Relations) also serve as committee members. The Sustainability and ESG Committee convenes periodically to organize and implement annual ESG plans. Apart from convening quarterly meetings with all units and related work teams, committee members also convene mid-year and year-end ESG target discussion meetings and report on ESG implementation results and plans. Implementation results and areas for improvement are periodically submitted to our Chairman and Board for review.

Sustainability Performance for 2024

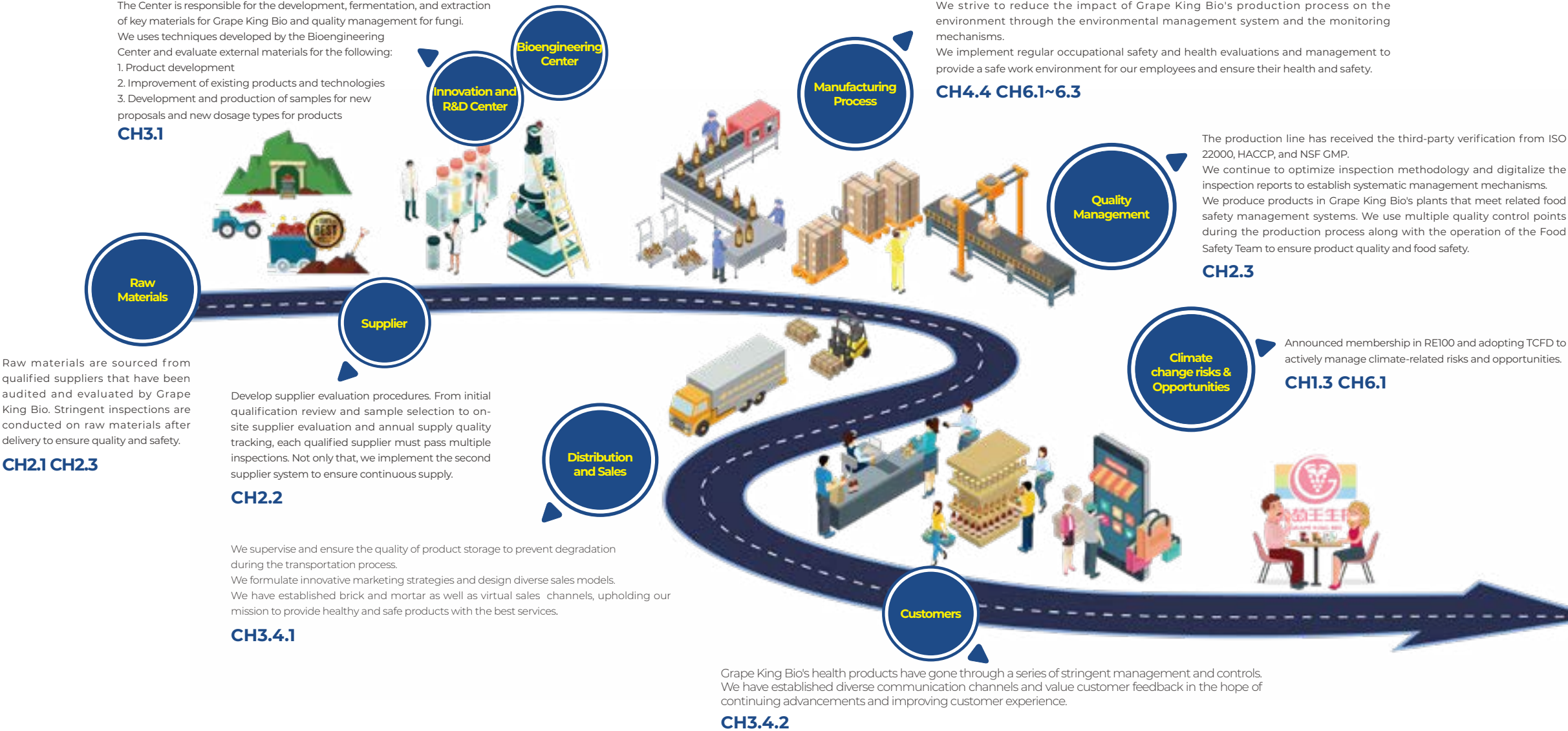
The United Nations Sustainable Development Goals (SDGs)	Corresponding to Specific Goals of the United Nations SDGs	Summary of Grape King Bio' s Contributions	2024 Sustainability Performance
SDG 3 Good Health and Well-being	3.d Strengthening the capacity of all countries, particularly developing countries, for early warning, risk reduction, and management of national and global health risks.	Active development of functional materials to meet societal needs, along with the provision of comprehensive health examinations, maternal health protection measures, and safe work environments for labor health	Researched on functional materials in response to the aging population, declining birth rates, and the continuous growth of the population engaging in sports.
			Arranged free annual health examinations for all employees, planned comprehensive labor health programs and built friendly workplace environments and sports facilities to create a sustainable and healthy corporate culture.
			“Procedures for Protection of Maternal Health” and “Special Health Hazard Operations” have been established to implement workplace environment monitoring for our operational staff and to carry out special health check-ups.
			Grape King Bio focused on groups that require special attention, such as infants, pregnant women, and breastfeeding mothers. Our product development team first confirmed requirements related to raw materials, dosage forms, and functions, then included relevant warnings on product labels.
			Grape King Bio and Taoyuan City Government brought together 20 business partners to establish the “Grape King Bio Health and Safety Family,” collaborating to strengthen workplace safety measures, improve relevant capabilities, and commit to charitable activities related to occupational safety.
SDG 5 Gender Equality	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education, including university.	Elimination of discrimination and provision of equal employment opportunities	The percentage of female directors reached 36%.
			The proportion of male to female employees was 1:1.
			Carried out various procedures related to hazard identification and evaluation, suitable work arrangements, management by risk levels, and continued follow-up to ensure the physical and mental health as well as employment equality of our female employees, based on the protection of female workers.
SDG 6 Clean Water and Sanitation	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity.	Active water conservation to enhance resource use efficiency	A total of 13,027 tons of process water were saved in 2024, with a cumulative saving of 66,087 tons since 2021.
SDG 7 Affordable and Clean Energy	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.	Investment in renewable energy equipment	Generated 178,611 kWh of total electricity and reduced 88,234 kgCO ₂ e of carbon emissions by solar photovoltaic system at Longtan Factory in 2024.

The United Nations Sustainable Development Goals (SDGs)	Corresponding to Specific Goals of the United Nations SDGs	Summary of Grape King Bio' s Contributions	2024 Sustainability Performance
SDG 8 Decent Work and Economic Growth	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	Diverse talent training and recruitment channels provided	As of 2024, a total of 144 interns have participated in our Seed Talent Program (STP) and worked on 25 projects.
			Over the past three years, we have cooperated with colleges and universities, and our factories have hosted 78 visits for 2,986 people.
			Built our “Talent Pool” to systematically assemble the internal talent fleet, achieving a promotion rate of 23.7% in 2024.
			A total of 605 employees participated in Grape King Bio’ s occupational safety education and training in 2024, totaling 1,744 hours.
			Participated in the Talent Quality-management System (TTQS) verification plan implemented by the Ministry of Labor Workforce Development Agency and received a bronze TTQS award.
			Provided job opportunities for individuals with Down Syndrome from the Chensenmei Social Welfare Foundation, which is located near our company and also adjusted work tasks for disabled colleagues placed in unsuitable positions.
			Commenced long-term collaborations with the Taoyuan City Government Employment Service Center, updating and publishing corporate vacancies on a monthly basis to enable the public to quickly learn about our vacancies through diverse recruitment channels.
	8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	Provision of safe work environments	Collaborated with the Vocational Training Center of the Veterans Affairs Council to assist veterans in transferring to private organizations and raise local employment rates.
SDG 9 Industry, Innovation, and Infrastructure	9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, particularly developing countries, including by 2030, encouraging innovation and substantially increasing the number of research and development workers per million people and public and private research and development spending.	Investment in innovation and R&D	Published 29 journal papers, 32 conference papers, and 23 oral presentations at conferences in 2024.
			Developed 277 products in 2024.
			Our Biotech Research Institute applied for 44 patents in 2024 and received approval for 24.
			There are around 17 industry-academia collaboration projects between our Biotech Research Institute and the Ministry of Science and Technology, the Council of Agriculture, the Ministry of Education, and various colleges and universities.

The United Nations Sustainable Development Goals (SDGs)	Corresponding to Specific Goals of the United Nations SDGs	Summary of Grape King Bio's Contributions	2024 Sustainability Performance
SDG 11 Sustainable Cities and Communities	11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.	Investment in resources for improving air quality and noise control	A total of NT\$2,632,384 was invested in expenses for sponsorships and environmental improvement activities in 2024, demonstrating our ongoing commitment to minimizing the impact on neighboring communities around factories.
	11.a Support positive economic, social, and environmental links between urban, peri-urban, and rural areas by strengthening national and regional development planning.	Participation in support of social welfare activities	Grape King Bio invested a total of 1,240 volunteers and 687 service hours in social participation in 2024.
SDG 12 Responsible Consumption and Production	12.2 By 2030, achieve the sustainable management and efficient use of natural resources.	Sustainable product packaging planning	Grape King Bio has long been committed to using lightweight packaging made from environmentally friendly materials that help to reduce environmental damage, resulting in a 29% reduction in plastic usage for PET bottles.
SDG 13 Climate Action	13.3 Improve education, awareness-raising, and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.	Science Based Targets initiative (SBTi) target setting and climate-related risks and opportunities identification according to the TCFD framework	Successfully got approval from Science Based Targets initiative (SBTi).
SDG 15 Life on Land	15.a Mobilize and significantly increase financial resources from all sources to conserve and sustainably use biodiversity and ecosystems.	Soil and water conservation promotion and biodiversity preservation	Grape King Bio collaborated with the Northern Region Water Resources Branch of the Water Resources Agency under the Ministry of Economic Affairs and farmers to subscribe to farmland utilizing rationalized fertilization. This initiative not only reduces soil degradation and preserves biodiversity but also conserves water resources.
SDG 16 Peace, Justice, and Strong Institutions	16.5 Substantially reduce corruption and bribery in all their forms.	Implementation of ethical management policies and active prevention of unethical conduct	No incidents involving corruption, bribery, conflicts of interest, money laundering, or insider trading occurred in 2024.
	16.7 Ensure responsive, inclusive, participatory, and representative decision-making at all levels.	Hosting labor-management meetings to incorporate employee representative opinions	Labor-management representatives were invited to hold four labor-management meetings, encompassing 100% of all employees in 2024. A total of 24 proposals relating to our company's operations and human resources matters were discussed.

Value Chain

We examined our sustainable management developments from a value chain perspective, reviewing the influence and impacts of our value chain, and identifying stages that need to be strengthened. In future, we hope to expand the scope of our value chain analysis, work to create value, and reduce negative impacts. Our value chain is shown in the following figure:





GRAPE KING BIO

Stakeholder Communication and Analysis of Material Topics



Stakeholder Communication and Analysis of Material Topics

We consider pursuit of sustainable development to be an important goal. Grape King Bio collects feedback from stakeholders to better understand their needs and expectations, and to establish effective communication channels. Feedback from stakeholders contributes to the formulation of our ESG policies and business development. As part of our routine operations, our departments communicate with and solicit feedback from key stakeholders throughout the year. Our scope of communication did not extend to other subsidiaries.

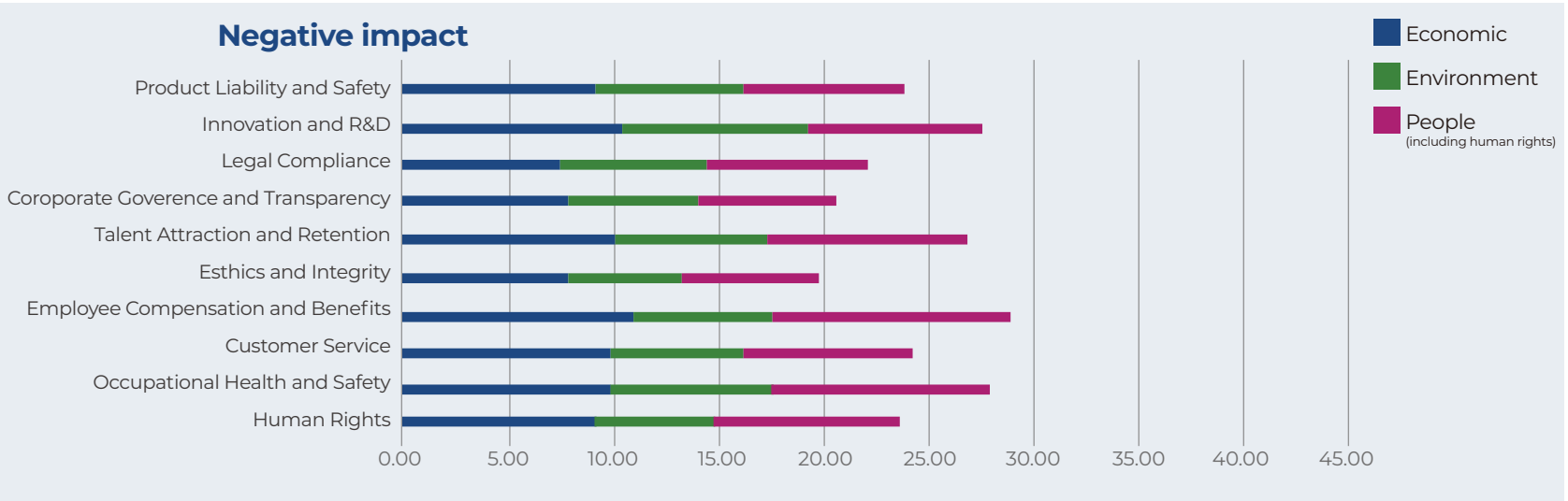
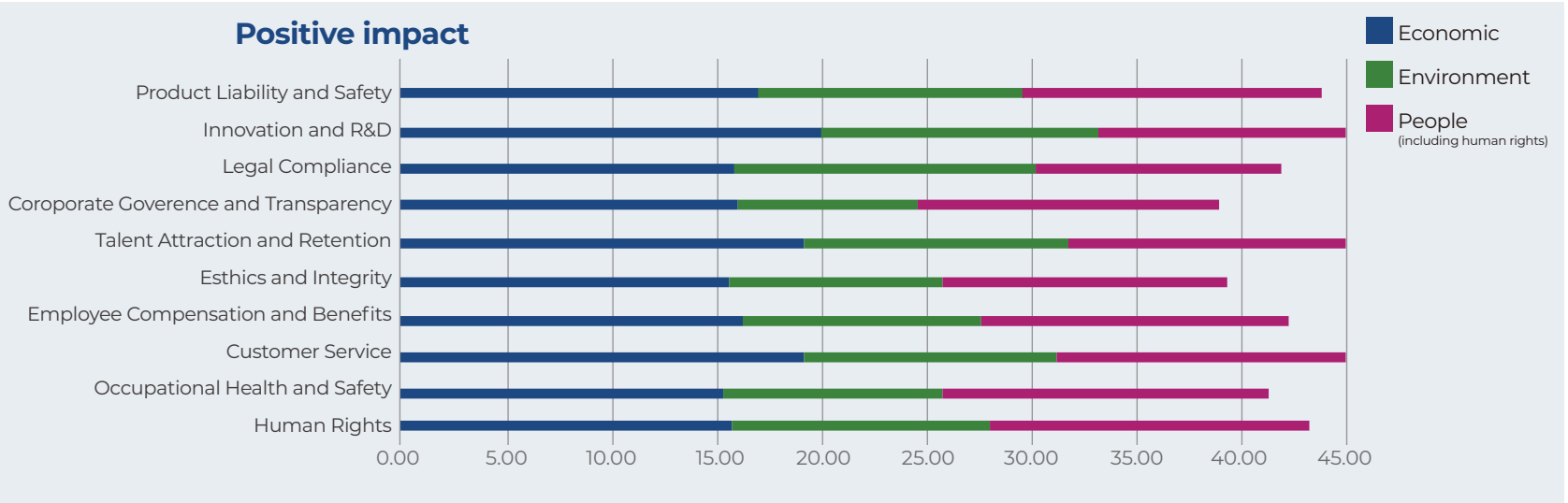
Each unit integrates these material topics into annual plans and routine business management along with the previously identified issues of concern, and periodically evaluates implementation performance to facilitate continuous improvement.



Impact Assessments of Material Topics

In 2023, the Sustainability Strategy Working Group distributed surveys on 20 sustainable issues of concern to 299 stakeholders, including 21 managers, to assess 10 material topics based on the levels of concern for various sustainability issues. This year, the result of the impact assessments has been carried forward. We further assessed the level of positive and negative impacts of these 10 material topics on the economy, environment, and humans by 22 managers. This assessment aimed to determine the actual and potential positive and negative impacts of each topic. The table below lists the ten identified material topics.

Rank	ESG Metrics	Material Topic
1	Governance (G)	Product Liability and Safety
2	Governance (G)	Ethics and Integrity
3	Governance (G)	Legal Compliance
4	Social (S)	Employee Compensation and Benefits
5	Social (S)	Talent Attraction and Retention
6	Governance (G)	Corporate Governance and Transparency
7	Social (S)	Occupational Health and Safety
8	Governance (G)	Customer Service
9	Social (S)	Human Rights
10	Governance (G)	Innovation and R&D



Impacts of Material Topics and Corporate Responses

Material Topics	Topic Boundaries			Description of Impacts	Grape King Bio Policies and Commitments	Specific Actions	Effective Indicators	Corresponding Sections
	Up-stream	Grape King Bio	Down-stream					
Product Liability and Safety	✓	✓	✓	Grape King Bio adopts the most stringent quality and sanitation standards for management of product liability and safety to provide customer reassurance as we continue to develop more high-quality products.	Food safety policies	- Continue to optimize testing methods - Maintain laboratory accreditation systems - Continue to maintain quality system certifications - Continue to promote activities associated with food safety culture	- Quality targets for all product lines - Number of product recalls caused by concerns over food sanitation and safety - Proportion of food safety management costs to net revenues	2.2 Food Safety and Responsibility
Ethics and Integrity	✓	✓	✓	Grape King Bio's business philosophies are based on integrity, transparency, and responsibility. We have formulated policies based on ethical principles which were approved by our Board, and we have established sound corporate governance and risk control mechanisms to create a sustainable business environment. We incurred zero complaints and reports (including anonymous reports) related to ethical management in 2024.	Code of Ethical Conduct Ethical Corporate Management Best Practice Principles Procedures for Ethical Management and Guidelines for Conduct The programs to forestall unethical conduct - Procedures of Whistle-blowing and Complaints	Established internal/external reporting and grievance hotline	Number of handled reports	1.2 Corporate Integrity and Business Ethics
Legal Compliance		✓	✓	Grape King Bio reviews all company operating procedures based on the highest standards available. We constantly pay attention to the latest legal trends and adjust our actions accordingly.	- Code of Ethical Conduct - Copy review process - Standard operating procedures for waste management	- Established handling process for legal cases - Established copy review procedures - Updated violations information list for advertisement copy - Hosted training sessions for advertisement copy - Established standard operating procedures for waste management	Annual legal compliance status	1.5 Legal Compliance
Employee Compensation and Benefits		✓		Grape King Bio endeavors to develop a competitive and advantageous salary policy by referencing the labor market's salary levels and structures. Upholding a spirit of employee care, we aim to promote and implement EAPs, ensuring the welfare of our team members while fostering a supportive workplace environment.	Compensation and Benefits Policy	- Provided a competitive and advantageous salary policy - Promoted the implementation of a talent pool program - Conducted innovative courses for EAPs	- Average annual salary at market level - EAPs satisfaction - Number of workshops conducted for EAPs - Satisfaction rates for remuneration relative to work	4.4 Employee Compensation, Benefits, and Health Care
Talent Attraction and Retention		✓		Grape King Bio has designed a competitive remuneration system which exceeds industry standards and provides safe and hygienic workplace environments. Additionally, we have also established diverse development channels, implemented target and performance management systems, and formulated employee training goals and plans.	- Committed to implementation of appropriate talent placement in accordance with the "Human Capital Strategic Thinking 3.5" framework Grape King Bio Human Rights Policy	- Implemented GKB Learning College (GKBLC) framework - Formed handling team for workplace violence to demonstrate our zero tolerance for violence in the workplace	- Success rates for potential talent cultivation - Employee satisfaction surveys - EAP satisfaction	4.3 Talent Cultivation and Performance Appraisals 4.4 Employee Compensation, Benefits, and Health

Impacts of Material Topics and Corporate Responses

Material Topics	Topic Boundaries			Description of Impacts	Grape King Bio Policies and Commitments	Specific Actions	Effective Indicators	Corresponding Sections
	Up-stream	Grape King Bio	Down-stream					
Corporate Governance and Transparency	✓	✓	✓	Corporate governance is the cornerstone of sustainable operations. Grape King Bio adheres to TWSE-listed company Sustainable Development Actions and ESG evaluations, committing to five principles to integrate corporate governance and transparency into sustainable corporate operations: Strengthen Board functions; Enhance information transparency; Strengthen stakeholder communications; Align with international standards; and Build a stronger sustainable corporate governance culture.	• Code of Ethical Conduct • Ethical Corporate Management Best Practice Principles • Procedures for Ethical Management and Guidelines for Conduct • The programs to forestall unethical conduct • Procedures of Whistle-blowing and Complaints	• Established the Corporate Governance Team to serve as our dedicated corporate governance and ethical management unit • Corporate Governance Evaluations	• Corporate Governance Evaluations • Evaluations of Board performance	• 1.1 Corporate Governance and Transparency
Occupational health and safety		✓		Grape King Bio follows the environment, safety and health (EHS) policies and fulfils its obligations. In addition, Grape King Bio is committed to reducing hazards, promoting a friendly workplace environment through full participation. Furthermore, Grape King Bio has extended these values to partners, contractors, and suppliers, working towards a shared community goal of a healthy, safe, and friendly workplace environment, with the mutual aim of sustainable business practices.	• Grape King Bio Human Rights Policy • TOSHMS Occupational Health and Safety Management System	• Regularly hold occupational safety committee meetings every quarter • Conduct annual risk and opportunity assessments for environmental health and safety and develop countermeasures accordingly. • Provide occupational safety education and training	• Number of occupational accidents • Record of hazard-free work hours	• 4.5 Occupational safety
Customer service		✓	✓	Grape King Bio upholds the core values of "technology, health, and hope" to create a better future for its customers. With an increasing number of customers, Grape King Bio utilizes data analysis, system assistance, and comprehensive staff training to meet customer expectations, establish customer loyalty through professional services, and enhance customer satisfaction.	By providing attentive service, professional expertise, and establishing a customer-oriented approach that prioritizes meeting customer needs and resolving their issues, Grape King Bio creates a satisfying and recommendable consumer experience. This is achieved through the implementation of a comprehensive system that values both customer satisfaction and problem solving.	• Conduct customer interviews and telephone satisfaction surveys. • Provide ongoing training for staff. • Establish a comprehensive database of customer inquiries and questions. • Implement a hotline management system	• Customer satisfaction survey results	• 3.3 Customer service
Human Rights		✓		Grape King Bio adheres to the international human rights treaties, upholding the rights of employees to freedom of association. Discrimination based on gender, age, pregnancy, race, political affiliation, or religious orientation is strictly prohibited.	• Grape King Bio Human Rights Policy • Procedure for Dealing with Workplace Wrongdoings	• Establish workplace violence response team • Implement human rights due diligence process • Friendly workplace seminars	• Annual number of human rights incidents • Number of workplace harassment incidents	• 4.1 Human Rights
Innovation and R&D		✓		Combine core capabilities, external research, and innovation units to develop unique Grape King Bio functional materials or formulations in response to consumer demands and market trends.	• We strive to ensure product safety and legal compliance while developing products for appropriate target groups	• Published journal papers	• Number of patents applied • Research and production of novel function materials	• 3.1 Innovation Management and patents

Frequency and Channels for Stakeholder Communication

	Main Topics of Concern	Our Responses and Actions (Please refer to corresponding sections)	Communication Channels	Communication Frequency	Communication Performance for 2024
Shareholders / Investors	- Product Liability and Safety - Legal Compliance - Innovation and R&D - Marketing and Labeling - Customer Service	1.4 Financial Performance 2.2 Food Safety and Responsibility 3.1 Innovation Management and Patents	Convened shareholders general meeting	Once each year	- Convened 1 regular shareholders meeting - Invited to participate in 5 investor conferences - Published quarterly financial reports for 2024 and annual report for 2023 - Released 41 Chinese and English material information disclosures - Released 12 sets of unaudited consolidated revenue data (one for each month)
			Investor conferences	Irregular	
			Participated in conferences and face-to-face communication meetings hosted by investment institutes	Irregular	
			Responded to investor and analyst questions via phone, email, and our mailbox for external communication; we also periodically collected suggestions and feedback	Irregular	
			Annual release of financial statements, annual reports, and sustainability reports	Once each year	
			Released important information disclosures on MOPS and published all corporate news on official website	Irregular	
Clients	- Information Security - Product Liability and Safety - Legal Compliance - Ethics and Integrity - Waste Management - Water Resource Management - Packaging Lifecycle Management - Biodiversity - Marketing and Labeling - Human Rights - Nutritious and affordable products - Occupational health and safety	1.2 Corporate Integrity and Business Ethics 1.5 Legal Compliance 3.3 Customer Service 6.2 Management of Energy Resources and Greenhouse Gases	Service hotline for product queries	Daily	- Dedicated customer service hotline received 9,825 product and order queries - Official website and mailbox for external communications responded to 3,930 customers - Online messaging system responded to approximately 17,982 customers - Conducted 2,374 telephone interviews
			Service hotline for outsourcing queries	Daily	
			Official website and mailbox for external communications	Daily	
			Customer satisfaction surveys	Once each year	
			Official online shop	Daily	
			Telephone interviews	Daily	
			Dedicated service hotline and point of contact	Daily	
Suppliers	- Legal Compliance - Product Liability and Safety - Marketing and Labeling - Ethics and Integrity - Supply Chain Management	1.2 Corporate Integrity and Business Ethics 2.1 Sustainable Supply Chain 2.2 Food Safety and Responsibility	Procurement unit hotline	Daily	Conducted on-site audits on 50 suppliers
			Official website and mailbox for external communications	1-2 times per month	
			Public bidding and opinion exchange and interview meetings	Daily	
			On-site supplier audits and guidance	2-3 times per month	
			Questionnaires, phone, fax, and email	Daily	

For more information, please also refer to the Stakeholder Relations section on the Grape King Bio website : <https://www.grapeking.com.tw/stakeholder/62591ad4df427>

Frequency and Channels for Stakeholder Communication

	Main Topics of Concern	Our Responses and Actions (Please refer to corresponding sections)	Communication Channels	Communication Frequency	Communication Performance for 2024
Employees	- Employee Compensation and Benefits - Occupational health and safety - Legal Compliance - Product Liability and Safety - Human Rights	1.2 Corporate Integrity and Business Ethics 4.2 Talent Recruitment and Structure 4.3 Talent Cultivation and Performance Appraisals 4.4 Employee Compensation, Benefits, and Health	Periodic labor-management meetings	Once per quarter	- Hosted a total of 6 labor-management meetings - Our mailbox for grievances received 1 complaint - Ratio of employees undergoing annual performance audits reached 100% - Total number of training hours for the year was 10,068 hours - Total number of personnel who underwent training during the year was 3,841 people
			One on one meeting with Chairman	Irregular	
			Company announcements	Irregular	
			Internal website	Irregular	
			Human resource unit	Irregular	
			Employee suggestion box; reports and grievance mailbox	Irregular	
			Publication of relevant regulations on internal company website	Updated non-periodically	
			Periodic hosting of labor-management meetings	Once per quarter	
Government	- Customer Service - Marketing and Labeling - Product Liability and Safety - Legal Compliance - Nutritious and affordable products	1.2 Corporate Integrity and Business Ethics 2.2 Food Safety and Responsibility 4.2Talent Recruitment and Structure 4.3 Talent Cultivation and Performance Appraisals 4.4 Employee Compensation, Benefits, and Health 4.5 Occupational Safety	- Exchange of official correspondences - Meetings (for example seminars or public hearings)	Irregular	Received and sent 1,950 official correspondences
Neighboring communities	- Information Security - Product Liability and Safety - Legal Compliance - Energy management and circular economy. - Climate change adaptation. - Waste Management	2.2 Food Safety and Responsibility 2.3 Sustainable Products and Services 3.3 Customer Service 6.2 Management of Energy Resources and Greenhouse Gases 6.3 Management of Water Resources 6.4 Waste Management	- Community activities - Point of contact with heads of boroughs and neighborhoods	Irregular	Hosted 5 community exchange activities

For more information, please also refer to the Stakeholder Relations section on the Grape King Bio website : <https://www.grapeking.com.tw/stakeholder/62591ad4df427>

Frequency and Channels for Stakeholder Communication

	Main Topics of Concern	Our Responses and Actions (Please refer to corresponding sections)	Communication Channels	Communication Frequency	Communication Performance for 2024
Media	- Information Security - Legal Compliance - Innovation and R&D - Ethics and Integrity - Supply Chain Management - Climate change adaptation. - Customer Service - Marketing and Labeling - Nutritious and affordable products	1.4 Financial Performance 2.2 Food Safety and Responsibility 3.1 Innovation Management and Patents	- Press conferences - Themed interviews - Press releases - Public relations companies	Irregular	- Three special interviews (China Times Financial Knowledge, The Storm Media, and Commonwealth Magazine) - Published 22 press releases - Held regular monthly meetings 12 times.
Academia	- Legal Compliance - Innovation and R&D - Ethics and Integrity - Customer Service - Nutritious and affordable products	1.2 Corporate Integrity and Business Ethics 2.2 Food Safety and Responsibility	- Industry-academia cooperation activities and meetings - Intern training and exchanges - Keynote lectures and conferences	Irregular Summer and winter vacations and during semesters at irregular intervals	- Collaborated with 30 domestic colleges - A total of 53 students participated in industry-academia cooperation projects - The chairman delivered a total of 19 speeches, with 1,290 participants.
Non-profit organizations	- Product Liability and Safety - Legal Compliance - Ethics and Integrity - Water Resource Management - Marketing and Labeling	1.2 Corporate Integrity and Business Ethics 1.5 Legal Compliance - CH5 Academic Participation (Entire Chapter)	- Volunteer activities - Official website - Official fan page - Dedicated service unit	Irregular	Involved 1,240 people in community investments

For more information, please also refer to the Stakeholder Relations section on the Grape King Bio website : <https://www.grapeking.com.tw/stakeholder/62591ad4df427>



GRAPE KING BIO



CH1

Ethical Governance

Target Formulation | 1.1 Corporate Governance and Transparency | 1.2 Corporate Integrity and Business Ethics | 1.3 Risk Management | 1.4 Financial Performance | 1.5 Legal Compliance

Target Formulation

	Corporate Governance
Progress achieved in 2024	Corporate Governance Evaluation In the 2024 (11th) Corporate Governance Evaluation, there were a total of 8 indicators, which were new, improved, and revised, and they have been achieved, so the existing scores were maintained.
Short-term Targets for 2025-2026	- Plan to maintain existing items and formulate methods for enhancement in terms of corporate governance matters. - Refer to external ESG evaluations to enhance transparency of information disclosures relating to corporate governance.
Mid-term Targets for 2027-2028	
Long-term Targets for 2029 and beyond	- Ensure more than 50% of members for all corporate committees are experts. (Currently, we have set up the Remuneration Committee, Audit Committee, and Digital Transformation Committee, with plans to potentially establish the Risk Management Committee in the future.) - Continue to enhance corporate governance.
Corresponding SDGs	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRIAL INNOVATION AND INFRASTRUCTURE 

1.1 Corporate Governance and Transparency

Chief Financial Officer & Corporate Governance Officer
Nick Hung



Grape King Bio firmly believes that sound corporate governance and strict adherence to related regulations can ensure sustainable operations and establish a brand that wins enduring trust from the public.

Management Approach	Material issue-Corporate governance and transparency	
Policies	To establish sound corporate governance mechanisms, risk controls, and sustainable business environments, Grape King Bio abides by operational philosophies based on integrity, transparency, and responsibility, and has formulated fundamental policies, including the “Corporate Governance Best Practice Principles,” “Ethical Corporate Management Best Practice Principles,” “The Programs to Forestall Unethical Conduct,” “Code of Ethical Conduct,” and “Procedures of Whistle-blowing and Complaints,” which have been approved by the Board.	
Commitments	Grape King Bio commits to four principles to integrate corporate governance and transparency into sustainable corporate operations: Strengthen Board functions; Protect shareholder interests and respect stakeholder interests; Implement internal controls and internal audit systems; Enhance information transparency. We have strengthened internal oversight and external information disclosure by continuously assessing changes in the external business environments and improving internal management procedures; we have also established a comprehensive platform for shareholder and stakeholder engagement to build an effective corporate governance framework.	
Targets	Short-term	1. We collaborate with regulatory authorities to transition from corporate governance evaluations to ESG assessments, driving sustainable corporate growth and enhancing market competitiveness. 2. We enhance information transparency and corporate value, while formulating specific measures and actively communicating with shareholders.
	Mid-term	We continue to integrate ethical management and sustainability concepts into our corporate culture to create positive social influence.
	Long-term	We build sound corporate governance frameworks and implement ethical management to promote sustainable operations.
Responsibilities	- Corporate Governance Team: The dedicated unit for corporate governance is responsible for staying informed about updates and amendments to relevant corporate governance regulations, assessing the Company's actual operational status, and providing improvement suggestions to the Board of Directors and the General Manager for reference. Additionally, the team assists with implementation to further enhance the quality of corporate governance. - The dedicated ethical management unit: The dedicated unit for ethical management is responsible for overseeing corporate governance matters related to ethical management, anti-corruption, anti-bribery, prevention of insider trading and legal compliance. It also conducts promotional activities and reports annually to the Board of Directors on the status of its implementation.	
Resources	- Appointment of lecturers to provide courses to all directors on Monitoring political and economic risks across the Taiwan Strait in the context of US-China geopolitical rivalry, as well as on related topics such as Artificial Intelligence (AI) leads industrial revolution. Directors also participated in training based on individual needs, covering topics such as Expand Taiwan capital market, CEO lecture, Intellectual property risk prevention and control, Functional role of the audit committee convener, Upgrading and transformation challenge and opportunity in the post-epidemic era, Insider trading prevention, Labor dispute prevention and corporate governance. Our 11 directors received 94 hours of training, and our corporate governance officer received 12 hours of training. - Internal awareness for all employees through our internal website, employee mailbox, bulletin boards, training, and exams (for section managers and above, as well as sales personnel) - Formulated annual audit plans and the “Sustainable Information Management Regulations” - Supplier promotions through warnings on purchase orders and supplier policy promotion surveys	

1.1 Corporate Governance and Transparency

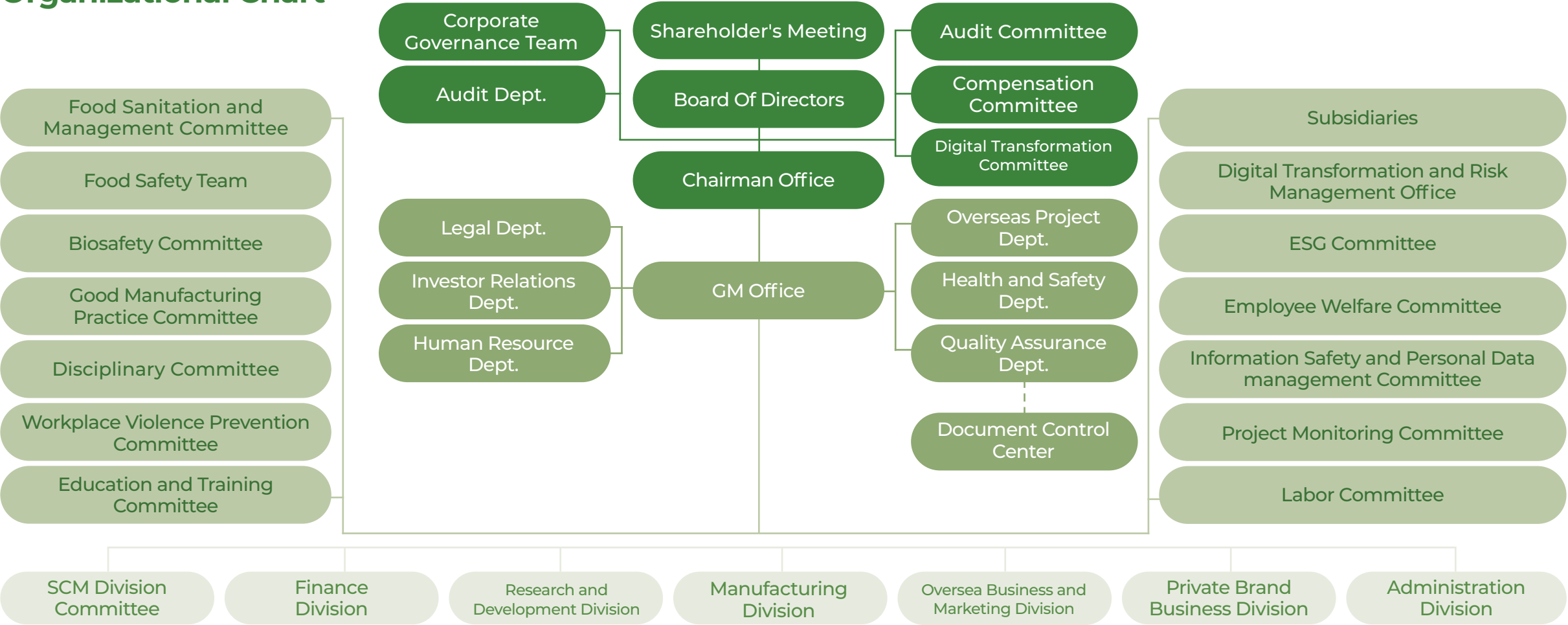
Management Approach	Material issue-Corporate governance and transparency
Specific performance	✓ Corporate Governance Team: Our Corporate Governance Officer and corporate governance team are responsible for providing timely information to shareholders through the Market Observation Post System or our corporate website, keeping track of major shareholders, handling matters related to Board of Directors and shareholders’ meetings according to law, compiling minutes for Board of Directors and shareholders’ meetings, and regularly assessing CPA independence and competence. ✓ The dedicated ethical management unit: The dedicated unit for ethical management conducts regular training and promotion for directors and all employees on ethical management, and administers exams for section managers and above, as well as sales personnel, aiming to enhance the effectiveness of ethical management within the company. ✓ We completed periodic audits in accordance with our annual audit plan for 2024 on time and with quality and proposed specific improvement suggestions. The above audits incorporated considerations for Environmental, Social, and Governance (ESG) risk indicators. The internal control system covered operational procedures such as environmental aspects (7 factors), including production processes and product design and development; social aspects (16 factors), including procurement supplier management and wage management; and governance aspects (39 factors), including compliance requirements and risks of unethical conduct. ✓ Enhanced information transparency: 1. We announced and filed our consolidated and individual financial statements for 2024 within 60 days after the end of the year and also placed these statements on our corporate website (Investors: Financial Statements). 2. Important resolutions of Board of Directors and shareholders’ meetings are released on our corporate website in a timely manner. 3. We prepare both Chinese and English versions of our material information, annual reports and shareholders meeting handbooks.
Grievance Mechanism	Grape King Bio supports an open and transparent culture with morals and integrity. We encourage internal and external personnel to report any violations of legal regulations and our corporate policies through related grievance reporting channels. We have also established the “Procedures of Whistle-blowing and Complaints” to ensure that external and internal personnel have a smooth channel for communicating grievances. Stakeholders can report grievances to our dedicated mailbox or through our hotline, and we have measures in place to provide timely responses, thus ensuring protection of stakeholder interests. Our Procedures of Whistle-blowing and Complaints stipulate that employees are protected from undue retaliation during the reporting and investigation process. All reports and complaints are compiled and submitted to the general manager; cases can only be closed following approval by the general manager.



Corporate Governance Units and Operations

The Board of Directors is the highest governance unit of the company. We have established 11 directors in accordance with our Articles of Incorporation. Our directors carry out their duties according to the authority thereof and make decisions on our business policies and other important matters. Our CFO serves as the company's Corporate Governance Officer and works with a Corporate Governance Team to manage corporate governance matters, track and provide timely information to shareholders, provide directors and supervisors with necessary information for business needs, organize board and shareholders meetings, and conduct other corporate governance matters.

Organizational Chart



Grape King Bio has formulated comprehensive corporate governance rules and regulations (please refer to the section on corporate governance regulations and supervisory mechanisms) to ensure sound corporate governance and continued improvement of operational quality according to the following four axes.

1. Strengthen board functions
2. Emphasis on shareholder interests and stakeholder rights
3. Implementation of internal controls and internal audit systems
4. Strengthen information disclosures and transparency

Axis I. Strengthen Board Functions

Board Operations

The nomination and selection of all directors adheres to Article 20 of our Articles of Incorporation. We adopt a candidate nomination system. For the director elections held in 2024, we disclosed detailed review standards and operational procedures for nominating candidates in accordance with relevant regulations and enabled electronic voting to promote shareholder participation. A total of 11 directors (including 4 independent directors and 4 female directors) were elected.

The 21st Board will serve from May 30, 2024 to May 29, 2027. Three functional committees, the “Audit Committee”, “Remuneration Committee”, and “Digital Transformation Committee” have been established under the Board.

The Board of the Company guides corporate strategies, supervises executive managers, is responsible to the Company and corporate shareholders, and adheres to all legal regulations, the Articles of Incorporation, and all corporate governance operations to ensure that it can exercise Board responsibilities. Board members are required to possess the knowledge, capabilities, industrial decision-making, and management abilities to carry out their duties and to achieve Board functions and aims. The term of each Board lasts for three years, and Board meetings are held at least once every quarter. A total of 6 meetings were convened in 2024, with an average attendance rate of 97.1%. Independent directors attended all Board meetings in person (please refer to Chapter 3: the Corporate Governance Report in our 2024 Annual Report for further information).

Board Diversity

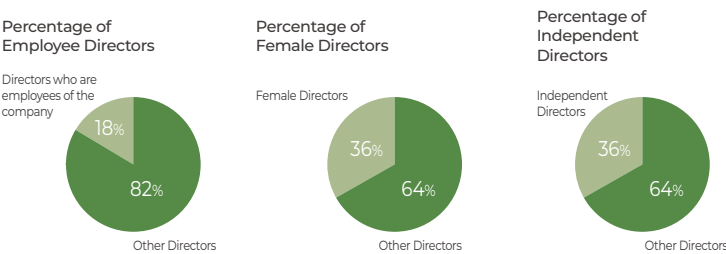
Our company's “Corporate Governance Best Practices Principles” stipulate a policy on diversity. It specifies that the composition of the Board of Directors should be diverse. Except for directors concurrently serving as company executives, who should not exceed one-third of the Board seats, appropriate diversity policies should be formulated based on the operation, business model, and development needs of the Company. This should include, but not be limited to, diversity in basic characteristics and values (such as gender, age, nationality, and culture) and professional knowledge and skills (such as legal, accounting, industry expertise, finance, marketing, or technology, as well as industry experience), and we have established the following diversity targets:

- Gender diversity: The number of seats for each gender should exceed 33%. A total of 4 female directors (including two independent directors) were elected for the current year.
- Domain diversity: Encompasses the four core domains of business management, leadership and decision-making, industrial knowledge, financial accounting, and law.

Please refer to the annual report for specific management goals and achievements regarding the diversity policy for the current year.

The Company’s Board members are diversified. The current 11 directors have educational backgrounds that encompass Ph.D. degrees in business management and mechanical engineering, as well as master’s degrees in marketing management, law, social studies, and other domains. Each director also has a unique professional background. Shenglin Andrew Tseng, Mei-Ching Tseng, Jia-Fong Chai (representative of Uni-President Enterprises Corporation), Jue-Jia Chang, Chih-Wei Lai, Yen-Shiang Huang, Hsing-Chun Chen specialize in business judgment, leadership and decision-making, business management, and crisis handling, and also possess industry knowledge and knowledge of international markets; Shenglin Andrew Tseng and Jue-Jia Chang have experience in marketing; Mei-Ching Tseng has relevant experience in media; Jia-Fong Chai specializes in business management; Chih-Wei Lai has experience in designing; Yen-Shiang Huang has experience in auditing; Hsing-Chun Chen specializes in early childhood education; and the four independent directors (Chen Jing Ning, Chi J. Yu, Ting-Ju Chen, and Pang-Chung Chin) respectively specialize in social studies, marketing strategy, financial and accounting, and consumer protection.

Directors who are employees of the Company account for 18%, the four female directors account for 36%, and the four independent directors account for 36%. Of the four independent directors, three have served for less than three years and one has served between three to six years, with no consecutive terms exceeding nine years (three terms). The average age of all directors is 56.2 years. Three directors are aged between 61 to 70 years, six are aged between 51 to 60 years, and two are aged between 41 to 50 years; encompassing a wide age range.



Conflicts of Interest Management

As part of their due diligence, the Board has formulated the “Rules of Procedure for Board of Directors Meetings” and stipulated an obligation to avoid conflicts of interest in Article 15 in accordance with the “Regulations Governing Procedure for Board of Directors Meetings of Public Companies” to ensure sound and comprehensive governance. We periodically purchase “director and officer (D&O) liability insurance” for our directors to reduce and disperse the risk of major damages to the Company or shareholders resulting from director error or negligence.

Grape King Bio conducts annual assessments of CPA independence and began conducting assessments of CPA competence using the Audit Quality Indicators

(AQIs) annually starting in 2022; assessment results are submitted to the Board for approval. Our independent directors, internal audit managers, and CPAs meet periodically to ensure that our independent directors can fully exercise their functions and responsibilities, as well as gain a better understanding of financial statements, finances, and business conditions.

Board Functional Committees

The Board established three functional committees, the “Audit Committee”, “Remuneration Committee”, and “Digital Transformation Committee”. These committees assist the Board in carrying out its supervisory and guidance duties, convene meetings in accordance with Board-approved organizational charters, exercise legal rights relating to reviews and discussions of relevant proposals, and submit conclusions and suggestions to the Board for approval.

Audit Committee Operations

Grape King Bio established the Audit Committee on July 15, 2021. Committee members encompass all independent directors, one of whom specializes in finance. The main responsibilities of the Committee include assisting the Board in effectively executing and supervising compliance with the Company Act, Securities and Exchange Act, and other related regulations, assisting the Board with enhancing and overseeing the quality of financial statements, CPA independence and competence, internal controls and risk management. The Committee convenes at least once every quarter, and a total of 4 meetings were convened in 2024, with attendance rates of 100%.

For more information on relevant proposals, please refer to our corporate website: <https://www.grapeking.com.tw/investor/6258d7e9f0f6d/auditcommittee>



Remuneration Committee Operations

We have established a Remuneration Committee composed of three independent directors to strengthen corporate governance and build sound compensation systems for directors and managers. The Remuneration Committee faithfully performs its duties with the care of a good administrator and is responsible for formulating and periodically reviewing director and manager performance evaluations; assessing remuneration policies, systems, standards and structures; and submitting suggestions to the Board for discussion. The Committee convenes at least twice a year, and a total of 3 meetings were convened in 2024, with attendance rates of 100%.

For more information on relevant proposals, please refer to our corporate website: <https://www.grapeking.com.tw/investor/6258d7e9f0f6d/6258d97648f63>



Digital Transformation Committee Operations

Grape King Bio established a Digital Transformation Committee on November 3, 2021 to integrate digital technologies into operational strategies, optimize corporate efficiency and processes, and enhance corporate performance and profits. The Committee is composed of three directors (including two independent directors). Committee responsibilities include:

I. Reviewing the strategies, plans, and implementation results of the digital transformation implementation team, and submitting suggestions to the Board or implementation teams; II. Reviewing major expenditures for digital transformation in accordance with the Company’s Regulations Governing the Acquisition and Disposal of Assets;

The Committee convenes at least once every half year, and a total of 2 meetings were convened in 2024 to report on the progress of digital transformation projects.

Grape King Bio focuses on digital transformation, gradually improving operational workflows, reducing process time, leveraging system support to enhance operational efficiency and further strengthen decision-making quality through data integration.

In 2023, Grape King Bio introduced new ERP system to reevaluate and modify the operation workflows. Furthermore, the implementation of a BPM system facilitates digitalization of workflows, reduces time costs of internal communication, and enhances data accuracy, integrity, as well as availability, thus laying the groundwork for “digital transformation.”



Evaluations of Board Performance

The Board established the “Rules for Performance Evaluation of Board of Directors and Remuneration Committee” on November 11, 2019, and began evaluating overall Board and Remuneration Committee operational performance each year starting from 2019. We established the Audit Committee on July 15, 2021, and renamed the above Rules as the “Regulations for the Performance Evaluation of the Board and Functional Committees,” stipulating that the Board of Directors and each functional committee should conduct internal performance evaluations at least once a year.

Overall performance evaluations for the Board encompasses the following five aspects and include a total of 47 evaluation items:

- 1 Participation in the operation of the company
- 2 Improvement of the decision-making quality of the Board of Directors
- 3 Composition and structure of the Board of Directors
- 4 Election and continuing education of the directors
- 5 Internal control

Overall performance evaluations for directors encompasses the following six aspects and include a total of 22 evaluation items:

- 1 Alignment of the goals and missions of the company
- 2 Awareness of the duties of a director
- 3 Participation in the operation of the company
- 4 Management of internal relationships and communication
- 5 The director's professionalism and continuing education
- 6 Internal control

Overall performance evaluations for the Remuneration Committee encompasses the following five aspects and include a total of 19 evaluation items:

- 1 Participation in the operation of the company
- 2 Awareness of the duties of the Remuneration Committee
- 3 Improvement of the decision-making quality of the Remuneration Committee
- 4 Composition of the Remuneration Committee and election of its members
- 5 Internal control

Overall performance evaluations for the Audit Committee encompasses the following five aspects and include a total of 22 evaluation items:

- 1 Participation in the operation of the company
- 2 Awareness of the duties of the Audit Committee
- 3 Improvement of the decision-making quality of the Audit Committee
- 4 Composition of the Audit Committee and election of its members
- 5 Internal control

Overall performance evaluations for the Digital Transformation Committee encompasses the following five aspects and include a total of 18 evaluation items:

- 1 Participation in the operation of the company
- 2 Awareness of the duties of the Digital Transformation Committee
- 3 Improvement of the decision-making quality of the Digital Transformation Committee
- 4 Composition of the Digital Transformation Committee and election of its members
- 5 Internal control

The aforementioned performance evaluations are conducted by our corporate governance team, which is responsible for overall implementation of internal Board, Remuneration Committee, Audit Committee, and Digital Transformation Committee self-assessments. Director self-assessments are compiled by corporate governance team and assessments are conducted using internal questionnaires.

Said performance evaluation results will be submitted to the Board for reference when making decisions relating to directors and members of the Remuneration Committee, Audit Committee, and Digital Transformation Committee; to enhance decision-making quality of the Board, Remuneration Committee, Audit Committee, and Digital Transformation Committee; and also to be used as a reference for nominating director or member candidates for the Remuneration Committee, Audit Committee, and Digital Transformation Committee. For more information on the “Regulations for the Performance Evaluation of the Board and Functional Committees,” please refer to Important Regulations section on the Grape King Bio corporate website: <https://www.grapeking.com.tw/investor/governance/major-policies>

Results of Board performance evaluations for 2024 were as follows:

Overall Board performance received an average score of 4.64 out of 5.

Remuneration Committee performance received an average score of 4.68 out of 5.

Audit Committee performance received an average score of 4.68 out of 5.

Digital Transformation Committee performance received an average score of 4.50 out of 5.

Directors and the corporate governance team did not put forward any other suggestions in 2024.

Performance evaluation results for the Board, individual directors, and functional committees for 2024 were all “Excellent.” Evaluation content and results were reported to the Board on January 18, 2025.

Axis II. Emphasis on shareholder interests and stakeholder rights

Grape King Bio has established a spokesperson, acting spokesperson, shareholder services, and legal personnel who are responsible for handling shareholder suggestions or disputes, as well as dedicated personnel who keep track of directors and major shareholders who hold more than 5% of shares, and report shareholdings each month. We have established regulations and internal controls for our subsidiaries and thoroughly implement risk controls. We have formulated the “Code of Ethical Conduct,” which explicitly prohibits insiders and employees from using undisclosed market information to buy and sell securities. We also organize training for insiders and all employees at least once a year. Insiders and employees are prohibited from engaging in insider trading using undisclosed information to safeguard shareholder interests.

We have implemented a shareholder e-voting system to facilitate shareholder mobility, make voting more convenient, ensure that shareholders are not restricted by time or place limitations placed by shareholders meetings, and provide diverse shareholder channels for voting on proposals. The results of all votes on proposals are disclosed in our meeting minutes. Our shareholders are allowed to fully exercise their rights to enhance our corporate governance performance.

In 2024, we were invited to participate in 5 (domestic and overseas) investor conferences which spanned a period of more than 3 months (the first investor conference took place in January and the last in November) and two of which provided audiovisual link information. We did not voluntarily initiate any investor conferences this year.

We have also established specific investor relations personnel as well as a “[Contact Us](#)” mailbox on our website, a customer service hotline, an internal “employee mailbox,” and a “stakeholders” section on our website which provides a communication channel for shareholders/investors, customers, and suppliers. Dedicated personnel are responsible for responding to issues of stakeholder concern.

Axis III. Implementation of internal controls and audit systems

Grape King Bio adheres to the Financial Supervisory Commission’s “Regulations Governing Establishment of Internal Control Systems by Public

Companies” in considering overall corporate operations and activities, establishing internal control systems, and designing and executing internal control systems that have been approved by the Board. In accordance with law, we have established an audit office which assists the Board and our managers in inspecting and reviewing deficiencies in internal control systems, measuring operational performance and efficiency, and providing appropriate suggestions for improvement to ensure reasonable operational performance and efficiency, reliability of financial reporting, and compliance with related regulations.

The audit office formulates annual audit plans based on risk assessments and legal compliance, which are submitted to the Audit Committee for discussion and approval. We review procedures for handling risks from unethical conduct in combination with procurement and payment cycles, as well as sales and collection cycles to ensure that all dedicated units are adhering to the regulations of the Ethical Corporate Management Best Practice Principles. Our internal audit officer also attends Board meetings and reports on implementations of internal audits. No incidents involving corruption, bribery, conflicts of interest, money laundering, or insider trading occurred in 2024.

- The audit office formulates annual audit plans based on risk assessments and legal regulations.
- Audit reports must be reviewed by independent directors.
- Our internal audit officer is required to attend board meetings and report on implementations of internal audits.

In 2024, we integrated sustainability information management into our internal control systems and formulated the “Sustainable Information Management Regulations” in accordance with the Financial Supervisory Commission’s requirements. These measures ensure robust internal controls over transactions and information generated from sustainability initiatives within the organization, enhancing the reliability of such information. Additionally, sustainability information management has been designated as a key audit item in our annual audit plan.

Axis IV. Strengthen information disclosures and transparency

We have established Chinese and English websites which disclose financial, business, and corporate governance information such as our “Ethical Corporate Management Best Practice Principles,” “Corporate Governance Best Practice

Principles,” “Procedures of Whistle-blowing and Complaints,” and “Sustainable Development Best Practice Principles.”

For more information on Grape King Bio corporate governance regulations, please refer to <https://www.grapeking.com.tw/investor/governance/major-policies>

We have established dedicated personnel who are responsible for collecting and disclosing information and have implemented a spokesperson system in accordance with regulations.

