



葡萄王生技  
GRAPE KING BIO

TSE 1707



科技  
Technology

希望  
Hope

健康  
Health

# 2025 Annual Report

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This translated document is prepared in accordance with the Chinese version and is for reference only. In the event of any inconsistency between the English version and the Chinese version, the Chinese version shall prevail.



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**5. Venue for trading the Company's listed overseas securities and inquiry method for such overseas securities: None**

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A hand holding a blue pen is positioned over a stack of papers. The background is a soft-focus image of a desk with a pen and papers. A red rectangular overlay is positioned in the upper right quadrant, containing the text 'Letter to Shareholders'.

I

# Letter to Shareholders



Dear Shareholders,

Thank you for your support and patronage over the past year. On behalf of Grape King Bio Ltd. (hereinafter referred to as the “Company”), I would like to express my deepest gratitude to you all.

Looking back on 2025, under the combined impact of ongoing geopolitical tensions, drastic changes in international tariff policies, and the rise of trade protectionism, global economic growth slowed, and the Company’s overall operations faced many challenges. Taiwan’s health food market was affected by fluctuations in international tariff policies, making consumers more conservative in their purchasing behavior. In addition, the increase in emerging brands and new entrants intensified market competition; in the Mainland China market, the continued weakness of the Chinese economy dampened recovery. Although the overall environment was unfavorable, the ODM business achieved significant year-on-year growth, as the benefits of many years of expanding domestic and overseas customers began to materialize. Overall, despite an 8% decline in consolidated revenue for Grape King Bio in 2025 under multiple adverse factors, the Company was still able to maintain revenue above the NT\$10 billion mark, reaching NT\$10.25 billion. Looking ahead, Grape King Bio will roll out new product series under its own brand while, in parallel, expanding its Multi-Level Marketing (MLM) Market in Malaysia; for the ODM business, the focus will be on sustaining order momentum and continuing to develop international markets through differentiated raw materials; in the Mainland China market, we will strengthen promotion of our own brands through diverse channels and develop functional beverages to capture the fast-moving consumer goods market, with the aim of driving group business growth through diversified operating strategies.

In addition to operating results, Grape King Bio has continued to deepen its efforts in sustainability and corporate governance. In 2025, the Company was awarded the “National Sustainable Development Award” by the National Council for Sustainable Development of the Executive Yuan, becoming the only award-winning company in Taiwan’s biotech and health food industry. Moreover, since 2020, the Company’s corporate governance evaluation has ranked among the top 5% of all listed companies for five consecutive years, demonstrating Grape King Bio’s excellent performance in sustainable governance. Going forward, guided by the philosophy of “dedicating ourselves to making society better for all,” the Company will continue to deepen its efforts and expand its positive impact on the environment, industry, and society, creating long-term value for the Group’s sustainable development.

Grape King Bio’s growth is not only attributable to the tireless efforts of all employees, but also to the trust and strong support of our shareholders, which have enabled the Company to continuously achieve outstanding results. The following is a brief report to our shareholders on our operating performance over the past year:

## 1. Operating Results for 2025

### (1) Financial Income and Expenditure for 2025

Unit: NT\$ thousand

Item	2025	2024
Operating revenue	10,251,607	11,160,005
Operating costs	2,554,274	2,502,472
Gross profit	7,697,333	8,657,533
Operating expenses	5,555,822	6,157,698

Item	2025	2024
Operating income	2,141,511	2,499,835
Non-operating income and expenses	156,189	173,470
Net income after tax	1,860,935	2,171,153
Outstanding shares (in thousands of shares)	148,137	148,137
Earnings per share (NT\$)	8.22	9.78

Due to economic uncertainty arising from drastic changes in international tariff policies, consumers became more conservative, competition in Taiwan's health food market intensified, and the Chinese economy remained sluggish. As a result, consolidated revenue for 2025 was NT\$10.25 billion, representing an 8% decline from the previous year and falling short of budget. Although the Company tightened expenditures, reducing operating expenses by over NT\$600 million (9.8%), earnings per share still decreased by NT\$1.56.

### (2) Profitability Analysis for 2025

Item	2025	2024
Return on assets	12.01%	14.10%
Return on equity	15.60%	18.54%
Ratio of pre-tax net income to paid-in capital	155.11%	180.46%
Net profit margin	18.15%	19.45%
Earnings per share (NT\$)	8.22	9.78

### (3) Research and Development Status

Grape King Bio continues to devote itself to new product development, new market expansion, and internal operational efficiency enhancement, with the aim of meeting customer needs through high-quality products and responding swiftly to various challenges and uncertainties in the industry and market, thereby maintaining competitiveness and profitability. Therefore, in 2025 the Company launched new products such as Antrodia Beadlets, Glucosamine complex Capsules, Li-Sheng Instant Drink, Cordibella Revitalizing Hydrating Lotion, Cordibella Revitalizing Essence, Cordibella Revitalizing Firming Cream, Ganoderma & Agaricus subrufescens mycelium, Super 7 Probiotics, Kombucha Classic Flavor, Kombucha Fruity Flavor, Super Turmeric & Sanghuang mycelium, Calcium Jelly for Kids, Probiotics & Enzyme & AOJIRU, Kombucha Essence Drink, GABA & Probiotics, Pumpkin Seeds Complex, and Maca & Morchella mycelium Complex. These new products have received very positive feedback from consumers.

Going forward, the Company will continue to invest resources and cooperate with biotechnology institutions and domestic universities to jointly research and develop new materials. We will also strive to upgrade formulas of existing products to enhance their health benefits and continue to apply for health food certifications issued by the Ministry of Health and Welfare of the Executive Yuan.

## 2. Overview of Business Plan for 2026

- (1) Business policy, sales volume forecast and the basis thereof, and important production and sales policies

Under the visionary business foundations laid by the Company's founder, Mr. Tseng Shui Chao, Grape King Bio has been deeply rooted in Taiwan for more than 50 years. By accurately observing changes in consumers' lifestyles and making good use of our professional biotechnology R&D capabilities, we have continuously launched a variety of new health products favored by the public. Through channel integration and e-commerce combined with big data marketing to continuously attract new customers with high-quality health food supplements, we enhance customer satisfaction with comprehensive sales services to steadily drive stable and healthy growth in our overall business performance. In addition, the development of the functional beverage market has also contributed to the Company's operating revenue.

Grape King Bio is a leading brand of health products in Taiwan. As consumers' health needs evolve, in addition to the continuing strong sales of existing health products for liver protection, gastrointestinal health, and weight management, we plan to continue launching upgraded health products that focus on health topics highly valued by the general public, such as eye care, aging ailments, and women's beauty care. In conjunction with major channels, we will adopt strategic cooperation by leveraging Grape King's strengths in R&D technology and proprietary specialty raw materials together with powerful marketing and advertising resources. 2026 will see the launch of new innovative products tailored to consumer consumption habits, so that good health can be easily enjoyed anytime and anywhere.

In response to intensifying competition and increasing industry concentration in the global health food market, our strategy for ODM and overseas business in 2026 will focus on "professionalization, systematization, and globalization" as the core directions of development. Continuing to promote improvements in operating efficiency and raw material innovation we are moving towards our long-term vision of becoming the Taiwan ODM "biotechnology industry leader." Our development strategies will center on deepening key customer management, enhancing value density in the Taiwan market, and promoting the transformation of overseas markets from a trade-oriented to a strategic-cooperation-oriented model, so as to establish an operating structure with both stability and scalability.

UVACO (previously known as Pro-Partner) plans to formally enter the MLM market of Malaysia with a diverse array of new products, which is expected to inject new momentum into the Group's growth. In addition, Shanghai Grape King continue to expand ODM opportunities with new and existing clients, as well as strengthen the promotion of its own brands in the fast-moving consumer goods market through cooperation with traditional distributors, social media e-commerce, and new retail channels such as live streaming.

Based on market demand and capacity planning, Grape King Bio has set the following sales targets for 2026: health foods 1,134 metric tons, health drinks 1,998 metric tons, and functional drinks 6,414 metric tons. Upholding the corporate philosophy of "Live Healthy, Think Grape King," the Company expects to drive continuous overall business growth through multi-faceted development strategies.

(2) Effect of external competition, the legal environment, and the overall business environment

With changes in the population structure, the proportion of single-person and aging households continues to increase with consumers pursuing higher-quality products. As a result, demand for health products, health foods, and health beverages is also growing. According to research by the market trend research organization Worldpanel Consumer Index (formerly Kantar Consumer Index), Taiwan's health food market continues to expand. Consumer demand can be differentiated across generations: aged 18 to 34 are increasing their spending on general nutritional supplements. 35 to 54 age group are paying more attention to targeted health maintenance and are purchasing more products for gastrointestinal health and beauty. Aged 55 and above place greater emphasis on joint health and ailments associated with aging. Therefore, we pay attention to health food products that are carefully planned and positioned in line with different generations.

Business opportunities in Taiwan's health food market continue to grow, with a large number of manufacturers and new brands entering the market, making competition increasingly intense. At the same time, Taiwan's health foods are regulated and restricted by the "Health Food Governing Act" and the "Act Governing Food Safety and Sanitation". Even though market demand has moved toward areas such as sleep, emotional well-being, metabolism, and brain health, the regulations for health foods still allow only 14 approved health functions, and marketing advertising may only describe health functions using a limited set of fixed, approved phrases. This makes it difficult to directly communicate R&D achievements and clinically validated efficacy, thus even harder for consumers to distinguish between products. In terms of sales models, in addition to traditional physical channels, the e-commerce market for health foods continues to grow rapidly. Meeting consumers' increasingly refined and personalized needs and adapt to different purchasing habits in various channels has become even more important. Upholding its core competence in innovative R&D, Grape King Biotech Research Institute brings together outstanding professionals including PhDs in biotechnology, nutritionists, and food technologists, continuously developing proprietary raw materials and technologies, and establishing product differentiation. We develop health food products that help enhance vitality and provide nutritional support, offering consumers high-quality, youthful health solutions. At the same time, we strengthen the integration of online channel platforms and expand our physical channel layout to increase product penetration and enhance competitiveness.

(3) Honors and Awards

In 2026, Grape King Bio achieved outstanding performance in terms of corporate recognition, products, and core technologies, and was honored by the Ministry of Economic Affairs with "9th National Industrial Innovation Award – Excellent Innovation Category," the Executive Yuan National Council for Sustainable Development "2025 National Sustainable Development Award," and the Environmental Protection Administration "7th National Enterprise Environmental Protection Award." Our product R&D also shone remarkably: "Heridium erinaceus mycelium powder" received the "2025 Taipei Biotech Award – Innovation Technology Award (Applied Biotechnology Group) – Bronze Award," and our flagship product "Probiotics King EX400" was further honored with the "ACLAB 2025 Taiwan Lactic Acid Bacteria Association Innovative Product – Special Excellence Award" and named one of the "Future Parent-Child 2025 Families' Favorite Brands." In the area of long-term stable operation and sustainable governance, the Company has, for four consecutive years, won the "TCSA Taiwan Corporate Sustainability Awards – Sustainability Report Category – Platinum Award"

and “TCSA Taiwan Corporate Sustainability Awards – Comprehensive Performance Category – Top 100 Model Companies,” and for five consecutive years has been listed in the “Corporate Governance Evaluation Top 5%,” as well as being awarded “NSF Outstanding Value Partner – Grade A Certification.” Furthermore, Grape King Bio has long devoted itself to corporate social responsibility and to building a healthy workplace. It was honored for the sixth time with the “1111 Job Bank Happiness Enterprise Gold Award,” and the Longtan Plant was awarded the Ministry of Labor “2025 Occupational Safety and Health Excellent Unit – Excellence Award.” In the area of sustainable action and environmental management, the Company received the Taiwan Institute for Sustainable Energy “2025 TSAA Sustainable Action Award – SDG03 Silver Award,” and the “SGS ISO PLUS Awards – Exemplary Environmental Management System Performance Award.” More notably, Chairman Dr. Sheng-Lin Andrew Tseng received the “2025 18th TCSA Taiwan Corporate Sustainability Awards – Outstanding Sustainability Practitioner Award,” and General Manager Dr. Chin-Chu Chen also received the “2025 9th Ministry of Economic Affairs National Industrial Innovation Award – Innovation Elite Award,” together creating the honor of dual recognition for the Company and individual leaders. The Company’s comprehensive outstanding performance has won widespread public recognition.

In terms of technological R&D, 2025 marked a major milestone: the independently developed botanical new drug “GKAC” obtained approval from the U.S. Food and Drug Administration (FDA) to proceed with Phase II clinical trials in humans, demonstrating the Group’s solid capabilities in biopharmaceutical R&D in line with international standards, and marking an important milestone in our transition from the field of “health foods” into the field of “botanical new drugs”. In terms of patent deployment, our inventions and patent layout have made impressive achievements worldwide. Over the year, we accumulated a total of 210 gold medals, 29 silver medals, 18 bronze medals, and 93 special awards, for a total of 350 awards. Our patents on probiotics, *Antrodia cinnamomea*, *Phellinus linteus*, *Hericium erinaceus* and others have won major awards both domestically and internationally, including: the “2025 Middle East International Invention Exhibition – 1 Gold, 1 Silver, 1 Special Award,” the “2025 Malaysia MTE International Invention Exhibition – 1 Gold, 1 Silver,” the “2025 Russia Archimedes International Invention Exhibition – 2 Gold, 1 Special Award,” the “2025 Switzerland Geneva International Invention Exhibition – 1 Gold, 1 Bronze, 2 Special Awards,” the “2025 Japan Tokyo Innovation Genius Invention Awards – 2 Gold, 1 Special Award,” the “2025 36th ITEX Malaysia Invention Exhibition – 2 Gold, 2 Special Awards,” the “2025 Romania EUROINVENT European Cup International Invention Exhibition – 2 Gold, 2 Special Awards,” the “2025 9th Shanghai International Invention Exhibition – 4 Gold,” the “2025 U.S. Silicon Valley Invention Exhibition – 1 Gold, 1 Silver, 1 Special Award,” the “2025 Korea WiC World Innovative Invention Contest – 2 Gold, 1 Special Award,” the “2025 IIC International Innovation and Invention Competition – 4 Gold,” and the “2025 IIDC Hong Kong Innovation Science and Technology International Invention Exhibition – 2 Gold.”

Pro-Partner Ltd. (recently rebranded as UVACO) , under the leadership of Chairwoman Chang-Yeh Tseng, General Manager Mei-Ching Tseng, and the joint efforts of six Sales Consultants, has in recent years continuously achieved steady and rapid development. With a large-scale member network and outstanding business performance, it has firmly established itself as a leading player in Taiwan’s MLM industry and continues to showcase the vibrant energy and brand value of Taiwan’s MLM sector.

#### (4) Sustainable Development

In 2025, Grape King Bio sustainable operations continues to be at the forefront of the biotech industry after becoming the first Taiwanese biotech company to pass the SBTi (Science Based Targets initiative) validation for science-based emission reduction targets, in 2025 we further deepened our net-zero transition roadmap and were honored with the “2025 National Sustainable Development Award” and “TCSA Taiwan Corporate Sustainability Award.” In addition, Chairman Sheng-Lin Andrew Tseng was also honored to receive the rarely bestowed highest-level personal recognition—the “Outstanding Sustainability Practitioner Award”. The selection criteria for this award are stringent and the number of awardees is very limited. Recipients have generally been business leaders who lead industrial transformation and have significant social influence, symbolizing the highest recognition of vision and achievements in sustainable governance. Grape King Bio has demonstrated both determination and action in ESG, and will continue to create a better sustainable future!

Since 2019, and now keeping pace with the times, Grape King Bio has incorporated corporate social responsibility into the frameworks of “Sustainable Environment,” “Social Participation,” and “Corporate Governance,” and has continues to operate under the structure of the ESG Committee. Based on the Company’s external core values of “Technology, Health, Hope,” and starting from the philosophy of “dedicating ourselves to making society better for all,” we further promote multi-faceted sustainable performance in “Ethical Governance,” “Product Liability,” “Innovation and R&D,” “Happy Workplace,” “Society Prosperity,” and “Green Environment.”

We also continue to implement our external core values of “Technology, Health, Hope” and strengthen our internal core values of “Innovation, Integrity, Philanthropy,” hoping that all colleagues will take these as a foundation, respond to the Company’s sustainable operation goals, and jointly practice Grape King Bio’s corporate philosophy.

##### i. Ethical Governance

Under the expectation of sustainable operation, the Company continuously strengthens its corporate governance policies. In addition to complying with laws and the Articles of Incorporation, we divide corporate governance into several major aspects, including: protecting shareholders’ rights and treating all shareholders fairly, strengthening the structure and operations of the Board of Directors, implementing corporate social responsibility, and enhancing information transparency. The Corporate Governance Team also serves as the “Corporate Governance Unit” and the “Ethical Corporate Management Unit,” strengthening the governance framework and assisting in formulating and promoting matters related to ethical corporate management, anti-corruption, and anti-bribery. Through advocacy and evaluation, we actively implement the concepts of integrity, righteousness, and ethical values, and report implementation status to the Board of Directors on a regular basis each year. In 2025, the Company obtained company-wide ISO 37001 Anti-Bribery Management System certification for the third consecutive year, and remains the first in the biotech industry to do so. In the future, we will continue to uphold integrity as our foundation, build an ethical enterprise, and make even greater contributions to society.

Corporate governance is the cornerstone of a company’s sustainable operation. To ensure that corporate governance procedures are complete and transparent, we actively participate in the corporate governance evaluation organized by the Taiwan Stock Exchange, and for five consecutive years we have been ranked among the top 5% of

listed companies in the corporate governance evaluation, making us a leading enterprise in the biotech industry. We will continue to pursue excellence and move toward the goal of sustainable operation.

The Company maintains regular face-to-face communication between independent directors, internal audit supervisors, and CPAs to ensure that independent directors can fully exercise their powers. The Company also periodically purchases “Directors and Key Employees Liability Insurance” for directors to reduce and disperse the risk of significant losses to the Company and shareholders caused by directors’ errors or negligence. In addition, we provide multiple communication channels and assign dedicated personnel to respond to issues of concern to stakeholders. The Company also regularly discloses information on corporate governance and financial and business operations on its Chinese and English websites, and in 2025 was invited to participate in four domestic and overseas institutional investor conferences to further enhance information transparency.

ii. Product Liability

In terms of food safety management, we continue to promote food safety traceability systems to ensure product responsibility. Grape King Bio not only holds numerous international certifications such as PIC/S GMP, ISO 22000, HACCP, NSF GMP, TQF, HALAL, ISO/IEC 17025 TAF certified laboratory, and FSSC 22000, but also conducts regular audits and evaluations of raw material suppliers. In 2025, the Company audited 214 suppliers, achieving an audit rate of 100%. By maintaining the most rigorous and high standards, we aim to ensure that consumers can drink with peace of mind and eat with confidence.

In addition, we conduct comprehensive advocacy activities to enhance employees’ awareness of food safety culture. For example, we participate in health walking events by setting up booths and interactive games to promote food safety knowledge, respond to World Food Safety Day activities, place food safety posters and labels throughout the plant, and publish two issues of the food safety newsletter every year to share information on food safety incidents and the latest developments.

iii. Innovation and R&D

In the field of innovation and R&D, Grape King Biotech Research Institute continues to deepen fermentation technology and is committed to transforming cutting-edge science into health solutions that benefit society. In 2025, we achieved a major breakthrough: our independently developed botanical new drug GKAC was officially approved by the U.S. FDA to proceed with Phase II human clinical trials, symbolizing that Grape King Bio already possesses biopharmaceutical R&D capabilities aligned with international standards. In addition, Grape King Bio’s innovative patents have also achieved remarkable results on the international stage, with a cumulative total of 210 gold medals, 29 silver medals, 18 bronze medals, and 93 special awards, for a total of 350 awards. In the same year, our probiotic products were not only designated as the official brand of the 2025 Asian Lactic Acid Bacteria Conference (ACLAB15), but were also recognized by the Taiwan Lactobacillus Association with the “Best Innovative Product Technology Award.” These achievements prove that Grape King is not only a pioneer in health foods, but also a scientific practitioner safeguarding the health of people of all ages.

Furthermore, Grape King Bio continues to actively promote industry–academia collaboration with major universities and colleges, providing students with many opportunities to visit our plants and participate in internships. We also go into campuses and training institutions to share our professional expertise with students. Chairman Dr. Sheng-Lin Andrew Tseng personally leads colleagues in participating in the Taiwan Institute of Directors’ executive talent seed training programs, serving as a corporate mentor to students. We hope to cultivate professional talents in industries related to the national economy, combine the strengths of academia and industry, help young students gain practical experience, and enhance their future competitiveness in the workplace.

iv. Happy Workplace

Grape King Bio continues to maintain an Occupational Safety and Health Committee and has full-time nurses. We regularly organize health seminars and maintain multiple professional certifications, including ISO 45001, CNS 45001, “Sports Enterprise” certification, and “Healthy Workplace” certifications, in order to create a safe and healthy working environment. In addition to comprehensive employee benefits and facilities, we also enhance employees’ sense of belonging through diverse team activities. This commitment to a happy workplace has allowed us to receive the “1111 Job Bank Happiness Enterprise Gold Award” for six consecutive years. In occupational safety management, Grape King continued to deepen our safety culture in 2025 and was honored with the “Occupational Safety and Health Excellent Unit Award” from the Ministry of Science and Technology.

v. Social Prosperity


Grape King Bio also hopes to leverage its resources to encourage broader participation in social welfare. Through various charitable activities and sponsorships, we connect internal colleagues with external organizations, encouraging more people to care about and participate in public welfare. By means of practical involvement and management, we ensure that every charitable resource is utilized to its fullest effect. In 2025, the Company’s expenditures on social participation reached NT\$8.733 million, and volunteer participation amounted to 1,296 person-times.

vi. Green Environment

In order to maintain a sustainable environment for the next generation, Grape King Bio fully recognizes the urgency for enterprises to set proactive targets regarding climate change and global warming. Since 2017, the Pingzhen Head Office has passed ISO 14001 Environmental Management System certification and, through the PDCA operating model, continues to promote various environmental protection measures. In addition, the Company continues (since 2019) to run the ISO 50001 Energy Management System along with our commitment to RE100 renewable energy initiative, committing to achieving 100% renewable energy usage by 2035. In 2019 the Company became the fourth company in Taiwan to join RE100, setting energy efficiency improvement and optimization of energy use as key missions of Grape King Bio. In 2025, we were honored with the “SGS ISO PLUS Awards – Exemplary Environmental Management System Performance Award,” and in line with the Science Based Targets initiative (SBTi) pathway, we continue to promote carbon reduction and renewable energy development, firmly implementing our net-zero commitment.

In summary, in addition to making every effort to meet the expectations of shareholders and the needs of customers, Grape King Bio also adheres to the concept of sharing with society, striving to contribute to society from the standpoint of an enterprise. We firmly believe that through continuous dedication and concrete action, we can establish a win-win-win milestone for the Company, employees, and society, fulfill our corporate citizenship responsibilities, and make meaningful contributions to the sustainable development of the environment.

Finally, I extend our best wishes to all shareholders: Good health, every success, and prosperity for every family.

Chairman and GM  Dr. Sheng-Lin Andrew Tseng





# Corporate Governance



1. Directors and Managers team
2. Remuneration of the Directors, the General Manager, and Assistant General Managers
3. Corporate Governance Status
4. Information on CPA (External Auditor) Professional Fees
5. Information on Replacement of Certified Public Accountant
6. The Company's Chairperson, General Manager, or Any Managerial Officer in Charge of Finance or Accounting Matters Has in the Most Recent Year Held a Position at the Accounting Firm of Its Certified Public Accountant or at an Affiliated Enterprise of Such Accounting Firm
7. Any Transfer of Equity Interests and/or Pledge of or Change in Equity Interests by a Director, Managerial Officer, or Shareholder with a Stake of More Than 10 Percent During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report
8. Relationships Among the Top 10 Shareholders
9. Total Comprehensive Shareholding Ratio for the Number of Shares Held by the Company, the Company's Directors, Managers and the Company Directly or Indirectly Controlled by the Company in the Same Investment Business

## 1. Directors and Managers team

### (1) Information on Directors

March 28, 2026 Unit: Share, %

Job Title (Note 1)	Nationality or Place of Registration	Name	Gender Age (Note 2)	Date of Election/ Appoint- ment to Current Term	Term of Office (years)	Commen- ment Date of First Term (Note 3)	No. of Shares Held at Time of Election		No. of Shares Currently Held		Shares Currently Held by Spouse and Minor Children		Shares Held Through Nominees		Principal Work Experience and Academic Qualification (Note 4)	Positions Held Concurrently in the Company and/or in Any Other Company	Other Officers, Directors, or Supervisors with Which the Person has a Relationship of Spouse or Relative Within the Second Degree			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Job Title	Name	Relation- ship	
Chairman	Republic of China	Sheng-Lin Andrew Tseng	Male 51-60	May 30, 2024	3	June 19, 2009	6,511,244	4.40	6,511,244	4.40	-	-	1,559,557	1.05	Note 9	Note 8	Director	Mei-Ching Tseng	Sister and brother	Note 5
Director	Republic of China	Mei-Ching Tseng	Female 61-70	May 30, 2024	3	June 26, 2015	2,954,117	1.99	1,754,117	1.18	-	-	49,000	0.03	Note 9	Note 8	Chairman	Sheng-Lin Andrew Tseng	Sister and brother	
Director	Republic of China	UNI-PRESIDENT ENTERPRISES CORP. Representative: Jia-Fong Chai	- Male 51-60	May 30, 2024	3	July 15, 2021 May 30, 2024	11,851,000	8.00	11,851,000	8.00	-	-	-	-	Note 9	Note 8	None	None	None	
Director	Republic of China	Yen-Shiang Huang	Male 51-60	May 30, 2024	3	May 29, 2018	203,000	0.14	203,000	0.14	-	-	-	-	Note 9	Note 8	None	None	None	
Director	Republic of China	Jue-Jia Chang	Male 61-70	May 30, 2024	3	June 19, 2009	1,538,386	1.04	1,538,386	1.04	1,601,255	1.08	-	-	Note 9	Note 8	None	None	None	
Director	Republic of China	Hsing Chun Chen	Female 61-70	May 30, 2024 (Note 6)	3	May 29, 2018 (Note 7)	1,559,596	1.05	1,609,596	1.09	-	-	-	-	Note 9	Note 8	None	None	None	
Director	Republic of China	Chih-Wei Lai	Male 41-50	May 30, 2024	3	May 29, 2018	653,000	0.44	653,000	0.44	-	-	-	-	Note 9	Note 8	None	None	None	
Independent Director	Republic of China	Chen Jing Ning	Female 51-60	May 30, 2024	3	July 15, 2021	-	-	-	-	-	-	-	-	Note 9	Note 8	None	None	None	
Independent Director	Republic of China	Chi J. Yu	Male 61-70	May 30, 2024	3	May 30, 2024	-	-	-	-	-	-	-	-	Note 9	Note 8	None	None	None	
Independent Director	Republic of China	Ting-Ju Chen	Female 51-60	May 30, 2024	3	May 30, 2024	-	-	-	-	-	-	-	-	Note 9	Note 8	None	None	None	
Independent Director	Republic of China	Pang-Chung Chin	Male 61-70	May 30, 2024	3	May 30, 2024	-	-	-	-	-	-	-	-	Note 9	Note 8	None	None	None	

Note 1: For a corporate shareholder, the name of the corporate shareholder and its representative shall be listed separately (when listing the representative of a corporate shareholder, the name of the corporate shareholder shall also be noted), and Form 1 below shall also be completed.

Note 2: Please state the actual age, or, alternatively, state the age interval into which the actual age falls, e.g., 41~50 years, 51~60 years.

Note 3: Specify the time the person first began to serve as a director or supervisor of the Company. If there has been any break within a term or between terms, add a note specifying the circumstances.

Note 4: Specify experience and qualifications related to the current position. If during a period specified above the person has served in a position at a CPA firm that serves as external auditor/attestor, specify the position held and the duties for which the person was responsible.

Note 5: The Chairman and General Manager of the Company are the same person. This not only facilitates internal communication and coordination within the Board of Directors, thereby reducing conflicts, but also enhances the Company's operating efficiency and execution of decisions. To strengthen the functions of the Board of Directors, the Company has adopted the following measures:  
 (1) The Audit Committee has been established. In line with legal requirements, the Company has added one independent director. The independent directors possess professional expertise in social research, marketing strategy, financial and accounting, and consumer protection, enabling them to effectively perform their supervisory functions.  
 (2) Among the functional committees under the Board of Directors, the "Audit Committee" and the "Remuneration Committee" are composed entirely of independent directors. In the "Digital Transformation Committee" and the "Risk Management Committee," independent directors account for more than half of the members. Independent directors can fully discuss and provide recommendations to the Board of Directors, thereby implementing corporate governance.  
 (3) A majority of the directors do not concurrently serve as employees or managerial officers.

Note 6: Previously a supervisor of the Company, this person was elected as a director following the re-election at the shareholders' meeting on July 15, 2021.

Note 7: Date of first election as a supervisor of the Company.

Note 8: Table of concurrent positions currently held in the Company and in other companies (see table below).

Name	Concurrent Positions Currently Held in the Company and in Other Companies
Sheng-Lin Andrew Tseng	General Manager of the Company; Managerial Officer of the Company's Zhongli Branch; Director of Pro-Partner Ltd.; Chairman of GRAPE KING INTERNATIONAL INVESTMENT INC. (BVI); Director of Shanghai Grape King Enterprise Co., Ltd.; Chairman of Rivershine Ltd.; Chairman of Yi Xin Investment Corporation.; Director of MYGK BIO SDN. BHD.
Mei-Ching Tseng	Director and General Manager of Pro-Partner Ltd.; Director of GRAPE KING INTERNATIONAL INVESTMENT INC. (BVI); Director of Rivershine Ltd.; Supervisor of Shanghai Rivershine Ltd.; Director of Yunshin Investment Ltd.; Executive Director of ELITE PROPARTNER HOLDINGS SDN. BHD.; Executive Director of UVACO MY SDN. BHD.
Jia-Fong Chai	Director and General Manager of President Pharmaceutical Corp.; Director and Vice President of President Pharmaceutical (Hong Kong) Holdings Ltd.; Director and General Manager of President (Shanghai) Health Product Trading Company Ltd.; Director of President Being Corp.
Yen-Shiang Huang	Supervisor of Shanghai Grape King Enterprise Co., Ltd.; Chairman of Chingbiao Biotech Co., Ltd.; Chairman of Chingbiao Investment Co., Ltd.; Director and General Manager of Jinghua Industrial Co., Ltd.; Chairman of LYNCEAN TRADING CO., LTD.; Director of SAMNOVA TAIWAN CO., LTD.
Jue-Jia Chang	Director of Pro-Partner Ltd.; Director of BVI GRAPE KING INTERNATIONAL INVESTMENT INC. (BVI); Director of Rivershine Ltd.; Senior Consultant of BTS Taiwan; Chairman of Kuowang Food Co., Ltd.
Hsing-Chun Chen	Standing Director of Chiayi Physical Disabilities Association; Supervisor of Shin-Chia Petroleum Gas Co., Ltd.
Chih-Wei Lai	Sales Department Manager of Carmax Co., Ltd. of Hotai Motor Group.
Chen Jing Ning	Secretary General of the Taiwan Association of Family Caregivers.
Chi J. Yu	Independent Director of PELL BIO-MED TECHNOLOGY CO., LTD.; Chairman of Shun Tai Investments Co., Ltd.; Chairman of Ever Green Investments Corporation.
Ting-Ju Chen	Supervisor of Fantimate Co., Ltd.; Independent Director of Merry Electronics Co., Ltd.
Pang-Chung Chin	Committee member of the Consumers' Foundation Chinese Taipei; Adjunct Assistant Professor at the Institute Of Law For Science And Technology and General Education Center, NTHU.

Note 9: For details, please refer to the section "Disclosure of Information Regarding the Professional Qualifications and Experience of Directors and the Independence of Independent Directors – Professional Qualifications and Experience" in this Annual Report.

### Form 1: Major Shareholders of Corporate Shareholders

August 8, 2025 (Ex-dividend record date)

Name of Corporate Shareholder (Note 1)	Major Shareholders of the corporate shareholder (Note 2)
UNI-PRESIDENT ENTERPRISES CORP.	Kao Chuan Inv. Co., Ltd. (5.00%) Yuanta Taiwan Dividend Plus ETF (3.39%) BNP Paribas - Hong Kong Branch (3.02%) Cathay Life Insurance Co., Ltd. (3.01%) Po-Ming Hou (2.56%) Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF (2.50%) Po-Yu Hou (2.49%) Shioh-Ling Kao (1.64%) Labor Retirement Reserve Fund (1.58%) Chunghwa Post Co., Ltd. (1.54%)

Note 1: If a director or supervisor is a representative of a corporate shareholder, fill in the name of that corporate shareholder.

Note 2: Fill in the names of the corporate shareholder's major shareholders (those with a shareholding ratio ranking among the top 10) and their shareholding ratios. If any of the major shareholders is a corporate/juristic person, also complete Form 2 below.

Note 3: If a corporate/juristic person shareholder is not organized as a company, the shareholder names and shareholding ratios required to be disclosed as mentioned above shall be the names of the capital contributors or donors (for further information, please refer to the announcements of the Judicial Yuan) and their capital contribution or donation rates, respectively. If a donor has died, please further note "deceased."

### Form 2: If any Major Shareholder Listed in Form 1 is a Corporate/Juristic Person, List its Major Shareholders in this Form

December 31, 2025

Name of corporate/juristic person (Note 1)	Major shareholders of the corporate/juristic person (Note 2)
Kao Chuan Inv. Co., Ltd.	Infinity Holdings Ltd. (51.11%); Eternity Holdings Ltd. (48.89%)
Cathay Life Insurance Co., Ltd.	Cathay Financial Holding Co., LTD. (100%)
Chunghwa Post Co., Ltd.	Ministry Of Transportation and Communications (100%)

Note 1: If any major shareholder in Form 1 above is a corporate/juristic person, fill in the name of that corporate/juristic person.

Note 2: Fill in the names of the corporate/juristic person's major shareholders (those with a shareholding ratio ranking among the top 10) and their shareholding ratios.

Note 3: If a corporate/juristic person shareholder is not organized as a company, the shareholder names and shareholding ratios required to be disclosed as mentioned above shall be the names of the capital contributors or donors (for further information, please refer to the announcements of the Judicial Yuan) and their capital contribution or donation rates, respectively. If a donor has died, please further note "deceased."

i. Disclosure of Information Regarding the Professional Qualifications and Experience of Directors and the Independence of Independent Directors

Qualification Name	Professional Qualifications and Experience (Note 1)	Independence Analysis (Note 2)	No. of Other Public Companies at Which the Person Concurrently Serves as an Independent Director
<p>Sheng-Lin Andrew Tseng Chairman</p>	<ul style="list-style-type: none"> <li>● Education PhD, University of Strathclyde</li> <li>● Work Experience                             <ol style="list-style-type: none"> <li>1. Marketing Director - European Market Elitegroup Computer Systems Co., Ltd., UK</li> <li>2. Marketing Manager - European Market Elitegroup Computer Systems Co., Ltd., UK</li> <li>3. Senior Marketing Manager Proxima Procurement Ltd., UK</li> </ol> </li> <li>● Expertise Proficient in business operation judgment, leadership and decision-making, business management, crisis management; possesses industry knowledge and international market vision; has marketing experience. Serves as a member of the Digital Transformation Committee, the Sustainable Development and ESG Steering Committee, and the Risk Management Committee.</li> <li>● Has none of the circumstances set forth in any subparagraph of Article 30 of the Company Act.</li> </ul>	<ol style="list-style-type: none"> <li>1. Concurrently serves as General Manager of the Company and is therefore a director with managerial status.</li> <li>2. Concurrently serves as chairman and director of affiliated enterprises. (Note 3)</li> <li>3. Within the second degree of kinship with Director Mei-Ching Tseng.</li> <li>4. One of the Company's top 10 individual shareholders.</li> <li>5. Served as a director of the Company in the two years prior to the current term of office.</li> <li>6. Otherwise meets all independence criteria listed in Paragraph 1, Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission.</li> </ol>	<p>Not applicable</p>
<p>Mei-Ching Tseng Director</p>	<ul style="list-style-type: none"> <li>● Education Master's Degree, Andrew Jackson University</li> <li>● Work Experience                             <ol style="list-style-type: none"> <li>1. Deputy Team Leader – Political Editor Independence Morning Post</li> <li>2. Vice President Pro-Partner Ltd.</li> </ol> </li> <li>● Expertise Business operation judgment, leadership and decision-making, business management, crisis management; possesses industry knowledge and international market vision; has media-related experience.</li> </ul>	<ol style="list-style-type: none"> <li>1. Concurrently serves as general manager, director, and supervisor of affiliated enterprises. (Note 3)</li> <li>2. Within the second degree of kinship with Chairman Sheng-Lin Andrew Tseng.</li> <li>3. One of the Company's top 10 individual shareholders.</li> <li>4. Served as a director of the Company in the two years prior to the current term of office.</li> <li>5. Otherwise meets all independence criteria listed in Paragraph 1, Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission.</li> </ol>	<p>Not applicable</p>

Qualification Name	Professional Qualifications and Experience (Note 1)	Independence Analysis (Note 2)	No. of Other Public Companies at Which the Person Concurrently Serves as an Independent Director
Jia-Fong Chai Director	<ul style="list-style-type: none"> <li>● Education               <ol style="list-style-type: none"> <li>1. Master of Education in Human Resource Development, University of Illinois Urbana-Champaign</li> <li>2. Master of Science in Business Administration, University of Illinois Urbana-Champaign</li> <li>3. Bachelor of Business Administration and Commercial Design, Ming Chuan University</li> </ol> </li> <li>● Work Experience               <ol style="list-style-type: none"> <li>1. Director President Pharmaceutical Corp.</li> <li>2. General Manager President Pharmaceutical Corp.</li> <li>3. Vice President President Pharmaceutical Corp.</li> <li>4. Director President (Shanghai) Health Product Trading Company Ltd.</li> <li>5. General Manager President (Shanghai) Health Product Trading Company Ltd.</li> <li>6. Vice President President Pharmaceutical (Hong Kong) Holdings Ltd.</li> <li>7. Director President Being Corp.</li> <li>8. Business Director, Deputy Director, Channel Manager, Product Manager JOHNSON &amp; JOHNSON TAIWAN LTD.</li> <li>9. Sales Promotion Manager President Chain Store Corp.</li> </ol> </li> <li>● Expertise Business operation judgment, leadership and decision-making, business management, crisis management; possesses industry knowledge and international market vision; has professional expertise in corporate management.</li> </ul>	<ol style="list-style-type: none"> <li>1. Representative of a corporate shareholder holding 5% or more of the Company's issued shares.</li> <li>2. The said corporate shareholder served as a director of the Company in the two years prior to the current term of office.</li> <li>3. Otherwise meets all independence criteria listed in Paragraph 1, Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission.</li> </ol>	Not applicable

Qualification Name	Professional Qualifications and Experience (Note 1)	Independence Analysis (Note 2)	No. of Other Public Companies at Which the Person Concurrently Serves as an Independent Director
<p>Yen-Shiang Huang Director</p>	<ul style="list-style-type: none"> <li>● Education B.A., University of Wisconsin-Madison, U.S.</li> <li>● Work Experience               <ol style="list-style-type: none"> <li>1. Auditor TransGlobe Life Insurance Inc., U.S.</li> <li>2. Executive Director, Deputy Chairman Jinghua Industrial Co., Ltd.</li> <li>3. Chairman Chingbiao Biotech Co., Ltd.</li> </ol> </li> <li>● Expertise Business operation judgment, leadership and decision-making, business management, crisis management; possesses industry knowledge and international market vision; has auditing experience.</li> </ul>	<ol style="list-style-type: none"> <li>1. Concurrently serves as supervisor of affiliated enterprises. (Note 3)</li> <li>2. Served as a director of the Company in the two years prior to the current term of office.</li> <li>3. Otherwise meets all independence criteria listed in Paragraph 1, Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission.</li> </ol>	<p>Not applicable</p>
<p>Jue-Jia Chang Director</p>	<ul style="list-style-type: none"> <li>● Education Master's Degree in Marketing, George Washington University, U.S.</li> <li>● Work Experience               <ol style="list-style-type: none"> <li>1. General Manager Wavemaker, Taiwan</li> <li>2. International Marketing Manager Heineken, Headquarters in the Netherlands</li> <li>3. Marketing Director Heineken, Taiwan</li> <li>4. Marketing Director CIBA Vision/Novartis, Taiwan</li> <li>5. Senior Brand Manager GSK, Taiwan</li> </ol> </li> <li>● Expertise Business operation judgment, leadership and decision-making, business management, crisis management; possesses industry knowledge and international market vision; has marketing experience.</li> </ul>	<ol style="list-style-type: none"> <li>1. Concurrently serves as director of affiliated enterprises. (Note 3)</li> <li>2. Served as a director of the Company in the two years prior to the current term of office.</li> <li>3. Otherwise meets all independence criteria listed in Paragraph 1, Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission.</li> </ol>	<p>Not applicable</p>

Qualification Name	Professional Qualifications and Experience (Note 1)	Independence Analysis (Note 2)	No. of Other Public Companies at Which the Person Concurrently Serves as an Independent Director
Hsing-Chun Chen Director	<ul style="list-style-type: none"> <li>● Education               <ol style="list-style-type: none"> <li>1. EMBA, National Chung Cheng University</li> <li>2. Master's Degree in Accounting and Law, National Chung Cheng University</li> <li>3. Master's Degree in Taiwan Literature and Innovation, National Chung Cheng University</li> </ol> </li> <li>● Work Experience               <ol style="list-style-type: none"> <li>1. Department of Distribution Taiwan Tobacco &amp; Liquor Corporation, Taichung</li> <li>2. Department of Securities, Loan Collection Land Bank of Taiwan, Taichung</li> <li>3. Department of Safe Deposit Box Land Bank of Taiwan, Tainan</li> <li>4. Director (13<sup>th</sup> session) Early Childhood Education Academy (Chiayi City)</li> <li>5. Person-in-charge and Headmaster Jia Nan Private Kindergarten (Chiayi City)</li> </ol> </li> <li>● Expertise Business operation judgment, leadership and decision-making, business management, crisis management; possesses industry knowledge and international market vision; specialized in the field of early childhood education.</li> </ul>	<p>Except for having served as a director of the Company in the two years prior to the current term of office, otherwise meets all independence criteria listed in Paragraph 1, Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission.</p>	Not applicable

Qualification Name	Professional Qualifications and Experience (Note 1)	Independence Analysis (Note 2)	No. of Other Public Companies at Which the Person Concurrently Serves as an Independent Director
Chih-Wei Lai Director	<ul style="list-style-type: none"> <li>● Education Master of Innovation and Design, National Taipei University of Technology</li> <li>● Work Experience               <ol style="list-style-type: none"> <li>1. Eyewear Designer All-Logic International Co., Ltd.</li> <li>2. Design Director Zhi Yun Creativity Co., Ltd.</li> <li>3. Product Strategy Section Chief Technical Research and Development Center of Carmax Co., Ltd. of Hotai Motor Group</li> <li>4. Head of Product Strategy Department Carmax Co., Ltd. of Hotai Motor Group</li> </ol> </li> <li>● Expertise Business operation judgment, leadership and decision-making, business management, crisis management; possesses industry knowledge and international market vision; has design-related experience.</li> </ul>	<p>Except for having served as a director of the Company in the two years prior to the current term of office, otherwise meets all independence criteria listed in Paragraph 1, Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission.</p>	Not applicable

Qualification	Professional Qualifications and Experience (Note 1)	Independence Analysis (Note 2)	No. of Other Public Companies at Which the Person Concurrently Serves as an Independent Director
<p>Name</p> <p>Chen Jing Ning Independent Director</p>	<ul style="list-style-type: none"> <li>● Education Master of Sociology, National Chengchi University</li> <li>● Work Experience               <ol style="list-style-type: none"> <li>1. Congressional Assistant Legislative Yuan</li> <li>2. Vice President Jet-Go Consulting Group</li> <li>3. General Manager Shiun Lu Public Consulting Co., Ltd.</li> <li>4. Part-time Lecturer in Fashion Marketing Shih Chien University</li> <li>5. Part-time Lecturer in Feminism Shih Hsin University</li> <li>6. Consultant Jing Chuan Child Safety Foundation</li> </ol> </li> <li>● Expertise Specialized in the field of social research. Serves as a member of the Audit Committee and the Remuneration Committee.</li> </ul>	<p>The four independent directors listed on the left, during the two years prior to election and during their terms of office, all meet the qualification requirements set forth in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission and in Article 14-2 of the Securities and Exchange Act, and each independent director has been granted full authority under Article 14-3 of the Securities and Exchange Act to participate in decision-making and express opinions, thereby independently exercising relevant powers.</p>	<p>0</p>

Qualification Name	Professional Qualifications and Experience (Note 1)	Independence Analysis (Note 2)	No. of Other Public Companies at Which the Person Concurrently Serves as an Independent Director
Chi J. Yu Independent Director	<ul style="list-style-type: none"> <li>● Education PhD in Mechanical Engineering, University of Massachusetts, Amherst</li> <li>● Work Experience               <ol style="list-style-type: none"> <li>1. VP Marketing, Beloit Co.</li> <li>2. VP Customer Service, ASML Holding N.V.</li> <li>3. CEO Amulair Thermal Technology Inc.</li> </ol> </li> <li>● Expertise Possesses professional expertise in business management; specialized in technology industry, marketing, change management, profit and loss management, and process development. Serves as a member of the Audit Committee, the Remuneration Committee, and the Risk Management Committee.</li> </ul>		0

Qualification Name	Professional Qualifications and Experience (Note 1)	Independence Analysis (Note 2)	No. of Other Public Companies at Which the Person Concurrently Serves as an Independent Director
Ting-Ju Chen Independent Director	<ul style="list-style-type: none"> <li>● Education               <ol style="list-style-type: none"> <li>1. Graduate Studies, Public Accountancy from McGill University</li> <li>2. Bachelor of Business Commerce</li> </ol> </li> <li>● Work Experience               <ol style="list-style-type: none"> <li>1. Chairman EASYCARD Investment Holding CO., Ltd.</li> <li>2. Chairman and General Manager EASYCARD Corporation</li> <li>3. Deputy Convener Taiwan Electronic Payment Committee</li> <li>4. Retail Financial General Superintendent/ Electronic Finance Division/ Integrated marketing Director Bank SinoPac</li> <li>5. Account Manager, CSO's Office Sinopac Holdings</li> <li>6. CFO PChome eBay Co., Ltd.</li> <li>7. Account Manager, CFO's Office KGI Securities Co., Ltd.</li> <li>8. Investor Relations Manager CTBC Bank</li> <li>9. Audit Manager Friedman &amp; Friedman, Canada</li> </ol> </li> <li>● Expertise               <p>Possesses professional expertise in financial accounting. Serves as a member of the Audit Committee, the Remuneration Committee, the Digital Transformation Committee, and the Risk Management Committee.</p> </li> </ul>		0

Qualification Name	Professional Qualifications and Experience (Note 1)	Independence Analysis (Note 2)	No. of Other Public Companies at Which the Person Concurrently Serves as an Independent Director
Pang-Chung Chin Independent Director	<ul style="list-style-type: none"> <li>● Education               <ol style="list-style-type: none"> <li>1. PhD in Law, National Chung Cheng University</li> <li>2. Master's Degree in Law, National Taiwan University</li> <li>3. Master's Degree in Law, National Taipei University</li> <li>4. Bachelor of Laws, National Chengchi University</li> </ol> </li> <li>● Work Experience               <ol style="list-style-type: none"> <li>1. Director, Parliamentary Office Legislative Yuan</li> <li>2. Consumer Ombudsmen; Chairperson of Appeals Review Committee; Chairperson of Legal Affairs Committee; Acting township mayors of Wufeng Township</li> </ol> </li> <li>● Expertise               <p>Possesses professional expertise in the field of law. Serves as a member of the Audit Committee, the Digital Transformation Committee, and the Risk Management Committee.</p> </li> </ul>		0

Note 1: None of the Company's directors has any circumstance set forth in any subparagraph of Article 30 of the Company Act.

Note 2: Describe the status of independence of each independent director, including but not limited to the following: did they or their spouse or any relative within the second degree serve as a director, supervisor, or employee of the Company or any of its affiliates; specify the number and ratio of shares of the Company held by the independent director and their spouse and relatives within the second degree (or through nominees); do they serve as a director, supervisor, or employee of any company having a specified relationship with the Company (see Article 3, paragraph 1, subparagraphs 5 to 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); specify the amount(s) of any pay received by the independent director for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate thereof within the past 2 years.

Note 3: For concurrent positions, please refer to "Table of Concurrent Positions Currently Held in the Company and in Other Companies" on page 16 of this Annual Report.

ii. Diversity and Independence of the Board of Directors

(i) Diversity of the Board of Directors

The Company has established a policy and concrete management objectives for board diversity as follows:

On November 10, 2015, at the 4th meeting of the 18th Board of Directors, the Company adopted the “Corporate Governance Best Practice Principles,” which specify a diversity policy in Article 20, “Overall Capabilities of the Board of Directors.”

The composition of the Board of Directors shall be diversified. In addition to the requirement that directors concurrently serving as managerial officers of the Company shall not exceed one-third of the director seats, the Company shall also, based on its own operations, business model, and development needs, formulate an appropriate diversity policy, including but not limited to the following two major aspects:

- a. Basic Conditions and Values: such as gender, age, nationality, and culture.
- b. Professional Knowledge and Skills: such as professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

Members of the Board of Directors shall generally possess the knowledge, skills, and literacy necessary for the performance of their duties. To achieve the ideal goals of corporate governance, the Board of Directors as a whole shall possess the following capabilities:

- a. Ability to make operational judgments; b. Ability to perform accounting and financial analysis; c. Business management ability;
- d. Ability to handle crises; e. Industry knowledge; f. International market perspective; g. Leadership ability; h. Decision-making ability.

The nomination and selection of members of the Board of Directors are conducted in accordance with Article 20 of the Articles of Incorporation of the Company, adopting the candidate nomination system. In addition to complying with the “Procedures for Election of Directors” in carrying out election matters, the academic and professional background of each candidate is also provided for shareholders’ reference. To achieve the goal of board diversity, candidates nominated by the Board of Directors further comply with the provisions of the Corporate Governance Best Practice Principles.

The Company attaches great importance to diversity in the composition of the Board of Directors. The objectives are as follows:

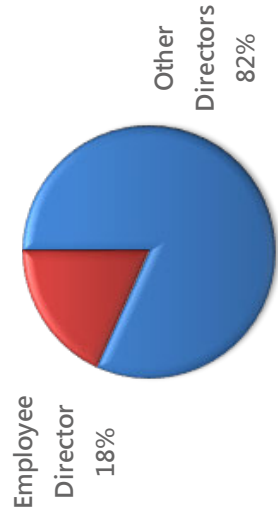
**Gender Diversity:** The Company values gender equality in the composition of board members, and the ratio of each gender is to reach 33% or more. The target is to have at least four female directors.

**Field Diversity:** The core areas of business management, leadership and decision-making, industry knowledge, financial accounting, and law shall cover more than four items.

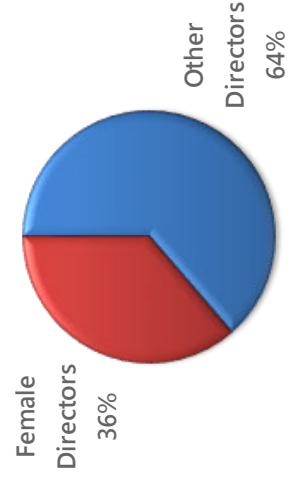
The concrete management objectives and achievement status of the Company's board diversity policy are as follows:

Diversification Director Name	Gender	Employee Status	Age Distribution			Independent Director Term	Industry Experience						Professional Ability			
			41-50	51-60	61-70		Operational Judgment	Leadership and Decision-making	Business Management	Crisis Handling	Industry Knowledge	Business and Marketing	Auditing	Financial accounting	Law	
Sheng-Lin Andrew Tseng	M	V		V		-	V	V	V	V	V	V	V	V		
Mei-Ching Tseng	F	V			V	-	V	V	V	V	V	V	V	V		
Jia-Fong Chai	M			V		-	V	V	V	V	V	V	V	V	V	
Yen-Shiang Huang	M					-	V	V	V	V	V	V	V	V	V	
Jue-Jia Chang	M				V	-	V	V	V	V	V	V	V	V		
Hsing-Chun Chen	F				V	-	V	V	V	V	V	V	V	V		
Chih-Wei Lai	M		V			-	V	V	V	V	V	V	V	V		
Chen Jing Ning	F			V		2	V	V	V	V	V	V	V	V		
Chi J. Yu	M				V	1	V	V	V	V	V	V	V	V		
Ting-Ju Chen	F			V		1	V	V	V	V	V	V	V	V	V	
Pang-Chung Chin	M				V	1	V	V	V	V	V	V	V	V		V

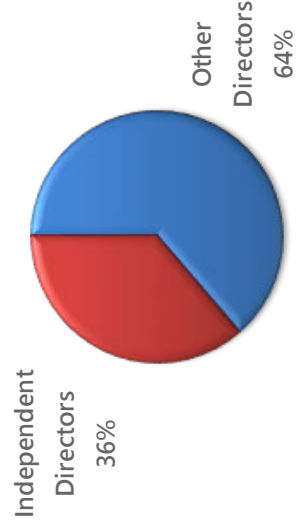
Proportion of employee Directors



Proportion of female Directors



Proportion of Independent Directors



The Board of Directors of the Company is diversified. Among the current 11 directors, those who are employees of the Group account for 18%; there are four female directors, accounting for 36%; and there are four independent directors, also accounting for 36%. Among the four independent directors, three have served for less than three years and one has served between three and six years; none has served more than three consecutive terms. The average age of all directors is 57.2 years; five are between 61 and 70 years old, five are between 51 and 60 years old, and one is between 41 and 50 years old, indicating a wide age distribution among directors.

The educational background of directors includes doctorates in business marketing, mechanical engineering, and law, as well as master's degrees in marketing management, social research, and others. Each director also has a different professional background. Sheng-Lin Andrew Tseng, Mei-Ching Tseng, the representative of Uni-President Enterprises Corp., Jia-Fong Chai, Yen-Shiang Huang, Jue-Jia Chang, Hsing-Chun Chen, and Chih-Wei Lai are proficient in operational judgment, leadership and decision-making, business management, crisis handling, and possess industry knowledge and an international market perspective; Sheng-Lin Andrew Tseng and Jue-Jia Chang also have marketing experience; Mei-Ching Tseng has media-related experience; Jia-Fong Chai has professional expertise in business management; Chih-Wei Lai has design-related experience; Yen-Shiang Huang has auditing experience; Hsing-Chun Chen specializes in the field of early childhood education; and the four independent directors, Chen Jing Ning, Chi J. Yu, Ting-Ju Chen, and Pang-Chung Chin, respectively specialize in the fields of social research, market strategy, financial accounting, and consumer protection.

In summary, the educational background and expertise of the members of the Board of Directors of the Company are complementary; the diversity of fields and genders is also complementary, thereby achieving the objectives set out in the Company's board diversity policy.

(ii) Independence of the Board of Directors

1. The 21st Board of Directors of the Company consists of 11 members, including four independent directors, accounting for 36%, and their consecutive terms of office do not exceed nine years (three terms). All independent directors maintain independence in the performance of their duties, have no conflicts of interest with the Company, and serve as members of the Audit Committee. They are responsible for supervising the fair presentation of the Company's financial statements, the appointment and dismissal, independence, and performance of the attesting CPAs, the effective implementation of the Company's internal control system, and the Company's compliance with relevant laws and regulations.
2. No more than two of the directors have a spousal or second-degree kinship relationship (Chairman Sheng-Lin Andrew Tseng and Director Mei-Ching Tseng are siblings). The number of persons who are employees of all companies included in the consolidated financial statements of the Company is less than one-third of the director seats. To ensure the independence of board operations, Article 15, Paragraph 1 of the Rules of Procedure for Board of Directors Meetings of the Company clearly provides that, with respect to any proposal submitted for discussion at a board meeting, if a director or the juristic person that the director represents has an interest in the proposal, the director shall explain the important aspects of such interest at the current board meeting. If the director's participation may be detrimental to the interests of the Company, the director shall not participate in discussion or voting and shall recuse him/herself during discussion and voting, and may not act as proxy for another director to exercise voting rights. All directors of the Company comply with the aforesaid provisions, which fully ensures that the discussion and voting on each proposal are based on objective and independent judgment by the directors.
3. To implement corporate governance and enhance the functions of the Board of Directors and functional committees, the Company has formulated and implemented the "Regulations for the Performance Evaluation of the Board and Functional Committees," under which regular annual performance evaluations of the Board of Directors, functional committees, and individual directors are carried out. The results and recommendations of such evaluations are submitted to the Board of Directors and serve as a reference for the selection or nomination of directors for the next term.
4. To enhance information transparency and enable investors to fully understand the operation of the Board of Directors, the Company periodically discloses the following information on the investors section of the Company's website and on the Market Observation Post System (MOPS): (1)

attendance and participation of board members at meetings; (2) board meeting agenda items and resolutions; (3) continuing education of directors; and (4) changes in the shareholdings of directors (including shareholding ratios, share transfers, and pledge of shares, etc.) (please refer to the MOPS).

(2) Management Team

March 28, 2026 Unit: Share, %

Job Title	Nationality	Name	Gender	Date of Appointment to Position	Shares Held		Shares Held by Spouse and Minor Children		Shares Held Through Nominees		Principal Work Experience and Academic Qualification	Positions concurrently Held in Other Companies at Present	Other Managerial Officers with which the Person has a Relationship of Spouse or Relative Within the Second Degrees			Remarks
					Shares	%	Shares	%	Shares	%			Job Title	Name	Relationship	
Chairman and General Manager	Republic of China	Sheng-Lin Andrew Tseng	Male	Elected: 2014.11.06 Assumed office: 2014.11.07	6,511,244	4.40	-	-	1,559,557	1.05	PhD, University of Strathclyde	Note 2	None	None	None	Note 1
GM of the Longtan branch	Republic of China	Chin-Chu Chen	Male	2014.01.01	36,388	0.02	-	-	-	-	PhD, Life Science School, Tsing Hua University	Note 2	None	None	None	
Deputy GM, Business Division	Republic of China	Yuan-Tsung Lin	Male	2017.07.01	-	-	-	-	-	-	EMBA, National Chung Hsing University	Note 2	None	None	None	
CFO and Corporate Governance Officer	Republic of China	Nick Hung	Male	2014.01.01	-	-	-	-	-	-	Bachelor, Chung Hsing University	Note 2	None	None	None	
CLO	Republic of China	Bing-Jyun Cuei	Male	2021.07.01	-	-	-	-	-	-	College of Law, National Chengchi University	None	None	None	None	
Director of Administration Division	Republic of China	Du-Sheng Wang	Male	2021.07.01	-	-	-	-	-	-	PhD, Department of Economics, National Taiwan University	None	None	None	None	
Director of R&D Division	Republic of China	Sheng-Chieh Hsu	Male	2023.01.05	5,000	0.00	-	-	-	-	PhD, Department Of Food Science And biotechnology, National Chung Hsing University	Note 2	None	None	None	
CSO	UK	Duncan Aitken	Male	2024.02.16	60,000	0.04	-	-	-	-	Degree in Business Management - The Open University UK Postgraduate diploma in CSR - University of Bedfordshire	None	None	None	None	
Director of SCM Division	Republic of China	Ryan Chou	Male	2025.01.01	25,000	0.02	-	-	-	-	Master Degree in Marketing, Coventry University, UK Postgraduate Diploma in Business Administration- University of Birmingham , UK	Note 2	None	None	None	
Director of Manufacturing Division	Republic of China	Yi-Ru Hu	Male	2025.01.01	-	-	2,000	0.00	-	-	Master of Business Administration, Yuan Ze University	None	None	None	None	

Note 1: The Chairman also serves as the Company's general manager. In addition to being conducive to communication and coordination within the Board of Directors to reduce conflicts, it can also improve the Company's operating efficiency and decision-making implementation rate. However, in order to strengthen the functions of the Board of Directors, the Company's response measures are as follows:

- a. Establishment of the Audit Committee and, in accordance with legal requirements, the addition of one independent director. The independent directors possess expertise in social research, market strategy, financial accounting, and consumer protection, enabling them to effectively perform their supervisory functions
- b. Among the functional committees under the Board of Directors, the Audit Committee and the Remuneration Committee are composed entirely of independent directors. In the Digital Transformation Committee and the Risk Management Committee, independent directors constitute more than half of the members, and the independent directors are able to fully discuss and provide recommendations to the Board of Directors, thereby implementing corporate governance.
- c. A majority of the directors do not concurrently serve as employees or managerial officers.

Note 2: Table of concurrent positions currently held by each managerial officer in the Company and in other companies (see table below).

Name	Concurrent Positions Currently Held in the Company and in Other Companies
Sheng-Lin Andrew Tseng	Chairman of the Company; Managerial Officer of the Company's Zhongji Branch; Director of Pro-Partner Ltd.; Chairman of GRAPE KING INTERNATIONAL INVESTMENT INC. (BVI); Director of Shanghai Grape King Enterprise Co., Ltd.; Chairman of Rivershine Ltd.; Chairman of Yi Xin Investment Corporation; Director of MYGK BIO SDN. BHD.
Chin-Chu Chen	Director of Pro-Partner Ltd.
Yuan-Tsung Lin	Director and General Manager of Shanghai Grape King Enterprise Co., Ltd.; General Manager of Shanghai Rivershine Ltd.; Director of Shanghai Changhong Biotechnology Co., Ltd.; Chairman and General Manager of Shanghai Xinquan Biotechnology Co., Ltd.; Chairman of Shanghai Pujun Trading Co., Ltd.; Director of PUBAI LIMITED; Chairman of Shanghai Puyou Trading Co., Ltd.; Chairman of Shanghai Puguang Trading Co., Ltd.
Nick Hung	Director of GK BIO INTERNATIONAL SDN. BHD.
Sheng-Chieh Hsu	Director of GK BIO INTERNATIONAL SDN. BHD.
Ryan Chou	Chairman of Shanghai Puxun Supply Chain Management Co., Ltd.



communication, professionalism and continuing education of directors, and internal control—the performance evaluation results are used as a reference for determining the remuneration of each individual director, so that reasonable remuneration is granted. In accordance with the Articles of Incorporation, the Board of Directors is authorized to determine remuneration with reference to industry standards.

In addition, if the Company has profits in a given year, in accordance with Article 29 of the Articles of Incorporation, an amount not exceeding 2% of the profits shall be allocated as directors' compensation (independent directors do not participate in the allocation of directors' compensation). The actual allocation ratio and amount are reviewed by the Remuneration Committee, which makes recommendations based on business performance and submits them to the Board of Directors for resolution.

The remuneration of independent directors, regardless of whether the Company has operating profits or losses, is determined by the Board of Directors with reference to normal industry standards and is paid as a fixed amount of business execution expenses. Remuneration, retirement benefits, directors' compensation, and remuneration received for concurrently serving as employees are not included as items of payment.

- (2) In addition to what is disclosed in the above table, the amount of remuneration received by Directors of the Company in the most recent fiscal year for providing services (e.g., for serving as a non-employee consultant to the parent company /any consolidated entities / inv enterprises): None.
- (3) For general directors and independent directors of the Company, the fixed remuneration amounted to NT\$5,996 thousand and the variable remuneration amounted to NT\$33,515 thousand. For all companies included in the financial statements, the fixed remuneration amounted to NT\$7,967 thousand and the variable remuneration amounted to NT\$48,152 thousand.

## Remuneration Range Table

Ranges of remuneration paid to each of the Company's Directors	Name of Directors			
	Total amount of the first four remunerations (A+B+C+D)		Total amount of the first seven remunerations (A+B+C+D+E+F+G)	
	The Company (Note 8)	All consolidated entities (Note 9) H	The Company (Note 8)	All consolidated entities (Note 9) I
Less than NT\$1,000,000	Chen Jing Ning, Chi J. Yu, Ting-Ju Chen, Pang-Chung Chin, Jia-Fong Chai	Chen Jing Ning, Chi J. Yu, Ting-Ju Chen, Pang-Chung Chin, Jia-Fong Chai	Chen Jing Ning, Chi J. Yu, Ting-Ju Chen, Pang-Chung Chin, Jia-Fong Chai	Chen Jing Ning, Chi J. Yu, Ting-Ju Chen, Pang-Chung Chin, Jia-Fong Chai
NT\$1,000,000 (incl.) ~ NT\$2,000,000 (excl.)	-	-	-	-
NT\$2,000,000 (incl.) ~ NT\$3,500,000 (excl.)	Chih-Wei Lai, Hsing Chun Chen	Chih-Wei Lai, Hsing Chun Chen	Chih-Wei Lai, Hsing Chun Chen	Chih-Wei Lai, Hsing Chun Chen
NT\$3,500,000 (incl.) ~ NT\$5,000,000 (excl.)	Yen-Shiang Huang	Yen-Shiang Huang	Yen-Shiang Huang	Yen-Shiang Huang
NT\$5,000,000 (incl.) ~ NT\$10,000,000 (excl.)	Sheng-Lin Andrew Tseng, Mei-Ching Tseng, UNI-PRESIDENT ENTERPRISES CORP., Jue-Jia Chang	Sheng-Lin Andrew Tseng, Mei-Ching Tseng, UNI-PRESIDENT ENTERPRISES CORP., Jue-Jia Chang	Mei-Ching Tseng, UNI-PRESIDENT ENTERPRISES CORP., Jue-Jia Chang	UNI-PRESIDENT ENTERPRISES CORP., Jue-Jia Chang
NT\$10,000,000 (incl.) ~ NT\$15,000,000 (excl.)	-	-	Sheng-Lin Andrew Tseng	Sheng-Lin Andrew Tseng
NT\$15,000,000 (incl.) ~ NT\$30,000,000 (excl.)	-	-	-	Mei-Ching Tseng
NT\$30,000,000 (incl.) ~ NT\$50,000,000 (excl.)	-	-	-	-
NT\$50,000,000 (incl.) ~ NT\$100,000,000 (excl.)	-	-	-	-
NT\$100,000,000 or above	-	-	-	-
Total	12	12	12	12

Note 1: The name of each director shall be stated separately (for a corporate shareholder, the names of the corporate shareholder and its representative shall be stated separately) and the names of the ordinary directors and independent directors shall be stated separately, based on the amount of the aggregated remuneration items paid to each.

Note 2: This refers to director base compensation in the most recent fiscal year (including director salary, duty allowances, severance pay, and various rewards and incentives, etc.).

Note 3: Please fill in the amount of director profit-sharing compensation approved by the board of directors for distribution for the most recent fiscal year.

Note 4: This refers to director expenses and perquisites in the most recent fiscal year (including travel expenses, special disbursements, stipends of any kind, and provision of facilities such as accommodations or vehicles, etc.). If housing, car or other form of transportation, or personalized expenses are provided, disclose the nature and cost of the property provided, the actual or fair market rent, fuel expenses, and any other amounts paid. Additionally, if a driver is provided, please add a note explaining the relevant base compensation paid by the Company to the driver, but do not include it in the calculation of the director remuneration.

Note 5: This includes any remuneration received by a director for concurrent service as an employee in the most recent year (including concurrent service as general manager, assistant general manager, other managerial officer, or non-managerial employee) including salary, duty allowances, severance pay, rewards, incentives, travel expenses, special disbursements, stipends of any kind, and provision of facilities such as accommodations or vehicles, etc. If housing, car or other form of transportation, or personalized expenses are provided, disclose the nature and cost of the property provided, the actual or fair market rent, fuel expenses, and any other amounts paid. Additionally, if a driver is provided, please add a note explaining the relevant base compensation paid by the Company to the driver, but do not include it in the calculation of the director remuneration. Additionally, salary expenses recognized as share-based payment under IFRS 2—including employee share subscription warrants, new restricted employee shares, and participation in share subscription under a right offering, etc.—should be included in the calculation of remuneration.

Note 6: This refers to employee profit-sharing compensation (including stocks and cash) received by a director for concurrent service as an employee in the most recent fiscal year (including concurrent service as general manager, assistant general manager, other managerial officer, or non-managerial employee). Disclose the amount of profit-sharing compensation approved or expected to be approved by the board of directors

for distribution for the most recent fiscal year. If the amount cannot be forecasted, disclose the amount expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year. Table 1-3 should also be completed.

Note 7: Disclose the total amount of remuneration in each category paid to the directors of the Company by all companies in the consolidated financial report (including the Company).

Note 8: Disclose the names of the directors in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each director by the Company.

Note 9: Disclose the names of the directors in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each director of the Company by all companies in the consolidated financial report (including the Company).

Note 10: Net income means the net income after tax on the parent company only or individual financial report for the most recent fiscal year.

Note 11: i. In this column, specifically disclose the amount of remuneration received by the directors of the Company from investee enterprises other than subsidiaries or from the parent company (if none, state "None").  
ii. If directors of the Company have received remuneration from investee enterprises other than subsidiaries or from the parent company, that remuneration shall be added into the amount in Column I of the Remuneration Range Table, and the name of that column shall be changed to "Parent company and all investee enterprises."

iii. Remuneration means remuneration received by directors of the Company for serving in capacities such as director, supervisor, or managerial officer at investee companies other than subsidiaries or at the parent company, including base compensation, profit-sharing compensation (including employee, director, and supervisor profit-sharing compensation) and expenses and perquisites.

\* This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

**Remuneration to General Manager(s) and Assistant General Manager(s)**  
(Disclosure of Aggregate Remuneration Plus Disclosure of Names by Remuneration Range)

Unit: NT\$ thousand : %

Job Title	Name	Salary (A)(Note 2)		Retirement pay and pension (B)		Rewards and special disbursements (C)		Employee profit-sharing compensation (D) (Note 4)				Sum of A+B+C+D and ratio to net income (%) (Note 8)		Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note 9)
		The Company	All consolidated entities (Note 5)	The Company	All consolidated entities (Note 5)	The Company	All consolidated entities (Note 5)	All consolidated entities (Note 5)		The Company		The Company	All consolidated entities	
								Cash	Stock	Cash	Stock			
General Manager	Sheng-Lin Andrew Tseng													
GM of the Longtan branch	Chin-Chu Chen	6,698	7,919	-		2,470	2,857	12,238	-	12,238	-	21,406	23,014	None
Deputy GM, Business Division	Yuan-Tsung Lin											1.76%	1.89%	
CFO and Corporate Governance Officer	Nick Hung													

The fixed remuneration of the General Manager and Deputy General Managers in the Company amounted to NT\$ 6,698 thousand, and the variable remuneration amounted to NT\$ 14,708 thousand. For all companies included in the financial statements, the fixed remuneration amounted to NT\$ 7,919 thousand, and the variable remuneration amounted to NT\$ 15,095 thousand.

In 2025, the General Manager's remuneration was approximately 9.8 times the average salary and approximately 11.2 times the median salary of employees not serving as supervisors. In 2024, the General Manager's remuneration was approximately 11.6 times the average salary and approximately 12.8 times the median salary of employees not serving as supervisors.

Clawback Mechanism: For the short- and medium-term strategic target bonuses paid to the General Manager, a clawback mechanism is in place. If any bonus already paid does not comply with the relevant regulations, there is a clawback arrangement.

**Remuneration Range Table**

Ranges of remuneration paid to each of the Company's general manager(s) and assistant general managers(s)	Names of General Manager(s) and Assistant General Manager(s)	
	The Company (Note 6)	All consolidated entities (Note 7) E
Less than NT\$1,000,000	-	-
NT\$1,000,000 (incl.) ~ NT\$2,000,000 (excl.)	-	-
NT\$2,000,000 (incl.) ~ NT\$3,500,000 (excl.)	-	-
NT\$3,500,000 (incl.) ~ NT\$5,000,000 (excl.)	Nick Hung, Yuan-Tsung Lin	Nick Hung
NT\$5,000,000 (incl.) ~ NT\$10,000,000 (excl.)	Chin-Chu Chen	Chin-Chu Chen, Yuan-Tsung Lin
NT\$10,000,000 (incl.) ~ NT\$15,000,000 (excl.)	Sheng-Lin Andrew Tseng	Sheng-Lin Andrew Tseng
NT\$15,000,000 (incl.) ~ NT\$30,000,000 (excl.)	-	-
NT\$30,000,000 (incl.) ~ NT\$50,000,000 (excl.)	-	-
NT\$50,000,000 (incl.) ~ NT\$100,000,000 (excl.)	-	-
Total	4 people	4 people

Note 1: The name of each general manager and assistant general manager shall be stated separately, based on the amount of the aggregated remuneration items paid to each.

Note 2: This includes salary, duty allowances, and severance pay to the general manager(s) and assistant general manager(s) in the most recent fiscal year.

Note 3: This includes the amounts of all types of rewards, incentives, travel expenses, special disbursements, stipends of any kind, provision of facilities such as accommodations or vehicle, and other compensation to the general manager(s) and assistant general managers(s) in the most recent fiscal year. If housing, car or other form of transportation, or personalized expenses are provided, disclose the nature and cost of the property provided, the actual or fair market rent, fuel expenses, and any other amounts paid. Additionally, if a driver is provided, please add a note explaining the relevant base compensation paid by the company to the driver, but do not include it in the calculation of the director remuneration. Additionally, salary expenses recognized as share-based payment under IFRS 2—including employee share subscription warrants, new restricted employee shares, and participation in share subscription under a right offering, etc.—should be included in the calculation of remuneration.

Note 4: This refers to employee profit-sharing compensation (including stocks and cash) received by the general manager(s) and assistant general manager(s) as approved or expected to be approved by the board of directors for the most recent fiscal year (including concurrent service as general manager, assistant general manager, other managerial officer, or non-managerial employee). If the amount cannot be forecasted, disclose the amount expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year.

Note 5: Disclose the total amount of remuneration in each category paid to the general manager(s) and assistant general manager(s) by all companies in the consolidated financial report (including the Company).

Note 6: Disclose the names of the general manager(s) and assistant general manager(s) in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each general manager and assistant general manager by the Company.

Note 7: Disclose the names of the general manager(s) and assistant general manager(s) in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each general manager and assistant general manager of the Company by all companies in the consolidated financial report (including the Company).

Note 8: Net income means the net income after tax on the parent company only or individual financial report for the most recent fiscal year.

Note 9: i. In this column, specifically disclose the amount of remuneration received by the general manager(s) and assistant general manager(s) of the Company from investee enterprises other than subsidiaries or from the parent company (if none, state "None").

ii. If general manager(s) or assistant general manager(s) of the Company have received remuneration from investee enterprises other than subsidiaries or from the parent company, that remuneration shall be added into the amount in Column E of the Remuneration Range Table, and the name of that column shall be changed to "Parent company and all investee enterprises."

iii. Remuneration means remuneration received by the general manager(s) and assistant general manager(s) of the Company for serving in capacities such as director, supervisor, or managerial officer at investee companies other than subsidiaries or at the parent company, including base compensation, profit-sharing compensation (including employee, director, and supervisor profit-sharing compensation) and expenses and perquisites.

\* This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

## Names and Distributions of Employee Profit-Sharing Compensation to Managerial Officers

December 31, 2025 Unit: NT\$ thousand ; %

	Job Title (Note 1)	Name (Note 1)	Amount in Stock	Amount in Cash	Total	As a% of Net Income
Managerial Officers	Chairman and General Manager	Sheng-Lin Andrew Tseng	-	24,281	24,281	1.99
	GM of the Longtan branch	Chin-Chu Chen				
	Deputy General Manager	Yuan-Tsung Lin				
	CFO and Corporate Governance Officer	Nick Hung				
	CLO	Bing-Jyun Cuei				
	Division Director	Du-Sheng Wang				
	Division Director	Sheng-Chieh Hsu				
	CSO	Duncan Aitken				
	Division Director	Ryan Chou				
	Division Director	Yi-Ru Hu				
	Director	Chia-Lun Lin				
Director	Yen-Lien Chen					

Note 1: Names and job titles should be disclosed individually, but profit distributions received may be disclosed in aggregate.

Note 2: Fill in the amount of employee profit-sharing compensation (including stocks and cash) received by the managerial officers as approved or expected to be approved by the board of directors for the most recent fiscal year. If the amount cannot be forecasted, disclose the amount expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year. If the Company has already adopted the IFRS, net income means the net income after tax on the parent company only or individual financial report for the most recent fiscal year.

Note 3: The applicable scope of "managerial officers" is defined under the 27 March 2003 FSC Order No. Tai-Cai-Zheng-III-0920001301 as persons in the following positions:

- i. General manager(s) and equivalent level positions
- ii. Assistant general manager(s) and equivalent level positions
- iii. Deputy assistant general manager(s) and equivalent level positions
- iv. Chief officer of the finance division
- v. Chief officer of the accounting division
- vi. Other persons who have the power to manage affairs and sign for the Company.

### Comparison and explanation

- i. Analysis of the proportion of total remuneration paid by the company and all companies in the consolidated financial statements to the company's Directors, General Manager, and Deputy General Managers in the last two fiscal years as a percentage of net income after tax:

Unit: NT\$ thousand

Job Title	The Company				All consolidated entities			
	2024		2025		2024		2025	
	Total	Total to Net Income (%)	Total	Total to Net Income (%)	Total	Total to Net Income (%)	Total	Total to Net Income (%)
Director (including Independent Director)	46,996	3.25%	39,511	3.24%	65,515	4.52%	56,119	4.60%
General Manager and Deputy General Managers	24,628	1.70%	21,406	1.76%	26,582	1.84%	23,014	1.89%
Net Income	1,448,299	-	1,218,305	-	1,448,299	-	1,218,305	-

Note: Net income refers to the net income after tax on the parent company only or individual financial of the fiscal year.

- ii. Remuneration policies, standards, and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure:
  - (i) Remuneration policies, standards, and packages
    - a. When the Company's directors perform company business, they may be paid remuneration. The

amount is determined based on the degree of their participation in the Company's operations and the value of their contribution, with reference to the "Regulations for the Performance Evaluation of the Board and Functional Committees." Internal performance evaluations are carried out annually. Taking into comprehensive consideration evaluation items such as the grasp of the Company's goals and missions, awareness of responsibilities, management of internal relationships and communication, professionalism and continuing education of directors, and internal control, the performance evaluation results are used as a reference for determining the remuneration of each individual director, so as to grant reasonable remuneration. In accordance with the Articles of Incorporation, the Board of Directors is authorized to determine remuneration with reference to industry standards. In addition, if the Company has profits in a given year, in accordance with Article 29 of the Articles of Incorporation, an amount not exceeding 2% of the profits shall be allocated as directors' compensation (independent directors do not participate in the allocation of directors' compensation). The actual allocation ratio and amount are reviewed by the Remuneration Committee, which makes recommendations based on business performance and submits them to the Board of Directors for resolution. Independent directors are granted a fixed amount of business execution expenses as resolved by the Board of Directors, and do not participate in the allocation of compensation when the Company is profitable.