When participating in investor conferences, we disclose information on the “Market Observation Post System” in advance and place the presentations on our corporate website so that our stakeholders can gain a timely understanding of Grape King Bio operations.

Investor conference section:
<https://www.grapeking.com.tw/investor/conference>

Remuneration Policy for General Manager

Remuneration policies for the Board, our highest governance unit, are disclosed every year in our shareholders meeting annual reports (For more information, please refer to Chapter 3: the Corporate Governance Report in our 2024 Annual Report). In terms of senior management, we have designed a specific remuneration system for our general manager, which integrates KPIs (Key Performance Indicators) and short-to-medium term incentive systems that are used to determine salary levels for the general manager after review and confirmation by the Remuneration Committee.

The KPIs for 2024 include financial and sustainable metrics such as continuous revenue growth, strengthening food safety, overcoming bottlenecks to increase output value, streamlining audit processes to improve operational efficiency, leading sustainable development benchmarks, and fostering forward-looking digital human capital.

Fixed and variable remuneration	The current remuneration structure for our general manager includes both fixed and variable salary elements. Our remuneration policies are mainly performance-oriented, so all fixed salaries are designed using the results of our salary surveys and are implemented according to the guidelines on PR45-50 (PR refers to Percentile Rank). Variable remuneration is based on assessments of annual KPIs, achievement of production indicators, and EPS performance.
Signing bonuses or recruitment bonuses	We currently have no signing bonuses or recruitment bonuses.
Severance pay	Severance payments are implemented in accordance with legal regulations.
Clawback policy	Short-term and mid-term strategic target bonuses for the general manager come with a clawback provision. Paid bonuses that do not meet relevant criteria are subject to clawbacks.
Retirement benefits	All of our retirement benefits are implemented in accordance with legal regulations.
ESG links	The remuneration of the General Manager is linked to Key Performance Indicators (KPIs) associated with benchmarks for leading sustainable development. Governance aspects include the implementation of the ISO 37001 Anti-Bribery Management System and compliance with the Taiwan Intellectual Property Management Standards (TIPS); environmental aspects encompass the integration of the ISO 14064, among others.

In 2024, the ratio of the annual total remuneration of the general manager to the median annual total compensation of all other employees is 8.13 times and the ratio of the percentage increase in annual total compensation is 0.55%.

Process to Determine Remuneration

Remuneration Committee meetings are chaired and attended by our independent directors. Meetings are held periodically to discuss remuneration distributions plans for directors and executives.

Apart from periodic reviews regarding the appropriateness of corporate salary structures and policies, our human resources units also review and fully discuss remuneration policies based on requests made by our Remuneration Committee and independent directors. Implementations of related projects may also be outsourced to external consultancy companies. Stakeholders are excluded from selection procedures for external consultants.

1.2 Corporate Integrity and Business Ethics

Management Approach	Key issue-Corporate integrity and ethics	
Policies	The ethical policies approved by the Board strengthen our corporate culture of ethical management and create an operating environment for sustainable development.	
Commitments	We implement ethical management policies and actively prevent unethical conduct, including offering and acceptance of bribes, providing illegal political donations, improper charitable donations or sponsorships, offering or acceptance of improper benefits, infringing upon trade secrets, engaging in unfair competitive practices, and direct or indirect damages to the interests, health, and safety of consumers or other stakeholders.	
Targets	Short-term	Implement and promote various Grape King Bio codes of conduct
	Mid-term	Ensure appropriateness and effectiveness of internal controls to deepen Grape King Bio’s business ethics and integrity
	Long-term	The Board of Directors continuously oversees the effective implementation of integrity in operations to establish a business that embodies ethical conduct and integrity.
Responsibilities	Corporate Governance Team: 1. Serves as our dedicated ethical management unit, which is responsible for promoting ethical management within the corporation, regularly reports implementations to the Board, and works with the audit office to execute internal controls to ensure effective implementation of various regulations. 2. Serve as the dedicated corporate governance unit, which is responsible for proposing suggestions related to corporate governance to the Board or General Manager for reference, assisting matters related to the Board and shareholders meetings according to law, and reporting ethical management implementation to the Board each year to protect shareholder interests and to strengthen Board functions.	

Resources	- Promotion of internal awareness for all employees through our internal website, employee mailbox, bulletin boards, training, and exams (for section managers and above, as well as sales personnel) - Establishment of an annual audit plan and implementation of “Procedures of Whistle-blowing and Complaints.” - Supplier promotions through warnings on purchase orders and supplier policy promotion surveys
Specific performance	✓ In 2023, we achieved ISO 37001 Anti-Bribery Management System certification for the first time. In 2024, we underwent an external audit by BSI, successfully passing the effectiveness assessment of the system’s operations, thereby obtaining certification for two consecutive years. (We are the eighth company in Taiwan and the first in the biotechnology sector to achieve this.) ✓ The Board of Directors passed the “Anti-Corruption and Anti-Bribery Policy”, aiming to foster a corporate culture of ethical management through the implementation of this policy. In 2024, a total of 821 employee training sessions related to ISO 37001 anti-bribery topics were conducted, amounting to a total of 698 hours. ✓ All employees sign the “Employee Integrity Commitment Letter”. In 2024, training was conducted for personnel on the list of medium to high-risk positions, promoting policies related to anti-corruption and anti-bribery, with a total of 151 participants. ✓ We communicate topics related to ethical management, prevention of insider trading, and material internal information to directors and all employees regularly. ✓ Our directors participated in courses on ethical management. The total number of participants was 32 and the total training hours were 94 hours. ✓ Administered tests related to ethical management, prevention of insider trading, and material internal information to section managers and above, as well as sales personnel. A total of 122 people took the tests and 100% received a passing grade (80 points and above). ✓ Our directors attended ethical management relevant courses (including courses on TIPS confidential information management, ISO 37001 anti-bribery and anti-corruption, intellectual property rights, cybersecurity risk management, governing trade secrets, and ISO related courses). The total number of participants was 2,730 and the total training hours were 5,782 hours. ✓ New employees are required to attend classes related to the Code of Ethical Conduct and anti-corruption when reporting for work, and have to take post-training tests. A total of 117 participants took the tests in 2024. ✓ In 2024, we did not receive any reports or complaints relating to ethical management. ✓ No instances involving corruption, bribery, conflicts of interest, money laundering, insider trading, or any similar misconduct occurred. Neither were any personnel penalized for bribery or corruption nor were there any ongoing lawsuits or settlements related to such matters.

1.2.1 Ethical Management and Moral Conduct

Grape King Bio attaches great importance to ethical integrity and takes a zero tolerance attitude toward corruption and bribery. Grape King Bio established the “Corporate Governance Best Practice Principles” and appointed the chief financial officer to serve as the corporate governance officer.

Grape King Bio adheres to the “Ethical Corporate Management Best Practice Principles,” “Procedures for Ethical Management and Guidelines for Conduct,” and “The Programs to Forestall Unethical Conduct.” Our corporate governance team keeps track of competent authority regulations, adding and revising codes of conduct and operational procedures related to competent authority and ethical management where appropriate to establish an ethical corporate culture and enable sound developments. Grape King Bio also implements ethical management through internal training and external agreements signed by suppliers.

Upon onboarding, employees are provided with training on ethics, trade secrets, regulations, and procedures, as well as whistleblowing policies. Additionally, they are required to sign a labor contract, which includes pledges of integrity and confidentiality, thereby clearly communicating the obligations expected of employees. In terms of internal measures, all our directors and managers have signed the “Statement of Compliance with Ethical Management Policies” ; we organize training and tests related to the Ethical Corporate Management Best Practice Principles for our directors and employees each year to reinforce the promotion of integrity in business practices.

Grape King Bio implemented the ISO 37001 Anti-Bribery Management System, requiring all employees, business partners, directors, and managers to adhere to the principles of integrity in conducting their duties. They are expected to comply with anti-corruption and anti-bribery policies and regulations. All employees are required to sign the “Employee Integrity Commitment Letter,” and continuous optimization for integrity management is emphasized.

All Grape King Bio employees from the highest-level managers to entry-level staff operate in accordance with our ethical management principles. Statistics on corruption-related incidents in the last three years are as follows:

Corruption, Bribery, and Violations of the Fair Trade Act Related Incidents :

Year	2022	2023	2024
Number of incidents	0	0	0

Ethical Corporate Management Best Practice Principles

We established the “Ethical Corporate Management Best Practice Principles” and revised the “The programs to forestall unethical conduct” in 2020 to stipulate: establishment of risk assessment mechanisms for unethical behaviors, inclusion of requirements to abide by ethical management policies in employment contracts, details related to formulation of ethical management policies and implementation processes, resources and personnel of concurrent ethical management units, frequency of reports to the Board by concurrent ethical management units, formulation of audit plans based on risk assessments of unethical behavior, subsequent actions following investigation of reported grievances, and facilitation of anonymous reports.

Our Code of Ethical Conduct as well as our reporting and complaint system have been publicized to all employees through our corporate website and internal announcements. We also organize annual tests and require new employees to take tests as part of their anti-corruption training. During the training of new employees, anti-corruption courses are included, and all employees are required to pass the test. In 2024, a total of 117 employees passed the test. Our audit plans include audits for unethical behaviors and risky operations to ensure that responsible units are implementing our Ethical Corporate Management Best Practice Principles.

Supplier Ethical Management

Grape King Bio implements contracts for business activities in a fair and ethical manner and strictly abides by relevant laws, regulations, and contract terms. We also comply with our “Code of Ethical Conduct” , “Supplier Code of Conduct” and “Supplier Integrity Commitment Letter” to evaluate the ethical records of our transaction partners. To ensure compliance with anti-corruption regulations, all contracts signed with transaction partners include clauses related to ethical behaviors, prohibiting any bribery, corruption, extortion, and other inappropriate business activities.

For thorough implementation of anti-corruption and ethical management principles, we adhere to Article 9 of our “Ethical Corporate Management Best Practice Principles” (Business activities under ethical management) and include ethical management clauses in our supplier contracts that require our suppliers to comply with our ethical management policies.

Our supplier contracts clearly stipulate that if our suppliers are involved in violations of corporate social responsibility policies, including but not limited to employment of child labor, forced labor, illegal working condition, violation of human rights, discriminatory behaviors or remarks in any form, bribery, violation of environmental protection laws and policies, violations of health and safety laws and policies, or significant environmental or social impacts, Grape King Bio has the right to terminate or rescind said contracts at any time.

Our supplier contracts also stipulate that our suppliers are prohibited from engaging in commercial bribes, intimidation, kickbacks, acceptance or acquiescence of illegal means or inappropriate competition measures to obtain

business; and cannot offer commissions, kickbacks, gratuities, hospitality, or other improper benefits to Grape King Bio personnel. Suppliers who violate the aforementioned agreements not only have to return all premiums and resulting benefits to Grape King Bio, but must also pay punitive damages for breach of contract. Grape King Bio has the right to terminate or rescind transactions without any liabilities, and may also take civil or criminal remedies. Additionally, if Grape King Bio personnel make explicit or implicit requests for bribes, we ask our suppliers to voluntarily report said behaviors and provide relevant proof through the grievance hotline and complaint mailbox in our contracts.

Suppliers are required to comply with the “Grape King Bio Supplier Code of Conduct.” We hope that we, along with suppliers in our supply chain and our downstream suppliers, can jointly bear social, environmental, and ethical responsibilities. Contractors are required to provide “Contractor Guarantee of Compliance with Environment, Health, and Safety Regulations” and abide by environmental health and safety requirements.

Reporting hotline : (03)4572121 #1999
Reporting Mailbox : companyopinion@grapeking.com.tw



Code of Ethical Conduct

All business practices should adhere to our “Code of Ethical Conduct,” “Regulations Governing Trade Secrets,” and “Regulations Governing Gift Giving and Receiving.” All classified business and technical information of our company and clients must be kept confidential to maintain our corporate reputation, uphold moral values, and retain public order. Our Ethical Code of Conduct contains the following stipulations:

- Do not accept bribes and gifts
- Do not harm the rights and interests of the company
- Do not maliciously boycott company policies
- Do not disclose trade secrets
- Do not steal company property or public funds
- Do not seek personal gain by abusing one’s position
- Do not become involved in abnormal relationships with business-related third parties or other members of staff
- Do not spread false statements
- Do not commit any form of discrimination, sexual harassment, intimidation, threat, theft, corruption, dereliction of duty, or other illegal acts

For more information, please refer to our Code of Ethical Conduct
<https://www.grapeking.com.tw/en/csr/6259268b4aeef/62592840f274b>



The programs to forestall unethical conduct

In order to implement ethical management policies, build our corporate culture around ethical management, improve our business environments for sustainable development, and actively prevent unethical behaviors, Grape King Bio regularly evaluates the following business activities with higher risks of unethical behaviors in accordance with Article 7 of the “Ethical Corporate Management Best Practice Principles” :

1. Offering and acceptance of bribes.
 2. Illegal political donations.
 3. Improper charitable donations or sponsorship.
 4. Offering or acceptance of unreasonable gifts or hospitality, or other improper benefits.
 5. Infringement of intellectual property rights.
 6. Engaging in unfair competitive practices.
 7. Damage to stakeholders caused by products and services.



We implement the Board participation and supervision, departmental division of functions, comprehensive and effective internal control structures, and public reporting mechanisms. Our audit office conducts internal audits in accordance with our corporate regulations, and non-compliances are reported to the Audit Committee and the Board. The audit office assists the Audit Committee and the Board in confirming implementations of matters related to anti-corruption, ethical management, and moral values. Our assessment results for 2024 are low risk.

1.2.2 Avoiding Conflicts of Interest and Anti-Corruption

All personnel of our company should avoid conflicts between personal interests and the interests of the company. We also strengthen constraints on external business partners and have established a diverse reporting and complaint system to allow external stakeholders to report and file complaints regarding improper conduct.

The “Ethical Corporate Management Best Practice Principles” include clauses related to conflicts of interest, requiring our directors, managers, and all employees to prevent conflicts of interest and avoid obtaining improper benefits. Our directors and managers have issued letters of commitment declaring that they will adhere to the “Ethical Corporate Management Best Practice Principles” and the “Anti-Corruption and Anti-Bribery Policy,” and will avoid conflicts of interest. Both the “Rules of Procedure for Board of Directors Meetings” and the “Audit Committee Organizational Charter” include provisions regarding the avoidance of conflicts of interest for directors, ensuring that potential conflicts are mitigated.

Our company’ s transactions with related persons and related enterprises

comply with Article 17 of the “Corporate Governance Best Practice Principles” and the relevant provisions of the “Rules Governing Financial and Business Matters between the Company and its Affiliated Enterprises.” Our business transactions are based on principles of fairness and reasonableness. We have established written regulations for financial transactions between all parties, which clearly stipulate price conditions and payment methods, prohibit unconventional transactions, and strictly forbid the transfer of benefits. Significant transactions between our company and related persons or enterprises must be approved by the Audit Committee and then submitted to the Board of Directors for resolution.

Our company has independent directors who provide objective and impartial advice based on their expertise and experience. When the Board discusses any proposals, the opinions of all independent directors should be fully considered, and their explicit agreement or disagreement, along with the reasons for any opposition, should be recorded in the meeting minutes, ensuring adherence to the principle of avoiding conflicts of interest and effectively protecting the interests of the company. Additionally, a spokesperson system has been established, and a company website has been set up as a channel for disseminating and communicating various information. Stakeholders can reflect their suggestions and issues through the stakeholder area, which will be handled by designated personnel.

Internal Anti-Corruption Measures

Anti-corruption, ethical management, and implementation of moral values are our core values and foundation. Grape King Bio continuously monitors the latest information from regulatory authorities, evaluating and adjusting integrity management-related policies and regulations to ensure that business practices adhere to the highest ethical standards. Our Board provides a guideline for employee compliance by formulating the “Ethical Corporate Management Best Practice Principles,” “Procedures for Ethical Management and Guidelines for Conduct,” “The programs to forestall unethical conduct,” “Code of Ethical Conduct,” and “Supplier Code of Conduct.” “Anti-Corruption and Anti-Bribery Policy.”

The aforementioned anti-corruption and ethical management measures mainly regulate the following areas:

1. Employees (Including Managers) and Board of Directors :

(1) New employees reporting for work are required to take anti-corruption courses and tests to verify their awareness of anti-corruption matters. Labor contracts signed upon hiring contain relevant clauses for ethical behaviors and anti-corruption preventions. In order to enhance business ethics knowledge in all colleagues, we arranged for all personnel to attend classes themed around “ethics and morals.” Our goal is for all employees to participate in training over the next three years. In 2024, the training participation rate for non-management indirect staff reached 96%, thereby demonstrating our core values centered around ethics

and integrity.

(2) We have formulated regulations for accepting gratuity gifts, which stipulate that all employees are prohibited from accepting gifts. All accepted gifts, regardless of value, should be reported to responsible supervisors.

(3) All employees have a responsibility to report improper behaviors that constitute ethical violations through appropriate channels. Our reporting and complaint channels include internal suggestion boxes, reporting and complaint hotlines, as well as feedback channels via email or our website.

(4) We incurred zero complaints and reports (including anonymous reports) related to ethical management.

(5) All employees are required to sign an “Employee Integrity Commitment Letter.” We disseminate knowledge related to ethical management, reporting and complaint procedures, and our Code of Ethical Conduct to all employees from time to time; organize quizzes; publicize precautions our employees should be aware of when carrying out their duties; strengthen anti-corruption awareness, prevention measures, and implementations; and work to manage and prevent unethical behaviors from occurring.

(6) Each year, the Company distributed an educational letter to all employees and managers, focusing on “Business Integrity, Insider Trading Prevention and Regulations for Handling Material Inside Information” at least once. This included discussions on the importance of integrity, insider trading guidelines, legal responsibilities, and material information regulations. In 2024, 122 individuals comprising executives and relevant staff completed training and achieved a 100% pass rate. Additionally, directors participated in an integrity training course annually, with all directors completing the course in 2024.

2. Business partners:

(1) Before establishing business relations with distributors, suppliers, and other business parties, we first assess the legality and reasonableness of said business behaviors and check whether our transaction targets incurred any ethical management violations in the past. When engaging in business activities, we expressly refuse direct or indirect provision, promise, request, or acceptance of any improper benefits in any form or name, and will cease transactions immediately upon discovering unethical behaviors and they are required to sign an “Supplier Integrity Commitment Letter” , which includes provisions related to integrity in business operations.

(2) Our distributor contracts contain clear and reasonable stipulations of payment terms, and prohibit bribery, commission fees, kickbacks, gifts, and other matters involving improper benefits.

(3) When making purchases, we require suppliers to strictly comply with the “Supplier Code of Conduct” and also add warnings on external purchase orders to strengthen dissemination of our trade secrets and anti-corruption policies.

Suppliers that violate these policies are punished and removed from our supplier lists.

(4) No corruption incidents or violations of ethical management were incurred by our distributors or suppliers in 2024, and no corruption incident was incurred in which we terminate or discontinue agreements with business partners due to corruption-related legal violations.

3. Anti-corruption and ethical management risk assessments:

(1) Our corporate governance team conducts annual evaluations of business activities that involve high-risk unethical behaviors to ensure that our current internal regulations can effectively reduce corruption and ethical management risks. We have also formulated the program to forestall unethical conduct. Our evaluations for 2024 determined our risk levels to be low; evaluation results were submitted to internal audit units to serve as a reference for formulating audit plans.

(2) Political donations can only be made in accordance with Political Donations Act and after the approval of company's "Verification Authority Form". Additionally, all donations are obtained with legal certificates and recorded in the accounting books for verification. The Company has no internal accounts or secret accounts. In 2024 and 2023, political donations were about NT\$ 0 and NT\$ 200,000, respectively, accounting for about 0% and 0.002% of revenue.

(3) Grape King Bio established the "Anti-Corruption and Anti-Bribery Promotion Task Force," led by the Legal Department, responsible for overseeing the promotion, planning, and consulting across departments. They also evaluate system effectiveness, and reports to the Board of Directors annually.

Our company has implemented ISO 37001 and has conducted a total of 10 training sessions internally (including 2 sessions on operational process risk assessment, 2 sessions on employee position risk assessment, 2 sessions on internal audits, and 4 sessions for personnel in medium to high-risk positions). Participants were designated from 31 departments to serve on the promotion team. Our company intranet provides basic training videos, operational processes, and employee risk assessment form training videos for staff to reference at any time. Each employee is required to sign "Employee Code of Conduct," and directors must provide a "Statement of Compliance with Ethical Management Policies." Externally, we disclose our anti-corruption and anti-bribery policies in both Chinese and English version on our official website and announce these policies on the supplier platform. We also regularly conduct due diligence on suppliers to ensure that business partners understand the corporate culture of the group.

Regarding the company's procedural documents, a total of revisions: 5 procedures and 4 forms.

4. Board oversight:

(1) Our corporate governance team regularly reports on anti-corruption and ethical management implementations to the Board. Implementations and promotions

for 2024 were reported to the Board on January 18, 2025, to help the Board monitor corporate implementations related to anti-corruption, ethical management, and moral values. Our corporate governance team conducts annual reviews of related regulations to determine whether additions or revisions are necessary; these changes are implemented following approval by the Board. In 2024, the Company revised the "Code of Ethical Conduct" and "Corporate Governance Best Practice Principles."

(2) According to Article 10 of the 'Corporate Governance Best Practice Principles,' insiders who become aware of the contents of the Company's financial reports or relevant results, including but not limited to directors, are prohibited from trading shares during the closed period of 30 days prior to the publication of the annual financial reports and 15 days prior to the publication of the quarterly financial reports.

(3) The internal audit office conducts internal control audits in accordance with company regulations, reporting any identified non-compliance issues to the Audit Committee and the Board of Directors. It also assists both bodies in confirming the implementation of matters related to anti-corruption, ethical management, and moral values.

External Anti-Corruption Measures

In terms of supply chain management, if we discover personnel who accept improper benefits such as kickbacks during transactions and do not voluntarily report the same, suppliers involved in anti-corruption incidents will be penalized and removed from our supplier list. For serious violations, legal action will be brought against the employees and suppliers in question, who shall be jointly responsible for any penalties incurred under the Criminal Code of the Republic of China. We also add warnings on external purchase orders to strengthen dissemination of our human rights, environmental, and business ethics policies:

1. For suppliers with ongoing transactions, those classified as significant suppliers of Grape King Bio are based on procurement amounts, where the raw material transaction amount accounts for 80% of the total annual raw material procurement amount, and project suppliers (namely, non-raw material suppliers) with continuous transaction amounts exceeding NT\$ 1 million for two consecutive years. A policy promotion questionnaire was sent to a total of 307 existing raw material suppliers, with 257 suppliers responding, resulting in a response rate of 83.71%.

- Regarding the promotion of trade secrets policies, the awareness rate is statistically recorded at 97.7%.
- Regarding the promotion of anti-corruption policies, the awareness rate is statistically recorded at nearly 90.5%.

For suppliers who are unclear about Grape King Bio's policies, individual promotions will be conducted to uphold the core value of supply chain integrity and build a consensus against corruption.

2. We also announce and promote our trade secrets and anti-corruption policies through our supplier intelligent management platform. No incidents of anti-corruption occurred in 2024. We have established a dedicated mailbox and hotline for anti-corruption to provide suppliers with a means to immediately report Grape King Bio employees who violate procurement guidelines, thereby ensuring protection of supplier interests.

Grievance Reporting and Whistleblower System

We have established "Procedures of Whistle-blowing and Complaints" allowing both internal and external stakeholders (including suppliers and customers) to anonymously report grievances through dedicated mailboxes and hotlines. This system addresses issues such as bullying, discrimination, harassment, bribery (gifts, kickbacks, entertainment), and corruption (embezzlement, fraud, money laundering, insider trading), providing a mechanism for timely feedback to ensure the protection of stakeholder interests. In consideration of our foreign colleagues, we have also posted translations of relevant information on our bulletin board to enhance the effectiveness of awareness and communication.

(1) Mailboxes for reporting and grievances:

Mailbox for reporting complaints: companyopinion@grapeking.com.tw
Mailbox for reporting grievances: employeeopinion@grapeking.com.tw

The point of contact for all grievances and complaints are the managers of relevant departments.

(2) Hotline for complaints and grievances:

Hotline for reporting complaints: +886-4572121#1999
Hotline for reporting grievances: +886-4572121#1995



Procedures for reporting complaints and grievances: Company managers, informant departments, and higher authorities are not allowed to take inappropriate action or retaliation against informants or their close associates. To prevent intentional or malicious reporting and anonymous discrediting, reports verified to be unsubstantiated will not be accepted, and those seeking to discredit others will be punished in accordance with corporate regulations. All reports and complaints are compiled and submitted to the general manager; cases can only be closed following approval by the general manager.

We added a clause related to Article 74 of the Labor Standards Act (Whistleblower Protection Clause) to our internal "Management Procedures for Rewards and Punishments" to clearly convey and effectively protect employee rights to submit reports and complaints.

1.3 Risk Management



Audit Assistant Manager, Audit Department
Chung-Chi, Hung

Our internal control processes rigorously regulate sound corporate operations. Our Board, management team, all employees, and corporate stakeholders familiarize themselves with anti-corruption concepts and monitor the Company to ensure implementation of moral values and ethical management.

Grape King Bio has established a risk management mechanism, with the Board of Directors serving as the highest management and decision-making body, supported by the Audit Committee in overseeing risk management. The Board approves the "Risk Management Policies and Procedures" based on the Company's operational strategies and industry environment, with participation from the Board, Audit Committee, management at all levels, and employees in promoting and executing these policies. Under this framework, our company conducts regular risk assessments, risk identification, and risk handling activities to identify potential risks that may affect the business. We perform audits and verifications in accordance with standard international risk management frameworks and have obtained certifications for Anti-bribery Management (ISO 37001), Information Security Management (ISO 27001), Environmental Management (ISO 14001), Occupational Health and Safety Management (ISO 45001), Energy Management (ISO 50001), Talent Quality-management System (TTQS), and Taiwan Intellectual Property Management System (TIPS).

To implement the risk management mechanism effectively, our company conducts annual risk assessments, where each unit lists risks based on their likelihood and impact. The results are compiled into a "Risk Management Implementation Report" that is regularly submitted to the Audit Committee and the Board to ensure effective execution of risk control mechanisms. The operational status for the fiscal year 2024 was reported to the Audit Committee and the Board on November 11, 2024, including the identification of five major risks for the year (financial risk, operational risk, strategic risk, occupational health and safety risk, and climate change-related risk) and their corresponding response measures.

Additionally, the Audit Department formulates an annual audit plan based on the results of the risk assessment, reporting quarterly findings, recommendations, and subsequent improvements to the Audit Committee and the Board to ensure the effective implementation of the overall risk management mechanism, with no significant internal control failures reported in the quarters of fiscal year 2024. The five major risks faced by our company and their corresponding response measures are summarized in the table below.

Risk Item	Response Measures
Financial risk	I. Interest rate risks: Our company's interest rate risks stem mainly from changes in interest rates on bank loans. In 2024, our interest payments on bank loans accounted for 0.0001% of net profits before tax. Interest rate changes in 2024 had no significant impacts. II. Exchange rate risks: Exchange rate risks mainly encompass business receivables and payables in foreign currency. At present, we mainly focus on transactions and raw material purchases in local markets, and have few exports or imports, so impacts of exchange rate risks are relatively small. III. Credit risks: Credit risks mainly stem from inability to recover receivables. Grape King Bio categorizes clients according to financial conditions, past transactions, internal ratings and accounts receivable aging reports; where appropriate, collateral is collected to reduce credit risks from receivables.
Operational risks	I. Customer rights risks (1) We established an Information Security and Personal Information Committee and developed standard operating procedures (SOP) for major personal information incidents. We conducted a comprehensive review of information security measures and performed a thorough inventory of all information security processes for virtual channels that come into contact with customer personal information. Our company has implemented ISO 27701 for personal information inventory and risk assessment, and we continue to maintain the validity of our ISO/IEC 27001:2013 certification. (2) We have established comprehensive standard operating procedures targeted to food safety, quality control, and other issues relating to consumer interests. We also conduct comprehensive reviews of individual cases and retrain our customer service staff accordingly to strengthen responses to abnormal events. II. Food safety risks (1) Compliance with laws and regulations: We review raw materials and food additives to ensure that they adhere to legal regulations. Raw materials are inspected and undergo quality control processes after entering factories. The expiration dates of raw materials are tracked when they enter warehouses to prevent the use of expired materials. (2) Reduce external risks: We establish basic information and related quality records for suppliers and manufacturers, and manage them through a system to serve as a reference during procurement. In the event of a food safety incident, we can utilize the system's search function to clarify and address the issue promptly. (3) Enhance internal management: We maintain records of product manufacturing dates, expiry dates, production quality, and product inspections which can be used to track the quality of all raw materials used in relevant products. (4) Ensure food safety: Grape King Bio focuses on three main axes for food safety management and assurance: I. Hygiene regulations and training; II. Product tracking and management; III. Product quality and inspections.

Risk Item	Response Measures
Operational risks	III. Procurement risks The provision of high-quality products can enhance consumer confidence and willingness to purchase. In practice, to strengthen the management of raw materials, Grape King Bio requires raw material suppliers to comply with the following specifications and undergo regular evaluations: (1) Raw materials suppliers must be legally registered in the government food manufacturer registry system. (2) Raw materials suppliers must be approved by our R&D and relevant departments. (3) Raw materials suppliers must provide comprehensive product information for analysis as well as comparison, and packaging and labels cannot be altered or replaced. (4) Raw materials imported from foreign countries must be equipped with licenses and imported in their original packaging. (5) Raw materials must be stored in accordance with regulations and relevant licenses must be procured. (6) Evaluation procedures must be reimplemented upon the revision of relevant information for raw materials. IV. Supply chain risks We track raw material traceability and have established supplier evaluation procedures that span from initial qualification reviews and sample selection, on-site supplier evaluations, and annual quality tracking of supplied goods. We not only inspect raw materials but also compile basic information and relevant quality records for suppliers and manufacturers to serve as a reference when making purchases. We implement a two-supplier policy to ensure that we can make timely adjustments if supply becomes unstable and to guarantee smooth delivery of supplies. V. Risks related to trade secrets, patent rights and trademarks We have established the “Code of Ethical Conduct” and formulated the “Procedures for Investigation of Grievance Reports” to regulate and appropriately handle grievance reports. Implemented action include the following: (1) Formulated the Code of Ethical Conduct and Procedures of Whistle-blowing and Complaints (2) Periodically collect stakeholder feedback and provide an anti-corruption hotline and complaint mailbox (3) New employees are required to take anti-corruption courses and tests to verify their awareness of anti-corruption matters (4) In terms of supply chain management, if we discover personnel who accept improper benefits such as kickbacks during transactions and do not voluntarily report the same, suppliers involved in corruption incidents will be penalized and removed from our supplier list. For serious violations, legal action will be brought against the employees and suppliers in question, who shall be jointly responsible for any penalties incurred under the Criminal Code of the Republic of China, with no leniency. VI. Talent recruitment and training risks To promote the flow of talent within our organization, we provide multiple channels for development (such as overseas job opportunities, opportunities to execute critical projects, training, and a variety of other opportunities and platforms) while respecting the career development plans of our employees and the business needs of our company. We encourage our employees to realize their potential, learn new knowledge and skills, develop a broader outlook, and build connections by giving them cross-cultural and cross-domain learning opportunities. Apart from deployments due to organizational needs, employees can also apply for transfers in accordance with our recruitment and selection procedures. Following full communication and confirmation of employee willingness, transfers take effect upon approval by responsible supervisors. During their first three months, new employees have exclusive mentors who help them adapt to corporate environments and duties. VII. Human Rights Risks Respecting human rights is a fundamental value of Grape King Bio. The company's actions regarding "Human Rights Risk Assessment and Management" are detailed in the section "4.1 Human Rights."
Strategic risks	I. Legal compliance risks We have established the legal office and audit office to ensure the implementation of legal compliance and internal control systems, and our independent directors and Audit Committee are responsible for enhancing the Board effectiveness and implementing supervisory actions. We have also established clear and appropriate processes in all departments, including regular tracking of regulatory updates, implementations of self-assessments, education and training, and audits. II. Product development and launch risks Internal: Product designs face risks of discrepancy or failure during on-site batch production trial runs. We used the following methods to reduce risks stemming from this problem: (1) Purchased testing equipment (for example texture analyzers) and established a product parameter database to confirm product parameters. (2) Conducted medium-scale trial runs in our laboratory to confirm product formulations, filling properties and applicability prior to on-site batch production trial runs. External (sales related): After products are launched, we take the following actions in collaboration with our sales units to reduce risks of poor sales performance and product recalls: (1) Our sales units conduct comprehensive market surveys prior to product development to better understand market trends and consumer habits. (2) Our sales units continuously track market conditions upon product launches to understand changes in product trends and develop strategies for future product development.

Risk Item	Response Measures
Strategic risks	III. Marketing and market risks: For image monitoring, we conduct round-the-clock monitoring of all media news and social media opinions, and compile monthly reports. In the event of news that may negatively impact the company's image, the handling process is as follows: Assess risk levels → Convene related units → Formulate Q&As → Draft unified responses → Continue monitoring. We first assess the risks posed by the news, convene related units to clarify the details of the incident, establish basic Q&As to address the public's inquiries, and issue unified statements to avoid confusion from ambiguous information. Following this, we continue to monitor related information. IV. Advertisement risks: To prevent potential negative impacts from advertising materials, the following explains our advertising copy review mechanism: Our legal office collaborated with our IT Department to establish the "Review of Advertising Copy" section on the Enterprise Information Portal (EIP). This section not only provides internal training videos related to advertising copy but also includes the "Advertising Copy Violations List," which contains information such as penalized entities, product names, violation details, and penalty amounts based on advertising infractions issued by administrative authorities. The legal office regularly updates this database, allowing all units to stay informed about the latest standards for inappropriate words and phrases identified by administrative authorities when creating or reviewing advertising copy, thereby significantly reducing the risk of legal violations. Additionally, the BPM system includes the "OA011 Advertising Copy Review Request Form" to address issues related to the previous email-based review process and to expedite the review process across all units. This system displays feedback from all reviewing units to avoid significant discrepancies in the appropriate phrasing proposed by each unit. The advertising review requesting unit then revise the advertising copy by integrating the input from all reviewing parties.
Occupational Health and Safety Risks	We implemented specific projects for material environmental issues and occupational health and safety management risks. Grape King Bio adopts the following six strategies: (1) Reduce hazard risks, (2) Implement environmental protection, (3) Fulfill compliance obligations, (4) Improve sustainable cycles, (5) Promote full employee participation, (6) Build friendly workplace environments (Please refer to the Chapter 4.5 on occupational safety for details).
Climate Change related risks	(Please refer to the Chapter 6.1 Grape King Bio Climate Actions Under the Task Force on Climate-Related Financial Disclosures (TCFD) section for more information)



1.4 Financial Performance

Grape King Bio builds upon sustainable and steady developments and emphasizes integration with stakeholders. Due to the efforts of all employees, Grape King Bio has won the recognition and confidence of stakeholders. Our revenues and overall operational performance continue to grow. We achieved impressive consolidated revenues and profits over the past three years. Our consolidated revenues in 2024 were NT\$11,160,005 thousand dollars. Grape King Bio continues to uphold shareholder interests by maintaining after-tax earnings of NT\$9.78 per share, rewarding our shareholders with a stable dividend policy. Starting in 2025, we will distribute dividends semi-annually, enabling shareholders to benefit more quickly from business growth. Consolidated financial information for the past three years are as follows:

Consolidated financial information for 2024

Unit: Thousand NTD

Item	Basic Elements	2022	2023	2024
Direct Economic Value Generated	Income*	10,391,231	10,635,464	11,160,005
Distributed Economic Value	Operating costs*	1,909,186	2,099,450	2,502,450
	Employee salaries and benefits* (Note 1)	1,215,309	1,262,422	1,217,010
	Payment made to investors*(Note 2) (Dividends of the current year)	903,638	1,022,148	1,022,148
	Payments made to the government* (Note 3)	423,456	469,813	1,232,997
	Community investment (Note 4)	18,822	19,778	20,521
Retained Economic Value (Generated-Distributed)* (Note 5)		2,169,687	2,141,511	2,171,153

Note 1: Including bonuses, pensions, payments deducted from salaries on behalf of employees, and other personnel costs.
Note 2: This refers to the actual amount of dividends paid to shareholders.
Note 3: Paid income tax.
Note 4: Expenditures for donations to government institutions as well as other associations and community charity expenses. The amount includes the expenses of Tseng Shui Chao Welfare Charitable Foundation.
Note 5: Profits after tax for the current year.
*The financial statements for the years 2022 to 2024 have been audited and certified by Deloitte.

Item	2022	2023	2024
Net profit after tax (thousand NTD)	2,169,687	2,141,511	2,171,153
Consolidated net profit margins	20.88%	20.14%	19.45%
R&D investment (thousand NTD)	289,884	289,455	291,906
Return on shareholder equity	20.12%	18.81%	18.54%
Distribution ratio for cash dividends	70.12%	70.36%	70.55%
Earnings per share(NTD)	9.84	9.81	9.78

Note: This refers to the cash dividend payout ratio of Grape King Bio.

Tax Policies

Grape King Bio specifically established the "Tax Policy" and related tax management responsibilities, approved by the Board of Directors, to effectively implement tax governance in response to international trends, adhering to tax regulations, and ensuring corporate sustainable development. The Board of Directors is the highest authority for tax policies, responsible for approving tax policies to ensure their effective implementation.

I. Legal Compliance

Adhere to the tax laws and regulations of the respective countries where each operational site is located, timely settle tax obligations, and fulfill the social responsibility of taxpayers.

II. Avoidance of Inappropriate Tax Planning

Carefully evaluate various investment structures and transaction models to align with economic substance and legitimate business purposes, refraining from engaging in improper tax arrangements.

III.Related Party Transactions

Adhere to the transfer pricing regulations published by the Organization for Economic Co-operation and Development (OECD) to ensure that related party transactions comply with standard practices and transfer pricing legal requirements.

IV.Tax Risk Assessment

Consider tax implications for significant transaction decisions and day-to-day operational activities. Prudently evaluate and apply various tax regulations, tax incentives, and agreements for tax planning in compliance with regulations.

V.Information Transparency

Comply with relevant regulations and guidelines for tax disclosure, and regularly disclose tax information through public channels to ensure tax transparency.

VI.Relationship with Tax Authorities

Establish a relationship of mutual respect and good interaction with tax authorities based on the principles of mutual trust and legal compliance.

VII.Competency Development

Tax dedicated personnel should continuously enhance their professional competence through education, training, specialized research, or participation in tax seminars.

The income tax expenses for the past three years are as follows:

Our company and its subsidiaries adhere to local regulations when paying various taxes annually. Given that over 90 percent of the group's overall profits are derived from Taiwan, the effective tax rate for both our company and its subsidiaries (as reflected in the consolidated financial statements of the group) closely approximates Taiwan's statutory tax rate of 20%

Unit: Thousand NTD

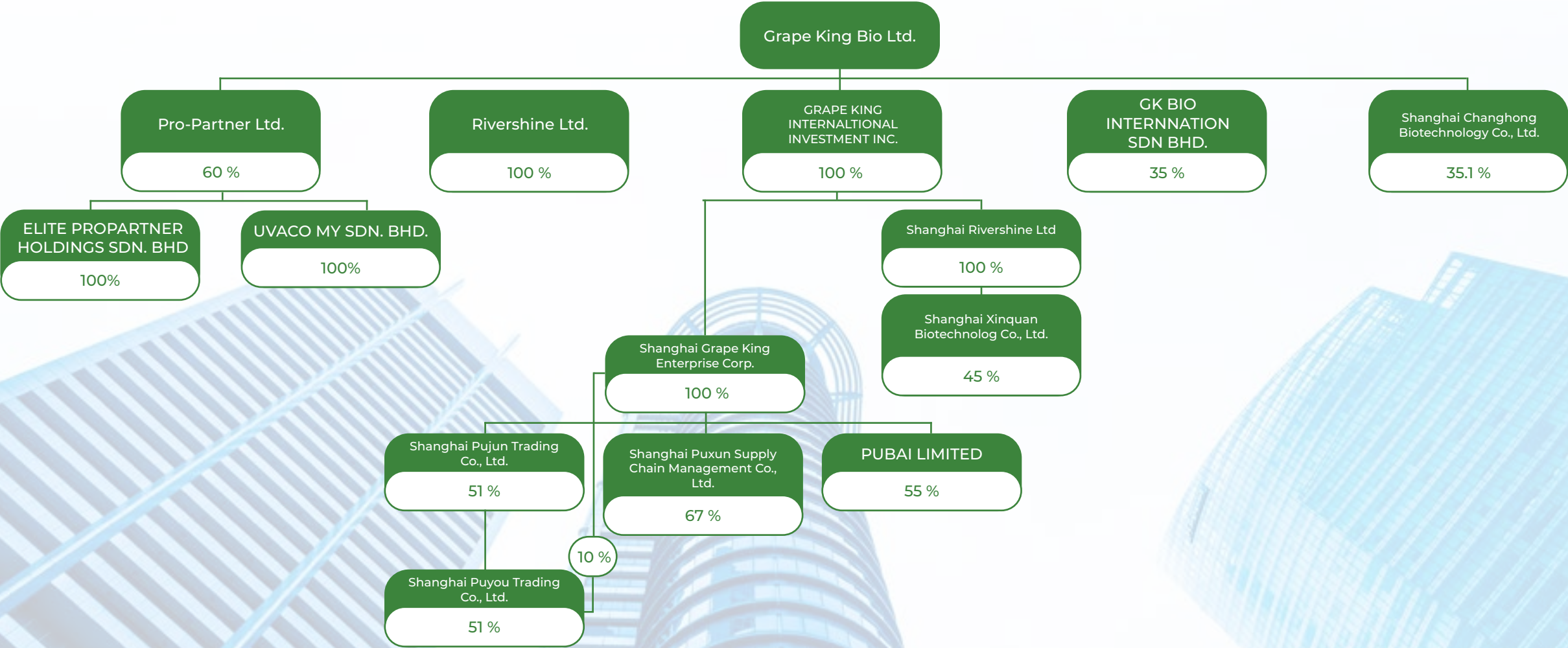
Item	2022	2023	2024
Net profit before tax	2,687,878	2,660,620	2,673,305
Income tax expense	518,191	519,109	502,152
Effective tax rate%	19.27%	19.51%	18.78%



Subsidiaries and Affiliates

Grape King Bio and its subsidiaries are mainly engaged in the manufacturing and sales of beverages and health foods. Our comprehensive industry value chain encompasses upstream development of key raw materials (such as lactic acid bacteria, Ganoderma, and Antrodia cinnamomea mycelium); midstream formulations and packaging; to downstream sales through private channels and brand stores, as well as domestic and overseas ODM services.

In terms of operational models, Grape King Bio uses diverse distribution and direct marketing channels to promote high-quality products to a wider range of users and to achieve our corporate mission of being “Live Healthy, Think Grape King.” Of our NT\$11,160,005 thousand dollars revenues in 2024, NT\$8,834,928 thousand dollars were sourced from direct sales channels.



1.5 Legal Compliance

Chief Legal Officer, Legal Department

Bing-Jyun Cui



Our internal control processes rigorously regulate sound corporate operations. Our Board, management team, all employees, and corporate stakeholders familiarize themselves with anti-corruption concepts and monitor the Company to ensure implementation of moral values and ethical management.

Management Approach	Key issue-Legal compliance	
Policies	Grape King Bio reviews all company operating procedures based on the highest standards available and implements corporate governance and food safety standards through third-party verification at irregular intervals. We constantly pay attention to the latest legal trends and adjust our actions accordingly.	
Commitments	“Ethics and integrity” are our commitment to society. We maintain a good corporate image, ensure smooth business activities, and reduce our violation risks to avoid affecting normal operations.	
Targets	Short-term	Implement legal compliance control system and reduce risk of legal violations. We incorporated third-party verifications to ensure compliance with national standards.
	Mid-term	Promote relevant laws and regulations and help relevant personnel understand legal requirements.
	Long-term	Continue to conduct in-depth understanding of other national laws and regulations to perform risk control according to company size and business needs.
Responsibilities	Cooperative entities: Quality Assurance Department-Food safety incidents Marketing Division-Media events Business Unit-Consumers and channels Human Resource Department-Labor-management disputes	
Resources	1. Collaborated with the IT Department to establish the “trade secrets registration system.” 2. Organized education and training on legal compliance or awareness based on company’s needs. 3. Established a working group to implement the Taiwan Intellectual Property Management System (TIPS) and participate in the certification process. 4. Conducted annual personal data inventory and risk assessment tasks.	

Specific performance	1. Renewed the Taiwan Intellectual Property Management System (TIPS) A-Class Certification in 2024.
	2. Organized the seminar on “Key Points of Confidential Information Management Procedures” and conducted training sessions related to the overview of intellectual property rights, the introduction to the corporate intellectual property regulations, and the Trademark Act.
	3. Conducted an inventory and risk assessment of critical and substantial personal data stored across a total of 8 units.
	4. Delivered a course on “Labor Regulations and Management for Employee Leave, Dismissal, and Occupational Accidents.”

All documents related to legal disputes are managed by our Legal Office, which works with all departments to establish clear and appropriate regulations, regularly update regulations, conduct self-assessments of implementations, audit training and execute other action plans. We actively implement our Code of Ethical Conduct. The employment contract signed by employees of the company upon joining Grape King Bio has stipulated ethical conduct, the prevention of anti-corruption behaviors and the prohibition of actions that may be detrimental to the company. These provisions are reiterated on employee termination forms. Apart from employment contracts, all our employees are also required to sign a confidentiality contract to reinforce the importance of trade secrets and ensure that our employees understand their obligations. Additionally, our colleagues in the Legal Department continue to attend legal compliance courses. We organized training sessions on “Introduction to Intellectual Property Rights and Corporate Intellectual Property Regulations” for new employees; and a course on “Basic Intellectual Property Education” for our dedicated TIPS units; courses on “Trademark Usage and Trademark Infringement Patterns” and “Trademark Practices” for our marketing planning, OEM as well as overseas business and direct Marketing Departments; and a training session on “Labor Regulations and Management for Employee Leave, Dismissal, and Occupational Accidents” for our human resources and legal office.

In terms of intellectual property rights, our legal office conducts routine searches, analyses, defenses, registrations and applications, maintenance, management, and strategic positioning of domestic and foreign trademarks and patents, as well as periodic internal dissemination meetings or training sessions on trade secrets. In 2023, we officially implemented the Taiwan Intellectual Property Management System (TIPS) and obtained our initial certification. In 2024, we are required to renew the certification. Apart from providing routine training sessions to the dedicated units, we reviewed and supplemented the procedures and forms related to intellectual property. A total of 7 procedure documents were amended, followed by the completion of internal audits for intellectual property and successfully renewed the Taiwan Intellectual Property Management System (TIPS) A-Class Certification in the same year. Externally, we require our sales and marketing personnel to provide image sources, patent information, and trademark authorization basis when submitting copies for review to prevent infringement upon others' intellectual property rights and portrait rights.

We formulated the “Trademark Management Procedures” to govern corporate trademark management. These Procedures were revised to align with trademark usage review practices, approved and released by our document control center on June 19, 2024.

Trademark management includes the following:

- Before submitting applications: Requesting units should submit an application, followed by the legal office providing suggestions after performing searches and analyses to ensure compliance with trademark identification standards. For raw material trademarks, our Biotech Research Institute, legal office, marketing planning section, and product planning section engage in interdepartmental communication before proceeding with the application.
- When submitting applications:

(1) Domestic trademarks: Our electronic application system enables the legal office to submit applications for Taiwanese trademarks directly to the Intellectual

Property Office. In 2024, our legal office submitted a total of 10 trademark applications.

Subsequent payments, corrections, and certificate collection procedures are also handled by the legal office, which greatly reduced service fees paid to commissioned firms.

(2) Overseas trademarks: Applications, payments, corrections, and certificate collection procedures are all handled by commissioned firms.

· After submitting applications: Apart from management of established lists, we incorporated trademark usage status in our databases starting from 2021 to comply with the provisions of the Trademark Act, which states that trademarks should be used for marketing purposes. In 2022, we included usage status for all registered product trademarks in our database to prevent revocation of trademark on the grounds of non-use for a continuous period of three years by a third party. In 2023, we implemented the filling out and record-keeping of relevant forms for procedures prior to trademark, authorization applications, and infringement reporting. In 2024, to enhance the review process for trademark usage, we incorporated an intellectual property review column into our “Design Requirement Form” for corporate designs, with our legal office responsible for overseeing the review. This initiative aims to mitigate the risk of trademark infringement and to protect the company's trademark rights.

For protection of personal data and privacy rights, we have formulated and published the “Personal Data Protection Policy,” and used the EIP system to publicize these policies to all employees. We also update our [corporate website](#), Health and Vitality Power Center, and the privacy rights policies on our Grape King online store according to the changes in the laws and regulations. The “[Contact Us](#)” page on our website includes categories related to privacy rights policies so we can properly handle the concerns of our consumers or website users. Since 2023, for departments handling substantial and sensitive personal data, we have conducted a comprehensive inventory and risk assessment of personal data annually, developed risk management plans for high-risk personal data files based on the assessment results, and implemented relevant improvement measures to enhance personal data protection.

In terms of product labeling and advertising, we conduct reviews to determine whether they violate food regulations through internal system forms, aiming to implement active improvements and achieve zero violations. For notices issued by health authorities, the Legal Office is responsible for gathering relevant information and drafting a statement of opinion, and then evaluating them to determine whether to file an appeal, administrative litigation, or propose improvement measures; the Legal Office is also responsible for notifying relevant departments of the above situation. If the authorities request a hearing, this is attended by members of our Legal Office and personnel from relevant departments. Corresponding departments determine whether the Legal Office should submit appeals for other types of regulatory documents. All incidents are discussed at manager meetings and improvement processes are implemented,

following which final reports are compiled.

We gradually promoted awareness of legal concepts. As of the end of 2024, we incurred one violation of the Act Governing Food Safety and Sanitation, one violation of the Health Food Control Act, one violation of the Labor Standards Act, one violation of the Waste Disposal Act, one violation of the Water Act and three violations of the Water Pollution Control Act but incurred no major penalties from administrative authorities exceeding NT\$1 million.

Handling process for legal cases:



Legal Compliance Status in 2024

Category	Number of Incidents	Amount of Fine(NT\$)	Legal Basis	Violation Details in 2024	Subsequent Improvements
Marketing and Labeling	1	200,000	In violation of Paragraph 1, Article 14 of the Health Food Control Act	The labeling or advertisement of health foods such as “Grape King Bio Slim Probiotic King” involves false, exaggerated, or misleading content.	1. We immediately notified our business units upon receipt of this violation notice. 2. We presented opinions along with attached relevant research reports to the Department of Health. 3. Relevant departments were requested to adjust advertising copy. 4. The legal office inventoried all advertisements related to Lutein and Sliim Probiotics King and requested comprehensive revisions by our business units to prevent further penalties arising from various ad combinations.
	1	40,000	In violation of Article 28 of the Act Governing Food Safety and Sanitation	The labeling or advertisement of health foods such as “Bio Marigold Lutein Extract Jelly” involves false, exaggerated, or misleading content.	
Human Rights	1	20,000	In violation of Paragraph 6, Article 30 of the Labor Standards Act	Failing to register the attendance of workers to the minute for their end time of working on a daily basis.	1. The human resources system is configured to automatically consider employees as present at the company within 15 minutes before or after their scheduled work hours. If they haven't submitted an overtime request to their supervisor in advance, they must personally enter the reason in the system for staying outside scheduled work hours. 2. In the second phase, since the above notification only comes from the employee (without supervisor awareness), the system will be enhanced to route such requests for the supervisor’ s approval, ensuring the supervisor is informed when an employee stays outside scheduled work hours.
Waste Management	1	6,000	In violation of Paragraph 1, Article 36 of the Waste Disposal Act	Inspections revealed that the antifreeze waste liquid generated from a broken brine chiller at the Zhongli Factory was stored in a low-concentration waste liquid tank, causing odors to spread to the surrounding area.	Since wastewater facilities at the Zhongli Factory were unable to process this odorous antifreeze waste liquid, it was transported to a wastewater treatment plant in the Pingzhen Industrial Zone for proper disposal. As a result, no further odor emissions have been detected in the surrounding area. The improvement was completed on February 6, 2024.
Water Resource Management	4	30,000	In violation of Subparagraph 2, Paragraph 1, Article 30 of the Water Pollution Control Act	During the audit of the Zhongli Factory, it was found that wastewater was being discharged from the rear wall into a drainage ditch. Samples were taken in front of the outlet where the water body was receiving the discharge, and the water quality test using COD test kits showed levels exceeding 250 ppm.	The abnormal piping on the rear wall of the Zhongli Factory has been sealed with PVC caps and cement, and the drains on the factory floor have been repaired to ensure that no abnormal wastewater is discharged from the rear wall of the factory. The improvement was completed on November 30, 2023.
		32,500	In violation of Article 18 of the Water Pollution Control Act	During the audit of the Zhongli Factory, it was found that cooling water from the blowers within the wastewater treatment facility was being discharged into the sludge concentration tank via the stormwater drains, causing the combined collection of wastewater and stormwater without segregation.	We have installed a dedicated pipeline to route the blower’ s cooling water within the wastewater treatment facility at the factory directly to the sewage collection tank, bypassing the stormwater drains to ensure proper segregation and collection of stormwater and wastewater. The improvement was completed on December 20, 2023.
		126,000	In violation of Paragraph 1, Article 14 of the Water Pollution Control Act	During the audit of the Zhongli Factory, it was found that two unidentified wastewater tanks were not listed in the water pollution control permits as required.	One of the wastewater tanks has been permanently sealed with cement due to long-term non-use (improvement completed on April 28, 2024). The other has been included in the new discharge permit, which is currently under review by the Environmental Protection Department, with approval expected by May 2025.
		20,000	In violation of Article 38 of the Water Act	Well #1 at the Zhongli Factory extracted groundwater in excess of the permitted volume under its water rights registration.	1. Pipeline Remediation Completed: In May 2024, additional pipeline installations were completed, and Well #2 was reactivated on June 25 to distribute extraction loads, ensuring future compliance with water usage regulations. 2. Enhanced Water Management: The plant engineering department conducts daily groundwater meter readings, recording data in both hardcopy logs and public system forms to ensure that well usage complies with regulations and to prevent similar incidents from recurring.