- b. Managerial officers of the Company handle Company affairs in accordance with business guidelines and important matters resolved by the Board of Directors. Their appointment and dismissal are resolved by the Board of Directors in accordance with the Articles of Incorporation. management remuneration consists of fixed salaries and bonus compensation. Fixed salaries are determined with reference to the managerial officer's rank, experience, professional ability, years of service, and industry standards. Bonus compensation is linked to the Company's operating targets and is divided into: (1) financial targets, including annual operating profit margin, annual revenue achievement rate, etc.; and (2) non-financial targets, being KPI indicators designed in line with the Company's annual business objectives, as well as forward-looking target design.

In 2025, the Company's six major operating objectives were: (1) continued business growth; (2) new milestones in low-carbon revenue; (3) strengthening food safety; (4) further breaking through bottlenecks and increasing production value; (5) realizing sustainable value; and (6) enhancing production efficiency to improve gross margin

Managerial officers' performance and contribution to the Company's overall operations with respect to the above objectives are reviewed, and, taking into account actual operating conditions and relevant laws and regulations, the Remuneration Committee makes recommendations, which are then submitted to the Board of Directors for resolution.

- c. Link between Incentive Mechanisms and Sustainability Performance

To encourage senior managerial officers and all employees to attach importance to long-term comprehensive performance and achieve sustainable operations, the Company has linked sustainability objectives and financial objectives with the remuneration of senior managerial officers to ensure that sustainability goals are integrated into Company performance. The sustainability performance objectives for 2025 included: new milestones in low-carbon revenue, with Grape King Bio's standalone revenue per unit of carbon emissions reaching 18.3 CO<sub>2</sub>te or less; achieving 4% renewable energy use in Grape King Bio's Taiwan plants; updating food safety and NSF GMP certification for food safety systems; and so on.

Job Title	Sustainable Development Strategy	Performance Link %	Strategy Content
Chairman and General Manager	<ol style="list-style-type: none"> <li>1) New milestones in low-carbon revenue</li> <li>2) Strengthening food safety</li> <li>3) Realizing sustainable value</li> </ol>	30%	<ol style="list-style-type: none"> <li>1) New milestones in low-carbon revenue: Grape King Bio's standalone revenue per unit of carbon emissions reaching 18.3 CO<sub>2</sub>te or less</li> <li>2) Strengthening food safety and updating food safety systems</li> <li>3) Promoting increased use of renewable energy in Taiwan plants</li> <li>4) Continuously updating and obtaining sustainability-related certification systems</li> </ol>
Senior Managerial Officer	<ol style="list-style-type: none"> <li>1) New milestones in low-carbon revenue</li> <li>2) Strengthening food safety</li> <li>3) Realizing sustainable value</li> </ol>	10-40%	<ol style="list-style-type: none"> <li>1) Promoting 33 key sustainability development projects and implementing strategic forward-looking talent cultivation programs to achieve Grape King Bio's standalone revenue per unit of carbon emissions reaching 18.3 CO<sub>2</sub>te or less</li> <li>2) Food safety and food safety system updates: renewing NSF GMP certification and obtaining ISO 22000 and HACCP certification for new production lines</li> <li>3) Building low-carbon factories, with renewable energy use in Taiwan plants reaching 4%</li> <li>4) Strengthen food safety and food safety system update FSSC22000 verification update.</li> <li>5) Continuously updating and obtaining sustainability-related certification systems (ISO 14001, ISO 14064, ISO 50001, ISO 45001, ISO 27001, ISO 37001)</li> </ol>

(ii) Procedure for determining remuneration

The reasonableness of performance evaluation and remuneration for the Company's directors and managerial officers is evaluated and reviewed annually by the Remuneration Committee and the Board of Directors. In addition to referring to the individual's performance achievement rate and contribution to the Company, overall operating performance, industry future risks, and development trends are also taken into account. The remuneration system is reviewed in a timely manner in light of actual operating conditions and relevant laws and regulations, and reasonable remuneration is granted based on a comprehensive assessment. The actual remuneration amounts for directors and managerial officers in 2025 were deliberated by the Remuneration Committee and resolved by the Board of Directors. (As for independent directors, in view of conflict-of-interest avoidance, their remuneration is not deliberated by the Remuneration Committee but is determined by the Board of Directors in accordance with the Articles of Incorporation, with reference to industry standards.)

(iii) Linkage to operating performance and future risk exposure

a. The review of the Company's remuneration policies, standards, and systems takes the Company's overall operating conditions as the primary consideration. Remuneration standards are approved based on performance achievement rates and contribution, in order to enhance the organizational effectiveness of the Board of Directors and the management team. Industry standards are also referenced to ensure that the remuneration of the Company's management is competitive within the industry, so as to retain outstanding management talent.

- b. The Company's performance objectives cover risk control. The management team manages and prevents risks within their respective managerial responsibilities and grants ratings based on actual performance, linking remuneration policy to performance results. Major decisions by the Company's management are made after balancing various risk factors, and the remuneration of the management team is therefore related to the effectiveness of risk control.

### 3. Corporate Governance Status

#### (1) Operation of the Board of Directors

In 2025, the Board of Directors held 5 meetings (A). The attendance by the directors (including independent directors) was as follows:

Title	Name (Note 1)	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) [B/A] (Note 2)	Remarks
Chairman	Sheng-Lin Andrew Tseng	5	0	100	
Director	Mei-Ching Tseng	5	0	100	
Director	UNI-PRESIDENT ENTERPRISES CORP. The 21st Representative: Jia-Fong Chai	5	0	100	
Director	Yen-Shiang Huang	4	1	80	
Director	Jue-Jia Chang	5	0	100	
Director	Hsing-Chun Chen	5	0	100	
Director	Chih-Wei Lai	4	1	80	
Independent Director	Chen Jing Ning	5	0	100	
Independent Director	Chi J. Yu	5	0	100	
Independent Director	Ting-Ju Chen	5	0	100	
Independent Director	Pang-Chung Chin	4	1	80	

Other information required to be disclosed:

- i. If any of the following circumstances exists, specify the board meeting date, meeting session number, content of the motion(s), the opinions of all the independent directors, and the measures taken by the Company based on the opinions of the independent directors:
  - (i) Any matter under Article 14-3 of the Securities and Exchange Act: For details, refer to "Material resolutions of the Board of Directors."
  - (ii) In addition to the matters referred to above, any dissenting or qualified opinion of an independent director that is on record or stated in writing with respect to any board resolution: None.
- ii. The status of implementation of recusals of directors with respect to any motions with which they may have a conflict of interest: specify the director's name, the content of the motion, the cause for recusal, and whether and how the director voted:

Item	Session / Date	Name of Director	Proposal Content	Cause for Recusal	Participation in Voting
1	The 4 <sup>th</sup> board meeting of the 21 <sup>st</sup> term Board of Directors January 18, 2025	Sheng-Lin Andrew Tseng	Proposal on 2024 management year-end bonuses recommended by the Remuneration Committee	Personal conflict of interest	Recused from voting in accordance with law
2	The 5 <sup>th</sup> board meeting of the 21 <sup>st</sup> term Board of Directors February 26, 2025	Mei-Ching Tseng	Proposal to release Directors of the Company from non-competition restrictions	Personal conflict of interest	Recused from voting in accordance with law
3	The 6 <sup>th</sup> board meeting of the 21 <sup>st</sup> term Board of Directors May 9, 2025	Sheng-Lin Andrew Tseng	Proposal on 2024 management remuneration (to be paid in 2025) recommended by the Remuneration Committee	Personal conflict of interest	Recused from voting in accordance with law

Item	Session / Date	Name of Director	Proposal Content	Cause for Recusal	Participation in Voting
4	The 7 <sup>th</sup> board meeting of the 21 <sup>st</sup> term Board of Directors August 8, 2025	Sheng-Lin Andrew Tseng Mei-Ching Tseng	Proposal for the Group's UVACO MY SDN. BHD. to transfer equity to related parties	Personal conflict of interest	Recused from voting in accordance with law
5	The 8 <sup>th</sup> board meeting of the 21 <sup>st</sup> term Board of Directors November 12, 2025	Sheng-Lin Andrew Tseng	Proposal to establish the functional committee "Sustainable Development and ESG Steering Committee," appoint committee members, and amend the "Sustainable Development and ESG Committee Organizational Charter"	Personal conflict of interest	Recused from voting in accordance with law
6	The 8 <sup>th</sup> board meeting of the 21 <sup>st</sup> term Board of Directors November 12, 2025	Sheng-Lin Andrew Tseng Chi J. Yu Ting-Ju Chen Pang-Chung Chin	Proposal to establish the functional committee "Risk Management Committee," appoint committee members, and amend the "Risk Management Policies and Procedures"	Personal conflict of interest	Recused from voting in accordance with law

iii. Information including the evaluation cycle and period(s) of the Board of Directors' self-evaluations and the evaluation method and content: To implement corporate governance and enhance the functions of the Board of Directors, annual performance evaluations are carried out in accordance with the Company's "Regulations for the Performance Evaluation of the Board and Functional Committees." The evaluation scope includes the overall Board of Directors, individual board members, and functional committees.

Evaluation Cycle	Evaluation Period	Scope of Evaluation	Method of Evaluation	Evaluation Content
Performed once per year	Jan.1, 2025~ Dec.31, 2025	Board of Directors	Internal evaluation by the board	1.Participation in the operation of the company. 2.Improving the quality of the Board of Directors' decision-making. 3.Composition and structure of the Board of Directors. 4.Election and continuing education of the Directors. 5.Internal Control.
Performed once per year	Jan.1, 2025~ Dec.31, 2025	Individual Director	Self-evaluations by individual board members	1.Familiarity with 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 of Directors. 6.Internal Control.
Performed once per year	Jan.1, 2025~ Dec.31, 2025	Audit Committee	Internal evaluation by the Audit Committee	1.Participation in the operation of the company. 2.Awareness of the duties of the Audit Committee. 3.Improving the quality of the Audit Committee' decision-making. 4.Composition of the Audit Committee and member election. 5.Internal Control.
Performed once per year	Jan.1, 2025~ Dec.31, 2025	Remuneration Committee	Internal evaluation by the Remuneration Committee	1.Participation in the operation of the company. 2.Awareness of the duties of the Remuneration Committee. 3.Improving the quality of the Remuneration Committee' decision-making. 4.Composition of the Remuneration Committee and member election. 5.Internal Control.
Performed once per year	Jan.1, 2025~ Dec.31, 2025	Digital Transformation Committee	Internal evaluation by the Digital Transformation Committee	1.Participation in the operation of the company. 2.Awareness of the duties of the Digital Transformation Committee. 3.Improving the quality of the Digital Transformation Committee' decision-making. 4.Composition of the Digital Transformation Committee and member election. 5.Internal Control.

The Company evaluates the overall operating performance of the Board of Directors and functional committees on an annual basis. For 2025, the performance evaluation content is as shown in the above table. The Corporate Governance Team is responsible for internal self-evaluations of the overall Board of Directors, the Remuneration Committee, the Audit Committee, and the Digital Transformation Committee. After directors complete their individual self-

evaluations, the results are compiled by the Corporate Governance Team. The evaluation method is internal questionnaires. The performance evaluation results are provided to the directors as a reference in their decision-making, in order to further improve the quality of Board decisions, and also serve as a reference for nominating directors or selecting members of functional committees.

- The average performance score of the overall Board of Directors was 4.55 points (out of 5): 4.38 for Board self-evaluation and 4.72 for individual board member self-evaluation.
- The average performance score of the Remuneration Committee was 4.47 points (out of 5).
- The average performance score of the Audit Committee was 4.36 points (out of 5).
- The average performance score of the Digital Transformation Committee was 4.28 points (out of 5).

No other recommendations were put forward by board members or the Corporate Governance Team in 2025. The performance evaluation results of the Board of Directors, individual board members, and functional committees for 2025 were all rated “Excellent,” and the evaluation content and results were reported at the 9th meeting of the 21st Board of Directors on January 23, 2026.

- iv. Give an evaluation of the targets that were adopted for strengthening of the functions of the board during the current and immediately preceding fiscal years and the measures taken toward achievement thereof:
- (i) The targets for strengthening the functions of the board
- A. The Company has adopted the “Corporate Governance Best Practice Principles” to establish a sound framework for corporate governance, strengthen the functions of the Board of Directors, and has formulated a policy on board diversity to improve the structure of the Board. The members of the 21st Board of Directors of the Company have already achieved diversity in academic background and expertise, gender, and age.
  - B. The Board of Directors of the Company has adopted the “Ethical Corporate Management Best Practice Principles” and “The Programs to Forestall Unethical Conduct” to actively prevent unethical conduct. The Corporate Governance Team of the Company serves as the unit in charge of ethical management, responsible for formulating ethical management policies and programs to forestall unethical conduct and supervising their implementation, and reports regularly to the Board of Directors. The implementation status in 2025 of ethical management, prevention of insider trading, and handling of material information has been reported at the 9th meeting of the 21st Board of Directors on January 23, 2026.
  - C. To strengthen the functions of the Board of Directors and take maximizing shareholders’ interests as the main consideration, the Company has appointed four independent directors in accordance with the Securities and Exchange Act, and their consecutive terms do not exceed nine years (three terms). No more than two board members have a spousal or second-degree kinship relationship. The number of board members who are employees of all companies included in the consolidated financial report of the Company is less than one-third of the seats on the Board of Directors. No government agency or other single listed (or OTC) company (and its subsidiaries) holds up to one-third of the seats on the Board of Directors.
  - D. In view of the risk that excessive pledge ratios of shares held by directors and major shareholders may affect shareholders’ rights and interests, the Company hopes that the

average pledge ratio of shares held by directors and major shareholders can be kept as low as possible below 50%. In 2025, the pledge ratio of shares of directors and major shareholders was 0%.

- E. The Company encourages directors to attend shareholders' meetings in order to protect shareholders' rights and interests. The 21st Board of Directors of the Company consists of 11 seats. At the annual shareholders' meeting in 2025, nine directors attended in person, including the Chairman (who presided over the meeting) and the Convener of the Audit Committee. The in-person attendance rate reached 82% (for details, please refer to Market Observation Post System (MOPS) > Single company > Electronic document download > Annual report and shareholders' meeting relevant information > Meeting Minutes).
- F. To ensure that independent directors can fully exercise their powers and gain a more in-depth understanding of the Company's financial reports and financial and business conditions, the Company encourages independent directors to communicate with the internal audit supervisor and CPAs separately or jointly through meetings or discussion sessions. In 2025, independent directors communicated with the internal audit supervisor three times and with the CPAs four times, and discussed financial reports, audit results, audit work, new laws and standards, and other issues.
- G. To enable board members to effectively undertake their responsibilities, consensus should be reached through the convening of board meetings so as to form resolutions. In 2025, the Company held five board meetings, with an attendance rate of all directors of 95%, and an attendance rate of independent directors of 95%. In addition to passing routine matters, the Board of Directors also conducts an annual evaluation of the independence and competence of the attesting CPAs (please refer to pages 73-74 of this Annual Report), and the internal audit supervisor attends board meetings to present reports on internal audit work, with audit reports provided to independent directors for review.
- H. To ensure that board members can effectively perform their functions, the Company encourages directors to pursue continuing education in order to grasp the latest industry trends and enhance responsiveness. In 2025, lecturers were invited to conduct training for all directors on topics such as "Global Expansion and Co-Governance: Practices and Integration in Transnational Operations Management" and "Data-Driven and Digital Intelligence Transformation." Directors also undertook further training according to their individual needs, on topics such as "Observation of Cross-Strait Political and Economic Risks Amid U.S.-China Power Rivalry," "2025 Insider Shareholding Transaction Legal Compliance Seminar," "Trump 2.0: Impacts on Global Geopolitics, U.S.-China Rivalry, and Taiwan," "Insider Trading Control and Management," "Risk management and strategic analysis of business sustainability," and "Shareholder Activism and Voting Results: Analyzing Director Responsibilities through Global Perspectives." The total number of director training hours was 72.
- I. To strengthen corporate governance, the Company has established functional committees to assist the Board of Directors in managing and supervising the Company's operations.
  - a. The Audit Committee is composed of all independent directors and convenes at least once every quarter to assist the Board of Directors in supervising matters related to the attesting CPAs, financial reports, internal control, legal compliance, and risk control.
  - b. The Remuneration Committee is composed entirely of independent directors and

convenes at least twice a year to evaluate, from a professional and objective standpoint, the remuneration policies and systems for the Company's directors and managerial officers, and to make recommendations to the Board of Directors as a reference for its decisions.

- c. The Digital Transformation Committee reviews the strategies, plans, and implementation results of the digital transformation execution team and provides reference opinions to the Board of Directors or the execution team, so as to integrate digital technologies into business strategies, optimize the Company's business efficiency and processes, and thereby enhance the Company's performance and profitability. Digital transformation includes the introduction of digital technologies such as sensors, IoT devices, visualized data analysis, and AI optimization. Through digital transformation, the Company expects to achieve sustainability goals such as reducing carbon emissions and improving energy efficiency management. The Digital Transformation Committee has achieved its phased mission and was dissolved in November 2025.
- d. The Sustainable Development and ESG Steering Committee was established in November 2025. Its first-term members consist of one director and two senior executives of the Company. The committee convenes at least once a year to implement sustainable development goals and strengthen sustainable governance.
- e. The Risk Management Committee was established in November 2025. Its first-term members consist of one director, three independent directors, and one senior executive of the Company. The committee convenes at least once a year to improve the Company's risk assessment and strengthen the Company's management functions.

(ii) Assessment of Implementation Status: The Company convenes a group operation meeting every six months on a regular basis, and the contents of the report are presented to the Board of Directors, enabling the Board to gain a better understanding of the actual operations of the group. Adhering to the principle of operational transparency, the Company promptly discloses important resolutions on the Market Observation Post System (MOPS) > Material Information > Advanced Search after board meetings, in order to protect shareholders' rights and interests, and also discloses each board meeting agenda item and resolution status in real time in the Investors section of the Company's website (<https://www.grapeking.com.tw/investor/board-of-directors/board-meeting/L5dypkWp3qaR>), thereby improving information transparency.

Note 1: For a director or supervisor that is a juristic person (corporate entity), disclose the name of the corporate shareholder and the name of its representative.

Note 2: (i) If any director or supervisor left office before the end of the fiscal year, specify the date that they left office in the Remarks column. Their in-person attendance rate (%) should be calculated based on the number of board meetings held and the number they attended in person during the period they were in office.

(ii) If any by-election for directors or supervisors was held before the end of the fiscal year, the names of the new and old directors and supervisors should be filled in the table, with a note stating whether the director or supervisor left office, was newly serving, or was serving consecutive terms, and the date of the by-election. The in-person attendance rate (%) should be calculated based on the number of board meetings held and the number attended in person during the period of each such person's actual time in office.

(2) Operation of the Audit Committee:

The Company established the Audit Committee on July 15, 2021. In accordance with the Company's "Audit Committee Organizational Charter" and Article 14-5 of the Securities and

Exchange Act, the Committee shall convene at least once every quarter and may convene meetings at any time as necessary. The Committee is composed entirely of independent directors, and one of them is a financial expert. The term of office of the committee members is three years and they may be re-elected. Resolutions of the Committee shall require the consent of more than one-half of all members.

- i. The key tasks of the Audit Committee during the period from January 1, 2025 to December 31, 2025 include:
  - (i) Reviewing quarterly financial statements and earnings distribution proposals and business reports.
  - (ii) Reviewing the rotation and replacement of attesting CPAs, the evaluation results of Audit Quality Indicators (AQI), and approving their engagement and audit fees.
  - (iii) Reviewing the transfer of equity in the Group's UVACO MY SDN. BHD. to related parties.
  - (iv) Deliberating on the increase in investment amount for the construction of new plants.
  - (v) Deliberating on the release of directors of the Company from non-competition restrictions.
  - (vi) Reviewing additions or amendments to the internal control system.
  - (vii) Supervising the implementation status of risk management (Note).

Note: "Supervision of Risk Management" was originally under the authority of the Audit Committee. Following the resolution at the 8th meeting of the 21st Board of Directors on November 12, 2025, responsibility was transferred to the Risk Management Committee. This explanation applies consistently throughout this Annual Report, and no additional annotations will be provided when referenced in other sections.

- ii. For information on the evaluation cycle and period, scope, method, and content of the Audit Committee's performance evaluation, please refer to "Other information required to be disclosed iii" under "Operation of the Board of Directors" on page 43-44 of this Annual Report.
- iii. Professional qualifications and experience of Audit Committee members:

December 31, 2025

Title	Criteria		Professional Qualifications and Experience (Note 1)	Independence Status (Note 2)
	Name			
Independent Director (Convener)	Chen Jing Ning		<ul style="list-style-type: none"> <li>● Education: Master of Sociology, National Chengchi University</li> <li>● Experience and Expertise: Has 17 years of public relations and media experience. She is currently the Secretary-General to the Taiwan Association of Family Caregivers. Ms. Chen's practical experience in social support and family care.</li> </ul>	During the two years before election and during their term of office, all four independent directors have met the qualification requirements stipulated in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission and in Article 14-2 of the Securities and Exchange Act. Each independent director has been granted full
Independent Director	Chi J. Yu		<ul style="list-style-type: none"> <li>● Education: PhD in Mechanical Engineering, University of Massachusetts, Amherst</li> <li>● Experience and Expertise: Currently serving as a consultant at Amulaire Thermal Technology, Inc., has a PhD in Mechanical Engineering, served as vice president and CEO in various multinational companies, expert in technology industry, marketing, change management, profit and loss management, and process development.</li> </ul>	

Title	Criteria		Professional Qualifications and Experience (Note 1)	Independence Status (Note 2)
	Name			
Independent Director	Ting-Ju Chen		<ul style="list-style-type: none"> <li>● Education: Graduate Studies, Public Accountancy from McGill University Bachelor of Business Commerce</li> <li>● Experience and Expertise: Miss Ting-Ju Chen has a vast academic and employment experience with financial and accounting background as a Chartered Professional Accountant in Canada. She had been VP of Sinopac Holdings, Chairwoman of EASYCARD Corporation and EASYCARD Investment Holding CO., Ltd.</li> </ul>	authority under Article 14-3 of the Securities and Exchange Act to participate in decision-making and express opinions, and thus independently performs relevant duties.
Independent Director	Pang-Chung Chin		<ul style="list-style-type: none"> <li>● Education:               <ol style="list-style-type: none"> <li>1. PhD in Law, National Chung Cheng University</li> <li>2. Master's Degree in Law, National Taiwan University</li> <li>3. Master's Degree in Law, National Taipei University</li> <li>4. Bachelor of Laws, National Chengchi University</li> </ol> </li> <li>● Experience and Expertise: Adjunct Assistant Professor at the General Education Center at Institution of Law for Science and Technology, NTHU, with a background in Doctor of Law and 14 years of experience as a Consumer Ombudsman, had been a long term communicator with consumers at the Consumers' Foundation Chinese Taipei.</li> </ul>	

Note 1: For the professional qualification and experience of Audit Committee members, please refer to the section "Disclosure of Information Regarding the Professional Qualifications and Experience of Directors and the Independence of Independent Directors – Professional Qualifications and Experience" on page 18–26 of this Annual Report.

Note 2: Independence Status: Describe the status of independence of the Audit Committee members, including but not limited to the following: did they or their spouse or any relative within the second degree serve as a director, supervisor, or employee of the Company or any of its affiliates; specify the number and ratio of shares of the Company held by the independent director and their spouse and relatives within the second degree (or through nominees); do they serve as a director, supervisor, or employee of any company having a specified relationship with the Company (see Article 3, paragraph 1, subparagraphs 5 to 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); specify the amount(s) of any pay received by the independent director for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate thereof within the past 2 years. For independence details, please refer to page 23–26 of this Annual Report.

iv. In 2025, the Audit Committee held 5 meetings (A). The attendance by the independent directors was as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) [B/A] (Note 1, 2)	Remarks
Independent Director	Chen Jing Ning	5	0	100	Convener of the committee
Independent Director	Chi J. Yu	5	0	100	
Independent Director	Ting-Ju Chen	5	0	100	
Independent Director	Pang-Chung Chin	4	1	80	

Other information required to be disclosed:

- (i) If any of the following circumstances exists, specify the Audit Committee meeting date, meeting session number, content of the motion(s), the content of any dissenting or qualified opinion or significant recommendation of the independent directors, the outcomes of Audit Committee resolutions, and the measures taken by the Company based on the opinions of the Audit Committee.

a. Any matter under Article 14-5 of the Securities and Exchange Act:

Session and Meeting Date	Matters for Discussion	Resolution and Opinion of the Company	The Company's Response to the Audit Committee's Opinions
The 3 <sup>rd</sup> meeting of the 2 <sup>nd</sup> term January 18, 2025	Motion 1: Proposal to increase the investment amount for the construction of Phase I of the Yongfeng Plant, and to authorize the Chairman to handle related matters.	Motion 1: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution.	Approved by the Directors who participated in the discussion
The 4 <sup>th</sup> meeting of the 2 <sup>nd</sup> term February 26, 2025	Motion 1: Proposal on the Company's 2024 business report and financial statements. Motion 2: Proposal on the Company's 2024 earnings distribution. Motion 3: Proposal to release directors of the Company from non-competition restrictions. Motion 4: Proposal for the Company to change its attesting CPAs. Motion 5: Proposal on 2025 Audit Quality Indicators (AQI) and independence assessment and engagement of the Company's attesting CPAs. Motion 6: Proposal on 2025 audit fees of the Company's attesting CPAs. Motion 7: Proposal on the Company's 2024 "Internal Control System Effectiveness Assessment" and "Internal Control Statement." Motion 8: Proposal to approve the amendments to internal control system documents "Production Cycle", "Internal Control System General Provisions", "Management Regulation of Receipt", and "Management Regulation of the Use of Seals."	Motion 1: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution. Motion 2: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution. Motion 3: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution. Motion 4: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution. Motion 5: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution. Motion 6: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution. Motion 7: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution. Motion 8: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution.	Approved by the Directors who participated in the discussion
The 5 <sup>th</sup> meeting of the 2 <sup>nd</sup> term May 12, 2025	Motion 1: The Company's 2025 Q1 consolidated financial statements. Motion 2: Proposal for the Group's UVACO MY SDN. BHD. to transfer equity to related parties.	Motion 1: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution. Motion 2: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution.	Approved by the Directors who participated in the discussion
The 6 <sup>th</sup> meeting of the 2 <sup>nd</sup> term August 8, 2025	Motion 1: The Company's 2025 Q2 consolidated financial statements and the semi-annual business report for the first half of the year. Motion 2: Proposal to approve amendments to internal control system documents "Implementation Rules for Internal Audit", "Procedures for Self-Assessment of Internal Control System", and "Procedures for Legal Compliance."	Motion 1: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution. Motion 2: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution.	Approved by the Directors who participated in the discussion

Session and Meeting Date	Matters for Discussion	Resolution and Opinion of the Company	The Company's Response to the Audit Committee's Opinions
The 7 <sup>th</sup> meeting of the 2 <sup>nd</sup> term November 12, 2025	<p>Motion 1: The Company's 2025 Q3 consolidated financial statements.</p> <p>Motion 2: Proposal on the Company's 2025 first-half earnings distribution of cash dividends.</p> <p>Motion 3: Proposal to release the Audit Committee from the authority of "supervising risk management."</p> <p>Motion 4: Proposal to pre-approve the list of non-assurance services for 2026.</p> <p>Motion 5: Proposal to approve the Company's 2026 audit plan.</p> <p>Motion 6: Proposal to approve amendments to internal control system documents "Procurement and Payment Cycle", "Production Cycle", "Labor and wage cycle", "Management Regulation of Receipt", and "Shareholder Services Management Procedures".</p> <p>Report Items: 2025 risk management operation status.</p>	<p>Motion 1: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution.</p> <p>Motion 2: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution.</p> <p>Motion 3: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution.</p> <p>Motion 4: All attending members agreed to pass the proposal.</p> <p>Motion 5: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution.</p> <p>Motion 6: All attending members agreed to pass the proposal, and it was submitted to the Board of Directors for resolution.</p>	Approved by the Directors who participated in the discussion

b. In addition to the matters referred to above, any matter that was not approved by the Audit Committee but was approved by a two-thirds or greater majority resolution of the Board of Directors: None.

(ii) Implementation of recusals of independent directors with respect to any motions with which they may have a conflict of interest: specify the independent director's name, the content of the motion, the cause for recusal, and whether and how the independent director voted:

In 2025, there were no motion in the Audit Committee involving conflict of interest requiring independent directors to recuse themselves.

(iii) Communication between the independent directors and the chief internal audit officer and the CPAs that serve as external auditor

Communication method:

At least twice a year, the independent directors of the Company communicate separately with the internal audit department and the attesting CPAs at the Audit Committee, without other general directors or members of management being present. In addition to communicating on internal control and audit reports with the internal audit department, the CPAs also report on the review or audit results of the financial statements. If there are any other major matters, or if any independent director, the internal audit supervisor, or the CPAs considers it necessary to communicate independently, meetings may be convened at any time as needed. The results of such communication are also recorded.

Summary of communication in 2025:

Session/ Date	Matters Communicated with Internal Audit Supervisor	Matters Communicated with CPAs	Recommendations and Results
The 4 <sup>th</sup> meeting of the 2 <sup>nd</sup> term February 26, 2025	Response to topics instructed in the previous communication (2024.11).	<ol style="list-style-type: none"> <li>The CPAs explained the audit status of the 2024 consolidated and individual financial reports.</li> <li>The CPAs explained the responsibilities of the governance unit, the scope and methods of audit, group audit results, major accounting policies, significant risks, key audit matters, and other items.</li> </ol>	None

Session/ Date	Matters Communicated with Internal Audit Supervisor	Matters Communicated with CPAs	Recommendations and Results
The 5 <sup>th</sup> meeting of the 2 <sup>nd</sup> term May 9, 2025	Explanation of the implementation status of audit work and review comments on reports.	<ol style="list-style-type: none"> <li>The CPAs explained the review status of the 2025 Q1 consolidated financial statements.</li> <li>The CPAs summarized recent major information-security incidents and explained the Taiwan Stock Exchange's letter recommending that all companies strengthen information-security measures.</li> <li>The CPAs explained recent updates to laws and regulations, including the newly promulgated "Regulations Governing the Preparation of Financial Reports by Securities Issuers" applicable from 2025 Q1, the Taiwan Stock Exchange's publication of IFRS S2 reference examples and self-assessment forms.</li> </ol>	None
The 6 <sup>th</sup> meeting of the 2 <sup>nd</sup> term August 8, 2025	None.	<ol style="list-style-type: none"> <li>The CPAs explained the review status of the 2025 Q2 consolidated financial statements.</li> <li>The CPAs explained recent updates to laws and regulations, including the Industry Innovation Act passed in third reading on April 18, 2025, and the Financial Supervisory Commission's reminder that all listed and OTC companies must file sustainability reports by the end of August 2025, as well as the FSC's pre-announcement of the draft amendments to the "Regulations Governing Information to be Published in Annual Reports of Public Companies."</li> </ol>	None
The 7 <sup>th</sup> meeting of the 2 <sup>nd</sup> term November 12, 2025	Explanation of planning and formulation of the 2026 audit plan.	<ol style="list-style-type: none"> <li>The CPAs explained the review status of the 2025 Q3 consolidated financial statements.</li> <li>The CPAs explained the key audit matters for 2025.</li> <li>The CPAs explained upcoming applicable standards and laws and regulations, including the new investment tax credit law and IFRS 18, which will be adopted in 2028.</li> </ol>	None

Note 1: If any independent director left office before the end of the fiscal year, specify the date that they left office in the Remarks column. Their in-person attendance rate (%) should be calculated based on the number of audit committee meetings held and the number they attended in person during the period they were in office.

Note 2: If any by-election for independent directors was held before the end of the fiscal year, the names of the new and old independent directors should be filled in the table, with a note stating whether the independent director left office, was newly serving, or was serving consecutive terms, and the date of the by-election. The in-person attendance rate (%) should be calculated based on the number of board meetings held and the number attended in person during the period of each such person's actual time in office.

### (3) Operation of the Digital Transformation Committee:

The Company established the "Digital Transformation Committee" on November 3, 2021. Its purpose is to integrate digital technologies into business strategies, thereby optimizing the Company's business efficiency and processes and enhancing the Company's performance and profitability. Digital transformation includes the introduction of digital technologies such as sensors, Internet of Things (IoT) devices, visualized data analysis, and artificial intelligence optimization. Through digital transformation, the Company expects to achieve sustainability goals such as reducing carbon emissions and improving energy efficiency management.

In accordance with the Company's "Digital Transformation Committee Organizational Charter," the Committee shall consist of three members appointed by resolution of the Board of Directors. The current term of the Committee consists of three directors (including two independent directors). The convener, Independent Director Ting-Ju Chen, possesses professional expertise in financial accounting and is adept at digital innovation; Chairman Sheng-Lin Andrew Tseng possesses capabilities in corporate strategy and business management; Independent Director Pang-Chung Chin possesses legal expertise. Together, they meet the professional capability requirements of the Committee. The Committee convenes meetings as needed in line with the actual progress of the Company's digital transformation, but at least once every six months.

#### i. Functions of the Digital Transformation Committee:

The operation of the Committee is conducted in accordance with the Company's "Digital

Transformation Committee Organizational Charter.” The Committee shall, with the care of a good administrator, faithfully perform the following duties and submit its recommendations to the Board of Directors for discussion.

- (i) Reviewing the strategies, plans, and implementation results of the digital transformation execution team and providing reference opinions to the Board of Directors or the execution team.
  - (ii) In accordance with the Company’s “Procedures for Acquisition or Disposal of Assets,” reviewing major expenditures related to digital transformation.
  - (iii) After this Charter is adopted, any amendments thereto shall require the consent of more than one-half of all members of the Committee and be submitted to the Board of Directors for resolution.
  - (iv) Reviewing proposals submitted pursuant to the “Procedures for Acquisition or Disposal of Assets.”
- ii. Operation of the Digital Transformation Committee:
- On November 3, 2021, at the 2nd meeting of the 20th Board of Directors, the Company resolved to establish the “Digital Transformation Committee” and approved the Digital Transformation Committee Organizational Charter and the appointment of its members. Considering that the “Digital Transformation Committee” has achieved its phased mission, the Board of Directors, at the 8th meeting of the 21st Board of Directors on November 12, 2025, resolved to dissolve the committee. Accordingly, the committee’s authority and the appointments of its members were terminated. The relevant explanation applies consistently throughout this Annual Report, and no additional notes will be provided when referenced in other sections.
- iii. For the professional qualifications and experience of the members of the Digital Transformation Committee, please refer to the section “Disclosure of Information Regarding the Professional Qualifications and Experience of Directors and the Independence of Independent Directors – Professional Qualifications and Experience” on pages 18–26 of this Annual Report.
  - iv. For information on the evaluation cycle and period, scope, method, and content of the Digital Transformation Committee’s performance evaluation, please refer to “Other information required to be disclosed iii” under “Operation of the Board of Directors ” on page 43–44 of this Annual Report.
  - v. The 2nd Digital Transformation Committee members’ tenure of office is from August 12, 2024 to August 11, 2027. Considering that the “Digital Transformation Committee” has achieved its phased mission, the committee was dissolved on November 12, 2025. In 2025, the Digital Transformation Committee held 2 meetings (A), and the qualification and attendance of committee members are as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) [B/A] (Note 1)	Remarks
Independent Director	Ting-Ju Chen	2	0	100	Convener of this committee
Director	Sheng-Lin Andrew Tseng	2	0	100	
Independent Director	Pang-Chung Chin	2	0	100	
Meeting information:					

Meeting date	Matters for Discussion	Resolution and Opinion of the Company
January 19, 2024	Motion 1: Report on the Company's digital transformation progress.	Motion 1: The head of the Administration Division reported on the progress of digital transformation. The chair and committee members made the following recommendations: 1. The report explained that firewalls for customer-facing (C-end) websites have been strengthened and drills have been conducted; for other users, social engineering drills must be conducted regularly to strengthen users' awareness of fraud prevention; for white-hat hacking drills, a stop-loss point must be agreed upon in advance to avoid affecting the Company's system operations. 2. It was recommended that the subsidiary Pro-Partner Ltd. share the current implementation status of digitalization and information security.
November 11, 2024	Motion 1: Report on the Company's digital transformation progress. Motion 2: Report by Pro-Partner Ltd. on the current status of digitalization and information security.	Motion 1: The head of the Administration Division reported on the progress of digital transformation.  Motion 2: The head of the Information Department of Pro-Partner Ltd. reported on the current status of digitalization and information security. The chair and committee members made the following recommendations: 1. For information security, in addition to early warning, follow-up tracking must also be controlled. 2. Evaluation of subsequent system benefits.

Note 1: If any director or supervisor left office before the end of the fiscal year, specify the date that they left office in the Remarks column. Their in-person attendance rate (%) should be calculated based on the number of Digital Transformation Committee meetings held and the number they attended in person during the period they were in office.

#### (4) Operation of the ESG Steering Committee:

To achieve sustainable development goals and strengthen sustainable governance, the Company established the “ESG Steering Committee” on November 12, 2025. The members of the Committee are appointed by resolution of the Board of Directors.

In accordance with the Company’s “ESG Steering Committee Organizational Charter,” the Committee shall have no fewer than three members, appointed by resolution of the Board of Directors. Committee members shall possess professional knowledge and capabilities in corporate sustainability, and at least one director shall participate in oversight. The Committee shall convene at least once a year and may convene meetings at any time as necessary.

##### i. Functions of the ESG Steering Committee:

The operation of the Committee is conducted in accordance with the Company’s “ESG Steering Committee Organizational Charter.” The Committee shall, with the care of a good administrator, faithfully perform the following duties and report to the Board of Directors.

- (i) Formulating, promoting, and strengthening the Company’s sustainable development policies, annual plans, and strategies.
- (ii) Reviewing, tracking, and revising the implementation status and effectiveness of sustainable development.
- (iii) Supervising the disclosure of sustainability information and reviewing the sustainability report.
- (iv) Supervising the implementation of the Company’s sustainable development code and other sustainable development-related work resolved by the Board of Directors

##### ii. Operation of the ESG Steering Committee:

On November 12, 2025, at the 8th meeting of the 21st Board of Directors, the Company resolved to establish the “ESG Steering Committee” and approved the ESG Steering Committee Organizational Charter and the appointment of its members. The committee’s authority and membership qualifications shall take effect from November 12, 2025. The relevant explanation

applies consistently throughout this Annual Report, and no additional notes will be provided when referenced in other sections.

iii. Professional qualifications and experience of ESG Steering Committee members:

December 31, 2025

Title	Criteria Name	Professional Qualifications and Experience	Sustainability Professional Knowledge and Capabilities
Director (Chair and Convener)	Sheng-Lin Andrew Tseng	<ul style="list-style-type: none"> <li>● Education:                             <ul style="list-style-type: none"> <li>PhD, University of Strathclyde</li> </ul> </li> <li>● Experience:                             <ul style="list-style-type: none"> <li>1. Marketing Director - European Market Elitegroup Computer Systems Co., Ltd., UK</li> <li>2. Marketing Manager - European Market Elitegroup Computer Systems Co., Ltd., UK</li> <li>3. Senior Marketing Manager Proxima Procurement Ltd., UK.</li> </ul> </li> </ul>	Familiar with principles of corporate structure, business ethics, anti-corruption, risk management, and other governance principles.
Member (CSO)	Duncan Aitken	<ul style="list-style-type: none"> <li>● Education:                             <ul style="list-style-type: none"> <li>1. Degree in Business Management - The Open University UK</li> <li>2. Postgraduate diploma in CSR - University of Bedfordshire</li> </ul> </li> <li>● Experience:                             <ul style="list-style-type: none"> <li>Volkswagen Group UK</li> </ul> </li> </ul> <p>Served in various positions, including customer relationship management (CRM), dealer network support, talent development and retention, and participated in the implementation of after-sales service system projects. Also served as a member of the CSR project team, participated in various public welfare activities, and helped improve the well-being of the elderly and disadvantaged groups.</p>	Sustainability development and climate change-related trends; human rights protection and protection of employee rights and interests; social welfare and public welfare participation matters.
Member (Director of SCM Division)	Ryan Chou	<ul style="list-style-type: none"> <li>● Education:                             <ul style="list-style-type: none"> <li>1. Master Degree in Marketing, Coventry University, UK</li> <li>2. Postgraduate Diploma in Business Administration- University of Birmingham , UK</li> </ul> </li> <li>● Experience:                             <ul style="list-style-type: none"> <li>1. Senior Supply Chain Manager Asia-Pacific, Henkel</li> <li>2. Procurement Deputy Manager Taiwan, Unilever</li> <li>3. Logistics Manager UK Branch, Darfon Electronics Corp.</li> <li>4. Production Materials Control Manager UK Branch, Chicony Electronics Co., Ltd.</li> </ul> </li> </ul>	Sustainable supply chain management, including identification, assessment, and response in the formulation and implementation of short-, medium-, and long-term strategies.