GRAPE KING BIO



CH2

Product Liability

[Target Formulation](#) | [2.1 Sustainable Supply Chain](#) | [2.2 Food Safety and Responsibility](#) | [2.3 Sustainable Products](#)

Target Formulation

	Sustainable Supply Chain Management	Product Liability	Food Safety
Progress achieved in 2024	1. Significant supplier sustainability self-assessment survey response rate: 100%. 2. Developed a diversified raw material sourcing plan with 54 items, exceeding the annual target of 50 items. 3. Maintained a 100% annual evaluation rate (incoming inspection). 4. SIMP supplier intelligent management platform online rate: 91.65%.	• Developed several dietary supplements for maintaining body shape and fiber supplementation. • Developed 3 new functional jelly products and leisure beverages. • Large-scale products have completed the use of plastic-free paper materials and recyclable packaging, in line with the sustainable plastic reduction policy. • Proposed products targeting the different needs of cats and dogs. • Implemented the development of eco-friendly plastic bottles, with ongoing testing and information evaluation. • Planned to expand the use of flexible board printing packaging, FSC-compliant packaging, and 3 types of digitally printed aluminum foil.	1. FSSC 22000, ISO 22000, and HACCP system certification renewal has been completed in 2024. 2. The new soft capsule and jelly production lines have completed FSSC 22000, ISO 22000, HACCP, and NSF GMP certification as planned in 2024, as well as the completion of GMP certification for health and nutrition supplements and secondary quality control certification.
Short-term Targets for 2025-2026	1. Sustainability risk assessment: Make the recovery rate of significant supplier sustainability self-assessment questionnaires reach 96% 2. Strengthen Zero supply shortages by keeping stocked target of the supply chain: It is expected to complete 250 multi-source solutions of materials (based year 2020) 3. Implement a comprehensive supplier evaluation system: 100% of suppliers in Tier-1 conduct annual regular evaluation. 4. Continuously promote an intelligent multi-communication platform for suppliers, and make the online rate of suppliers reach 93%.	• Plan to develop 2-4 products for prevention and mitigation of various health problems faced by the public as part of our mission to safeguard public health. • Plan to develop 1-2 functional snack foods to align with the growing trend of leisure-oriented health food products. • Plan to optimize sustainable products that use plastic-free paper, recyclable materials, and raw materials, along with formulation designs that adhere to the spirit of the SDGs, embedding sustainability at the core of product development. • Develop 1-3 pet food products to support the health of pets. • Continuously establish and discuss the feasibility of establishing widespread recycling sites for recyclable plastic materials, a type of packaging extensively used by our company. • Evaluate or replace current materials with more environmentally friendly materials such as FSC certified paper and vegetable-based inks for printing. • Implement plastic reduction actions such as removing plastic liners from products, replacing plastic straws with feasible alternatives for PKL products, using lightweight PET bottles, and eliminating plastic fillings from capsule products. • Our strategies to reduce the environmental impact of packaging across the company are as follows. (1) Weight Reduction: Minimize the use of plastic fillers, printed box liners, and plastic cushioning materials in Grape King Bio's capsule products to reduce overall product weight and single-use plastic consumption. (2) Packaging Reduction: Plan to reduce packaging for Grape King Bio's online shopping products by using carton packaging, developing new size-optimized cartons to minimize void space inside and evaluating the removal of liners from Pro-Partner products.	1. The Pingzhen Factory's NSF GMP verification has been updated to version 2024. 2. The fermentation raw material production line at the Yungfeng Factory obtained ISO22000 and HACCP certification.
Mid-term Targets for 2027-2028	1. Sustainability risk assessment: Make the recovery rate of significant supplier sustainability self-assessment questionnaires reach 98%. 2. Strengthen Zero supply shortages by keeping stocked target of the supply chain: It is expected to complete 400 multi-source solutions of materials (based on the year 2020) 3. Implement a comprehensive supplier evaluation system: Maintain 100% of suppliers in Tier-1 that conduct annual regular evaluation. 4. Continuously promote an intelligent multi-communication platform for suppliers, and make the online rate of suppliers reach 96%.	• According to a survey by the National Development Council, Taiwan is expected to become a super-aged society by 2025. We strive to help the elderly enjoy lifestyles of health and sustainability every day by developing products targeting common diseases among them, such as Alzheimer's disease, Parkinson's disease, or sarcopenia. • Address health issues caused by the gap between haves and have-nots by designing affordable health supplements to enable people to maintain their health at an economical price. • Evaluate the recyclability of aluminum foil which is a material extensively used by our company. • Plan product packaging reduction by eliminating outer boxes for capsule products. • Increase the proportion of recycled materials used in packaging. (1) Increase the use of environmentally friendly materials in products (2) Utilize recyclable plastics such as rPET (recycled PET) material. • Set targets to reduce packaging waste and mitigate the impacts of the packaging materials on the environment; plan to reduce packaging and replace disposable cartons with reusable plastic crates for Grape King Bio's online shopping products.	1. Integrate external inspection resources to optimize inspection procedures and enhance inspection efficiency. 2. Maintain customer emotional relationship by consistently meeting customer requirements in food safety and quality management, creating mutual benefits.
Long-term Targets for 2029 and beyond	1. Sustainability risk assessment: Make the recovery rate of significant supplier sustainability self-assessment questionnaires reach 100%. 2. Strengthen Zero supply shortages by keeping stocked target of the supply chain: It is expected to complete 450 multi-source solutions of materials (based on the year 2020). 3. Implement a comprehensive supplier evaluation system: Maintain 100% of suppliers in Tier-1 that conduct annual regular evaluation. 4. Continuously promote an intelligent multi-communication platform for suppliers, and make the online rate of suppliers reach 97%.	• Plastic packaging does not decompose easily, which can lead to accumulation of plastic waste. We plan to replace current HDPE packaging materials with biodegradable packing materials to reduce usage of plastic containers. • Continuously develop products aimed at current health needs of local consumers.	1. Continue to improve and refine food safety, quality verification system, and inspection center in line with international standards and the latest verification standards. 2. Continuously stabilize product quality and provide consumers with higher quality and healthier products to improve Grape King Bio's brand image.
Corresponding SDGs			

Director of Manufacturing
Division and General Manager
of Pro-Partner subsidiary
Mei-Ching Tseng



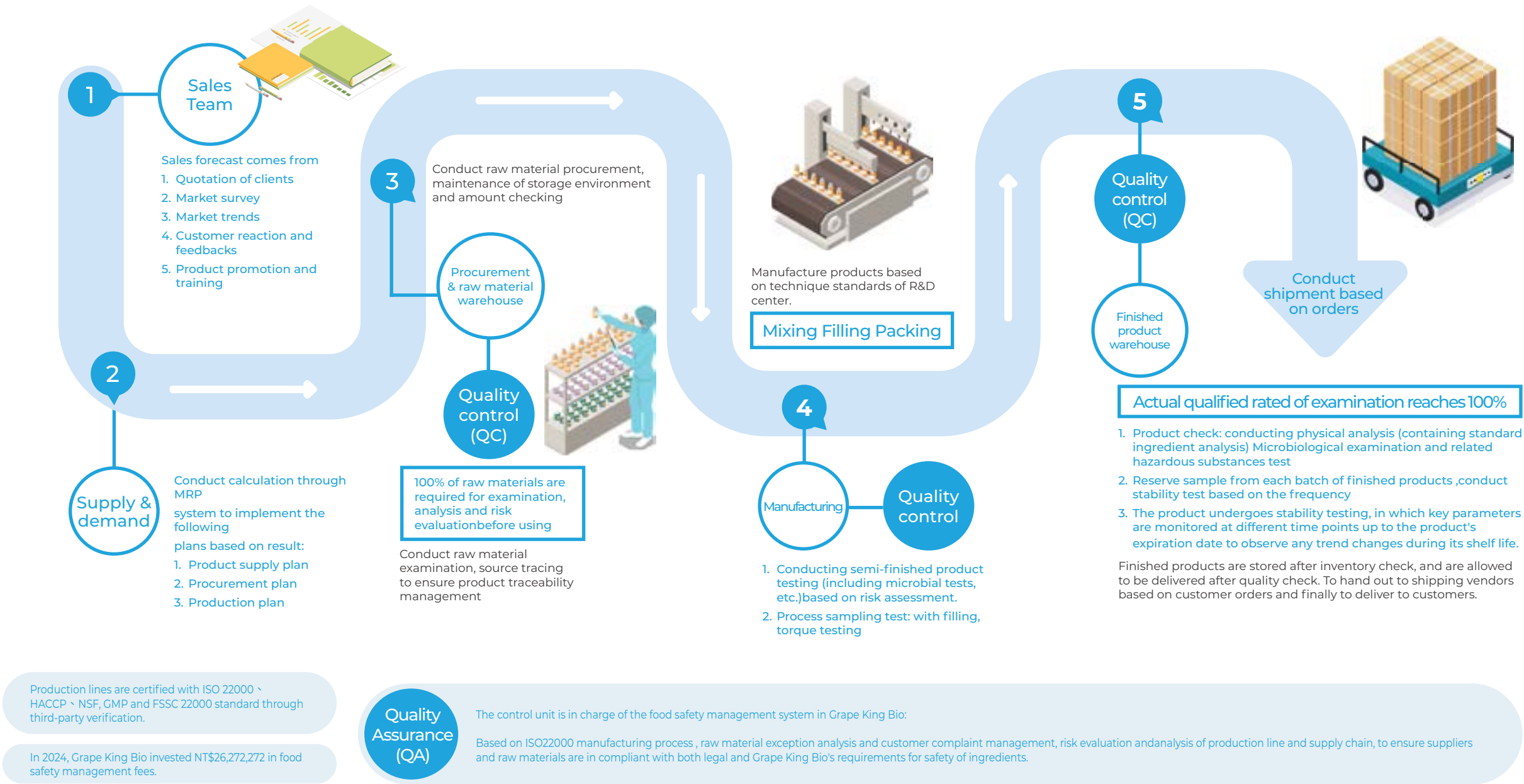
Grape King Bio and Pro-Partner prioritize and emphasize customer health and safety. We will continue to improve our food production systems to bring the best products to the public.

Management Approach	Key issue-Product liability and safety	
Policies	Continuous innovation, pursuit of outstanding quality, implementation of social responsibilities, and ensuring customer satisfaction	
Commitments	Commit to providing consumers with healthy and high-quality products that embody our mission of “A health expert for the entire family.”	
Targets	Short-term	• Continue to strengthen source management and complete traceability management for all products • Continuously promote food safety culture activities in accordance with international FSSC22000 specifications • Establish a cGMP system at Zhongli Factory • Ensure that the software at Pingzhen Factory adheres to the requirements of the Australian TGA GMP system
	Mid-term	• Integrate external inspections to optimize inspection procedures and improve inspection efficiency • Establish a food safety history tracking system • Ensure that the hardware at Pingzhen Factory adheres to the requirements of the Australian TGA GMP system. • Establish an intelligent exception handling system and digital exception/customer complaint database to improve quality and processing efficiency
	Long-term	• Continue to improve and refine food safety, quality verification system, and inspection center in line with international standards and the latest verification standards • Continuously stabilize product quality and provide consumers with higher-quality and healthier products to improve Grape King Bio’s brand image.
Responsibilities	External responsibilities: Taiwan Food and Drug Administration (TFDA) Internal responsibilities: Food Safety Team, maintenance of various food safety management systems, maintenance of HACCP product plans, sanitation management procedures, and processing procedures for quality issues.	

Management Approach	Key issue-Product liability and safety
Resources	• Human resources: 1 chemical testing inspector • Systems: Extended TAF laboratory ISO 22000:2018 certification (accreditation no. 3129) to include fungi product line in addition to existing lactic acid product line. • Equipment: Multi-point stirrers, hot air circulation ovens, duct exhaust systems, high-temperature and high-pressure autoclaves, low-temperature incubators, aluminum foil package compression testing fixtures, and fire-resistant explosion-proof safety cabinets.
Specific performance	• Passed 15 microbiological and chemical capability tests

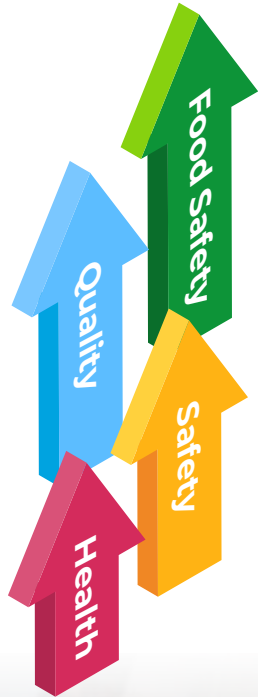


Mass Production Product Maintenance Value Chain





Act Governing Food Safety and Sanitation and other laws and regulations
ISO22000, FSSC22000, NSF GMP, TQF, and ISO/IEC17025 TAF certified laboratories



When a recall occurs due to food hygiene and safety concerns, it may be reported on the news, and leave a bad impression on consumers. Therefore, Grape King Bio’s product liability target for 2024 is to “incur zero product recalls due to concerns over product hygiene and safety.” We hope to ensure food safety through rigorous control of all phases from procurement to sales, and 100% of our products have undergone food hygiene, food safety, and quality management procedures that encompass control of operating personnel, locations, facility hygiene, and quality assurance systems.

In 2024, Grape King Bio invested NT\$26,272,272 (0.24% of net revenues in 2024) in food safety management fees, including inspection fees, human resources, testing materials, equipment depreciation, certification fees, and other expenses. Management fees and expense ratios for each item are shown as follows:

Item	Fees	Ratio
Human Resources	11,976,245	46%
Equipment	6,117,202	23%
Consumables	4,229,153	16%
External inspections and verifications	3,589,075	14%
Miscellaneous	360,597	1%
Total	26,272,272	



2.1 Sustainable Supply Chain

Supply Chain Director
Ryan Chou



Our supply chain focuses on controlling material quality, sustainability, and health at the source, and we fulfill our commitment to customers through rigorous supplier evaluations and audits.

We revised our “Grape King Bio Supplier Code of Conduct” (please refer to the [LINK](#) for more information) in May 2023 and gradually required all suppliers to sign the Supplier Code of Conduct by adopting the following methods:

- (1) Official promotions and announcements
- (2) New suppliers are required to sign the Supplier Code of Conduct when signing contracts
- (3) Suppliers are required to sign the Supplier Code of Conduct when renewing contracts



We maintain product quality by ensuring that our values align with those of our suppliers.

We use our “Supplier Management Platform” to disseminate the Anti-Corruption and Anti-Bribery Policy to our suppliers. Suppliers are required to inform, monitor, and ensure that no corrupt or bribery-related activities occur within their business operations. Additionally, if a supplier becomes aware of any potential violations of this policy, we provide the following [anonymous channels](#) for reporting complaints: Furthermore, we regularly manage and evaluate our suppliers, implementing a tiered approach based on their categories, which include (1) new suppliers, (2) existing suppliers, and (3) engineering contractors.

Subject	[Policy Advocacy] Anti-Corruption and Anti-Bribery Policy		
Start Date	2024/12/31	End Date	2025/03/31
Announcement Top Placement	Yes	Link	
Contact Name	Grape King Bio- Procurement Officer	Contact Phone	(03)457-2121
Announcement Message Content	Subject: Request for All Supplier Partners to Adhere to Our Company's "Anti-Corruption and Anti-Bribery Policy" and This Announcement Explanation: - Our company officially implemented the ISO 37001 Anti-Bribery Management System in June 2023. The purpose of this system is to ensure that both our company and our partners adhere to the highest ethical standards and oppose any form of corruption and bribery. - It is clearly stated that our company prohibits engaging in certain activities when cooperating with all business partners or conducting business, including but not limited to the acceptance of improper benefits or facilitation payments. - Obligations of Suppliers: - Duty to Inform: Suppliers have the obligation to inform our company of any situations that may lead to a conflict of interest and provide complete, accurate, and truthful relevant information. - Supervision and Compliance: Suppliers should cooperate with our company's supervision mechanisms and accept necessary reviews and monitoring to ensure their business operations comply with the requirements of ISO 37001. - Training and Education: Suppliers should ensure that their employees have a certain level of understanding of ISO 37001 and provide corresponding training and education. - Cooperation and Coordination: Suppliers should actively cooperate with our company, providing necessary assistance and coordination to achieve the effective implementation of the ISO 37001 system. - Compliance with the relevant regulations of ISO 37001 in the contracts or procurement agreements signed between our company and the suppliers. - Our company has established a reporting hotline. Internal and external personnel who notice any behavior that may violate this policy or related regulations can report it through our company's reporting mailbox (companyopinion@grapeking.com.tw) or hotline (03) 457-2121 ext. 1999. - For other matters, please refer to the attached "Anti-Corruption and Anti-Bribery Policy" and this announcement. - We thank all supplier partners for their continued support and cooperation with our company, and we hope that both parties can jointly adhere to this system to create a better trading environment.		
Announcement Targets	Grape King’ s Anti-Corruption and Anti-Bribery Policy		

2.1.1 Procurement Strategy

Procurement Regulations

Procurement of all raw materials at Grape King Bio is required to comply with corporate procurement procedures committed to local procurement. We have established the following criteria to strengthen control of raw materials:

- 1



Raw materials suppliers must be legally registered in the government food manufacturer registry system.
- 2



Raw materials suppliers must be tested and approved by our R&D and relevant departments.
- 3



Raw materials suppliers must provide comprehensive product information for analysis and comparison, and packaging and labels cannot be altered or replaced.
- 4



Raw materials imported from foreign countries must be equipped with licenses and imported in their original packaging.
- 5



Raw materials must be stored in accordance with regulations and relevant licenses must be procured.
- 6



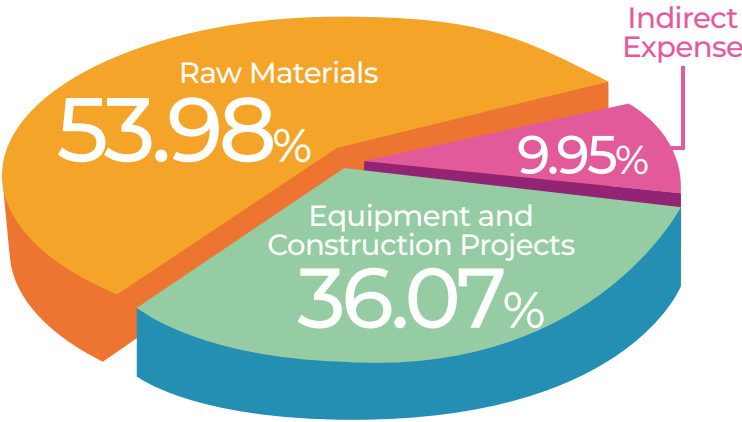
Evaluation procedures must be reimplemented upon the revision of relevant electronic information for raw materials.

Local and Sustainable Procurement

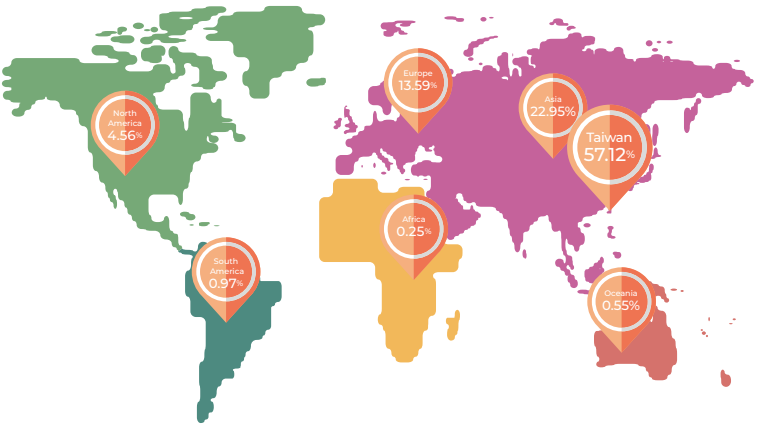
Grape King Bio prioritizes suppliers who are committed to development and procurement of green products, emphasize food safety and environmental protection, and protect labor rights. Additionally, in consideration of delivery costs and environmental issues, we strive to procure materials from domestic suppliers to reduce environmental impacts from the transportation process in order to reduce greenhouse gas emissions. In 2024, the local procurement ratio of raw materials of Shanghai Grape King Bio reaches 99%. When applying for and assessing equipment purchases, we fill out assessment charts for equipment with heavy energy consumption to verify the types of energy used and energy consumption levels.

The distribution ratios of Grape King Bio's purchase amounts for 2024 are shown below:

2024 Allocation of Purchase Amount



We have enjoyed mutual growth alongside our supplier partners and are working together to expand the social responsibility benefits in our supply chain and operate our businesses responsibly. Our suppliers provide us with high-quality raw materials and help us jointly establish the Grape King Bio value and supply chain. Our map of raw material procurement sources for 2024 is shown below (local procurement ratio was 57.12%):



Zero Supply Shortages

To maintain operations of Grape King Bio enterprises, we established preventive measures in advance and prioritized stability of supply chains. We first established internal demand, supply, and inventory management procedures, after which we assessed and verified which suppliers were located in areas exposed to epidemic risks, supplier inventory conditions, and the land, sea, and air transportation capabilities of our logistics providers. We also confirm our suppliers are able to provide timely deliveries, maintain supplier relationships built on mutual trust, and actively seek out alternatives and second or third suppliers to disperse our procurement risks and ensure flexibility.

Many supply chains successfully overcame the challenges brought about by the pandemic, but as all countries are gradually opening their borders and ushering in the post-pandemic era, we are still faced with a number of challenges, including prolonged supplier delivery times, increases in delivery costs, and transnational supply shortages, which have caused raw material costs to rise. Rising costs of order fulfillment, changing consumer demands, and increased returns and discarded products have all added to the challenges of effective inventory management. These factors, coupled with increasingly strict regulations, have heightened demand for enhanced quality, and quality issues have in turn raised supply risks. Therefore, the ability to obtain qualified raw materials has now become more important than shortening delivery times. To fulfill increasingly complex consumer expectations, supply chains still need to overcome the aforementioned difficulties and various customer-related challenges.

Grape King Bio established four main strategies to prevent supply shortages in 2024, including inspecting the delivery dates at source, deploying advanced procurement strategies, finding alternative sources, and developing diversified solutions. Targets for 2024:

- (1) Target client order completion rate of 99%; actual achievement: 99.43%
- (2) Zero supply shortages at Pro-Partner; actual achievement: no supply shortages.
- (3) Maintain 50 raw material reserve items; actual achievement: 54 items.
- (4) Target recovery rate of 95% for sustainability self-assessment surveys from significant suppliers; actual achievement: 100%.
- (5) Target SIMP system launch progress rate: 85%; actual achievement: 91.65%.



2.1.2 Audits of New Suppliers

We use five main processes to audit new suppliers, as shown in the figure below.



Evaluation of New Suppliers

1. Qualification screening:

We evaluate suppliers from multiple perspectives, including legality, compliance with factory sample specifications, quality management, and emphasis on food safety. Suppliers must submit relevant documents for evaluation, including business and factory registration certificates, as well as system certifications such as ISO 22000, ISO 9001, or HACCP. These documents are used to assess the soundness of the supplier's systems and plans.

2. Sample evaluations:

Suppliers are required to provide product samples for inspection by our quality control unit to ensure product quality and safety.

3. On-site evaluations:

Before entering into formal transactions with new suppliers, Grape King Bio conducts on-site evaluations through an interdepartmental team comprising procurement, quality control, manufacturing, and quality assurance personnel.

Our evaluation team conducts irregular audits and reviews on raw material suppliers, who are required to provide relevant documents such as factory management and control documentation, production history, analysis of product hazards or Certificates of Analysis (COA), and other information. We also conduct actual inspections of production and operation areas to evaluate ESG-related criteria such as renewable energy usage, occupational safety and health audits and training (including the most recent fire inspection records and fire drill attendance logs), occupational safety and health management procedures, business continuity planning (e.g., backup power supply in case of outages), status of mechanical equipment, quality and designs, raw material management, process control, finished product management, corrective actions for abnormalities, and customer complaint handling.

In 2024, we conducted on-site evaluations of 16 new suppliers. One outsourcing vendor failed to pass our on-site evaluations and was therefore disqualified from collaboration. The results of new supplier evaluations conducted by Grape King Bio for 2024 are shown in the following table:

2024		Number of Suppliers Meeting the Evaluation Grade (by level)		Number of Suppliers Meeting the ESG Evaluation Grade (by level)		Total Number of Evaluated Suppliers
New Suppliers	Raw Materials	A	1	A	1	On-site evaluations : 4 Self-assessments : 0
		B	3	B	2	
		C	0	C	1	
	Other Materials	A	1	A	3	On-site evaluations : 3 Self-assessments : 0
		B	2	B	0	
		C	0	C	0	
	Outsourcing	A	6	A	Temporarily excluded from evaluations	On-site evaluations : 9 Self-assessments : 1
		B	2	B		
		C	1	C		

Grape King Bio only works with suppliers who meet our on-site evaluation criteria. Those who fail to meet the minimum requirements will be provide suggested improvements and required to take corrective actions. For detailed information, please refer to the Tracking improvements for audited items.



4. Tracking improvements for audited items:

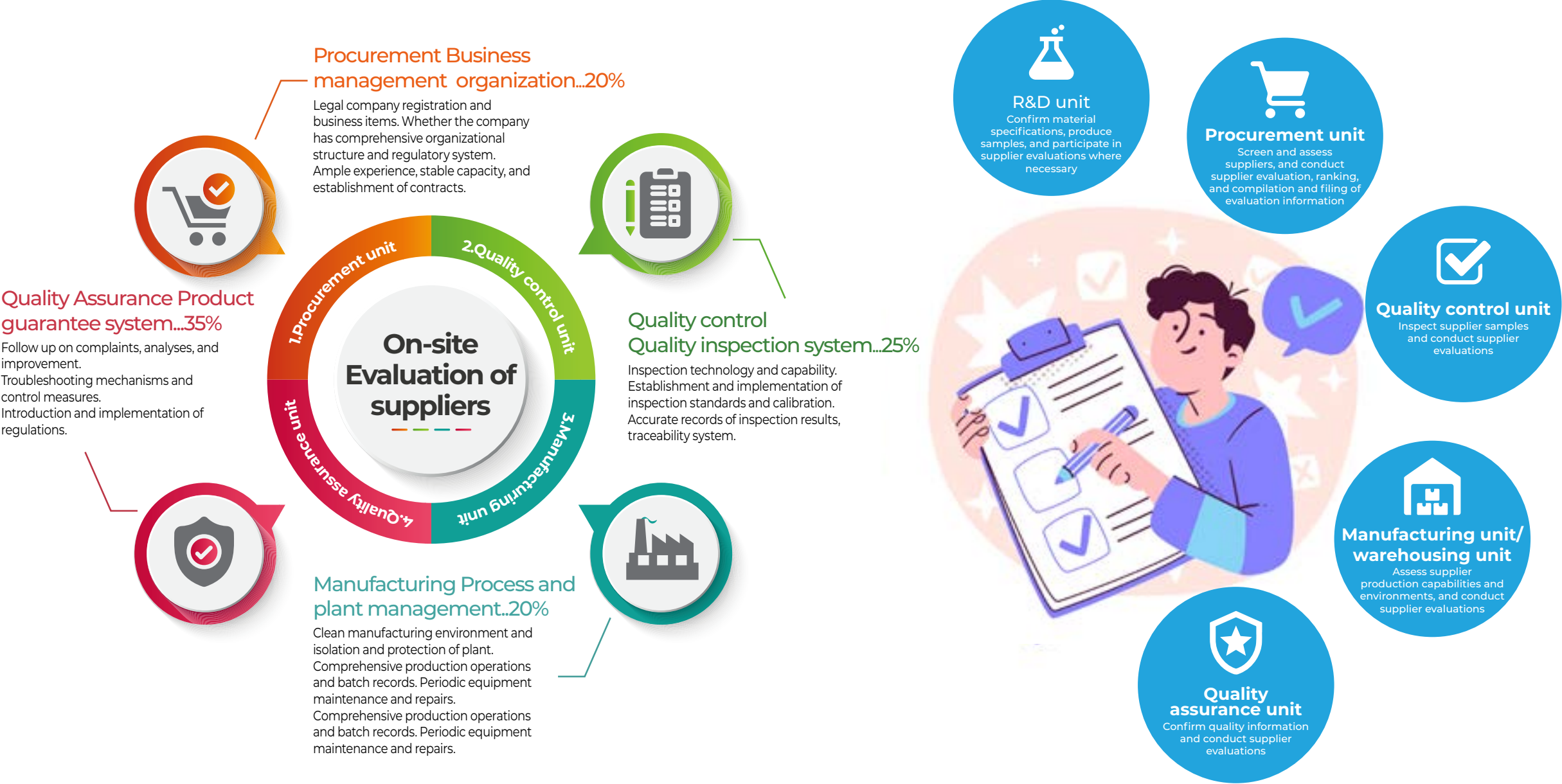
After conducting on-site evaluations, we ask suppliers to respond to and discuss our suggested improvements before conducting a second review of overall evaluation results and responses. We halt collaborations with suppliers who have major deficiencies or incompetencies until improvements are implemented.

After the new supplier has completed the initial on-site evaluation and become an existing supplier of Grape King Bio, we continue to conduct on-site evaluations at existing suppliers from time to time to ensure that the supplier maintains its internal quality management system, as well as other systems including environmental hygiene, food safety are effectively implemented, which is to prevent slackness and encourage continuous improvement among suppliers.

5. At the time of contract signing:

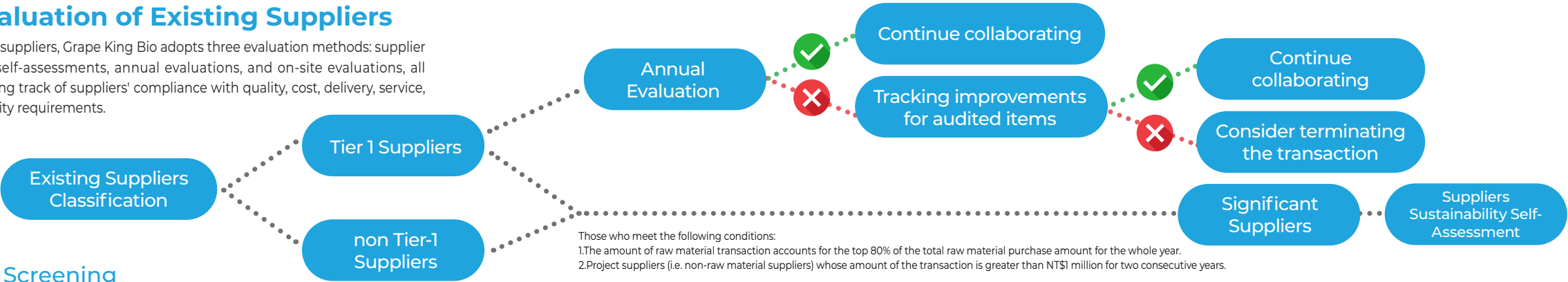
New suppliers are required to sign our "Supplier Code of Conduct" and "Supplier Integrity Commitment Letter" to ensure that they uphold sustainability commitments throughout their operations and production processes.

Supplier evaluation team duties and responsibilities



2.1.3 Evaluation of Existing Suppliers

For existing suppliers, Grape King Bio adopts three evaluation methods: supplier sustainability self-assessments, annual evaluations, and on-site evaluations, all aimed at keeping track of suppliers' compliance with quality, cost, delivery, service, and sustainability requirements.



Supplier Screening

Our suppliers are categorized into raw material suppliers, outsourcing vendors, and project suppliers. Supplier screening is carried out based on various business aspects such as “whether the supplier directly transacts with our company” and “procurement amount,” as shown in the following table:

Supplier Screening	2022	2023	2024
1.1 Total number of Tier-1 suppliers	229	220	218
1.2 Total number of significant suppliers in Tier-1	52	49	52
1.3 % of total spend on significant suppliers in Tier-1	45%	56.5%	55.5%
1.4 Total number of significant suppliers in non Tier-1	28	29	31
1.5 Total number of significant suppliers (Tier-1 and non Tier-1)	80	78	83

1. Tier-1 suppliers: Tier-1 suppliers are raw material suppliers who directly provide raw materials and other materials to our company, and supplier evaluations are conducted every year.

2. Significant suppliers: We define significant suppliers as those whose raw material transaction amounts make up the top 80% of the total raw material procurement amount for the year, and project suppliers (namely, non-raw material suppliers) with transaction amounts more than NT\$ 1 million for two consecutive years.

3. Non Tier-1 Significant suppliers: Refers to significant suppliers other than the Tier-1 significant suppliers.

1.Supplier Sustainability Self-Assessment

Our significant suppliers are required to complete a sustainability self-assessment questionnaire annually, which includes 39 questions covering areas such as labor and human rights, health and safety, environmental protection, code of ethics, and management systems.

In 2024, we distributed self-assessment questionnaires to 83 of our significant suppliers, achieving a 100% response rate.

Supplier Sustainability Self-Assessment Questionnaire Scoring Criteria for 2024

Aspect	Number of Questions	Percentage(%)	ESG Metrics	Description
Labor and Human Rights	7	17.9%	Social	Issues such as prohibition of discrimination, forced labor, child labor and inhumane treatment; respect for the right to freedom of association; and continuous improvement in addressing labor and human rights deficiencies are covered.
Health and safety	11	28.2%	Social	Issues such as safe operations, emergency response, work-related injury management, hazard control, equipment safety, clean facilities, safe dormitories, zero accidents, corrective actions, and ISO 45001 certification are included.
Environmental protection	11	28.2%	Environmental	Issues such as recording greenhouse gas emissions, environmental permits, resource conservation, hazardous materials management, waste disposal, air emission control, wastewater treatment, zero environmental violations, corrective actions, and ISO 14001 certification are encompassed.
Code of ethics	3	7.7%	Governance	Issues including zero tolerance for bribery, prohibition of improper benefits, and the establishment of whistleblowing procedures are covered.
Management systems	7	17.9%	Governance	Issues such as information disclosure, intellectual property protection, use of sustainable raw materials, personal data protection, environmental and social responsibility policies, policy communication, and the Supplier Code of Conduct are included.

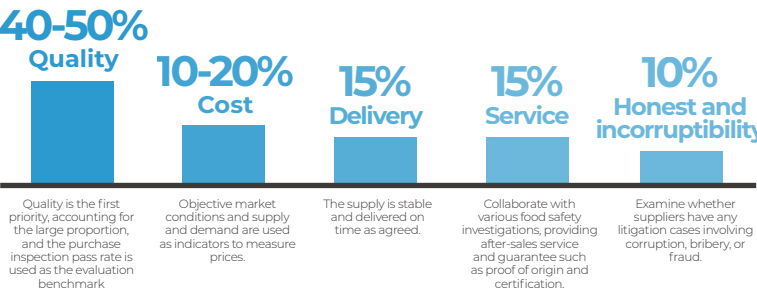
Results of Supplier Sustainability Self-Assessment for 2024

Total number of sustainability self-assessment completion for suppliers	83	Percentage of sustainability self-assessment completion for significant suppliers	100%
---	----	---	------

2. Annual Evaluations

Grape King Bio conducts regular annual evaluations of our Tier-1 suppliers, including raw material suppliers and outsourcing vendors, with whom we engage in transactions. Apart from the four main aspects including Q (Quality), C (Cost), D (Delivery), and S (Service), evaluations and scoring are based on anti-corruption and anti-bribery considerations which are incorporated in response to ISO 37001 in 2024. These aspects are also used as a basis for risk management. Companies that scored above 81 were deemed to be Class A (excellent) suppliers, those that scored between 65-80 were deemed to be Class B (qualified) suppliers, and those that scored less than 65 were deemed to be Class C (unqualified) suppliers.

We prioritize on-site visits to existing suppliers that have had major abnormalities in quality and significant suppliers of raw materials. Of our 144 evaluation items, 21 are ESG-related evaluation items.



In 2024, we audited 218 raw material suppliers and achieved an audit ratio of 100%. The results of our rigorous evaluations revealed that 201 suppliers were Class A suppliers, 17 suppliers were Class B suppliers, and 0 suppliers were Class C suppliers. A total of 218 high-quality suppliers qualified to continue working with Grape King Bio. The results of supplier audits conducted by Grape King Bio for the past three years are shown in the following table:

Year	2021	2022	2023	2024
Total number of suppliers	217	284	220	218
Audited suppliers	217	284	220	218
Audit ratio	100%	100%	100%	100%
Class A	169	243	214	201
Class B	48	41	6	17
Class C	0	0	0	0
ESG Audit pass rate	100%	100%	100%	100%

*Categorization: Suppliers with a score of more than 81 are classified as Class A (excellent) suppliers; suppliers scoring from 65 to 80 are classified as Class B (qualified) suppliers; and suppliers with a score of less than 65 are classified as Class C (unqualified) suppliers; no transactions are permitted with unqualified suppliers.

* Notes on figures for 2024: If a vendor simultaneously supplied raw materials, other materials, and outsourced services, they were evaluated separately due to the differences in vendor attributes.

We will cease procurement from unqualified suppliers, provide assistance in the form of consultation and counseling, and set clear goals and timelines for improvement so that suppliers can improve their current conditions and meet Grape King Bio expectations. These evaluation cycles and counseling mechanisms facilitate early detection of potential problems as we work with our suppliers to continually improve and refine relevant issues.

3. On-site Evaluations

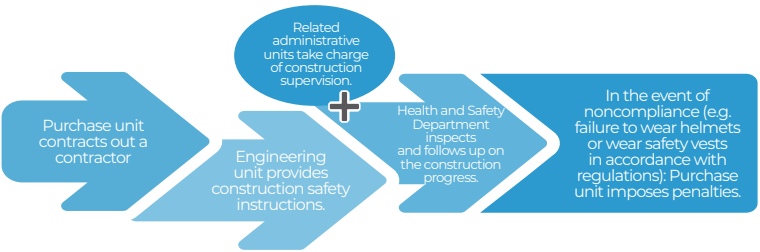
Our evaluation team conducts irregular audits and reviews on raw material suppliers, who are required to provide relevant documents such as factory management and control documentation, production history, analysis of product hazards or Certificates of Analysis (COA), and other information. We also conduct actual inspections of production and operation areas to evaluate ESG-related criteria such as renewable energy usage, occupational safety and health audits and training (including the most recent fire inspection records and fire drill attendance logs), occupational safety and health management procedures, business continuity planning (e.g., backup power supply in case of outages), status of mechanical equipment, quality and designs, raw material management, process control, finished product management, corrective actions for abnormalities, and customer complaint handling.

We conducted on-site evaluations of 38 existing suppliers in 2024, all of which passed. The results of supplier evaluation conducted for 2024 are shown in the following table:

2024		Number of Suppliers Meeting the Evaluation Grade (by level)		Number of Suppliers Meeting the ESG Evaluation Grade (by level)		Total Number of Evaluated Suppliers
Existing Suppliers	Raw Materials	A	16	A	14	On-site evaluations:20 Self-assessments:0
		B	4	B	6	
		C	0	C	0	
	Other Materials	A	15	A	9	On-site evaluations:15 Self-assessments:0
		B	0	B	6	
		C	0	C	0	
	Outsourcing	A	3	A	Temporarily excluded from evaluations	On-site evaluations:3 Self-assessments:0
		B	0	B		
		C	0	C		

2.1.4 Contractor Management

Grape King Bio adheres to government procurement regulations when selecting contractors through procurement evaluation, price comparison, or price negotiation procedures in an open and fair manner. We prioritize collaborations with domestic suppliers. When selecting contractors, we prioritize purchases of products and equipment with energy labels, water labels, and energy-saving properties. We first consider our needs in terms of specifications and functions, then assess transaction risks (including whether companies are legally registered and details of payment conditions) before commencing collaborations.



We have designed “Hazard Prevention Notices” for our contractors and implement a strategy that combines counseling, auditing, and dissemination as we actively work to provide safety management guidance to our contractors, strengthen promotion of work safety measures, and enhance worker awareness of labor safety prior to construction work within our factories to ensure that we maintain safety protections and labor safety in workplace environments.



2.2 Food Safety and Responsibility

Director of R&D Division
Sheng-Chieh Hsu



Our food safety management system strictly manages achievement of quality objectives for all production lines to ensure that our products adhere to or even exceed regulatory requirements

Deputy Director of Quality Control Department and Inspection Center
Shu-Xing Yeh



Product Liability Policies and Commitments

Grape King Bio commits to not using hazardous substances, with the well-being of the public as its cornerstone. Protection of public health is a foundation of Grape King Bio operations. We consider product liability as one of the most important operational and production components, which is why we have set rigorous quality and sanitation standards for all stages of production. We have formulated four major food safety policies: “Continue innovation, pursue excellent quality, implement social responsibilities, and ensure customer satisfaction.” We hope to develop more high-quality products that adhere to factory-mandated annual quality targets. We also organize non-periodic charitable activities that give back to society, bring warmth to the public, and build customer confidence in Grape King Bio products.

Responsible Marketing Policy

Grape King Bio upholds a responsible marketing approach. Our goal is to promote healthy lifestyles through clear labeling and responsible marketing, transparently conveying our product and nutrition information, and promoting our products according to strict guidelines, especially in the practices of marketing ethics, advertising, and sales. Our responsible marketing policy includes:

- Providing accurate and balanced information about products/services
- Refraining from exaggerating statements about environmental and social impacts
- Safeguarding the vulnerable (such as children) in the market
- Avoiding the dissemination of false information about competitor products/services



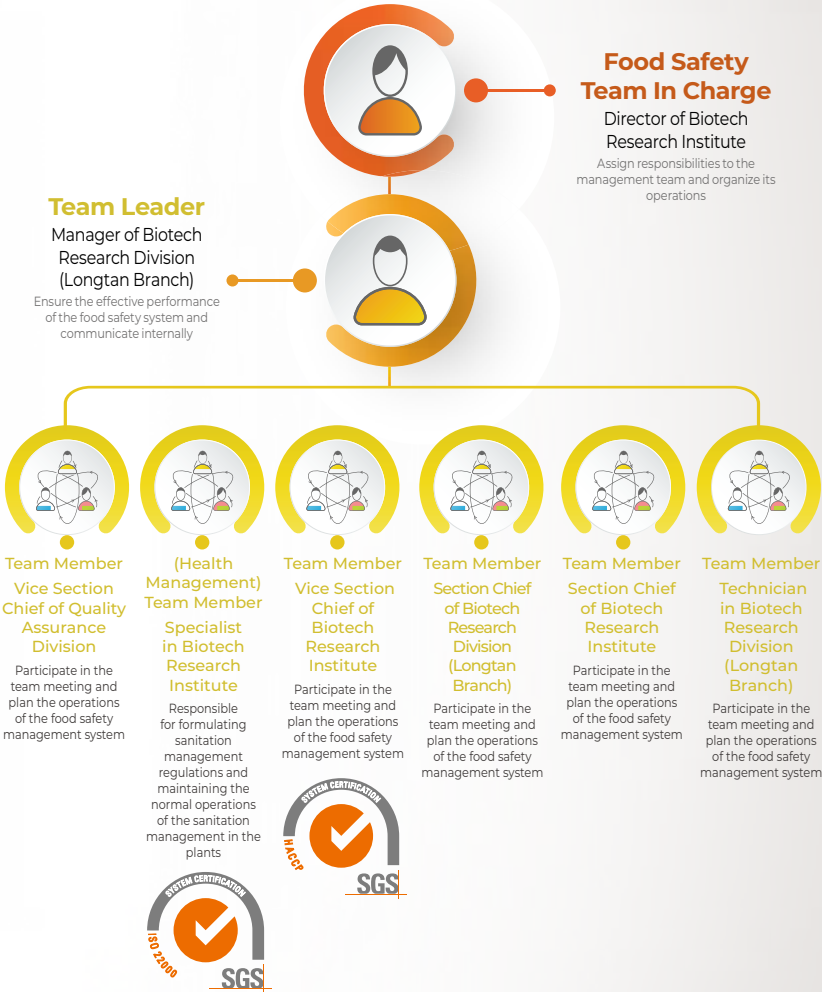
2.2.1 Systemic Food Safety Protections

1. Food Safety Management Organizations

The highest food safety management authority at Grape King Bio is our Chairman Andrew Tseng, and the director of our manufacturing division serves as the leader of our food safety team. Our organizational structure for food safety management is shown in the following figure:



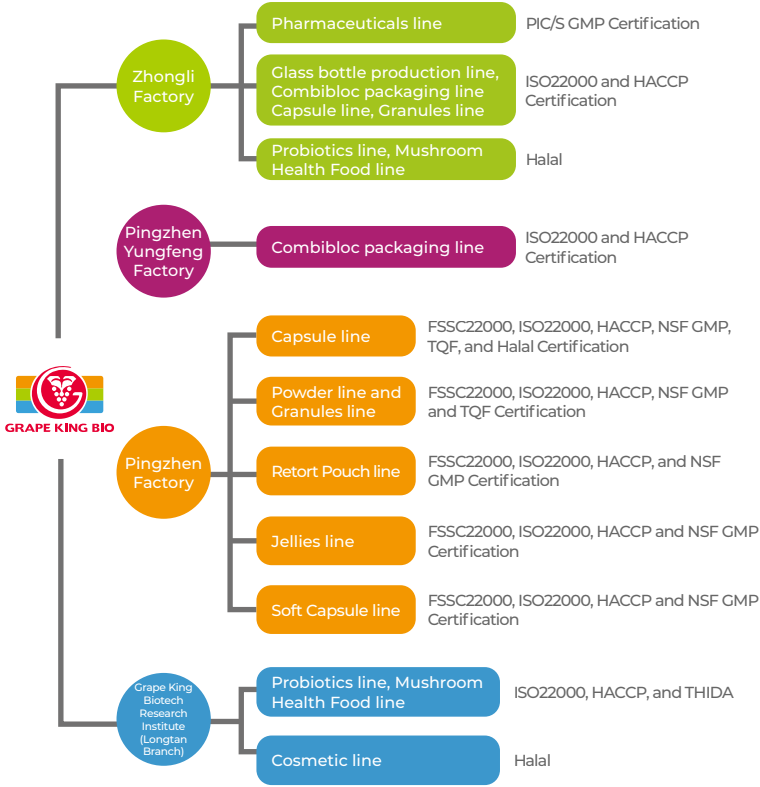
The organizational structure at our Longtan Branch is shown below:



Our food safety management system requires relevant units to conduct timely reviews of target achievement rates every year. We convene one management review meeting each year. In 2024, we discussed a number of issues relating to achievement of production line quality targets, product recall simulations, adjustments in management systems, documentation updates, promotion of regulations, review of internal and external audits, sanitation monitoring results, and analysis on customer complaints; we also formulated relevant targets for the following year. In terms of food safety audits, dedicated personnel conduct monthly sanitation compliance inspections on production lines, and project teams conduct annual self-internal audits to inspect regulatory compliance of food safety management systems and PIC/S GMP and GDP compliance of pharmaceuticals.

2. System Implementations and Certifications

Grape King Bio received a pharmaceutical manufacturing license from the Ministry of Health and Welfare in October 2014. Management of raw materials starts from the manufacturing stage. Our pharmaceutical production lines have obtained PIC/S GMP certification, and our food production lines have obtained TQF certification, ISO 22000 and FSSC 22000 Version 6.0 food safety management certifications, NSF GMP certification, and Halal certification. Additionally, Grape King Bio has established an ISO/IEC 17025 TAF certified lab that ensures the stability of our manufacturing processes and maintains our quality management systems (QMS). Current systems implemented at Grape King Bio factories are shown in the following figure:



Pingzhen Factory, Zhongli Factory , Yungfeng Factory, and Longtan Branch have received ISO 22000, HACCP management system certifications; and our Pingzhen Factory has received FSSC 22000 Version 6.0, TQF and NSF GMP certifications. Together, these four factories contain production lines for 10 dosage forms. All follow-up inspections of production lines were completed in 2024, achieving an

inspection accomplishment rate of 100%. Furthermore, 100% of our products are produced by certified production lines, providing another guarantee of product quality.

3. Guidelines for Food Safety Labeling to Protect Vulnerable Groups

Grape King Bio rigorously controls the safety of produced foods. For groups that require special attention, such as infants, pregnant women, and breastfeeding mothers, our product development team first confirms requirements related to raw materials, dosage forms, and functions, then includes relevant warnings on product labels.

(1)Usage of raw materials: If public government websites carry a warning for a raw material, we will include the same on product labels. For example, our factories use Antrodia cinnamomea, and legal regulations require products which use this ingredient to carry the following warning: “Infants, pregnant women, and breastfeeding mothers intending to consume this product should consult a physician or healthcare professional.”

(2)Dosage forms: Products meant for children or other specific users (such as gummy candies or jellies) will carry safety warnings.

(3)Functional requirements: Products are labeled as appropriate (for example, vegetarian, vegan, or lacto-vegetarian) after verification of formulations.

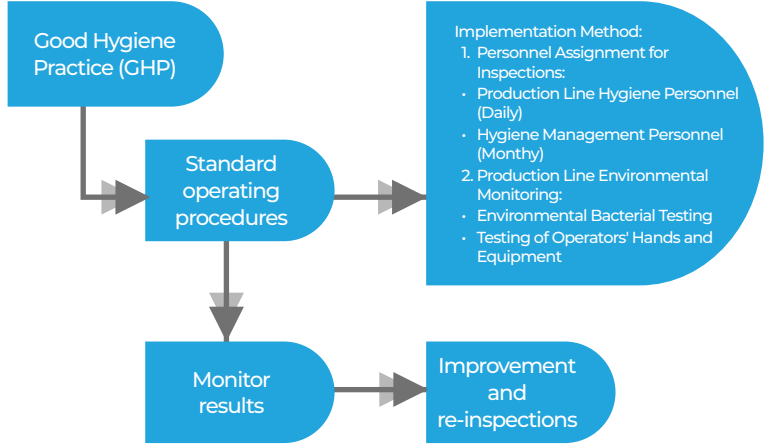
2.2.2 Food Safety Training

Grape King Bio’ s internal food safety training implementations adhere to government regulations. We also organize external training for employees to strengthen internal food health and safety measures. Additionally, we continue to disseminate knowledge of related regulations to entry-level employees through internal lecturers, our Quality Department promotes concepts related to sanitation, and hygiene management personnel from our manufacturing units receive training. We promote self-evaluation mechanisms and continue to make improvements and enhance quality.

1. Personnel Training and Inspections Aligned with Sanitation Regulations

(1) Based on GHP (Regulations on Good Hygiene Practice for Food)

Grape King Bio adheres to the “Regulations on Good Hygiene Practice for Food” and we provide training for new food personnel to ensure that they comply with sanitation and quality management requirements during production procedures. Our employees undergo annual food safety and sanitation training to strengthen their awareness of sanitation concepts, understanding of requirements, and voluntary hygiene management.



(2) Sanitation Inspections by Designated Personnel

Our Manufacturing Division designates hygiene management personnel to each production line to conduct daily sanitation inspections, while hygiene managers conduct monthly inspections.

(3) Monitoring of Production Line Environments:

We conduct periodic settle plate tests, as well as inspections of operator hands, machinery, and equipment. If our inspections reveal non-compliance items, we carry out immediate improvements and re-inspections to achieve an overall inspection compliance rate of 100% (including improvements). The results of annual inspections are analyzed and discussed during quality and sanitation meetings to facilitate improvements year over year so that we can continue to enhance product quality.

(4) Water quality inspections:

We conduct periodic water quality inspections at on-site water supply points to ensure compliance with regulations for water used in product and equipment cleaning.

2. Annual Food Safety Training Performance

(1) Systemic Training

Grape King Bio completed the training of first-line operators at Zhongli Factory, Yungfeng Factory and Pingzhen Factory in 2024. Our training covered basic GHP concepts and strengthened personnel understanding of food safety management systems to ensure that all products meet sanitation, safety, and quality requirements.

	Regulated Personnel	Routine Training	Implementation at Factories
Food Handling Personnel	New food handling personnel	Production and manufacturing; management of quality systems; sanitary regulations; and documentation control	New employees are required to complete training and are tested on quality systems, sanitary regulations, and documentation control. Managers in production and manufacturing units also provide training to new employees and test them on their knowledge. Training accomplishment rates were 100%.
	Other in service food personnel	Food safety, hygiene and quality management	All production line operators at Zhongli Factory and Pingzhen Factory completed food safety, sanitation management, and quality management training in 2024. Training accomplishment rates were 100%.
Food Safety Control Team	Dedicated hygiene management personnel for food manufacturing factories	8 hours of retraining every year	All hygiene management personnel at Zhongli Factory, Pingzhen Factory, and Longtan Branch completed 8 hours of retraining in 2024. Training accomplishment rates were 100%.
	Food safety control system team members	12 hours of retraining every 3 years	All team members completed the required 12 hours of retraining every 3 years in 2024.

(2) Training for Hygiene Management Personnel

Our Zhongli Factory, Yungfeng Factory, Pingzhen Factory, and Longtan Branch each have one dedicated hygiene management person; all management personnel completed 8 hours of training in 2024.

(3) Organizational Food Safety Training

Grape King Bio actively participates in food safety activities organized by industry associations. We are a member of several food-related associations, including the Taiwan Quality Food Association, Taiwan Association for Food Science and Technology, and Taiwan Functional Food Industry Association, and our senior managers serve as directors for multiple associations. We continue to strengthen industrial food safety by working with various corporate organizations and by supporting and using association-formulated safety guidelines for processed foods and drinks. We also participate in industrial initiatives as part of our emphasis on food safety.

2.2.3 Product Quality and Safety Inspections

1. Inspection Center

Grape King Bio voluntarily establishes laboratories and operates according to ISO/IEC 17025 standards. Our inspection items include physical and chemical properties, compliance with sanitation regulations, and food safety factors. Our inspection technicians have received TAF certification and our laboratory personnel periodically take capabilities tests conducted by laboratories with third-party certifications to ensure

that our inspection center adheres to the highest standards.

In 2019, we implemented new regulations in our inspection center and revised all protocols. We submitted our revision applications in November and passed verifications in the second quarter of 2020. In 2023, we renewed the certificate for our lab at Zhongli Factory and the lab at Pingzhen Factory underwent annual supervisory evaluations. The labs at both factories successfully passed all inspections. In 2024, all 32 staff members at our inspection center obtained their ISO/IEC 17025 training certificates and achieved our goal for the year. Additionally, 12 of our staff members obtained their training certificates for internal laboratory audits and became qualified auditors. Furthermore, the laboratories at our two factories both passed audits adhering to the new ISO/IEC 17025:2017 standards.

In 2024, the Pingzhen Factory 's certification extension of the Inspection Center was approved. As of 2024, there are 8 items in the biological field and 4 in the chemical field for a total of 12 certified items for the Zhongli Factory and Pingzhen Factory.

2. Inspections of Raw Materials

Inspection Processes for Incoming Raw Materials

All (100%) of raw materials used at Grape King Bio have passed incoming material inspections. We own two internationally accredited laboratories which strictly review inspection reports submitted by suppliers and we have also added a number of inspection items relating to food safety. For incoming materials that fail to meet our inspection standards, we request returns and refunds from our suppliers, reinspect new materials, and also urge our suppliers to propose corrective actions for preventing re-occurrence.



Inspection Items and Frequencies

Our current inspection items include tests for residues of 410 pesticides, 9 plasticizers, 5 microbes, and 4 heavy metals. We also adhere to the new law (microbiological tests for food) promulgated to evaluate product risks and have also established inspection frequencies for Staphylococcus aureus, Salmonella, and Listeria monocytogenes. Our inspection program exceeds government requirements and we conduct batch-by-batch inspections. We implement risk assessments following multiple batch inspections to adjust inspection frequencies, reduce equipment wear, and achieve a better balance between quality and inspection costs.



Inspections of foods sold at our Tourist Factory

(1) Product inspection frequencies:

- 1. Drinks:
 - 1-1 Cold drinks: Bimonthly inspections.
 - 1-2 Hot drinks: Quarterly inspections.
- 2. Ice cubes: Monthly inspections.
- 3. Ice products: Biweekly inspections from July to September, and monthly inspections for the rest of the year.
- 4. Cooked foods: Quarterly inspections.

(2) Equipment test frequencies:

- 1. Coffee machines: Quarterly inspections.
- 2. Ice makers: Biweekly inspections from June to September, and monthly inspections for the rest of the year.
- 3. Soft serve ice cream machines: Biweekly inspections from July to September, and monthly inspections for the rest of the year.

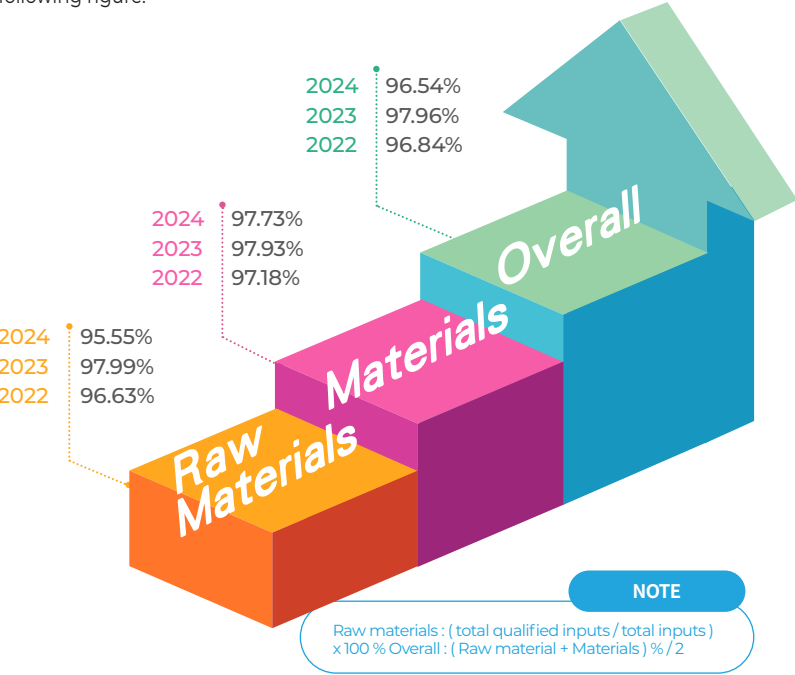
Inspection items for food safety at Grape King Bio include the following categories:

Microbiological hazard inspections	Total Aerobic Plate Count, E.coli, Coliform, Enterobacteriaceae, Staphylococcus aureus, Salmonella, Mold & Yeast Count, Listeria monocytogenes, Pseudomonas aeruginosa
Chemical hazard inspections	Phthalates, Heavy Metals , Total Aflatoxin, Ochratoxin A , 410 Pesticide Residue, Sulfur Dioxide, Deoxynivalenol and derivatives, and Ethylene Oxide
Physical hazard inspections	Foreign material inspections

Inspection Results

Approval criteria for raw materials at Grape King Bio are more stringent than government regulations. This allows us to provide the strictest safeguards for our consumers. If our inspections of incoming materials reveal raw materials that fail to comply with our factory quality criteria, we will conduct reviews of said raw materials in accordance with laws and regulations.

Our inspection results for raw materials for the past 3 years are shown in the following figure:



Grape King Bio strictly controls the quality of products, using precision instruments to carry out a number of inspections, including physical and chemical properties, hygiene standards, food safety issues related inspections, in 2024 we performed the following product inspection results:

Item	Raw Material				Other Material
	Purchased raw materials	Biotechnology ferments	Manufacturing processing (premix)	Manufacturing processing (semi-finished products)	
Number of inspection pieces	2,567	1,117	220	2,508	2,196
Number of qualified pieces	2,534	1,100	220	2,503	2,155
Number of unqualified pieces	33	17	0	5	41

Note: Raw materials and materials tests cover microbiological, chemical and physical hazard testing.

3. Quality Inspections and Targets

Quality is the foundation of all products, and only products with safe and dependable quality will be trusted by consumers. Grape King Bio has established specific quality targets for continued follow-up and management to ensure stable quality and to protect customer interests. The following table shows the target achievements that have all been met in 2024:

Factory	Item	Targets	Achievement Status
Zhongli Factory	Defective label rate for large glass bottles	Below 0.60%	Below 0.39%
	Defective seal rate for combibloc packaging	Below 0.0020%	0.00026%
	Defective fill rate for capsules	Below 0.25%	0.19%
Pingzhen Factory	Defective packaging rate for granule formulations	Below 2.0%	0.93%
	Defective fill rate for capsules	Below 0.30%	0.11%
	Defective packaging rate for granule formulations	Below 2.1%	0.99%
Yungfeng Factory	Defective packaging rate for powder formulations	Below 2.0%	1.10%
	Defective filling rate for retort pouch line	Below 2.0%	1.03%
Yungfeng Factory	Defective seal rate for combibloc packaging	0.020%	0.00058%
Longtan Branch	Annual tank failure rate	Below 3.0%	0.03%
	Defective packaging fill rate	Below 0.5%	0%

4. Assurance of Product Safety

Grape King Bio continually monitors potential quality changes that may occur during product sales periods to ensure that we provide excellent products held to the highest standards. We work to prevent possible hazards to human safety, health, the environment, and our products. We constantly and rigorously verify and audit product functionality, consumption methods, manufacturing processes, final product forms, and intake volumes to ensure product quality and safety. We strive to achieve full customer satisfaction both now and in the future.

Grape King Bio provides capsule, powder, granule, glass bottle, combibloc packaging , retort pouch(Aseptic filling packaging), soft capsules and gels products. All products have to pass through multiple checks at the raw material, semi-finished product, end product, and packaging and labeling stages, and products can only be delivered after we have ensured that they are error-free. We aim to lower our potential risks of product recalls to zero. We also increase product inspection quantities, items, and frequencies (including bottle labels and printed adhesive seams for boxed products) for clients with stricter packaging requirements. Current certification systems adopted by Grape King Bio include ISO22000, FSSC 22000, NSF GMP, and TQF standards. System regulations also contain requirements relating to product safety, such as physical hazards (sieve inspections, metal detection, X-ray inspections, and others). The costs incurred due to recalls and the recall expenses for the year 2024 are both NT\$ 0. Grape King Bio aims to meet the goal of "zero recalls due to quality or sanitary concerns" by maintaining the effectiveness of the overall quality system through collaboration between the quality management unit and cross-functional teams.

In 2024, the number of product lines recalled is zero, and both the number of product removals and the total weight of products removed are zero.

	2021	2022	2023	2024
Number of product lines recalled	0	1	0	0
Recall Expenses (NTD)	0	8,800	0	0



2.2.4 Tracking and Compliance Management

Grape King Bio has established strict safeguards of raw material sources and emphasizes inspections of raw materials, process management, and product quality as part of our commitment to guarantee food safety. We have established the following systems, regulations, and actions to achieve optimal efficiency.

- 1. Food tracking and tracing system (ftracebook)
- 2. Food business registration platform (fadenbook)
- 3. Internal tracing management mechanisms
- 4. Management of product packaging and labels
- 5. Management of product advertising and marketing
- 6. Compliance with food safety regulations

1. Food Tracking and Tracing System

In response to government policies requiring food manufacturers to establish food tracking and tracing systems, we log product information to the government ftracebook system every month. This not only strengthens our self-management but also makes it easy to quickly and completely track products in the event of a food safety incident.



2. Food Business Registration Platform

We support the “Food business registration platform” established by the government and work to register our products within the mandated time periods in accordance with regulations, thus ensuring that the government and consumers can obtain clear information from Grape King Bio. Our registered information is shown in the table below:

Food Manufacturer Registry Information			
Registration Category	Food Manufacturer Registration Number	Registered Name	Registered Address
Company/ Business Registration	H-111880517-00000-6	Grape King Bio Ltd.	No. 402, Sec. 2, Jinling Rd., Pingzhen Dist., Taoyuan City
Factory/ Manufacturing Site	H-111880517-00003-9	Grape King Bio Ltd. Pingzhen Jinling Factory	No. 402, Sec. 2, Jinling Rd., Beixing Vil., Pingzhen Dist., Taoyuan City
Catering Business	H-111880517-00006-2	Grape King Bio Ltd. Tourist Factory	No. 402, Sec. 2, Jinling Rd., Pingzhen Dist., Taoyuan City
Retail Business	H-111880517-00004-0	Grape King Bio Ltd.	No. 402, Sec. 2, Jinling Rd., Beixing Vil., Pingzhen Dist., Taoyuan City
Retail Business	H-111880517-00002-8	Grape King Bio Ltd.	No. 60, Sec. 3, Longgang Rd., Zhongli Dist., Taoyuan City
Factory/ Manufacturing Site	H-111880517-00001-7	Grape King Bio Ltd.	No. 60, Sec. 3, Longgang Rd., Zhenxing Vil., Zhongli Dist., Taoyuan City
Factory/ Manufacturing Site	H-111880517-00007-3	Grape King Bio Ltd. Longtan Factory	Hsinchu Science Park No. 68, Longyuan 1st Rd., Longtan Dist., Taoyuan City
Company/ Business Registration	H-128113878-00000-3	Grape King Bio Ltd. Longtan Branch	No. 68, Longyuan 1st Rd., Longtan Dist., Taoyuan City
Factory/ Manufacturing Site	H-128113878-00001-4	Grape King Bio Ltd. Longtan Branch	No. 68, Longyuan 1st Rd., Longtan Dist., Taoyuan City
Factory/ Manufacturing Site	H-111880517-00011-8	Grape King Bio Ltd. Yungfeng Factory	No. 8, Gongye 1st Road, Yongfeng Village, Pingzhen District, Taoyuan City

3. Internal Tracing Management Mechanisms

Tracing raw materials

Batch number management is enabled for all raw materials used at Grape King Bio so we can immediately trace material sources. We conduct two simulation drills each year (once every six months) to ensure the effectiveness of our track-and-trace system.

Our factories conduct at least two recall simulation drills each year in accordance with the “Product Recovery and Disposal Procedures.” The manager or head of our food safety team is responsible for convening related units to participate in drills. Recall procedures are based on different recall classes, and we retain records for all drills. We completed four drills during April, June and November of 2024, each of which was participated by 6-10 personnel.

Systemic internal traceability management

Grape King Bio has established an internal SAP system and voluntary tracking management mechanism which adheres 100% to the “Product Identification and Tracking Management Procedures.” Current mechanisms encompass the products manufactured by the 10 food production lines at Zhongli Factory, Yungfeng Factory, Pingzhen Factory, and Longtan Factory, 100% of which can be managed through the product identification and tracing mechanism.

In addition, 100% of products produced by Shanghai Grape King's one food production line can be tracked. We have completed four product tracking drills in 2024, and the results showed that our system was able to obtain tracking and tracing records of production processes for products within 2 hours.



4. Packaging and Labeling Management

Grape King Bio’s product packaging labels adhere to regulatory requirements, and we continue to review and update our regulations as needed. Our regulations encompass complete labeling of general raw materials and food additives, nutritional labeling on food packaging, allergen labeling, genetically modified food labeling, fungal product labeling, health food labeling, and warning messages to provide our consumers with necessary awareness and information when purchasing products.

1

Fungal product labeling-clearly specifying the parts used, scientific names and cultivation methods of fungi

2

Complete labeling of general raw materials and food additives

3

Nutrition facts labelling

4

Health food labelling

5

Allergen labeling

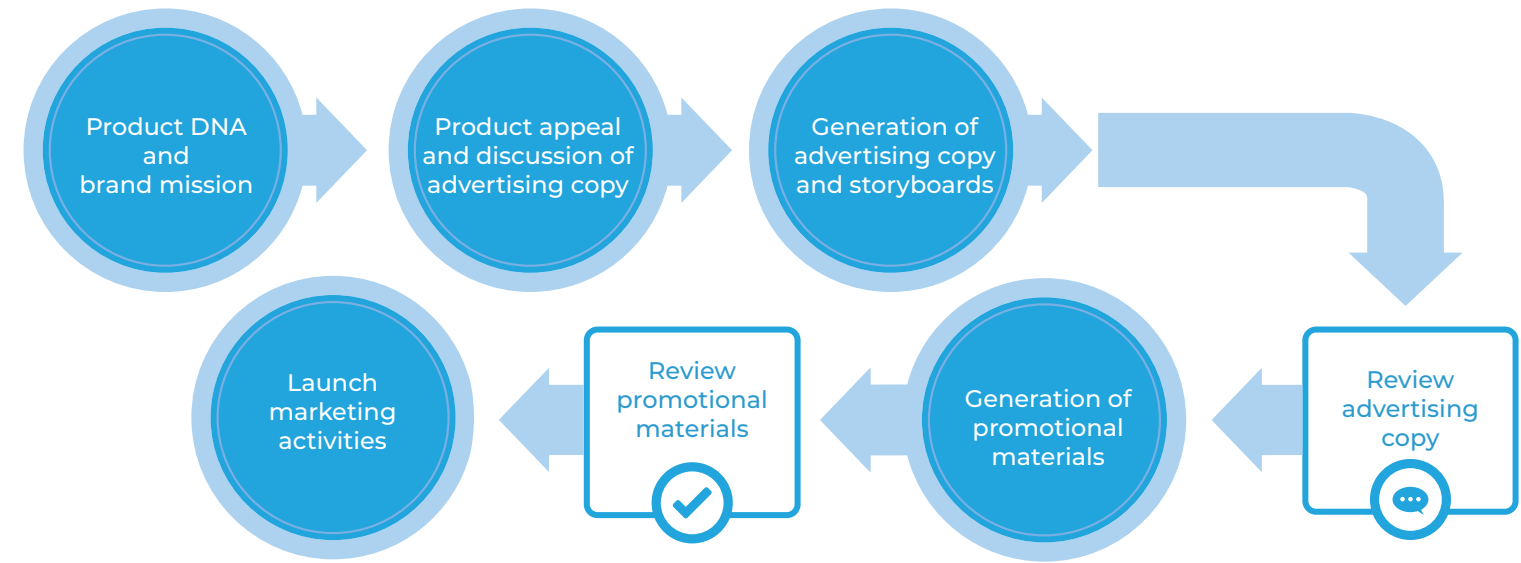
6

Warning messages and consumption precautions



5. Management of Product Advertising and Marketing

Grape King Bio strives to be “A health expert for the entire family.” As it is difficult to gain the trust of consumers, we work to demonstrate our sincerity and attentiveness in our advertisements. We have established an internal management process to handle consumer needs and reduce the possibility of legal violations. All copy on advertisements, websites, or promotional materials are 100% reviewed by our marketing section, product planning section, innovation and R&D center, and our Quality Assurance Department; these units also provide suggestions on ad content. Finally, before the materials are launched, the legal office conducts a review of acceptable wording according to government standards to reduce the risk of legal violations.



6. Compliance with Food Safety Regulations

We strictly abide by the Act Governing Food Safety and Sanitation and Health Food Control Act. Our product review processes are carried out using different procedures at different stages:

Product labeling review stage:

Joint review of labeling compliance which includes proofreading of drafts and confirmed content to reduce errors and maintain the positive images of our products.

Advertising copy review stage:

Joint review of related advertisements and advertising copy to ensure compliance with “Regulations Governing of Criteria for the Label, Promotion and Advertisement of Foods and Food Products Identified as False, Exaggerated, Misleading or Having Medical Efficacy” to reduce the number of violation incidents.

Internal reviews of product labels are jointly conducted by related units using the BPM system. The innovation and R&D center, business unit/division, quality management department, product planning section, Biotech Research Institute and legal office periodically review the legal compliance of product labels and proofread drafts and confirmed content to reduce errors and maintain the positive images of our products.

EU REACH Substances of Very High Concern (SVHC)

Grape King Bio tracks items listed on the EU REACH Substances of Very High Concern (SVHC). Of the 240 listed items, only “acrylamide” is produced when raw materials are processed at high temperatures, and this is strictly inspected and controlled by Grape King Bio in accordance with the “Reference Guidelines for Acrylamide Levels in Foods” of the Food and Drug Administration. Annual sales revenues for related products were NT\$308,875 thousand dollars.

2.3 Sustainable Products

Grape King Bio continues contributing to society and the environment through product development. We hope that every one of our products can be provided to the market at affordable prices to bring nutritional value to our consumers. We also continue to improve our product packaging. At present many of our products use lightweight packaging materials to reduce resource consumption. Currently, we have implemented a bottle recycling program for more than 30 products. Recycled bottles are transferred to waste treatment companies for decomposition into pellets for further use. We hope that development of sustainable products can help Grape King Bio shoulder its brand responsibilities and provide better products to our consumers.

Grape King Bio is committed to animal-friendly testing policies and we strive to reduce our number of animal experiments. At present, the majority of our experiments are conducted through cell testing for the purpose of obtaining reliable data, and we work to avoid testing on live animals within the scope of regulatory compliance to reduce the discomfort and pain suffered by animals. We hope that these actions enable us to co-exist with the earth as well as reduce emotional burdens for animal lovers when buying our products.

Additionally, we care about the health of vulnerable groups and have established a Tourist Factory in Taoyuan to give back to the community and the public. We provide affordable products so that those in need can purchase Grape King Bio health products at economical prices.



2.3.1 Product Nutrition

The nutrients contained in Grape King Bio products have all been designed according to product positioning and customer requirements. The following are some examples of our most popular products:

Product	Comebest Range	PowerBOMB Energy Drink	Probiotics King (Granule)	Slim Probiotics King	Deluxe Antrodia King	Marigold Lutein Powder	Kombucha
Product Image							
Target Customers	Blue-collar workers, white-collar workers	Students, white-collar workers	All age groups	Weight loss group	Liver protection, blood pressure regulation group	Students, Office workers	Student group, office workers
Nutrients	Inositol, taurine, caffeine, B vitamins, amino acids, minerals	Taurine, caffeine, inositol, Vitamin C, B vitamins	Probiotics, prebiotics, pineapple enzyme	GKM probiotics	Antrodia camphorata mycelium	Aristotelia chilensis extract, marigold extract, freeze-dried lactic acid bacteria, red algae extract	Corn-based soluble fiber, kombucha fermentation liquid, inulin fiber, pineapple enzyme, lactic acid bacteria fermentation filtrate
Effects	Boosts energy, nutrient supplementation	Boosts energy, nutrient supplementation	Promote bowel regularity and boost metabolism	Not easy to form body fat	Liver protection, blood pressure regulation	Eye care for bright, comfortable, vision	Promote bowel regularity and boost metabolism

Grape King Bio has taken into account the health conditions of the product user group, and some products have started to reduce sugar use from the product design side. Products like the Kombucha Double Fiber Drink and the Marigold Lutein Essence Jelly have been optimized and upgraded with a low-sugar formula. Also, the Kombucha Double Fiber Drink is promoted as low calorie, hoping to bring a healthier product to consumers.

Furthermore, as the current international trend has leisured health food products, various types of snacks, drinks, or brewing bags are being planned and various functional ingredients are added. The aim is to provide health support while people are enjoying snacks. For example, the Shu-Wei-Guo Chewy Candy helps with stomach health care; the Kombucha Double Fiber Drink contains dietary fiber and helps bowel movements; the Marigold Lutein QQ Jelly maintains bright eyes; the Probiotics Gummy for Kids can boost immunity while enjoying the soft candy.

2.3.2 Green Product Packaging Design

Grape King Bio has long been committed to using lightweight packaging made with environmentally friendly materials that help to reduce environmental damage.

1. FSC Paper Materials

Super Sliim Turmeric Complex Max, Pro-Partner foil package series of products and OEM 7 products use 100% Forest Stewardship Council (FSC™) certified green pulp for packaging production. This ensures that the paper source comes from legally and correctly managed forests, thus avoiding over-deforestation.

2. Soy Ink Printing

Super Sliim Turmeric Complex Max^{Note} uses soy ink printing, which reduces fossil fuel consumption, volatile organic compounds (VOCs) emissions and air pollution. Soy is a renewable plant resource. Planting soy helps maintain carbon balance and protects the soil. Soy has excellent biodegradability, can quickly decompose in the natural environment, and reduces pollution to soil and water sources, and reduces pressure on landfills.

3. Plastic Reduction Action

Evaluations are being made for PET bottle lightweighting to reduce plastic use. The plan is to reduce 29% of plastic per bottle; Grape King capsule products reduce the use of disposable plastics.

Note: Super Sliim Turmeric Complex Max is a new product to be launched in 2025.





GRAPE KING BIO



CH3

Innovation and R&D

[Target Formulation](#) | [3.1 Innovation Management and Patents](#) | [3.2 Industry-Academia Collaboration](#) | [3.3 Customer Service](#)

Target Formulation

	Material Innovation and Product Nutrition	Customer Service	Brand Marketing
Progress achieved in 2024	1. Annual publication number: 29 > 20 2. Annual number of patent applications: 24 > 20; number of patent applications: 44 > 20	1. Telephone customer service satisfaction rate is higher than 95%. 2. The new comprehensive customer database (CDP) has been built, imported and enabled in 2024. 3. Purchase healthy ESG recycling boxes.	1. All own-brand marketing plans were completed as scheduled. 2. Complete the first phase of internal ESG core value promotion. 3. Complete the ESG image video, which will be used in subsequent community and VIP visits.
Short-term Targets for 2025-2026	1. Research functional materials for relevant issues such as osteoarthritis, sarcopenia, kidney damage, fatigue, sports performance improvement, in response to the aging population, declining birth rates, and the continuous growth of the population engaging in sports. 2. Research and development, mass production, and patent applications for next-generation probiotics (NGP) will be carried out, given their potential not only as food or dietary supplements but also as therapeutic drugs. 3. The Bioengineering Center and Innovation Research Center are expected to submit over 20 patent applications in 2025 related to material functionality applications and corresponding product development strategies.	1. Regularly assess relevant indicators through satisfaction surveys to increase “complete satisfaction” rates. Our customer service staff participate in training organized by professional institutes each year and obtain related certificates. 2. Conduct product refresher training courses led by professional nutritionists to enhance product expertise. 3. Establish a database of frequently asked questions related to quality issues to ensure consistency and accuracy in service quality. 4. Establish a new Customer Data Platform (CDP) database to analyze, track, and manage customer interactions and integrate data to greatly strengthen marketing efficiency and customer service.	1. Keep striving to be “A health expert for the entire family” by providing the public with healthy and safe products, and consistently promoting our image. 2. Continue to strengthen awareness of health food and energy drinks for younger groups. 3. Brand Refresh Plan: packaging upgrade, online store upgrade. 4. Clearly demonstrating our ESG commitment.
Mid-term Targets for 2027-2028	1. Complete commercial production on 3 novel biotechnology materials for addiction reduction, premenstrual syndrome improvement, ADHD improvement, Parkinson’s disease support, sports performance enhancement, muscle building and fat loss, sleep maintenance, and kidney health. 2. Establish specifications and commence pre-clinical animal trials for new plant-based medicines, gradually strengthening our ability to become a sophisticated API manufacturer. 3. Analyze current major health trends and form cross-industry alliances where necessary to design products for specific groups and health needs. 4. Develop formulations and products that adhere to environmental protection and sustainability concepts.	1. Continually conduct product refresher training courses led by professional nutritionists to enhance product expertise. 2. Continuously optimize a database of frequently asked questions related to customer quality to ensure consistency and enhance customer trust in our quality. 3. Enhance customer satisfaction successfully through the utilization of the Customer Data Platform (CDP) and the integration of the CTI system, which can predict potential issues and concerns that customers may have with purchased products or services. Proactively address these concerns and provide customers with the necessary resources to increase their satisfaction.	1. Strengthen mechanisms related to an OEM brand and use relevant promotion materials to expand our reach into international markets beginning with ODM/OEM services. We may also expand into other markets using our own private label brands. 2. Establish a promotional policy and brand image focused on responsible advertising, sales, and accountability labeling in response to the ESG trend.
Long-term Targets for 2029 and beyond	1. Complete commercial production for 6 biotechnology cosmetic ingredients with acne treatment, anti-allergy, skin car, and hair care properties. 2. Complete commercial production on 6 novel biotechnology materials for addiction reduction, premenstrual syndrome improvement, ADHD improvement, Parkinson’s disease support, sports performance enhancement, muscle building and fat loss, sleep maintenance, and kidney health. 3. Continue to track food and health industry trends, and form cross-industry alliances with local companies where necessary to develop formulations and products with unique features that comply with the needs of specific groups while adhering to environmental protection and sustainability concepts.	1. Establish a complete customer service and nutritionist team to provide comprehensive health, diet, and lifestyle recommendations to customers based on data analysis and historical records.	1. Form alliances with overseas and local brands, or further strengthen our corporate advantages through acquisitions as we work to become an international brand.
Corresponding SDGs	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRIAL INNOVATION AND INFRASTRUCTURE	8 DECENT WORK AND ECONOMIC GROWTH	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRIAL INNOVATION AND INFRASTRUCTURE

3.1 Innovation Management and Patents

General manager of
Biotech Research Institute
Jin-Chu Chen



Material R&D at our Biotech Research Institute incorporates cutting-edge technologies and collaborations with experts. Our products have achieved successes both at home and overseas, and we hope to enhance the health of the public.

Director of Biotech
Research Institute
Yen-Lien Chen



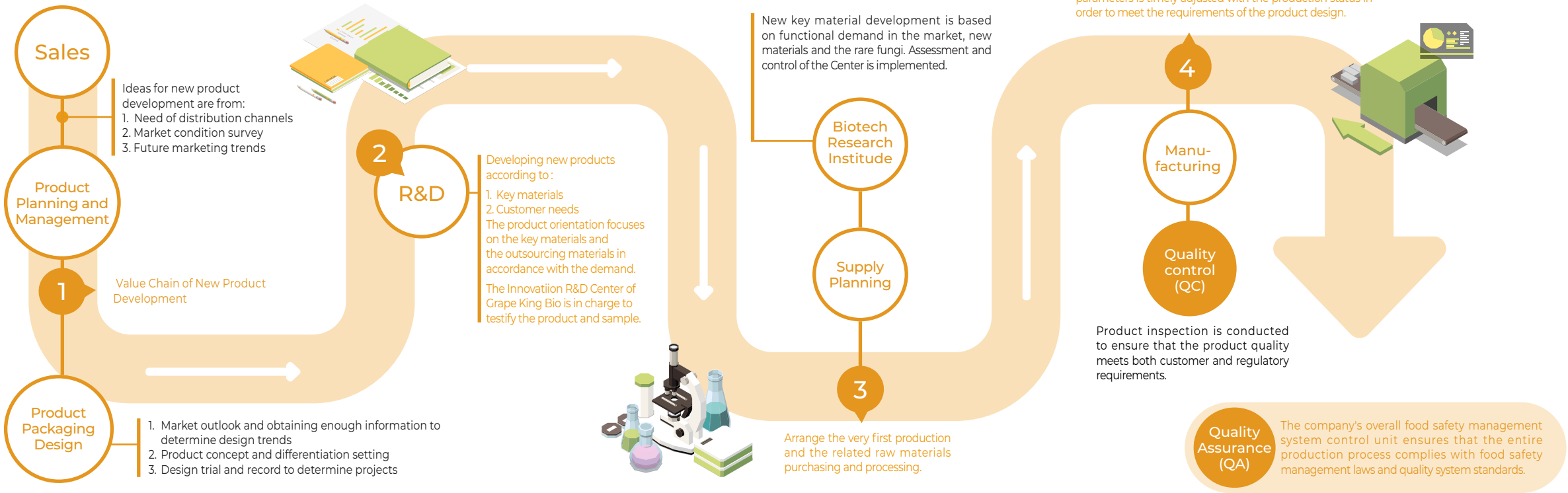
Grape King Bio's fungal fermentation technology serves as an industrial benchmark. We will continue to develop new technologies to meet the future needs of society.

Vice Director of Biotech
Research Institute
Ya-Ling Liu



Product Innovation and Sustainability

Innovation and R&D Key issues : Innovation and R&D



Management Approach	Key issue-Innovation and R&D	
Policies	Combine core capabilities, external research, and innovation units to develop unique Grape King Bio functional materials or formulations in response to consumer demands and market trends.	
Commitments	We strive to ensure product safety and legal compliance while developing products for appropriate target groups.	
Targets	Short-term	- In response to our aging society and the ongoing coronavirus pandemic, we screened and researched functional materials for relevant issues such as osteoarthritis, sarcopenia, infertility, fatigue, sports performance improvement. - Due to the global increase in health-consciousness and environmental awareness in diets, research and development are being conducted on fermented-source alternative protein materials derived from fungi and their derivatives. - The Biocenter and Innovation Research Center are expected to submit over 30 patent applications in 2025 related to material functionality applications and corresponding product development strategies.
	Mid-term	- Complete commercial production on 3 novel biotechnology materials for PMS, ADHD, Parkinson's disease, enhancing athletic performance, building muscle and losing fat, improve sleep and kidney health. - Establish specifications and commence pre-clinical animal trials for new plant-based medicines, gradually strengthening our ability to become a sophisticated API manufacturer. - Analyze current major health trends and form cross-industry alliances where necessary to design products for specific groups and health needs. - Develop formulations and products that adhere to environmental protection and sustainability concepts.
	Long-term	- Complete commercial production for 6 biotechnology cosmetic ingredients with anti-aging, anti-allergy, skin care, and hair care properties. - Complete commercial production on 6 novel biotechnology materials for improving PMS, ADHD, Parkinson's disease, enhancing athletic performance, building muscle and losing fat, improve sleep and kidney health. - Continue to track food and health industry trends, and form cross-industry alliances with local companies where necessary to develop formulations and products with unique features that comply with the needs of specific groups while adhering to environmental protection and sustainability concepts.
Responsibilities	External responsible unit: Food and Drug Administration of the Ministry of Health and Welfare, Department of Health of Taoyuan City Government.	
Resources	In 2024, our Innovation and Research Center newly hired 2 employees with a graduate degree.	

Management Approach	Key Issue-Innovation and R&D
Specific Performance	✓ Received 34 gold medals, 3 silver medals, 1 bronze medal and 19 special awards at the International Invention Awards. ✓ Received IUFOST Global Industry Award. ✓ Antrodia cinnamomea was awarded a Bronze medal of National Biotechnology and Medical Care Quality Award. ✓ Received SNQ (Symbol of National Quality) certification for 3 products. ✓ Won 2024 Hsinchu Science Park R&D Accomplishment Award, with a NT\$400,000 prize. ✓ Won 2024 Hsinchu Science Park Innovative Product Award, with a NT\$350,000 prize. ✓ Received 2024 Taoyuan Golden Award ESG - Environmental Sustainability. ✓ Continued to extend the efficacy of key materials such as Lactic acid bacteria, Fungal alternative protein material, Hericium erinaceus, Hirsutella sinensis, and others.

Continued development and innovation is an important component of sustainable management. Grape King Bio is committed to innovation and development of different products and services, and we continue to invest our resources and efforts. Development and applications at our Biotech Research Institute and Innovation and Research Center are conducted in tandem with domestic and foreign institutes. We developed a variety of products and components to attract collaboration with other associations and have submitted applications for multiple patents, showcasing our great achievements. Grape King Bio invested NT\$291,906 thousand dollars in innovation and R&D in 2024.

Innovative Research and Development Information	Unit	2022	2023	2024
R&D Expense	NT\$ Thousand	289,884	289,545	291,906
R&D Full-time Employees	Full-time employees	140	123	147
Percentage of R&D Expense to Sales	Percentage	3%	3%	3%

Major Milestones for 2024

-  Awarded the IUFOST Global Industry Award
-  Received the Bronze medal of National Biotechnology and Medical Care Quality Award - Antrodia cinnamomea
-  Awarded the SNQ (Symbol of National Quality) - Nutritional Health Food Category / Health Food Group - Kang Er Chang Pro & Prebiotics and Kang Er Dong Pro & Prebiotics
-  Awarded the SNQ (Symbol of National Quality) - Nutritional Health Food Category / Special Functional Health Ingredients Group - Grape King Hericium erinaceus mycelium powder
-  Received 2024 Hsinchu Science Park R&D Accomplishment Award and Innovative Product Award
-  Received a subsidy of NT\$4.33 million from the National Science and Technology Council's Science Park for the project titled "Cognitive behavioral study and neural structural function analysis in post-stroke treatment with Erinacine A--Preclinical research project."

R&D Award Highlights for 2024 Were as Follows:

Invention awards received in 2024			
Item	Event	Patents	Awards
1	Russian Archimedes International Invention Exhibition	Mycelium of filamentous fungus and its manufacturing method	Gold medal / Special award
2		Use of mycelium of Phellinus linteus GKPI for preparing composition of improving obesity and obesity-related metabolic disorders	Gold medal
3	Malaysia Technology Expo	Mycelium of filamentous fungus and its manufacturing method	Silver medal
4		Bifidobacterium lactis GKK2, composition containing the same and use thereof for improving allergic asthma	Gold medal
5	International Invention, Innovation & Technology Exhibition (ITEX) in Malaysia	Use of mycelium of phellinus linteus GKPI for preparing composition of improving obesity and obesity-related metabolic disorders	Gold medal
6		Lactobacillus fermentum GKF3, composition containing the same and its use for improving psychataxia	Gold medal / Special award
7	European Exhibition of Creativity and Innovation	Wound external composition containing lactic acid bacteria fermentation product and use thereof (M3)	Gold medal / Special award
8		Lactobacillus fermentum GKF3, composition containing the same and its use for improving psychataxia	Gold medal / Special award
9	World Genius Convention and Education Expo in Tokyo	Wound external composition containing lactic acid bacteria fermentation product and use thereof (M3)	Gold medal
10		Use of Pediococcus pentosaceus GKP4 for preparing oral composition of improving sarcopenia	Gold medal / Special award
11	Geneva International Exhibition of Inventions	Wound external composition containing lactic acid bacteria fermentation product and use thereof (M3)	Gold medal / Special award
12		Use of Phellinus linteus for preparing compositions for improving sarcopenia	Gold medal / Special award
13	International Invention & Innovation Expo in Shanghai	An active substance of Bifidobacterium lactis GKK2, a composition comprising thereof and its use for promoting longevity	Gold medal
14		Use of manufacturing a composition for improving the immunity	Gold medal / Special award
15		A Lactobacillus rhamnosus GKLCl, a composition and its use for improving alcoholic injury in liver, stomach and/or intestine	Gold medal
16	INNOVERSE Invention & Innovation Expo in the USA	Wound external composition containing lactic acid bacteria fermentation product and use thereof	Gold medal / Special award
17		Bifidobacterium lactis GKK2, composition containing the same and use thereof for improving allergic asthma	Gold medal / Special award
18	10th World Invention and Innovation Contest in Korea (WiC)	Use of preparing a pharmaceutical composition for improving myelination of central nervous system by Hericium erinaceus mycelia extract	Gold medal
19		An active substance of Lactobacillus paracasei GKS6, a composition comprising thereof and its use for promoting longevity	Gold medal
20	All American DAVINCI International Innovation and Invention Expo	An active substance of Bifidobacterium lactis GKK2, a composition comprising thereof and its use for promoting longevity	Gold medal / Special award
21		An active substance for the treatment of dementia, its preparation methods, pharmaceutical combination comprising thereof, and the preparation methods of the pharmaceutical combination	Gold medal
22	International Invention Innovation Competition in Canada (iCAN)	Use of Cordyceps cicadae mycelia active substance for manufacturing the composition for preventing, postponing or curing changes in the anterior/posterior chamber volume, vitreous humour, and/or retinal detachment	Gold medal / Special award
23		Wound external composition containing lactic acid bacteria fermentation product and use thereof	Gold medal / Special award
24	International Invention and Trade Expo in London	Use of lactobacillus plantarum GKD7 for manufacturing composition of improving osteoarthritis and degenerative joint disease	Gold medal / Special award
25		Wound external composition containing lactic acid bacteria fermentation product and use thereof	Gold medal
26	International Innovation and Invention Competition (15th IIIC)	Use of Phellinus linteus for preparing compositions for improving sarcopenia	Gold medal
27		Mycelium of filamentous fungus and its manufacturing method	Gold medal
28		Use of Cordyceps cicadae active substance for improving visual acuity	Gold medal
29	20th International Salon of Inventions and New Technologies	Wound external composition containing lactic acid bacteria fermentation product and use thereof	Gold medal
30		Bifidobacterium lactis GKK2, composition containing the same and use thereof for improving allergic asthma	Gold medal
31	18th International Warsaw Invention Show (IWIS)	The use of probiotics for preparing oral compositions to improve sarcopenia	Gold medal / Special award
32		Use of Lactobacillus plantarum GKD7 for manufacturing composition of improving osteoarthritis and degenerative joint disease	Gold medal
33	International Invention Show (INOVA in Croatia)	Use of Phellinus linteus for preparing compositions for improving sarcopenia	Gold medal / Special award
34		An active substance of Bifidobacterium lactis GKK2, a composition comprising thereof and its use for promoting longevity	Gold medal / Special award
35	11th Hong Kong IIDC International Invention and Design Competition	Wound external composition containing lactic acid bacteria fermentation product and use thereof	Gold medal
36		Use of Phellinus linteus for preparing compositions for improving sarcopenia	Gold medal
37	Seoul International Invention Fair (SIIF)	Use of Phellinus linteus for preparing composition of improving sarcopenia	Silver medal
38		Solid-state cosmetic composition and its manufacturing method	Special award
39		Wound external composition containing lactic acid bacteria fermentation product	Bronze medal

3.1.1 Sustained Growth of Material Development Capabilities

1. Grape King Biotech Research Institute (Longtan Branch)

Our Bioengineering Center was established in 1991 and was upgraded to a “Biotech Research Institute” in 2019 with an investment of NT\$1.6 billion. The Biotech Research Institute is responsible for developing materials and product production. In terms of R&D, the Biotech Research Institute is responsible for developing and applying our self-developed materials (key components) and actively collaborates with domestic academic and research institutes to develop products, verify product efficacy, and improve processes so as to establish core technologies for our company.

Our domestic and overseas collaboration projects and patents obtained in 2024 include:

- There are around 17 industry-academia collaboration projects with the Ministry of Science and Technology, the Council of Agriculture, the Ministry of Education, and various colleges and universities, bringing the total to 225 projects.
- We currently hold 225 patents; we applied for 44 patents in 2024 and received approval for 24.

Patents received in 2024			
	Title of Patent	Country	Patent number
1	Use of Lactobacillus fermentum GKF3 for preparing oral composition of reducing tobacco addiction	Taiwan	I837529
2	METHOD FOR IMPROVING SARCOPENIA BY USING PHELLINUS LINTEUS	United States	11,944,659
3	Composition for preventing and/or improving oral submucosal fibrosis and the use thereof	Taiwan	I838163
4	A composition containing Lactobacillus spp. and its use for preventing and/or improving anti-aging of skin	China	ZL 202110244793.1
5	Use of Hericium erinaceus mycelia active substance for preventing or curing retinopathy	China	ZL 202111561046.7
6	Composition for inhibiting peri-implantitis and use thereof	Taiwan	I842366
7	Phellinus linteus mycelia, method of manufacturing its extract concentrate, and use of the same for preparing composition of improving sleep	China	ZL202110244975.9
8	Lactobacillus plantarum, fermented product, method of manufacturing the same, composition including the same and its use for manufacturing composition of enhancing sperm quality under a heat stress	Taiwan	I846368

9	Use of Lactobacillus plantarum GKD7 for manufacturing composition of improving osteoarthritis and degenerative joint disease	Taiwan	I846367
10	Use of Phellinus linteus for preparing compositions for improving sarcopenia	China	ZL 20211 0225797.5
11	Use of manufacturing composition of Pediococcus acidilactici GKA4 for preventing and treating the renal function impairment	Taiwan	I849717
12	Use of extract of Phellinus linteus GKPI for preparing composition of enhancing glycogen amount after exercise training and reducing blood urea nitrogen amount after exercising	Taiwan	I851117
13	Use of mycelium of Phellinus linteus GKPI for preparing composition of improving obesity	China	ZL202111498398.2
14	USE OF PEDIOCOCCUS PENTOSACEUS GKP4 FOR PREPARING ORAL COMPOSITION OF IMPROVING SARCOPENIA	Singapore	10202114088U
15	Use of manufacturing composition of Pediococcus acidilactici GKA4 for preventing and treating the renal function impairment	Japan	7553634
16	Use of Clostridium butyricum GKB7 for manufacturing composition of improving osteoarthritis and degenerative joint disease	Taiwan	I860688
17	Probiotic composition for improving sleep quality and use thereof	Taiwan	I861750
18	USE OF LACTOBACILLUS FERMENTUM GKF3 FOR PREPARING ORAL COMPOSITION OF REDUCING TOBACCO ADDICTION	South Korea	10-2726654
19	MYCELIUM FOR FILAMENTOUS FUNGI AND METHOD OF MANUFACTURING THE SAME	Taiwan	I864800
20	USE OF LACTOBACILLUS FERMENTATION PRODUCT IN PREPARATION OF EXTERNAL COMPOSITION FOR ENHANCING SKIN WOUND HEALING	China	ZL 2020 11267520.0
21	Use of Hericium erinaceus mycelia active substance for repairing optic nerve	Taiwan	I867935
22	USE OF LACTOBACILLUS PLANTARUM GKD7 FOR MANUFACTURING COMPOSITION OF IMPROVING OSTEOARTHRITIS AND DEGENERATIVE JOINT DISEASE	Japan	7601959
23	USE OF HERICIUM ERINACEUS MYCELIA ACTIVE SUBSTANCE FOR PREVENTING OR CURING RETINOPATHY	Malaysia	MY-205870-A
24	USE OF CLOSTRIDIUM BUTYRICUM GKB7 FOR MANUFACTURING COMPOSITION OF IMPROVING OSTEOARTHRITIS AND DEGENERATIVE JOINT DISEASE	Japan	7607709

Brand-new fermentation production lines were established in the Grape King Bio Park in 2024. Grape King Bio currently has six 1-ton, one 2-ton, one 3-ton, five 5-ton, one 10-ton, two 15-ton, six 20-ton, six 40-ton, and one 50-ton large-scale fermentation tanks as well as over eighty 100-liter small-scale fermentation tanks. The fermentation capacity over the whole Group has reached 506 tons, the largest capacity seen in the domestic health food manufacturing industry. We implemented automated freeze-drying processes to reduce pollution rates and maintain stable quality. Our downstream production equipment include membrane coating machines, freeze-drying machines, centrifuge machines, low temperature continuous flow drying machines, and filter press machines, which make raw materials for health foods used by Grape King Bio, Pro-Partner, our Shanghai company, and other OEM manufacturers.

Our Biotech Research Institute has extensive experience in fungal fermentation and the largest organizational fermentation production capacity (506 tons) in Taiwan. We combined several dozen patented production technologies with exclusive materials and procured raw materials to develop unique formulations. Apart from classic products such as Ganoderma King, Antrodia King, and Probiotic King, we also developed new products such as Kombucha Double Fiber Drink, Bio Marigold Lutein Extract Jelly, Sliim Turmeric Complex EX, PowerBOMB Energy Drink, which are popular with the public.

Additionally, many of our developed products have received acclaim, including the Grape King Bio LGG Probiotics, Ganoderma King, Antrodia King, Proteck Stomaker, Ling Zhi Anti-Allergy, Golden Comebest Energy Drink, Sliim Probiotics King EX and Probiotics King Power; these eight products have received health food permits.

2. Development and Patenting of Key Materials

Developing ingredients for health and beauty products is one of the main focuses of the R&D team at Grape King Bio. We have developed the following materials:

Cordyceps cicadae mycelium
Protect renal functions and prevents dry eye syndrome

Hericium erinaceus mycelium
Rich in Erinacine A, which can trigger the generation of nerve growth factor (NGF) in glial cells

Tiger milk mushroom (Lignosus rhinoceros), Malaysia's national treasure
Prevent asthma

Lepista nuda mycelium
Produces antioxidant Ergothionione

Grape King Bio continues to conduct analyses and tests regarding the efficacy of our developed materials:

- ✓ Screening of lactic acid bacteria strains for muscle gain and fat loss, aging delay, antiviral effects, fertility function improvement, addiction reduction, and depression prevention.
- ✓ Analysis of Cordyceps cicadae mechanisms for reducing intraocular pressure, fighting kidney damage, and alleviating allergy effects.
- ✓ Analysis and research of Hericium erinaceus properties for the prevention of premenstrual syndrome, neural damage regeneration, anti-inflammation functions, improvement of depression and sleep, prevention of degenerative joint diseases, and protection against brain ischemia.
- ✓ Application and Promotion of Fungal Alternative Protein Materials.
- ✓ Clinical Trials on osteoarthritis with Clostridium butyricum Material.

In 2025, we will researched and upgraded four major technologies, apply new technologies to R&D of new formulations, and develop different product formulations to meet various customer demands, including:

- 1 Soft capsules
- 2 Jellies
- 3 Super mixer granulation (SMG)
- 4 Fluid bed granulation

Our Biotech Research Institute also accepts OEM and ODM requests, including work on:

- 1 Fungi materials (such as Ganoderma lucidum, Agaricus blazei, Antrodia cinnamomea, Cordyceps sinensis, Coriolus versicolor, and others)
- 2 Probiotics (such as cocci, bacilli, bifidobacterium, saccharomyces, and clostridium)
- 3 Other edible microbes, enzymes, and metabolites

Note: For more information on our patents, please refer to our company website:<https://www.grapeking.com.tw/rd/patent-paper/patent>

1.Development of Physical Products

We launched our “new dosage form development” services in 2017. Development of new dosage forms is not limited to the production machines currently in factories, and largely include: the dropping pill category, the jelly (gel) category, the soft capsule category, the tablet (double-layer and chewable) category, and the household goods (shampoo and soap) category. Our R&D team utilizes the fermentation technologies at our Biotech Research Institute to satisfy the demands of different customer groups and nutritional needs as “A health expert for the entire family.” Our products can be divided into 8 main categories. We developed a total of 277 products in 2024.

Product	Chinese Herbal Range	Health Maintenance Range	Female Beauty Range	Energy Drink Range	Special Health Care	Pet Foods	Traditional Foods	Jellies
Description	We use Chinese herbal formulations and our professional capabilities in fungal fermentation to develop comprehensive maintenance products for our consumers.	These products maintain normal physiological functions and help to satisfy the requirements of different age groups and nutritional needs, such as for gastrointestinal systems, bones and joints, vision, and cardiovascular health, which are all popular needs. Our lactic acid products are also suitable for customers of all ages.	All women naturally strive to be beautiful, and how to simply and quickly obtain necessary nutrients as part of a busy lifestyle is an issue that concerns all female consumers.	“Drink up ComeBest!” is a classic advertising slogan at Grape King Bio. This range of energy drinks can help to replenish energy and comes in multiple flavors.	Dietary imbalances are a part of modern lifestyles. Many people consume high-calorie foods but still feel hungry. We therefore provide nutrients that cater to customer needs, such as increasing satiety.	Grape King Bio is adapting to the vast pet market and has developed pet health, beauty, and health food products to take good care of these cuddly pets.	We incorporated functional ingredients into everyday food products to address consumers' dietary needs and enhance their daily intake frequency.	In response to the trend of leisure-oriented health food products, we developed functional health products in the form of convenient and enjoyable jellies, which are popular among consumers and suitable for all ages.
Product Examples	Grape King Bio Double Effect Antrodia King Grape King Bio Double Effect Ganoderma King Hirsutella Sinensis Capsules	Probiotics (Granule) Probiotics (Capsule) Carb Controller Fish Oil Soft Capsules	Collagen Probiotic Powder Collagen Skin Brightening Powder Whitening Capsules	Lutein Drink Grape King Bio Kombucha Double Fiber Drink Aphrodisiac Drink Drainage and Sodium Removal Drink	Sleep Capsules Calcium Powder Cellulite Reduction Capsules Clostridium Butyricum Capsules Aphrodisiac Capsules Weight Loss Probiotic NMN	Cat (Health Powder) Dog (Health Powder) Dog (Eye Health Powder)	Coriolus Versicolor Noodles with Future Meat Sauce Plant-Based Meat Strips Chicken Essence	Vitamin & Mineral Jelly Move Jelly Lutein Jelly
New products developed in 2024	15	67	13	53	116	5	3	8

3.1.2 Product Development and Customized Services

Along with the rise of civilization diseases, low birth rates, and other social trends, demographic structures are gradually moving to middle-aged and aged societies. Consumers are becoming more health aware, and pay more attention to food characteristics and health impacts. Therefore, nutritional content and functionality have also become relatively more important. Grape King Bio established an Innovation and Research Center (IRC) in 2016, gathering together elites from the product development, product planning, material development, quality control, and Quality Assurance Departments. The IRC uses specialized fermentation technologies developed by the Biotech Research Center and assesses differentiated ingredients and raw materials from external sources to develop unique formulations in hopes of developing delicious and functional health foods so that customers can replenish nutrients and consume ingredients with specific functions by eating health foods.

Additionally, the Grape King online store has established a customer service center which compiles consumer feedback through phone or email, big data analysis, and information from market research companies. We also receive information on market needs through our marketing channels and distributors. For example, for products currently in development, we identify appropriate product types, specifications, and marketing strategies through actual market information provided by distributors, so that our products can better align with market needs.

IRC Internal R&D Team and Responsibilities

1. Development of brand and OEM products
2. Development of analytical methods
3. Production trial runs for new products
4. Research on dosage forms and new technologies
5. Application for health food certifications and SNQ (Symbol of National Quality) certifications
6. Product efficacy trials (animal and human trials are outsourced) and stability trials
7. Formulation of specifications for raw materials and finished products
8. Product maintenance and raw material inventory management

In 2024, Grape King Bio not only conducted routine product development processes, but also developed products along two main focuses:

- (1) Technical improvements for existing products;
- (2) Proposals for new products and development of samples for new dosage forms

In 2024, we proposed new products to maintain the momentum from the previous year, with the Innovation Research Center collaborating with the Marketing and Planning Department on product conceptualization and development. This integration allowed products to address both marketability and efficacy, catering better to the diverse needs of modern customers.

Our product developments are customized for client needs. If clients wish to develop products aligned with market needs, we fully collaborate with them on design and production. We currently do not prohibit use of GMO materials in our products, but select specific materials if requested to do so by our clients. With regard to documentation and certification, we provide raw material supplier inspection documents to prove that we use no GMO raw materials.

2. Cross-Industry Collaborations

We formed a strategic partnership with the Uni-President Group and expanded our domestic and overseas channels, officially bringing our healthy snack foods to the mass market. We utilized Uni-President’s expertise in FMCG foods to refine our food safety structures and systems.

3. Online Channels

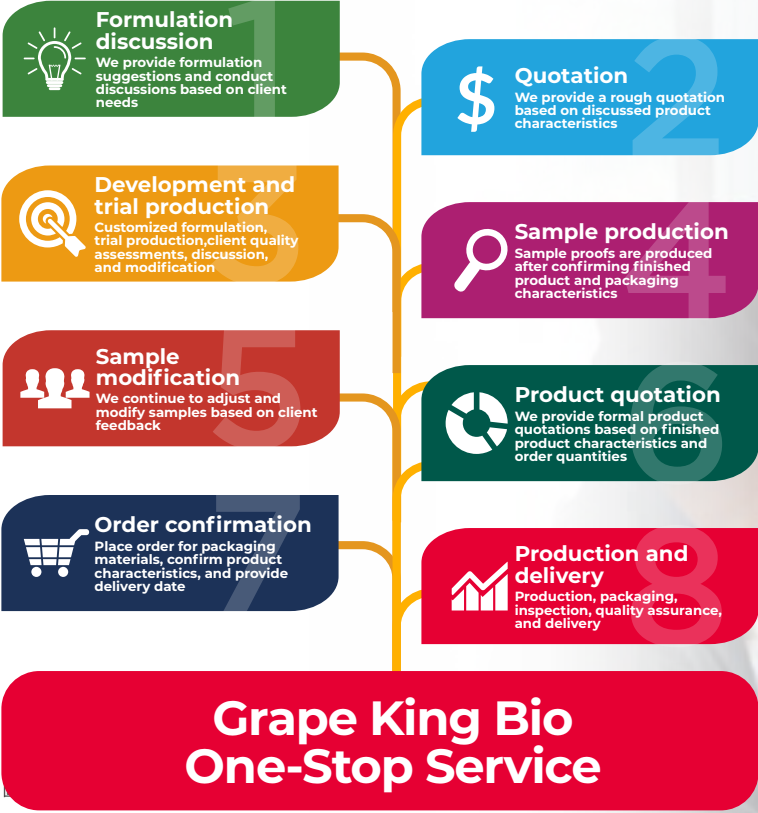
Our direct sales online platform provided contact-free shopping opportunities online during the pandemic. In future, we plan to provide comprehensive and professional health suggestions, gradually strengthen our relationship with our members, and work to become an all-round health care expert.

4. Customized Formulation Designs and OEM Services

Apart from developing our own products, our product development team provides comprehensive ODM/OEM services and can customize products and formulations to fit client requirements. We can provide tailored and innovative formulations in a wide range of dosage forms and supply customized and innovative products to our clients. Apart from domestic channels, we have also begun to actively develop overseas markets in recent years. Our ODM/OEM services provide a variety of product formulations and packaging, including glass bottles, PKL combibloc/aluminum drinks packaging, aluminum packaging (flake, powder, and granule), capsules, and pouches (liquid formulations and jelly drinks).

One-Stop Service Platform

Grape King Bio has established a one-stop service OEM platform which provides integrated services from importing of upstream patented raw materials, cross-category production lines, and back-end packaging of finished products. We provide OEM services for many products such as health foods, beauty drinks, functional drinks, and PKL aluminum foil-packaged beverages.



Professional Consulting Services

Our R&D team provide professional guidance on raw materials and products based on client market plans and product needs. We also provide our clients with timely after-sales consulting service such as guidance on product health and nutritional information and guidance on relevant documentation for client health food products.

3.2 Industry-Academia Collaboration

We work closely with schools. In terms of professional technologies, we have a long development history and advanced technologies, making us a key target for industry-academia collaborations. We continue to build connections and work on projects with schools, participate in various speeches and academic presentations, and also provide product testing services.

Over the past three years, our factories have hosted 78 visits for 2,986 people. We hope our efforts can bridge industrial-academic technological gaps, develop innovative technologies, and cultivate key talents for the future.

1. Invested in industry-academia research collaborations, working with colleges and universities

Grape King Bio actively promotes industry-academia collaborations and links new products with professional research of professors from universities and colleges around Taiwan so as to enhance our R&D momentum, verify product efficacy, speed industrial upgrading, and accelerate commercialization and marketization of university research.

2. Obtained biotech industry projects

Grape King Bio has made great contributions in furthering development of the national biotechnology industry. The Executive Yuan Ministry of Economic Affairs guides the industry by accepting applications for several large-scale projects each year. Over the past ten years, Grape King Bio has applied for and completed a total of 11 projects, working with many science and technology colleges to jointly develop many new products and conduct efficacy tests. Total investments amounted to NT\$146 million, and our projects have yielded fruitful results. In addition to supporting the Ministry of Education's talent training programs, we also provide internship opportunities and industry teachers who lecture and serve as visiting directors for various schools. We review various projects for the Ministry of Science



and Technology, were invited to present speeches and serve as an evaluation committee member for the Ministry of Economic Affairs, actively supporting these governmental institutes and promoting industry-academia-government exchanges and collaborations.

In 2024, we received a subsidy of NT\$11.2 million from the Technology Development Program by the Ministry of Economic Affairs, and our research focuses on the development of high-fiber, high-protein fungal-based meat alternative using mycoprotein produced by *Fusarium venenatum* PTA-2684. We have achieved that our strain incubation capabilities and production technology are both the first of their kind in Taiwan. With 30 years of extensive fermentation technology and experience, we fully integrate resources from industry, government, academia, and research institutes to jointly develop various types of diversified foods with wide applications through this research project. This aims to drive a new wave of mycoprotein utilization, thereby reducing greenhouse gas emissions and achieving an eco-friendly and healthy lifestyle.

3. Academic speeches and academic works

The R&D Department at Grape King Bio has been invited to speak at industrial, government, and academic institutes. We have provided lectures at more than 100 college departments to share and exchange our more than 20 years of experiences relating to biotechnology and industry development. Over the past three years, we were invited to present 130 lectures at colleges and universities, participated in oral examinations of more than 100 graduate and doctoral dissertations, participated in curriculum planning or departmental development of more than 10 university departments, and evaluated more than 10 university departments. We also publish our research results in journals or at conferences. In 2024, we published 29 journal papers, 32 conference papers, and 23 conference posters.