- iv. The 1st ESG Steering Committee members’ tenure of office is from November 12, 2025 to May 29, 2027. In 2025, the ESG Steering Committee held 1 meeting (A), and the qualification and attendance of committee members are as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) [B/A] (Note 1)	Remarks
Director (Chair and Convener)	Sheng-Lin Andrew Tseng	1	0	100	
Member (CSO)	Duncan Aitken	1	0	100	
Member (Director of SCM Division)	Ryan Chou	1	0	100	

Meeting information:

Meeting Date	Matters for Discussion	Resolution and Opinion of the Company
December 1, 2025	Motion 1: Report on the 2025 sustainable development implementation status.	Motion 1: The Company’s Sustainable Development and ESG Committee reported on the 2025 sustainable development implementation status. The chair and the Company’s CFO and Corporate Governance Officer made the following recommendations and explanations: 1. In response to the transition to ESG 2.0, it was recommended to arrange for ESG 2.0 information to be shared with relevant personnel. 2. In response to the requirements of the 2026 ESG evaluation indicators, relevant information must be disclosed in the 2025 sustainability report. The Corporate Governance Team will continue to follow up.

Note 1: If any director or supervisor left office before the end of the fiscal year, specify the date that they left office in the Remarks column. Their in-person attendance rate (%) should be calculated based on the number of ESG Steering Committee meetings held and the number they attended in person during the period they were in office.

(5) Operation of the Risk Management Committee:

To improve risk assessment and strengthen management functions, the Company established the “Risk Management Committee” on November 12, 2025. The members of the Committee are appointed by resolution of the Board of Directors, and the convener and a majority of the Committee members are independent directors. The Committee convenes at least once a year.

i. Functions of the Risk Management Committee:

The operation of the Committee is conducted in accordance with the Company’s “Risk Management Committee Organizational Charter.” The Committee shall, with the care of a good administrator, faithfully perform the following duties and submit its recommendations to the Board of Directors for discussion.

- (i) Reviewing risk management policies, procedures, and structure, and regularly reviewing their applicability and effectiveness of implementation.
- (ii) Ensuring that the risk management mechanism can adequately address major risks faced by the Company and is integrated into daily operating processes.
- (iii) Approving the prioritization and grading of risk control.
- (iv) Reviewing the implementation status of risk management, making necessary improvement recommendations, and assigning personnel to report to the Board of Directors regularly (at least once a year).

- (v) Reviewing the overall implementation status of information security in the previous year, with the Information Security Officer reporting to the Board of Directors.
- (vi) Executing risk management decisions approved by the Board of Directors.

ii. Operation of the Risk Management Committee:

On November 12, 2025, at the 8th meeting of the 21st Board of Directors, the Company resolved to establish the “Risk Management Committee” and approved the Risk Management Committee Organizational Charter and the appointment of its members. The committee’s authority and membership qualifications shall take effect from November 12, 2025. The relevant explanation applies consistently throughout this Annual Report, and no additional notes will be provided when referenced in other sections.

iii. Professional qualifications and experience of Risk Management Committee members:

December 31, 2025

Title	Criteria Name	Professional Qualifications and Experience
Convener (Independent Director)	Ting-Ju Chen	<ul style="list-style-type: none"> <li>● Education:               <ol style="list-style-type: none"> <li>1. Graduate Studies, Public Accountancy from McGill University</li> <li>2. Bachelor of Business Commerce</li> </ol> </li> <li>● Experience and Expertise:               <p>Miss Ting-Ju Chen has a vast academic and employment experience with financial and accounting background as a Chartered Professional Accountant in Canada. She had been VP of Sinopac Holdings, Chairwoman of EASYCARD Corporation and EASYCARD Investment Holding CO., Ltd., is adept at digital innovation.</p> </li> </ul>
Member (Chairman)	Sheng-Lin Andrew Tseng	<ul style="list-style-type: none"> <li>● Education:               <p>PhD, University of Strathclyde</p> </li> <li>● Experience and Expertise:               <p>Serving as General Manager of the Company. Proficient in business operation judgment, leadership and decision-making, business management, crisis management; possesses industry knowledge and international market vision; has marketing experience.</p> </li> </ul>
Member (Independent Director)	Chi J. Yu	<ul style="list-style-type: none"> <li>● Education:               <p>PhD in Mechanical Engineering, University of Massachusetts, Amherst</p> </li> <li>● Experience and Expertise:               <p>Currently serving as a consultant at Amulaire Thermal Technology, Inc., has a PhD in Mechanical Engineering, served as vice president and CEO in various multinational companies, expert in technology industry, marketing, change management, profit and loss management, and process development.</p> </li> </ul>

Title	Criteria	
	Name	Professional Qualifications and Experience
Member (Independent Director)	Pang-Chung Chin	<ul style="list-style-type: none"> <li>● Education:               <ol style="list-style-type: none"> <li>1. PhD in Law, National Chung Cheng University</li> <li>2. Master's Degree in Law, National Taiwan University</li> <li>3. Master's Degree in Law, National Taipei University</li> <li>4. Bachelor of Laws, National Chengchi University</li> </ol> </li> <li>● Experience and Expertise:               <p>Adjunct Assistant Professor at the General Education Center at Institution of Law for Science and Technology, NTHU, with a background in Doctor of Law and 14 years of experience as a Consumer Ombudsman, had been a long term communicator with consumers at the Consumers' Foundation Chinese Taipei.</p> </li> </ul>
Member (CLO)	Bing-Jyun Cuei	<ul style="list-style-type: none"> <li>● Education:               <p>College of Law, National Chengchi University</p> </li> <li>● Experience and Expertise:               <p>Has extensive practical legal experience; has served as prosecutor at the Kinmen District Prosecutors Office, Fujian; prosecutor at the Taoyuan District Prosecutors Office, Taiwan; prosecutor at the Hsinchu District Prosecutors Office, Taiwan; judge at the Taoyuan District Court, Taiwan; Chief Legal Officer of Chicony Electronics Co., Ltd.; and partner and managing attorney at Dayin Law Firm. He specializes in litigation, non-litigation, and mediation matters.</p> </li> </ul>

- iv. The 1st Risk Management Committee was established in November 2025 and is expected to begin holding meetings in 2026. Its tenure of office is from November 12, 2025 to May 29, 2027. The Company's risk management in 2025 was supervised by the Audit Committee.

(6) Corporate Governance – Implementation Status and Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Evaluation Item	Implementation Status		Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons
	YES	NO	
1. Has the Company established and disclosed its Corporate Governance Best-Practice Principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	V		No major difference
2. Shareholding Structure and Shareholders' Rights			
(1) Does the Company have Internal Operation Procedures for handling shareholders' suggestions, concerns, disputes and litigation matters. If yes, have these procedures been implemented accordingly?	V		No major difference
(2) Does the Company know the identity of its major shareholders and the parties with ultimate control of the major shareholders?	V		No major difference
(3) Has the Company built and implemented a risk management system and a firewall between the Company and its affiliates?	V		No major difference

Evaluation Item	Implementation Status		Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons
	YES	NO	
(4) Has the Company established internal rules prohibiting insider trading of securities based on undisclosed information?	V	<p>The Company's Board of Directors has approved the "Ethical Corporate Management Best Practice Principles," the "Management Procedure for Insider Trading Prevention," and the "Procedures for Handling Material Inside Information," which stipulate that the Company's directors, managerial officers, and all employees shall avoid conflicts of interest related to their duties and refrain from disclosing non-public information obtained due to their occupational or control relationship to others, in order to prevent possible insider trading. The Company has also, in its "Corporate Governance Best Practice Principles," stipulated that insiders must not trade the Company's shares during the closed period starting 30 days prior to the announcement of the annual financial report and 15 days prior to the announcement of each quarterly financial report, in order to further prevent insiders from trading securities using material non-public information.</p> <p>The implementation status in 2025 is as follows:</p> <ul style="list-style-type: none"> <li>i. On November 12, 2025, an educational session was conducted for all directors, and on November 13, 2025, an educational notice on "Ethical Business Management, Insider Trading Prevention, and Procedures for Handling Material Inside Information" was sent to all Company employees (including managerial officers). The content included the importance of ethical business management, the scope and elements of insider trading, legal liabilities for violations, regulations on material inside information, and illustrative examples. The presentation slides were also sent to managerial officers and all employees.</li> <li>ii. A test on "Ethical Business Management, Insider Trading Prevention, and Procedures for Handling Material Inside Information" was administered to section-level and above supervisors and personnel related to sales. A total of 125 people took the test, and the pass rate was 100% (passing score: 80 points).</li> <li>iii. The implementation status in 2025 of "Ethical Business Management, Insider Trading Prevention, and Procedures for Handling Material Inside Information" was reported to the Board of Directors on January 23, 2026.</li> <li>iv. In 2025, a total of 602 educational sessions were conducted for directors, managerial officers, and employees, with a cumulative 301 hours of training. Course content included the importance of preventing insider trading, elements of insider trading, updates to laws and regulations, and legal liabilities for violations.</li> <li>v. In the director training session on prohibition of insider trading on November 12, 2025, the Company reminded directors that they must not trade the Company's shares during the closed period starting 30 days prior to the announcement of the annual financial report and 15 days prior to the announcement of each quarterly financial report. Furthermore, once the Board meeting date for the approval of each quarterly financial report is set, the Corporate Governance Team notifies directors and managerial officers of the closed period during which trading of the Company's shares is prohibited, so as to prevent inadvertent violations by directors and managerial officers.</li> </ul>	No major difference
3. Composition and responsibilities of the board of directors	V	<ul style="list-style-type: none"> <li>i. The Company's Board of Directors has adopted the "Corporate Governance Best Practice Principles," which set forth a diversity policy in Article 20, "Overall Capabilities of the Board of Directors." In addition to the requirement that directors concurrently serving as managerial officers of the Company shall not exceed one-third of the board seats, the Board as a whole shall possess capabilities in business operation judgment, accounting and financial analysis, business management, crisis handling, industry knowledge, international market perspective, leadership, and decision-making, thereby concretely implementing the diversity policy and improving the structure of the Board of Directors.</li> </ul>	No major difference
(1) Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented?	V		

Evaluation Item	Implementation Status		Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons
	YES	NO	
		<p>ii. The current Board of Directors consists of 11 members, including 4 independent directors (36%) and 4 female directors (36%). There are 2 directors who are employees, accounting for 18%. For related information on directors and the Board's diversity policy, management objectives, and implementation status, please refer to pages 27–30 of this Annual Report.</p>	
(2) Has the Company voluntarily established other functional committees in addition to the remuneration committee and the audit committee?	V	<p>The Company, in addition to having established the Audit Committee and the Remuneration Committee as required by law, has also, by resolution of the Board of Directors, established the following functional committees:</p> <ul style="list-style-type: none"> <li>i. Digital Transformation Committee: The Committee is composed of three directors, two thirds of whom are independent directors. Its responsibility is to strengthen corporate resilience through digital transformation and to respond to rapid changes in the business environment and shape future competitiveness through digital transformation. Considering that the Company has continually used digital technologies to improve operational efficiency, the Digital Transformation Committee has achieved its phased mission. Therefore, on November 12, 2025, the Board of Directors resolved to dissolve the Digital Transformation Committee.</li> <li>ii. ESG Steering Committee: Established on November 12, 2025, and, in accordance with the Company's "ESG Steering Committee Organizational Charter," composed of three members (including one director)</li> <li>iii. Risk Management Committee: Established on November 12, 2025, and, in accordance with the Company's "Risk Management Committee Organizational Charter," composed of five members, with the convener and a majority of the members being independent directors.</li> </ul> <p>For the members, responsibilities, and operation status of the above functional committees, please refer to pages 51–57 of this Annual Report.</p> <p>In addition, based on operational needs, the Company has also established a Project Monitoring Committee, a Food Safety Team, a ESG Committee, etc., which regularly perform their respective duties.</p>	No major difference
(3) Has the Company established rules and methodology for evaluating the performance of its Board of Directors, implemented the performance evaluations on an annual basis, and submitted the results of performance evaluations to the board of directors and used them as reference in determining salary/compensation for individual directors and their nomination and additional office terms?	V	<p>The Company's Board of Directors has resolved to adopt the "Regulations for the Performance Evaluation of the Board and Functional Committees." In accordance with these Regulations, performance evaluations of the overall Board of Directors, individual board members, and functional committees are conducted at least once a year.</p> <p>The performance evaluation contents and results for the Board of Directors, the Remuneration Committee, the Audit Committee, and the Digital Transformation Committee for 2025 were reported to the Board of Directors on January 23, 2026. The relevant information can be used as a reference for the selection or nomination of directors and for determining remuneration. Please refer to "Other information required to be disclosed iii" under "Operation of the Board of Directors" on page 43-44 of this Annual Report.</p>	No major difference
(4) Does the Company regularly evaluate its external auditors' independence?	V	<p>In order to effectively maintain the independence and audit quality of the attesting CPAs, the Company regularly rotates its attesting CPAs. Under the rotation principle, an attesting CPA may not sign the Company's financial reports for more than seven consecutive years: after rotation, at least five years must elapse before the same person may be reappointed as the Company's attesting CPA.</p> <p>Before engaging the attesting CPAs each year, the Company obtains the Audit Quality Indicators (AQIs) provided by the attesting CPAs. The Finance Division evaluates the independence of the attesting CPAs in accordance with Statement of Auditing Standards No. 10, "Integrity, Fairness, Objectivity, and Independence" (Note 1), and, with reference to the "Guidelines for Audit Committees in Interpreting Audit Quality Indicators," evaluates each of the thirteen indicators in the five dimensions (Note 2) regarding audit quality, including professionalism, quality control, independence, supervision, and innovation capabilities. The evaluation results are then submitted to the Audit Committee and the Board of Directors for review and</p>	No major difference

Evaluation Item	Implementation Status		Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons
	YES	NO	
		<p>approval before the attesting CPAs can be engaged.</p> <p>If the audit quality of the CPA firm is assessed as not meeting the Company's needs or if there are any violations of business ethics, the Company will contact other CPA firms to obtain information on their services and quotations as a reference for changing the attesting CPA firm.</p> <p>The independence and suitability of the attesting CPAs for 2026 were approved by the Board of Directors on March 4, 2026. CPAs Shang Chih Lin and Chih Yuan Wen of Deloitte &amp; Touche met the evaluation criteria of the Company (Note 1) and are competent to serve as the Company's attesting CPAs, and an independence statement has been obtained from the CPA firm (Note 3).</p>	
<p>4. Does the TWSE/TPEX listed company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility corporate governance practices (including but not limited to providing information necessary for directors and supervisors to perform their duties, aiding directors and supervisors in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings)?</p>	V	<p>The Company's Board of Directors has resolved to appoint Chief Financial Officer (CFO) Nick Hung as the Company's Corporate Governance Officer, and has established the Corporate Governance Team as the dedicated corporate governance unit. CFO Hung has more than three years of experience serving as a supervisor in finance, legal, and stock affairs in public companies, and is a managerial officer of the Company.</p> <p>The scope of responsibilities of the Company's corporate governance unit is as follows:</p> <ul style="list-style-type: none"> <li>● Providing recommendations related to corporate governance to the Board of Directors or the general manager for their consideration and implementation.</li> <li>● Assisting in handling matters related to meetings of the Board of Directors and shareholders' meetings in accordance with the law.</li> <li>● Preparing minutes of Board and shareholders' meetings.</li> <li>● Assisting directors in completing registration and various filing procedures in accordance with regulations.</li> <li>● Assisting directors in continuing education and compliance with laws and regulations.</li> <li>● Assisting in providing directors with the information required to perform their duties.</li> <li>● Examining the qualifications for independent directors.</li> <li>● Handling matters related to changes of directors.</li> <li>● Other matters related to corporate governance as prescribed in the Articles of Incorporation and laws and regulations.</li> </ul> <p>The implementation status of corporate governance affairs in 2025 is as follows:</p> <ol style="list-style-type: none"> <li>i. Understanding revisions and updates to corporate governance-related regulations and incorporating them into the Company's actual operating conditions for comprehensive assessment; providing improvement suggestions to the Board of Directors and the general manager and assisting in implementation, in order to further enhance the quality of corporate governance.</li> <li>ii. Assisting in holding 5 Board meetings and 1 annual shareholders' meeting in accordance with the law, at which statutory matters and major operational matters were resolved, and completing the preparation of minutes of Board and shareholders' meetings.</li> <li>iii. Assisting directors in completing various information filing procedures in accordance with laws and regulations.</li> <li>iv. Arranging training courses in accordance with the Company's industry characteristics and the academic and professional background of the directors, in order to support directors in performing their duties, and providing guidance to directors regarding new or amended laws and regulations to facilitate their compliance.</li> <li>v. Arranging "Directors and Officers Liability Insurance" for directors and managerial officers and reporting the execution to the Board of Directors.</li> <li>vi. Assisting in providing directors with the information required to perform their duties, so that they can</li> </ol>	No major difference

Evaluation Item	Implementation Status		Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons																		
	YES	NO																			
5. Has the Company established channels for communicating with its stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) and created a stakeholders section on its company website? Does the Company appropriately respond to stakeholders' questions and concerns on important corporate social responsibility issues?	V		<p>make suggestions regarding the Company's operations.</p> <p>vii. Assisting in completing other corporate governance-related matters as prescribed in the Articles of Incorporation and laws and regulations.</p> <p>viii. Conducting internal performance evaluations of the Board of Directors and functional committees, including performance evaluations of the Board of Directors, the Audit Committee, the Remuneration Committee, and the Digital Transformation Committee, and assisting individual directors in conducting self-performance evaluations.</p> <p>ix. To ensure equality among shareholders, allow investors to obtain information about the Company, and prevent insiders from gaining improper benefits for themselves, promoting matters related to "ethical business management," "insider trading prevention," and "handling of material inside information," and carrying out related education and testing.</p> <p>x. Assisting in the amendment of important internal regulations such as the "Articles of Incorporation" and the "Sustainable Development Best Practice Principles," as well as internal control system documents such as the "Internal Control System Principles," "Implementation Rules for Internal Audit," "Procedures for Self-Assessment of Internal Control System," "Procedures for Legal Compliance," and "Shareholder Service Regulations," thereby enabling the Board of Directors to more fully perform its corporate governance duties.</p> <p>xi. Conducting examinations of the qualifications for independent directors and reporting the examination results to the Board of Directors.</p> <p>Details of the Corporate Governance Officer's continuing education in 2025 is as follows:</p> <table border="1"> <thead> <tr> <th>Training Date</th> <th>Organizer</th> <th>Course Title</th> <th>Training Hours</th> <th>Total Hours</th> </tr> </thead> <tbody> <tr> <td>2025.06.26 ~ 2025.06.27</td> <td>Accounting Research and Development Foundation</td> <td>Continuing Education Program for the Chief Accountant relevant to Issuers and the Stock Exchange – course in professional ethics and legal responsibility</td> <td>6</td> <td rowspan="3">12</td> </tr> <tr> <td>2025.08.08</td> <td>Taiwan Institute of Directors</td> <td>Global Expansion and Co-Governance: Practices and Integration in Transnational Operations Management</td> <td>3</td> </tr> <tr> <td>2025.11.12</td> <td>Taiwan Institute of Directors</td> <td>Data-Driven and Digital Intelligence Transformation</td> <td>3</td> </tr> </tbody> </table> <p>The Company has set up a "Stakeholders" section, a "Contact Us" opinion mailbox, a consumer service hotline, and an internal "Employee Mailbox" on its website, providing communication channels for stock affairs and investors, product inquiry services, ODM services, suppliers, a whistleblower mailbox, ESG issues and employees, and the relevant issues of concern to stakeholders are responded to by dedicated personnel of each respective unit.</p> <p>The important corporate social responsibility-related issues of concern to stakeholders are disclosed in the "Stakeholders" section of the Company's website (<a href="https://www.grapeking.com.tw/stakeholder/62591ad4df427">https://www.grapeking.com.tw/stakeholder/62591ad4df427</a>).</p>	Training Date	Organizer	Course Title	Training Hours	Total Hours	2025.06.26 ~ 2025.06.27	Accounting Research and Development Foundation	Continuing Education Program for the Chief Accountant relevant to Issuers and the Stock Exchange – course in professional ethics and legal responsibility	6	12	2025.08.08	Taiwan Institute of Directors	Global Expansion and Co-Governance: Practices and Integration in Transnational Operations Management	3	2025.11.12	Taiwan Institute of Directors	Data-Driven and Digital Intelligence Transformation	3
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			No major difference																		

Evaluation Item	Implementation Status		Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons
	YES	NO	
6. Has the Company appointed a professional shareholder services agent to handle matters related to its shareholder meetings?	V	The Company has appointed Capital Securities Corp. Stock Transfer Agency Department as its stock transfer agent to handle shareholders' meeting affairs.	No major difference
7. Information Disclosure			
(1) Has the Company established a corporate website to disclose information regarding its financials, business, and corporate governance status?	V	The Company discloses financial, business, and corporate governance-related information in real time on its website ( <a href="https://www.grapeking.com.tw">https://www.grapeking.com.tw</a> ).	No major difference
(2) Does the Company use other information disclosure channels (e.g., maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investors conference etc.)?	V	The Company has set up Chinese and English websites and designated dedicated personnel to perform the collection and disclosure of information, and from time to time conveys the latest and correct Company information to the public through press releases or material information. At the same time, the Company has implemented a spokesperson system, and in accordance with regulations has appointed a spokesperson and a deputy spokesperson, with the Chief Financial Officer serving as the Company's spokesperson. The materials and video files related to investor conferences are placed in the Investors section of the Company's website and, in accordance with regulations, are uploaded on the Market Observation Post System (MOPS) > Material Information > Investor Conferences.	No major difference
(3) Does the company publish and report its annual financial report within two months after the end of the fiscal year, and publish and report its financial reports for the first, second, and third quarters as well as its operating statements for each month before the specified deadlines?	V	The Company, within two months after the end of the fiscal year, announces and files its annual financial report and, before the prescribed deadlines, announces and files its first, second, and third quarter financial reports and monthly operating results, and simultaneously uploads them to the Company's website. In addition, the English versions of each quarterly financial report are published within two months after the filing deadline for the Chinese versions, in order to enhance the timeliness of information disclosure.	No major difference
8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' continuing education, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing liability insurance for directors and supervisors)?	V	A summary is as follows: i. Employee rights and employee care: The Company attaches great importance to harmonious labor-management relations and places great emphasis on employee benefits and rights. It continually improves employee benefits systems, the work environment and its quality, including employee meals, employee health checkups, employee trips, etc., so that employees can enjoy a comprehensive benefits system. At the same time, the Company has opened multiple channels for employees to express their opinions, creating sound two-way communication channels that enable employees to contribute at ease in their positions. ii. Investor relations: The Company continues to maintain good interactions with investors and treats all shareholders equally. In addition to disclosing important Company information, such as financial, business, and changes in insiders' shareholdings, on the "Market Observation Post System (MOPS)" in a timely manner as required by regulations, the Company also communicates and exchanges views with investors through various activities (such as investor conferences, overseas roadshows, and investor meetings organized by securities firms), and provides feedback from investors to senior management and relevant departments for reference in making improvements and adjustments. In the future, the Company will continue to strengthen investor relations and maintain good communication and interaction with investors. The Company values shareholders' opinions and responds clearly. For example, at the shareholders' meeting in May of 2019, a general shareholder raised questions about the relationship between the amount of borrowings and pledged collateral in the financial statements. In addition to providing explanations on site at the shareholders' meeting to resolve the shareholder's concerns, the Company also disclosed the relationship between pledged assets and the amount of bank credit facilities in the	No major difference

Evaluation Item	Implementation Status		Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons
	YES	NO	
		<p>financial reports starting from the second quarter of 2019. In addition, at the request of institutional shareholders for more information regarding the Company's ODM business, the Company has disclosed, in the financial reports, additional information on ODM revenues in Taiwan and Mainland China. Furthermore, to address institutional shareholders' questions about investee companies, the Company has also added explanatory information on investee companies in the financial reports.</p> <p>The Company has substantively responded to shareholders' opinions, enabling shareholders to better understand the Company's operating status through clearer financial statements.</p> <p>Supplier relations:</p> <p>iii. The Company conducts business with its business partners in a fair and ethical manner and strictly complies with laws, regulations, and contractual terms in performing business activities. It evaluates the integrity records of counterparties in accordance with the "Code of Ethical Conduct" and the "Supplier Code of Conduct." Contracts signed with counterparties include clauses on ethical conduct and corporate social responsibility policies, stipulating that no bribery, corruption, or other improper business conduct, and no violations of human rights, environmental protection, or occupational safety and health regulations are allowed. Starting from 2023, the Company introduced the ISO 37001 Anti-Bribery Management System, strengthened anti-corruption and anti-bribery advocacy for all suppliers, and required all suppliers to sign the "Supplier Integrity Commitment Letter." At the same time, through the supplier intelligent management platform, the Company publishes announcements from time to time to reinforce policies on trade secrets and anti-corruption. In addition to annual review of supplier-related data, the Company's supplier evaluation procedures also include on-site audits to assess their suitability as a basis for subsequent control and guidance, with the aim of establishing a sustainable supply chain management mechanism.</p> <p>iv. Stakeholders' rights:</p> <p>The Company provides multiple communication channels and information disclosure, and maintains good dialogue and communication with stakeholders. It identifies and collects issues of concern to stakeholders and classifies key stakeholders into nine categories: Shareholders/Investors, Clients, Suppliers, Employees, Government, Neighboring communities, Media, Academia, and Non-profit organizations. Through various communication channels, the Company collects feedback and engages in appropriate communication to understand stakeholders' reasonable expectations and needs, properly responds to important issues of concern to stakeholders, and discloses them annually in the ESG Report. The Company also reports at least once a year to the Board of Directors on the communication status with each stakeholder group, so that the Board is aware of the topics that stakeholders consider important. The communication status with stakeholders in 2025 was reported to the Board of Directors on January 23, 2026.</p> <p>Stakeholder communication topics have been disclosed in the Stakeholders Section on the Company's website at the following link:  <a href="https://www.grapeking.com.tw/stakeholder/62591ad4df427">https://www.grapeking.com.tw/stakeholder/62591ad4df427</a></p> <p>v. Directors' continuing education:            Continuing education is conducted in accordance with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies" of the Taiwan Stock Exchange Corporation. Please refer to the appendix "Status of Directors' Continuing Education in 2025" in this chapter (Note 4).</p> <p>vi. Implementation status of risk management policies and risk measurement standards:            (i) Risk management organizational structure</p>	



Evaluation Item	Implementation Status		Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons
	YES	NO	
			<p>identifies major operational risks, appropriately assesses and controls the various major risks that may be encountered in operations, and uses the results as a reference for formulating business strategies.</p> <p>(iii) The Company has established a risk management mechanism and regularly carries out risk assessment, risk identification, and risk handling activities to identify risks that may affect the enterprise. Using international standard risk management frameworks for audit and verification, the Company has obtained certification in Food Safety Management (ISO 22000), Anti-Bribery Management System (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 (TQS), and Taiwan Intellectual Property Management System (TIPS) – Grade A, in order to strengthen risk management. The scope of risk management is to manage risks; the first step is to identify which risks may be encountered in the course of operations. To effectively control each risk factor, the Company broadly categorizes and defines risks as follows:</p> <p>A. Financial risk: Risks arising from the impact of domestic and foreign macroeconomics and industry changes on the Company's finance and business, such as interest rate, exchange rate, and credit risks.</p> <p>B. Food safety risk: Negative impacts and losses to the Company resulting from food safety issues occurring in the Company's R&amp;D, manufacturing, processing, storage, transportation, or sales processes, which may harm or raise concerns about consumers' health.</p> <p>C. Operational risk: Risks that affect the normal operations of the Company, such as risks relating to business continuity management, information security, customer rights, trade secrets, environmental safety and hygiene, talent recruitment and training, etc.</p> <p>D. Strategic risk: Risks related to business strategies, such as risks related to legal compliance, ethical business management, product development and launch, marketing, and markets.</p> <p>E. Climate-change-related risk: Physical risks resulting from extreme weather and natural disasters that may cause damage to plants and disruption of supply chains, and transition risks resulting from carbon-reduction policies, carbon fees, and changes in energy prices, which may lead to increased costs, financial pressure, and the need to respond to the transition to a low-carbon economy. For detailed descriptions of climate-change-related response actions, including governance, strategy, climate risk and opportunity analysis, physical-risk climate scenario analysis, risk management, metrics and targets, etc., please refer to "6.1 Grape King Bio Climate Actions Under the Task Force on Climate-Related Financial Disclosures (TCFD)" in the chapter "CH6 Green Environment" of the 2025 ESG Report.</p> <p>F. Other risks: Risks not included in the above categories, including other emerging risks.</p> <p>(iv) Implementation Status of Risk Measurement Standards</p> <p>All major proposals related to the Company's operations—such as major operating policies, investment projects, endorsements/guarantees, loans of funds, and bank financing—are evaluated and analyzed by the appropriate responsible departments and then compiled by the Corporate Governance Team before being submitted to the Audit Committee for approval and then to the Board of Directors for resolution and execution.</p> <p>Each year, the Audit Department draws up an annual audit plan for the Company's overall operational processes based on the results of risk assessments, and submits the plan to the Audit Committee and the Board of Directors for approval. Each quarter, the Audit Department reports to the Audit Committee and the Board of Directors the audit findings, audit recommendations, and</p>

<u>Evaluation Item</u>	<u>Implementation Status</u>		Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons
	<u>YES</u>	<u>NO</u>	
		<p><u>Summary description</u></p> <p>follow-up improvements for that quarter. The Audit Department consolidates the internal control self-assessment results and audit findings of each unit and found no significant internal control deficiencies in 2025. It submitted the 2025 assessment results, which concluded that the internal control system was effective, to the Audit Committee and the Board of Directors for review and approval. Through the supervision of the Audit Committee and the Board of Directors over each unit's implementation of internal control self-assessments and the Audit Department's execution of the audit plan, the Company can effectively control the implementation of risk management and effectively reduce the risk of non-compliance.</p> <p>(v) <u>Operation Status</u></p> <p>The Company actively promotes the implementation of the risk management mechanism and regularly (at least once a year) reports its operation status to the Board of Directors.</p> <p>The operation status in 2025 is as follows:</p> <p>A. To implement the risk management mechanism, the Company conducts an annual risk assessment. In 2025, the "Risk Management Implementation Status" was regularly reported by the ESG Committee to the Audit Committee and the Board of Directors. The Committee collected relevant operational risks identified by senior decision-making managers of each risk-management execution unit (who are not concurrently from the internal audit unit), consolidated the risk management results of these execution units, and conducted analysis and monitoring to ensure that the risk control mechanism is effectively implemented. The operation status for 2025 was reported to the Audit Committee and the Board of Directors on November 12, 2025. The report included: the addition of the "Risk Management Committee Organizational Charter," amendments to the "Risk Management Policies and Procedures," and adjustment of the Company's main risk categories to six types (financial risk, food safety risk, operational risk, strategic risk, climate-change-related risk, and other risks), as well as reporting of the response measures for the aforementioned risks.</p> <p>B. Each year, the Audit Department draws up an annual audit plan for the Company's overall operational processes based on the results of risk assessments, and reports quarterly to the Audit Committee and the Board of Directors the audit findings, audit recommendations, and follow-up improvements for each quarter. In 2025, there were no significant internal control deficiencies in any quarter. The 2025 assessment result that internal control was effective was reviewed and approved by the Audit Committee and the Board of Directors on March 4, 2026.</p> <p>C. The Company includes a three-hour course on occupational safety laws and regulations and codes related to hazard risks as a required course for new employees, to inform them of the Company's major risks and preventive and contingency measures. In 2025, a total of 99 employees received this training, thereby strengthening the Company's awareness of and familiarity with operational risks.</p> <p>vii. <u>Implementation status of customer policies</u>: To provide consumers with prompt and efficient product consultation services, the Company has specifically set up a customer service hotline and an online customer service mailbox as bridges for communication with customers in order to safeguard consumer rights and interests.</p> <p>viii. <u>Status of liability insurance purchased for directors</u>: The Company has purchased "Directors and Key Employees Liability Insurance" for its directors, regularly evaluates the insured amount each year, and reports the insurance status to the Board of Directors.</p> <p>ix. The Company has formulated succession plans for members of the Board of Directors and key management positions, and the implementation status is disclosed as follows:</p>	

Evaluation Item	Implementation Status		Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons
	YES	NO	
		<p><u>Summary description</u></p> <p>(i) Board Members</p> <p>A. Succession Plan: In addition to considering the knowledge, academic background, and professional experience that directors should possess, the conditions for members of the Board of Directors also take into account the proportion of independent directors on the Board and the degree of board diversity, such as gender diversity, balanced age distribution, and diversity of professional fields. The most important part of the succession plan is to carefully evaluate and purposefully identify board members who meet the Company's needs.</p> <p>B. Implementation Status: When the Board of Directors was re-elected in 2024, various aspects of the board succession plan were taken into consideration. In terms of diversifying the knowledge and capabilities that board members should possess, the newly elected directors include: Jia Fong Chai, who has professional expertise in corporate management; Chi J. Yu, who specializes in market strategy; Ting Ju Chen, who has professional expertise in financial accounting; and Pang Chung Chin, who has professional expertise in the legal field. With respect to the proportion of independent directors on the Board, independent directors account for 36% of the board seats, and the consecutive terms of all independent directors do not exceed three terms / nine years. Gender diversity is also an important factor considered in the selection and nomination of directors. Female directors account for 36% of the Board of Directors. The Chairman is the most important figure in the board succession plan. Director Sheng-Lin Andrew Tseng was elected Chairman of the Company in 2014 and has held the position to date. He has made numerous efforts to enhance profitability, strengthen corporate governance, continuously improve R&amp;D, and fulfill corporate social responsibility.</p> <p>(a) Increase profitability: From 2014 to 2025, the Group's own-brand and ODM businesses have continued to develop. In recent years, the Company's return on assets and return on equity have been higher than the industry average, demonstrating solid industry competitiveness and a strong profit base.</p> <p>(b) Strengthening corporate governance: To strengthen corporate governance, in addition to adopting the Corporate Governance Best Practice Principles and establishing the Corporate Governance and Ethical Management unit, the Company has also actively promoted practical improvements in corporate governance. As a result, its corporate governance evaluation ranking has improved from the 81%–100% range in 2015 to the top 20% for three consecutive years from 2017 to 2019, and to the top 5% for five consecutive years from 2020 to 2024.</p> <p>(c) Continuous R&amp;D enhancement: In addition to actively engaging in industry-academia collaboration, providing opportunities for visits and internships, and receiving numerous awards, the Company has aimed to build a green smart factory and established a biotechnology research institute at the Longtan Plant in Hsinchu Science Park to continuously carry out R&amp;D activities.</p> <p>(d) Sustainable development: In order to give back for the support received from society, the Company fulfills its corporate social responsibility by implementing product responsibility, strengthening environmental protection, creating a happy workplace, and providing donations and support to society. Since 2014, the Company has voluntarily issued a</p>	

<u>Evaluation Item</u>	<u>Implementation Status</u>		Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons
	<u>YES</u>	<u>NO</u>	
		<p>Corporate Social Responsibility Report and has proactively engaged a third party to provide assurance, thereby improving the quality of the ESG Report (Corporate Social Responsibility Report).</p> <p>The Company has a history of more than 50 years. Its product focus has undergone multiple transformations, from pharmaceuticals to functional oral liquid drinks and then to health foods. The operational changes and R&amp;D innovation challenges faced have been significant. As the "soul" of the Company, the Chairman must have long term experience with and a deep understanding of both the Company and the industry in order to conduct comprehensive planning and lead the long term development of the Company. Former Chairman Mr. Tseng Shui Chao served for more than 40 years and led the Company forward in product development, R&amp;D, and other areas. The current Chairman, Mr. Sheng-Lin Andrew Tseng, has served for 12 years. In light of the Company's industry characteristics, succession planning must be undertaken prudently and over the long term in order to optimize the overall effectiveness of the Company.</p> <p>(ii) Key Management Positions</p> <p>A. Succession Plan: Since 2016, the Company has reviewed the succession pipeline for key management positions every year and, based on the results of these reviews and with emphasis on gender equality, has carried out development plans for succession pipelines.</p> <p>B. Implementation Status: Since 2016, each year the highest-ranking supervisor of each unit has conducted a comprehensive review and planning for the succession pipeline of key management positions within their unit. Personnel in key management positions must designate successors for their respective functions. If there is no designated successor, they must plan to develop internal succession candidates or seek external talent to join the Company.</p> <p>The potential of proposed successors to be promoted to management positions must be evaluated and classified into those who can be promoted immediately and those who cannot be promoted for the time being. Those who cannot be promoted for the time being are further classified as having high promotion potential or future promotion potential. The time needed for promotion is assessed and training plans are proposed, and the actual status is evaluated every year. Currently, managers have completed analysis using management competency assessment tools; the analysis results can serve as a reference for the highest ranking supervisors in formulating training plans.</p> <p>Furthermore, since 2020, the Company has implemented a potential talent training program under which unit supervisors recommend suitable candidates. These candidates are then provided with training in management competencies and project assignments to gain practical experience. At the same time, division level supervisors, together with the Human Resources Department, implement a training academy program that uses job analysis to develop dedicated training roadmaps. In addition, the Company conducts talent capability inventories and compares them against the Company's competency standards to ensure that personnel are in "the right job with the right skills," and then develops dedicated training plans. In this way, personnel capabilities are systematically cultivated, thereby strengthening the development of management talent in each unit.</p> <p>The Company attaches great importance to and implements talent development and succession planning. At the Board meeting on January 6, 2023, it was resolved that former Deputy General Manager of the Research and Development Division, Mr. Chin Chu Chen, would be transferred to serve as General Manager of the Longtan Science Park Branch, and</p>	

Evaluation Item	Implementation Status		Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons
	YES	NO	
			<p>that former Deputy Director of the Research and Development Division, Mr. Hsu Sheng Chieh, would assume the position of Director of the Research and Development Division and serve as the Company's head of R&amp;D.</p> <p>The General Manager is the most critical figure in the Company's business development and must have long term experience with and a deep understanding of both the Company and the industry in order to conduct comprehensive planning and lead the Company's long term development. The current Chairman and President, Mr. Sheng-Lin Andrew Tseng, has served for 12 years. In light of the Company's industry characteristics, succession planning still requires long term and prudent planning in order to optimize the overall effectiveness of the Company.</p> <p>For key management positions, prior to retirement, the incumbents, in accordance with the Company's development plans, will train the designated successors to a standard where they can successfully assume the position and take over upon the incumbent's retirement. For information on the appointment of managerial officers, please refer to page 31 of this Annual Report.</p> <p>x. Intellectual Property Management Plan:</p> <p>Sustainable operation is the Company's business philosophy, and technological R&amp;D and innovation are key to the Company's continued growth. Therefore, intellectual property rights are regarded as one of the Company's most important assets. By means of trade secret management systems and the acquisition of intellectual property rights (such as patents and trademarks), the Company protects the intellectual property accumulated over more than 50 years of operations and continuous investment in R&amp;D resources, thereby enhancing corporate value. In addition, through review mechanisms implemented by the Legal Department and operating units, the Company reduces infringement risks and respects the intellectual property rights of others.</p> <p>The Company reports relevant matters to the Board of Directors on a regular basis (at least once a year).</p> <p>The implementation status in 2025 is as follows:</p> <p>(i) The implementation status of intellectual property management was reported at the 9th meeting of the 21st Board of Directors on January 23, 2026.</p> <p>(ii) Patent acquisition results:</p> <p>In 2025, the Company obtained a total of 22 patents worldwide, of which 12 were patents granted in Taiwan.</p> <p>(iii) Trademark registration results:</p> <p>In 2025, the Company obtained a total of 10 trademark registrations worldwide, of which 9 were trademark registrations granted in Taiwan.</p> <p>(iv) Trade secret protection results:</p> <p>The Company has adopted the "Regulations Governing Trade Secrets" and the "Confidential Information Management Procedures." In addition to requiring external counterparties such as customers and vendors to sign "Confidentiality Contracts," internally the Company requires employees to sign "Employee Confidentiality Contracts" and a "Declaration" on trade secret protection prior to resignation. In 2025, the Company updated the "Confidential Information Management Procedures" to clearly define, in practical terms, the requirements for delegation of approval authority relating to confidential information.</p> <p>(v) Certification obtained:</p> <p>As of December 31, 2024, the Company passed Grade A verification under the Taiwan Intellectual</p>

Evaluation Item	Implementation Status		Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons
	YES	NO	
		<p>xi. Property Management System (TIPS). The certificate is valid until December 31, 2026.</p> <p>Cyber security governance:            In 2019, the Company established the Information Safety and Personal Data Management Committee in order to effectively promote and handle internal information security and personal data protection management matters, including reviewing information security policies and personal data file security maintenance plans, allocating responsibilities for information security and data protection, and coordinating the implementation of various information security measures within the Company, so that the information security and personal data protection management system can continue to operate in a stable manner.</p> <p>The Company reports relevant matters to the Board of Directors on a regular basis (at least once a year).</p> <p>The implementation status in 2025 is as follows:</p> <ul style="list-style-type: none"> <li>(i) Two cyber security personnel were appointed.</li> <li>(ii) A total of NT\$12.8 million was invested in certifications, authorization expenses, and equipment.</li> <li>(iii) Regular internal and external audits of information security were conducted.</li> <li>(iv) Regular information security awareness promotion and regular email social engineering drills were implemented to strengthen employees' responsiveness and awareness of information security risks.</li> <li>(v) Business Continuity Plan (BCP) drills were carried out.</li> <li>(vi) Cloud off-site backup and restoration tests were implemented.</li> <li>(vii) The Information Safety and Personal Data Management Committee convened one meeting.</li> <li>(viii) The information security management working group under the ESG Committee held four meetings to review progress toward sustainability goals.</li> <li>(ix) In accordance with the ISMS implementation plan, the Company completed the transition audit on August 27, 2025 and obtained ISO 27001 certification (valid from 2025/08/27 to 2026/05/27). The Company will undergo recertification in 2026 to renew the ISO 27001 certification validity period.</li> <li>(x) The implementation status of cyber security governance was reported at the 9th meeting of the 21st Board of Directors on January 23, 2026.</li> </ul>	
9. Please describe improvements that have already been made based on the Corporate Governance Evaluation results released for the most recent fiscal year by the Corporate Governance Center, Taiwan Stock Exchange, and specify the priority enhancement objectives and measures planned for any matters still awaiting improvement.			
In 2025, the Company was ranked in the top 5% in the 11th Corporate Governance Evaluation for 2024 (out of 976 listed companies evaluated in 2024), and continues to strengthen corporate governance. The enhancement items in 2025 are as follows:			
<ul style="list-style-type: none"> <li>(1) Disclosing concrete measures for enhancing corporate value and reporting them to the Board of Directors.</li> <li>(2) Establishing a board-level ESG Committee and appointing a Chief Sustainability Officer.</li> <li>(3) Uploading the English annual financial report 18 days before the annual shareholders' meeting.</li> <li>(4) Disclosing Scope 3 categories of greenhouse gas emissions and annual emission volume.</li> <li>(5) Disclosing the energy management plan and implementation status.</li> <li>(6) Disclosing the content and implementation status of employee training and development programs to enhance employees' career capabilities.</li> <li>(7) Disclosing employee satisfaction surveys, implementation status, and improvement plans.</li> <li>(8) Disclosing the content and implementation status of the personal data protection policy.</li> <li>(9) Disclosing policies and complaint procedures related to the protection of consumer or customer rights for issues such as products and services.</li> <li>(10) Disclosing the quantitative management targets for greenhouse gas reduction for 2030 and related action plans and strategies.</li> </ul>			

Evaluation Item		Implementation Status		Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons
		YES	NO	
(11) Disclosing environmental management systems and implementation status.				
Priority enhancement items not yet improved:				
Item	Indicator item	Description and improvement status		
1.1	Did the company report at the AGM the remuneration received by directors, including the remuneration policy, the content and amount of individual remuneration?	The Company will carry out internal evaluation.		
2.3	Is it true that the company's chairman and its general manager or other equivalent officer (chief executive officer) are neither the same person nor spouses or first-degree relatives?	In consideration of overall operational efficiency, the current status will be maintained.		
2.23	Have the rules adopted by the company for assessing the performance of the board of directors been passed by the board, with the express requirement that an external assessment be carried out at least once every three years, and has it furthermore carried out the assessment during the year being evaluated or the preceding two fiscal years, and disclosed the implementation status and assessment results on its website or in its annual report?	The Company has adopted the "Regulations for the Performance Evaluation of the Board and Functional Committees"; external performance evaluation is still under evaluation.		
3.13	Did the company voluntarily disclose the individual remuneration details of each director in its annual report?	The Company will carry out internal evaluation.		
3.21	Did the company voluntarily disclose in the annual report the individual remuneration details of the general manager (chief executive officer) and assistant general manager(s)?	The Company will carry out internal evaluation.		
2.14	Did the company have a nomination committee, and did it have not less than three members, with at least half of the members being independent directors, and with an independent director serving as convener and meeting chair, and did the company disclose the organization, functions, and operations of the committee?	The Company will carry out internal evaluation.		
4.29	Has the company adopted internal carbon pricing, to estimate the impact of climate change on the company's finances and operations?	The Company will carry out internal evaluation.		

Note 1: Assessment of the independence of the attesting CPAs and Grape King Bio Co., Ltd. (including its subsidiaries) for the 2026

According to the Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China No. 10 “Integrity, Objectivity and Independence,” the assessment is as follows:

Item	Independence Explanations	Compliance with independence	
		YES	NO
1	The Professional accountants should avoid and should not accept the engagement when they may have involved in any direct or material indirect interests which may impair their impartiality and independence.	Y	
2	The audit or review of financial statements provides a wide range of potential report users for a high or medium but not absolute assurance. Except for maintaining substantial independence, maintaining formal independent for CPA is more important. Therefore, audit service team members, other joint certified public accountants, firms and firm-related companies must maintain independence for audit clients.	Y	
3	A CPA shall serve the society with integrity and objective standpoint and keep independent spirit. (1) Integrity: A professional accountant shall be straightforward and honest in all professional and business relationships. (2) Objectivity: A professional accountant shall not be bias, conflict of interest or undue influence of others to override professional or business judgments. (3) Independence: A professional accountant shall have independence of mind and in appearance, to express an opinion on financial statements for the work of auditing or review.	Y	
4	Independence is related with the integrity and objectivity. In the lack of or impairment of independence, the integrity and objectivity could also not be held.	Y	
5	Independence may be impaired by self-interest, self-review, advocacy, familiarity and intimidation.	Y	
6	The self-interest could impair on the accountant's independence. The self-interest threat means to acquire a financial interest in an audit client or has another conflict of interest created by other interests or relationships with the client. The self-interest may be as follows: (1) Having a direct or material indirect financial interest in the audit client. (2) Financing or guarantees with audit clients or their Directors or Supervisors. (3) Being concerned about the possibility of losing a significant client. (4) Having a significant close business relationship with an audit client. (5) Entering into a potential employment negotiation with the audit client. (6) Entering into a contingent fee arrangement relating to an audit engagement.	Y	
7	Independence is influenced by self-review threat means that a professional accountant uses the reports or judgments that result from the non-assurance services as an important factor of concluding the result in auditing or reviewing the financial information; or a member of the audit team is an audit client's former Director or, supervisor or is in a key position to influence the audit engagement. Examples of circumstances that create self-review threats for a professional accountant include: (1) A member of the assurance team being, or having been a Director, or supervisor of the client, or employed by the client in a position to exert significant influence over the subject matter of the engagement within the last two years. (2) The non-assurance service which performed by the firm for an audit client that would affects directly a material item of the assurance engagement.	Y	
8	Independence is influenced by advocacy threat means that a member of the audit team acting as an advocate in support of the client's position that results in objectivity challenged. Examples of circumstances that create advocacy threats for a professional accountant include: (1) The firm promoting or brokering shares in an audit client or other securities issued by the client. (2) Besides legally permitted businesses, a professional accountant acting as an advocate on behalf of an audit client in litigation or disputes with third parties.	Y	
9	The effect on independence of familiarity means that a close relationship with an audit clients' Director, supervisor and manager will influence a CPA or a member of the audit engagement team to excessive concern or sympathize with the audit clients' interests. Examples of circumstances that create familiarity threats for a professional accountant include: (1) A member of the engagement team having a close or immediate family member who is a Director, supervisor, or officer of the client or an employee of the client who is in a position to exert significant influence over the subject matter of the engagement. (2) A former partner within one year of disassociating from the firm joins the client as a Director, supervisor, or officer or is in a key position to exert significant influence over the subject matter of the engagement. (3) A professional accountant accepting gifts or preferential treatment from the client, the client's Director, supervisor, officer or major stockholder.	Y	
10	Independence is influenced by intimidation threat. The threat that a professional accountant will be deterred from acting objectively because of actual or perceived pressures.	Y	

Independence		Compliance with independence	
Item	Explanations	YES	NO
	including attempts to exercise undue influence over the professional accountant. Examples of circumstance that create intimidation threats for a professional accountant include: (1) A member of the audit engagement team being informed by a partner of the firm agrees with an audit client's inappropriate accounting treatment. (2) A firm being pressured to reduce inappropriately fees, in order to compel the firm to reduce the extent of work performed.		

**Based on the above assessment items, Deloitte & Touche Certified Public Accountants has no instances of non-compliance with independence requirements.**

Note2: Competency evaluation of the CPA's Audit Quality Indicators (AQIs) Competency Evaluation Evaluated by five perspectives and 13 indicators on items as follow:

	Professionalism	Quality Control	Independence	Supervision	Innovative Capability
<b>Measurement index</b>	<ul style="list-style-type: none"> <li>● Audit experience</li> <li>● Training hour</li> <li>● Turnover rate</li> <li>● Professional support</li> </ul>	<ul style="list-style-type: none"> <li>● Accountant workload</li> <li>● Audit commitment</li> <li>● Status on Engagement Quality Control Review (EQCR)</li> <li>● Quality support capability</li> </ul>	<ul style="list-style-type: none"> <li>● Non-audit service fee</li> <li>● Customer familiarity</li> </ul>	<ul style="list-style-type: none"> <li>● Deficiency and punishment of external audit</li> <li>● Issuance letter of improvement from competent authority.</li> </ul>	<ul style="list-style-type: none"> <li>● Innovative plan or initiative</li> </ul>
<b>Evaluation result</b>	Meets the Company's financial attestation needs	Above industry standards	Meets the Company's financial attestation needs	In line with industry standards	Meets the Company's financial attestation needs

**Based on the above evaluation results, Deloitte & Touche Certified Public Accountants, CPA Shang Chih Lin and CPA Chih Yuan Wen, are deemed suitable and are appointed as the Company's attesting CPAs.**

Note 3: Statement by Deloitte & Touche Accounting Firm

Recipient: GRAPE KING BIO LTD.

Subject:

Deloitte & Touche (“D&T” or “we” or “us” or “our”) is engaged to audit the financial statements for the year then ended December 31, 2026 of GRAPE KING BIO LTD (the “Company” or “you” or “your” or “its”). We hereby affirm that we are independent accountants with respect to the Company, within the Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China, No.10 “Independence of audit and review”. All the members of our audit team have declared to comply with the following norms and no violation of independence.

Declaration:

1. All the members of our audit team and their spouse or dependents do not :
  - (1) Hold a direct or indirect material financial interest with the Company;
  - (2) Have a business relationship with the Company or its Director, supervisor and manager that may cause an effect on independence.
  
2. During the period of our audit engagement, all the members of our audit team and their spouse or dependents do not serve as the Company’s Director, supervisor, manager or is in a key position having a direct and significant influence over the audit work.
  
3. All the members of our audit team do not have close family members, such as spouse, lineal, immediate affinity and sibling, who are the Director, supervisor, manager of the Company.
  
4. All the members of our audit team do not accept material hospitality or gifts (the value does not exceed the normal social matters standard) from the Company or its Director, supervisor, manager, major shareholders.
  
5. All the members of our audit team have performed required self-examination procedures for independence and conflict of interest, and no violated or unsolved conditions haven been identified.

Shang Chih Lin

Deloitte & Touche  
 Taipei, Taiwan  
 Republic of China

February 17, 2025

Recipient: GRAPE KING BIO LTD.

Subject:

Deloitte & Touche (“D&T” or “we” or “us” or “our”) is engaged to audit the financial statements for the year then ended December 31, 2026 of GRAPE KING BIO LTD (the “Company” or “you” or “your” or “its”). We hereby affirm that we are independent accountants with respect to the Company, within the Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China, No.10 “Independence of audit and review”. All the members of our audit team have declared to comply with the following norms and no violation of independence.

Declaration:

1. All the members of our audit team and their spouse or dependents do not :

- (1) Hold a direct or indirect material financial interest with the Company;
- (2) Have a business relationship with the Company or its Director, supervisor and manager that may cause an effect on independence.

2. During the period of our audit engagement, all the members of our audit team and their spouse or dependents do not serve as the Company’s Director, supervisor, manager or is in a key position having a direct and significant influence over the audit work.

3. All the members of our audit team do not have close family members, such as spouse, lineal, immediate affinity and sibling, who are the Director, supervisor, manager of the Company.

4. All the members of our audit team do not accept material hospitality or gifts (the value does not exceed the normal social matters standard) from the Company or its Director, supervisor, manager, major shareholders.

5. All the members of our audit team have performed required self-examination procedures for independence and conflict of interest, and no violated or unsolved conditions haven been identified.

Chih Yuan Wen

Deloitte & Touche  
Taipei, Taiwan  
Republic of China

February 17, 2025

Note 4: Status of Directors' Continuing Education in 2025

Title	Name	Date	Organizer	Course	Hours
Director	Sheng-Lin Andrew Tseng	2025.08.08	Taiwan Institute of Directors	Global Expansion and Co-Governance: Practices and Integration in Transnational Operations Management	3
		2025.11.12	Taiwan Institute of Directors	Data-Driven and Digital Intelligence Transformation	3
Director	Mei-Ching Tseng	2025.08.08	Taiwan Institute of Directors	Global Expansion and Co-Governance: Practices and Integration in Transnational Operations Management	3
		2025.11.12	Taiwan Institute of Directors	Data-Driven and Digital Intelligence Transformation	3
Director's corporate representative	Jia-Fong Chai	2025.04.24	Taiwan Institute of Directors	Observation of Cross-Strait Political and Economic Risks Amid U.S.-China Power Rivalry	3
		2025.08.08	Taiwan Institute of Directors	Global Expansion and Co-Governance: Practices and Integration in Transnational Operations Management	3
Director	Yen-Shiang Huang	2025.08.08	Taiwan Institute of Directors	Global Expansion and Co-Governance: Practices and Integration in Transnational Operations Management	3
		2025.10.31	Securities & Futures Institute	2025 Insider Shareholding Transaction Legal Compliance Seminar	3
Director	Jue-Jia Chang	2025.07.22	Taiwan Corporate Governance Association	Risk management and strategic analysis of business sustainability	3
		2025.11.12	Taiwan Institute of Directors	Data-Driven and Digital Intelligence Transformation	3
Director	Hsing-Chun Chen	2025.08.08	Taiwan Institute of Directors	Global Expansion and Co-Governance: Practices and Integration in Transnational Operations Management	3
		2025.11.12	Taiwan Institute of Directors	Data-Driven and Digital Intelligence Transformation	3
Director	Chih-Wei Lai	2025.08.08	Taiwan Institute of Directors	Global Expansion and Co-Governance: Practices and Integration in Transnational Operations Management	3
		2025.11.12	Taiwan Institute of Directors	Data-Driven and Digital Intelligence Transformation	3
Independent Director	Chen Jing Ning	2025.08.08	Taiwan Institute of Directors	Global Expansion and Co-Governance: Practices and Integration in Transnational Operations Management	3
		2025.11.12	Taiwan Institute of Directors	Data-Driven and Digital Intelligence Transformation	3
Independent Director	Chi J. Yu	2025.08.08	Taiwan Institute of Directors	Global Expansion and Co-Governance: Practices and Integration in Transnational Operations Management	3
		2025.08.13	Taiwan Corporate Governance Association	Insider Trading Control and Management	3
Independent Director	Ting-Ju Chen	2025.11.04	Taiwan Institute of Directors	Trump 2.0: Impacts on Global Geopolitics, U.S.-China Rivalry, and Taiwan	3
		2025.11.12	Taiwan Institute of Directors	Data-Driven and Digital Intelligence Transformation	3
Independent Director	Pang-Chung Chir	2025.07.25	Securities & Futures Institute	2025 Insider Shareholding Transaction Legal Compliance Seminar	3
		2025.08.08	Taiwan Institute of Directors	Global Expansion and Co-Governance: Practices and Integration in Transnational Operations Management	3
Independent Director	Pang-Chung Chir	2025.08.08	Taiwan Institute of Directors	Global Expansion and Co-Governance: Practices and Integration in Transnational Operations Management	3
		2025.11.21	Taiwan Corporate Governance Association	Shareholder Activism and Voting Results: Analyzing Director Responsibilities through Global Perspectives	3

(7) If the Company has a Remuneration Committee in place, the composition and operation of such committee shall be disclosed:

i. Information on Remuneration Committee Members

		December 31, 2025		
Capacity	Qualifications Name	Professional qualifications and experience (Note 1)	Independence analysis (Note 2)	Number of other public companies at which the person concurrently serves as remuneration committee member
Independent Director (Convener)	Chi J. Yu	<ul style="list-style-type: none"> <li>● Education: PhD in Mechanical Engineering, University of Massachusetts</li> <li>● Experience and expertise: Currently serving as a consultant at Amulair Thermal Technology, Inc., has a PhD in Mechanical Engineering, served as vice president and CEO in various multinational companies, expert in technology industry, marketing, change management, profit and loss management, and process development.</li> </ul>	During the two years before election and during their term of office, all four independent directors have met the qualification requirements stipulated in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission and in Article 14-2 of the Securities and Exchange Act. Each independent director has been granted full authority under Article 14-3 of the Securities and Exchange Act to participate in decision-making and express opinions, and thus independently performs relevant duties.	1
Independent Director	Ting-Ju Chen	<ul style="list-style-type: none"> <li>● Education: Graduate Studies, Public Accountancy from McGill University Bachelor of Business Commerce</li> <li>● Experience and expertise: Miss Ting-Ju Chen has a vast academic and employment experience with financial and accounting background as a Chartered Professional Accountant in Canada. She had been VP of Sinopac Holdings, Chairwoman of EASYCARD Corporation and EASYCARD Investment Holding CO., Ltd.</li> </ul>		1
Independent Director	Chen Jing Ning	<ul style="list-style-type: none"> <li>● Education: Master of Sociology, National Chengchi University</li> <li>● Experience and expertise: Has 17 years of public relations and media experience. She is currently the Secretary-General to the Taiwan Association of Family Caregivers. Ms. Chen's practical experience in social support and family care.</li> </ul>		0

Note 1: For professional qualifications and experience of the Remuneration Committee members, please refer to the section "Disclosure of Information Regarding the Professional Qualifications and Experience of Directors and the Independence of Independent Directors – Professional Qualifications and Experience" on page 18–26 in this Annual Report.

Note 2: Independence analysis: Describe the status of independence of each remuneration committee member, including but not limited to the following: whether the member or their spouse or relative within the second degree of kinship serves or has served as a director, supervisor, or employee of the Company or any of its affiliates; the number and ratio of shares of the Company held by the member, their spouse, and their relatives with the second degree (or through their nominees); whether the member has served as a director, supervisor or employee of a "specified company" (see Article 6, paragraph 1, subparagraphs 5 to 8 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); the amount(s) of any pay received by the remuneration committee member for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate thereof within the past 2 years.

ii. Operation of the Remuneration Committee

- (i) The Company’s remuneration committee has a total of three members.
- (ii) The key work items of the Remuneration Committee during the period from January 1, 2025 to December 31, 2025 include:
  - A. Reviewing the Company's management year-end bonuses.
  - B. Reviewing the annual excess profit bonus of Shanghai Grape King Enterprise Co., Ltd.
  - C. Reviewing the remuneration distribution for employees and Directors of the Company.
  - D. Reviewing the Company's management remuneration.
- (iii) Term of the members: The 6th term of the Remuneration Committee is from August 12, 2024 to May 29, 2027. In 2025, the Remuneration Committee held 3 meetings (A), and the qualification and attendance of committee members are as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) [B/A] (Note 1, 2)	Remarks
Independent Director	Chi J. Yu	3	0	100	Convener of this committee
Independent Director	Ting-Ju Chen	3	0	100	
Independent Director	Chen Jing Ning	3	0	100	

Other information required to be disclosed:

- A. If the board of directors does not accept, or amends, any recommendation of the remuneration committee, specify the board meeting date, meeting session number, content of the recommendation(s), the outcome of the resolution(s) of the board of directors, and the measures taken by the Company with respect to the opinions given by of the remuneration committee (e.g., if the salary/compensation approved by the board is higher than the recommendation of the remuneration committee, specify the difference(s) and the reasons): None.
- B. With respect to any matter for resolution by the remuneration committee, if there is any dissenting or qualified opinion of a committee member that is on record or stated in writing, specify the remuneration committee meeting date, meeting session number, content of the motion, the opinions of all members, and the measures taken by the Company with respect to the members' opinion: None.
- C. The functions of the Company’s Remuneration Committee are to, from a professional and objective standpoint, evaluate the Company's remuneration policies and systems for directors and managerial officers. The Committee shall meet at least twice a year and submit its recommendations to the Board of Directors as a reference for decision making.

(a) Functions of the Remuneration Committee:

The operation of the Committee is conducted in accordance with the Company's "Remuneration Committee Organizational Charter." The Committee shall, with the care of a good administrator, faithfully perform the following duties and submit its recommendations to the Board of Directors for discussion.

- a. Regularly reviewing the Remuneration Committee Organizational Charter and propose

amendments.

- b. Establishing and regularly reviewing the policies, systems, standards, and structure for performance evaluation and remuneration of directors and managerial officers.
- c. Regularly evaluating and determining the remuneration of directors and managerial officers.

(b) In performing the foregoing duties, the Committee shall act in accordance with the following principles:

- a. Ensuring that the Company's remuneration arrangements comply with relevant laws and regulations and are sufficient to attract outstanding talent.
- b. The performance evaluation and remuneration of directors and managerial officers shall take into account the remuneration generally paid at the same level in the industry, and shall consider the reasonableness of the correlation between individual performance, the Company's operating performance, and future risk exposure.
- c. Remuneration shall not induce directors and managerial officers to engage in conduct that exceeds the Company's risk appetite in pursuit of compensation.
- d. When determining the ratio of bonuses or remuneration based on short term performance and the timing for payment of variable compensation for directors and senior managerial officers, the characteristics of the industry and the nature of the Company's business shall be considered.
- e. Members of the Committee shall not participate in discussions or voting on decisions regarding their own remuneration.

D. For information on the evaluation cycle and period, scope, method, and content of the Audit Committee's performance evaluation, please refer to "Other information required to be disclosed iii" under "Operation of the Board of Directors" on page 43–44 of this Annual Report.

E. Matters for Discussion and Resolution of Remuneration Committee, and Company's handling of member opinions:

Meeting Date	Matters for Discussion	Resolution and Opinion of the Company
2025.01.18	<p>Motion 1: To determine the Company's 2024 management year-end bonuses.</p> <p>Motion 2: The 2024 annual excess profit bonus of Shanghai Grape King Enterprise Co., Ltd.</p>	<p>Motion 1: (The interested parties (General Manager Manager Sheng-Lin Andrew Tseng, Chief Financial Officer and Corporate Governance Officer Nick Hung) were requested to leave the meeting before the resolution.) This proposal was approved as submitted with the unanimous consent of all members present and was submitted to the Board of Directors for discussion. Other discussion and recommendations: (1) Members discussed the scores and performance ratings. (2) It was recommended that the Human Resources Department evaluate whether additional bonus items could be designed for the General Manager's performance, and that overall industry and macro environmental factors be taken into consideration.</p> <p>Motion 2: The interested party (General Manager Sheng-Lin Andrew Tseng) was requested to leave the meeting before the resolution.) This proposal was approved as submitted with the unanimous consent of all members present and was submitted to the Board of Directors for discussion.</p>

Meeting Date	Matters for Discussion	Resolution and Opinion of the Company
2025.02.26	Motion 1: Proposal for the remuneration distribution for employees and Directors of the Company for 2024.	Motion 1: This proposal was approved as submitted with the unanimous consent of all members present and was submitted to the Board of Directors for discussion.
2025.05.09	Motion 1: The Company's 2024 management remuneration (to be paid in 2025).	Motion 1: (The interested parties (General Manager Sheng-Lin Andrew Tseng, Chief Financial Officer and Corporate Governance Officer Nick Hung) were requested to leave the meeting before the resolution.) This proposal was approved as submitted with the unanimous consent of all members present and was submitted to the Board of Directors for discussion.

Note 1: If any remuneration committee member left the committee before the end of the fiscal year, specify the date that they left the committee in the Remarks column. Their in-person attendance rate (%) should be calculated based on the number of remuneration committee meetings held and the number they attended in person during the period they were on the committee.

Note 2: If any by-election for remuneration committee members was held before the end of the fiscal year, the names of the new and old committee members should be filled in the table, with a note stating whether the member left office, was newly serving, or was serving consecutive terms, and the date of the by-election. The in-person attendance rate (%) should be calculated based on the number of remuneration committee meetings held and the number attended in person during the period of each such person's actual time on the committee.

(8) Promotion of Sustainable Development – Implementation Status and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons:

Promoted Item	Implementation Status (Note 1)		Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
1. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board?	V	<p>i. The Company's Board of Directors approved the "Grape King Bio Ltd. Corporate Social Responsibility Best Practice Principles" in 2015, and has concretely implemented actions related to corporate social responsibility. In 2020, the original Corporate Social Responsibility Committee was reorganized into a cross-departmental "ESG Committee", which is under the General Manager's Office. The highest person in charge is the Chairman and General Manager, and a Chief Sustainability Officer has been appointed to be responsible for the Group's sustainable development affairs. Based on operational materiality, the ESG scope is divided into 20 sustainability topics and aligned with the functions of each division of the Company, with each division head serving as the responsible supervisor. Short-, medium- and long-term targets are set for each key topic, and responsible staff members are led to carry out operations and cross departmental collaboration. Implementation progress is reported on a quarterly basis, and the Committee also reports regularly to the Board of Directors each year.</p> <p>The Company actively responds to and promotes performance in environment, society and corporate governance, and includes sustainable development in the Company's annual business objectives so that the spirit of sustainable development is implemented throughout the Company from top to bottom.</p> <p>ii. At the 3rd meeting of the 20th Board of Directors on January 14, 2022, the Company approved amendments and renamed the "Corporate Social Responsibility Best Practice Principles" as the "Sustainable Development Best Practice Principles". With sustainable development as the goal, implementation is promoted through six major objectives: Corporate Governance, Product Liability, Innovation and R&amp;D, Happy Workplace, Society Prosperity and Green Environment.</p> <p>The main responsibilities of the ESG Committee are as follows:</p> <ul style="list-style-type: none"> <li>● Plan and implement the ESG annual plan</li> <li>● Review the ESG implementation status and effectiveness</li> <li>● Draft and revise the ESG Report</li> </ul> <p>iii. The ESG Committee regularly reviews and reports on implementation effectiveness and directions for improvement. It holds at least two meetings each year to track management indicators and implementation progress, and reports at least once a year to the Board of Directors on sustainable development implementation results and future work plans. In 2025, the Committee held two meetings. The agenda items included: (1) sharing of trends in climate-related financial disclosure (TCFD); (2) questionnaires on the assessment of the degree of sustainability impact in the ESG Report and on TCFD; (3) the implementation status of the annual sustainability targets of each execution team; (4) sharing on</p>	No major difference





Promoted Item	Implementation Status (Note 1)		Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
		<p><u>Summary description</u></p> <p>Company has established an Occupational Safety and Health Committee and employs full time nurses, and regularly organizes health seminars. At the same time, the Company has obtained ISO/CNS 45001 Occupational Safety and Health Management System certification, as well as "Sports Enterprise" and "Healthy Workplace" certifications, in the hope of providing colleagues with a safe and healthy working environment and reducing potential occupational safety risks.</p> <p><b>(1-2) Talent recruitment and training risks:</b> In terms of talent management, in addition to character and capability as the primary requirements in employing personnel, appointments are made based on the principle of putting the right person in the right position. Two-way communication is also established, and channels are set up for employees to express their opinions.</p> <p><b>(2) Advertising risks:</b> An advertising copy review mechanism is used to prevent potential adverse impacts arising from advertising materials, as described below: The Legal Department and the IT Department have jointly set up an "Review of Advertising Copy" section on the Enterprise Information Portal (EIP). In addition to providing internal training videos related to advertising copy, this section also includes a "Advertising Copy Violations List", which, based on cases of penalties for non-compliant advertising announced by the authorities, provides information on the name of the sanctioned business, product name, details of the violation, and the amount of the fine. The Legal Department regularly updates this database so that, when drafting or reviewing copy, each unit can gain advance understanding of the latest standards used by the authorities in determining non-compliant wording, thereby greatly reducing legal risks.</p> <p><b>(1) Financial risks:</b> To ensure the Company can effectively respond to impacts arising from interest rate, exchange rate and credit risks.</p>	
		<p>(1) Operational risk</p> <p>(2) Strategic risks</p> <p>(1) Financial risks</p>	
		<p>Corporation Governance</p>	

Promoted Item	Implementation Status (Note 1)		Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
		<p><u>Summary description</u></p> <p><b>(2-1) Food safety risks:</b> The Company complies with food safety related laws and regulations, and establishes basic information and related quality histories for suppliers and manufacturers in order to control and trace the quality information of each raw material used in each product, maintain a high standard of internal quality management, and ensure quality and safety. At the same time, the Company enhances all employees' awareness of food safety culture by implementing comprehensive promotion programs, such as posting food safety knowledge and slogans throughout the plants and publishing a quarterly Food Safety Newsletter to promote current affairs and new knowledge related to food safety.</p> <p><b>(2-2) Supply chain risks:</b> The Company continues to develop customers and suppliers and regularly carries out supplier evaluation procedures. Through on-site assessments and tracking of supply quality, the Company maintains the smooth operation of the supply chain and reduces supply chain risks.</p> <p><b>(2-3) Trade secrets and patent and trademark rights:</b> To protect trade secrets and patent and trademark rights in order to strengthen core technologies and ensure brand advantages.</p> <p><b>(3) Product development and launch:</b> To analyze and assess changes in market demand and adopt various response measures. Internally, a product parameter database is established, and before formal mass production, the laboratory conducts batch testing to verify the appropriateness of various aspects of the product. Externally, comprehensive market research is conducted prior to development, and after product launch, the market conditions of the product are tracked to understand changes in product trends, which serve as the direction for future product development.</p>	
			<p>For more details, please refer to "1.3 Risk Management" in the chapter "CH1 Ethical Governance" of the 2025 ESG Report.</p>

Promoted Item	Implementation Status (Note 1)		Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
<p>3. Environmental Issues</p> <p>(1) Has the Company set an environmental management system designed to industry characteristics?</p>	V	<p>The Company follows environmental protection laws and regulations stipulated by the Ministry of Environment (such as the Air Pollution Control Act, Water Pollution Control Act, Waste Disposal Act, and Toxic and Chemical Substances of Concern Management Act, etc.), and has formulated an environmental, health, and safety manual, pollution prevention management procedures, and standard operating procedures for waste management. Each unit is responsible for promoting the introduction of ISO 14001 activities. The Company obtained ISO 14001 environmental management system certification on September 11, 2017. In line with the Company's environmental, health, safety and energy policy of "fulfilling compliance obligations, reducing hazard risks, implementing environmental protection, creating a friendly workplace environment, supporting low-carbon energy, enhancing energy efficiency, promoting full employee participation, and pursuing sustainable cyclical improvement", the Company pursues sustainable environmental management and has set "reducing greenhouse gas emissions", "increasing waste resource recovery", and "green procurement" as short- to medium-term performance indicators for environmental business management.</p> <p>The environmental management-related systems, measures and implementation status in 2025 are as follows:</p> <ul style="list-style-type: none"> <li>i. Fulfilling compliance obligations: Fully promoting environmental protection policies, strictly complying with relevant environmental protection laws and regulatory obligations in all environmental management work, proactively conducting regular identification of environmental protection laws and regulations, and paying close attention to environmental protection issues and development trends. Each plant carries out regular preventive maintenance and servicing of various environmental protection and control equipment to ensure that all environmental protection and control systems remain in normal operation.</li> <li>ii. Reducing hazard risks: <ul style="list-style-type: none"> <li>(1) At the Zhongli Plant, optimization of the manhole pump was carried out, including establishing proactive preventive maintenance and adopting stainless-steel float switches and grating-type covers.</li> <li>(2) At the Pingzhen Plant, the Roots blower was replaced with a surface aeration blower, saving 185,449 kWh of electricity per year and reducing carbon emissions by 87.9 metric tons of CO<sub>2</sub>e annually, while also obtaining NT\$280,000 in low-carbon technology subsidies from Taoyuan City.</li> <li>(3) At the Yongfeng Plant, fine screening conveying equipment was added to improve personnel operating efficiency.</li> </ul> </li> <li>iii. Implementing environmental protection: Evaluating and planning various waste reduction and recycling enhancement measures; additionally, gas treatment equipment has been installed in the process area of the Grape King Biotech Research Institute to improve the quality of the surrounding air environment.</li> <li>iv. Creating a friendly workplace environment: Implementing green procurement and actively promoting and advocating the use of products bearing environmental labels, energy-saving labels and water saving labels; in line with the government's environmental protection policies by responding to green office activities, such as adopting a paperless</li> </ul>	No major difference

<u>Promoted Item</u>	Implementation Status (Note 1)		Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	<u>Yes</u>	<u>No</u>	
		<p><u>Summary description</u></p> <p>electronic approval system, implementing waste sorting, greening office areas, and promoting walking activities.</p> <p>v. Supporting low-carbon energy: In line with the core practice of ESG governance guidelines, the Company seeks to achieve its carbon-reduction targets (such as RE100) by improving energy efficiency, transitioning to renewable energy (such as solar power), and carrying out greenhouse gas inventories and management.</p> <p>vi. Enhancing energy efficiency: In line with ESG governance guidelines, an annual electricity-saving rate target of 1.5% has been set for each plant. The Pingzhen Plant, Zhongli Plant and Longtan Plant proposed a total of 31 energy-saving projects. Statistics at year-end showed total electricity savings of 736,558 kWh, corresponding to a reduction of approximately 340,000 kg of CO<sub>2</sub> emissions, with an average electricity-saving rate of 2.3%.</p> <p>vii. Promoting full employee participation: All employees implement the environmental management system, actively promoting energy conservation and carbon reduction activities in the plants, as well as the continued street-cleaning activities organized by the Zhongli Plant, thereby fulfilling corporate social responsibility.</p> <p>viii. Sustainable cyclical improvement: In keeping with the spirit of the ISO 14001 environmental management system, the PDCA management model is adopted to continuously complete improvements relating to risks and opportunities in the environmental management system, ensuring sustainable operations under the goal of a friendly environment.</p> <p>ix. Environmental honors and awards:</p> <p>(i) The Pingzhen Plant received the "National Enterprise Environmental Protection Award - Finalist" in 2025.</p> <p>(ii) Colleague of the Company's Environmental Protection Department received the "Model Environmental Protection Specialists and Technicians Award" from the Ministry of Environment in 2025.</p> <p>(iii) The Longtan Plant received the "SGS ISO Plus Awards - Benchmark Award for Environmental Management System Performance" for 2024-2025 (for two consecutive years).</p> <p>(iv) The Longtan Plant received the "National Sustainable Development Award" in 2025.</p> <p>x. Relevant certifications:</p> <ul style="list-style-type: none"> <li>● The Company's Pingzhen Plant and Longtan Science Park Branch have obtained ISO 50001 Energy Management System Certification (valid period: 2025/10/08-2028/10/08).</li> <li>● The Company's Pingzhen Plant and Longtan Science Park Branch have obtained ISO 14001 Environmental Management System (valid period: 2023/09/11-2026/09/11).</li> </ul> <p>For more details, please refer to the chapter "CH6 Green Environment" of the 2025 ESG Report.</p>	