4. Provided product testing services

We are renowned for our fermentation technologies, and have 89 fermentation tanks in our factories. Apart from supplying key raw materials, we also provide fermentation testing and commercial production platform services to external academic and industrial institutes, which enable us to study different microorganisms, strengthen our research, and build our expertise while assessing appropriate materials for technological transfers. We work with more than 20 college departments, accelerate industry-academia collaborations, and speed industrialization and mass production of academic achievements to enhance our international competitiveness.



3.3 Customer Service

General manager of Business Division and Shanghai subsidiary
Yuan-Tsung Lin



Customer service is an important element for building good relationships with customers. We listen to customer feedback and take action to improve our products and services.

Management Approach	Key issue-Customer service	
Policies	Use data integration and analytics through the established Customer Data Platform (CDP) database, the support of the CTI call management system and complete personnel training to fulfill customer expectations, build customer loyalty through professional services, and enhance customer satisfaction as our customer numbers continue to grow.	
Commitments	Create satisfying and recommendable consumer journeys by providing customer service experiences that combine attentive service, professional expertise, and comprehensive systems, all of which prioritize meeting customer needs and resolving their issues.	
Targets	Short-term	1. Regularly assess relevant indicators through satisfaction surveys to increase “complete satisfaction” rates. Our customer service staff participate in training organized by professional institutes each year and obtain related certificates. 2. Conduct product refresher training courses led by professional nutritionists to enhance product expertise. 3. Establish a database of frequently asked questions related to quality issues to ensure consistency and accuracy in service quality. 4. Establish a new Customer Data Platform (CDP) database to analyze, track, and manage customer interactions and integrate data to greatly strengthen marketing efficiency and customer service.
	Mid-term	1. Continually conduct product refresher training courses led by professional nutritionists to enhance product expertise. 2. Continuously optimize a database of frequently asked questions related to customer service quality to ensure consistency and enhance customer trust in our quality. 3. Enhance customer satisfaction successfully through the utilization of the Customer Data Platform (CDP), which can predict potential issues and concerns that customers may have with purchased products or services. Proactively address these concerns and provide customers with the necessary resources to increase their satisfaction.
	Long-term	Establish a complete customer service and nutritionist team to respond to customer service queries and provide comprehensive health, diet, and lifestyle recommendations.
Responsibilities	Related internal collaboration units: Legal Office, Quality Assurance Department, Marketing Section, and Finished Products Section.	
Resources	Invested in personnel training courses (including external customer service training courses and internal product refresher courses) and use our CDP system for customer management and management of support quality. Our systems allow us to compile comprehensive records on customer journeys, customer contacts, and product quality, all optimized by AI, thereby enhancing customer service experiences and satisfaction.	
Specific performance	- Continuously improved the satisfaction rates for customer service hotline respondents and discussed solutions for optimizing cases with low satisfaction rates to enhance customer service quality. - Implemented the new Customer Data Platform (CDP) database in 2024 and completed the systems for marketing automation and digital member binding to significantly enhance customer service through this data integration. - Implemented and established ESG-compliant recycled boxes in Grape King online store in 2024; adopted these recycled boxes for shipments with specific specifications to enhance our adoption rate, strengthen our ESG commitment, ultimately boosting customer recognition of the brand's ESG values, although the cost per recycled box is 2 to 3 times higher than that of the original single-use cartons. - Continuously enhanced our management and security of customer personal data and implemented a new system in 2024 that automatically encrypts and reviews outgoing emails containing consumer personal data, blocking those that are flagged. This measure ensures that customer data is strictly used within our company, safeguarding its protection and preventing any harm to customer interests due to improper data use during transmission or human error.	

3.3.1 Innovative Marketing Strategies

1. Our resurgence: Advancing the legacy of health expertise

In 2024, our star products continue to set new records!

The classic product, Probiotics King, has launched its upgraded version, “Probiotics King Flagship EX 400.” With the strong endorsement from renowned table tennis player Chuang Chih-Yuan, it is set to lead a new wave in the probiotics market.

Meanwhile, our Antrodia King reigns as 2024's top-selling health supplement with 13.37% growth, cementing its billion-dollar market dominance with unstoppable momentum.

Sliim Probiotics King EX has also expanded its customer base through consistent exposure, with a new customer growth rate of 8%, demonstrating its strong market appeal.

Additionally, to celebrate our 55th anniversary, we launched a co-branded series with the wildly popular IP Fat Tiger, generating NT\$33 million in revenue, once again proving our brand’s appeal and market influence.

2. Drink with attitude: Elevating brand value to new heights

Our beverage lineup continues to drive market momentum!

The collaboration between our Kombucha Double Fiber Drink and Taiwan’s hottest IP LAIMO has further expanded brand recognition, successfully fostering intergenerational engagement and gaining widespread among consumers of all ages and genders, demonstrating the brand’s strong influence.

Meanwhile, our functional energy drink PowerBOMB has refined its brand positioning by embedding itself in hip-hop and urban culture, cultivating a loyal fanbase. Despite price increases, sales have continued to grow steadily by 6%, reflecting the brand’s strong appeal.

Our Comebest series has also demonstrated remarkable growth. The newly launched “Comebest 200P EX Drink” has driven a remarkable 77% sales growth for Comebest 200P, showcasing its formidable market competitiveness.

3. Comprehensive packaging upgrade for a green future

In 2024, we launched a packaging upgrade initiative aimed not only at refreshing our visual identity with a more youthful appeal but also at adopting eco-friendly, lightweight materials to significantly reduce plastic usage, in compliance with stringent standards of the European Union.

Additionally, we actively collaborate with low-carbon emission suppliers to integrate sustainable practices throughout our production processes.

In support of the circular economy, our e-commerce platform has fully implemented recycled boxes and reusable packaging, transitioning from single-use to multiple-use solutions. While minimizing resource waste, this initiative also creates job opportunities for local disadvantaged communities, contributing to society.

4. Big data-powered transformation for precision decision-making

By implementing a Customer Data Platform (CDP), we have successfully established a comprehensive member database and implemented membership segmentation, enabling more precise and effective communication.

Through the 360-degree customer profile analysis within the system, we can instantly understand customer needs, quickly identify potential issues, and provide more personalized services.

This not only enhances customer satisfaction but also creates more marketing opportunities, effectively expanding our membership base.

Grape King Bio helps customers build a better future using our core mission of “Technology, Health, Hope” Our customer service management targets were divided into two main categories:

1. Establish a customer-oriented business philosophy: Move from product management to customer management, and from transaction management to relationship management. Customer needs, purchasing behaviors, and potential consumption preferences are all precious resources. Therefore, we actively collect comprehensive data from our interactions with consumers to build the core functions required for customer management, and continue to review customer satisfaction indicators and optimize our business processes. Our quantitative and qualitative customer interviews help us to collect customer feedback, which we use to make adjustments.

2. Accelerate customer service innovations: We adopt a customer-oriented service concept which not only focuses on customer satisfaction and loyalty enhancement, but also responds to changes in customer needs, including through an increasing number of LINE groups, online responses, and communication management. We continue to incorporate new systems and new service functions to facilitate ease of use and convenient communication and interaction with our customers.

Customer satisfaction has increased year by year, reaching 93% in 2024 as very satisfied!



Investment highlights for 2024:

We now have more than 180,000 members and continue to enhance customer satisfaction over four aspects, including by continually organizing product training hosted by nutritionists to enhance our professionalism and quality. We also established a frequently asked question database and standard operating procedures in response to customer complaints, which enabled us to effectively categorize customer complaints and optimize response guidelines related to common issues, thereby reducing the number of complaints that escalated to serious problems, and enhancing the professionalism of frontline customer service personnel. Additionally, our satisfaction surveys found that more than 90% of customers were satisfied with our services. For the few dissatisfied customers, we carefully listen to their phone feedback and discuss improvements based on their concerns.

In addition to continuously reducing the number of complaints from customer calls in 2024 (a decrease of 16% in complaints from customer calls in 2023, totaling a reduction of over 1,800 calls annually), there was a simultaneous increase in the number of satisfaction surveys conducted (the completion rate of satisfaction surveys for customer calls in 2024 saw a 10% increase) and an improvement in satisfaction rates (an increase of 5% in satisfaction levels in 2023). Furthermore, we established the Customer Data Platform (CDP), integrating 360-degree customer data and relevant interest information to enhance understanding of customers and provide more comprehensive customer service.

Results of Customer Satisfaction Surveys

Category	2022 年	2023 年	2024 年
Very Satisfied	60%	72%	93%
Satisfied	34%	27%	7%
Acceptable	5%	1%	0%
Not Satisfied	1%	0%	0%
Very Dissatisfied	0%	0%	0%

Note 1: Satisfaction and dissatisfaction inquiries were conducted for approximately 2,364 incoming customer service clients in 2024, with satisfaction estimates based on these responses.

3.3.2 Customer Service Processes

Customer service handling processes at Grape King Bio is categorized as either general queries or customer complaints. We have established dedicated units to support the handling of customer service processes, ensuring that customer feedback can be delivered and resolved in a timely and comprehensive manner.

1. **General queries:** We provide product consultation services to offer immediate response to consumer queries.
2. **Customer complaints:** Customer complaints tend to be complex and require professional handling expertise as well as communication and verification of information between departments. In 2022, Grape King Bio adopted a policy to provide progress reports within 4 hours and resolve complaint cases within 24 hours. For complaints involving tests or other complex services, responses are provided at an agreed-upon time. This process ensures that customer complaints can be handled in a timely manner.

Our digital channels include email, Facebook messages, and LINE@ messages. Other responses were provided through general calls

Responsible Unit	Consumer calls	Consumer service center	Sales & Marketing Division	Quality assurance/R&D	Responsible unit	Sales/finances	Distribution center
Responsible personnel		- Customer service hotline personnel - Professional nutritionists	- Product managers - Channel managers - Channel personnel	- Quality assurance contact - Quality assurance inspector - Quality assurance section chief	- Reviewer - Unit manager	Unit personnel	Unit personnel
Handling unit	- Product queries - Activity queries - Product orders	- Accept customer calls - Record basic consumer information	Product ordering procedures			Invoice creation	Shipping
Items	Complaints and grievances	- Accept preliminary customer calls - Record basic consumer information - Register complaints - Provide immediate resolutions to customer complaints 1					
		2 - Composition problems - Appeals are filed when issues cannot be resolved	3 - Accept notifications - Customer complaint system processes	4 - Receipt - Quality inspections for customer complaints - Confirm inspection details and resolutions	5 - Tracking of sample quality - Tracking of complaints	6 - Returns and refunds - Discounts	7 Tallying/receipts and returns
Conclude cases		13 - Respond to consumers - Close cases	12 Respond to customer service personnel	11 - Investigation of administrative documents - Verification form for quality abnormalities - Investigation reports - Respond to manager of business department	10 - Review incident context - Formulate countermeasures - Track improvements - Confirm countermeasures - Implementation results	9 - Notify unit personnel - Notify sales units to rescind invoices	8 Notify unit personnel at the first instance after receiving returned products

In 2024, the number of customer complaints we received continued to decrease. The primary complaints included issues related to logistics and delivery, as well as the quality of gifts, and the remaining complaints mostly related to queries regarding product use. This year, we continued to uphold our customer-first principles and maintain smooth communications using a professional and positive attitude to handle customer feedback to ensure that customer complaints can be effectively resolved. We also conduct comprehensive reviews of manufacturing and quality control processes based on customer-reported issues to reduce similar complaints in the future.

Due to increasing awareness of personal data protection, we are receiving more and more customer complaints related to personal data usage. We have optimized and integrated our standard operating procedures into the Customer Data Platform (CDP) to immediately halt personal data usage upon customer requests for cessation, effectively preventing repeated customer complaints in 2024.

3.3.3 Listening to Customer Opinions

Our short-to-medium term service policies are as follows:

1. Strengthen customer service skills, training, and professional certifications
2. Review all points of contact, including by establishing standard procedures for categorizing customer complaints and a database of common customer complaints. We have implemented comprehensive satisfaction surveys and will continue to improve customer interactions by establishing a professional and sound customer management team over the long term, as well as use data analytics and a professional nutrition team to provide better customer value in our customer management system.
3. Establish a professional and comprehensive customer management team in the long term, we aim to provide a sophisticated "customer value" management system through comprehensive data analysis and a professional nutrition team. We observed that our customers no longer differentiate between physical and virtual channels as they utilize multiple channels freely. Therefore, understanding customer characteristics and common problems faced by customers of physical channels may help to enhance our customer service quality. Additionally, social media marketing is still one of our main axes. We provide more highly interactive and interesting advertisements on social media in order to increase flexibility and create new shopping experiences for increasing customers' satisfaction.



3.3.4 Protection of Customer Privacy and Rights



Division director of
Management Division
Du-Sheng Wang

We will incorporate information security management mechanisms into the operating procedures of all departments and appropriately manage intellectual products generated by employees as well as confidential corporate information to establish a solid foundation for growth at Grape King Bio.

We protect the personal information of our customers and safeguard customer interests using the highest standards. In 2024, our ISO/IEC 27001:2013 certification continued to be valid and we have established an Information Security and Personal Information Management Committee. Our Chairman serves as the highest authority for the Committee, and senior executives from each department serve as committee members.

We have also established the following information security policies:

1	Information security is a key factor for achieving our operational targets. We need to maintain high levels of information security to ensure the confidentiality, integrity, and accessibility.
2	We strive to maintain consistency of information security measures in our operating environments while also balancing account security and information sharing.
3	Our information security management regulations are required to comply with governmental information security laws, regulations, and policy requirements.
4	All information procedures must ensure the security of corporate information to prevent leakage or loss of sensitive and confidential information.
5	We protect our information assets (including software, hardware, network communication facilities, and databases) and adopt appropriate backup and recovery facilities and procedures to prevent damage to information assets that could be caused by unauthorized actions or negligence. We also conduct periodic backup and recovery drills.
6	We have adopted appropriate information security management measures for all of our projects to ensure that related information is well-protected.
7	We conduct regular information security training to strengthen promotion of related policies.

Information Security Incident Classification

Incident Level	Degree of Impact	Incident Classification Definition	Reporting Period	Reporting Levels
Level 3	Major	One of the following conditions applies: • A major/emergency incident involving significant impact on privacy rights, or the breach of confidential or sensitive information of official affairs. • A major/emergency incident involving serious alteration of core business system or data. • A general security incident involving impact on core business operation or interruption of system, which cannot be recovered within the target recovery time.	24/7	Chairman, supervisors of executive units of the Information Security and Personal Data Management Committee, supervisors of dedicated units
Level 2	Notable	One of the following conditions applies: • A major/emergency incident not involving significant impact on privacy rights, or the breach of confidential or sensitive information of core business. • A major/emergency incident involving minor alteration of core business system or data. • A general security incident involving impact on core business operation or interruption of system, which can be recovered within the target recovery time.	24/7	Chairman, supervisors of executive units of the Information Security and Personal Data Management Committee, supervisors of dedicated units
Level 1	Minor	One of the following conditions applies: • A major/emergency incident involving only breach of non-core business information. • A major/emergency incident involving only alteration of non-core business system or data. • A general security incident involving only Impact on or temporary interruption of non-core business operation.	24/7	Supervisors of executive units of the Information Security and Personal Data Management Committee, supervisors of dedicated units

No complaints concerning breaches of customer privacy and losses of customer data occurred in 2024. Other protection measures include the following:

1. Permission for use of personal information for our Grape King online store was upgraded so that all customers have to agree to relevant permissions before we can use their personal information. We use the most rigorous means to ensure that our customers can agree to and understand the regulations for subsequent use of personal information.
2. We prohibit our internal personnel from attaching files containing personal information to emails and instead apply restrictions on file access so that only authorized personnel can access folders containing personal information so as to strictly control the flow of personal information within our company.
3. We periodically change account information and passwords to improve login and access security.
4. Regularly send "IT Insights" emails to all employees to continuously promote information security concepts and strengthen advocacy to enhance employees' information security awareness.



GRAPE KING BIO



CH4

Happy Workplace

[Target Formulation](#) | [\[Column\] Ethics and Integrity: Building an "Ethics First" Corporate Culture](#) | [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](#)

Target Formulation

	Human Capital Development	Employee Care, Remuneration, and Benefits	Industrial Safety Management	Employee Diversity
Progress achieved in 2024	1. Completed job analysis and developed a training roadmap. 2. Training system procurement completed. 3. Forward-looking talent development courses were implemented on schedule.	1. Completed the employee satisfaction survey (including EAPs). 2. Conducted 3 EAP lectures.	1. Completed occupational safety training for all employees, along with safety slogans and reports for 11 improvement-themed competitions. 2. Recognized by the Taoyuan City Government as an "Outstanding Performance Unit in the Occupational Safety and Health Family Program." 3. Awarded "Outstanding Enterprise in the 2024th year of the Ministry of Labor's 'Corporate Sustainability Report-Proactive Evaluation for Disclosing Occupational Health and Safety Performance." 4. Received Accredited Healthy Workplace Health Care Award from the Ministry of Health and Welfare Health Promotion Administration	1. 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. 2. The gender ratio is 50:50. 3. Workplace hazard awareness training has been completed. 4. Two ethics salons were held with 40 participants.
Short-term Targets for 2025-2026	1. 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 2. Maintain TTQS Silver Award 3. Cultivate 1 person with potentials in each division and achieve success rates exceeding 80% on this KPI indicator 4. Promotion and implementation of Learning Passports	1. Raise employee satisfaction rates to more than 80% 2. Raise EAP satisfaction rates to more than 80% 3. Host 2 EAP lectures a year and achieve satisfaction rates of more than 85%	1. Continue to deepen occupational health and safety management, establishing the goal of "Safety for All, Health for All." 2. Strive for Safety and Health Family Excellence and Superior Awards. 3. Enhance workplace health promotion management. 4. Actively assess hazard risks and implement thorough corrective actions to reduce occupational injuries.	5. The completion rate for workplace hazard behavior prevention training is 100%. 6. The pass rate for the Code of Ethical Conduct induction training and assessment for new employees is 100%. 7. The Code of Ethical Conduct is promoted to all employees once a year. 8. The gender ratio of employees remains 50:50.
Mid-term Targets for 2027-2028	1. Establish GKB Learning University (GKBLU) framework 2. Achieve TTQS Gold Award qualification 3. Obtain key talent through cultivation of potential talent and reach achievement rates of 85% or more	1. Raise employee satisfaction rates to more than 85% 2. Maintain EAP satisfaction rates of more than 80% 3. Host 3 EAP lectures a year and achieve satisfaction rates of more than 90% 4. Achieve satisfaction rates of 70-75% for remuneration relative to work	1. Achieve a disabling injury frequency rate that is over 50% lower than that of our peers. 2. Promote and participate in the selection of excellent occupational health and safety units. 3. Continue to participate in the Healthy Workplace Awards.	1. Maintain a 100% completion rate for workplace hazard behavior prevention training. 2. Maintain a 100% pass rate for the Code of Ethical Conduct induction training and assessment for new employees. 3. Supervisors at the managerial level and above complete the Code of Ethical Conduct assessment once a year, achieving a 100% completion and pass rate. 4. The gender ratio of employees remains 50:50.
Long-term Targets for 2029 and beyond	1. Establish GKB Learning University (GKBLU) framework 2. Achieve TTQS Gold Award qualifications 3. Obtain key talent through cultivation of potential talent and reach achievement rates of 85% or more	1. Maintain employee satisfaction rates of more than 85% 2. Raise EAP satisfaction rates to more than 85% 3. Host at least 1 EAP lecture per quarter and achieve satisfaction rates of more than 90% 4. Achieve satisfaction rates of 80% for remuneration relative to work	1. Set an example of a happy enterprise and become a benchmark for healthy workplaces among 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 workplace environment that allows employees to balance work and life, ensuring family, physical, and mental health. 4. Achieve no work-related injuries throughout the year (0 occupational hazards).	1. Maintain a 100% completion rate for workplace hazard behavior prevention training. 2. Maintain a 100% pass rate for the Code of Ethical Conduct induction training and assessment for new employees. 3. All employees complete the Code of Ethical Conduct assessment once a year, achieving a 100% completion and pass rate. 4. The gender ratio of employees remains 50:50.
Corresponding SDGs	3 GOOD HEALTH AND WELL-BEING	8 DECENT WORK AND ECONOMIC GROWTH	3 GOOD HEALTH AND WELL-BEING	

【Column】

Ethics and Integrity: Building an “Ethics First” Corporate Culture

We implement ethical and moral ideals during operations and have established the “Code of Ethical Conduct,” “Ethical Corporate Management Best Practice Principles,” and other operational regulations. To integrate our corporate philosophies and the personal values of our colleagues, we incorporated the “corporate ethics board game” jointly developed by the “Chinese Business Ethics Education Association,” “Sinyi Culture Foundation,” and “Unity Sustainability Services.” This game made ethics, values, ethical thinking, and moral development more than just abstract concepts, and aroused interest, discussion, and interactions in our colleagues. We believe that when ethics can be internalized and practiced by our colleagues, ethical and moral concepts will become a positive force for sustainable development. Our courses covered topics such as human rights, gender issues, and privacy. As of 2024, 203 employees and managers have participated in our training sessions. In future, we plan to conduct top-down promotions so that all of our colleagues will attend ethical culture courses.



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.

Management Approach	Key issue- Human Rights	
Policies	Implementation and promotion of “Human Capital Strategic Thinking 3.5” framework Grape King Bio upholds core values relating to “Technology, Health, and Hope” and adopts a people-oriented core strategy. We have incorporated human resource analytics, established and promoted our “Human Capital Strategic Thinking 3.5” framework, and implemented a diverse talent development mindset which places appropriate personnel in appropriate positions. We provide a high-quality and healthy workplace environment as well as competitive remuneration and benefits, and we continue to cultivate talent and build a heartwarming workplace environment.	
Commitments	Grape King Bio adheres to the international human rights treaties, upholding employee’ s rights to freedom of association, and avoiding discrimination based on their gender, age, pregnancy, race, politics, and religious inclinations.	
Target	Short-term	1. 100% completion of training for prevention of occupational hazards 2. 100% pass rate for new employees on Code of Ethical Conduct orientation and examinations 3. We disseminate concepts from our Code of Ethical Conduct to all employees once every year 4. We maintain a 50:50 gender ratio.
	Mid-term	1. Maintain 100% completion rate of training for prevention of occupational hazards 2. Maintain 100% pass rate for new employees on Code of Ethical Conduct orientation and examinations 3. Achieve 100% completion and pass rate for annual Code of Ethical Conduct examinations (for section chiefs and above) 4. Maintain a gender ratio of 50:50.
	Long-term	1. Maintain 100% completion rate of training for prevention of occupational hazards 2. Maintain 100% pass rate for new employees on Code of Ethical Conduct orientation and examinations 3. Achieve 100% completion and pass rate for annual Code of Ethical Conduct examinations (for all employees) 4. Maintain a gender ratio of 50:50.
Responsibilities	Internal communications and collaborations: The HR Department will regularly communicate and listen to the needs and compliance maintenance of each department within the company; implement employee care measures and establish smooth communication channels and procedures to reduce human capital risks. Ethical salon activities are maintained. These activities cleverly utilize and integrate Lawrence Kohlberg's stages of moral development through case-oriented teaching and board game teaching aids, and also utilize the systems perspective of moral philosophy and role-playing. This assists our employee in facing ethical dilemmas with a strong moral and ethical foundation. Subsequent improvements include the continuous refinement and addition of case examples fitting company requirements to be used as training scenarios.	

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; international human rights guidelines. (See the [Human Rights Policy](#) for the public link)

We do not employ child labor and pledge to never hire 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 2024, there were no instances of workplace discrimination, and one 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 we conduct 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%.

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 2023, with the next evaluation scheduled for 2025:

Human Rights Issues	Probability of Occurrence	Degree of Impact	Level of Impact
Basic living environment	1.0	3	3.0
Personal freedom and safety	1.2	3	3.6
Protection of working and labor conditions	1.1	3	3.3
Work-life balance	1.2	3	3.6
Non-discrimination	1.1	3	3.3
Handling workplace violence	1.1	3	3.3
Diversity and inclusivity	1.1	3	3.3
Freedom of speech and expression	1.0	3	3.0
Freedom of assembly and association	1.1	3	3.3
Occupational health and safety	1.0	3	3.0
Children's rights and interests	1.1	3	3.3
Forced labor	1.0	3	3.0
Information security and privacy protection	1.0	3	3.0

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 tolerable 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 Ethical Conduct"	* Regularly conduct evaluations based on the level of suppliers * Initiate surveys for new business opportunities
			Job and Labor Condition Guarantee		
			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 Security 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 require compliance with the "Grape King Bio Supplier Code of Ethical Conduct" which covers topics such as "freedom of speech, personal freedom, working conditions, child labor, forced labor, health and safety, environmental protection, ethical norms, intellectual property rights, privacy rights, and information security".	* Regularly conduct evaluations based on the level of suppliers * Initiate surveys for new business opportunities
			Job and Labor Condition Guarantee		
		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		
		Working Hours, Wages and Benefits	Forced Labor		
		Others	Information Security and Privacy Protection		
Midstream	C. Employees D. Employees from M&As and joint ventures	Diversity, Integration and Employment	Personal Freedom and Safety	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.
			Job and Labor Condition Guarantee		
			Work-Life Balance		
		Others	Information Security and Privacy Protection		

Value Chain	Type	Human Rights Theme	Issues of Concern	Risk Management and Mitigation Measures	Audit/ Supervision Frequency
Midstream	C. Employees D. Employees from M&As and joint ventures	Diversity, Integration and Employment	Workplace Violence Handling	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. 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 Illegal Infringement of Rights when Performing Duties" is established and the occupational violence prevention team is implemented to prevent workplace violence, discrimination and harassment through advocacy, courses and procedures. 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 Complaint 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. 14. According to the work rules, there will be no differential treatment in working conditions due to race, nationality, age, or physical and mental disabilities. 15. Implement ISO/IEC 27001, the Information Security and Personal Information Management Committee regularly reviews and promotes information security protection and personal data protection. 16. Promote internal and external audits of information security, and report the results to the committee.	*At least once a year *For new employees from M&As and joint ventures, investigations are initiated in conjunction with new business opportunities.
		Diversity, Integration and Employment	Diversity and Inclusion		
		Diversity, Integration and Employment	Freedom of Speech and Expression		
		Freedom of Association and Collective Bargaining	Occupational Health and Safety		
		Occupational Health and Safety	Children's Rights		
		Forced Labor and Child Labor	Forced Labor		
		Working Hours, Wages and Benefits	Forced Labor		
		Others	Information Security and Privacy Protection		
		Others	Information Security and Privacy Protection		
		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.	*At least once per year *Adjustments are initiated in conjunction with new business opportunities when there are changes in packaging.
		Forced Labor and Child Labor	Children's Rights		
		Others	Information Security and Privacy Protection		
		Community and Stakeholder Participation	Basic Living Environment		
	F. Community Residents	Freedom of Association and Collective Bargaining	Freedom of Speech and Expression	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 twice per year
		Freedom of Association and Collective Bargaining	Freedom of Speech and Expression		
		Freedom of Association and Collective Bargaining	Freedom of Speech and Expression		
		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 informant 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 2024, to strengthen organizational communication and listening mechanisms, we conducted four 'Meet with the Chairman' events, with a total of 10 participants. EAP specialists conducted 70 interviews and care sessions, and there will be eight quarterly briefings for foreign employees. On-the-job interviews were conducted as needed, and approximately 126 exit interviews were held to gather employee feedback and concerns.

Social Risks and Opportunities

In 2024, 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 laws, these residents hoped that Grape King Bio could go beyond legal requirements.	Nearby residents became concerned with environmental issues and began actively monitoring relevant problems. In addition to complying with related laws, these residents hoped that Grape King Bio could go beyond legal requirements and set a good example. We will continue to communicate with neighboring communities on relevant issues.	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
Noise control and improvements	Residents near the Pingzhen Factory raised concerns regarding noise caused by packing and cleaning procedures	We changed our cleaning site to avoid disturbing the 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 levels, 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.

Occupational Violence Handling Team

Grape King Bio has approved the “Procedures for Handling Unlawful Infringements in the Workplace” and established an “Occupational Violence Handling Team” to demonstrate our commitment to a zero tolerance policy for workplace violence. To effectively prevent and address occupational violence, we have properly planned and adopted necessary health and safety measures, specifically establishing the “Occupational Violence Handling Team” to ensure that all employees are free from physical and mental unlawful infringements while performing their job duties.

The “Occupational Violence Handling Team” is composed of HR representatives, labor safety representatives, nursing representatives, labor representatives, and on-site doctors. Any changes in team personnel must be approved by our general manager. All team members must be objective and fair, protect the privacy of victims and informants, and actively fulfill their responsibilities.

Regarding the procedures for preventing unlawful infringements 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 unlawful infringements 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 2024

In 2024, Grape King Bio uncovered an incident at the employee level which violated our prohibition of forced labor during our human rights due diligence process. The investigation process and compensation measures were as follows:

Value Chain	Issues of Concern	Identify Risk Sources	Risk Management and Mitigation Measures	Description of Violation	Compensation Measures
Midstream	Violation of prohibition of forced labor	Work Hour Records	1. Overtime work shall be processed in accordance with the established overtime procedure. If work requires extended hours, an application must be submitted per the procedure; otherwise, employees are reminded to leave on time. 2. Our Human Resources Department has implemented an information system and complies with relevant regulations to accurately record clock-out times and any exceptional reasons, with attendance anomalies flagged automatically. When anomalies occur, employees are required to provide an explanation to confirm the anomaly. If overtime is confirmed, the overtime procedure will be applied.	Failing to register the attendance of workers to the minute on a daily basis	Instruct all department supervisors to closely monitor staff attendance, actively promote awareness of adhering to clock-out times within the company, and encourage employees to leave work promptly if overtime is not required or for personal reasons.

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. In 2019, we began incorporating 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 2024, 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). In 2018, we began collaborating with the Vocational Training Center of the Veterans Affairs Council to help veterans establish a new set of career goals. This not only assisted veterans in transferring to private organizations, but also raised local employment rates. Starting in 2019, we commenced long-term collaborations with the Taoyuan City Government Employment Service Center, updating and publishing corporate vacancies on a monthly basis to maximize exposure for our recruitment information and enable the public to quickly learn about our vacancies through diverse recruitment channels.

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 of 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 general manager makes final decisions on internal rotations. The number of successful internal rotation in 2024 accounted for 1.1% of all recruits. 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 out 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.



Human Resource Structure in 2024

Item	Employee Type	Grape King Bio, Ltd.				Pro-Partner 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	9	2%	3	1%	2	2%	2	2%	4	2%	1	1%	15	2%	6	1%
	Middle Management Supervisors and Above	17	3%	15	3%	1	1%	6	5%	13	8%	9	5%	31	4%	30	3%
	Entry-Level Management Department Heads and Above	37	6%	32	6%	2	2%	10	8%	14	8%	15	9%	53	6%	57	7%
	Other Personnel	224	39%	237	41%	40	32%	62	50%	50	30%	59	36%	314	36%	358	41%
Employment Type	Permanent employees (Full-time)	282	49%	281	49%	40	32%	72	58%	79	48%	79	48%	401	46%	432	50%
	Temporary employees (Part-time)	5	1%	6	1%	5	4%	8	6%	2	1%	5	3%	12	1%	19	2%
Contracts Type	Full-time employees	282	49%	281	49%	40	32%	73	58%	79	48%	79	48%	401	46%	433	50%
	Part-time Employees (Short-term Contract Staff)	0	0%	0	0%	0	0%	0	0%	2	1%	5	3%	2	0%	5	1%
	Non-guaranteed hours employees (Student Workers)	5	1%	6	1%	5	4%	7	6%	0	0%	0	0%	10	1%	13	2%
Nationality	Taiwanese	254	44%	255	44%	44	35%	80	64%	6	4%	7	4%	304	35%	342	40%
	Chinese	0	0%	0	0%	0	0%	0	0%	75	45%	77	47%	75	9%	77	9%
	British	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%
	Vietnamese	32	6%	32	6%	0	0%	0	0%	0	0%	0	0%	32	4%	32	4%
	Others	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	1	0%	0	0%

Note1: Part-time employees include short-term contract staff, long-term temporary workers, and one-year consultants.
Note2: Non-guaranteed hour employees include student workers.
Note3: Non-employee workers refer to individuals not directly employed by Grape King, including interns, security personnel, cleaners, and kitchen staff. Since 2024, Shanghai Grape King is included in the scope, with data compiled as of the end of the reporting day on December 31, 2024. A total of 46 individuals were included in Taiwan and 23 in China.
Note4: The scope in Taiwan includes Grape King Bio, Pro-Partner Co., Ltd. and Rivershine Ltd.; The scope in China includes Shanghai Grape King Enterprise Corp.

Indicators	2024	Nationality	2024 Proportion of the total workforce	2024 Proportion of management personnel
Proportion of female employees	52.2%	Taiwanese	74.8%	69.8%
Proportion of female employees in management positions	48.4%	Chinese	17.6%	29.2%
Proportion of female employees in junior management positions	51.8%	British	0.1%	0.5%
Proportion of female employees in senior management positions	28.6%	Vietnamese	7.4%	0.0%
		Others	0.1%	0.5%
		Total	100.0%	100.0%

At Grape King Bio, our ratio of male to female employees has long been around 1:1. In 2024, the male to female ratio of all employees was 50%:50%, 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 2024 are as follows:

	Previous interns	Veterans	Internal recruitment and rotation	Internal referral	Active recruitment of talent	Job search websites
Taiwan	0	1	2	5	9	98
China	0	0	1	2	0	14
Total	0	1	3	7	9	112

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 2024, we employed the following number of disabled and indigenous employees:

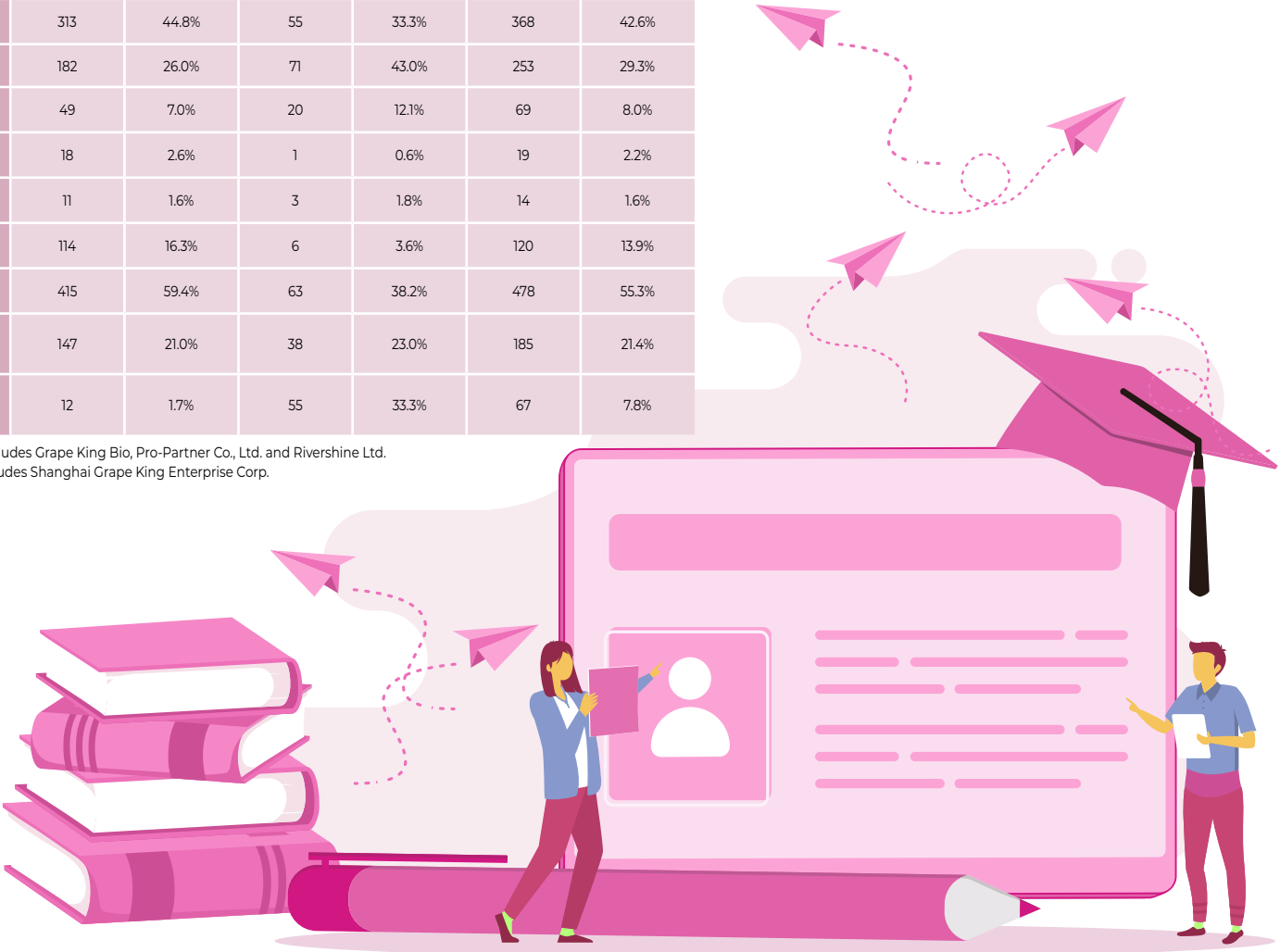
Year		Taiwan	China	Total
Total Employees		699	165	864
Indigenous Employees	Number of employees	8	2	10
	Ratio	3%	1%	1%
Disabled Employees	Number of employees	6	1	7
	Ratio	2%	0%	0%
	Number of Supervisors	0	0	0

Note1: The scope in Taiwan includes Grape King Bio, Pro-Partner Co., Ltd. and Rivershine Ltd.
Note2: The scope in China includes Shanghai Grape King Enterprise Corp.

Distribution of Employee Age and Education Levels in 2024

Item	Employee Type	Taiwan		China		Total	
		Number of employees	Ratio	Number of employees	Ratio	Number of employees	Ratio
Age	16-20	6	0.9%	0	0.0%	6	0.7%
	21-30	131	18.7%	18	10.9%	149	17.2%
	31-40	313	44.8%	55	33.3%	368	42.6%
	41-50	182	26.0%	71	43.0%	253	29.3%
	51-60	49	7.0%	20	12.1%	69	8.0%
	61+	18	2.6%	1	0.6%	19	2.2%
Education	Ph.D.	11	1.6%	3	1.8%	14	1.6%
	Master	114	16.3%	6	3.6%	120	13.9%
	College	415	59.4%	63	38.2%	478	55.3%
	Senior high school	147	21.0%	38	23.0%	185	21.4%
	High school and below	12	1.7%	55	33.3%	67	7.8%

Note1: The scope in Taiwan includes Grape King Bio, Pro-Partner Co., Ltd. and Rivershine Ltd.
Note2: The scope in China includes Shanghai Grape King Enterprise Corp.



Number and Gender Ratio of New and Departed Employees in 2024

Gender Ratio of New Employees / Departed Employees by Region		Taiwan				China				Total			
Category	Age	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
New Employees	16-20	2	1.7%	1	0.9%	0	0.0%	0	0.0%	2	1.5%	1	0.8%
	21-30	24	20.9%	29	25.2%	1	6.3%	3	18.8%	25	19.1%	32	24.4%
	31-40	19	16.5%	21	18.3%	3	18.8%	5	31.3%	22	16.8%	26	19.8%
	41-50	12	10.4%	7	6.1%	2	12.5%	0	0.0%	14	10.7%	7	5.3%
	51-60	0	0.0%	0	0.0%	2	12.5%	0	0.0%	2	1.5%	0	0.0%
	61+	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total		57	49.6%	58	50.4%	8	50.0%	8	50.0%	65	49.6%	66	50.4%
Departed Employees	16-20	1	0.9%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	0	0.0%
	21-30	20	17.1%	20	17.1%	2	11.8%	2	11.8%	22	16.4%	22	16.4%
	31-40	17	14.5%	23	19.7%	3	17.6%	5	29.4%	20	14.9%	28	20.9%
	41-50	17	14.5%	13	11.1%	0	0.0%	3	17.6%	17	12.7%	16	11.9%
	51-60	1	0.9%	4	3.4%	1	5.9%	0	0.0%	2	1.5%	4	3.0%
	61+	0	0.0%	1	0.9%	1	5.9%	0	0.0%	1	0.7%	1	0.7%
Total		56	47.9%	61	52.1%	7	41.2%	10	58.8%	63	47.0%	71	53.0%

Note1: The scope in Taiwan includes Grape King Bio, Pro-Partner Co., Ltd. and Rivershine Ltd.
Note2: The scope in China includes Shanghai Grape King Enterprise Corp.

Ratios of New Hires and Turnover Rates in 2024

Item	Grape King Bio	Pro-Partner Co., Ltd.	Shanghai Grape King Enterprise Corp.	Total
Ratio of new hires	16.03%	44.80%	0.62%	23.15%
Turnover rate	16.20%	74.40%	10.30%	23.50%
Voluntary turnover rate	16.03%	17.60%	7.27%	14.58%
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				



4.3 Talent Cultivation and Performance Appraisals

[Column] GKB Learning College

In 2024, Grape King Bio is committed to promoting a competency-oriented talent development strategy and will officially establish a "Talent Pool" to systematically arrange internal talent pipelines, ensuring alignment between organizational development and key competency needs.

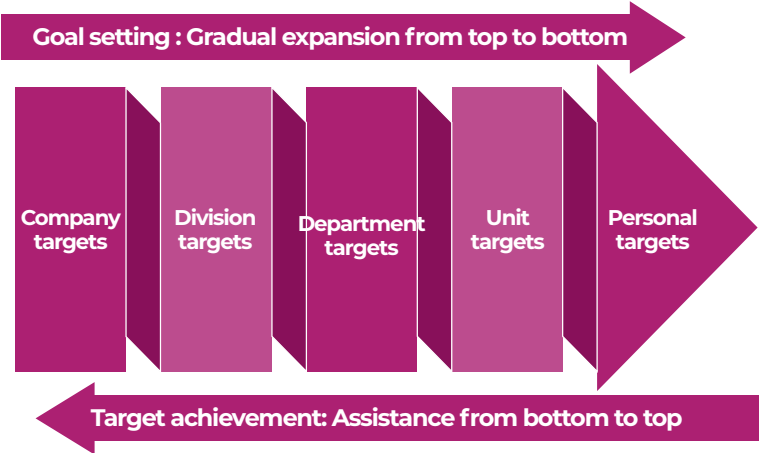
This mechanism focuses on the future, proactively cultivating talent requirements for various positions based on the company's strategies and development needs. It plans optimal learning journeys for new employees, professional talents, and management positions at all levels. Through data analysis and 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 2024, the talent participating in this project achieved a promotion rate of 23.7% after various performance and suitability assessments. Our company continues 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.

Management Approach	Key issue-Talent attraction and retention	
Policies	Implementation and promotion of "Human Capital Strategic Thinking 3.5" framework Grape King Bio upholds core values relating to "Technology, Health, and Hope" and adopts a people-oriented core strategy. We have incorporated human resource analytics, established and promoted our "Human Capital Strategic Thinking 3.5" framework, and implemented a talent management policy which places appropriate personnel in appropriate positions. We provide a high-quality and healthy workplace environment as well as competitive remuneration and benefits, and we continue to cultivate talent and build a heartwarming workplace environment.	
Commitments	To effectively enhance our human resources, we not only actively build and promote high-quality training programs and implementation principles, but also work to establish a function-oriented learning map to help all departments cultivate current and reserve personnel, develop key talents, and fully implement our policy of placing appropriate talent in appropriate positions.	
Targets	Short-term	- Implement GKB Learning College (GKBLC) framework to organize, establish, and implement training programs for all six departments, completing a minimum target of training for one department each year. - Maintain TTQS Silver Award. - Cultivation of 1 person with potentials in each division and achieve success rates exceeding 80% on this KPI indicator - Promotion and implementation of Learning Passports
	Mid-term	- Implement GKB Learning College (GKBLC) framework, completing a minimum target of training for one department each year. - Maintain TTQS Silver Award and obtain Gold Award - Cultivation of 2 people with potentials in each division and achieve success rates exceeding 80% on this KPI indicator - Establish cultivation program for potential and key talents
	Long-term	- Establish GKB Learning University (GKBLU) framework - Maintain TTQS Gold Award qualifications - Obtain key talent through cultivation of potentials and reach achievement rates of 85% or more.
Responsibilities	Internal communications and collaborations: Facilitate periodic communications with all departments, listen to department needs to identify appropriate talent, implement employee care measures, reduce human resource risks, and establish smooth communication processes	
Resources	Manpower: Monthly/quarterly human resource reports and human resource improvement program	
Specific performance	- Obtained TTQS Silver Award qualifications - Establish a strategic talent pool.	

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

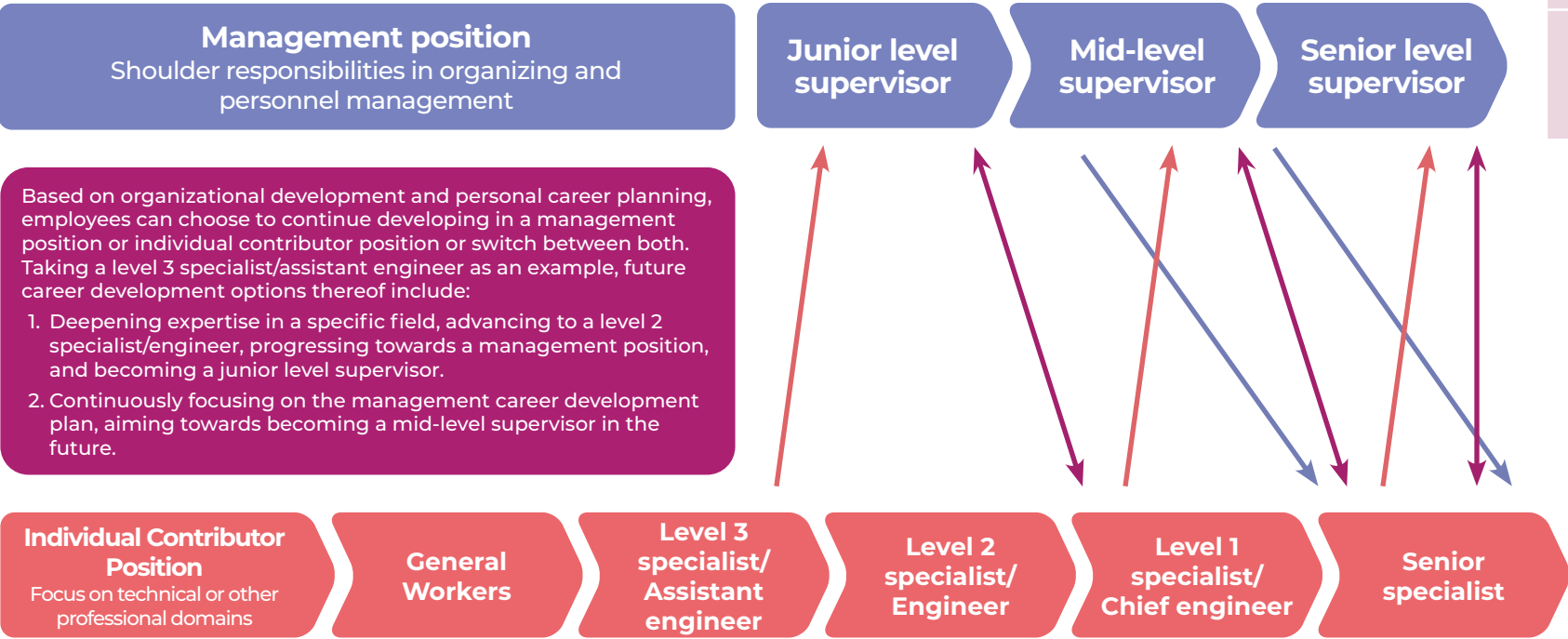
Our employees fall into two main categories: management talent and professional talent. Employees with different talents undergo different types of training under our dual-training program. This enables all of our employees to implement what they have learned. Our dual promotion channels encourage diversified 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 in 2022 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 2024 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	A total of 200 people	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	A total of 864 people	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 2024

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:

Unit: Thousand NTD

Item	2024			
	Grape King Bio	Pro-Partner Co., Ltd.	Shanghai Grape King Enterprise Corp.	Total
Total training expenses (Thousand NTD)	1,707	381	84	2,172
Total training hours	10,068	1,266	11,045	22,379
Total number of training participants	3,841	79	158	4,078
Training penetration rate (%)	100%	70%	96%	89%

Human Capital Return on Investment (HC ROI)

Item	2022	2023	2024
a) Total Revenue	10,391,231	10,635,464	11,160,005
b) Total Operating Expenses	5,929,212	6,036,873	6,157,698
c) Total Employee-related Expenses	1,215,309	1,262,422	1,217,010
HC ROI (a - (b- c)) / c	4.67	4.64	5.11



Training Statistics by Position and Gender in 2024

Item	Employee Type	Taiwan				China				Total			
		Subtotal in each Employee Type		Total for all items		Subtotal in each Employee Type		Total for all items		Subtotal in each Employee Type		Total for all items	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total training hours	Executives (managers and above)	963	672	5,518	5,816	424	280	5,463	5,582	1,387	952	10,981	11,398
	Production line workers	1,307	1,033			2,255	2,911			3,562	3,944		
	Other employees	3,248	4,111			2,784	2,391			6,032	6,502		
Total number of training participants	Executives (managers and above)	288	199	1,955	1,965	9	6	78	80	297	205	2,033	2,045
	Production line workers	535	426			24	31			559	457		
	Other employees	1,132	1,340			45	43			1,177	1,383		
Training penetration rate	Executives (managers and above)	97%	92%	96.2%	95.1%	100%	100%	97.9%	97.2%	98%	96%	97.1%	96.1%
	Production line workers	100%	100%			100%	100%			100%	100%		
	Other employees	92%	93%			94%	91%			93%	92%		
Average training hours	Executives (managers and above)	36	24	28	21	47	47	68	65	28	24	34	32
	Production line workers	2	2			94	94			48	48		
	Other employees	20	17			62	56			27	24		

Note1: The scope in Taiwan includes Grape King Bio, Pro-Partner Co., Ltd. and Rivershine Ltd.

Note2: The scope in China includes Shanghai Grape King Enterprise Corp.

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

Management Approach	Key issue- Employee Compensation and Benefits		
Policies	Implementation and promotion of “Human Capital Strategic Thinking 3.5” framework Grape King Bio upholds core values relating to “Technology, Health, and Hope” and adopts a people-oriented core strategy. We have incorporated human resource analytics, established and promoted our “Human Capital Strategic Thinking 3.5” framework, and implemented a diverse talent development mindset which places appropriate personnel in appropriate positions. We provide a high-quality and healthy workplace environment as well as competitive remuneration and benefits, and we continue to cultivate talent and build a heartwarming workplace environment.		
Commitments	Grape King Bio takes into account the compensation level and structure of the labor market, providing a competitive and advantageous compensation policy. Upholding the spirit of employee care, it promotes and implements the EAPs program, taking into account both the promotion of employee benefits and employee care policies.		
Target	Short-term	1. The salary structure is maintained as a framework of monthly wage, year-end bonus, and reward bonus, with the industry average annual salary maintaining a level within the top 30% to 35% of the market. 2. Satisfaction with EAPs continuously increases to over 80%. 3. There are two EAPs lectures every year, with satisfaction rates of over 85%. 4. Promote the implementation of the Talent Pool plan, combining the execution of KPI and IDP, providing colleagues with an allowance supplement.	
	Mid-term	1. The salary structure is kept as a framework of monthly salary, year-end bonus, and reward bonus, with the average annual salary staying within the top 25% to 30% of the market. 2. The satisfaction rate of EAPs continuously rises to over 90%. 3. There are three EAPs lectures per year, with a satisfaction rate exceeding 85%. 4. Job relative compensation satisfaction rate of 70% to 75%.	
	Long-term	1. The salary structure is maintained as a framework of monthly wages, year-end bonuses, and reward bonuses, with the average annual salary keeping a level in the top 25% or above in the market. 2. Satisfaction with EAPs consistently increases to over 90%. 3. At least one EAPs lecture is held each quarter, with satisfaction rates exceeding 90%. 4. The level of satisfaction with the relative job compensation is between 70% to 75%.	
Responsibilities	Internal communications and collaborations: The HR Department will regularly communicate and listen to the needs and compliance maintenance of each department within the company; implement employee care measures and establish smooth communication channels and procedures to reduce human capital risks.		
Resources	System: Human Resource Information System (HRIS)		
Specific performance	Continuously conducting EAPs innovative courses, especially in the lectures on employee stress relief and stress elimination. A stand-up comedy format is used to provide colleagues with a learning reference for stress relief methods.		

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 2024, 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	2022	2023	2024
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		Paid before Lunar New 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 2024

Rank	Female-to-male basic salary ratio	Female-to-male average compensation ratio
Executive Positions	1:2.2	1:3.08
Professional Positions	1:0.67	1:0.65
General Employees	1:1.24	1:1.61

Note:
1. Female-to-male basic salary ratio = Basic salaries for female employees of all levels / Basic salaries for male employees of all levels
2. Female-to-male average compensation ratio = Average compensation for female employees of all levels / Average compensation for male employees of all levels



Non-management level employees Salary Ratios

Unit: Thousand NTD

	Non- Management Employees		
	2022	2023	2024
Total salaries of all full-time, non-management employees (A)	375,039	446,352	438,396
Total number of all full-time, non-management employees(personnel) (B)	434	528	519
Average salaries of full-time, non-management employees (A/B)	864	845	845
Median salary, non-management employees	782	736	769

Note:
1. Information only includes Grape King Bio
2. The Company’s 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/t100sb15>)).

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), organizing trips, signing contracts with collaborating stores, and arranging year-end banquet activities. In 2024, we will organize group activities, domestic and overseas travel subsidies for employees, and year-end banquet activities. Employee welfare expenditures in 2024 are projected to amount to NT\$12,453 thousand dollars. Regarding retirement benefits, we have formulated employee retirement plans that comply with the Labor Standards Act, and we 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.



Employee canteen

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 pays 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	2022	2023	2024
Number of paternity leave applicants	7	7	10
Number of maternity leave applicants	5	15	14
Number of employees on unpaid parental leave	3	6	10
Rate of returning from parental leave (Reinstatement rate)	100%	38%	33%
Rate of retention following unpaid parental leave (Retention rate)	100%	88%	33%

Note: 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
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



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

In 2024, an investment of NT\$2,534,522 will be allocated for employee health management and health promotion, with an overall average satisfaction rate exceeding 90%. In response to the trends of statutory infectious diseases (such as measles), various infectious disease prevention measures will be implemented to ensure that all employees work in a safe and healthy environment. The health management execution 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:We provide free annual physical examinations and health checks for personnel working on specific processes, then analyze the results of these examinations to categorize employee health levels for better management. We also arrange for professional specialists to provide health consultations 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.

Health management:Management by employee health levels, consultations with professional specialists, follow-up treatments, and subsequent follow-up management.