Promoted Item	Implementation Status (Note 1)		Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons
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(2) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	V	<p>i. Maintenance of the ISO 14001 Environmental Management System: Through the operation of the environmental management system, various environmental protection management operations are optimized and reviewed by means of continual improvement.</p> <p>ii. Reuse of waste: To enhance the reuse value of sludge, food sludge has been reused as R-0902, and 244.74 metric tons were cleared in 2025. To enhance the reuse value of waste plastics, waste plastic packaging film has been reused as R-0201, and 47.137 metric tons were cleared in 2025. To enhance the reuse value of plant-based waste, plant-based waste has been reused as R-0120, and 2,595.47 metric tons were cleared in 2025.</p> <p>iii. Introduction of reclaimed water recovery: Cooling and heating discharge water generated from process equipment is recycled for reuse in order to increase the reclaimed water recovery rate.</p> <p>iv. Adoption of aluminum can design: Grape King PowerBOMB energy drink uses aluminum cans as packaging materials. Since aluminum is a resource that can enter the recycling system 100% and can be repeatedly recycled and remanufactured, the Company will in the future move towards using lightweight packaging as the main type of container to reduce the environmental impact of resource extraction.</p> <p>v. Adoption of environmentally responsible raw materials: Currently, the Company's series of biotech aluminum-foil bag products are produced using 100% green pulp certified by the Forest Stewardship Council (FSC™) for packaging materials, in order to ensure that the source of paper used comes from properly managed forests and to avoid indiscriminate logging.</p> <p>vi. Development of environmentally friendly aluminum-foil alternative packaging materials: In view of the limitations of traditional aluminum-foil packaging materials in recycling and their environmental impact, the Company has invested in the development of new environmentally friendly aluminum foil alternative packaging materials. By removing the aluminum-foil layer and using high-polymer materials as functional substitutes, and on the premise of maintaining barrier properties and product stability, the use of organic solvents is avoided, thereby reducing the risk of organic residues and enhancing the safety and environmental friendliness of packaging materials.</p> <p>vii. Introduction of environmentally friendly desiccants: In terms of auxiliary packaging materials, the Company promotes the development and introduction of environmentally friendly desiccants, replacing traditional chemical desiccants with natural bentonite. While maintaining the necessary moisture-absorption performance, this enhances the natural characteristics and disposability of the material, reduces potential impacts on the environment and end-users, and strengthens the overall sustainability performance of the packaging system.</p> <p>viii. Development of plastic-free seals: At the same time, the Company is promoting the design and application of plastic free seals. Through material selection and structural adjustment, plastic-related components are eliminated. On the premise of not affecting sealing integrity, ease of use and quality stability, plastic reduction is implemented to respond to environmental protection and the development trend of sustainable packaging.</p>	No major difference

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		<p><u>Summary description</u></p> <p>ix. Support for green energy: The Company proactively participates in RE100 and commits to achieving 100% renewable energy usage by 2035. Since June 2022, the Company has signed green power purchase agreements with renewable energy retailers to receive transferred green electricity. In 2023, the Company signed green power purchase agreements for 2024–2026 to receive transferred green electricity (solar power) to the Pingzhen Plant Head Office, totaling 3.6 million kWh. In 2025, the transferred amount to the Pingzhen Plant reached 1.201 million kWh. In addition, the Zhongli Plant completed a small-amount green power transfer from Taipower of 0.24 million kWh. The Longtan Plant's 180 kW solar photovoltaic system was completed and began generating power for self-generation and self-consumption on November 10, 2022. The 2025 annual generation was 188,919 kWh; as of December 31, 2025, cumulative generation totaled 556,919 kWh, reducing carbon dioxide emissions by 263,992 kg. Overall, the Company achieved 4% of the 2025 RE100 renewable energy milestone target.</p> <p>For more details, please refer to "2.3.2 Design of Green Product Package" in the chapter "CH2 Product Liability" and the chapter "CH6 Green Environment" of the 2025 ESG Report.</p>							
(3) Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	V	<p>The impacts and shocks caused by climate change on the global economy, society and environment have become increasingly significant. At the same time, the United Nations adopted the Paris Agreement in 2015, clearly defining carbon-reduction targets. Therefore, climate change issues have now become a focal point of attention. Green management, environmental protection and sustainable development are the Company's social responsibilities and commitments. On this basis, the Company has fully launched environmental protection efforts and has clearly stipulated in its environmental, health, safety and energy policy the obligation to implement environmental protection. The Company actively promotes the ISO 50001 Energy Management System and incorporates climate change issues into the risk management dimension, with relevant departments conducting regular risk assessments and reviews in order to respond and deal with such issues in a timely manner and reduce the impact when risk events occur.</p> <p>In December 2021, the Company became the first enterprise in Taiwan's health care industry to successfully sign on as a supporter of the Task Force on Climate-related Financial Disclosures (TCFD).</p> <p>The control mechanisms established for potential climate change risks are as follows:</p> <table border="1"> <thead> <tr> <th>Identification of climate change risks</th> <th>Resulting risks or impacts</th> <th>Response measures</th> </tr> </thead> <tbody> <tr> <td>Increasing the use of renewable energy</td> <td> <ul style="list-style-type: none"> <li>Capital expenditures for investment in green electricity equipment</li> <li>Increased operating costs due to purchased green electricity</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>Conduct greenhouse gas inventories each year in accordance with ISO 14064-1 and obtain third party verification.</li> <li>Introduce ISO 50001 to integrate energy monitoring and energy saving and carbon reduction efforts across departments.</li> </ul> </td> </tr> </tbody> </table>	Identification of climate change risks	Resulting risks or impacts	Response measures	Increasing the use of renewable energy	<ul style="list-style-type: none"> <li>Capital expenditures for investment in green electricity equipment</li> <li>Increased operating costs due to purchased green electricity</li> </ul>	<ul style="list-style-type: none"> <li>Conduct greenhouse gas inventories each year in accordance with ISO 14064-1 and obtain third party verification.</li> <li>Introduce ISO 50001 to integrate energy monitoring and energy saving and carbon reduction efforts across departments.</li> </ul>	No major difference
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(4) Did the company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	V	<p>In 2022, the Company introduced ISO 14064-1:2018 external verification for the first time. In 2023, the Company completed third-party verification for ISO 14064-1 Scope 1, Scope 2, and Scope 3 for the first time. For 2025, as of the publication date of this Annual Report, complete greenhouse gas assurance opinions had not yet been obtained, the complete assurance report will be disclosed in the ESG section of the Company's website.</p> <p>Greenhouse gas emissions for the past two years are as follows:</p> <table border="1"> <thead> <tr> <th>Item</th> <th>2024</th> <th>2025 (Unverified)</th> </tr> </thead> <tbody> <tr> <td>Scope1 : Direct emissions (metric tons)</td> <td>6,736.6189</td> <td>6,562.1762</td> </tr> <tr> <td>Scope2 : Indirect emissions (metric tons)</td> <td>17,845.6247</td> <td>17,907.7823</td> </tr> <tr> <td>Total Scope 1 &amp; 2 emissions (metric tons) (Note 1)</td> <td>24,582.2436</td> <td>24,469.9585</td> </tr> <tr> <td>Scope3 : Indirect emissions (metric tons)</td> <td>19,953.4233</td> <td>19,648.8317</td> </tr> <tr> <td>Emissions per unit of revenue (tonCO2e / million in revenue)</td> <td>2.20</td> <td>2.39</td> </tr> </tbody> </table> <p>Scope3: Category 4 Indirect greenhouse gas emissions from products used by the organization:</p> <table border="1"> <thead> <tr> <th>Item</th> <th>2024</th> <th>2025 (Unverified)</th> </tr> </thead> <tbody> <tr> <td>Purchase goods and services (metric tons)</td> <td>15,269.2663</td> <td>14,277.3613</td> </tr> <tr> <td>Fuel- and energy-related activities (not included in Scopes 1 &amp; 2) (metric tons)</td> <td>4,303.1046</td> <td>4,819.2072</td> </tr> <tr> <td>Waste generated in operations (metric tons)</td> <td>381.0524</td> <td>552.2632</td> </tr> <tr> <td>Total</td> <td>19,953.4233</td> <td>19,648.8317</td> </tr> </tbody> </table> <p>Coverage scope: The 2024 greenhouse gas emission data covers Grape King Bio Ltd., Pro-Partner Ltd., Rivershine Ltd., and Shanghai Grape King Enterprise Co., Ltd. The 2025 greenhouse gas emission data covers all companies within the Grape King Bio Group.</p> <p>Explanation: Greenhouse gas emissions statistics cover the following scopes: diesel, gasoline, natural gas, CO<sub>2</sub> fire extinguishers, refrigerants, process emissions, and purchased electricity.</p> <p>Note 1: The Company's main greenhouse gas emissions are the following five types: carbon dioxide (CO<sub>2</sub>), methane</p>	Item	2024	2025 (Unverified)	Scope1 : Direct emissions (metric tons)	6,736.6189	6,562.1762	Scope2 : Indirect emissions (metric tons)	17,845.6247	17,907.7823	Total Scope 1 & 2 emissions (metric tons) (Note 1)	24,582.2436	24,469.9585	Scope3 : Indirect emissions (metric tons)	19,953.4233	19,648.8317	Emissions per unit of revenue (tonCO2e / million in revenue)	2.20	2.39	Item	2024	2025 (Unverified)	Purchase goods and services (metric tons)	15,269.2663	14,277.3613	Fuel- and energy-related activities (not included in Scopes 1 & 2) (metric tons)	4,303.1046	4,819.2072	Waste generated in operations (metric tons)	381.0524	552.2632	Total	19,953.4233	19,648.8317	No major difference
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			<p>(CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), and perfluorocarbons (PFCs).</p> <p>Note 2: The inventory and verification are conducted based on the operational control approach. The source of global warming potential (GWP) values is the IPCC Sixth Assessment Report. Data verification – the 2024 data for Grape King Bio Ltd. and Rivershine Ltd. have passed verification by SGS Taiwan Ltd., and the verification reports have been published on the ESG section of the Company's official website. The 2025 data have not yet been verified and are expected to be audited by SGS Taiwan Ltd. in the second half of 2026, after which the verification reports will be disclosed on the Company's official website. Pro-Partner Ltd. and Shanghai Grape King Enterprise Co., Ltd. plan to begin data verification in 2029.</p> <p>Energy use management data for the past two years are as follows:</p> <table border="1"> <thead> <tr> <th rowspan="2">Item (Unit: MWh)</th> <th colspan="3">2024</th> <th colspan="3">2025</th> </tr> <tr> <th>Taiwan</th> <th>China</th> <th>Total</th> <th>Taiwan</th> <th>China and Malaysia</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Direct energy</td> <td>20,615</td> <td>4,641</td> <td>25,256</td> <td>20,003</td> <td>4,664</td> <td>24,667</td> </tr> <tr> <td>Natural gas energy consumption</td> <td>75</td> <td>0</td> <td>75</td> <td>101</td> <td>0</td> <td>101</td> </tr> <tr> <td>Diesel energy consumption</td> <td>202</td> <td>0</td> <td>202</td> <td>206</td> <td>0</td> <td>206</td> </tr> <tr> <td>Gasoline energy consumption</td> <td>33,432</td> <td>3,355</td> <td>36,787</td> <td>33,998</td> <td>2,412</td> <td>36,410</td> </tr> <tr> <td>Electricity energy consumption</td> <td>900</td> <td>0</td> <td>900</td> <td>1,441</td> <td>0</td> <td>1,441</td> </tr> <tr> <td>Purchased renewable electricity</td> <td>179</td> <td>0</td> <td>179</td> <td>189</td> <td>0</td> <td>189</td> </tr> <tr> <td>Self-generated renewable electricity for own use</td> <td>55,403</td> <td>7,996</td> <td>63,399</td> <td>55,938</td> <td>7,076</td> <td>63,014</td> </tr> <tr> <td>Total energy consumption</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Percentage of renewable energy</td> <td></td> <td>1.7%</td> <td></td> <td></td> <td>2.6%</td> <td></td> </tr> </tbody> </table> <p>Coverage scope: The 2024 energy use management data covers Grape King Bio Ltd., Pro-Partner Ltd., Rivershine Ltd., and Shanghai Grape King Enterprise Co., Ltd. The 2025 energy use management data covers all companies within the Grape King Bio Group.</p> <p>Explanation: The 2024 and 2025 energy use data for Taiwan have obtained reasonable assurance on total energy consumption from Deloitte &amp; Touche, in accordance with Article 4, Paragraph 1 of the Taiwan Stock Exchange "Guidelines</p>	Item (Unit: MWh)	2024			2025			Taiwan	China	Total	Taiwan	China and Malaysia	Total	Direct energy	20,615	4,641	25,256	20,003	4,664	24,667	Natural gas energy consumption	75	0	75	101	0	101	Diesel energy consumption	202	0	202	206	0	206	Gasoline energy consumption	33,432	3,355	36,787	33,998	2,412	36,410	Electricity energy consumption	900	0	900	1,441	0	1,441	Purchased renewable electricity	179	0	179	189	0	189	Self-generated renewable electricity for own use	55,403	7,996	63,399	55,938	7,076	63,014	Total energy consumption							Percentage of renewable energy		1.7%			2.6%		
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			<p>for the Preparation and Filing of ESG Reports by TWSE Listed Companies".</p> <p>Note 1: The Taiwan region includes Grape King Bio Ltd., Pro-Partner Ltd., and Rivershine Ltd.</p> <p>Note 2: China and Malaysia region include the remaining subsidiaries of the Group.</p> <p>Water resource and waste management data for the past two years are as follows:</p> <table border="1"> <thead> <tr> <th rowspan="2">Item</th> <th colspan="3">2024</th> <th colspan="2">2025</th> </tr> <tr> <th>Taiwan</th> <th>China</th> <th>Total</th> <th>Taiwan</th> <th>China and Malaysia</th> </tr> </thead> <tbody> <tr> <td>Water consumption (million liters)</td> <td>336.52</td> <td>44.53</td> <td>381.05</td> <td>329.37</td> <td>42.07</td> </tr> <tr> <td>Waste water discharge volume (million liters)</td> <td>232.81</td> <td>18.73</td> <td>251.54</td> <td>234.88</td> <td>12.28</td> </tr> <tr> <td>General industrial waste (metric tons)</td> <td>2,947.61</td> <td>87.33</td> <td>3,034.94</td> <td>3,093.37</td> <td>89.63</td> </tr> <tr> <td>Hazardous industrial waste (metric tons)</td> <td>4.71</td> <td>0.83</td> <td>5.54</td> <td>3.61</td> <td>0.72</td> </tr> </tbody> </table> <p>Coverage scope: The 2024 water resource and waste management data cover Grape King Bio Ltd., Pro-Partner Ltd., Rivershine Ltd., and Shanghai Grape King Enterprise Co., Ltd. The 2025 water resource and waste management data cover all companies within the Grape King Bio Group.</p> <p>Explanation: The 2024 and 2025 water resource data for Taiwan have obtained reasonable assurance on total water withdrawal and total water consumption from Deloitte &amp; Touche, in accordance with Article 4, Paragraph 1 of the Taiwan Stock Exchange "Guidelines for the Preparation and Filing of ESG Reports by TWSE Listed Companies".</p> <p>Note 1: Since discharge volumes at office locations cannot be statistically compiled, the wastewater discharge volume only includes Grape King Bio Ltd. (Pingzhen Plant, Zhongli Plant, Longtan Branch, Yongfeng Plant) and Shanghai Grape King Enterprise Co., Ltd.</p> <p>Note 2: The Taiwan region includes Grape King Bio Ltd., Pro-Partner Ltd., and Rivershine Ltd.</p> <p>Note 3: China and Malaysia region include the remaining subsidiaries of the Group.</p> <p>The management policies and measures for promoting environmental protection are as follows: Climate change has already become an operational focus of corporate sustainable development. Green management,</p>	Item	2024			2025		Taiwan	China	Total	Taiwan	China and Malaysia	Water consumption (million liters)	336.52	44.53	381.05	329.37	42.07	Waste water discharge volume (million liters)	232.81	18.73	251.54	234.88	12.28	General industrial waste (metric tons)	2,947.61	87.33	3,034.94	3,093.37	89.63	Hazardous industrial waste (metric tons)	4.71	0.83	5.54	3.61	0.72	
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	Yes	No	
		<p><u>Summary description</u></p> <p>environmental protection and sustainable development are the Company's responsibilities and commitments, and the obligation to implement environmental protection is clearly stipulated in the Company's environmental, health and safety (EHS) management policy.</p> <p>The Company convenes the EHS and Energy Management Committee on a quarterly basis. The meetings are chaired by the Chairperson and President, and reports are presented on the implementation status of the ISO 14001 Environmental Management System and the ISO 50001 Energy Management System, project progress, internal and external issues, and audit follow-up items. The promotion, reduction and achievement status of key environmental protection management tasks are as follows:</p> <p><b>GHG management:</b></p> <p>i. Promotion measures: Staying ahead of government regulations, the Company has introduced the ISO 14064 greenhouse gas inventory system in advance. It obtained ISO 14064 verification in 2023 and committed to the Science Based Targets initiative (SBTi). In 2024, the Company completed the setting and obtained approval of its SBTi 1.5°C science-based reduction target, and is dedicated to getting ahead of Taiwan's 2050 net-zero emissions pathway.</p> <p>(i) Reduction strategies: In line with the greenhouse gas (GHG) reduction pathway of the Science Based Targets initiative (SBTi), the Company promotes energy transition, digital transformation and supply chain transformation, and gradually achieves greenhouse gas reduction.</p> <p>(ii) Reduction actions: Moving toward energy transition, the Company implements "alternative energy actions" and "energy reduction actions", moving toward digital transformation, it implements "low-carbon smart factory actions", and moving toward supply chain transformation, it implements "green supply chain actions".</p> <p>ii. Reduction targets:</p> <p>(i) Base year for reduction: 2023.</p> <p>(ii) Base year emissions data: For Grape King Bio (entity basis), direct (Scope 1) greenhouse gas emissions were 6,184,3812 metric tons CO<sub>2</sub>e, and energy indirect (Scope 2) greenhouse gas emissions were 15,425.4568 metric tons CO<sub>2</sub>e.</p> <p>(iii) Reduction target: For Grape King Bio (entity basis), Scope 1 and Scope 2 emissions in 2030 shall be reduced by 5% compared with 2023.</p> <p>iii. Achievement status:</p> <p>(i) The Company has implemented alternative energy actions, purchasing renewable energy to replace high pollution energy. Since 2021, it has signed green electricity (solar power) purchase contracts with renewable energy power sales companies. Green electricity transfer to the Pingzhen Headquarters began in June 2022, and the cumulative use of green electricity reached 3 million kWh by 2025. The RE ratio reached 4.28% in 2025. The proportion of renewable energy use is expected to reach 5% in 2026 and 15% in 2030.</p> <p>(ii) The Company has implemented energy reduction actions, continuously promoting energy-saving and carbon-reduction measures in accordance with the PDCA operating model, enhancing the intensity of energy management and setting electricity-saving targets.</p>	

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	<u>Yes</u>	<u>No</u>	
		<p style="text-align: center;"><u>Summary description</u></p> <p><b><u>Energy management:</u></b></p> <p>i. Management and promotion measures: In line with ESG governance guidelines, the Company actively plans and promotes various energy-reduction optimization measures and low-carbon energy transition. It improves equipment energy efficiency to reduce energy intensity, inventories high-energy-consuming equipment and electricity use by area in the plants, and tracks and manages overall electricity consumption through behavioral measures such as schedule control and machine management. In addition, in accordance with the Company's carbon-reduction pathway planning and energy transition targets, the Company increases the proportion of renewable energy use year by year, thereby implementing the Company's environmental, health, safety and energy policy.</p> <p>ii. Reduction targets:</p> <p>(i) In accordance with the PDCA operating model of the energy management system, the annual electricity-saving rate target for the plants in 2025 is set at 1.5%. Compared with the base year electricity consumption of 32,155,100 kWh in 2024, the electricity-saving target is set at 482,326 kWh. In the medium to long term (2026–2028), the four production plants target an electricity saving rate of 1.5% or more.</p> <p>(ii) Having joined the international RE100 renewable energy initiative in 2019, the Company has committed under RE100 to achieve a 15% share of renewable energy by 2030 and 100% use of renewable energy by 2035.</p> <p>iii. Achievement status:</p> <p>(i) In 2025, the Company implemented a total of 31 energy-saving measures, achieving an average electricity-saving rate of 2.3%, with electricity savings of 736,558 kWh and a reduction of approximately 340,000 kg of CO<sub>2</sub>e, thereby achieving the targets of its action plans.</p> <p>(ii) To achieve its renewable energy targets year by year, the Company adopts a combination of green electricity purchases and installation of self-generated solar power systems. The Pingzhen Plant signed a green electricity purchase contract totaling 3.6 million kWh with a renewable energy power sales company for 2024–2026 in 2023. In 2025, green electricity transfer reached 1,201,000 kWh, corresponding to a reduction of 569,274 kg of CO<sub>2</sub> emissions. The Longtan Plant invested NT\$8 million to install a 180 kW solar photovoltaic system. In 2025, cumulative power generation was 188,919 kWh, reducing CO<sub>2</sub> emissions by 89,547 kg. In 2025, the Zhongji Plant completed the transfer of 240,000 kWh through Taiwan Power Company's small-scale green electricity program, reducing CO<sub>2</sub> emissions by 113,760 kg. In the future, the Company will continue to seek other diversified green renewable energy sources.</p> <p>(iii) The Longtan Plant has been included in the extended verification scope of ISO 50001 (Energy Management System).</p> <p>iv. Relevant certifications: The Company's Pingzhen Plant and Longtan Science Park Branch have obtained ISO 50001 Energy Management System Certification (valid period: 2025/10/08–2028/10/08).</p> <p><b><u>Water management:</u></b></p> <p>i. Promotion measures: The Company continues to evaluate the introduction of water-saving process equipment and the expansion of wastewater treatment facilities. At the same time, by increasing the water recovery rate, it effectively reduces water consumption and wastewater discharge, and through preventive maintenance measures ensures the normal operation of wastewater treatment equipment.</p>	

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		<p><u>Summary description</u></p> <p>ii. Reduction targets: To improve the efficiency of water resource use, RO concentrated water recovery systems have been added to the Pingzhen Plant, Zhongli Plant and Longtan Branch, and the recovered water is reused in air-conditioning cooling towers. The annual planned recovery volume is 5,000 metric tons.</p> <p>iii. Achievement status: In 2025, the Company continued to maintain water resource recycling and reuse through the RO concentrated water recovery system, saving a total of 16,770 metric tons of process water and reducing CO<sub>2</sub> emissions by approximately 2,515 kg. The Longtan Plant added an MBR discharge water recovery system to its wastewater treatment equipment, and from May to December 2025, the recovered water volume totaled 898 metric tons.</p> <p><b>Waste management:</b></p> <p>i. Promotion measures: To reduce environmental impacts and effectively control industrial waste, the Company carries out classification, collection, storage, management and removal of waste to effectively manage waste. In accordance with environmental laws and regulations, waste is cleared, treated and reused, continuously improving the waste reuse rate and reducing environmental load.</p> <p>ii. Reduction targets: The Company actively seeks to obtain verification of environmental-related management systems such as ISO 14001.</p> <p>iii. Achievement status: The ISO 14001 management system has been maintained. Through the operation of the environmental management system, various environmental management tasks are reviewed and long-term operation is carried out based on continual improvement. Waste management has been strengthened, and the frequency of audits on waste removal and treatment operations has been increased. In 2025, a total of 11 audits of waste removal and treatment vendors were conducted, all of which were found to be operating legally. The Company also continues to evaluate and plan feasible solutions for the reuse of various types of waste, thereby moving toward the goals of waste reduction and improved waste recycling and reuse rates.</p> <p>iv. Related certification: The Company's Pingzhen Plant and Longtan Science Park Branch have obtained ISO 14001 (Environmental Management System) certification (valid period: 2023/09/11–2026/09/11)</p> <p>v. Circular Economy</p> <p>Since the Industrial Revolution, advances in technology and economic development have driven resource use under the traditional linear economic model, where processes from design to manufacturing are predominantly one-way flows. As a result, large amounts of resources are used only once and then lose their utility and value. This model accelerates the depletion of the Earth's resources and increases environmental burdens, giving rise to issues such as resource exhaustion, global warming, and climate change. Starting in 2016, the government of Taiwan began to take the circular economy seriously and listed it as one of the "5+2" innovative industries. As a leading company in sustainable development, Grape King Bio has reflected deeply on this topic. To reduce environmental pollution and increase the reuse rate of waste, in recent years we have collaborated with industry, academia, and society, and leveraged our own R&amp;D capabilities to establish the following three strategies to implement a circular economy.</p> <p>Implementation in 2025 is as follows:</p> <p>(i) Reuse of food-processing sludge as fuel for biogas power generation: Grape King Bio specializes in producing health food products, beverages, and biotechnology products. During food processing, a large amount of sludge is generated. In recent years, cases of improper disposal of food-</p>	

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		<p><u>Summary description</u></p> <p>processing sludge and related environmental violations have repeatedly occurred. Some unscrupulous waste haulers have used composting as a pretext for sham disposal and illegal dumping. If such sludge is not properly treated, it not only pollutes the environment but also wastes renewable resources contained within it. Therefore, we actively sought professional power generation operators to evaluate and cooperate with us, turning this sludge from waste into energy and promoting efficient circular use of resources.</p> <p>Our partner uses a combined heat and power (CHP) co-generation unit for co-firing operations, using solid recovered fuel, waste rubber, textile sludge, and food sludge as auxiliary fuels, reducing the use of coal and heavy oil while circulating waste. Through the CHP system, steam and electricity are provided to 68 factories in the Dayuan Industrial Park, greatly reducing environmental burdens and demonstrating the environmental advantages of this technology. We regularly compile hauling volumes. In 2025, we successfully treated 244.74 metric tons of food-processing sludge, effectively reducing the amount of waste and converting it into valuable energy resources.</p> <p>(ii) Circular reuse of plant-based residues as a feed source for livestock farms:</p> <p>In recent years, Grape King Bio has focused on a plant-based residue reuse program. The Longtan Plant regularly compiles recovery volumes, achieving a recovery rate exceeding 95% over the past three years. We cooperate with local livestock operators to reuse these residues as feed ingredients. Plant-based residues contain approximately 2–3% organic acids. Organic acids provide many benefits, such as helping suppress pathogenic bacteria and regulate the intestinal microbiota of pigs, lowering gastric juice pH and slowing the proliferation of Escherichia coli in the intestines, reducing diarrhea, morbidity, and mortality, improving protein absorption, increasing the lean meat ratio, and replacing antimicrobial feed additives such as antibiotics. They can also reduce nitrogen and phosphorus excretion during pig growth, make manure less odorous, and reduce water used for pigsty cleaning. In addition to reducing environmental pollution pressure, these benefits help improve livestock operators' feeding efficiency.</p> <p>To drive this project to success, Grape King Bio further invested in livestock operators' hardware facilities and covered hauling costs to encourage participation, and we studied and formulated optimal feed ratios. This not only improves operators' feeding efficiency but also contributes to environmental protection. We replicated successful cases to other livestock farms. In 2025, we added five cooperating operators and reused approximately 2,595.47 tons, further expanding the impact of this innovative model. These new partners, with Grape King Bio's support, installed necessary equipment and began using plant-based residues as feed, thereby realizing effective circular use of resources.</p> <p>(iii) Development and reuse of lactic acid bacteria fermentation filtrate:</p> <p>With excellent R&amp;D capabilities and a commitment to environmental protection, Grape King Bio has established a strong reputation in the market. We further promote the "cradle-to-cradle" circular economy concept by reusing the lactic acid bacteria fermentation filtrate used as a production raw material. We have developed a series of new products to achieve efficient circular use of resources.</p> <p>The lactic acid bacteria fermentation filtrate is a by-product generated during production at the Longtan Plant. In the past, most of this filtrate was treated as waste. However, with increased environmental awareness and technological progress, Grape King Bio began to re-evaluate its value and explore its application potential in other fields. Current research indicates that lactic acid bacteria contain multiple effective components and can produce functional substances such as organic acids, short-chain fatty acids, and peptides. These properties help enhance digestive system health functions and break down organic matter. Based on recommendations from experts at the Grape King Biotech Research Institute, probiotic filtrate can be added to enhance functional appeal. Therefore, our R&amp;D team developed products using lactic acid bacteria fermentation filtrate and successfully launched the</p>	

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			<p>Kombucha series. It is currently used in products such as Kombucha, sprays, facial cleansers, and toothpaste, with usage increasing year by year. In 2025, approximately 9,352 tons of lactic acid bacteria fermentation filtrate were reused.</p> <p>This series of innovative initiatives demonstrates our R&amp;D capability and our efforts to practice sustainable development. Transforming lactic acid bacteria fermentation filtrate from waste into a valuable resource not only achieves resource reuse but also provides consumers with more health and environmentally friendly options. In the future, Grape King Bio will continue to be committed to the "cradle-to-cradle" circular economy concept, deeply explore the potential of various by-products, and develop more innovative and sustainable products.</p> <p>Developing a circular economy is an important link for the Company to move toward net-zero emissions. In recent years, through cross-industry cooperation, we have developed a mature cooperation model. The measures above can effectively reduce waste generation and treatment pressure. In the future, we will continue to integrate environmental concepts with innovative technologies to create a sustainable corporate model.</p> <p><b>Other environment-related management:</b></p> <p>i. Promotion status:</p> <ul style="list-style-type: none"> <li>● Strengthening pollution prevention: The boiler fuel has been changed to natural gas to reduce environmental pollution. Gas treatment equipment has been added to the process area of the Longtan Science Park Branch to improve environmental quality.</li> <li>● Promoting green procurement: Equipment with poor energy efficiency is maintained and replaced, and products with environmental labels, energy saving labels and water-saving labels are adopted. Since 2019, the following wording has been added to the Company's request-for-quotation forms: "Grape King Bio, in fulfilling its corporate social responsibility, is committed to energy-saving and carbon-reduction actions, complying with relevant laws and regulations for pollution prevention, and continuously improving energy-saving performance." The Company includes energy performance as one of the evaluation items in procurement, and explains the importance of energy performance to suppliers. In addition, for major energy-consuming equipment, the evaluation form requires suppliers to provide energy efficiency data for reference by procurement personnel.</li> </ul> <p>ii. Related certification:</p> <ul style="list-style-type: none"> <li>● The Company's Pingzhen Plant and Longtan Science Park Branch have obtained ISO 45001 Occupational Health and Safety Management System certification (valid period: 2023/08/28–2026/08/28).</li> <li>● The Company's Pingzhen Plant and Longtan Science Park Branch have obtained CNS 45001 Taiwan Occupational Health and Safety Management System certification (valid period: 2023/08/28–2026/08/27).</li> </ul> <p>For more details, please refer to the chapter "CH6 Green Environment" of the 2025 ESG Report.</p>

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	Yes	No	
4. Social Issues			
(1) Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	V		<p>Human rights are a core value of Grape King Bio. The Company has established and implemented the "Grape King Bio's Human Rights Policy." This policy is established under the guidance of Taiwan and China labor laws and regulations and international human rights principles, and it incorporates the core spirit of international norms/standards such as the "International Bill of Human Rights," "OECD Guidelines for Multinational Enterprises," "Universal Declaration of Human Rights," "ILO Declaration on Fundamental Principles and Rights at Work," "UN Guiding Principles on Business and Human Rights (UNGPs)," "Children's Rights and Business Principles (CRBP)," and the "UN Global Compact (UNGC)," as well as local laws and regulations. The Company's human rights policy commits to protecting employees' rights to freedom of association; prohibits discrimination based on gender, age, pregnancy, race, political views, or religious inclination; and prohibits forced labor and child labor. The full content of the human rights policy is available in (Note 3). This policy applies to Grape King Bio, Shanghai Grape King, Pro-Partner, Rivershine, and other entities in which we hold a majority stake, and is managed by the Human Resource Department. The Company has also established the Grape King Bio Supplier Code of Conduct, expecting suppliers and business partners to comply with these principles and requiring them to establish similar policies within their own companies. Each year, supplier audits are conducted through internal audits and the SCM Division, and the Human Resource Department issues a "Human Rights Risk Assessment Questionnaire" every two years to identify and prevent human rights risks faced by personnel in the Company and its supply chain. If adverse human rights impacts caused by business activities are identified and discrimination or harassment is verified, the Company will take corrective or disciplinary actions.</p> <p>The Company's human rights due diligence process is as follows:</p> <p style="text-align: center;"><b>Due diligence procedures for human rights issues</b></p>  <p>i. Human Rights Issues Identification Based on relevant international human rights guidance documents and local laws and regulations, and with reference to human rights reports in related industries, the Company collects human rights risk topics related to fundamental human rights, working environment, and institutional safety, and produces a "Human Rights Risk Topic List."</p> <p>ii. Materiality Assessment</p>
			No major difference

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			<p>The Company issues a "Human Rights Risk Assessment Questionnaire" every two years. The survey scope covers the Company's overall value chain. Survey targets include suppliers, contractors, employees, employees of M&amp;A and joint-venture targets, corporate customers and individual consumers, and community residents. The Chairman and senior department executives evaluate the impact of each topic on the Company and produce quantitative indicators of impact for each topic. The table below shows the 2025 assessment results; the next assessment will be in 2027:</p> <table border="1"> <thead> <tr> <th>Human Rights Issues</th> <th>Probability of Occurrence</th> <th>Degree of Impact</th> <th>Level of Impact</th> </tr> </thead> <tbody> <tr> <td>1 Basic living environment</td> <td>2.9</td> <td>1.1</td> <td>3.3</td> </tr> <tr> <td>2 Personal freedom and safety</td> <td>2.8</td> <td>1.0</td> <td>2.8</td> </tr> <tr> <td>3 Protection of working and labor conditions</td> <td>2.3</td> <td>1.1</td> <td>2.4</td> </tr> <tr> <td>4 Work-life balance</td> <td>1.9</td> <td>1.1</td> <td>2.1</td> </tr> <tr> <td>5 Non-discrimination</td> <td>2.1</td> <td>1.1</td> <td>2.4</td> </tr> <tr> <td>6 Workplace violence handling</td> <td>2.6</td> <td>1.1</td> <td>2.8</td> </tr> <tr> <td>7 Diversity and inclusivity</td> <td>2.0</td> <td>1.1</td> <td>2.1</td> </tr> <tr> <td>8 Freedom of speech and expression</td> <td>2.1</td> <td>1.0</td> <td>2.1</td> </tr> <tr> <td>9 Freedom of assembly and association</td> <td>2.0</td> <td>1.1</td> <td>2.1</td> </tr> <tr> <td>10 Occupational health and safety</td> <td>2.4</td> <td>1.0</td> <td>2.4</td> </tr> <tr> <td>11 Children's rights and interests</td> <td>2.6</td> <td>1.0</td> <td>2.6</td> </tr> <tr> <td>12 Forced labor</td> <td>2.2</td> <td>1.1</td> <td>2.4</td> </tr> <tr> <td>13 Information security and privacy protection</td> <td>2.9</td> <td>1.1</td> <td>3.1</td> </tr> </tbody> </table> <p>● Likelihood of occurrence: 1 = low probability (0%–20%), 2 = medium probability (21%–90%), 3 = high probability (above 91%)</p> <p>iii. Assessment and Mitigation Measures of Human Rights Risks                      Grape King Bio has established human rights risk assessment and mitigation measures for high-risk items. For parties in violation, the Company will, in accordance with relevant operating procedures, require improvements and impose punishment or warnings; for rights holders whose interests are harmed, corresponding compensation measures will be provided.</p>	Human Rights Issues	Probability of Occurrence	Degree of Impact	Level of Impact	1 Basic living environment	2.9	1.1	3.3	2 Personal freedom and safety	2.8	1.0	2.8	3 Protection of working and labor conditions	2.3	1.1	2.4	4 Work-life balance	1.9	1.1	2.1	5 Non-discrimination	2.1	1.1	2.4	6 Workplace violence handling	2.6	1.1	2.8	7 Diversity and inclusivity	2.0	1.1	2.1	8 Freedom of speech and expression	2.1	1.0	2.1	9 Freedom of assembly and association	2.0	1.1	2.1	10 Occupational health and safety	2.4	1.0	2.4	11 Children's rights and interests	2.6	1.0	2.6	12 Forced labor	2.2	1.1	2.4	13 Information security and privacy protection	2.9	1.1	3.1	
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	Yes	No	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 Job and Labor Condition Guarantee Work-Life Balance	<ol style="list-style-type: none"> <li>1. Management of suppliers' SCMS platform login accounts and passwords.</li> <li>2. Supplier contracts require confidentiality obligations; entrusted service providers sign personal data protection agreements.</li> <li>3. Supplier contracts require compliance with the "Grape King Bio Supplier Code of Conduct."</li> </ol>	<p>*Based on supplier rating, conduct periodic evaluations. *Initiate surveys when new business opportunities arise.</p>			
						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					
					B. Contractors	Diversity, Integration and Employment	Personal Freedom and Safety Job and Labor Condition Guarantee Freedom of Speech and Expression Freedom of Assembly and Association	<ol style="list-style-type: none"> <li>1. The Information Safety and Personal Data Management Committee periodically reviews and promotes information security protection and personal data protection.</li> <li>2. Contractor contracts require confidentiality obligations; entrusted service providers sign personal data protection agreements.</li> <li>3. Supplier contracts require compliance with the "Grape King Bio Supplier Code of Conduct."</li> </ol>	<p>*Based on supplier rating, conduct periodic evaluations. *Initiate surveys when new business opportunities arise.</p>		
						Freedom of Association and Collective Bargaining	Occupational Health and Safety				
						Occupational Health and Safety	Children's Rights and interests				
						Forced Labor and Child Labor	Forced Labor				
				Working Hours, Wages and Benefits		Information Security and Privacy Protection					
				Others							