Special operation health management: In 2024, there were 17 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

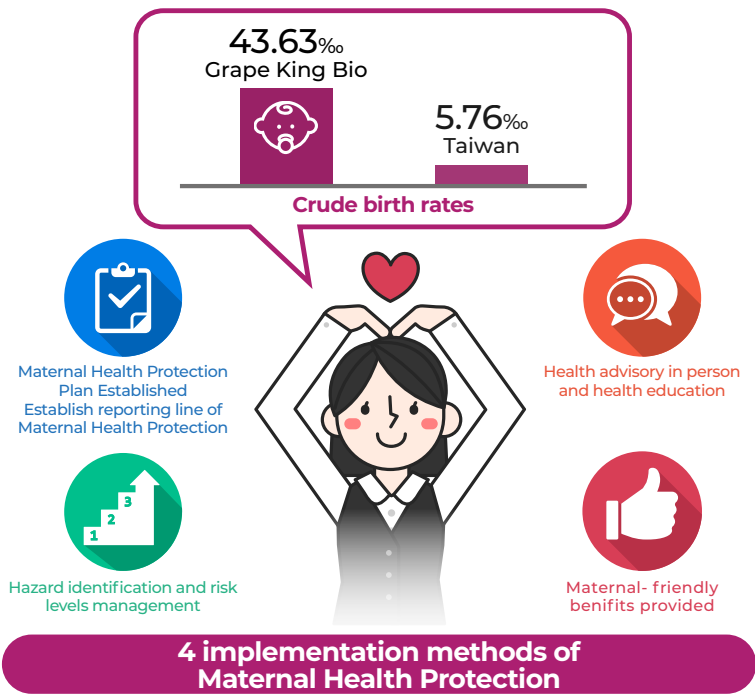
1. We have obtained certification for our occupational health and safety system and have formulated relevant health management plans, including the Procedures to Prevent and Manage Human-Induced Hazards, Regulations for Maternal Health Protection of Female Workers, Procedures to Prevent Diseases Caused 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. We conduct on-site inspections of the working environment for high-risk personnel and units to perform hazard assessments, implement relevant prevention measures, provide training, or offer suggestions for engineering improvements.
3. We evaluate and implement various health protection measures and appropriate work placements for pregnant and disabled colleagues.
4. We have set up clinics 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. 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. In 2024, a total of 25 high-risk individuals were re-evaluated, all of whom were excluded from the suicide risk list. Occupational medical assessments were conducted for 12 individuals, with ongoing irregular follow-ups.
2. Stress Prevention Health Seminars/Activities "Relax Your Mood~ Essential Oil Stress Relief to Awaken Positive Energy + DIY": "Stress" refers to the body's response in physical, mental, or emotional aspects to adapt to changes in the environment. In 2024, a total of 4 sessions were held, including at Pingzhen Factory, Zhongli Factory, and Taipei Company, with a total of 108 participants. Overall satisfaction rate: >90%.
3. Prevention Plan for Illegal Harm During Duty Execution: To protect all employees from physical or mental illegal harm that may lead to psychological diseases while performing their duties. Special "Care Cards" were created, a "Reporting Area" was established, and announcements were made regarding the rolling update of Anti-Harassment Prevention Laws.



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 104 maternal health service users, with an overall satisfaction rate exceeding 90%. In 2024, Grape King Bio's birth rate reached 43.63 %, which is 7.5 times the average in Taiwan (the crude birth rate in Taiwan for 2024 is 5.76 %). Additionally, in 2024, the exclusive breastfeeding rate for infants under one month at Grape King reached 93.75% (compared to 60.2% in Taiwan in 2022).

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:

1.Hiring of Professional Personnel for On-Site Services

International Board Certified Lactation Consultants (IBCLC) and occupational specialists provide nearby consultation services.

2.Personalized Congratulatory Cards from the Chairman

Enhancing the sense of happiness among pregnant and postpartum employees.

3.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.

4.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) HPV vaccination events: Employees and their family members are eligible for subsidies.

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. In 2024, the number of participants reached 1,571, with 950 achieving full marks; the response rate increased by 24% from the first to the fourth quarter.

2.CPR + AED Education and Training

To enhance the first aid knowledge and skills of new and existing employees, all factory locations (Pingzhen Plant, Zhongli Plant, Longtan Branch) obtained the AED Safe

Location renewal certificate in 2022. In 2024, one educational training session was arranged for new employees, with a total of 42 participants and a satisfaction rate of 100%.

3.Health Alliance for All Employees and Exercise Points

Through activities that accumulate task points for prize draws, employees are encouraged to develop a habit of integrating exercise into their daily lives, thereby enhancing their health awareness and achieving health promotion goals. The total number of participants accumulated to 79, with an overall participation rate increase of 24%, and a sustained exercise rate of 75%. The total exercise time accumulated was 129,029 minutes.

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. A total of 249 people participated (107 employees and their family members, 142 community members), with an overall satisfaction rate of 96.8%. The total accumulated steps from walking reached 1,776,262 steps, covering a total distance of 1,245 kilometers (the equivalent of walking around Taiwan), with a total calorie expenditure of 71,050 calories, resulting in a reduction of 125 kg CO2e emissions through this activity.

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 2024, a total of 74,000 c.c. of blood was donated.

6.Health Service Effectiveness:

Received Accredited Healthy Workplace Health Promoting Aged Employees Award from the Ministry of Health and Welfare Health Promotion Administration in 2024. Received Pandemic Prevention Gold Award from the Taiwan Immunization Vision and Strategy (TIVS) Influenza Prevention Alliance in 2024.

Unit: NTD

Grape King Bio employee care expenditures in 2024	
On-site doctors	272,500
Fitness classes	160,400
Annual health checks and vaccines	797,740
Lectures and courses	423,288
Medical supplies	55,605
Other (activities and miscellaneous expenses)	824,989
Total	2,534,522

4.5 Occupational Safety

Industrial Safety
Department Assistant
Manager
Zhang Xi Yuan

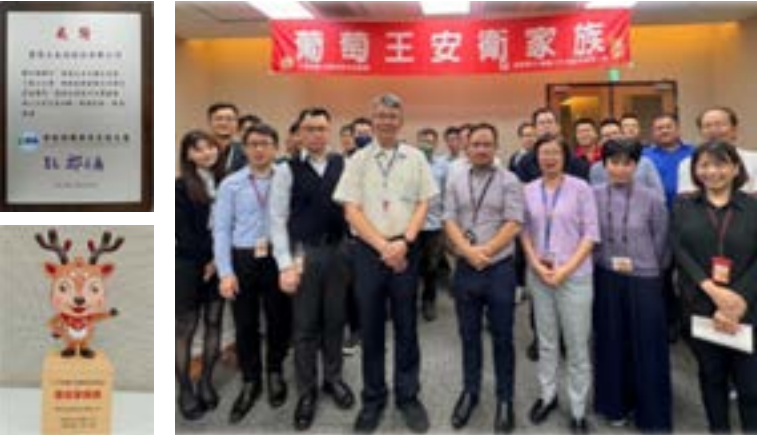


It is our responsibility and duty to protect the health and safety of our employees. We ensure the physical and mental health of all employees by building safe workplaces.

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	1. Obtain Grape King Bio Occupational Health and Safety Family Excellence Award 2. Obtain recognitions of occupational health and safety performance	3. Promote healthy physical fitness and activities for employees, family members, and the community 4. Continue to optimize our occupational health and safety management system
	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 “Excellent Unit of Occupational Safety and Health Family Performance” from Taichung City Government in 2024 2. Received Accredited Healthy Workplace Health Promoting Aged Employees Award from the Ministry of Health and Welfare Health Promotion Administration in 2024 3. Received Pandemic Prevention Gold Award from the Taiwan Immunization Vision and Strategy (TIVS) Influenza Prevention Alliance in 2024 4. Recognized as “Outstanding Enterprise in Proactive Evaluation” for Disclosing Occupational Health and Safety Performance in the Corporate Sustainability Report in 2024 5. Maintained ten consecutive years (2014-2024) without major disasters 6. Received an NT\$183,750 subsidy to redesign jobs for middle-aged and aged people 7. Received a NT\$89,131 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 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, there have been no occupational disasters, successfully achieving the goal of zero occupational incidents. Additionally, the family has actively assisted in promoting occupational health and safety operations, supported members in enhancing their safety capabilities, and participated enthusiastically in public welfare activities related to occupational safety. In recognition of these efforts, the family received the Contribution Award in 2022, the Certificate of Appreciation from the Ministry of Labor in 2024, and was acknowledged as an Excellent Health and Safety Family by Taoyuan City.

The company incurred no major occupational hazards from 2014 to 2024. Comparisons with the Ministry of Labor’s average industrial frequency-severity indicator indexes show that our prevention measures for occupational hazards far exceed those of our peers. 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 2024

All factories	Occupational disasters		Lost workdays	Total number of work-related injuries	Total absence days	Absence rate	Lost work rate
	Number of injured personnel	Number of deaths					
Female	1	0	5	1	3	4.4	0.9
Male	1	0	9	1	7	10.3	1.6
Total	2	0	14	2	10	14.7	2.5

Description:
1. Absence rates are based on all employee absences due to loss of working capabilities, regardless of whether they were caused by work-related injuries or diseases. Does not include approved leave such as vacations, training days, maternity leave/paternity leave, and bereavement leave.
2. The number of “lost days” where workers were unable to perform routine work due to occupational accidents or occupational diseases.
3. Diagnosis certificates from a hospital occupational medicine specialist are required to confirm occupational diseases in employees.
4. Calculation formulas are as follows (includes both full-time and part-time employees):
a. Work injury rate = Total occupational injuries / Total work hours x 200,000
b. Total work hours = Total employees x Daily work hours x Actual workdays per year
c. Absence rate = Total absence days / Total work hours x 200,000
d. Lost work rate = Lost work days / Total work hours x 200,000

Item/Year		2022	2023	2024
Lost time incident rate (LTIR)= Cases resulting in lost work hours x 200,000 / Total work hours	Employee	0.6	0.85	0.36
	Contractor	0	0	0

Grape King Bio incurred a total of 2 work-related accidents in 2024, including falls. Injured colleagues took 14 days of leave for these work-related injuries, 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 2024

Food and feed manufacturing industry	Beverage manufacturing industry	Pharmaceutical and medical chemicals manufacturing industry	Grape King Bio
113	116	113	12.9

Disabling injury severity rate = (Total days lost to injury x 10⁶) / Total work hours
Source: Ministry of Labor’s average industrial frequency-severity indicator indexes for 2021-2023



1. Risk assessments

Please refer to section 4.5.2

2. 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.

3. Establishing a Safety Culture

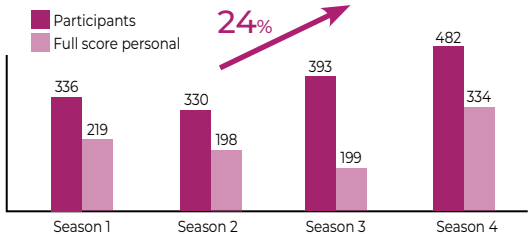
(1) **Everyone Works Safely:** To build a culture of safety and quality within the company, the "Everyone Works Safely" initiative will be implemented starting in 2024. Each employee is required to participate in one occupational safety and health training course and create a safety slogan for which they are responsible. Additionally, each unit will initiate proposals for safety improvements, fostering mutual observation and healthy competition in workplace safety activities.



(2) **Workplace Safety and Health Week:** To enhance employees' awareness of occupational safety and health and their willingness to participate in activities, the company will establish a Workplace Safety and Health Week every April, along with monthly themes for occupational safety and health promotion. Diverse health information will be updated online, with a new theme introduced each month to achieve effective communication. A quiz format with prizes will be combined (held online each quarter) to further enhance the safety and health awareness of all personnel. The main goal is to elevate employees' safety consciousness through activities, tests, and raffles, making safety issues a part of daily life and gradually leading employees to understand and participate in autonomous safety practices.



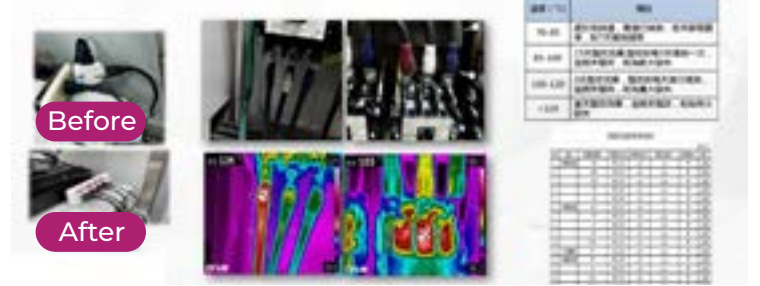
2024 Quiz Statistics of Safety Promotion Week



Workplace Safety and Health Week



(3) **Electrical Safety Management:** Based on infrared thermal imaging inspection standards, infrared thermal imaging cameras have been purchased. Regular inspections of electrical equipment will be conducted by designated personnel, with records maintained and tracked to ensure safe electricity usage in the factory.



(4) **Emergency Response:** Special health checks will be conducted for personnel exposed to noise and chemicals, as well as those handling products. The factory currently exceeds legal requirements by having dedicated nursing staff available for emergency injury treatment. Medical rooms and health management centers are established in each factory, equipped with emergency devices such as AEDs. Grape King Bio also regularly trains and retrain "first aid personnel" to become key members in handling workplace injuries.



4. Occupational safety training

Grape King Bio conducts periodic follow-ups and on-the-job occupational health and safety training to ensure that all operators, operational managers, and contractors complete their required on-job training hours. We also actively participate in external occupational health and safety training. In addition to organizing a variety of occupational health and safety training courses and emergency responses drills, we also conducted training on ISO 14001 and OHSAS 18001 standards using comprehensively designed training courses to ensure full implementation of relevant occupational health and safety procedures by our employees. In 2024, a total of 605 people participated in Grape King Bio's occupational health and safety training, which encompassed a total of 1,744 hours.

4.5.2 Evaluation of Occupational Safety Risks

I. Environment and safety assessments

Grape King Bio hopes to achieve control of related risks through execution of multiple projects and improvement plans. Starting in 2017, 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.

We set management goals for high-risk environmental and occupational health and safety factors identified from these assessments. In 2024, we implemented 14 management projects and invested an estimated NT\$650,000 to reduce possible EHS risks year by year. We also implemented specific projects for material environmental issues as well as occupational health and safety management risks.

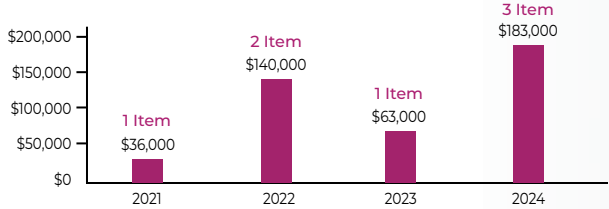
II. Sanitation and health assessments

1. Procedures to Prevent Diseases Caused by Abnormal Workloads

Through measures such as job redesign subsidies and professional consulting assistance, we effectively help individuals with physical and mental disabilities overcome work barriers and enhance their work performance. In the assessment of job redesign subsidy applications for middle-aged and older workers, a total of 6 subsidy facilities were obtained from 2022 to 2024, with a total amount of NT\$ 387,450.



Subsidy amount for middle-aged and older workers statistics



2. Assessment and management of human-induced hazards

To provide our employees with good work environments, help them maintain their health, prevent human-induced hazards, 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.



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. Grievance channels:

- (1) Internal suggestion box
- (2) Reporting and complaint hotline for internal and external personnel
 - (a) Reporting hotline: (03)4572121#1999
 - (b) Complaint hotline: (03)4582121#1995
- (3) Feedback via email or our website
 - (a) Mailbox for reporting complaints: companyopinion@grapeking.com.tw
 - (b) Mailbox for reporting grievances: employeeopinion@grapeking.com.tw

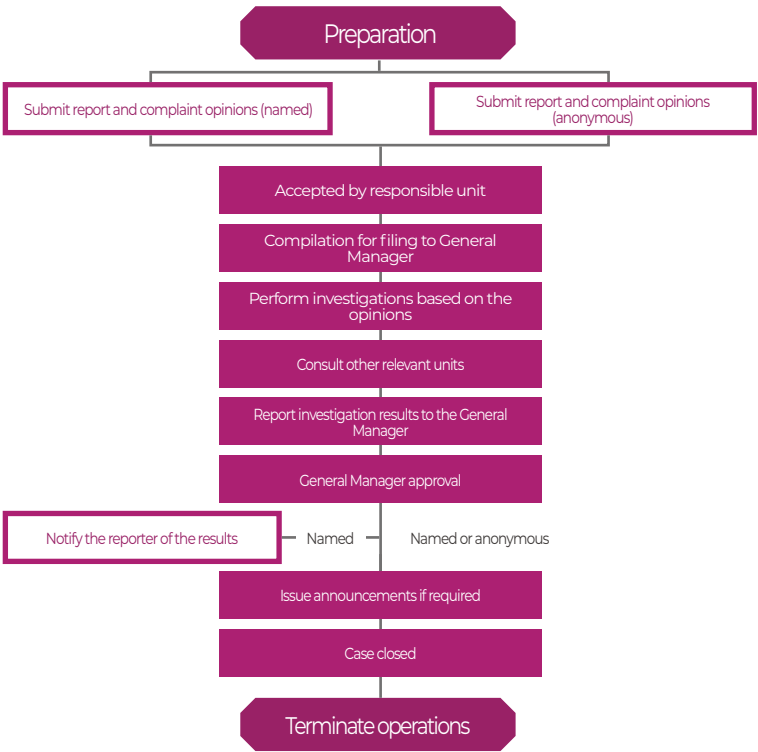
2. Incentive systems:

- (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 general manager; cases can only be closed following approval by the general manager. One grievance was reported in 2024.

Grievance handling regulations and procedures



4. Periodic labor-management meetings

In 2024, 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 24 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 2024, discussions and negotiations were conducted on proposal topics such as recruitment numbers for each unit, job transfer exams, and rotation mechanisms for typhoon days. 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 2024, we have published 12 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

In the third quarter of each year, Grape King Bio distributes questionnaires to survey topics on 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 2024, employee participation in the survey increased to 90%, with 80% of employees providing their names and overall satisfaction scores were 72.4. Satisfaction scores were highest for the “Company’s strong corporate image/reputation” aspect and lowest for the “Salary expectations and the fairness of the salary system” aspect. In response, we have gradually initiated both internal and external surveys and are preparing to optimize management mechanisms. Apart from the annual salary adjustment plan, we are also planning to adjust various measures to enhance the effectiveness of the survey and continue to build a happy workplace environment.

Results of the employee satisfaction survey				
Year	2022	2023	2024	
All	72.4	69.8	72.4	
Male	72.4	70.1	70.5	
Female	72.4	69.5	72.8	
Overall participation rate	91.6%	70.2%	90.3%	





GRAPE KING BIO



CH5

Social Prosperity

Target Formulation | 5.1 Academic Participation | 5.2 Community Development | 5.3 Care for the Disadvantaged | 5.4 Companionship and Assistance | 5.5 Care for the Elderly

Target Formulation

	Care for Children	Food for the Disadvantaged Program	Expand Social Influence
Progress achieved in 2024	In 2024, we completed a campus needs assessment for underprivileged children and conducted donations, contributing a total of NT\$1.43 million to 12 schools.	For the 2024 underprivileged meal program, we donated to three organizations, serving a cumulative total of 20,190 individuals.	1. In 2024, we have collaborated with four associations on social participation projects related to our core business. 2. We have confirmed the outcomes of all projects under each theme, including the resources invested and the number of beneficiaries.
Short-term Targets for 2025-2026	Donate at least NT\$1.40 million to schools for care of disadvantaged children.	Benefit at least 15,000 people under the Food for the Disadvantaged program.	1. Increase industry-related community investments plans. Focus on social aspects.
Mid-term Targets for 2027-2028	Donate at least NT\$1.5 million to schools for care of disadvantaged children annually.	Benefit at least 16,000 people under the Food for the Disadvantaged program.	1. Utilize our own technologies/expertise to develop long-term solutions to important issues (health, poverty, education, and so on). 2. Communicate benefits to stakeholders of social projects.
Long-term Targets for 2029 and beyond	Donate at least NT\$1.5 million to schools for care of disadvantaged children annually.	Benefit at least 16,000 people under the Food for the Disadvantaged program.	1. Calculate social impacts of social projects. 2. Strengthen specific community investments projects based on the results of social impact assessments.
Corresponding SDGs	 	 	  

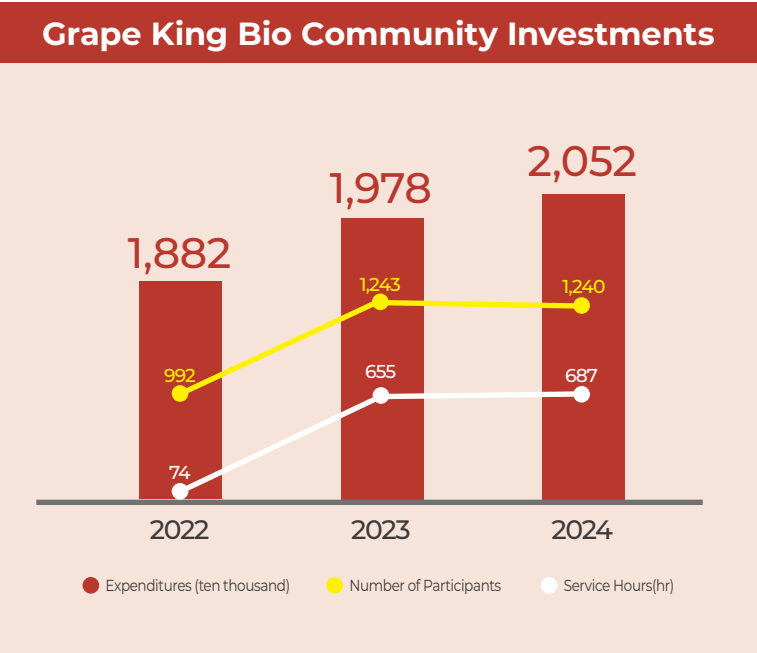
Social Inclusion

Community investments at Grape King Bio falls into five focus areas that form the cornerstone of our fulfillment of corporate social responsibilities.

Our philosophy for community investments: “Local investment, social contributions, and building social influence.”

- 1. Academic participation and strengthen competitiveness of future key talents
- 2. Community development and provide local support and care
- 3. Care for the disadvantaged and provide resources and counseling
- 4. Providing companionship and assistance to individuals targeted for self-reliance to enhance their daily living.
- 5. Care for the elderly and emphasize needs of senior citizens

We are committed to providing financial aid and learning resources to disadvantaged groups in society, and work to utilize our advanced bioscience technologies in continued research, development, and creation of products that will benefit society. We also plan to host and participate in various charitable activities to raise employee awareness of and involvement in social welfare. Grape King Bio community investments for the past three years are shown in the following table :



Note 1: Includes expenditures for donations to government institutions, other clubs, and communities.
Note 2: Includes expenses from the Tseng Shui Chao Welfare Charitable Foundation.

Grape King Bio Employee Participation

Grape King Bio is active in community investments and formed the Grape Volunteer Team in 2013, gathering like-minded employees to participate in volunteer activities. Volunteer activities were hosted during work hours and our senior managers led our colleagues in performing volunteer tasks. A total of 1,240 volunteers and 687 service hours were invested in community investment projects in 2024.

Focus	Academic Participation	Community Development	Care for the Disadvantaged	Companionship and Assistance	Care for the Elderly
Targets	Disadvantaged schoolchildren and adolescents	Neighboring communities around factories	Disadvantaged groups	- Individuals striving for independence - Women and children suffering from trauma - Physically or mentally disabled individuals	The elderly
Assistance Provided	- Financial support - Community sponsorships - Scholarships	- Long-term provision of local services - Support for schools and other institutes - Long-term care from volunteer teams	- Material and financial donations - Meal support and rural companionship	- Companionship and respite services - Independent living projects	- Care for the needs of elders and provide warm companionship - Enrich life activities
Social Influence	Enhance local children’s right to education	Promote mutual growth by providing assistance to local neighboring communities	Reduce inequality of social resources	Improve living standards for disadvantaged groups	Improve the health and wellbeing of the elderly

5.1 Academic Participation

5.1.1 Student Internships and Exchanges

We actively provide field trip opportunities to colleges and universities, and internships for winter/summer vacations and during semesters. A total of 212 students have interned at our factories over the past three years. This added to our intangible assets, allowed us to pass on our expertise to young students, helped students align with industry needs, and gave us a chance to screen and recruit excellent new employees. Currently, 15 of our previous interns have become full-time employees following graduation. The number of interns at Grape King Bio factories over the past three years are shown below:

Year	2022	2023	2024
Winter Vacation	23	20	16
Summer Vacation	40	35	24
During Semesters	32	10	12



5.1.2 Seed Talent Program (STP)

Grape King Bio emphasizes talent cultivation. Our Seed Talent Program (STP) provides young college and university students with opportunities to directly work on industrial projects while strengthening industrial-academic links. Our chairman personally guides Grape King Bio colleagues in leading students through all project stages from proposal to implementation, enabling them to gain practical experiences beyond academic textbooks. This program was initiated in 2014. As of 2024, a total of 144 interns have participated in this program and worked on 25 projects.

Each batch of student teams is given different topics that they work on from activity planning, design, production, and execution so that they can fully understand each implementation process and develop problem-solving capabilities.

Results for 2024:

- ◆One batch of students
- ◆Number of interns: 9
- ◆Resources invested: 256 hours of work time
- ◆Participating supervisors and units: Chairman, General Manager's office, ESG Committee (Social Welfare Implementation Team), Marketing Planning Section

5.1.3 Academic Sponsorships to Support Education for Schoolchildren

Support for the National Health Research Institutes

Grape King Bio has donated NT\$1.1 million to the Innovation and Incubation Center of the National Health Research Institutes for the cultivation and mentoring of startup teams from 2021 to 2024. By assisting and mentoring these startups, we aim to develop future collaboration opportunities with companies in various fields. Additionally, in 2024, we supported the NHRI Science Popularization Program with a donation of NT\$30,000 to promote scientific education to the public. Our company's nutritionists also participated in the "Healthy Aging Fun Fair" event to promote healthy living guidelines to the elderly.

Ren'ai Foundation

Starting from 2007, we at Grape King Bio made it our mission to care for local schoolchildren. We donate to the emergency relief funds of elementary and middle schools (Long Xing Junior High School, Pingzhen Junior High School, Zhongli Junior High School, Lung Gang Elementary School, Beishi Elementary School, and

others) each year, and have donated a total of NT\$6,900,000 as of year-end 2024. We are committed to helping disadvantaged schoolchildren gain an education, ensuring that their studies are not affected by external factors. We hope that our efforts can provide actual help to disadvantaged schoolchildren.

Grape King Bio Scholarships

We encourage talented youth from disadvantaged families to continue their studies and help to alleviate their worries. Grape King Bio scholarships for junior high and high school students were established in 2014 to support hardworking students. As of year-end 2024, we have sponsored a total of 16 high schools and 61 young students, donating a total of NT\$2,600,000 to help disadvantaged students continue to work hard on their studies. In the future, we hope to expand our scholarships so that we can also help college students and ensure that talent cultivation is not limited by external factors as part of our contribution to society.

Sponsorships of School Clubs to Encourage Diversified Development of Schoolchildren

Talent cultivation is not limited to academic studies, and we also attach great importance to student participation in school clubs. We encourage diversified development of schoolchildren and work to expand the scope of sports and arts activities. We supported 12 schools from 2013 to 2024, donating a total of NT\$6,404,000.

“Mini Grape Camp” Workplace Experiences

Grape King Bio has hosted a number of parent-child workplace experience activities and organized the first “Mini Grape Camp” during the summer vacation of 2020. The children of our colleagues were invited to experience workplace environments at our Pingzhen Factory. Children are always curious about where their parents work, so this creative “Mini Grape Camp” event allowed the children of our employees to understand Grape King Bio's culture as well as the environment and location where their parents work. On the day of this event, we not only introduced Grape King Bio, but also allowed these children to dress in clean room suits and experience air showers so they could understand their parents' work conditions. At noon, we invited these children to our employee canteen to taste the catered meals, following which there was a visit to our Tourist Factory, a scavenger hunt which communicated health concepts, and DIY chocolate and ice-cream activities. Our Chairman presented certificates to the children who finished the scavenger hunt, and also took a group photo to commemorate the event.

Grape King Bio attaches great importance to the children of our employees and will continue to host “Mini Grape Camps” in the future to bring happiness to these children. We continued to host the Mini Grape Camp in 2024 for a total of 85 attendees.

5.2 Community Development

5.2.1 Grape Volunteer Team

To promote social welfare, Grape King Bio formed the Grape Volunteer Team in 2013, gathering like-minded employees to participate in volunteer activities. Volunteer activities were hosted during work hours, and we provide flexible compensatory time for employees who are willing to participate in volunteer activities outside of working hours. Grape King Bio managers personally led the Grape Volunteer Team in performing volunteer tasks.

Social Volunteers

■ **Andrew Charity Association - volunteers for food boxes packaging**

In collaboration with this association, Grape King Bio's Chairman led the Pro-Partner volunteers to assist in sorting and packing food and resource boxes to feed disadvantaged children. We also invited one supplier to participate together. Since 2018, we have continuously participated in this volunteering activity for 6 years, totaling 9 sessions, with colleagues contributing 323 hours of service.

■ **Double Bliss Welfare And Charity Foundation - volunteers for Senior Sports Meet**

This year, our volunteers participated in the Senior Sports Meet organized by the Double Bliss Welfare And Charity Foundation, which combined sports and fun activities. This event aimed to assess the physical and cognitive training effectiveness of seniors through the participation of those with dementia accompanied by our volunteers. Since 2023, a total of 10 volunteers have contributed 30 hours of service.

■ **Chen Jen Institute for the Disabled - volunteers for outdoor activity companionship**

In 2024, the Grape Volunteer Team once again led colleagues to participate in outdoor activities for individuals with Down Syndrome. This year, our volunteer team accompanied 30 individuals with Down Syndrome on a day trip to visit the aquarium and experience the mysteries of the ocean world. This event aimed to provide opportunities for disabled people to experience a variety of leisure activities. Since 2013, we have continuously hosted this volunteering activity for 12 years, totaling 22 sessions, and supporting a total of 975 individuals from 5 social welfare organizations, with colleagues contributing 2,382 hours of service.

Environmental Volunteers

■ **Canvassing Event in the Community**

The Grape Volunteer Team has organized an annual canvassing event since 2018, but we temporarily suspended this event due to the pandemic in recent years. In 2023, we hosted once again the canvassing of areas around our factories to fulfill our corporate social responsibilities. We have continuously held this event for 7 years, totaling 6 sessions, with 525 colleagues contributing 1,004 hours of service.



■ **Taiwan Environmental Information Association - Natural Valley Habitat Maintenance Volunteer Activity**

This year, our Chairman led colleagues to participate in activities aimed at understanding Taiwan's natural ecology, eliminating exotic species such as Mikania micrantha, protecting and establishing low-altitude forests, promoting biodiversity, and demonstrating our commitment to "protecting biodiversity and natural habitats." Since 2023, a total of 42 volunteers have contributed 126 hours of service.

■ **Taiwan RE-THINK Environmental Education Association -Collaborative Beach Cleanup with Suppliers**

Grape King Bio's volunteers, along with our 11 suppliers and the Taiwan RE-THINK Environmental Education Association, joined our first beach cleanup event at Houcuo Harbor in Taoyuan and worked together to remove marine debris from the beach. Since 2023, a total of 85 volunteers have contributed 170 hours of service, clearing 353 kilograms of waste.



5.2.2 Community Care

Involvement of Local Communities

In 2024, we successfully conducted community interaction activities near our factories. Upholding our annual traditions, we sponsored key festivals, such as the Mid-Autumn Festival celebration, providing funding and gifts to share the joy with local residents. This year, we also partnered with Zhenxing Village in Zhongli District to support the Ghost Festival activities at Yimin Temple, making charitable donations to offer blessings to the community. Our other contributions included providing venues for neighborhood health check-ups, co-organizing blood donation drives with residents once every half year, and hosting canvassing events in the community, where both our funds and employee volunteers actively participated.

This year, we further promoted healthy living and active aging through a community walking event open to all residents. The event received an overwhelmingly positive response, with a total of 240 participants, including employees, community members and their families. Apart from achieving fitness goals, participants also gained valuable insights into food safety and health, effectively sharing our values with the community.



Mother's Day Pop-Up Charity Event

We learned that roses handmade by Down syndrome individuals lacked a sales channel, so we organized an event which gifted flowers to elementary schools and invited our colleagues to support the “Chensenmei Social Welfare Foundation.”

These Mother’s Day gifts taught young children about charity, helping others, cherishing what they have, and making contributions. From 2019 to 2024, a total of 8 recipient organizations have been served, benefiting a cumulative total of 5,669 individuals.

"Save the Earth with A Low-Carbon Diet

World Earth Day Activity

Starting in 2017, Grape King Bio began hosting “Save the Earth with A Low-Carbon Diet” activities at all factories. We began promoting concepts relating to low-carbon diets and environmental protection to our employees beforehand, and low-carbon lunches were served on World Earth Day and World Food Day. We also worked with “Ruth Society for Disability Services” on these days to source organic vegetables grown by individuals with Down syndrome. In 2024, a total of 970 participants attended from the entire factory across 2 events. As of 2024, over the course of 6 consecutive years, a total of 11 events have been held, with a cumulative attendance of 4,890 participants.

Faith for Animals (High-intensity stray sterilization project)

Starting in 2020, we began working with Faith for Animals to carry out a high-intensity sterilization project on stray dogs in Taoyuan City, which we hoped to help to sterilize stray female dogs, reduce problems caused by stray dogs, greatly lower social costs, and prevent countless animals from suffering. We achieved our goal of sterilizing more than 80% of stray female dogs in Taoyuan City. As of 2024, provided such services for over 2,100 times.

Other local community items in 2024 were as follows:

Sponsored physical examinations

Provided site, manpower, material support, and electricity for physical examinations of Zhenxing Village residents near the Zhongli Factory.

Blood drives

We have hosted blood drives since 2018. Borough heads of regions near our Zhongli Factory and Pingzhen Factory were invited to help us promote these events. As of 2024, we have cumulatively hosted 19 events attended by 1,265 employees and local residents, collecting 1,797 bags of blood.

Online charity stalls

We invited local social welfare organizations in Taoyuan to set up online stalls on our website. A total of 3 organizations were invited to our 3 events.

Spreading love in the community

Grape King Bio began purchasing handmade Moon Festival gift boxes from bakeries run by disabled people starting in 2018. We have now worked with 7 associations for disabled people resulting in a total procurement of 1,290 boxes. In 2024, we purchased 150 gift boxes from the Baby Development Center and gave these out to neighboring communities.

In 2024, our expenses for sponsorships and environmental improvement activities came to NT\$2,632,384. Our investment items and expenditures over the past three years were as follows:

	Item	2022	2023	2024
Sponsorships	Dragon Boat Festival Gifts	480,162	538,929	557,802
	Moon Festival Gifts	540,327	546,618	558,501
	Various Activities	251,070	226,605	263,391
Zhongli Factory	Zhenxing Village-Moon Festival Cash Gifts	100,000	100,000	100,000
	Zhenxing Village-Community Safety	200,000	200,000	200,000
Pingzhen Factory	Beixing Village-Moon Festival Cash Gifts	100,000	100,000	100,000
Subtotal		1,671,559	1,712,152	1,779,694
Environmental Improvements		83,000	707,700	852,690
Total		1,754,559	2,419,852	2,632,384

Local Community Sponsorship and Environmental Improvement Initiatives

1. Each factory shares festival gifts with nearby communities during the Dragon Boat Festival and Mid-Autumn Festival.
2. Sponsored Moon Festival dinner parties in Longxing, Longde, Zhenxing, and Beixing villages in Taoyuan City.
3. Community cleanup activities in Beixing, Zhenxing, and Longxing villages in Taoyuan City.
4. Local community donation for the Zhongyuan folk activities in Zhenxing Neighborhood, Taoyuan City.
5. Sponsorship of beverages for the Ice Skating Association's Presidential Cup.
6. Sponsorship of beverages for local council members' blood donation activities.
7. Noise improvement project for the sewage pump at the Pingzhen factory.
8. Improvement project for rainwater collection at the Pingzhen factory.
9. Odor improvement project for wastewater environment at the Zhongli factory.

5.3 Care for the Disadvantaged

5.3.1 Food Assistance

Meal Packages

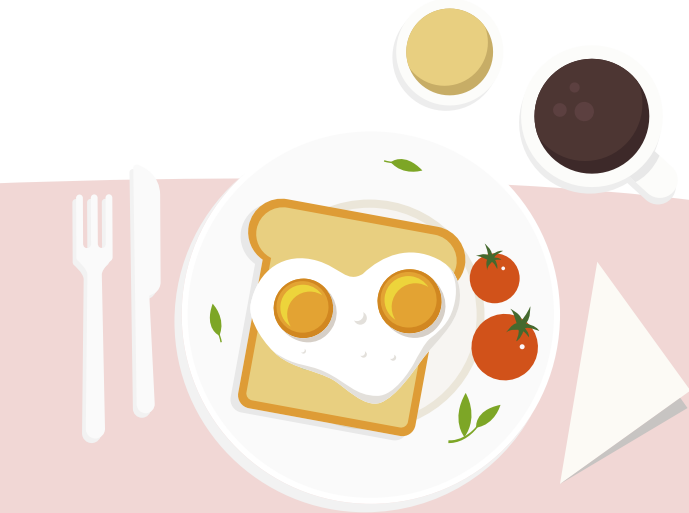
Starting in 2017, Grape King Bio began working with Andrew Charity Association to make regular donations of foods and other resources. As of 2024, we have donated a total of 3,900 food and resource boxes, helped 9,400 families, and assisted 15,600 people.

Winter and Summer Vacation Meal Coupons

Schools are closed during winter and summer vacations, and therefore no school lunches are provided. Starting in 2018, Grape King Bio began working with the World Peace Association, providing donations to set up meal services for disadvantaged children during the winter and summer vacations, enabling them to redeem food coupons for regular meals so that they would not go hungry. As of 2024, we have supported 546 students and provided 22,800 instances of service of service.

Charity Breakfast Program

Starting in 2020, we began supplying nutritious daily breakfasts to disadvantaged children and youth living in rural areas of Tainan City by donating NT\$50 each day to purchase their breakfasts, providing them with breakfasts during the semester, weekends, and summer and winter vacations so they could maintain their strength for learning, enhance their learning capabilities, and increase their future competitiveness. In 2024, we made donations to 36 disadvantaged children in 3 schools and supplied 13,140 meals. As of 2024, we have assisted 129 disadvantaged children and supplied 47,085 meals.



5.3.2 Medical and Healthcare Assistance

Grape King Bio collaborated with various units in 2024 to provide medical care-related assistance as follows:

Medical Resources Subsidies

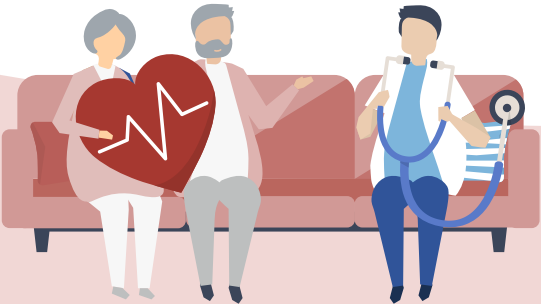
Grape King Bio worked with the Huizhong Medical Relief Foundation to provide medical subsidies to disadvantaged patients at the Taipei Veterans General Hospital Taitung Branch so they could enjoy equal opportunities for healthcare even though they were unable to pay their medical expenses. As of 2024, we have assisted 128 people.

Breast Cancer Patient Subsidy

Since 2021, Grape King Bio has donated to the Taiwan Clinical Oncology Research Foundation for “Breast Prostheses and Brassiere Assistance” and “Assistance Specific Fund” projects to assist more breast cancer patients in regaining balance, confidence, and beauty, as well as to help those who are financially unable to afford medical expenses enjoy equal opportunities for healthcare. As of 2024, we have assisted a total of 116 individuals.

Annual program for epidermolysis bullosa patients

Starting in 2019, we began supporting Dystrophic Epidermolysis Bullosa Research Association Taiwan, collecting medical items required by patients with moderate to severe epidermolysis bullosa and providing home care services for patients with severe epidermolysis bullosa to reduce the burdens on their families. As of 2024, we have assisted 2,186 people.



5.3.3 Learning Support for Rural Regions

Reindeer Island Tour

Starting in 2016, Grape King Bio began collecting Christmas boxes for disadvantaged schoolchildren in rural schools through the “Reindeer Island Tour” project to provide mental support for these children and promote moral education while spreading warmth and happiness. We also funded facilities required by rural schools to fill resource shortages. As of 2024, we have donated Christmas boxes to 1,425 people, and purchased facilities and equipment for 27 rural schools.

Christmas Wish Project

Starting in 2017, Grape King Bio began hosting a series of Christmas events for children, seniors, disabled people, and women, to help beneficiaries of different institutes experience warmth and enjoy this festival. We hope that these events can bring more people together to care for disadvantaged groups and expand our social influence. As of 2024, we have assisted 100 organizations and more than 6,600 people, and donated a total of NT\$7.53 million.

Experiential Activities and Wishlists for Disadvantaged Schoolchildren

When providing support to local schoolchildren, Grape King Bio discovered that many disadvantaged schoolchildren came from families who could not afford to pay school fees and were unable to give these children normal childhoods. Therefore, we began organizing “Mini Grape One-Day Tour” experiential activities starting in 2014, enabling schoolchildren to experience diverse lifestyles, build their confidence, and cultivate gratitude and care for others. These activities enhanced parent-child interactions and gave the children hope for the future. We also began organizing “Wishlist” activities starting in 2016 to fulfill the wishes of these disadvantaged schoolchildren, bringing them hope for the future and helping to provide them with daily necessities. As of 2024, we have assisted 682 people.

Ti-Hwei Children's Home

Ti-Hwei Children's Home is a private orphanage located in Tianmu (Taipei) which attaches great importance to sports education and believes that children should learn by doing and reflecting. They host outdoor adventure camps every year during the summer vacations to help their residents learn independence. Grape King Bio began supporting these experiential camps in 2015. Each year, our colleagues serve as corporate volunteers and participate in these activities alongside the children. As of 2024, we have assisted 113 people, invested 813 volunteer service hours, and donated NT\$3,730,000.

5.4 Companionship and Assistance

5.4.1 Care and Independence for Disabled People

Companion Care and Respite Services

Grape King Bio hosted a series of “Companionship & Respite” activities starting in 2013 and provided volunteer companions for individuals with Down Syndrome. This not only provided opportunities for positive social interactions, but also helped institute caregivers. As of 2024, we have continuously hosted this volunteering activity for 12 years, totaling 22 sessions and supporting a total of 698 individuals from 5 social welfare organizations, with 2,382 hours of voluntary service.

Items related to assistance for disabled people in 2024 were as follows:

Monetary Donations for Patients with Down Syndrome

Canaan Disability Home cares for severely disabled patients from disadvantaged families. Starting in 2017, Grape King Bio helped these patients with Down Syndrome plant gardens and participate in green healing classes by planting fruit trees. These patients weeded, plowed soil, applied fertilizer, and achieved green healing by caring for their farms. They also sold the Yuherbau litchis and used the proceeds thereof as monetary donations for severely disabled individuals to purchase daily necessities. As of 2024, we have assisted a total of 288 individuals.

Hope Farm - Assistance for Children with Developmental Delay

Starting in 2018, Grape King Bio donated organic fertilizers to the Hope Farm of Ruth Society for Disability Services for six consecutive years, aimed at providing vocational training in vegetable cultivation for children with developmental delay. This donation helps them acquire valuable expertise, ensures the stability of vegetable production at the Hope Farm, facilitates the supply of vegetables to their organization and potentially enables external sales. As of 2024, we have assisted a total of 847 individuals.

Arts promotion for disabled people

Starting in 2020, Grape King Bio began making donations to the Arts Promotion Association for the Disabled R.O.C. to support accessible arts and provide diversified employment opportunities for disabled people. As of 2024, we have assisted a total of 533 individuals.

Assistive Devices

Starting in 2020, Grape King Bio worked with the Eden Social Welfare Foundation to purchase assistive devices for disabled people. We aim to provide support to those with disabilities in vocational, psychological, leisure, and other aspects and help them achieve autonomy and self-reliance based on the concept of independent living. As of 2024, we have assisted a total of 10,464 individuals.

Life Skills Training and Diversified Support Services

Since 2018, Grape King Bio has donated to Taoyuan City organizations such as the Renyou Sanatorium, the Happiness Social Welfare Foundation, and the Baby Development Center to improve the living conditions of individuals with Down Syndrome, with the hope of enabling disabled individuals to care for themselves and alleviate barriers. As of 2024, we have assisted a total of 108,904 individuals.

5.4.2 Self-Reliance for Women Care and Assistance for Abused Women

In recent years, the topics of sexual assault and domestic violence have received increasing attention. Grape King Bio worked with the Taipei Women’s Rescue Foundation, Garden of Hope Foundation, and Modern Women’s Foundation to provide assistance and support by hosting lectures related to law and psychological support. We have also hosted long-term companionship workshops to help abused women become self-reliant. Starting from 2022, we supported the Garden of Hope Foundation and helped women realize their strengths and support each other through annual returns to their parental homes. These activities helped the women understand that they were not alone, established a support system, and encouraged them to build brighter futures. From 2018 to 2024, a total of 6,670 service instances were provided.



5.5 Care for the Elderly

5.5.1 Care for Seniors

Starting in 2018, Grape King Bio assisted the Hondao Senior Citizen’s Welfare Foundation in extending their safety net to provide care for the hungry and malnourished. We also delivered meals for elderly people living in 11 administrative districts in Taichung City who were underprivileged, lived alone, or had mobility issues. As of 2024, we have assisted 111 elders and supplied 13,774 meals.

Grape King Bio also continues to support the Hondao Senior Citizen’s Welfare Foundation in promoting sports activities for elders and encouraging seniors to exercise. We formed a baseball league platform and formulated competition rules for elders, giving them a chance to leave their homes and step into baseball stadiums. We began hosting baseball tournaments for seniors starting in 2019, and our colleagues also formed teams to play against these seniors. As of 2024, we have hosted 5 games, assisted 197 people, and invested 246 service hours.

5.5.2 Companionship for Lunar New Year

Grape King Bio provides care to disabled, demented, and dependent seniors. We have continued to care for disadvantaged seniors living alone since 2016. Our volunteers care for and visit these seniors, personally delivered Lunar New Year meals, and assisted the Huashan Social Welfare Foundation in organizing a year-end banquet so that these seniors could feel our love and care on the eve of Lunar New Year. As of 2024, we have assisted 3,380 people, and made cumulative donations of NT\$3.91 million.

Starting in 2019, Grape King Bio launched “Happy Charity Boxes” containing worship items for Ghost Festival. We have also worked with Huashan Social Welfare Foundation to assist elders living alone in communities around our Pingzhen and Zhongli factories, providing meal assistance to elders living in Jinling Road and Longgang District to prevent them from going hungry. As of 2024, we have assisted 180 people.

In 2024, Grape King Bio worked with different organizations on the following senior care program:

Senior Health Program

Since 2021, Grape King Bio has been working with the Double Bliss Welfare and Charity Foundation to provide gym training for frail and demented seniors in the community, helping them fend off or delay the development of disabilities or dementia. We maintain a ratio of 3:1 for seniors and youth coaches while providing in-depth health and nutrition information that can effectively help prevent disabilities and delay dementia. In 2023, the foundation further hosted the Senior Sports Meet, which combined sports and fun activities. Our volunteers accompanied seniors with dementia to participate in this event to assess their physical and cognitive training effectiveness. As of 2024, we have assisted a total of 2,256 individuals.



GRAPE KING BIO



CH6

Green Environment

[Target Formulation](#) | [6.1 Grape King Bio Climate Actions Under the Task Force on Climate-Related Financial Disclosures \(TCFD\)](#) | [6.2 Management of Energy Resources and Greenhouse Gases](#) | [6.3 Management of Water Resources](#) | [6.4 Waste Management](#) | [6.5 Biodiversity](#)

Target Formulation

	Energy and Process Water Management	Wastewater Management	Management of Toxic Substances and Waste
Progress achieved in 2024	1. The electricity savings reached 1,582,324 kWh, resulting in a reduction of carbon emissions by 781,668 kg CO₂e, with an average electricity savings of 5.5% for the three factories compared to the 2023 electricity consumption. 2. The Longtan factory generated 178,611 kWh of solar power, reducing carbon emissions by 88,233 kg CO₂e, and obtained 177 renewable energy certificates. 3. The Pingzhen factory accumulated a total of 900,000 kWh of green energy supply, securing 900 renewable energy certificates. 4. The Zhongli factory successfully completed the Ministry of Economic Affairs' Energy Saving Project Subsidy Program on schedule, achieving an overall energy saving rate of 39.5%, exceeding the target of 33.2%.	1. In 2024, 100% of wastewater met regulatory discharge standards, with an average Chemical Oxygen Demand (COD) that is 30% better than the standard. 2. Wastewater discharge: The Zhongli factory reduced discharge by 19,739 tons, a decrease of 13%. The Pingzhen factory increased discharge by 1,842 tons, an increase of 9%.	1. In 2024, eight waste disposal factories have been audited and are operating legally (annual target: at least once per year). 2. Enhancing the value of sludge reuse: Food sludge has been repurposed as R-0902, reducing environmental burden, with 204.3 metric tons cleared in 2024. 3. Increasing the resource recovery rate: We have identified a recycling channel for waste plastic (R-0201) and are currently executing the cleanup, with 20.01 metric tons cleared in 2024.
Short-term targets for 2025-2026	1. Continue to promote energy conservation and set targets for a total energy saving of 462,657 kWh and a carbon reduction of 228,552 kg CO₂ e (energy saving rate of 1.5%) for our four factories based on the 2023 reference year. 2. Transfer solar power to our Pingzhen Factory and Zhongli Factory, and target to transfer 1,440,000 kWh in 2025. 3. Implement the ISO 50001 Energy Management System and obtain SGS certification at our Longtan Factory. 4. Establish an energy visualization system, along with energy-saving maps and categorized measure lists for our four factories. 5. Achieve water savings exceeding 2% of the 2023 water usage across our four factories.	1. Ensure all wastewater is legally discharged and the quality of water discharge exceeds average Chemical Oxygen Demand (COD) standards by 35%. 2. Reduce the average amount of water discharge by more than 2%. 3. Implement the following initiatives: (1) Improve wastewater pipelines and catch basins at our Zhongli Factory to enhance emergency response capacity; (2) Replace the roots blowers with air bearing blowers at our Pingzhen Factory to optimize equipment energy efficiency and reduce carbon emissions; (3) Install fine screening conveyor equipment at our Yungfeng Factory to improve personnel operational efficiency.	1. Conduct at least 8 audits of waste disposal and reuse vendors per year. 2. Enhance the reusability value of sludge and reuse food sludge (waste code R-0902) to reduce environmental impacts. 3. Enhance the reusability value of waste plastics and reuse waste plastics (waste code R-0201) to reduce environmental impacts. 4. Enhance the reusability value of waste cooking oil and reuse waste cooking oil (waste code R-1702) to reduce environmental impacts.
Mid-term targets for 2027-2028	1. Continue to promote energy conservation and set targets for total energy saving of 462,657 kWh and a carbon reduction of 228,552 kgCO₂ e (energy saving rate of 1.5%) for our four factories based on the 2023 reference year. 2. Increase total tap water usage at all four factories by no more than 3% compared to 2023. 3. Plan to upgrade the air handling units at our Pingzhen Factory by replacing traditional belt-driven fans with EC fans to reduce electricity consumption. 4. Gradually increase renewable energy consumption and achieve a target of over 5% of renewable energy consumption across all four factories.	1. Ensure all wastewater is legally discharged and the quality of water discharge exceeds average Chemical Oxygen Demand (COD) standards by 40%. 2. Reduce the average amount of water discharge by more than 3%. 3. Actively obtain ISO14001 and other environmental management system certifications (Pingzhen Factory has certified; plan to obtain ISO14001 at our Yungfeng Factory). 4. Continuously implement improvement plans for wastewater pipelines and catch basins at each factory.	1. All waste disposal vendors hold legal licenses. 2. Reduce waste and target domestic waste reduction at all factories by 1-3%. 3. Actively obtain ISO14001 and other environmental management system certifications.
Long-term targets for 2029 and beyond	1. Continue to promote energy conservation and set targets for a total energy saving of 462,657 kWh and a carbon reduction of 228,552 kg CO₂ e (energy saving rate of 1.5%) for our four factories based on the 2023 reference year. 2. Gradually increase renewable energy consumption and achieve a target of 5-15% of total renewable energy consumption across all four factories. 3. In 2029, increase natural gas usage at our all 4 factories by no more than 5% compared to 2023. 4. In 2029, increase total tap water usage at all four factories by no more than 4% compared to 2023.	1. Ensure all wastewater is legally discharged and the quality of water discharge exceeds average Chemical Oxygen Demand (COD) standards by 40%. 2. Continue to reduce the average amount of water discharge by more than 4%. 3. Achieve company-wide environmental protection targets and become an environmentally friendly enterprise. 4. Obtain awards related to environmental protection.	1. Achieve company-wide environmental protection targets and become an environmentally friendly enterprise. 2. Obtain awards related to environmental protection.
Corresponding SDGs	13 Climate Action	12 Responsible Consumption and Production 13 Climate Action	12 Responsible Consumption and Production 15 Life on Land

Director of Manufacturing
Division
Yi-Ru Hu



Grape King Bio strives to co-exist with nature. Our manufacturing processes incorporate energy-saving, carbon-reduction, water-saving, and waste-reduction concepts into all stages of product life cycle to minimize environmental impacts.

6.1 Grape King Bio Climate Actions Under the Task Force on Climate-Related Financial Disclosures (TCFD)

Recognizing the urgent issue of global climate change, Grape King Bio has adopted the "Task Force on Climate-related Financial Disclosures" (TCFD) recommendations issued by the Financial Stability Board (FSB) since 2020. This framework is used to assess the impact of climate change on Grape King Bio, identify climate-related risks and opportunities, and mitigate and manage the effects of environmental changes on the company. In 2021, we became the first health care industry in Taiwan to officially sign on as a TCFD Supporter. In 2023, we initiated the Science-Based Targets initiative (SBTi) to set a 1.5°C target, and we successfully passed the target review in 2024. As a member of RE100 and an expert in caring for the health of the public, we are committed to fulfilling our responsibilities to the environment and the planet.

1. Governance

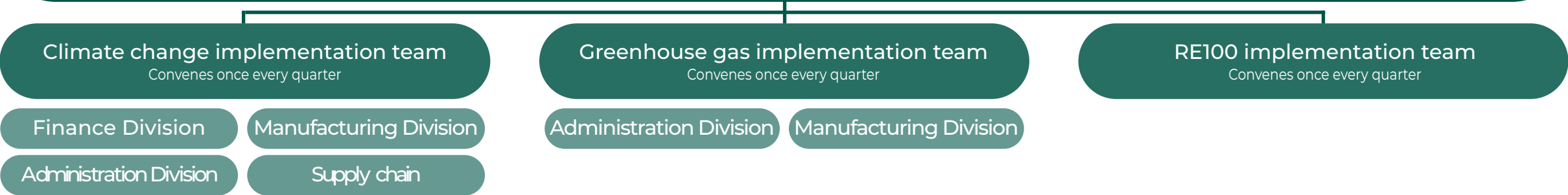
We stay highly attentive to our climate change risks and opportunities to ensure that we fulfill our responsibilities to society, the environment, and all our stakeholders. All members of our management team from our chairman to senior managers consider climate change to be an important corporate issue and work to monitor and manage climate topics using an effective governance framework.