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			<p>insurance enrollment upon onboarding.</p> <p>12. Select labor-management meeting representatives through employees' democratic voting and hold quarterly meetings for internal communication.</p> <p>13. Establish the "Procedures of Whistle-blowing and Complaints" and disclose it on the official website; the website also provides a stakeholder section to ensure freedom of speech through multiple channels.</p> <p>14. Under work rules, do not provide differential treatment in working conditions due to race, nationality, age, or disability.</p> <p>15. Hold quarterly care meetings for multinational employees and invite interpreters to assist communication to ensure employees' ideas are accurately conveyed.</p> <p>16. Implement ISO/IEC 27001; the Information Safety and Personal Data Management Committee periodically reviews and promotes information security protection and personal data protection.</p> <p>17. Promote internal and external information security audits and report execution results to the Information Safety and Personal Data Management Committee</p>																										
			<table border="1"> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>C. Employee D. Employees of M&amp;As and joint ventures</td> <td>Others</td> <td>Information Security and Privacy Protection</td> <td></td> <td></td> </tr> <tr> <td>E. Corporate clients and individual consumers</td> <td>Freedom of Association and Collective Bargaining Forced Labor and Child Labor Others</td> <td>Freedom of Speech and Expression Children's Rights and interests Information Security and Privacy Protection</td> <td> <p>1. Implement ISO/IEC 27001; the Information Safety and Personal Data Management Committee periodically reviews and promotes information security protection and personal data protection.</p> <p>2. Establish a packaging review system; all health supplement products have complete slogan safety and appropriateness to protect children's health rights.</p> <p>3. Customer service provides phone service, email replies, Facebook message replies, and LINE @ online replies to protect all customers' freedom of speech and expression.</p> </td> <td> <p>*At least once per year.</p> <p>*Adjust when packaging changes occur in line with business opportunities.</p> </td> </tr> <tr> <td>F. Community Residents</td> <td>Community and Stakeholder Engagement Freedom of Association and Collective Bargaining</td> <td>Basic Living Environment Freedom of Speech and Expression</td> <td> <p>1. Regularly visit and care for local communities while collecting community residents' feedback. As reported issues may differ, Grape King Bio values every opinion and strives to improve and reduce impacts on the surrounding neighborhood, fulfilling the social responsibility of a local enterprise</p> </td> <td> <p>*At least twice per year.</p> </td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>						C. Employee D. Employees of M&As and joint ventures	Others	Information Security and Privacy Protection			E. Corporate clients and individual consumers	Freedom of Association and Collective Bargaining Forced Labor and Child Labor Others	Freedom of Speech and Expression Children's Rights and interests Information Security and Privacy Protection	<p>1. Implement ISO/IEC 27001; the Information Safety and Personal Data Management Committee periodically reviews and promotes information security protection and personal data protection.</p> <p>2. Establish a packaging review system; all health supplement products have complete slogan safety and appropriateness to protect children's health rights.</p> <p>3. Customer service provides phone service, email replies, Facebook message replies, and LINE @ online replies to protect all customers' freedom of speech and expression.</p>	<p>*At least once per year.</p> <p>*Adjust when packaging changes occur in line with business opportunities.</p>	F. Community Residents	Community and Stakeholder Engagement Freedom of Association and Collective Bargaining	Basic Living Environment Freedom of Speech and Expression	<p>1. Regularly visit and care for local communities while collecting community residents' feedback. As reported issues may differ, Grape King Bio values every opinion and strives to improve and reduce impacts on the surrounding neighborhood, fulfilling the social responsibility of a local enterprise</p>	<p>*At least twice per year.</p>						
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	Yes	No	
		<p><u>Summary description</u></p> <p>iv. Regular Monitoring and Continuous Improvement</p> <p><b>Management Actions on Material Topics of Human Rights Risks for 2025</b></p> <p>In 2025, through the Due diligence procedures for human rights issues, Grape King Bio identified three cases involving possible violations related to Working Hours, Wages and Benefits, and Occupational Health and Safety. For related explanations and improvement measures, please refer to "Any loss due to labor disputes in the past year and as of the publication date of this Annual Report" on page 197 of this Annual Report.</p> <p>The Company values and advocates diversity and inclusion of personnel, and is committed to providing equal opportunities. It does not engage in differential treatment or any form of discrimination on the basis of age, gender, physical or mental disability, religious belief, race (such as Asian, Hispanic, Latino, Black, Indigenous peoples and other minority groups), sexual orientation (such as LGBTQ+, women's rights, equal pay for equal work, etc.), or re-employment status (such as veterans or retired individuals returning to the workforce). We provide employees with a safe and healthy work environment. The Company strictly complies with various employment and labor regulations, prohibits forced labor and the employment of child labor, and is committed to maintaining a workplace free from violence, harassment, intimidation and other internal or external threats. The Company provides employees with appropriate safety protection and conducts training every year to continuously strengthen DEI awareness among all directors and employees. The training implementation rate in 2025 was 100%, and the following management policies and procedures were implemented.</p> <p>The Company's concrete human rights protection management programs and 2025 implementation status are as follows:</p> <p>i. To protect employee human rights, the Company has established whistleblowing and complaint channels for use when employees' legal rights and interests are infringed or they receive inappropriate treatment that cannot be reasonably resolved. In 2025, a total of 0 complaint cases were accepted.</p> <p>ii. The Company explicitly stipulates preventive measures and regulations concerning sexual harassment and posts them publicly on bulletin boards. A harassment complaint box has been set up for lodging complaints. In 2025, a total of 0 sexual harassment complaint cases were accepted. In the same year, the Company held one DEI-related course on sexual harassment for all employees to strengthen promotion and remind employees to be mindful of proper behavior and language and workplace etiquette, in order to implement mutual respect and jointly create a harmonious work environment in which gender equality is substantively realized.</p> <p>iii. The Company formulates labor conditions in accordance with the government's labor-related laws and regulations and regularly tracks working hours in each department.</p> <p>iv. To supervise occupational safety and health throughout the Company, an Occupational Safety and Health Committee has been established to continuously improve and track related matters and to create a safe and healthy workplace.</p> <p>v. The Company respects diverse opinions from employees. To facilitate smoother labor-management communication, employee representatives are publicly elected on a regular basis, and labor-management meetings are held</p>	

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		<p><u>Summary description</u></p> <p>periodically (once per quarter) in accordance with the law. In addition, care meetings for foreign employees are held regularly (once per quarter) to fully negotiate labor-management issues and ensure that the voices and opinions of various units across the Company are heard.</p> <p>The Company established a Workplace Violence Prevention Committee in 2018, which was renamed in 2025 as the Committee for Handling Unlawful Infringement in the Performance of Duties. Under this Committee, an "Unlawful Infringement Investigation Team" and an "Unlawful Infringement Prevention Team" have been set up to strengthen independent implementation and rigor in investigation and execution. Annual promotion plans for preventing unlawful infringement in the performance of duties are drawn up to carry out workplace violence prevention and response, and to offer related training courses, with implementation advanced in four phases under the PDCA cycle.</p> <p>2019 was designated as the preparation period for training. A total of 2 training sessions (5.5 hours) were conducted, with 53 participants. Attendees included supervisors from high-risk units, supervisors from various units, employee assistance program (EAP) staff and members of the Workplace Violence Prevention Committee. In 2019, three additional professional counseling sessions were provided to assist employees and eliminate sources of stress. For high-risk individuals, follow-up professional counseling measures were also provided, with the aim of achieving effective prevention and elimination of stressors. In addition, regular operational meetings have been held since 2019 to review and discuss related matters.</p> <p>2020 was designated as the operation and maintenance period. Two stress relief and stress elimination seminars were held, with a total training time of 8 hours and 184 participants. In addition, EAP specialists conducted 6 interviews and care sessions for high risk individuals.</p> <p>In 2021, two stress-relief and stress-elimination seminars were held, with a total training time of 6 hours and 53 participants. EAP specialists also conducted 15 interviews and care sessions for high risk individuals.</p> <p>In 2022, innovative training formats were introduced. Three stress relief and stress elimination seminars were conducted using improvisational performance, with a total training time of 3 hours and 96 participants, and a satisfaction rate as high as 93.4%. At the same time, EAP specialists conducted 5 interviews and care sessions for high risk individuals.</p> <p>In 2023, the program entered the optimization period, strengthening organizational communication and listening mechanisms. Four "Meet with the Chairperson" activities were held, with a total of 13 participants. EAP specialists conducted 70 interviews and care sessions, and 8 quarterly briefing sessions were held for foreign employees. On the job interviews were conducted as needed, and approximately 40 exit interviews were conducted, enabling the Company to stay close to employees and listen to their feedback and concerns. In addition, an innovative board game curriculum, "Ethics Salon", was developed. Using case exercises and risk assessments, the course ensures employees build correct concepts when facing ethical dilemmas and related human rights issues. A total of 3 sessions were conducted, along with 2 sessions of stress relief improvisational stand up performances, with 107 total participants. Furthermore, key points of a friendly workplace, reporting channels and related promotions were disclosed in the Company's internal publication "GK</p>	

Promoted Item	Implementation Status (Note 1)		Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
		<p><u>Summary description</u></p> <p>Life Magazine" and on bulletin boards for publicity and reminders.</p> <p>In 2024, the functions of the Committee were further optimized by adding members from different fields to provide timely and appropriate assistance and support. A representative for foreign employees was also included, so as to build a more comprehensive friendly workplace from multiple perspectives. In the same year, four "Meet with the Chairperson" activities were held, with a total of 10 participants. EAP specialists conducted 50 interviews and care sessions, and 8 care meetings for foreign employees were held. Two Zentangle stress-relief and stress-elimination seminars were organized, with a total training time of 4 hours and 52 participants.</p> <p>In 2025, the committee was restructured. Advanced courses were provided to committee subgroup members, and a professional counselor and an external restorative justice supervisor were invited to provide professional training. The committee and prevention subgroup members' awareness is regularly strengthened to prepare for response and handling should similar incidents occur in the future. To strengthen organizational communication and listening mechanisms, dedicated EAPs personnel conducted 90 interviews and care sessions, and held 8 quarterly briefing meetings for foreign employees. On-the-job interviews were conducted as needed, and approximately 56 exit interviews were conducted to listen closely to employees' feedback and voices.</p> <p>For more details and the trend and reasons for changes in employee turnover, please refer to "4.2 Talent Recruitment and Structure" in the chapter "CH4 Happy Workplace" of the 2025 ESG Report.</p>	
(2) Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?	V	<p>The Company has formulated and implemented reasonable employee welfare measures, including employee compensation, leave and benefits, all of which are established and executed in accordance with relevant management regulations, and business performance is appropriately reflected in employee compensation:</p> <ol style="list-style-type: none"> <li>i. A Remuneration Committee has been established under the Board of Directors, responsible for the policies, systems, structures and review of managerial compensation.</li> <li>ii. Compensation system: Overall employee compensation mainly consists of two parts: fixed salary and bonus/remuneration. Fixed salary is determined based on the position held, with reference to the employee's education and experience, professional knowledge and skills, and years of experience, and is benchmarked against market levels. Bonus/remuneration is linked to the performance appraisal system and paid in line with the Company's bonus and remuneration policies.</li> <li>iii. Performance appraisal system: Based on the Company's key annual objectives, each department sets its beginning-of-year targets (including Company targets, departmental targets and individual targets). Mid-year progress reviews and year-end appraisal interviews are conducted to ensure accurate evaluation. The appraisal results serve as the basis for promotion, salary adjustment, and bonus and remuneration payments.</li> <li>iv. Bonus and remuneration distribution: Bonuses and remuneration are linked to the Company's operating performance,</li> </ol>	No major difference

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			<p>annual profits and employees' appraisal results. In addition to bonuses, in accordance with the Articles of Incorporation, 6%–8% of profits are allocated as employee remuneration, and bonuses and remuneration are paid in accordance with the Performance Appraisal Management Regulations.</p> <p>In 2025, the Company's shareholders' meeting resolved to amend the Articles of Incorporation to stipulate that no less than 30% of the aforementioned employee remuneration amount shall be allocated to non-executive employees.</p> <p>v. Employee leave design and welfare measures are fully discussed at regularly held labor-management meetings to ensure that employee welfare measures are both compliant and reasonable. In cases where employees encounter circumstances such as childcare, serious illness, or major incidents and need a longer period of leave, they may apply for unpaid leave to balance personal and family care needs.</p> <p>vi. To enhance employee welfare, the Company provides various subsidies for employees (such as marriage, childbirth, children's education, retirement, funeral subsidies, etc.), birthday cash gifts, holiday cash gifts/gifts for the three major festivals, employee trips, group insurance, birthday leave, employee family purchase discounts, and birth incentives for employees of childbearing age (including egg freezing wellness allowance and egg freezing allowance, etc.).</p> <p>A family-friendly workplace environment and measures for marriage, childbirth, and family caregiving: The Company encourages employees to establish families and provides a wedding gift of NT\$20,000. In 2025, a total of 9 employees applied, and the total amount distributed was NT\$180,000. The Company also provides a childbirth subsidy: NT\$3,000 per child, and NT\$6,000 for the second child. In 2025, a total of 11 employees applied, and the total amount distributed was NT\$42,000. In addition, the Company cooperates with nearby contracted kindergartens to help employees' children enroll nearby, enabling employees to devote themselves to work with peace of mind while caring for their children.</p> <p>Birthday leave: To thank employees for their hard work and encourage them to share important moments with family and friends, the Company officially implemented a "fully paid birthday leave" system starting in 2025. Employees may choose any working day in their birthday month to take leave, providing maximum flexibility and autonomy, so that employees can balance career development with personal quality of life and realize work-life balance.</p> <p>Egg freezing allowance program: Considering that female employees may face reproductive choices during their prime career years, we provide substantive allowances to alleviate psychological pressure and financial burdens.</p> <p>(1) Egg freezing wellness allowance: For employees undergoing egg freezing treatment, a wellness allowance of NT\$3,000 is provided in the same year, demonstrating the company's tangible care for employees' health during the treatment period.</p> <p>(2) Egg freezing storage allowance: To support long-term reproductive planning, the Company provides an allowance of NT\$3,000 for the storage fee of the third year of egg freezing, reducing ongoing expenses to maintain reproductive</p>

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		<p><u>Summary description</u></p> <p>possibilities.</p> <p>vii. The Company regularly conducts employee opinion and satisfaction surveys and sets annual satisfaction targets. For items that do not meet targets, improvement action plans have been formulated.</p> <p>The implementation status and improvement plans for the 2025 employee opinion and satisfaction survey are as follows.</p> <p>In the fourth quarter of 2025, the Company's Human Resource Department conducted an employee opinion and satisfaction survey. The survey covered: job satisfaction, generational values, growth values, compensation and benefits, organizational stability and working conditions, job variability, and organization and leadership. This was to listen to and understand employees' needs. Through integrated data analysis, qualitative feedback, and employee interviews, improvement plans were developed after understanding employees' needs.</p> <p>A summary of the 2025 employee opinion and satisfaction survey is as follows:</p> <ul style="list-style-type: none"> <li>● Survey participants: all employees (total number of employees at the time of the survey: 550)</li> <li>● Participation rate: 79.8% (participation rate = number of respondents / total number of employees at the time of the survey)</li> <li>● Responsible unit: Human Resource Department</li> <li>● Survey frequency: once a year (also listed as a key ESG implementation item of the Human Resource Department)</li> <li>● Survey period: 2025/01/01-2025/12/04</li> <li>● Survey results: In 2025, the employee survey was transformed from a "satisfaction survey" to an "engagement survey," further focusing on "employee engagement and actions." The results show that overall performance increased by 14% compared with the previous year. Employee engagement reached 87.6 points in 2025, indicating a clear increase in employees' alignment with organizational goals, work engagement, and willingness to continue contributing. Among the survey indicators, for five consecutive years "corporate image and reputation" and "ethics and integrity" have been selected by employees as items of high importance and high identification. This result also demonstrates that the core value of ethical management has taken root and been practiced among all employees of Grape King Bio.</li> </ul> <p>Based on the survey results, the Company's improvement focus and promotion direction for 2026 are as follows:</p> <p>The Company continues to value employee feedback and uses it as an important reference for enhancing organizational governance and talent development. In response to issues of high concern to employees, Year 2026 will focus on overall optimization of the human resources system and strengthening organizational operational</p>	

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			<p>efficiency, gradually deepening the review mechanisms for compensation and benefits systems to improve fairness and consistency in system design. At the same time, the Company will review organizational manpower allocation and development frameworks to help employees clearly grasp development directions at different stages of their careers. In addition, the Company will continue to optimize internal management systems and cross departmental collaboration processes. Through improvements in system integration and communication mechanisms, the Company will enhance the synergy and transparency of organizational operations. By adopting a steady and progressive approach, the Company aims to balance organizational development with employee expectations and build a work environment with sustainable competitiveness.</p> <p>In 2026, the Company will continue to promote its Talent Pool program and advance ESG topics through key annual projects. For participants in the Talent Pool, the Company will provide development and retention incentive measures and continue to implement retention incentive programs so that talents and the Company can work together to achieve their assigned goals.</p> <p>viii. In 2025, the Company implemented annual salary adjustments for both managerial and non-managerial positions in Taiwan, based on the Company's operations and individual performance, with adjustment ranges between 1% and 3%.</p> <p>ix. The Company is committed to creating an inclusive, friendly and diverse workplace, and actively promotes gender equality and diversity &amp; inclusion. Since 2019, the Company has introduced a systematic competency-based recruitment system to deepen the "right person, right position" talent selection mechanism, ensuring that recruitment and employment decisions are made based on job-required competencies and qualifications, and that no non-professional factors affect hiring decisions. For job applicants and employees, the Company does not discriminate in compensation, promotion, benefits or any personnel measures based on gender (including LGBTQ+), age, pregnancy status, race, political stance or religious belief, thereby implementing fair and respectful workplace principles. In 2025, the overall male-to-female employee ratio was 1:1, and the ratio of male to female new hires was also 1:1. The ratio of starting salaries between male and female employees and the ratio of benefit value invested were both 1:1, demonstrating that the Company has effectively implemented gender equality and "right person, right position" talent strategies in recruitment, employment and treatment. In addition, the average proportion of female employees in 2025 was 50.1%, and females accounted for 34.0% of managers at and above the managerial level, reflecting the Company's continued promotion of female talent development and the increasing manifestation of gender diversity and balance in management levels, thereby achieving the goals of a friendly workplace and sustainable talent development.</p> <p>For the Company's employee welfare measures, retirement system and their implementation status, please refer to pages 192–194 of this Annual Report; for measures to protect employees' personal safety and work environment and their implementation status, please refer to pages 194–197 of this Annual Report.</p>

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	Yes	No																											
(3) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	V	<p>For more details, please refer to "4.3 Talent Development and Performance Rewards" and "4.4 Employee Compensation, Benefits and Health Care" in the chapter "CH4 Happy Workplace" of the 2025 ESG Report.</p> <p>The Company is committed to disaster prevention and accident prevention. In 2025, the total number of hours of occupational safety and health education and training was 2,302 hours. In 2025, there were 4 occupational accident cases, with 4 cases of temporary disability (accounting for 0.67% of the total number of employees at the end of 2025). The frequency rate (FR) of lost-time injuries was 2.82 (compared with 3.15 for the industry, 10% lower), the severity rate (SR) of lost-time injuries was 112.2 (compared with 232 for the industry, 52% lower), and the composite injury index was 0.56 (compared with 0.85 for the industry, 34% lower). Although the Company's occupational accident rate is lower than that of its peers, it has still not achieved its goal of zero accidents. The Company has therefore conducted in-depth reviews and is planning and implementing multiple safety-related special inspections and corrective actions, strengthening equipment automation and key hazard-focused safety training, controlling machine safety interlocks, reiterating that safety shall never be overlooked, and launching health care management to ensure a safe, hygienic and comfortable working environment for employees.</p> <p>In 2025, there was 1 fire incident (an outlet was damaged due to a damp environment), but there were no casualties; thus, the casualty rate was 0%. Going forward, the Company will continue to strengthen employees' occupational safety training and workplace accident prevention in order to enhance fire safety management.</p> <p>The Company's training and promotion status over the past two years:</p> <table border="1" data-bbox="949 654 1232 1500"> <thead> <tr> <th colspan="2">Occupational safety training</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Categories of participants (Employees / Contractors)</td> <td>Employees</td> <td>551</td> <td>916</td> </tr> <tr> <td>Contractors</td> <td>54</td> <td>38</td> </tr> <tr> <td colspan="2">Total number of participants</td> <td>605</td> <td>954</td> </tr> <tr> <td rowspan="2">Hours</td> <td>Employees</td> <td>1,663</td> <td>2,232</td> </tr> <tr> <td>Contractors</td> <td>81</td> <td>70</td> </tr> <tr> <td colspan="2">Total hours</td> <td>1,744</td> <td>2,302</td> </tr> </tbody> </table> <p>The Company's Pingzhen Plant and Longtan Science Park Branch (verification passed in July 2025) have obtained ISO 45001 and TOSHMS Taiwan Occupational Safety and Health Management System Certifications (2023/08/28~2026/08/28).</p>	Occupational safety training		2024	2025	Categories of participants (Employees / Contractors)	Employees	551	916	Contractors	54	38	Total number of participants		605	954	Hours	Employees	1,663	2,232	Contractors	81	70	Total hours		1,744	2,302	No major difference
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		<p><u>Summary description</u></p> <p>For more details, please refer to "4.4 Employee Compensation, Benefits, and Health Care" and "4.5 Occupational Safety" in the chapter "CH4 Happy Workplace" of the 2025 ESG Report.</p>	
(4) Has the Company established effective career development training programs for employees?	V	<p>Operating- and career-path dual tracks have always been the direction in which the Company strives to progress. The Company encourages employees to participate in various learning opportunities, and employees are willing to feed the knowledge they have acquired back into the Company. A positive learning cycle has thus been formed within the organization. By introducing the TTQS (Talent Quality-management System), the Company has made its training system more complete and was awarded the TTQS Silver Medal in 2019.</p> <p>Beginning in 2019, the Company launched a potential talent development program. The Human Resources Department and the SCM Division jointly organized the planning and design of potential talent development courses. The course content includes managerial competency training, innovation and leadership training, practical case exercises, and project improvement proposals, enabling the Company's potential talents to receive capability development and training, and to be promoted to key positions in the future to enhance job performance. In 2020, the Human Resources Department continued to cooperate with the SCM Division to implement the talent development program. In addition to competency-related training courses and practical case exercises, the program also concretely implemented improvement proposals and assisted in developing training blueprints and training action plans for the respective units.</p> <p>In 2021, while the Human Resources Department continued to secure the TTQS Silver Medal qualification for the Talent Quality-management System to ensure effective implementation of training quality, it also promoted the Training Academy program for the Administration Division. Completed items included the inventory and establishment of learning maps and talent development training. In 2022, the Training Academy programs for the Innovation R&amp;D Center of the R&amp;D Division and for the Quality Assurance Department were completed, including job analysis inventories and the establishment of learning maps, with attempts to link them to training courses. Agile project management training courses were implemented, initially achieving the demonstration of Level 3 learning effectiveness. Linking training effectiveness with performance helps improve performance outcomes.</p> <p>The Company regularly reviews and maintains the ESG execution strategies formulated in 2022 and links them with human capital development strategies. A total of three implementation focuses and nine review indicators have been defined. The Company will continue to implement and review these strategies. In addition to completing established Training Academy programs, the Company is also exploring competency assessments and training plan recommendations for managerial staff. In 2023, the Company continued to implement ESG and human capital development strategies and passed the TTQS re-assessment to maintain its Silver Medal qualification.</p> <p>In 2024, the Company continued to deepen and expand its talent development philosophy, building a forward looking talent pipeline to achieve the goal of sustainable talent development. A total of 38 individuals were selected by the</p>	No major difference

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	<u>Yes</u>	<u>No</u>	
		<p><u>Summary description</u></p> <p>President to enter the Talent Pool for training, and implementation was carried out in accordance with their Individual Development Plans (IDPs), with a 100% completion rate of development plans. In 2025, the Company continued to strengthen the professional and practical capabilities of forward-looking talents and expanded the Talent Pool to 41 individuals. To cultivate strategic thinking in talents and implement sustainable development, the Company further launched the "New Milestone in Low-carbon Revenue" project, integrating the dual core topics of corporate low carbon transition and revenue growth. Through project-based implementation, employees are trained to acquire both business and sustainability perspectives, creating tangible operating benefits.</p> <p>In 2025, the Company continued to maintain its TTQS corporate Silver Medal qualification, demonstrating that all training planning and implementation meet quality standards. In the same year, the Company introduced a training management system to digitalize training mechanisms, thereby improving the effectiveness of training implementation at all levels, strengthening the analysis of training results, and providing a scientific basis to support and substantiate personnel development and promotion decisions.</p> <p>The 2025 employee training programs and their implementation status are as follows:</p> <ul style="list-style-type: none"> <li>i. Professional and managerial competency training programs: <ul style="list-style-type: none"> <li>Each year, based on operating objectives, development direction and the development of the reserve talent pool, the Company aligns and surveys training needs. Training plans are then submitted by supervisors and employees in accordance with the training maps developed by each unit. Training items include onboarding training, professional ethics salon courses, promotion of legal and compliance concepts (for example, gender equality and sexual harassment prevention, personal data and information security training, etc.), professional competency training courses for each unit and managerial competency development training, in order to support the development and cultivation of competencies at all levels of the Company. At the same time, through the implementation of education and training, a quarterly review and reporting mechanism is adopted to ensure the effectiveness of training and development. In 2025, employees participated in training and development with a total of 5,249 participants and a total of 11,479 training hours.</li> </ul> </li> <li>ii. Strategic forward-looking potential talent program: <ul style="list-style-type: none"> <li>This program served as one of the Company's annual objectives in 2025 and includes the following: <ul style="list-style-type: none"> <li>(i) Strategic forward-looking potential talent nomination and development planning: <ul style="list-style-type: none"> <li>Each unit nominates forward-looking talents to be developed. This includes training and submission of individual development plans (IDPs), which must be linked to individual KPI items. Candidates must be nominated by division-level supervisors and approved by the General Manager to qualify. A total of 41 talents participated in this project in 2025. Based on performance and suitability evaluations to date, the promotion rate among participants has reached 22%, demonstrating that the Company continues to deepen its talent development mechanisms and</li> </ul> </li> </ul> </li> </ul> </li> </ul>	

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		<p>build forward looking talent strategies to ensure that talent and the organization grow together and thereby achieve sustainable operations and outstanding development goals.</p> <p>(ii) For personnel whose nominations have been approved, IDP training must be undertaken and IDPs must be submitted and approved by supervisors as the basis for execution (in line with the specifications for Level 3 in training evaluation indicators). In 2025, both the training in IDP courses and the submission of IDP plans achieved a completion rate of 100%.</p> <p>Training by employee category and gender for the past two years:</p> <table border="1"> <thead> <tr> <th rowspan="3">Item</th> <th rowspan="3">Employee category</th> <th colspan="4">2024</th> <th colspan="4">2025</th> </tr> <tr> <th colspan="2">Subtotal by job category</th> <th colspan="2">Total for all items</th> <th colspan="2">Subtotal by job category</th> <th colspan="2">Total for all items</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Total annual training hours</td> <td>Managers at and above managerial level</td> <td>897</td> <td>542</td> <td></td> <td></td> <td>1,006</td> <td>743</td> <td></td> <td></td> </tr> <tr> <td>Production line personnel</td> <td>1,307</td> <td>1,033</td> <td>5,093</td> <td>4,975</td> <td>1,745</td> <td>971</td> <td>6,437</td> <td>5,042</td> </tr> <tr> <td>Other personnel</td> <td>2,889</td> <td>3,400</td> <td></td> <td></td> <td>3,686</td> <td>3,328</td> <td></td> <td></td> </tr> <tr> <td rowspan="3">Total annual training participants</td> <td>Managers at and above managerial level</td> <td>286</td> <td>193</td> <td></td> <td></td> <td>405</td> <td>286</td> <td></td> <td></td> </tr> <tr> <td>Production line personnel</td> <td>535</td> <td>426</td> <td>1,932</td> <td>1,909</td> <td>879</td> <td>649</td> <td>2,769</td> <td>2,480</td> </tr> <tr> <td>Other personnel</td> <td>1,111</td> <td>1,290</td> <td></td> <td></td> <td>1,485</td> <td>1,545</td> <td></td> <td></td> </tr> <tr> <td rowspan="3">Annual training coverage rate</td> <td>Managers at and above managerial level</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> </tr> <tr> <td>Production line personnel</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> </tr> <tr> <td>Other personnel</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> </tr> </tbody> </table>	Item	Employee category	2024				2025				Subtotal by job category		Total for all items		Subtotal by job category		Total for all items		Male	Female	Male	Female	Male	Female	Male	Female	Total annual training hours	Managers at and above managerial level	897	542			1,006	743			Production line personnel	1,307	1,033	5,093	4,975	1,745	971	6,437	5,042	Other personnel	2,889	3,400			3,686	3,328			Total annual training participants	Managers at and above managerial level	286	193			405	286			Production line personnel	535	426	1,932	1,909	879	649	2,769	2,480	Other personnel	1,111	1,290			1,485	1,545			Annual training coverage rate	Managers at and above managerial level	100%	100%	100%	100%	100%	100%	100%	100%	Production line personnel	100%	100%	100%	100%	100%	100%	100%	100%	Other personnel	100%	100%	100%	100%	100%	100%	100%	100%	
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(5) Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	V	<p>The Company conducts marketing and promotion of its products and services in compliance with food safety and sanitation laws and regulations and the food labelling requirements promulgated by the Food and Drug Administration of the Ministry of Health and Welfare. For product packaging and labelling, the Company follows legal requirements and continuously reviews and updates the content, which covers: the listing of general ingredients and food additives, nutrition labelling of packaged foods, declaration of food allergens, labelling of genetically modified foods, labelling of fungal foods, labelling and warnings for health foods, etc. Advertising claims are handled in accordance with the Company's internal "Copy Review Process", under which relevant departments review each item based on their professional expertise via system forms, in order to provide consumers with complete and accurate information and the essential information they need to reasonably understand and select products.</p> <p>The Company is committed to providing consumers with high-quality and safe products. In terms of management, beyond emphasizing health-care functions, the Company pays greater attention to product safety and hygiene. All products are manufactured under certified food safety management systems. Through a rigorous management system and batch-by-batch product inspection, the Company ensures compliance with legal standards. In addition, in product marketing and labelling management, in order to convey accurate product information to consumers, the Company has established the "Product Material Review Operating Procedures". Through a sound review process, the Company not only ensures that labelling information meets regulatory requirements, but also includes product characteristics, methods of consumption and precautions to assist consumers in choosing suitable products. If consumers still have questions after purchase, they may consult or provide feedback via the customer service hotline shown on the packaging, and the Company will arrange for dedicated personnel to conduct proactive follow-up. If the issue involves product quality, the Company will conduct analysis, review and response in accordance with its "Customer Complaint Handling Procedures" in order to address customer concerns. Reviewing 2025, there were no product recalls due to food safety incidents in the management indicators. In addition, 100% of customer complaints received were responded to. Going forward, the Company will continue to safeguard customer rights and interests and enhance after-sales service experience.</p>	No major difference																					

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	<u>Yes</u>	<u>No</u>	
		<p><u>Summary description</u></p> <p>The Company attaches great importance to the "protection of personal data and privacy". In compliance with the Personal Data Protection Act, the Company has formulated its "Privacy Policy", which was published on the Company's official website in 2020. The scope of application covers the Company, its branches, customers and suppliers. Internally, the Company has also established procedures related to personal data management, such as "Management of Personal Data Protection". In addition to strictly safeguarding data security, the Company conducts a comprehensive inventory and risk assessment of personal data each year for key units that maintain important personal data. Based on the assessment results, the Company formulates and implements risk treatment plans for high risk personal data files to improve personal data protection. For third parties entrusted with the collection, processing or use of personal data, the Company also requires the signing of personal data outsourcing protection agreements.</p> <p>To effectively promote and handle the Company's privacy and personal data protection management matters, the Company has established the "Information Safety and Personal Data Management Committee". The Committee is composed of responsible unit managers and executing units. Through annual meetings, the Committee reviews the annual implementation status and promotes privacy and personal data protection to implement the "Privacy Policy". The Committee also functions as a cross-departmental communication platform, providing timely support for personal data protection efforts. The Company's "Privacy Policy" is published on the Company website at the following link: <a href="https://www.grapeking.com.tw/terms/privacy-policy">https://www.grapeking.com.tw/terms/privacy-policy</a></p> <p>Quantitative data and management indicators related to the Company's investment in personal data protection policies in 2025 are as follows:</p> <ul style="list-style-type: none"> <li>i. Enhancing employee awareness of personal data protection: In 2025, the Company held two "Introduction to Personal Data and Company Confidentiality System" training sessions for relevant business units, to help employees understand the basic requirements of the Personal Data Protection Act, common violations and internal control mechanisms. A total of 40 participants attended the training, with a total of 80 training hours. In addition, through internal announcements, the Company provided all employees with information on the rules for the collection, processing, use and retention of external personal data, thereby implementing the Company's personal data protection policy.</li> <li>ii. Personal data inventory and risk assessment operations: For key internal and external units involved in the collection, processing and use of personal data, the Company completed personal data inventory and risk assessment operations in June 2025. A total of 30 business processes were identified. Personal data files were then itemized and inventoried for each sub-process, and risk assessments were conducted for all personal data files. Improvement actions were completed in June 2025 based on the risk assessment results.</li> <li>iii. Incident response and risk treatment: In 2025, there were zero cases of violation of personal data protection.</li> </ul> <p>The Company has set up dedicated units and customer service hotlines. Dedicated personnel are responsible for handling</p>	

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(6) Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?		<p>consumer inquiries and after-sales services related to products or related complaints. Questions related to personal data and privacy may also be raised via the hotlines, dedicated email addresses, or the "Contact Us" section on the Company's website.</p> <p>The Company's consumer communication and customer complaint contact information is available on the Company's website and on product packaging labels, as follows:</p> <p>Tel: 0800-028-686 / 02-8178-3167</p> <p>Email: bioshop@grapeking.com.tw</p> <p>For more details, please refer to "1.5 Legal Compliance" in the chapter "CH1 Ethical Governance", "2.2.4 Tracking and Compliance Management" in the chapter "CH2 Product Liability" and "3.3 Customer Service" in the chapter "CH3 Innovation and R&amp;D" of the 2025 ESG Report.</p>	No major difference
		<p>The Company has established the "Supplier Code of Conduct", requiring suppliers to comply with relevant standards on topics including labor and human rights, occupational safety and health, environmental protection, and ethical norms (including ethical corporate management and anti-corruption and anti-bribery, intellectual property rights, fulfillment of raw material procurement responsibilities, privacy, and information security). In accordance with the "Supplier Evaluation Procedures," suppliers are evaluated for compliance with national laws and industry standards based on legality, good reputation, safeguarding employees' rights and interests, and emphasis on food safety and environmental protection, as conditions for supplier approval. A cross-departmental team conducts supplier evaluations to assess suppliers' compliance with relevant laws and regulations and urge improvements, establishing a sustainable supply chain management mechanism. In 2015, the Company added corporate social responsibility clauses to the revised contract. In accordance with the supplier on-site evaluation workflow, if a supplier has major deficiencies and is deemed unqualified, cooperation opportunities will be suspended until the supplier improves the deficiencies before transactions can resume. The full content of the Supplier Code of Conduct, established in October 2019, is available in (Note 4) and is also published in the stakeholders section of the Company's website so that suppliers are informed and comply.</p> <p>The Company's specific implementation measures are as follows:</p> <ol style="list-style-type: none"> <li>i. On site supplier evaluation: In 2025, 62 suppliers were evaluated (including 18 new suppliers, of which 1 supplier conducted self-evaluation). As a result of the evaluations, 61 suppliers became qualified suppliers, and 1 new supplier was rated as non-qualified and, in accordance with regulations, is not allowed to engage in transactions with the Company.</li> <li>ii. Supplier audits: In 2025, 214 raw material suppliers underwent annual evaluations, achieving an audit rate of 100%.</li> <li>iii. Supplier tiered management: Suppliers are graded across five dimensions—quality, cost, delivery, service/cooperation, and integrity &amp; anti-corruption—and the results serve as the basis for supplier risk management.</li> </ol>	

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		<p><u>Summary description</u></p> <p>iv. Management of engineering contractors: The Company has established a "Hazard Prevention Notification Form" to be used before contractors commence on-site work. Through a strategy that combines guidance, audit and promotion, the Company strengthens safety awareness in the workplace.</p> <p>v. In 2025, Grape King invited 99 suppliers in its supply chain to participate in online occupational safety and health training courses, tests and questionnaires. A total of 53 suppliers (54%) completed the coaching records, and 68 suppliers (69%) conducted self-assessments of their occupational health and safety (OHS) sustainability performance.</p> <p>vi. Supplier sustainability self-assessment questionnaire: The Company's key suppliers are required to complete a supplier sustainability self-assessment questionnaire each year. The questionnaire covers labor and human rights, health and safety, environmental protection, ethical norms, and management systems, totaling 39 questions. In 2025, the Company issued the sustainability self-assessment questionnaire to 87 key suppliers, with a 100% response rate. The scoring criteria for the supplier sustainability self-assessment questionnaire are as follows:</p> <table border="1"> <thead> <tr> <th>Questionnaire Dimension</th> <th>Number of Questions</th> <th>Weight</th> <th>ESG Dimension</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>Labor and Human Rights</td> <td>7</td> <td>17.9%</td> <td>Social</td> <td>Covers topics such as prohibition of discrimination, forced labor, child labor and inhumane treatment, respect for freedom of association rights, and continuous improvement of labor and human rights deficiencies.</td> </tr> <tr> <td>Health and Safety</td> <td>11</td> <td>28.2%</td> <td>Social</td> <td>Covers topics such as safe operations, emergency response, occupational injury management, hazard control, equipment safety, sanitation facilities, safe dormitories, accident-free, corrective deficiencies, and ISO 45001 certification.</td> </tr> <tr> <td>Environmental Protection</td> <td>11</td> <td>28.2%</td> <td>Environment</td> <td>Covers topics such as recording greenhouse gas emissions, environmental permits, resource conservation, hazardous substance management, waste disposal, air emission control, wastewater treatment, no environmental violations, corrective deficiencies, and ISO 14001 certification.</td> </tr> <tr> <td>Ethical Norms</td> <td>3</td> <td>7.7%</td> <td>Governance</td> <td>Covers topics such as zero tolerance for bribery, prohibition of improper benefits, and establishment of whistleblowing and reporting procedures.</td> </tr> <tr> <td>Management Systems</td> <td>7</td> <td>17.9%</td> <td>Governance</td> <td>Covers topics such as information disclosure, intellectual property protection, sustainable raw material use, personal data protection, environmental and social responsibility policies, policy communication, and the Supplier Code of Conduct.</td> </tr> </tbody> </table> <p>To bring together the strength of Grape King's associated members (contractors and suppliers) and lead and promote occupational safety and health toward the "you're good, I'm good, everyone is good" win-win goal, Grape King Bio and the Taoyuan City Government jointly formed the "Grape King Safety and Health Family" with 20 partner enterprises in 2021. Through a "large enterprise leading small enterprises" model, the Company aims to enhance the hazard</p>	Questionnaire Dimension	Number of Questions	Weight	ESG Dimension	Description	Labor and Human Rights	7	17.9%	Social	Covers topics such as prohibition of discrimination, forced labor, child labor and inhumane treatment, respect for freedom of association rights, and continuous improvement of labor and human rights deficiencies.	Health and Safety	11	28.2%	Social	Covers topics such as safe operations, emergency response, occupational injury management, hazard control, equipment safety, sanitation facilities, safe dormitories, accident-free, corrective deficiencies, and ISO 45001 certification.	Environmental Protection	11	28.2%	Environment	Covers topics such as recording greenhouse gas emissions, environmental permits, resource conservation, hazardous substance management, waste disposal, air emission control, wastewater treatment, no environmental violations, corrective deficiencies, and ISO 14001 certification.	Ethical Norms	3	7.7%	Governance	Covers topics such as zero tolerance for bribery, prohibition of improper benefits, and establishment of whistleblowing and reporting procedures.	Management Systems	7	17.9%	Governance	Covers topics such as information disclosure, intellectual property protection, sustainable raw material use, personal data protection, environmental and social responsibility policies, policy communication, and the Supplier Code of Conduct.	
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		<p><u>Summary description</u></p> <p>identification and self-management capabilities of small and medium-sized enterprises. Members share safety and health information with each other, support one another in disaster response and jointly improve safety and health matters. Since the establishment of the family in 2021, as a core enterprise, the Company has actively helped promote the occupational safety and health operations of the family, assisted members in enhancing their safety and health capabilities and enthusiastically participated in public welfare activities related to occupational safety. The Company received the Safety and Health Family Contribution Award in 2022 and a certificate of appreciation from the Ministry of Labor and recognition as an Outstanding Safety and Health Family in Taoyuan City in 2024. In 2025, the Company again participated as a core member in the fourth-year Safety and Health Family initiative of the Taoyuan City Labor Inspection Office and introduced OHS sustainability performance self-assessment and coaching mechanisms.</p> <p>For more details, please refer to "2.1 Sustainable Supply Chain" in the chapter "CH2 Product Liability" of the 2025 ESG Report.</p>	
5. Does the company refer to international reporting standards or guidelines when preparing its sustainability report and other reports disclosing non-financial information? Does the company obtain third party assurance or certification for the reports above?	V	<p>The Company's 2025 ESG Report is prepared in accordance with the requirements of the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards), 2021 version, issued by the Global Reporting Initiative (GRI), AA1000 (2008), and the Sustainability Accounting Standards Board (SASB) standards for the "Household &amp; Personal Products" and "Processed Foods" industries, and follows the "Guidelines for the Preparation and Filing of ESG Reports by TWSE Listed Companies" of the Taiwan Stock Exchange, ISO 26000 Guidance on Social Responsibility, and the United Nations Global Compact and other standards. The Company consulted with Ernst &amp; Young CPAs on the report, and engaged Deloitte &amp; Touche, an independent and credible firm of CPAs, to plan and perform a limited assurance engagement in accordance with the requirements of the Statement of Assurance Engagements Other than Audits or Reviews of Historical Financial Information No. 1 "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information" issued by the Accounting Research and Development Foundation of the Republic of China. For the assurance report, please refer to the 2025 ESG Report.</p> <p>The Company's 2025 ESG Report is scheduled to be issued in May 2026 and will be available for download and viewing on the Company's official website (<a href="http://www.grapeking.com.tw">www.grapeking.com.tw</a>).</p> <p>For more details, please refer to the chapter "About the Report" of the 2025 ESG Report.</p>	No major difference
6. If the Company has adopted its own sustainable development best practice principles based on the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, please describe any deviation from the principles in the Company's operations: No major difference.			
7. Other important information to facilitate better understanding of the company's promotion of sustainable development: <ul style="list-style-type: none"> <li>i. <b>Implementation of the United Nations Sustainable Development Goals (SDGs) in 2025</b> <ul style="list-style-type: none"> <li>● SDG 3 Good health and well-being <ul style="list-style-type: none"> <li>(1) Conduct research on related functional materials in response to an aging and declining birthrate society and a continued increase in the exercising population.</li> </ul> </li> </ul> </li> </ul>			





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	Yes	No	
	Summary description		

	environmental improvements	
Pingzhen Plant-Beixing Village	Mid-Autumn Festival cash gifts	NT\$100,000

As the factories are adjacent to residential areas, the issues raised vary according to individual perceptions. The Company attaches importance to every opinion and does its utmost to make improvements and reduce its impact on surrounding neighborhoods, thereby fulfilling its social responsibility as a local enterprise.