Additionally, we actively participate in industry initiatives associated with sustainability and climate change. We joined related associations, and our chairman serves as a director of the Taiwan Center for Corporate Sustainability (TCCS). The mission of this organization includes “addressing the challenges of climate change, mitigating overexploitation, minimizing environmental impact, and safeguarding a sustainable ecological habitat,” which aligns with our commitment to mitigating climate change. Our chairman attends quarterly director meetings and collaborates with other enterprises to discuss strategies for addressing climate change.



Sustainability and ESG Committee

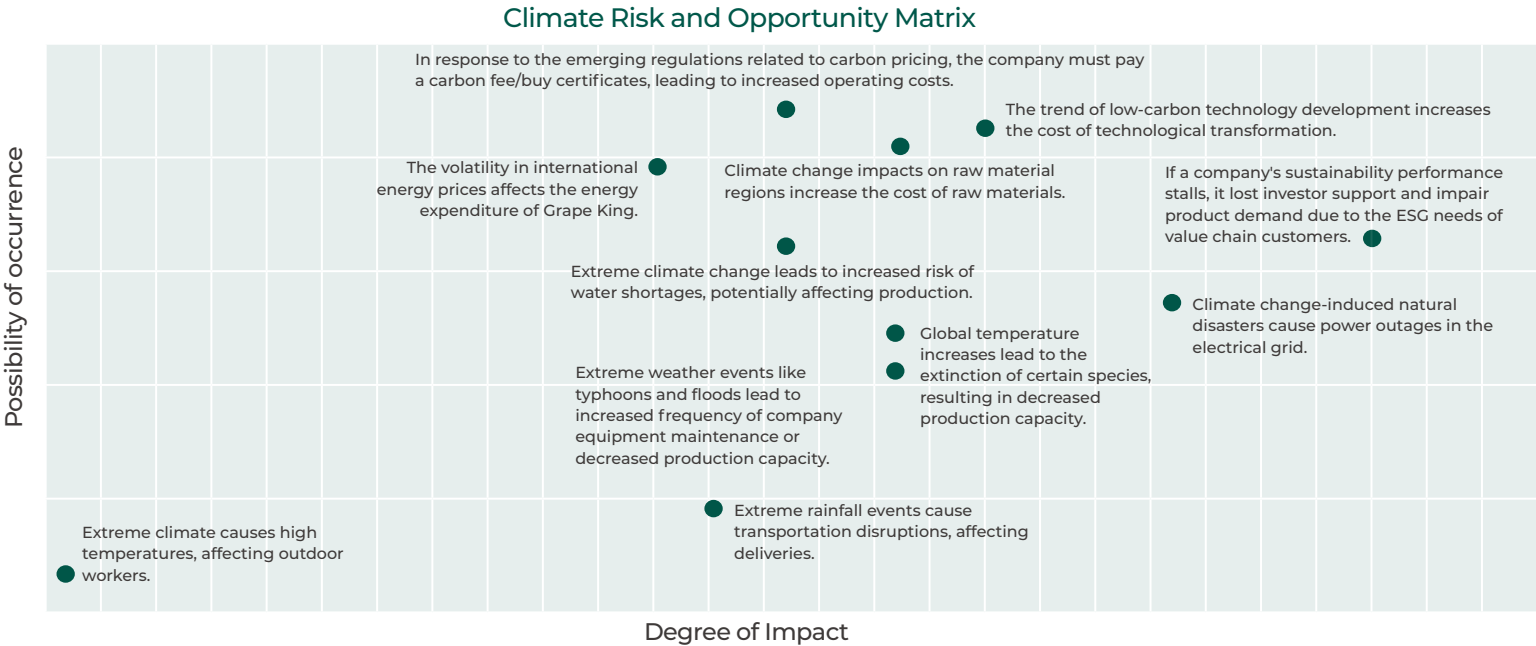
The Chairman serves as the Chief Commissioner of the Sustainability and ESG Committee. Under the ESG Committee, there are project groups, including those focused on climate risks, greenhouse gas issues, and the RE100 implementation group. These groups meet at least once a quarter and are responsible for setting the company's targets and actions on these issues. The relevant units coordinate and communicate with the departments involved according to the requirements and suggestions of the current period, obtaining related information, and regularly review and report on the implementation results and direction of improvement to the Chairman and the Board of Directors.



2. Strategies

Grape King Bio conducts an annual assessment of climate-related risks and opportunities. Regarding the assessment results for 2024, we will update the information on the new year's climate-related risk and opportunity identification and analysis results on our official website in mid-2025. Below are the assessment results from the previous year, 2023:

The Sustainability and ESG Committee invited the heads and executives of each implementation team to assess the current major climate risks and opportunities faced by Grape King Bio through the TCFD questionnaire in 2023. We collected a total of 20 responses and used these to build a TCFD climate change risks and opportunities matrix as shown below:



Additionally, regarding timelines and financial impacts of climate risks and opportunities, we use the following definitions based on consensuses reached by internal and external experts and internal managers:

Timeline

Short-term	2024-2025
Mid-term	2026-2030
Long-term	2031-2050

Level of Financial Impacts

Material	5% of net profits before tax in 2022
High	3.75%-5% of net profits before tax in 2022
Medium	0.25%-3.75% of net profits before tax in 2022
Low	0.25% of net profits before tax in 2022

Climate Related Risk and Opportunity Analysis

Grape King Bio considers the "degree of impact" and "likelihood of occurrence" of climate-related risks and opportunities for prioritization and setting threshold value for materiality. Therefore, we have identified four major climate-related risks and one climate-related opportunity.

Climate Related Risks		Transition-Market	Transition-Costs to transition to lower emissions technology	Transition-Mandates and Regulation of Existing Products and Services	Transition-Reputation
	Description	In response to customer demand, international advocacy, and the company's own set emission reduction targets , our factories continue to increase the use of renewable energy, leading to a rise in operational costs.	To adapt to the development of low-carbon technology, Grape King Bio needs to use recycled materials in product packaging, which increases the cost of lower emissions technology.	To achieve our carbon reduction goals, operational costs have increased.	In response to the ESG demands of customers in the value chain, if the company's sustainability performance does not progress, it could lose favor with investors and impact product demand.
	Timeline	Short to mid-term	Short to mid-term	Mid- term	Mid-term
	Level of financial impacts	Medium to high	Medium to high	Medium to high	Medium to high
	Financial impacts	Increased operating costs	Capital investments in technology development	Increased operating costs	Reduced revenue from decreased demand for goods/services
	Response Measures	Grape King Bio joined the RE100 in 2019. We plan to achieve our first-stage target of 15% renewable energy consumption by 2030 and achieve full use of renewable energy by 2035. In 2024, we achieved an average 5.5% energy saving across all three of our factories. Moreover, we completed the installation of our solar photovoltaic system at the Longtan Factory in November 2022, which generated 384,376.2 kWh of cumulative electricity. Additionally, we made a cumulative purchase of 1,800,000 kWh of renewable energy by December 2024.	We actively work to reduce the environmental impacts from our product lifecycles. In terms of sustainable packaging, recyclable plastic materials are one of the main packaging products used by Grape King Bio, and we will continue to increase recycling sites. We also continue to assess and develop products which use packaging made from plastic-free paper materials and recyclable materials.	In 2022, Grape King Bio established four strategies to prevent stockouts, including completion rates of customer orders, Pro-Partner’ s continuous supply goals, raw materials and spare components assessment goals, response rates of sustainability self-assessment surveys from significant suppliers, and SIMP promotion rates. For more information, please refer to 2.1.1 Procurement Strategy.	In response to the heightened focus of investors on the ESG performance of the company, Grape King Bio is proactively addressing this issue. To meet investors' expectations and maintain market competitiveness, we have been striving to improve our ESG performance, enhance communication with investors, and incorporate feedback into our strategic planning.
Climate Related Opportunities		Access to new markets			
	Description	Expand ESG disclosures to attract investor interest: In the face of climate change, Grape King Bio is responding to global climate goals by committing to join the RE100 initiative and disclose information through TCFD (Task Force on Climate-related Financial Disclosures). This allows investors to better understand the company's emphasis and actions on climate change-related issues, gaining their attention.			
	Timeline	Short to mid- term			
	Level of financial impacts	Medium to High			
	Financial impacts	Increased revenues through access to new and emerging markets.			
	Response Measures	In response to the impacts of climate change, Grape King Bio has pledged to join the RE100 initiative and has signed on as a TCFD (Task Force on Climate-related Financial Disclosures) Supporter to disclose information. This demonstrates our commitment to global climate goals and underlines our focus on climate change risk.			

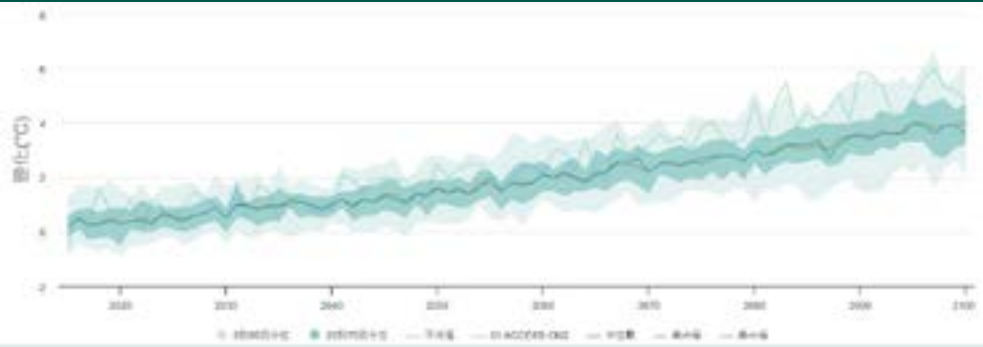
Physical Risk Climate Scenario Analysis

Grape King Bio is concerned about climate-related issues, utilizing the AR6 statistically downscaled data proposed from the Taiwan Climate Change Projection Information and Adoption Knowledge Platform (TCCIP) to run analyses in Taoyuan City (where main production bases of Grape King Bio and Pro-Partner are located) to understand the “changes in annual maximum value of daily maximum temperature (Note 1)” and “rate of change in annual maximum 1-day precipitation (Note 2)” under the worst-case scenario (SSP5-8.5). Compared with the base period (1995-2014), Taoyuan City is expected to see an average rise in temperature of 1.6°C and reach maximum temperatures of 35.4°C in 2050.

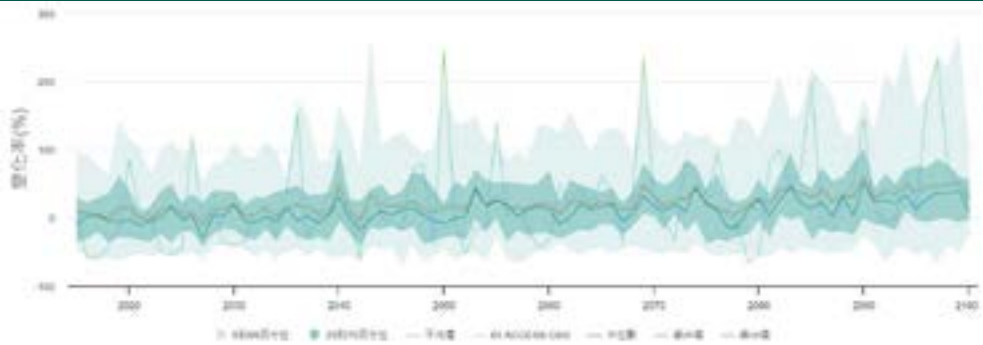
Research conducted by Academia Sinica based on information taken from the National Health Insurance Research Database shows that the number of days where the temperature was higher than 34°C has increased, and this has increased the number of emergency patients suffering from heat stroke and other associated conditions.

Additionally, the rate of change in annual maximum 1-day precipitation will increase by 13.8% in 2050, reaching 213.5 mm, thereby increasing the risks of “short-duration intense rainfall.” Current municipal drainage systems may not be able to drain the excess water in a timely manner, so cities and factories are at risk of flood, and people outdoors may be at risk of emergencies.

Annual maximum value of daily maximum temperature in Taoyuan city under SSP5-8.5 scenario; Subtitle: Observational base period: 33.8°C



Annual maximum 1-day precipitation in Taoyuan city under SSP5-8.5 scenario; Subtitle: Observational base period: 187.6mm



Based on the aforementioned analysis, Grape King Bio has established the following strategies:

Item	Strategy
Increased likelihood of heat injuries in employees	• We conduct an annual scenario analysis every year to analyze the management systems at our factories so we can understand the conditions, risks, and opportunities faced by factory personnel and propose improvement plans based on these issues. • We facilitate regular health checks for our employees. • Our chairman signed a workplace health promotion declaration, and we continue to host occupational health and safety activities each year to help our employees build their safety inspection, emergency first-aid, and health management capabilities.
Increased likelihood of short-duration intense rainfall	• We continue to evaluate flood prevention measures at our factories and strengthen our responses to acute flooding disasters. • We monitor water conditions using real-time information provided by the Water Resources Agency and formulate corresponding countermeasures.

Note:
1. Maximum daily high temperature: The maximum value of the daily high temperature within a year, measured in °C.
2. Annual maximum one-day rainfall change rate: The maximum value of daily rainfall within a year, measured in millimeters.

3. Risk Management

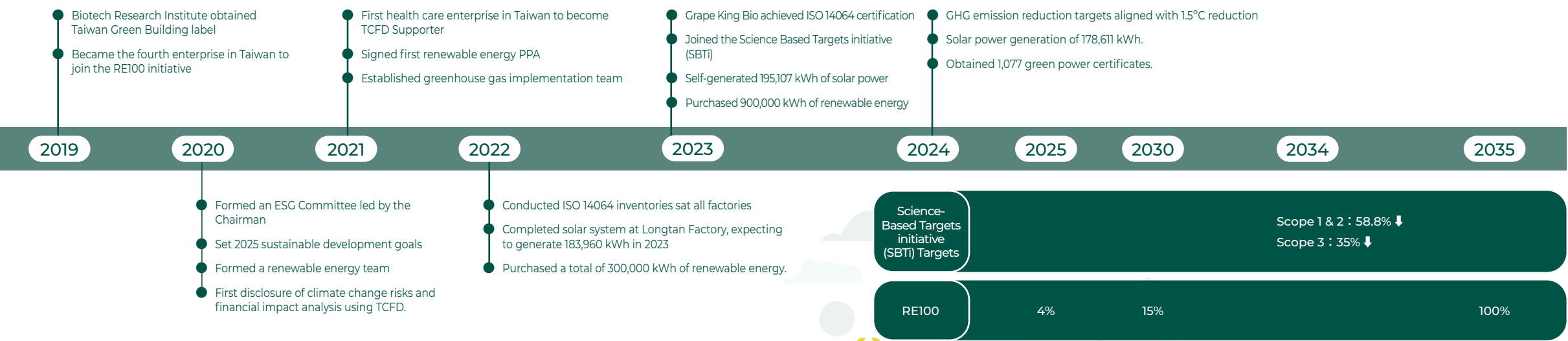
Climate change related issues are reported twice a year in the committee meetings by our Climate Change Implementation Team and Greenhouse Gas Implementation Team under the "Sustainability and ESG Committee". Additionally, we are also planning to organize a “Risk Management Committee” to manage responses to climate risks. In terms of processes for identifying and assessing risks, we currently use a bottom-up approach where frontline units report on-site climate issues and formulate related strategies (please refer to the Chapter 3: listed companies’ climate related information in our 2024 Annual Report for further information).

4. Metrics and Targets

Grape King Bio is a company with many food manufacturing factories. Therefore, energy usage, greenhouse gas emissions, water consumption, and waste management are all indicators that have direct impacts on operations (please refer to 6.2 Management of Energy Resources and Greenhouse Gases, 6.3 Management of Water Resources, and 6.4 Waste Management). Please refer to the following image for information on our timeline of climate change responses, future plans, and targets:

Grape King Bio Science-Based Targets initiative (SBTi) Targets

In 2024, Grape King Bio established targets aligned with the 1.5°C reduction pathway based on the Net-Zero Standard released by the Science Based Targets initiative (SBTi) at the end of 2021, officially receiving SBTi recognition in the same year, successfully passing the review of our Science-Based Targets.



Grape King Bio Science-Based Targets initiative (SBTi) Targets

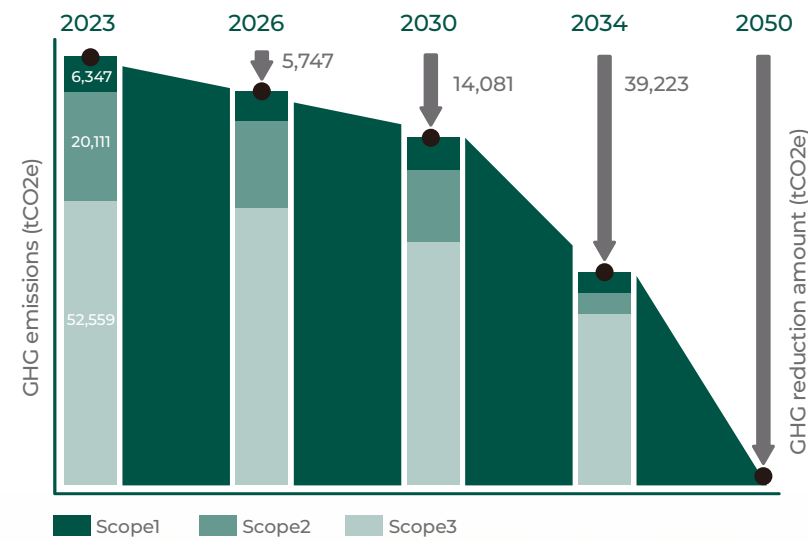
In 2024, Grape King Bio established targets aligned with the 1.5°C reduction pathway based on the Net-Zero Standard released by the Science Based Targets initiative (SBTi) at the end of 2021, officially receiving SBTi recognition in the same year, successfully passing the review of our Science-Based Targets.

Near-Term Targets	Grape King Bio sets the climate target consistent with limiting temperature rise to 1.5°C, with 2023 as the base year. We aim to achieve an absolute reduction of 58.8% in scope 1 and scope 2 emissions by 2034, and an absolute reduction of 35% in scope 3 emissions (including purchased goods and services, fuel- and energy-related activities, upstream transportation and distribution, downstream transportation and distribution, and end-of-life treatment of sold products) by 2034.
Net-Zero Targets	Grape King Bio commits to achieving net-zero emissions by 2050, with 2023 as the base year. We aim to achieve an absolute reduction of 90% in scope 1, scope 2, and scope 3 emissions by 2050.

Note: 100% of our factories are included in the Near-term targets and Net-Zero targets.



Grape King Bio Carbon Reduction Roadmap



Our Carbon Reduction Actions

Scope	Strategy	Reduction Action
Scope 1 and Scope 2	• Energy Transition • Energy Usage Efficiency Improvement	• Grape King Bio has implemented a Manufacturing Execution System (MES) as part of the factory digital transformation. Through visualization charts of the energy management system, we can monitor real-time energy consumption, carbon emissions, and water usage across both office spaces and production processes. • Grape King Bio actively enhances energy usage efficiency in our production operations. In 2024, we engaged colleagues from plant production, manufacturing, and other departments involved in factory operations to brainstorm and propose various energy-saving and carbon reduction initiatives. These initiatives include optimizing warehouse air handling units' schedules, adjusting the operating hours of kitchen oil-water separators, installing variable frequency drives on process chiller pumps, replacing exhaust gas scrubbers at wastewater treatment facilities with ozone deodorizers, and reusing cold energy from GEA nitrogen exhaust systems. These implementations are expected to reduce carbon emissions by approximately 765 metric tons of CO2e annually.
	• Renewable Energy use	• Generated 178,611 kWh of total electricity and reduced 88,234 kg CO2e of carbon emissions by solar photovoltaic system at Longtan Factory in 2024. • Transferred solar power to our Pingzhen headquarters and achieved the phased target of 1.8 million kWh by the end of 2024.
Scope 3	• Raw Materials	• We are committed to promoting a local procurement strategy to minimize the carbon footprint generated during the transportation of raw materials. • Taiwan-based Grape King Bio sourced 57.12% of raw materials locally, while Shanghai Grape King Bio Enterprise Corporation in mainland China achieves a local procurement rate of 99%.
	• Packaging	• Starting in September 2024, our Grape King online store channels began using recycled boxes that can be returned to designated locations managed by partnered cleaning services after use, where they will be cleaned and reused. Compared to traditional cartons, each use of a recycled box can reduce carbon emissions by approximately 0.38 kg. In 2024, a total of 2,382 recycled boxes were used, resulting in a carbon emission reduction of 905 kg. • Pro-Partner launched a circular cardboard box initiative in 2024, recycling and donating a total of 1,053 cardboard boxes.

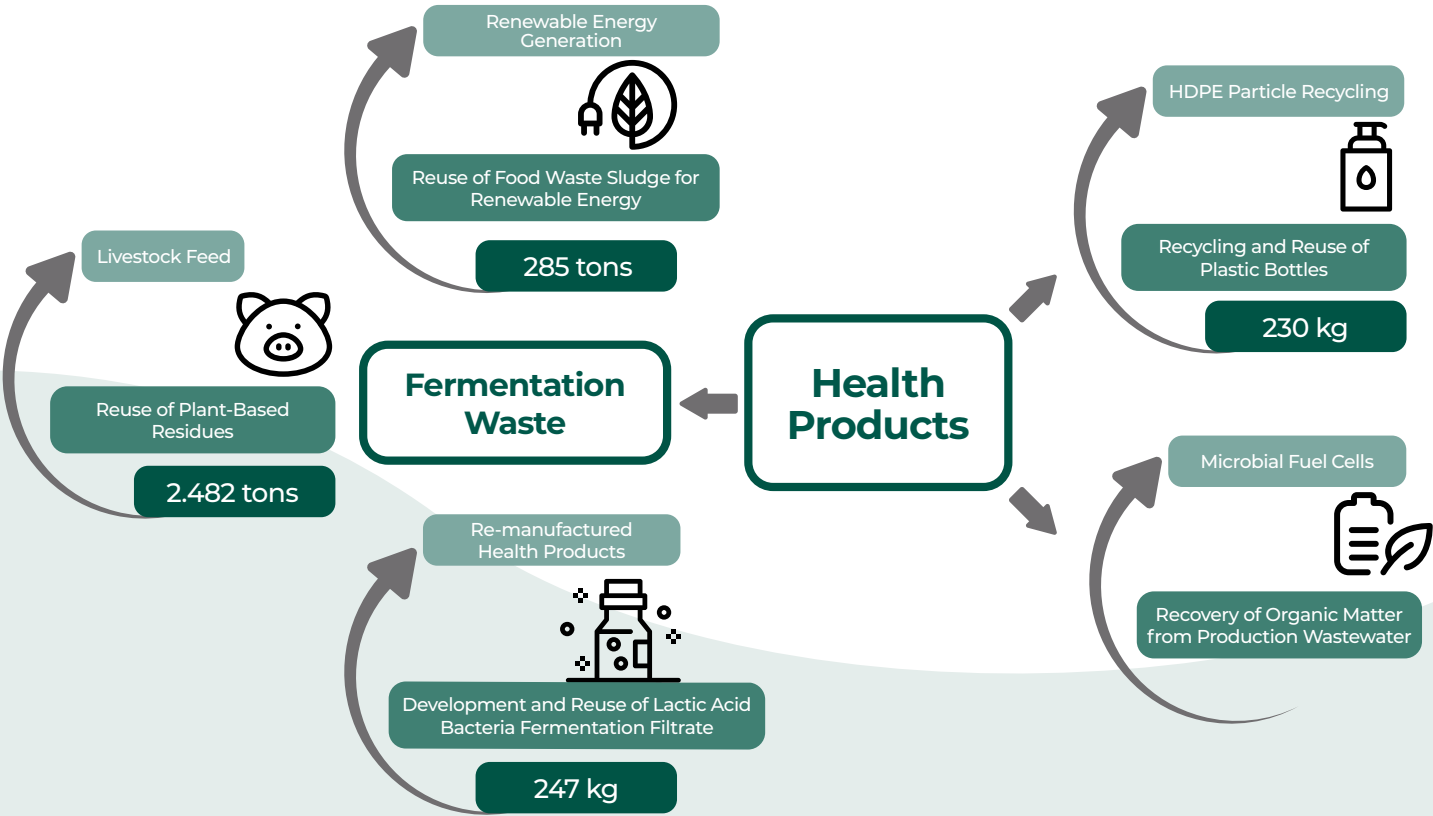
6.2 Management of Energy Resources and Greenhouse Gases

Climate change issues have become an operational focus for corporations seeking to achieve sustainable development. Green operations, environmental protection, and sustainable development are part of Grape King Bio's social responsibility and commitment. Our environmental safety and health management policies stipulate that we have a responsibility to implement environmental protection actions.

Grape King Bio adheres to the ISO14001 environmental management system and adopts the PDCA methodology for continued implementation of key environmental protection and management tasks. Our Pingzhen headquarters has already obtained ISO14001 environmental management system certification.

Fulfill compliance obligations Reduce hazard risks Implement environmental protection Build friendly work environments
Support low-carbon energies Enhance energy efficiency Promote full employee participation Improve sustainability cycles

Grape King Bio's Product Lifecycle Management



RE100: Working with Global Enterprises to Achieve 100% Renewable Energy

"Grape King Bio is committed to RE100 targets and will continue to improve energy efficiency and use of renewable energies to generate value from waste, create positive environmental impacts, and maximize benefits from energy consumption."

Grape King Bio joined the international RE100 renewable energy initiative in 2019, committing to the first stage of 15% renewable energy usage by 2030 and the second stage of 100% renewable energy usage by 2035. In June 2022, we began supplying solar power to our Pingzhen headquarters, and as of December 2024, we have completed the first stage contract supply amounting to 1,800,000 kWh. The primary energy sources used by Grape King Bio are electricity and natural gas, with electricity mainly utilized for public system equipment and production machinery, while natural gas is used as fuel for the boilers within the plant.

The main energy sources used at Grape King Bio are electric power and natural gas. Electricity is mostly used to power common systems and production equipment, while natural gas is used for boiler fuel within factories.

RE 100



6.2.1 Energy Management Measures

Grape King Bio completed the re-evaluation of the ISO 50001 Energy Management System in October 2024. We continue to adhere to the PDCA energy management system and have set an energy-saving target of 5% for all three factories in 2024. We utilize energy performance indicator baseline tools to survey the electricity usage of key energy-consuming equipment and areas within our factories, tracking and managing overall power consumption. Additionally, we have developed internal training programs, conducted internal audits and management reviews, and regularly updated documentation regarding internal and external risk issues. The strategies for 2024 include:

- 1. Utilizing energy performance indicator baseline tools to survey the electricity usage of key energy-consuming equipment and areas within our factories, tracking and managing overall power consumption.
- 2. Developing internal training programs, conducting internal audits and management reviews, and regularly updating documentation related to internal and external risk issues.



The following measures were formulated in 2024:

Factory	Measures
Pingzhen Factory	1. Adjusted the schedules of 14 air handling units (AHU) to operate at reduced frequency during nights and holidays, saving 302,151 kWh of electricity. 2. Ceased the operation of 3 DAH air handling units and 2BA6 EAF exhaust fans on the second floor of the production area during non-production weekends and holidays, saving 114,400 kWh of electricity. 3. Shut down the low-temperature, low-humidity air handling unit (4BA6) in the section during non-production periods, saving 67,205 kWh of electricity. 4. Adjusted operation schedules for 100HP blowers in wastewater plants every Sunday, saving 37,091 kWh of electricity
Zhongli Factory	1. Installed variable frequency drives on 60HP blowers in Phase 2 of the wastewater treatment system, saving 152,686 kWh of electricity. 2. Shut down 30HP brine plate-type primary motors, saving 115,170 kWh of electricity. 3. Replaced aeration towers in Phase 1 of the wastewater treatment system with ozone deodorizers, saving 84,884 kWh of electricity. 4. Adjusted the temperature of the GEA freezers during non-production periods from -25°C to -20°C, saving 84,016 kWh of electricity.
Longtan Factory	1. Adjusted the operational standby time of the entire GEA system equipment (freezers and compressors) in line with production schedules, saving 134,354 kWh of electricity. 2. Reduced the load for MBR blowers on the first floor of wastewater plants from 4 units to 2 units, saving 111,318 kWh of electricity. 3. Adjusted the operational numbers of high-pressure dryers according to the production line's requirements, saving 35,682 kWh of electricity. 4. Adjusted the operation schedules for the air conditioning chilled water supply fans on the fourth and fifth floors of the laboratory (22 units on the fourth floor and 23 units on the fifth floor), saving 25,777 kWh of electricity.

We convene EHS and Energy Management Committee meetings hosted by our chairman every quarter to report on implementation status, project progress, internal and external issues, and follow-up items relating to ISO14001/ISO50001 systems.

Environmental Management Plans for Grape King Bio Biotech Research Institute (Longtan Branch)

Our Biotech Research Institute was officially launched in 2019. We regularly repair and maintain all of our environmental protection equipment to ensure they operate normally. To fulfill our corporate social responsibilities, we installed gas collection devices in our production areas and linked these to our gas processing equipment to improve environmental air quality.

Our Biotech Research Institute has passed Green Building label evaluations. To enhance overall production capacity and maximize resource usage rates, we continue to implement environmental management facilities such as heating, ventilation and air conditioning (HVAC) designs, steam condensate recovery equipment, boiler economizers, and so on.

Other Environmental Highlights

1. We continued to enhance circular recycling of water resources and accumulated 66,087 tons of ROR recycled water in our three factories as of 2024, reducing carbon emissions by 10,310 kgs; In 2024, we also implemented the recovery and reuse of effluents as recycled water for the scrubbers, with an estimated annual water savings of 2,190 tons.

2. The flash steam heat recovery and reuse project at our Longtan Factory was completed and put into operation on November 27, 2023. The operational efficiency statistics in 2024 are as follows:

(1) The energy saved by condensate water and flash steam recovery amounted to N\$380,311.

(2) The system reduced cumulative carbon emissions by 47.8 tons.



6.2.2 Energy Usage

Total natural gas, electric power, diesel, and gasoline energy usage for the past three years is shown in the following table:

Item (Unit: MWh)		2022 (Note 1)	2023	2024		
				Taiwan	China	total
Direct energy use	Natural Gas Energy Consumption	18,434	19,931	20,615	4,641	25,256
	Diesel Energy Consumption	76	83	75	0	75
	Gasoline Energy Consumption	177.45	198	202	0	202
Indirect energy use	Electric Power Consumption	32,178	33,114	33,432	3,355	36,787
	Purchasing of Renewable Energy (Power Purchase Agreement ,PPA)	300	600	900	0	900
	Renewable energy from Self-generation and Self-consumption (Solar Photovoltaic, PV)	12	195	179	0	179
Total energy consumption		51,177	54,121	55,403	7,996	63,399

Notes:
1. Starting from 2022, the energy usage data includes Pro-Partner in addition to Grape King Bio and Rivershine Co. Ltd.
2. Starting from 2024, the energy usage data will include Shanghai Grape King Bio Enterprise Corporation.
3. Taiwan region includes Grape King Bio, Pro-Partner, and Rivershine Co. Ltd.
4. China region includes Shanghai Grape King Bio Enterprise Corporation.

Energy Intensity

Production weight was used as a basis for calculating our energy intensity levels. Our energy intensity levels for the past three years are shown below.

Item	Unit	2022	2023	2024	
				Taiwan	China
Total energy consumption	GJ	184,226	194,777	199,391	28,780
Production weight	kg	7,835,000	7,884,489	8,617,923	1,623,093
Energy intensity	GJ/kg	0.0235	0.0247	0.0231	0.0177

Notes:
1. Taiwan region includes Grape King Bio, Pro-Partner, and Rivershine Co. Ltd.
2. China region includes Shanghai Grape King Bio Enterprise Corporation.

Grape King Bio has introduced the external inventory of ISO 14064-1:2018, conducted by using the operational control method. The organizational boundary includes Grape King Bio, Pro-Partner, Rivershine Co. Ltd. and Shanghai Grape King Bio Enterprise Corporation.

Item (Unit: tons CO ₂ e)	2022			2023			2024(voluntary)		
	Grape King Bio	Pro-Partner	Total	Grape King Bio	Pro-Partner	Total	Grape King Bio	Subsidiaries	Total
Scope 1	5,620.7264	12.9961	5,633.7225	6,184.3812	63.6897	6,248.0709	6,368.9658	189.6295	6,558.5953
Scope 2	15,340.2627	1,203.7914	16,544.0541	15,425.4568	969.0220	16,394.4788	15,526.3052	2,947.9149	18,474.2201
Total	20,960.9891	1,216.7875	22,177.7766	21,609.8380	1,032.7117	22,642.5497	21,895.2710	3,137.5444	25,032.8154
GHG emissions per unit of revenue (tons CO ₂ e /per million NTD)	2.13			2.13			2.24		

Note 1: In 2021, Grape King Bio used ISO 14064-1:2018 and the “GHG Protocol” to conduct voluntary greenhouse gas inventories. Relevant parameters were taken from the Greenhouse Gas Emission Factor Table (version 6.0.4) released by the Ministry of Environment.
Note 2: The Global Warming Potential (GWP) adopts the factors of Sixth Assessment Report (AR6) of Intergovernmental Panel on Climate Change (IPCC).
Note 3: Grape King Bio introduced ISO 14064-1:2018 inventories for the first time in 2022. Due to changes in organizational boundaries in 2023, the base year has been set as 2023.
Note 4: The emissions of Grape King Bio include the emissions of Rivershine Co. Ltd.
Note 5: The subsidiaries include Pro-Partner and Shanghai Grape King Bio Enterprise Corporation.

Scope 3 (Unit: tons CO ₂ e)	2022	2023	2024 (Voluntary)
Category 4 Indirect greenhouse gas emissions from products used by the organization			
Purchased goods and service	16,947.1729	17,182.4308	15,269.2663
Fuel- and energy-related emissions (not included in scope 1 or scope 2)	3,584.5053	4,242.3611	4,303.1046
Waste generated in operations	105.4835	92.6555	381.0524
Total	20,637.1617	21,517.4474	19,953.4233

Note 1: Grape King Bio (including Rivershine Co. Ltd.) introduced ISO 14064-1:2018 inventories for the first time in 2022 and underwent external verification by SGS.
Note 2: Scope 3 inventory boundaries include Grape King Bio and Rivershine Co. Ltd. in 2022. Note 2: Pro-Partner was added in 2023, and Shanghai Grape King Bio Enterprise Corporation was further included in 2024.

After obtaining verification of our ISO 14064 greenhouse gas inventory system in the second half of 2025, we will release the details of the final greenhouse gas emission figures for Grape King Bio. on our website (Green Environment: Energy and greenhouse gas management). Please refer to our corporate website for more information.

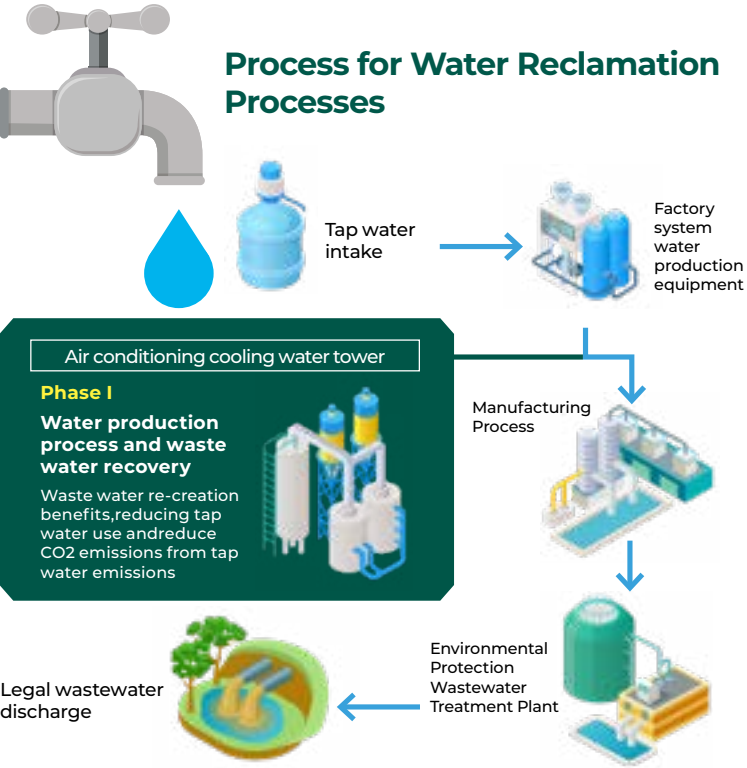
【Column】
Leading the Way: Collaborating with Suppliers to Promote Smart Manufacturing and Assist in Establishing Smart Projects

Grape King Bio is responding to the Ministry of Economic Affairs' Industry Development Bureau's "Large firms help smaller ones" initiative by collaborating with four suppliers to promote smart manufacturing. We are assisting our important supplier partners in establishing AOI inspection systems, IoT device networking, and data collection systems, which will be integrated into connected industrial computers and linked to both the suppliers' and Grape King Bio's operational dashboards, smartly connecting the production system information across the supply chain. By 2024, we plan to establish visual management systems at our Pingzhen and Zhongli factories. In addition to real-time tracking of production line status, we will also be able to monitor water usage, energy consumption, and carbon emissions data, precisely understanding energy consumption during the production process.



6.3 Management of Water Resources

In appreciation of our precious water resources, Grape King Bio values the importance of preventing water wastage and ensuring the efficient use of energy resources. We have developed a "Process Water Recirculation System" based on a circular economy framework. By making simple adjustments to existing equipment and systems, we are able to recycle and reuse high-concentration process water generated during the production process, which was originally discharged to wastewater plants. This initiative reduces wasted water resources and wastewater volumes. Our manufacturing department manages this system, and we monitor our water management goals quarterly through the Sustainable Development and ESG Committee. We expect the total water consumption from our four factories to decrease by more than 5% in 2030 compared to 2022. As of 2024, we have saved a total of 13,027 tons of process water, accumulating to 66,087 tons of water saved since 2021.



Additionally, as a food manufacturer, Grape King Bio places high importance on the control and management of water quality inspection and wastewater discharge. We are also evaluating the introduction of water-saving manufacturing equipment and the expansion of wastewater treatment facilities. By increasing our water recovery rate, we can effectively reduce water usage and wastewater discharge, thereby reducing our impact on the environment.

Year		2022		2023		2024		
		Manufacturing sites (Note 4)	Office sites (Note 5)	Manufacturing sites (Note 4)	Office sites (Note 5)	Manufacturing sites in Taiwan (Note 4)	Office sites in Taiwan (Note 5)	China
Water withdrawal (million liters) (Note 1)	Groundwater withdrawal (million liters)	119.40	0	122.16	0	105.10	0	0
	Water from third party- municipal potable water withdrawal (million liters)	206.33	12.38	218.82	14.20	213.64	17.78	44.54
	Total water withdrawal (million liters)	338.11		355.18		336.52		44.54
Water discharge (million liters) (Note 2)		260.03	NA ^{Note 6}	238.55	NA	232.81	NA	18.73
Water consumption (million liters) (Note 3)		65.71		102.43		85.93		25.81
Water use intensity (million liters/million NTD in revenue)		0.033		0.033		0.034		
Wastewater disposal intensity (million liters/million NTD in revenue)		0.025		0.022		0.023		

Note 1: All water was freshwater, sourced from ground water and third party- municipal potable water, and was not taken from any other sources. All water was taken from Taiwan, not from water-stressed sites.
Note 2: All discharged water is freshwater. After the sewage treatment, it will be discharged into the sanitary sewer.
Note 3: Water consumption = Water withdrawal - Water discharge
Note 4: Manufacturing sites included Pingzhen Factory, Zhongli Factory, Longtan Branch, and Yungfeng Factory.
Note 5: Office sites included Logistics center, Taipei Operational Headquarters, Telesales call center, Taichung Office, Pro-Partner.
Note 6: Because the amount of water discharge of office sites could not be calculated, the amount of water discharge and water consumption only included Pingzhen Factory, Zhongli Factory, Longtan Branch, and Yungfeng Factory.
Note 7 : Due to the use of recycled water (such as rainwater and domestic water) solely for irrigation of landscaping, it does not re-enter the production process, and therefore, no data is disclosed.

6.3.1 Production and Related Inspections for Process Water

The pure water used in manufacturing processes at Grape King Bio passes through multiple stages to remove impurities and hazardous substances. We continually inspect and monitor water quality to ensure compliance with standards of raw materials used for health food manufacturing.

Pure water production process

- (1) Impurities are removed by quartz filter machines
 - (2) Activated carbon is used to neutralize residual chlorine and absorb dissolved organic substances
 - (3) Water softener machines are used to filter out calcium and magnesium ions
 - (4) Finally, reverse osmosis and UV sterilizers are used to remove heavy metals, bacteria, hazardous substances, and dead bacteria to meet the requirements for pure water.
- In 2024, Grape King Bio invested NT\$ 500,000 in outsourced water quality inspections. Grape King Bio not only conducts internal monitoring procedures but also commit external institutes to conduct periodic water quality inspections. A total of 1,569 items were inspected internally this year. Quality assurance specialists periodically collect water samples and perform multiple inspection procedures under relevant regulations (please refer to Appendix Table 3. Water Quality Inspection Items at all Grape King Bio Factories for more information).

6.3.2 Wastewater Discharge Management

To expand green benefits, Grape King Bio adheres to the 3R principles (reduce, recycle, reuse) to further optimize waste classification processes for recyclable items while also working to create additional value from waste sludge. Grape King Bio has formulated comprehensive operational procedures for management of wastewater disposal. All discharged wastewater must pass through specific processing procedures. Water quality is inspected periodically to ensure compliance with governmental regulations. We implemented the following wastewater management measures:

1. Production EHS requirements:

For water pollution prevention and control management, in addition to complying with laws and regulations, it is also oriented towards water-saving planning and management.

(1) Daily tests of water quality: To strengthen wastewater management, we require our wastewater treatment plants to regularly inspect water quality at frequencies higher than that required by law, to ensure that the quality of our discharged water adheres to environmental regulations.

(2) Water-saving improvements for process water: Installed new machinery and equipment with water-saving designs that can be used during planned periods to reduce the amount of water consumption and wastewater discharge.

(3) Reusing reclaimed water: Our Pingzhen and Longtan factories are respectively equipped with 690-ton and 400-ton rainwater storage tanks for water for non-process and non-contact personnel use.

2. Preventive maintenance procedures:

As part of our aim to become an eco-friendly company, we not only replace old equipment and pipelines from time to time, but also implement preventive maintenance procedures and regular internal water quality inspections to ensure that our discharged water adheres to relevant standards.

3. Upgrades to wastewater treatment equipment:

(1) We voluntarily conduct irregular sampling and testing of the water quality discharged by our treatment vendors and train professional technicians responsible for wastewater treatment.

(2) The Zhongli factory has completed the sealing of nine idle manholes with cement, repaired any broken or incomplete structures, and conducted proper labeling.

(3) The Pingzhen factory has completed repairs on the aerobic tank and the leaking areas of the rainwater drainage system to reduce environmental impact.

Process wastewater which has undergone chemical treatment and biological decomposition processes can only be discharged when water quality adheres to legal standards. Additionally, hazardous industrial waste is collectively stored and managed before periodic disposal and treatment by government-approved vendors.



Wastewater Quality Inspections: Inspection Items for Discharged Water

Zhongli Factory							
Inspection Items	Standard Range	2022 (First half)	2022 (Second half)	2023 (First half)	2023 (Second half)	2024 (First half)	2024 (Second half)
pH value	6~9	7.3	7.5	7.4	8.1	7.8	7.8
COD (Chemical oxygen demand)	<100mg/l	30.8	67.3	42.7	17.2	39.7	29.2
BOD (Biochemical oxygen demand)	<30mg/l	2.9	17.5	2.4	1	4.2	17.3
True color	<400ADMI	<25	63	46	<25	45	34
SS (Suspended solids)	<30mg/l	12.2	18.3	13.1	5.3	10	8.7
Water temperature	<38°C (May to September) <35°C (October to April)	28.9	31.9	29.1	26.2	31.6	26.7
Free available residual chlorine	<2.0mg/l	ND	0.03	0.05	0.03	ND	0.06
Coliform levels	<200,000 CFU/100 ml	—	—	85,000	45,000	30,000	58,000

Yungfeng Factory							
Inspection Items	Standard Range	2022 (First half)	2022 (Second half)	2023 (First half)	2023 (Second half)	2024 (First half)	2024 (Second half)
pH value	6~9	-	-	-	-	8.7	8.4
COD (Chemical oxygen demand)	<100mg/l	-	-	-	-	16.0	18.4
BOD (Biochemical oxygen demand)	<30mg/l	-	-	-	-	<1.0	<1.0
True color	<400ADMI	-	-	-	-		
SS (Suspended solids)	<30mg/l	-	-	-	-	4.2	19.9
Water temperature	<38°C (May to September) <35°C (October to April)	-	-	-	-	28.7	28.3
Oil levels	<10mg/l	-	-	-	-	<0.4	<0.4
Coliform levels	<200,000 CFU/100 ml	-	-	-	-	2,900	85

Pingzhen Factory							
Inspection Items	Standard Range	2022 (First half)	2022 (Second half)	2023 (First half)	2023 (Second half)	2024 (First half)	2024 (Second half)
pH value	6~9	7.6	8.0	7.9	8.2	8.0	7.9
COD (Chemical oxygen demand)	<100mg/l	18.2	8.2	16.4	14.3	6.2	15.4
BOD (Biochemical oxygen demand)	<30mg/l	7.4	<1.0	4.4	1.1	4.1	7.1
True color	<400ADMI	----	----	----	----	----	----
SS (Suspended solids)	<30mg/l	7.8	<2.5	9.9	2.6	1.7	3.8
Water temperature	<38°C (May to September) <35°C (October to April)	32.4	28.6	31.5	27.2	31.3	26.5
Oil levels	<10mg/l	<0.5	<0.5	<5	<5	4.2	2.6
Coliform levels	<200,000 CFU/100 ml	57,000	310	16,000	<10	59,000	52,000

Longtan Factory							
Inspection Items	Standard Range	2022 (First half)	2022 (Second half)	2023 (First half)	2023 (Second half)	2024 (First half)	2024 (Second half)
pH value	6~9	7.8	8	8.3	8.2	8.2	8.3
COD (Chemical oxygen demand)	<100mg/l	27.7	19.2	13.6	ND	13.5	15.9
BOD (Biochemical oxygen demand)	<30mg/l	1.5	1.3	<1	<1	<1	3.2
True color	<400ADMI	69	44	<25	<25	58	27
SS (Suspended solids)	<30mg/l	<2.5	10.2	2.7	<1.25	<1.25	10.1
Water temperature	<38°C (May to September) <35°C (October to April)	27.9	28.4	27.5	24.7	26.1	21.8
Oil levels	<10mg/l	<0.5	0.8	<0.5	0.5	0.6	1.1
Coliform levels	<200,000 CFU/100 ml	—	—	—	—	—	—

6.4 Waste Management

Grape King Bio conducts waste classification, collection, storage, management, and disposal to effectively manage industrial waste and other types of waste. Disposal, handling, and reuse of waste materials are conducted per environmental laws and regulations. Other relevant management measures included:

1. In accordance with environmental laws and regulations, our factories have formulated industrial waste disposal plans and implement waste management procedures in accordance with law.
2. In accordance with ISO 14001 environmental management system requirements, our factories have established waste management operational standards and implement waste management procedures in accordance with our management regulations.
3. We have signed waste disposal and treatment contracts with authorized public and private waste disposal and treatment companies to handle relevant procedures.
4. In accordance with laws and regulations, waste disposal and treatment processes are filed online, and tracking and confirmation of final processing statuses are implemented within required time limits.
5. Our environmental management personnel conduct irregular on-site inspections of waste treatment companies to ensure that waste disposal and treatment processes adhere to relevant regulations. Our Longtan Factory has completed 2 audits of waste treatment and reuse vendors in 2024 and our Zhongli, Pingzhen Factory and Yungfeng Factory have completed 8 audits of waste treatment and reuse vendors.
6. To increase the resource recovery rate, the Zhongli factory has repurposed food sludge as R-0902, thereby reducing environmental impact. In 2024, a total of 204.3 metric tons have been cleared by the removal vendor and the treatment vendors.
7. To enhance the resource recovery rate, the Pingzhen factory has repurposed waste plastic as R-0201, thus reducing environmental impact. In 2024, a total of 20.01 metric tons have been cleared by the removal vendor and the treatment vendor.



Waste disposal amounts for Grape King Bio from 2022 to 2024 were as follows:

Types and disposal method Unit (ton)		2022	2023	2024		
				Taiwan	China	total
Non-Hazardous Waste	Reuse and recycling	2,407.39	3,256.91	2,759.88	21.33	2,781.21
	Incineration	112.09	124.38	121.84	66	187.84
	Landfill disposal	0	0	0	0	0
	Other disposal methods (physical treatment)	18.93	14.19	29.19	0	29.19
	Other disposal methods (thermal treatment)	276.69	29.93	36.70	0	36.70
	Total	2,815.10	3,425.41	2,947.61	87.33	3,034.94
Hazardous Waste	Reuse and recycling	0	0	0	0	0
	Incineration	10.81	4.49	4.71	0.83	5.54
	Landfill disposal	0	0	0	0	0
	Other disposal methods	0	0	0	0	0
	Total	10.81	4.49	4.71	0.83	5.54
Recyclable		94.68	93.23	146.75	0	146.75

In 2024, there was a significant decrease in the non-hazardous waste generated, attributed to a reduction in the annual production of lactic acid bacteria. This decline resulted in a decrease in the waste categorized as "Plant-Based Residue (R-0120)" generated during the production process of lactic acid bacteria, which falls under non-hazardous waste.

Grape King Bio Environmental Program Investments in 2024 (NTD):

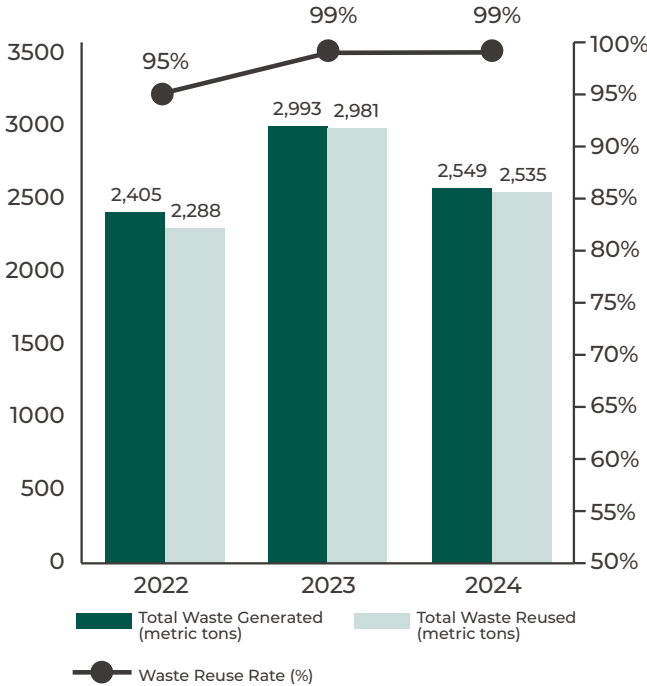
Air pollution management costs	818,754
Wastewater management costs	47,542,610
Waste management costs	8,738,756
Noise management costs	470,000
Total	57,570,120

Waste Management Highlights

- 1. Enhanced the reusability value of sludge and reused food sludge (waste code R-0902), with 204.3 metric tons processed in 2024. (Zhongli Factory)
- 2. Enhance the reusability value of waste plastics and reuse waste plastics (waste code R-0201), with 20.01 metric tons processed in 2024. (Pingzhen Factory)
- 3. Under the CSR “Bottles of Love” charity event, our Environmental Protection Administration collected and temporarily stored 230 kgs of recycled bottles, which are sent to vendors for processing into reusable plastic pellets in 2024, supporting recycling and reuse as part of our environmental protection initiative. (Pingzhen Factory)
- 4. Our Longtan Factory has actively promoted the utilization of waste resources and achieved a waste recycling rate of over 95% in the past three years, progressing towards a circular economy. Please refer to the following figure for details.
- 5. Our Longtan Factory promoted charity activities related to environmental protection, actively facilitating the recycling of waste batteries and donating them to the Hsinchu City Disability Welfare Association as charitable assistance for disabled people. Please refer to the following figure for details.

Longtan Factory Management Highlights

- 1. Environmental and Social Initiatives: Participated in the Hsinchu Science Park Occupational Safety and Environmental Protection Month Activities.
- 2. Environmental and Social Initiatives: Participated in the Environmental Education and Demonstration under the Taoyuan Green Factory Guidance Program.
- 3. Environmental Certification: Received the Certificate of Cleaner Production Assessment.
- 4. Environmental Certification: Earned the Green Factory Label.
- 5. Environmental Awards: Received the Hsinchu Science Park Outstanding Environmental Protection Personnel Award.
- 6. Environmental Awards: Received the SGS ISO PLUS Awards for Excellence in Environmental Management System Performance
- 7. Environmental Awards: Received the Taoyuan Golden Award - ESG Environmental Sustainability



6.4.1 Prevention of Air Pollution

Grape King Bio has installed and maintained air pollution prevention equipment to enhance and improve the environmental protection. All of our factories implement regular maintenance procedures for our equipment to ensure that they operate normally.

Results of Air Pollution Inspections at Zhongli Factory

Inspection Items	Standard Range (2022)	Boiler (E001)			
		2021	2022	2023	2024
Particulate contaminants	<30mg/Nm3	—	—	No inspection required.	3
Sulfur oxides	<150ppm	—	—		—
Nitrogen oxides	<100ppm	24	26		25.5
Inspection Items	Standard Range (2022)	Boiler (E002)			
		2021	2022	2023	2024
Particulate contaminants	<30mg/Nm3	—	—	No inspection required.	2.7
Sulfur oxides	<150ppm	—	—		—
Nitrogen oxides	<100ppm	52	67		43.2

Note: In 2023, the factory was exempt from testing due to the previous two consecutive tests showing concentrations below the emission standards by 50%. According to the "Regulations for the Management of Monitoring and Reporting of Stationary Air Pollution Sources," the testing frequency can be adjusted from annually to biennially. Therefore, an exemption for testing in 2023 was applied, with testing scheduled for 2024 as part of the biennial assessment.

Results of Air Pollution Inspections at Yungfeng Factory

Inspection Items	Standard Range (2022)	Boiler (E001)			
		2021	2022	2023	2024
Particulate contaminants	<30mg/Nm3	—	—	—	ND <0.1
Sulfur oxides	<150ppm	—	—	—	—
Nitrogen oxides	<100ppm	—	—	—	33.8

Results of Air Pollution Inspections at Longtan Factory

Inspection Items	Standard Range (2022)	Boiler (E001)			
		2021	2022	2023	2024
Nitrogen oxides	<100ppm	42	43	34	37
Particulate contaminants	<30mg/Nm3	No inspection required.	No inspection required.	No inspection required.	2

Note: At present, all boilers at Grape King Bio use natural gas as fuel. We conduct inspections according to regulations, with regular inspections of nitrogen oxide emissions each year, and measurements of particulate contaminants taken in the years when permits are being renewed.

6.5 Biodiversity

Biodiversity is a critical factor for the health, stability, and prosperity of ecosystems. It refers to the richness of biological species in a specific region, ecosystem, or the entire planet, encompassing species diversity, genetic diversity, and ecosystem diversity. To support biodiversity, Grape King Bio evaluates the potential impacts of our operations on biodiversity, such as conducting environmental impact assessments prior to the construction of plants in protected areas. We also actively participate in and support various projects aimed at protecting and restoring ecosystems, as well as raising public awareness of the importance of this issue. In 2024, our projects were conducted as follows:

SDGs	Issue	Collaborating Unit	Project Name	Description	Total Input
 	Clean water	Northern Region Water Resources Branch of the Water Resources Agency under the Ministry of Economic Affairs	Subscription of farmland utilizing rationalized fertilization	Grape King Bio collaborated with the Northern Region Water Resources Branch of the Water Resources Agency under the Ministry of Economic Affairs and farmers to subscribe to farmland utilizing rationalized fertilization. This initiative not only reduces soil degradation and preserves biodiversity but also conserves water resources. The Oldham bamboo shoots produced by farmers not only serve as our company's lunch and catered meals for colleagues but also benefit children in orphanages, individuals with Down Syndrome and solitary seniors, which achieves multiple positive outcomes at once.	NT\$200,000 starting from 2023
	Environmental education	Taiwan RE-THINK Environmental Education Association	Environmental education program	Grape King Bio supports environmental protection, education, and promotion. We have made donations to the Taiwan RE-THINK Environmental Education Association, which builds interactive educational websites and teaching materials with innovative designs that integrate board games and design thinking concepts. Their materials have been promoted to schools all over Taiwan, and cover issues such as marine waste, plastic reduction, resource recycling, and circular economy. The Recycling Encyclopedia designed interactive and educational board games and websites around concepts such as “the myths of classification” and “the value of recycling,” enabling students to understand systemic factors behind resource recycling and changes that can be made on a personal level by playing games. This corresponds to SDG 12 “Responsible Consumption and Production.”	NT\$1,500,000 starting from 2023
	Ocean conservation	Taiwan Cetacean Society	Cetacean stranding rescue van program	The Taiwan Cetacean Society initiated the establishment of a Marine Wildlife Medical Rehabilitation Station in northern Taiwan to address the shortage of medical resources for marine wildlife. To support marine wildlife protection, Grape King Bio donated funds to the Society, enabling timely rescue and rehabilitation of stranded whales, dolphins, and sea turtles. The donation also helped establish holding pools, medical rooms, and autopsy facilities, allowing the training of more marine veterinarians and improving the overall quality of marine wildlife care in northern Taiwan. Grape King Bio adopted one 3.5-ton and one 2-ton rescue pool, aiming to support more sea turtle rescues. The company also promoted the Society’ s mission internally by offering beachside rescue training and education to its employees. Employees were also invited to join naming and blessing activities, with the hope that more “GK Little Turtles” would be successfully rescued and one day return to the ocean to live freely.	NT\$1,300,000 starting from 2022
	Biodiversity	WildOne Wildlife Conservation Association	Wild animal rescue support program	Grape King Bio has donated medical expenses required by 1,600 wild animals over the past four years, including fruits and vegetables, feed, live bait, nutritional supplements, materials for surgery and care, animal medications, autopsies, pathological examinations, and materials to enrich the environments of veterinarian hospital cages to enhance the immediate medical resources used by wild animals in the eastern region and increase the number of rescued wild animals.	NT\$2,700,000 starting from 2020
 	Biodiversity	Taiwan People's Food Bank Association	Restoration program for Taiwan oil millet	The program is based on food and agriculture education and strives to integrate local knowledge and professional education. By teaching about the restoration of the “Taiwan oil millet,” we enabled children to participate in growing “future foods” while also gaining an understanding of the history and culture of their ancestors, so they could become a protector of sustainable climate goals and take actions corresponding to SDG 13 “Climate Action.” We plan to establish exhibition rooms on campuses all over Taiwan as well as a demonstration area of around 20 pings for food and agriculture education, where we will arrange professional teachers to promote the Taiwan oil millet, invite tribe elders to participate in farming activities, promote local education by cultivating and training teachers, and finally disseminate these concepts domestically and internationally in hopes of restoring growth of the Taiwan oil millet both at home and overseas as it is a super crop which can adapt to climate change and regions lacking arable land.	NT\$1,500,000 starting from 2022
	Biodiversity	Taiwan Environmental Information Association	Commitment to a sustainable Earth	To protect and establish low-altitude forests as well as expand community conservation areas, and build an environmental learning center for all, we implemented the habitat management program to protect and establish low-altitude forests, promote biodiversity, eliminate Mikania micrantha (an exotic species which kills other plants), and maintain environmental protection by establishing automatic infrared cameras at four activity hotspots for wild animals to provide round-the-clock ecological monitoring. Additionally, we aim to promote our environmental education program and build an environmental learning center for all, which participates in environmental education classes in elementary schools, designs teaching activities, exchanges educational resources, and trains volunteer guides to strengthen environmental education and cultivate relevant sensibilities.	NT\$900,000 starting from 2022

Sustainable Use and Conservation of the Ocean

Grape King Bio assisted the Taiwan Cetacean Society in rescuing sea turtles and promoting marine education

In the event of marine wildlife stranding incidents along the northern coast, the best time for emergency rescue is often missed due to the absence of nearby temporary rescue stations.

Therefore, the “Taiwan Cetacean Society” initiated the establishment of "Marine Wildlife Medical Rehabilitation Stations" in the northern region to address the shortage of medical resources for marine wildlife.

Grape King Bio sponsored one 3.5-ton and one 2-ton rescue pools, aiming to save more stranded sea turtles. We also promoted this organization's concepts internally, providing education and training on beachside rescue for marine wildlife to employees. We further invited employees to participate in naming and blessing activities, hoping for the successful rescue of more “Grape King Little Turtles” that can return to the ocean in the future and enjoy a carefree life.

Our other assistance includes:

1. Mini Grape Camp on the Theme of Marine Conservation: Grape King Bio has hosted several parent-child workplace experience activities and invited the Taiwan Cetacean Society to promote ocean conservation among employees' children, enabling the concept of ocean conservation to take root in the young.
2. Visit to Medical Rescue Stations Where Chairman Serving as a One-Day Care Volunteer for Sea Turtles: This visit includes a tour of the rescue station, assisting in the medical treatment of sea turtles, maintaining water quality in turtle pools, preparing bait and feeding turtles, and examining turtle feces.

Collaborate with ReThink to develop marine educational materials and conduct beach cleanup activities

Grape King Bio supports environmental protection, education, and promotion. We have made donations to the Taiwan RE-THINK Environmental Education Association (ReThink), which builds interactive educational websites and teaching materials with innovative designs that integrate board games and design thinking concepts. Their materials have been promoted to schools all over Taiwan, and cover issues such as marine waste, plastic reduction, resource recycling, and circular economy.

The Recycling Encyclopedia designed interactive and educational board games and websites around concepts such as “the myths of classification” and “the

value of recycling,” enabling students to understand systemic factors behind resource recycling and changes that can be done on a personal level by playing games. This corresponds to SDG 12 “Responsible Consumption and Production.”

Additionally, Grape King Bio’s volunteers, along with our 11 suppliers and the Taiwan RE-THINK Environmental Education Association, joined our first beach cleanup event at Houcuo Harbor in Taoyuan and worked together to remove marine debris from the beach. A total of 45 volunteers participated in this event and successfully cleared a total of 65.5 kg of garbage in 2024.





GRAPE KING BIO

Appendix



Table 1. Collaborating Associations

Association	Form of Participation
Taoyuan Pharmacist Association	Grape King Bio is its member
Taoyuan City Nurses Association	Hsin-Yu Hsu and Jia-Qin Li are its members. According to the regulations of the Nursing Personnel Act, nurses are required to join nurses' associations when practicing in various regions
Taiwan Quality Food Association (TQFA)	Grape King Bio is its member
Taiwan Niu-Chang-Chih Industry Association	Deputy General Manager Jin-Chu Chen is its individual member.
International Life Sciences Institute Taiwan (ILSI Taiwan)	Grape King Bio is its member/Deputy General Manager Jin-Chu Chen serves as its director.
Association for Taiwan-Japan Cooperation on Industrial Technology (TJCIT)	Deputy General Manager Jin-Chu Chen is its individual member
Chinese Association for Industrial Technology Advancement	Deputy General Manager Jin-Chu Chen is its individual member
Taiwan Association for Lactic Acid Bacteria	Grape King Bio is its member/Deputy General Manager Jin-Chu Chen serves as its chairman
Taoyuan Importers & Exporters Chamber of Commerce	Grape King Bio is its member
Chinese Excellent Management Association (CEMA)	Deputy General Manager Jin-Chu Chen is its individual member
Taiwan Bio Industry Organization (TBIO)	Grape King Bio is its member
Institute for Biotechnology and Medicine Industry	Grape King Bio is its member
Taiwan Functional Food Industry Association	Chairman Tseng serves as its standing supervisor
Taiwan Association for Food Science and Technology	Grape King Bio is its member/Deputy General Manager Jin-Chu Chen serves as its supervisor
Taiwan-Japan Business Exchange Association	Grape King Bio is its member
Health Food Society of Taiwan	Grape King Bio is its member/Deputy General Manager Jin-Chu Chen serves as its director
Food Industry Intelligent Automation Association Taiwan	Grape King Bio is its member
Botanical Drug Development Consortium	Grape King Bio is its member
Taiwan Halal Integrity Development Association	Grape King Bio is its member
Taiwan Association for Traditional and Complementary Medicine (TATCM)	Grape King Bio is its member/Deputy General Manager Jin-Chu Chen serves as its director
Taiwan Association for Food Protection	Hong-Ming Chen serves as its supervisor
Agricultural Chemical Society of Taiwan	Deputy General Manager Jin-Chu Chen serves as its standing director
Biotechnology and Biochemical Engineering Society of Taiwan	Deputy General Manager Jin-Chu Chen serves as its director
Antrodia cinnamomea Association of Taiwan Treasure	Grape King Bio is its member
Taiwan Society for Mass Spectrometry	Ying-Yu Chen is its individual member
Taiwan Testing and Quality Assurance Society (TTQAS)	Grape King Bio is its member/Division Director Sheng-Chieh Hsu serves as its director
Taiwan Cannery Association	Grape King Bio is its member
Taiwan Parenteral Drug Association	Grape King Bio is its member
Chinese Non-store Retailers Association	Chairman Tseng serves as its standing director
The Climate Change Organisation (REI00)	Grape King Bio is its member
Information Systems Audit and Control Association (ISACA)	Internal Audit Officer is its member
Taoyuan City Industrial Association	Grape King Bio is its member
Taiwan Pharmaceutical Manufacturer's Association	Grape King Bio is its member
The Allied Association for Science Park Industries	Longtan Branch is its member/General Manager Jin-Chu Chen of Longtan Branch is its backup director
Taiwan Institute of Directors	Chairman Tseng serves as its director
Center for Corporate Sustainability	Grape King Bio is its member/Chairman serves as its director
The Third Wednesday Club	Grape King Bio is its member
Chinese National Association of Industry & Commerce, Taiwan	Chairman Tseng is its individual member and serves as its Biomedical Industry Research Committee member

Taiwan Advertiser's Association	Grape King Bio is its member and Chairman Tseng serves as its chairman
Taoyuan Tourism Factory Advancement Association	Grape King Bio is its member and serves as its director for the fifth term
Asia-Pacific MarTech Transformation Alliance Association (AMT)	Chairman Tseng is its individual member
Taiwan Medical Association of Human Nutrition (TMAHN)	Grape King Bio is its member
Taipei Biotechnology Service and Business Trade Association	Grape King Bio is its member

Grape King Bio actively participates in food safety activities. We are a member of several food-related associations, including the Taiwan Quality Food Association, Taiwan Association for Food Science and Technology, and Taiwan Functional Food Industry Association. Our Deputy General Manager serves as a director of multiple associations. We continuously strengthen food safety in the industry through practical exchanges with various corporate organizations and by supporting and utilizing safety guidelines for processed foods and drinks formulated by these associations. We also engage in industry initiatives to enhance our commitment to food safety.

Public Affairs Governance

Grape King Bio follows a structured review process for participation in public affairs and policy initiatives. Our relevant departments first evaluate the legitimacy of associations or public events and assess their alignment with our corporate mission. Participation requires approval by department heads, followed by final authorization from the General Manager. Should any inconsistency arise between an association or relevant events' actions and Grape King Bio's original intent or mission during participation, we will hold an internal meeting to discuss and clarify the issue, and take our stand. If such inconsistency is confirmed, we will choose to withdraw from the relevant association or event.

Table 2. Inspection Items at all Grape King Bio Factories

Category	Inspection items for Zhongli and Pingzhen factories	Inspection items for Biotech Research Institute
Physical characteristics	Appearance, Color Difference, Size, weight, Thickness, Bursting Strength, Leakage Test	Appearance, color deviations, weight
Chemical characteristics	SP,GR., pH, Moisture, Ash, Acid Value, Brix	PH levels, moisture content, sugar content
Microbiological tests	Total Aerobic Plate Count, E.coli, Coliform, Enterobacteriaceae, Staphylococcus aureus, Salmonella, Mold & Yeast Count, Listeria monocytogenes, Pseudomonas aeruginosa	Aerobic plate count, coliform levels, mold and yeast
Heavy metal tests	Arsenic (As) , Lead(Pb) , Cadmium(Cd) , Mercury (Hg) , Copper (Cu) , Antimony(Sb) , Tin(Sn)	-
Plasticizer tests	BBP, DBP, DEHP, DNOP, DINP, DIDP, DMP, DEP, DIBP (9 items)	
Pesticide residual tests	410 multiple pesticide residual analyses	
Mycotoxin residual tests	Ochratoxin A, Total Aflatoxin, Citrinin	
Water quality tests	pH, Turbidity, Chlorine Residual Test, Electrical conductivity, Hardness, Chloride, Total Aerobic Plate Count, E.coli, Coliform	

Table 3. Water Quality Inspection Items at all Grape King Bio Factories

Water for pharmaceuticals-Internal inspection items			
Internal Inspection	Inspection Frequency	Inspection Items	
Raw water (Sampling site 1)	One inspection every two weeks	8 items: pH levels, turbidity, residual chlorine, total hardness, electrical conductivity, total organic carbon, aerobic plate count, coliform levels	
Water quality system site (Sampling sites 2-7)	One inspection every two weeks	Sampling site 2	Turbidity
		Sampling site 3	Total hardness
		Sampling site 4	3 items: Residual chlorine, aerobic plate count, coliform levels
		Sampling site 5	5 items: pH levels, total hardness, electrical conductivity, aerobic plate count, coliform levels
		Sampling site 6	3 items:electrical conductivity, aerobic plate count, coliform levels
		Sampling site 7	3 items: Total organic carbon, aerobic plate count, coliform levels
Pure water (Usage sites 1-6)	One inspection every two weeks	4 items: Appearance, electrical conductivity, total organic carbon, total organic carbon	
Water for foods-External inspection items			
External Inspections	Inspection Frequency	Inspection Items	
Raw water	One inspection every two weeks	External inspections cover a total of 68 inspection items in accordance with the standards for drinking water released by the Ministry of Environment.	
Water for foods-Internal inspection items			
Internal Inspection	Inspection Frequency	Inspection Items	
Raw water (Sampling site 1)	One inspection every two weeks	7 items: pH levels, turbidity, residual chlorine, total hardness, total dissolved solids, aerobic plate count, coliform levels	
Water quality system site (Sampling sites 2-5)	One inspection every two weeks	Sampling site 2	Turbidity
		Sampling site 3	total hardness
		Sampling site 4	Residual chlorine
		Sampling site 5	6 items: pH levels, turbidity, total hardness, total dissolved solids, aerobic plate count, coliform levels

Table 4. External Certifications and Legal Compliance for Food Safety at Grape King Bio

The Act Governing Food Safety and Sanitation, Regulations on Good Hygiene Practice for Food (GHP), Taiwan Quality Food (TQF) General Technical Specifications, ISO 22000 & HACCP food safety management system, FSSC 22000 food safety management system, National Sanitation Foundation Good Manufacturing Practice (NSF GMP), Halal certification, Health Food Control Act, food industry registry platform, and regulations issued by the TFDA.

Table 5. Third-Party Certifications Obtained by Grape King Bio

System Classification	Certification System	Pingzhen Headquarters	Zhongli Factory	Grape King Biotech Research Institute (Longtan Branch)	Grape King Bio Park
EMS	ISO 14001:2015	Yes	No	Yes	No
	ISO 50001:2018	Yes	No	No	No
OHSMS	ISO 45001:2018	Yes	No	Yes	No
	CNS 45001:2018	Yes	No	Yes	No
QMS	FSSC 22000 (Note 1)	Yes	No	No	No
	ISO 22000:2018	Yes	Yes	Yes	Yes
	HACCP (Note 2)	Yes	Yes	Yes	Yes
	PIC/S GMP	No	Yes	No	No
	GDP	Yes	Yes	No	No
	NSF GMP	Yes	No	No	No
	TQF (Note 3)	Yes	No	No	No
	Halal (Note 4)	Yes	Yes	Yes	No
	ISO/IEC 17025:2017	Yes	Yes	No	No

Note 1: The latest version (Version 6) was obtained
Note 2: Commissioned verification by SGS
Note 3: Taiwan Quality Food Association; Taiwan Quality Food (TQF)
Note 4: Our Pingzhen Factory obtained 7 product certifications, and our Zhongli and Longtan factories obtained raw material certifications.

ESG Sustainability Performance Metrics

For the past five years, ESG sustainability performance metrics can be viewed on Grape King Bio's [official website](#).

Global Reporting Initiative (GRI) Standards Index

General Disclosures

Grape King Bio follows GRI to publish the Report. The report covers performance in economic, social and environmental aspects in 2024 (from January 1 to December 31, 2024)

GRI	Disclosure Item	Corresponding Sections	Page No.	Remarks
GRI 1: Foundation 2021				
GRI 2: General Disclosures 2021				
1. The organization and its reporting practices				
2-1	Organizational details	About the Report	02	
2-2	Entities included in the organization's sustainability reporting	About the Report	02	
2-3	Reporting period, frequency and contact point	About the Report	02	
2-4	Restatements of information	No changes in mergers or acquisitions, reporting periods, nature of business, and measurement methods		
2-5	External assurance	About the Report Appendix-Independent Assurance Opinion Statement	02 146	
2. Activities and workers				
2-6	Activities, value chain and other business relationships	Introduction to Grape King Bio	09	
2-7	Employees	4.2 Talent Recruitment and Structure	89	
2-8	Workers who are not employees	4.2 Talent Recruitment and Structure	89	
3. Governance				
2-9	Governance structure and composition	2024 Annual Report 1.1 Corporate Governance and Transparency	29	
2-10	Nomination and selection of the highest governance body	1.1 Corporate Governance and Transparency	29	
2-11	Chair of the highest governance body	Introduction to Grape King Bio ESG Management Structure: Sustainability and ESG Committee 1.1 Corporate Governance and Transparency	14 29	
2-12	Role of the highest governance body in overseeing the management of impacts	Introduction to Grape King Bio-ESG Management Structure: Sustainability and ESG Committee	14	
2-13	Delegation of responsibility for managing impacts	Introduction to Grape King Bio-ESG Management Structure: Sustainability and ESG Committee	14	

2-14	Role of the highest governance body in sustainability reporting	Stakeholder Communication and Analysis of Material Topics	19	
2-15	Conflicts of interest	1.1 Corporate Governance and Transparency 1.2 Corporate Integrity and Business Ethics	29 35	
2-16	Communication of critical concerns	1.1 Corporate Governance and Transparency 1.2 Corporate Integrity and Business Ethics	29 35	
2-17	Collective knowledge of the highest governance body	1.1 Corporate Governance and Transparency	29	
2-18	Evaluation of the performance of the highest governance body	1.1 Corporate Governance and Transparency	29	
2-19	Remuneration policies	1.1 Corporate Governance and Transparency	29	
2-20	Process to determine remuneration	1.1 Corporate Governance and Transparency	29	
2-21	Annual total compensation ratio	1.1 Corporate Governance and Transparency	29	
4. Strategy, policies and practices				
2-22	Statement on sustainable development strategy	A Message from the Chairman Sustainability Strategy: Goals and Commitments	04	
2-23	Policy commitments	4.1 Human Rights	85	
2-24	Embedding policy commitments	4.1 Human Rights	85	
2-25	Processes to remediate negative impacts	4.6.1 Multiple Communication Channels	106	
2-26	Mechanisms for seeking advice and raising concerns	4.6.1 Multiple Communication Channels	106	
2-27	Compliance with laws and regulations	1.5 Legal Compliance	45	
2-28	Membership associations	Table 1. Collaborating Associations	134	
5. Stakeholder engagement				
2-29	Approach to stakeholder engagement	Stakeholder Communication and Analysis of Material Topics	19	
2-30	Collective bargaining agreements	4.6.1 Multiple Communication Channels	106	
GRI 3: Material Topics 2021				
3-1	Process to determine material topics	Stakeholder Communication and Analysis of Material Topics	19	
3-2	List of material topics	Stakeholder Communication and Analysis of Material Topics	19	
3-3	Management of material topics	Impacts of Material Themes and Corporate Responses	22	

Disclosure of 10 Material Topics

GRI Standard	Disclosure Item		Corresponding Sections	Page No.	Remarks
1.Product Liability and Safety					
GRI 3	3-1	Process to determine material topics	Stakeholder Communication and Analysis of Material Topics CH2 Product Liability	19	
	3-2	List of material topics		49	
	3-3	Management of material topics			
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	1.5 Legal Compliance	45	
2. Ethics and Integrity					
GRI 3	3-1	Process to determine material topics	Stakeholder Communication and Analysis of Material Topics 1.2 Corporate Integrity and Business Ethics	19	
	3-2	List of material topics		35	
	3-3	Management of material topics			
GRI 205: Anti-Corruption 2016	205-3	Confirmed incidents of corruption and actions taken	1.2 Corporate Integrity and Business Ethics	35	<u>No incidents of corruption occurred in 2024</u>
3. Legal Compliance					
GRI 3	3-1	Process to determine material topics	Stakeholder Communication and Analysis of Material Topics 1.5 Legal Compliance	19	
	3-2	List of material topics		45	
	3-3	Management of material topics			
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	1.5 Legal Compliance	45	
4. Employee Compensation and Benefits					
GRI 3	3-1	Process to determine material topics	Stakeholder Communication and Analysis of Material Topics	19	
	3-2	List of material topics			
	3-3	Management of material topics			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	1.4 Financial Performance	42	

5. Talent Attraction and Retention					
GRI 3	3-1	Process to determine material topics	Stakeholder Communication and Analysis of Material Topics	19	
	3-2	List of material topics	4.3 Talent Cultivation and Performance Appraisals	93	
	3-3	Management of material topics			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	4.2 Talent Recruitment and Structure	89	
GRI 404: Training and Education 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.3 Talent Cultivation and Performance Appraisals	93	
GRI 405: Diversity and Equal Opportunity 2016	404-1	Average hours of training per year per employee	4.4 Employee Compensation, Benefits, and Health	97	
	405-2	Ratio of basic salary and remuneration of women to men			
6. Corporate Governance and Transparency					
GRI 3	3-1	Process to determine material topics	Stakeholder Communication and Analysis of Material Topics	19	
	3-2	List of material topics	1.1 Corporate Governance and Transparency	29	
	3-3	Management of material topics			
GRI 2	102-18	Governance structure and composition	1.1 Corporate Governance and Transparency	29	
7. Occupational Health and Safety					
GRI 3	3-1	Process to determine material topics	Stakeholder Communication and Analysis of Material Topics	19	
	3-2	List of material topics			
	3-3	Management of material topics			
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	4.5.1 Safe and Hygienic Work Environments	103	
			4.5.2 Evaluation of Occupational Safety Risks	105	
8. 客戶服務					
GRI 3	3-1	Process to determine material topics	Stakeholder Communication and Analysis of Material Topics	19	
	3-2	List of material topics			
	3-3	Management of material topics			

GRI 418:Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.3.3 Listening to Customer Opinions 3.3.4 Protection of Customer Privacy and Rights	80 81	
9.Human Rights					
GRI 3	3-1 3-2 3-3	Process to determine material topics List of material topics Management of material topics	Stakeholder Communication and Analysis of Material Topics	19	
GRI 2	2-23 2-24 2-25 2-26	Policy/commitments Embedding policy commitments Processes to remediate negative impacts Mechanisms for seeking advice and raising concerns	4.1 Human Rights 4.6.1 Multiple Communication Channels	89 106	
10. Innovation and R&D					
GRI 3	3-1 3-2 3-3	Process to determine material topics List of material topics Management of material topics	Stakeholder Communication and Analysis of Material Topics	19	



General Disclosures

GRI Standard		Disclosure Item	Corresponding Sections	Page No.	Remarks
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	2.1.1 Procurement Strategy	54	
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	1.2 Corporate Integrity and Business Ethics	29	
	205-2	Communication and training about anti-corruption policies and procedures	1.2 Corporate Integrity and Business Ethics	29	
	205-3	Confirmed incidents of corruption and actions taken	1.2 Corporate Integrity and Business Ethics	29	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	6.2.2 Energy Usage	125	
	302-3	Energy intensity	6.2.2 Energy Usage	125	
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	6.3 Management of Water Resources	127	
	303-4	Water discharge	6.3 Management of Water Resources	127	
	303-5	Water consumption	6.3 Management of Water Resources	127	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	6.2.2 Energy Usage	125	
	305-2	Energy indirect (Scope 2) GHG emissions	6.2.2 Energy Usage	125	
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	6.4 Waste Management	130	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	4.3.2 Employee Training and Development	95	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	4.1 Human Rights	85	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	4.1 Human Rights	85	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.1 Human Rights	85	
GRI 413: Local Communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	4.1 Human Rights	85	

Sustainability Accounting Standards Board (SASB) Index

Household Personal Products and Processed Foods

Category	Disclosed Theme	Code	Accounting Metric	Measurement Unit	Value	Corresponding Sections and Page Numbers
Environmental	Water Management	CG-HP-140a.1 FB-PF-140a.1	(1)Total water withdrawn (2)Total water consumed ; Percentage of each in regions with High or Extremely High Baseline Water Stress	Cubic meters (m³) Percentage (%)	(1) 381.052 (2) 111.737 ; 0%	6.3 Management of Water Resources/P.127
		FB-PF-140a.2	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Number	0	1.5 Legal Compliance / P.45
		CG-HP-140a.2	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Qualitative analysis	Grape King Bio places high emphasis on water quality management and commissions SGS to conduct annual external water quality sampling inspections. This year, we continued to increase recovery volumes of RO concentrate discharge to enhance water-saving rates, effectively lowering water usage volumes, wastewater discharge volumes, and environmental impacts.	6.3 Management of Water Resources/P.127
	Energy Management	FB-PF-130a.1	1.Total energy consumed 2.Percentage grid electricity 3.Percentage renewable	GJ Percentage (%) Percentage (%)	1.199,390.56 GJ 2. 61.96% 3. 1.95%	6.2.2 Energy Usage /P.125
Social Capital	Product Environmental, Health, and Safety Performance	CG-HP-250a.1	Revenue from products that contain REACH substances of very high concern (SVHC)	Reporting currency	NT\$308,875,000	2.2.4 Tracking and Compliance Management /P.64
		CG-HP-250a.2	Revenue from products that contain substances on the California DTSC Candidate Chemicals List	Reporting currency	Grape King Bio's products do not contain any substances that are directly added from the list. However, substances such as phthalates may enter the products primarily through raw materials. We ensure that their overall concentration remains below the regulatory standard set by the Ministry of Health and Welfare in Taiwan, which is below 10% (100,000 ppm). Additionally, for substances such as maleic acid, maleic anhydride, and melamine, we conduct strict testing on raw materials that may contain these components to ensure their overall concentration is below 1% (10,000 ppm) of the regulatory standard.	1.5 Legal Compliance / P.45
		CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern	Qualitative analysis	The inspection center at Grape King Bio is a TAF certified laboratory and operates according to ISO/IEC 17025 standards. Our inspection items include physical and chemical properties, compliance with sanitation regulations, and food safety factors. Our inspection technicians have received TAF certification and our laboratory personnel periodically take capabilities tests conducted by laboratories with third-party certifications to ensure that our inspection center adheres to the highest standards.	2.2.3 Product Quality and Safety Inspections /P.62
		CG-HP-250a.4	Revenue from products designed with green chemistry principles	Reporting currency	Grape King Bio does not currently use any materials that adhere to green chemistry principles , therefore the cost is NT\$ 0.	

Category	Disclosed Theme	Code	Accounting Metric	Measurement Unit	Value	Corresponding Sections and Page Numbers
Social Capital	Food Safety	FB-PF-250a.1	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Rate	The three production lines (capsule, powder and granule, and sterilized soft bag lines) at Pingzhen Factory are all FSSC 22000 certified in accordance with the Global Food Safety Initiative (GFSI). Food safety inspections revealed no major food safety violations in 2024.	2.2.1 Systemic Food Safety Protections /P.60
		FB-PF-250a.2	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Percentage (%) by cost	Grape King Bio had a total of 218 Tier 1 food suppliers in 2024. We conduct annual evaluations on our raw material suppliers to confirm that they have obtained international food safety certifications including HACCP, ISO22000, ISO 14001, and OHSAS 18001. In future, we will include other international GFSI food certification systems in our evaluations.	2.1.3 Regular Evaluation of Existing Suppliers /P.57
		FB-PF-250a.3	(1) Total number of notices of food safety violation received, (2) percentage corrected	Number, Percentage (%)	(1)One violation of Article 28 of the Act Governing Food Safety and Sanitation occurred in 2024. (2)100%	1.5 Legal Compliance / P.45
		FB-PF-250a.4	(1) Number of recalls issued and (2) total amount of food product recalled	Number, Metric tons (t)	No product recall incident occurred in 2024.	2.2.3 Product Quality and Safety Inspections/ P.62
	Health & Nutrition	FB-PF-260a.1	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Reporting currency	Grape King Bio and Pro-Partner define products with health and nutrition attributes as those with Ministry of Health and Welfare Health Food Certification. Total sales revenues for 2024 amounted to NT\$ 557,563,000.	
		FB-PF-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Qualitative analysis	Relevant products possess manufacturing process quality control certifications and various experimental or scientific verifications, and we have also submitted applications to the Ministry of Health and Welfare. Products can only receive MOHW certification following a review by the Ministry of Health and Welfare Health Food Review Committee to confirm safety and efficacy. Consumers can check certification details on MOHW websites, or refer to the product certification information on our website.	
	Product Labeling & Marketing	FB-PF-270a.1	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	Percentage (%)	0%	
		FB-PF-270a.2	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Qualitative analysis	(1)In accordance with the "Regulations Governing Labeling of Packaged Foods Containing Genetically Modified Ingredients," the percentage of genetically modified ingredients in all Grape King Bio products is lower than 3% and are therefore regarded as non-genetically modified products. As a result, our income from genetically modified products was 0. (2)In 2024, all Grape King Bio and Pro-Partner products were non-genetically modified products, and total revenues were NT\$9,557,858,000.	
		FB-PF-270a.3	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Number	2	1.5 Legal Compliance / P.45
		FB-PF-270a.4	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	Reporting currency	NT\$ 240,000	1.5 Legal Compliance / P.45

Category	Disclosed Theme	Code	Accounting Metric	Measurement Unit	Value	Corresponding Sections and Page Numbers
Business Models and Innovation	Packaging Lifecycle Management	CG-HP-410a.1 FB-PF-410a.1	(1) Total weight of packaging,	Metric tons (t)	3,712.27	
			(2) percentage made from recycled and/or renewable materials,	Ratio	58.09%	
			(3) percentage that is recyclable, reusable, and/or compostable	Ratio	69.43%	
		CG-HP-410a.2 FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Qualitative analysis	Relevant products within the Group: 1.All Grape King Bio products with aluminum foil packaging use 100% green paper pulp materials made from FSCTM (Forest Stewardship Council) certified wood materials, ensuring that our paper materials come from legitimate and well-managed forest sources that avoid shifting cultivation and deforestation. 2. Many Grape King Bio products have adopted recyclable plastic bottles and we work with recycling plants to maintain our spirit of sustainability. 3. We continue to actively discuss the feasibility of using recycled packaging materials with our suppliers to gradually increase the sustainability ratios of our packaging materials.	2.3.2 Green Product Packaging and Recycling/ P.67
	Environmental & Social Impacts of Palm Oil Supply Chain	CG-HP-430a.1	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved,	Metric tons (t)	No Grape King Bio products use palm oil.	
			(b) Segregated,	Metric tons (t)	0	
			(c) Mass Balance,	Metric tons (t)	0	
			or (d) Book & Claim	Percentage (%)	0%	
	Environmental & Social Impacts of Ingredient Supply Chain	FB-PF-430a.1	Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	Percentage (%) by cost	We conduct annual evaluations of our raw material suppliers and included 21 ESG evaluation items for the first time in 2021. In future, we plan to include evaluation criteria relating to third-party environmental and social certifications.	2.1.2 Audits of New Suppliers/ P.55
		FB-PF-430a.2	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Rate	Grape King Bio distributed sustainability self-assessment questionnaires to 83 significant suppliers, all of whom completed the forms and met the ESG assessment criteria, achieving a 100% compliance rate. Additionally, a survey on the promotion of anti-corruption and integrity policies was also distributed to the suppliers.	2.1.3 Regular Evaluation of Existing Suppliers/ P.57
	Ingredient Sourcing	FB-PF-440a.1	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	Percentage (%) by cost	According to analysis of global baseline water stress regions from the World Resources Institute, Grape King Bio uses two key ingredients sourced from high baseline water stress regions. We will continue to be attentive of supply conditions and formulate corresponding countermeasures.	
		FB-PF-440a.2	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	Qualitative analysis	Grape King Bio distributed ESG self-evaluation questionnaires to 83 of our significant suppliers. All suppliers achieved a qualification rate of 100% on ESG evaluation items.	2.1.3 Regular Evaluation of Existing Suppliers / P.57
Operational Indicators		CG-HP-000.A FB-PF-000.A	Units of products sold and total weight of products sold	Metric tons (t)	Total sales volumes for 2024 were 7,170,113 units. Total weight of products sold for 2024 was 13,648.34 tons, including only the content of Grape King Bio and Pro-Partner products and excludes the weight of OEM raw materials, supplies, sales giveaways, and shipping cartons.	
		CG-HP-000.B FB-PF-000.B	Number of manufacturing facilities	Number of factories	4 (Note 1)	

Note :
1. CG-HP-140a.1 \ FB-PF-140a.1 : Water-related data is including to the operations of Grape King Bio located in Taiwan and China.
2. CG-HP-000.B, FB-PF-000.B: The number of factories includes four Grape King Bio locations at Zhongli, Pingzhen, Longtan, and Yungfeng factories, but excludes the factory at Shanghai Grape King.

ISO26000 Index

Core Subject	Issue	Corresponding Sections	Page No.	Remarks
Organizational governance	The system by which an organization makes and implements decisions in pursuit of its objectives	1.1 Corporate Governance and Transparency	29	
Human rights	Due diligence	4.2 Talent Recruitment and Structure	89	
	Human rights risk situations	4.2 Talent Recruitment and Structure	89	
	Avoidance of complicity-direct, beneficial and silent complicity	1.2 Corporate Integrity and Business Ethics	35	
	Resolving grievances	4.6 Employee Communication	106	
	Discrimination and vulnerable groups	1.2 Corporate Integrity and Business Ethics 4.2 Talent Recruitment and Structure	35 89	
	Civil and political rights	4.6 Employee Communication	106	
	Economic, social and cultural rights	4.4 Employee Compensation, Benefits, and Health	97	
	Fundamental principles and rights at work	4.4 Employee Compensation, Benefits, and Health	97	
Labour practices	Employment and employment relationships	4.2 Talent Recruitment and Structure	89	
	Conditions of work and social protection	4.5.1 Safe and Hygienic Work Environments	103	
	Social dialogue	Stakeholder Communication and Analysis of Material Topics	19	
	Health and safety at work	4.4.4 Health and Safety Management	100	
	Human development and training in the workplace	4.4 Employee Compensation, Benefits, and Health	97	

Core Subject	Issue	Corresponding Sections	Page No.	Remarks
The environment	Prevention of pollution	6.3 Management of Water Resources 6.4 Waste Management	127 130	
	Sustainable resource use	6.3 Management of Water Resources 6.4 Waste Management	127 130	
	Climate change mitigation and adaptation	6.1 Grape King Bio Climate Actions Under the Task Force on Climate-Related Financial Disclosures (TCFD)	118	
	Protection of the environment, biodiversity and restoration of natural habitats	6.5 Biodiversity	132	
Fair operating practices	Anti-corruption	1.2.2 Avoiding Conflicts of Interest and Anti-Corruption	37	
	Responsible political involvement	Appendix Table 1	135	
	Fair competition	1.2.1 Ethical Management and Moral Conduct	36	
	Promoting social responsibility in the value chain	Value Chain	18	
	Respect for property rights	1.5 Legal Compliance	45	

Core Subject	Issue	Corresponding Sections	Page No.	Remarks
Consumer issues	Fair marketing, factual and unbiased information and fair contractual practices	2.2.4 Tracking and Compliance Management	64	
	Protecting consumers' health and safety	2.2 Food Safety and Responsibility	59	
	Sustainable consumption	2.3 Sustainable Products	66	
	Consumer service, support, and complaint and dispute resolution	3.3.2 Customer Service Processes 3.3.3 Listening to Customer Opinions	79 80	
	Consumer data protection and privacy	3.3.4 Protection of Customer Privacy and Rights	81	
	Access to essential services	3.3 Customer Service	77	
	Education and awareness	3.3.3 Listening to Customer Opinions	80	
Community involvement and development	Community involvement	5.2 Community Development	112	
	Education and culture	5.1 Academic Participation	111	
	Employment creation and skills development	5.1.2 Seed Talent Program (STP)	111	
	Technology development and access	3.1 Innovation Management and Patents	70	
	Health	5.3 Care for the Disadvantaged	114	
	Social investment	CH5 Social Prosperity	109	

United Nations Global Compact Comparison Chart

Category	Ten Principles	Corresponding Sections	Page No.	Remarks
Human rights	Businesses should support and respect the protection of internationally proclaimed human rights; and	4.2 Talent Recruitment and Structure	89	
	make sure that they are not complicit in human rights abuses	4.1 Human Rights	85	
Labour	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	4.6 Employee Communication	106	
	the elimination of all forms of forced and compulsory labour;	1.2 Corporate Integrity and Business Ethics 4.5 Occupational Safety	35 102	
	the effective abolition of child labour; and	1.2 Corporate Integrity and Business Ethics	35	
	the elimination of discrimination in respect of employment and occupation.	1.2 Corporate Integrity and Business Ethics 4.2 Talent Recruitment and Structure	35 93	
Environment	Businesses should support a precautionary approach to environmental challenges;	CH6 Green Environment	117	
	undertake initiatives to promote greater environmental responsibility; and	6.2 Management of Energy Resources and Greenhouse Gases 6.3 Management of Water Resources 6.4 Waste Management	124 127 130	
	Encourage the development and diffusion of environmentally friendly technologies	2.3 Sustainable Products	66	
Anti-corruption	Businesses should work against corruption in all its forms, including extortion and bribery.	1.2.2 Avoiding Conflicts of Interest and Anti-Corruption	37	

Sustainability Reporting Indicators-Food Industry

No.	Requirement	Corresponding Sections	Page No.	Remarks
1	The evaluation and improvement regarding the company's personnel, work environment, hygiene management of facilities and quality control system to improve food sanitation, safety and quality, as well as the significant product and service categories and the percentage affected.	CH2 Product Liability	49	
2	The types and number of violations, number of product recalls, and total weight of recalled products related to applicable food safety and sanitation laws and noncompliance with product and service information and labeling laws.	1.5 Legal Compliance 2.2.3 Product Quality and Safety Inspections	45 62	
3	The percentage of the purchased volume in accordance with internationally recognized responsible production standards, categorized by standards.	2.3.2 Green Product Packaging and Recycling	67	
4	The percentage of the production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards.	2.2.1 Systemic Food Safety Protections	60	
5	The number and percentage of suppliers audited, and the audit items and results.	2.1.3 Regular Evaluation of Existing Suppliers	57	
6	The product trace and track management conducted voluntarily or according to the applicable laws, and the percentage of such relevant products to the whole products.	2.2.4 Tracking and Compliance Management	64	
7	The food safety laboratories established voluntarily or according to the applicable laws, testing items, testing results, relevant expenses and the percentage of such expenses to the net revenue.	2.2.3 Product Quality and Safety Inspections CH2 Product Liability	62 48	
8	Total energy consumption, percentage of purchased electricity, and usage rates of renewable energy	Sustainability Accounting Standards Board (SASB) Index	140	
9	Total water withdrawal and total water consumption	6.3 Management of Water Resources	127	
10	Weight of sold products and number of production facilities	Sustainability Accounting Standards Board (SASB) Index	140	

TWSE: Climate-Related Information of TWSE/TPEX Listed Companies
(Appendix 2)

Item	Implementation status (Section/Page Number)
1. Describe the board of directors' and management's oversight and government of climaterelated risks and opportunities. 2. Describe how the identified climate risks and opportunities affect the business, strategy, and fnance of the business (short, medium, and long term). 3. Describe the fnancial impact of extreme weather events and transformative actions. 4. Describe how climate risk identification, assessment, and management process are integrated into the overall risk management system. 5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described. 6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks. 7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated. 8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be ofset should be specified. 9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in point 1-1 below).	6.1 Grape King Bio Climate Actions Under the Task Force on Climate-Related Financial Disclosures (TCFD)/P.118

1-1 Company greenhouse gas inventory and assurance status in the last two years.

1-1-1 Greenhouse Gas Inventory Information

Item	Implementation status (Section/Page Number)
Describe the emission volume (metric tons CO2e), intensity (metric tons CO2e/ NT\$ million), and data coverage of greenhouse gases in the most recent 2 fscal years.	6.2 Management of Energy Resources and Greenhouse Gases/P.124

1-1-2 Greenhouse Gas Assurance Information

Item	Implementation status(Section/Page Number)
Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.	Grape King Bio Official Website

1-2 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

Item	Implementation status(Section/Page Number)
strategy and concrete action plan, and the status of achievement of the reduction targets.	6.1 Grape King Bio Climate Actions Under the Task Force on Climate-Related Financial Disclosures (TCFD)/ P.118



Inherent Limitations

The Subject Matter Information involved non-financial information, which was subject to more inherent limitations than financial information. The information may involve significant judgment, assumptions and interpretations by the management, and the different stakeholders may have different interpretations of such information.

Independence and Quality Control

We have complied with the independence and other ethical requirements of the Norm of Professional Ethics for Certified Public Accountant in the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

The firm applies Standard on Quality Management 1 "Quality Management for Public Accounting Firms" issued by the Accounting Research and Development Foundation of the Republic of China, which requires the firms to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information is not prepared, in all material respects, in accordance with the applicable criteria.

Other Matters

We shall not be responsible for conducting any further assurance work for any change of the Subject Matter Information or the applicable criteria after the issuance date of this report.

The engagement partner on the limited assurance report is Jian-hong Shih.

Deloitte & Touche
Taipei, Taiwan
Republic of China

May 7, 2025

Notice to Readers

For the convenience of readers, the independent auditors' limited assurance report and the accompanying summary of subject matter information have been translated into English from the original Chinese version prepared and used in the Republic of China. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions, the Chinese-language independent auditors' limited assurance report and summary of subject matter information shall prevail.

- 2 -

APPENDIX

SUMMARY OF SUBJECT MATTER INFORMATION

#	Subject Matter Information				Corresponding Section	Applicable Criteria	Industry-specific Effectiveness of the Sustainability Matters Disclosed in the Rules Governing the Preparation and Filing of Sustainability Report	
1.	100% of our products from sustainable food origins, food safety, and quality management procedures that encompass control of upstream personnel, locations, facility hygiene, and quality assurance systems.				2.02 Product Safety	The evaluation and improvement regarding the company's personnel, work environment, hygiene management of the farms and quality control system to improve food sanitation, safety and quality, as well as the significant product and service categories and the processes affected.	Agri-food Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Report by FTSE Listed Companies Article 8, Paragraph 1, Table 1-1, No. 1	
2.	Category	Number of Incidents	Amount of Fine (NTD)	Legal Basis	Violation Details in 2024	2.1 Legal Compliance 2.2 Product Quality and Safety Supermarket	On the type and number of violations, number of product recalls, and total weight of recalled products related to applicable food safety and sanitation laws, and non-compliance with product and service information and labeling laws.	Agri-food Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Report by FTSE Listed Companies Article 8, Paragraph 1, Table 1-1, No. 2
3.	Meatpacking and Labeling	1	200,000	In violation of Paragraph 1, Article 14 of the Health Food Control Act	The labeling or advertisement of health foods such as "Young King Bee Club Private King" involves false, exaggerated, or misleading content.			
		1	40,000	In violation of Article 28 of the Act Governing Food Labeling and Sanitation	The labeling or advertisement of health foods such as "The Marginal Lanes Edible Sake" involves false, exaggerated, or misleading content.			
■ In 2024, the number of product issues recalled is zero, and both the number of product complaints and the total weight of products reported are zero.								
3.	Super Vision Farmers Cooperative Union, Free Farmer and package sales of products and OEM products use 100% Forest Stewardship Council (FSC™) certified green pulp for packaging production.				2.3.2 Green Product Packaging Design	The percentage of the purchased volume is consistent with internationally recognized responsible production standards, categorized by products.	Agri-food Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Report by FTSE Listed Companies Article 8, Paragraph 1, Table 1-3, No. 3	
4.	Pingtung Factory, Zhongli Factory, Yangling Factory, and Longyan Branch have received ISO 22000, HACCP management system certification, and our Pingtung Factory has received FSC (2009) Version 0, SQP and NEP GMP certification. Together, these four factories control production loss for 10-dwags items. All follow-up inspections of production lines were completed in 2024, achieving an average King Branch Research Institute (King Branch) inspection score of at least 400 of 500. Furthermore, 100% of our products are produced by certified production lines, providing another guarantee of product quality.				2.2.1 Systems Food Safety Protection	The percentage of the production volume manufactured to strict certified by an independent third party according to internationally recognized food safety management system standards.	Agri-food Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Report by FTSE Listed Companies Article 8, Paragraph 1, Table 1-1, No. 4	

- 3 -

Independent Assurance Opinion Statement

#	Subject Matter Information	Corresponding Section	Applicable Criteria	Industry-specific Disclosures of the Sustainability Metrics Specified in the Rules Governing the Preparation and Filing of Sustainability Reports																																			
1.	Grape King Bio conducts regular annual evaluations of our Tier-1 suppliers, including raw material suppliers and outsourcing vendors, with whom we engage in transactions. Apart from the listed main aspects including Quality (C-Grade, D-Subsiding), and 5 (others). <table><tr><td>Total</td><td>2124</td></tr><tr><td>Total number of suppliers</td><td>118</td></tr><tr><td>Assessed suppliers</td><td>118</td></tr><tr><td>Assess ratio</td><td>100%</td></tr><tr><td>Class A</td><td>201</td></tr><tr><td>Class B</td><td>17</td></tr><tr><td>Class C</td><td>0</td></tr></table> * Categorization: Suppliers with a score of more than 81 are classified as Class A (preferred) suppliers, suppliers scoring from 67 to 80 are classified as Class B (satisfactory) suppliers, and suppliers with a score of less than 67 are classified as Class C (unsatisfactory) suppliers; no transactions are permitted with unsatisfactory suppliers.	Total	2124	Total number of suppliers	118	Assessed suppliers	118	Assess ratio	100%	Class A	201	Class B	17	Class C	0	3.1.3 Evaluation of Existing Suppliers	The number and percentage of suppliers assessed, and the audit items and results.	Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies Article 4, Paragraph 1, Table 1-1, No.3																					
Total	2124																																						
Total number of suppliers	118																																						
Assessed suppliers	118																																						
Assess ratio	100%																																						
Class A	201																																						
Class B	17																																						
Class C	0																																						
2.	Grape King Bio has established an internal L&P system and voluntary tracking management mechanism which adheres to the "Product Identification and Tracking Management Procedures". Certain mechanisms encompass the products manufactured by the 11 final production lines at Jiaohong Factory, Yangping Factory, Pingqian Factory, and Longqian Factory, 100% of which can be managed through the product identification and tracking mechanisms.	3.1.4 Tracking and Compliance Management	The product trace and track management conducted voluntarily or according to the applicable laws, and the percentage of such relevant products in the entire products.	Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies Article 4, Paragraph 1, Table 1-1, No.3																																			
3.	Grape King Bio voluntarily establishes laboratory and inspection according to ISO/IEC 17025 standards. Our inspection items include physical and chemical properties, compliance with national regulations, and food safety factors. Inspection items for food safety at Grape King Bio include the following categories: <table><tr><td>Microbiological hazard inspection</td><td>Total bacteria Plate Count, E.coli, Coliform, Enterobacteriaceae, Staphylococcus aureus, Salmonella, Mold & Yeast Count, Listeria monocytogenes, Pseudomonas aeruginosa</td></tr><tr><td>Chemical hazard inspection</td><td>Pesticides, Heavy Metals, Total Aflatoxins, Ochratoxin A, and Patulin Acid, Sulfur Dioxide, Deoxynivalenol and Zearalenone, and Fungicide Residue</td></tr><tr><td>Physical hazard inspection</td><td>Foreign material inspection</td></tr></table> <table><tr><th rowspan="2">Item</th><th colspan="5">Raw Material</th></tr><tr><th>Purchased Raw Materials</th><th>Bio-technology Fermenters</th><th>Matrix Isolation Processing (Process)</th><th>Micro-Batching Processing (Batch-Isolated Products)</th><th>Other Material</th></tr><tr><td>Number of inspection items</td><td>1,367</td><td>1,117</td><td>108</td><td>1,838</td><td>1,196</td></tr><tr><td>Number of qualified items</td><td>1,356</td><td>1,100</td><td>108</td><td>1,803</td><td>1,103</td></tr><tr><td>Number of unqualified items</td><td>11</td><td>17</td><td>0</td><td>5</td><td>41</td></tr></table> Note: Raw materials and materials were covered microbiological, chemical and physical hazard testing. * In 2024, Grape King Bio received NTA(21121) at 10% of net revenue in 2024 in food safety management fees, including inspection fees, human resources, testing materials, equipment depreciation, certification fees, and other expenses.	Microbiological hazard inspection	Total bacteria Plate Count, E.coli, Coliform, Enterobacteriaceae, Staphylococcus aureus, Salmonella, Mold & Yeast Count, Listeria monocytogenes, Pseudomonas aeruginosa	Chemical hazard inspection	Pesticides, Heavy Metals, Total Aflatoxins, Ochratoxin A, and Patulin Acid, Sulfur Dioxide, Deoxynivalenol and Zearalenone, and Fungicide Residue	Physical hazard inspection	Foreign material inspection	Item	Raw Material					Purchased Raw Materials	Bio-technology Fermenters	Matrix Isolation Processing (Process)	Micro-Batching Processing (Batch-Isolated Products)	Other Material	Number of inspection items	1,367	1,117	108	1,838	1,196	Number of qualified items	1,356	1,100	108	1,803	1,103	Number of unqualified items	11	17	0	5	41	3.1.5 Product Quality and Safety Inspection	The food safety inspection conducted voluntarily or according to the applicable laws, testing items, testing results, relevant inspection and the percentage of such inspection to the net revenue.	Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies Article 4, Paragraph 1, Table 1-1, No.1
Microbiological hazard inspection	Total bacteria Plate Count, E.coli, Coliform, Enterobacteriaceae, Staphylococcus aureus, Salmonella, Mold & Yeast Count, Listeria monocytogenes, Pseudomonas aeruginosa																																						
Chemical hazard inspection	Pesticides, Heavy Metals, Total Aflatoxins, Ochratoxin A, and Patulin Acid, Sulfur Dioxide, Deoxynivalenol and Zearalenone, and Fungicide Residue																																						
Physical hazard inspection	Foreign material inspection																																						
Item	Raw Material																																						
	Purchased Raw Materials	Bio-technology Fermenters	Matrix Isolation Processing (Process)	Micro-Batching Processing (Batch-Isolated Products)	Other Material																																		
Number of inspection items	1,367	1,117	108	1,838	1,196																																		
Number of qualified items	1,356	1,100	108	1,803	1,103																																		
Number of unqualified items	11	17	0	5	41																																		

4

#	Subject Matter Information	Corresponding Section	Applicable Criteria	Industry-specific Disclosures of the Sustainability Metrics Specified in the Rules Governing the Preparation and Filing of Sustainability Reports																		
4.	<table><tr><th>Category</th><th>Unit</th><th>2024</th></tr><tr><td>Total energy consumed</td><td>GJ</td><td>196,190.36</td></tr><tr><td>Percentage of electricity</td><td>Percentage (%)</td><td>61.96%</td></tr><tr><td>Percentage of renewable</td><td>Percentage (%)</td><td>1.12%</td></tr></table>	Category	Unit	2024	Total energy consumed	GJ	196,190.36	Percentage of electricity	Percentage (%)	61.96%	Percentage of renewable	Percentage (%)	1.12%	Sustainability Accounting Standards Board (SASB)-Index	Total energy consumption, percentage of purchased electricity, and usage ratio of renewable energy.	Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies Article 4, Paragraph 1, Table 1-1, No.4						
Category	Unit	2024																				
Total energy consumed	GJ	196,190.36																				
Percentage of electricity	Percentage (%)	61.96%																				
Percentage of renewable	Percentage (%)	1.12%																				
5.	<table><tr><th></th><th colspan="2">2024</th></tr><tr><th></th><th>Manufacturing Sites at Taiwan</th><th>Office Sites at Taiwan</th></tr><tr><td>Water withdrawal</td><td>105,101</td><td>0</td></tr><tr><td>Wastewater withdrawal</td><td>11,146</td><td>1,176</td></tr><tr><td>Water consumption</td><td>116,247</td><td>1,176</td></tr><tr><td>Water consumption (effluent ratio)</td><td>11.2%</td><td>8.9%</td></tr></table> * Water consumption = Water withdrawal - Water discharge * Manufacturing sites included Pingqian Factory, Jiaohong Factory, Longqian Branch, and Yangping Factory * Office sites included Longqian center, Taipei Operational Headquarters, Fuzhou and Jinan, Taichung Office, etc.		2024			Manufacturing Sites at Taiwan	Office Sites at Taiwan	Water withdrawal	105,101	0	Wastewater withdrawal	11,146	1,176	Water consumption	116,247	1,176	Water consumption (effluent ratio)	11.2%	8.9%	3.2 Management of Water Resources	Total water withdrawal and total water consumption	Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies Article 4, Paragraph 1, Table 1-1, No.5
	2024																					
	Manufacturing Sites at Taiwan	Office Sites at Taiwan																				
Water withdrawal	105,101	0																				
Wastewater withdrawal	11,146	1,176																				
Water consumption	116,247	1,176																				
Water consumption (effluent ratio)	11.2%	8.9%																				
6.	Grape King Bio and its subsidiaries have 11,646.16 tons, including only the number of Grape King Bio and its subsidiaries at Jiaohong, Pingqian, Longqian, and Yangping factories.	Sustainability Accounting Standards Board (SASB)-Index	Weight of sold products and number of production facilities	Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies Article 4, Paragraph 1, Table 1-1, No.10																		



GRAPE KING BIO

www.grapeking.com.tw