In 2025, through the situation analysis table of the management system, the Company identified the risks that it poses to the surrounding communities as follows:

Issue	Current status	Action plan
Noise control improvement	At the Pingzhen Plant, due to operational needs, the unloading area is adjacent to residential buildings. During certain time periods, the entry and exit of vehicles and personnel generate some noise, affecting the daily life and rest of nearby residents.	Relevant warning notices have been posted at locations where vehicles and personnel frequently enter, exit and remain, reminding all personnel in the area to be mindful of noise levels. At the same time, internal promotion has been carried out with relevant units.
Improvement of litter scattering	At the Pingzhen Plant's outdoor temporary garbage storage area, garbage is occasionally blown onto land outside the plant due to weather conditions, causing inconvenience to nearby residents.	The existing garbage carts already have lids. To prevent occasional scattering, additional protective nets have been installed around the temporary storage area to avoid recurrence of the problem.

For more details, please refer to "5.2 Community Participation" in the chapter "CH5 Social Prosperity" of the 2025 ESG Report.

### iii. Support domestic culture development

To fulfill corporate social responsibility and promote participation in arts and culture in Taiwan, the Company actively supported domestic cultural development in 2025. It invested a total of NT\$36.7 million in cultural projects, including performing arts groups, film and television, music, dance, cultural and artistic events, and exhibitions, making every effort through concrete actions to support cultural and artistic development activities in Taiwan. The support approaches and results are disclosed as follows:

- (1) In 2025, the Company held a total of seven appreciation banquets in Taoyuan, Taichung and Kaohsiung in March, April, August and September, inviting local singers such as May Sun, Rachel Liang, Nana Lee, Evan Yo, Princess Ai, Lala Hsu, as well as Taiwanese pole dance artists Bibi Lin and Eric Lin to perform. In doing so, the Company continued to support and promote local pop music and performing arts culture. Total investment amounted to NT\$34.45 million, with more than 34,000 participants joining the events.
- (2) In the area of domestic film and television, in addition to supporting film culture by sponsoring Taiwanese films released in 2025, including "SUMMER BLUE HOUR", "A Dance With Rainbows", "Second Life" and the short film "Hideko", as well as sponsoring domestically produced works to be released after 2026 such as the feature film "KEEP OUT: Haunted House in Wuzhi Town", the short film "Riding Spirit", the series "The Scammers", and the Hakka TV series "The Young Ones", the Company also supported young students entering the film and television industry by sponsoring the Class of 110 Graduation Exhibition "Crossing Paths" of the Department of Motion Picture at National Taiwan University of Arts and the master's program short film "Lost Call". In addition, the Company sponsored the "2025 Taoyuan Film Festival" in August and the "Taipei International Golden Short Film Award" in November, providing multiple strategic cooperation supports to the Taiwanese film and television industry. Total investment amounted to NT\$1.77 million (including NT\$720,000 in the form of functional drinks and health food sponsorship).
- (3) In 2025, the Company sponsored the academic competition organized by the Andrew Charity Association, encouraging students from rural areas and economically disadvantaged families in Taiwan to demonstrate their talents in reading and writing, art and painting, and calligraphy, thereby stimulating their imagination and creativity in writing and drawing. In

Promoted Item	Implementation Status (Note 1)		Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons		
	Yes	No			
		<p>Summary description</p> <p>addition, in November, the Company sponsored the "Taoyuan City Literary Awards and Commemoration of Taoyuan Literature" to support the promotion of literary creation. Total investment amounted to NT\$210,000 in the form of functional drinks and other related sponsorship).</p> <p>(4) In music and dance, the Company sponsored the "Golden Wolf Music Video Festival" event held from April 4 to April 6, the 42nd "NCCU Golden Melody Awards" music competition, the "Windy Festival" hosted by National Taipei University of Business on November 21, the Jam &amp; Flow x PowerBOMB "Roamisland Year-End Party" held from December 20 to December 21, as well as various dance clubs of academic institutions. Through the combination of music and dance, the Company hopes to convey positive energy. Total sponsorship amounted to NT\$90,000 in the form of functional drinks.</p> <p>(5) The Company also sponsored various exhibitions and performances, including the Taiwan Lantern Festival held in Taoyuan in February 2025 and the "Sustainable Environment Creative Exhibition" held from December 19, 2025 to January 18, 2026, in order to support public access to culture and the arts. Total investment amounted to NT\$80,000 (including NT\$50,000 in the form of functional drinks).</p>			
<p><b>iv. Biodiversity</b></p> <p>Biodiversity is a key factor for the health, stability, and prosperity of ecosystems. It refers to the richness of biological species in a specific region, an ecosystem, or the entire Earth, including species diversity, genetic diversity, and ecosystem diversity. To support biodiversity, Grape King Bio has established a biodiversity and no-deforestation commitment, committing to achieve No Net Loss and Net Positive Impact of biodiversity at its own operating sites by 2050, end all deforestation (No Gross Deforestation), and compensate through reforestation (No Net Deforestation). This reduces environmental impacts in its own operations and in the value chain of suppliers and partners, and avoids operating activities near locations containing globally or nationally important biodiversity. In addition to assessing potential impacts of operations on biodiversity (for example, conducting environmental impact assessments before building plants in protected areas), we also actively participate in and support various projects aimed at protecting and restoring ecosystems and increasing public awareness of the importance of this topic. In 2025, the following projects were carried out, with specific actions and results:</p>					
SDGs	Issue	Collaborating Unit	Project Name	Description	Total Input
6、15	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. In 2025, a total of 11 hectares of organic farmland implemented rational fertilization.	NT\$200,000 starting from 2023
13、15	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\$2,000,000 starting from 2022

Promoted Item	Implementation Status (Note 1)		Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
14	Ocean Conservation	Taiwan Cetacean Society	<p>In 2025, one Taiwan oil millet re-cultivation demonstration field was completed in Wutai Village, Wutai Township, with an area of 1 fen (about 293 plings).</p> <p>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.</p> <p>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.</p> <p>Grape King Bio supports expenses related to wildlife rescue medical care, including fruits and vegetables, feed, live bait, nutritional supplements, surgical or care consumables, veterinary medicines, necropsy, pathology testing, and environmental enrichment materials for inpatient enclosures. This enhances immediate medical resources for wildlife in eastern Taiwan and increases the number of animals rescued and treated. Over the past four years, more than 2,000 wild animals have been rescued.</p> <p>Through habitat management, the project protects and creates freshwater pond wetlands and low-mountain forests, promotes biodiversity, links local resources, and advances nature environmental education and local exchange. It also promotes environmental education programs to build a public environmental learning center, including participation in elementary-school environmental education curricula, lesson and activity design, educational resource exchange, and docent volunteer training, thereby nurturing environmental education foundations and conservation literacy. Under environmental trust protection, an abandoned orchard has become a thriving secondary forest, providing habitat for 500 species of plants and animals, with three ecological hotspots, and three new ecological guided routes completed.</p>
15	Biodiversity	WildOne Wildlife Conservation Association	<p>Grape King Bio supports expenses related to wildlife rescue medical care, including fruits and vegetables, feed, live bait, nutritional supplements, surgical or care consumables, veterinary medicines, necropsy, pathology testing, and environmental enrichment materials for inpatient enclosures. This enhances immediate medical resources for wildlife in eastern Taiwan and increases the number of animals rescued and treated. Over the past four years, more than 2,000 wild animals have been rescued.</p> <p>Through habitat management, the project protects and creates freshwater pond wetlands and low-mountain forests, promotes biodiversity, links local resources, and advances nature environmental education and local exchange. It also promotes environmental education programs to build a public environmental learning center, including participation in elementary-school environmental education curricula, lesson and activity design, educational resource exchange, and docent volunteer training, thereby nurturing environmental education foundations and conservation literacy. Under environmental trust protection, an abandoned orchard has become a thriving secondary forest, providing habitat for 500 species of plants and animals, with three ecological hotspots, and three new ecological guided routes completed.</p>
15	Biodiversity	Taiwan Environmental Information Association	<p>Through habitat management, the project protects and creates freshwater pond wetlands and low-mountain forests, promotes biodiversity, links local resources, and advances nature environmental education and local exchange. It also promotes environmental education programs to build a public environmental learning center, including participation in elementary-school environmental education curricula, lesson and activity design, educational resource exchange, and docent volunteer training, thereby nurturing environmental education foundations and conservation literacy. Under environmental trust protection, an abandoned orchard has become a thriving secondary forest, providing habitat for 500 species of plants and animals, with three ecological hotspots, and three new ecological guided routes completed.</p>

Note 1: If "Yes" is ticked in the "Implementation status" column, please concretely describe the major policies, strategies, and measures adopted and the status of their implementation. If "No" is ticked in the "Implementation status" column, please explain the deviations and the reasons in the "Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons" column and explain the Company's plans for adoption of related policies, strategies, and measures in the future. However, for Items 1 and 2, the TWSE/TPEX listed company shall describe the governance and supervisory framework for sustainable development, including but not limited to management policy, strategy and goal formulation, review measures, etc. It additionally shall describe the company's risk management policies or strategies for operations-related environmental, social, and corporate governance issues, and their assessment status.

Note 2: The materiality principle refers to focusing on environmental, social and corporate governance issues likely to have a material impact on the Company's investors and other stakeholders.



## Grape King Bio's Human Rights Policy

### Respect for Human Rights

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

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

### Community and Stakeholder Engagement

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

### Diversity and Inclusion and Recruitment

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

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



**Freedom of Association and Collective Bargaining**

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

**Safe and Healthy Workplace**

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

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

**Forced Labor and Child Labor**

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

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

**Working Hours, Wages and Benefits**

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

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



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

**Guidance and Reporting for Employees**

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

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

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

**Public Reporting**

We report to the public on our human rights-related commitments, efforts and statements, consistent with this Human Rights Policy, as part of our annual ESG Report. A copy of these reports can be found on our company website <https://www.grapeking.com.tw/en/csr/interactive/report> .

Andrew Tseng Ph.D.  
Chairman and CEO



## Grape King Bio's Supplier Code of Conduct

May 2023

Grape King Bio is committed to treating all workers with respect and dignity, ensuring safe working conditions, and conducting environmentally responsible, ethical operations. We expect suppliers in our operations and supply chain, and their suppliers, to embrace the following social, environmental, and ethical responsibilities.

### Supplier Conformance with Grape King Bio's Supplier Code of Conduct

- A. Underlying Obligations.** In addition to these responsibilities, suppliers must comply with all applicable laws; legal regulations, directives, and guidelines; and all obligations in any contract a supplier may have with us.
- B. On-Site Work.** Suppliers using our properties or facilities will comply with all of our applicable policies and requirements.
- C. Product Safety.** Grape King Bio is committed to producing high quality and safe products. Suppliers involved in any aspect of developing, handling, manufacturing, packaging, transporting, or storing our products are expected to know and comply with the product quality standards, policies, specifications, and procedures that apply to the products produced at your location. Furthermore, follow and adhere to good manufacturing practices and testing protocols, and comply with all applicable local food safety laws and regulations. Suppliers must report issues immediately to Grape King Bio that could negatively affect the quality or public perception of a Grape King Bio product.
- D. Certifications.** If Grape King Bio requests additional certifications, such as ISO 50001, 14001 or OHSAS 18001, suppliers will make good faith efforts to obtain such certifications in a timely manner.
- E. Information Disclosure.** Suppliers will accurately disclose information regarding their labor, health and safety, environmental practices, business activities, structure, financial situation, and performance, in accordance with prevailing industry practices.
- F. Cooperation.** Suppliers will cooperate with information requests or audits we may initiate to confirm their fulfillment of these responsibilities. If suppliers has a duty of confidentiality or the information is a business secret, it is not subject to this part of the audit. Though we seek to work with suppliers to improve conditions, we may terminate our relationship with any supplier that fails to meet these responsibilities.



## LABOR AND HUMAN RIGHTS

Grape King Bio is committed to upholding the human rights of workers and treating them with dignity and respect. This applies to all workers, including temporary, migrant, student, contract, direct employee, and any other type of worker. As a result, suppliers must manage their own workforce in order to achieve the following results:

**A. Freely Chosen Employment and Combating Modern Slavery.** Suppliers will not use or permit any form of forced, bonded, or indentured labor. All work must be voluntary, and all workers must be free to terminate their employment at any time. Suppliers will not hold workers' identity, immigration, or work permit documents longer than reasonably necessary for administrative processing. Suppliers are expected not to require workers to pay recruitment fees or other fees for their employment, either directly or through third parties, and are expected to repay any worker that has paid such fees. Suppliers will not unreasonably restrict workers' freedom to move into, out of, or at working facilities. As part of the hiring process, suppliers will comply with the labor laws and conditions of the country where the employee is located.

**B. Young Workers and Student Interns** Suppliers will not use child labor. "Child" means any person under age 15, under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 will not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Suppliers may use legitimate, properly-managed apprenticeship programs, such as student internships. Unless otherwise addressed by local law, suppliers are expected to pay student workers, interns, and apprentices at least the same wage rates as other entry-level workers performing equal or similar tasks.

**C. Wages.** Suppliers will pay legally-mandated wages and benefits, will comply with the law regarding wage deductions, and will provide workers with the basis on which workers are paid via pay stub or similar documentation. Suppliers are expected not to deduct from wages as a disciplinary measure.

**D. Working Hours.** Except in emergency or unusual situations, for suppliers' workers paid hourly, workweeks are expected not to exceed 60 hours per week (including overtime) or, if less, the maximum set by local law. Workers should be allowed at least one day off every seven days.



**E. Fair Treatment, Non-Discrimination, Diversity and Inclusion.** Suppliers will not permit harassment, abuse, corporal punishment, or inhumane treatment. Suppliers will not subject workers or potential workers to unlawful medical tests or physical exams. Suppliers will not discriminate in screening, hiring, or employment practices based on race, color, age, sex, gender, gender identity, gender expression, sexual orientation, marital status, ethnicity, national origin, caste, disability, genetic information, medical condition, pregnancy, religion, political affiliation, union membership, covered veteran status, or body art. Workers' religious practices will be reasonably accommodated. In addition, suppliers will demonstrate a commitment to identify, measure, and improve a culture of diversity and inclusion through all aspects of workplace management.

**F. Freedom of Association and Collective Bargaining.** Workers will be permitted to associate freely, bargain collectively, and seek representation in accordance with local laws. Suppliers are expected to permit workers to openly communicate and share grievances with management about working conditions without fear of reprisal or harassment.

## HEALTH AND SAFETY

Suppliers will integrate the following health and safety management requirements into business processes to provide workers with a healthy and safe work environment:

**A. Occupational Safety and Health.** Suppliers will comply with all applicable safety and health laws and regulations, and identify, evaluate, and control worker exposure to safety and health hazards, including chemical, biological, physical, and ergonomic stressors, through proper design, engineering controls, maintenance, safe work procedures, and ongoing health and safety guidance. Where these means cannot adequately control hazards, suppliers will protect workers with appropriate personal protective equipment and provide them with information about risks to them from these hazards. Suppliers will implement procedures to prevent, manage, track, and report occupational injury and illness, including encouraging worker reporting, classifying and recording cases, providing medical treatment, investigating cases, implementing corrective actions, and facilitating workers' return to work.

**B. Emergency Preparedness.** Suppliers will identify and plan for potential emergencies, and will implement emergency plans and provide guidance to workers on emergency response procedures, including emergency reporting, worker notification and evacuation, drills, fire detection and suppression equipment, exit facilities, and recovery plans.



**C. Sanitation, Food, and Housing.** Suppliers will provide workers with ready access to clean toilet facilities, potable water, and sanitary food preparation, storage, and eating facilities. If suppliers provide workers with residential facilities, those facilities will be clean and safe, with adequate personal space, entry and exit privileges, emergency egresses, heat and ventilation, and hot water for bathing and showering.

## ENVIRONMENTAL

Grape King Bio recognizes that environmental responsibility is integral to producing world-class products. In manufacturing operations and construction, suppliers will strive to create regenerative processes and will minimize adverse effects on the community, environment, and natural resources while safeguarding the health and safety of the public. In addition:

**A. Environmental Permits and Reporting.** Suppliers will obtain and keep current all required environmental permits, approvals, and registrations, and follow their operational and reporting requirements.

**B. Resource Efficiency and Clean Energy.** Throughout their operations, suppliers will work to reduce consumption of resources, including raw materials, energy, and water. Suppliers will track, document, and seek to minimize energy consumption and greenhouse gas emissions, and seek ways to improve energy efficiency and use cleaner sources of energy.

**C. Hazardous and Restricted Substances.** Suppliers will identify and manage chemicals and other materials that pose a hazard to the environment, to ensure their safe handling, use, storage, and disposal. Suppliers will identify, monitor, control, treat, and reduce hazardous air emissions, wastewater, and waste generated from its operations. Suppliers will adhere to our requirements restricting use of specific substances, including labeling for recycling or disposal.

**D. Waste Mitigation: Wastewater, Solid Waste and Stormwater**

**Management.** Suppliers will work to reduce or eliminate waste of all types. Where waste cannot be eliminated, suppliers will manage and control all waste streams to comply with applicable laws and regulations, and in an environmentally responsible and secure way; this includes, but is not limited to, preventing illegal discharges and spills from entering storm drains, and treating as required prior to discharge or disposal of all wastewater and solid waste from operations, industrial processes, and sanitation facilities.

## ETHICS AND COMPLIANCE

Suppliers will uphold the highest standards of ethics to promote honesty and integrity in business operations, including:

**A. Business Integrity, Anti-Bribery and Anti-Corruption.** Suppliers will avoid even the appearance of conflicts of interest in their work with us. Suppliers shall adopt a zero-tolerance attitude towards bribery and corruption and will not offer or accept any form of bribery, corruption, extortion, or embezzlement, nor directly or indirectly offer, promise to offer, request, or accept any form of improper benefits to or from clients, agents, contractors, suppliers, public officials, or other stakeholders. Suppliers shall not engage in disguised bribery through direct or indirect contributions to political parties or organizations or individuals involved in political activities, or through charitable donations or sponsorships. Suppliers will implement monitoring and enforcement procedures to ensure compliance with anti-corruption laws, and will also accurately reflect their business dealings in their books and records. Suppliers will immediately disclose any known family or other close personal relationships with our employees who have an influence over their engagements with us. According to the results of risk assessment and due diligence conducted on suppliers by Grape King Bio, suppliers should comply with different levels of requirements based on the levels of bribery and corruption risks identified by Grape King Bio, including but not limited to signing a Supplier Integrity Statement, complying with the Company's anti-bribery and anti-corruption related policies, and establishing anti-bribery and anti-corruption related regulations.

**B. Intellectual Property.** Suppliers will respect intellectual property rights, and will conduct technology and know-how transfers in a manner protecting intellectual property rights.

**C. Responsible Materials Sourcing.** Suppliers will maintain a policy reasonably assuring that any tantalum, tin, tungsten, and gold in products they manufacture does not directly or indirectly benefit armed groups that commit human rights abuses in or near the Democratic Republic of the Congo. Suppliers will exercise, and will make available to us upon request, due diligence on the source and chain of custody of these minerals.

**D. Privacy and Information Security.** Suppliers will protect the privacy of personal information of everyone with whom they do business, including suppliers, customers, consumers, and workers.

## MANAGEMENT SYSTEM

Suppliers are expected to adopt or establish a management system to carry out these responsibilities. The management system will be designed to ensure suppliers' operations: (a) comply with our requirements and applicable laws and regulations; (b) conform to these responsibilities; and (c) identify and mitigate operational risks related to these responsibilities. It should also facilitate continual improvement.



## WHISTLEBLOWING CHANNELS

Grape King Bio has established a whistleblowing system. In the process of transaction negotiation and performance of the contract, if the supplier finds that the employees and associated personnel of Grape King Bio have engaged in corruption, theft, embezzlement, graft, fraud or other unethical and dishonest behaviors, it shall report in accordance with the Company's "Whistleblowing and Compliant Management Procedure".

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 Mailbox: [companyopinion@grapeking.com.tw](mailto:companyopinion@grapeking.com.tw)

**Climate-Related Information of TWSE/TPEX Listed Company**

**1. Implementation of Climate-Related Information**

Item	Implementation status
<p>1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.</p>	<p>To address the risks and opportunities that may arise from climate change, the Board of Directors' primary responsibilities are to formulate policies related to governance and operational directions and to supervise management performance. To ensure compliance with all regulations, including domestic and international standards related to climate change, the Board authorizes various functional committees under it to assist in overseeing climate change and other sustainability issues.</p> <p>Sustainability governance organizational structure and the responsibilities of each functional committee are as follows:</p> <ol style="list-style-type: none"> <li>1. Board of Directors: The highest governance body for climate change-related governance and oversight.</li> <li>2. ESG Steering Committee: Responsible for the Group's sustainability and climate management strategies and actions. Each year, the ESG Steering Committee reports on the implementation of climate-related strategies and the achievement status of targets. (The ESG Steering Committee was established on November 12, 2025; in 2025, the ESG Committee reported to the Board of Directors.)</li> <li>3. Risk Management Committee: Oversees the Group's overall risks, regularly reviews the risk assessment results and response plans prepared by the Risk Management Task Force, and appoints personnel to consolidate and report (at least once a year) the Company's risk management execution status to the Board of Directors. Reported content includes identification, prioritization, and response strategies for climate-related risks and opportunities. (The authority to supervise risk management was previously assumed by the Audit Committee; after the Board resolution on November 12, 2025, it is assumed by the Risk Management Committee.)</li> <li>4. Remuneration Committee: Evaluates ESG-related performance compensation for the Group's managerial officers. Please refer to page 40–41 of this annual report for details on the linkage content for senior managerial officers and sustainability performance.</li> </ol> <p>At the management level, the ESG Committee is responsible for promoting related sustainability initiatives. A senior executive is appointed as the chairperson, and representatives from each unit (Finance Division, R&amp;D Division,</p>

Item	Implementation status												
	<p>Longtan Branch, Manufacturing Division, Supply Chain, Sales Division, Administration Division, Health and Safety Department, Human Resources Department, and Public and Investor Relations Department) are selected as committee members. The Committee convenes at least once every six months to jointly plan and implement the annual ESG plan. Each quarter, it reports to the ESG Steering Committee on the implementation results and work plan status of climate strategies.</p>												
<p>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).</p>	<p>The Company proactively responds to the global net zero trend and identifies material climate risks and opportunities that may arise, with the aim of reducing the direct and indirect operational and financial impacts brought about by climate change and enhancing the organization's climate resilience. Short term (1–3 years), medium term (3–5 years) and long term (more than 5 years) time horizons are defined, and the potential operational and financial impacts of relevant climate risks and opportunities on the Company are assessed in order to plan various actions to address climate related risks and opportunities. Materiality is determined based on indicators such as the “magnitude of impact” and “likelihood of occurrence” of climate related risks and opportunities, and mitigation or adaptation measures for such climate related risks and opportunities are developed accordingly.</p> <p>The material climate risks and opportunities are described as follows:</p>												
	<table border="1"> <thead> <tr> <th data-bbox="837 1176 895 1400">Risk / opportunity category</th> <th data-bbox="837 891 895 1176">Risk / opportunity item</th> <th data-bbox="837 327 895 891">Description of risk and strategy</th> <th data-bbox="837 141 895 327">Time horizon of impact</th> </tr> </thead> <tbody> <tr> <td data-bbox="895 1176 1114 1400">Transition risks</td> <td data-bbox="895 891 1114 1176"> <ol style="list-style-type: none"> <li>1. Policy and regulations – increase in greenhouse gas carbon fees / taxes</li> <li>2. Increased use of renewable energy</li> </ol> </td> <td data-bbox="895 327 1114 891"> <p>In response to the “Climate Change Response Act”, and based on estimates made with reference to public information disclosed by the Ministry of Environment, it is assumed that Grape King Bio will begin paying carbon fees in 2027 and will increase its purchases of green electricity.</p> </td> <td data-bbox="895 141 1114 327">Short-, medium- and long-term</td> </tr> <tr> <td data-bbox="1114 1176 1390 1400">Transition risks</td> <td data-bbox="1114 891 1390 1176">Market – changes in customer behavior</td> <td data-bbox="1114 327 1390 891"> <p>Customers require monitoring and reduction of carbon emissions, and demand that the Company commit to participating in CDP or other climate initiatives and carry out related external carbon verification.</p> </td> <td data-bbox="1114 141 1390 327">Short-, medium- and long-term</td> </tr> </tbody> </table>	Risk / opportunity category	Risk / opportunity item	Description of risk and strategy	Time horizon of impact	Transition risks	<ol style="list-style-type: none"> <li>1. Policy and regulations – increase in greenhouse gas carbon fees / taxes</li> <li>2. Increased use of renewable energy</li> </ol>	<p>In response to the “Climate Change Response Act”, and based on estimates made with reference to public information disclosed by the Ministry of Environment, it is assumed that Grape King Bio will begin paying carbon fees in 2027 and will increase its purchases of green electricity.</p>	Short-, medium- and long-term	Transition risks	Market – changes in customer behavior	<p>Customers require monitoring and reduction of carbon emissions, and demand that the Company commit to participating in CDP or other climate initiatives and carry out related external carbon verification.</p>	Short-, medium- and long-term
Risk / opportunity category	Risk / opportunity item	Description of risk and strategy	Time horizon of impact										
Transition risks	<ol style="list-style-type: none"> <li>1. Policy and regulations – increase in greenhouse gas carbon fees / taxes</li> <li>2. Increased use of renewable energy</li> </ol>	<p>In response to the “Climate Change Response Act”, and based on estimates made with reference to public information disclosed by the Ministry of Environment, it is assumed that Grape King Bio will begin paying carbon fees in 2027 and will increase its purchases of green electricity.</p>	Short-, medium- and long-term										
Transition risks	Market – changes in customer behavior	<p>Customers require monitoring and reduction of carbon emissions, and demand that the Company commit to participating in CDP or other climate initiatives and carry out related external carbon verification.</p>	Short-, medium- and long-term										

Item	Implementation status			
	Risk / opportunity category	Risk / opportunity item	Description of risk and strategy	Time horizon of impact
	Transition risks	Low-carbon technologies – replacing existing products with low carbon products	For major purchased food raw materials (such as soymilk, cane sugar, Chinese herbal medicines, etc.), future impacts from climate change or export control measures in producing regions may lead to reduced production, stockouts, or the need to change suppliers, thereby creating risks.	Short-, medium- and long-term
	Transition risks	Reputation – stakeholder concerns	Stakeholder concerns may influence investors' perceptions. Foreign investors and ESG funds pay close attention to sustainability rating performance. Failure to meet targets may result in capital outflows or higher costs of green financing, thereby affecting the Company's valuation.	Short-, medium- and long-term
	Physical risks	Short term – water scarcity	Under extreme water shortage scenarios, the Company's own plants or suppliers in the supply chain may face delayed shipments or even production stoppages due to a lack of water.	Short-, medium- and long-term
	Climate opportunities	Resource efficiency – use of more efficient processes	By inventorying the energy consumption information of equipment in the plants and optimizing production processes, the Company improves energy efficiency.	Short-, medium- and long-term
	Climate opportunities	Development of sustainable health products Entering new markets	Meeting customer needs and increasing revenue.	Short-, medium- and long-term
	For more details, please refer to Section 6.1 of Chapter 6 of the Company's 2025 ESG Report.			

3. Describe the financial impact of extreme weather events and transformative actions.

The Company is gradually introducing climate risk scenario analysis. Taking into account the impacts of climate change, it selects appropriate physical and transition risk scenarios to analyze the potential risk that, under the worst-case climate scenario, operations at the Zhongji Plant in Taoyuan City—the county/city where the Company's main production sites are located—may be interrupted due to drought and water shortages. The Company has formulated response strategies (for example, taking inventory of the water storage capacity of on-site ponds and

Item	Implementation status
	<p>water towers, and planning a backup water-tank truck supply plan). On the transition action side, in response to identified climate-related risks, each plant will continue to increase the proportion of renewable energy used, develop low-carbon transition technologies, and adopt more energy-efficient processes, which may lead to higher operating costs. For more details, please refer to Section 6.1 of Chapter 6 of the Company's 2025 ESG Report.</p>
<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p>	<p>Under the Company's risk management mechanism, the Board of Directors is the highest management and decision-making body, and the Risk Management Committee is responsible for oversight. In line with the Company's business strategies and industry environment, the Board approves the "Risk Management Policies and Procedures". The ESG Committee coordinates and convenes senior executives from each unit to engage in cross-departmental communication and promote implementation. The Company identifies climate-change-related risks and opportunities once every two years, and each year may, depending on whether significant ad-hoc climate issues arise, dynamically adjust the climate-related risk and opportunity items and conduct risk assessments. Each unit lists risks based on the likelihood of occurrence and the degree of financial impact, and compiles a "Risk Management Implementation Status" report, which is submitted regularly to the Risk Management Committee and the Board of Directors to ensure that the risk control mechanism is effectively implemented.</p>
<p>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.</p>	<p>The Company sets scenarios based on physical risks, transition risks and climate opportunities. Since climate-related risks and opportunities will affect future strategies and financial planning, the following scenario analyses are adopted to assess the resilience of climate strategies:</p> <ul style="list-style-type: none"> <li>● Transition risk scenarios – the Stated Policies Scenario (STEPS, 2.5°C) and the Net Zero Emissions by 2050 Scenario (NZE, 1.5°C) of the International Energy Agency (IEA).</li> <li>● Physical risk scenarios – the SSP3-7.0 and SSP5-8.5 scenarios from the "Taiwan Climate Change Projection and Information Platform Program (TCCIP) (AR6)" and the "2024 Taoyuan City Climate Change Overview".</li> </ul>

Item	Implementation status		
Risk / opportunity category	Risk / opportunity item	Estimated potential financial impact	
Transition risks	1. Policy and regulations – increase in greenhouse gas carbon fees / taxes 2. Increasing the use of renewable energy	Carbon fee as a percentage of revenue <sup>1</sup> (STEPS scenario) <sup>2</sup> Before adopting mitigation strategies: 0.146%–0.147% (2030–2050) After adopting mitigation strategies: 0.182%–0.075% (2030–2050) (NZE scenario) Before adopting mitigation strategies: 0.175%–0.21% (2030–2050) After adopting mitigation strategies: 0.145%–0.188% (2030–2050)	
Transition risks	Market – changes in customer behavior	No impact on orders for the time being	
Transition risks	Technology – replacing existing products with low-carbon products	Increase in raw material costs as a percentage of revenue Short-term (1–3 years): 0.575% Medium-term (3–5 years): 0.501% Long-term (more than 5 years): 0.47%	
Transition risks	Reputation – stakeholder concerns	Annual related costs invested (e.g., personnel costs, expert consulting, third-party assurance, etc.) of approximately NT\$2,900,000	
Physical risks	Short term – water scarcity	After adopting mitigation strategies, there is currently no risk of production shutdown due to water shortages	
Transition risks Climate opportunities	Low-carbon technologies – transition R&D and investment Resource efficiency – use of more efficient processes	It is planned to invest NT\$88,430,000 during 2026–2028 to replace energy-saving air compressors and new liquid filling machines	
Climate opportunities	Development of sustainable health products	In the short term (1–3 years), the Company plans to invest NT\$8 million per year, and in the long term to invest NT\$15 million per year, which will drive steady growth in ODM revenue both inside and outside the Group	

For more details, please refer to the Company's 2025 CDP Climate Change Questionnaire and Section 6.1 of

<sup>1</sup> Based on the consolidated revenue of NT\$10,251,607,000 in 2025 for Grape King Bio, the revenue contribution is calculated accordingly

<sup>2</sup> (Transition Scenario)

Under the IEA STEPS scenario, the carbon fee is projected to start at NT\$1,500 per metric ton in 2030, with subsequent growth rates of 0.8% (2031–2035), 3.85% (2036–2040), and 2.1% (2041–2050).

Under the IEA NZE scenario, the carbon fee is projected to start at NT\$1,800 per metric ton in 2030, with growth rates of 5.71% (2031–2035), 2.78% (2036–2040), and 2.2% (2041–2050).

Item	Implementation status
<p>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.</p>	<p>Chapter 6 of the 2025 ESG Report.</p> <p>To achieve the net-zero emissions target, the Company has formulated a low-carbon transition plan. Based on the emission boundary and inventory methodologies, the Company has planned reduction pathways and management measures separately for direct greenhouse gas emissions from operating activities (Scope 1), indirect emissions from energy use (Scope 2), and other indirect emissions related to the value chain (Scope 3). The design of the related measures follows the principles of “measurable, traceable and auditable”, and will be continuously refined through annual target setting, implementation monitoring and performance review mechanisms. Where necessary, third-party verification will also be introduced to enhance the reliability of information. The implementation details are as follows:</p> <ul style="list-style-type: none"> <li>● Autonomous reduction (priority given to reducing Scope 1 and part of Scope 3): The Company will continue to promote improvements in process and equipment efficiency, including replacing energy-saving equipment and introducing new liquid filling machines, in order to reduce energy consumption and related emissions during the manufacturing stage. Within a feasible scope, the Company will also promote carbon-reduction design and improvements in the product use stage.</li> <li>● Introduction of renewable energy (reducing Scope 2 and strengthening energy transition resilience): The Longtan Plant has installed self-generated renewable energy (green electricity) facilities. In line with the RE100 commitment and the annual electricity consumption structure, the Company will gradually increase the proportion of renewable energy use by purchasing sufficient renewable electricity or through related mechanisms, so as to reduce indirect emissions from electricity consumption and support the low-carbon energy transition.</li> <li>● Value chain and product strategies (focusing on Scope 3 and climate related opportunities): The Company incorporates low-carbon products and the R&amp;D and market expansion of sustainable health-related products into its transition strategy, including: evaluating and introducing low-carbon alternative materials for sustainable foods, promoting carbon reduction for raw materials and packaging materials, and developing health foods and other products. These efforts are intended to respond to health risks and market demand changes that may arise from climate change. Through supply chain management and product portfolio optimization, the Company aims to reduce value-chain emissions and capture climate related</li> </ul>

Item	Implementation status
	<p>opportunities.</p> <p>The Company has set key indicators for measuring and managing climate risks and opportunities, including managing transition risks related to markets, low-carbon technology transition costs, requirements and regulations for existing products and services, and reputation. By setting indicators and targets such as energy-saving efficiency, renewable energy utilization rate, RE100 achievement rate, and SBTi, the Company measures the effectiveness of its climate-related initiatives.</p> <p>For more details, please refer to Section 6.1 of Chapter 6 of the Company's 2025 ESG Report.</p>
<p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p>	<p>The Company has not yet implemented internal carbon pricing.</p>
<p>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 offset should be specified.</p>	<p>For the progress of each indicator, please refer to Chapter 6 of the Company's 2025 ESG Report.</p>
<p>9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).</p>	<p>As of the publication date of this Annual Report, the Company has not yet obtained a complete reasonable assurance opinion on the 2025 greenhouse gas inventory data. The complete reasonable assurance report will be disclosed in the ESG section of the Company's website. For detailed information on the greenhouse gas inventory and assurance status, as well as reduction targets, strategies and concrete action plans, please refer to Chapter 6 of the Company's 2025 ESG Report.</p>

With reference to the framework of IFRS S2, the Company discloses information on governance, strategy, risk management, metrics and targets regarding climate-related risks and opportunities. For more details, please refer to Section 6.1 and Section 6.2 of Chapter 6, and Sustainability Accounting Standards Board (SASB) Index of the Company's 2025 ESG Report.

1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

1-1-1 Greenhouse Gas Inventory Information

1. Describe the emission volume (metric tons CO<sub>2</sub>e), intensity (metric tons CO<sub>2</sub>e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.

<p>Company Profile</p> <p><input type="checkbox"/> Paid-in capital of more than NT\$10 billion, steel industry, cement industry</p> <p><input type="checkbox"/> Paid-in capital of more than NT\$5 billion but less than NT\$10 billion</p> <p><input checked="" type="checkbox"/> Paid-in capital less than NT\$5 billion</p>	<p>In accordance with Sustainable Development Roadmap disclosure of TWSE- and TPEX- Listed Companies</p> <p><input checked="" type="checkbox"/> Parent company inventory <input type="checkbox"/> Consolidated company inventory</p> <p><input type="checkbox"/> Parent company to obtain assurance <input type="checkbox"/> Consolidated company to obtain assurance</p>
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2025 (Unverified)	Total emissions (metric tons CO <sub>2</sub> e)		Intensity (metric tons CO <sub>2</sub> e / NT\$ million) (Note 4)	Assurance institutions	Assurance status description (Note 3)
	The Company	Subsidiaries			
Scope 1 (Note 1)	6,444.3541	117.8221	/	SGS Taiwan Ltd.	A complete reasonable assurance opinion on greenhouse gas emissions has not yet been obtained as of the publication date of this Annual Report. The 2025 data for Grape King Bio Ltd. and Rivershine Ltd. are expected to be verified by SGS Taiwan Ltd. in the second half of 2026. The complete reasonable assurance report will be disclosed in the ESG section of the Company's website.
Scope 2 (Note 2)	15,139.9968	2,767.7855			
Subtotal	21,584.3509	2,885.6076			
Total	24,469.9585		2.4		
2024	Total emissions (metric tons CO <sub>2</sub> e)		Intensity (metric tons CO <sub>2</sub> e / NT\$ million) (Note 4)	Assurance institutions	Assurance status description (Note 3)
	The Company	Subsidiaries			
Scope 1 (Note 1)	6,546.9894	189.6295	/	SGS Taiwan Ltd.	The 2024 data for Grape King Bio Ltd. and Rivershine Ltd. have been verified by SGS Taiwan Ltd., and the assurance reports have been disclosed in the ESG section of the Company's website.
Scope 2 (Note 2)	14,897.7098	2,947.9149			
Subtotal	21,444.6992	3,137.5444			
Total	24,582.2436		2.2		

Note 1: Direct emissions (scope 1, i.e., emissions directly from sources owned or controlled by the Company), indirect energy emissions (scope 2, i.e., indirect greenhouse gas emissions from electricity, heat,

or steam) and other indirect emissions (scope 3, i.e., emissions from company activities that are not indirect energy emissions, but originate from sources owned or controlled by other companies).

Note 2: The data coverage scope for direct emissions and indirect energy emissions shall comply with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. Other indirect emissions information may be voluntarily disclosed.

Note 3: Greenhouse gas inventory standards: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 issued by the International Organization for Standardization (ISO).

Note 4: The intensity of greenhouse gas emissions may be calculated per unit of the product/service or revenue, but at least the data calculated in terms of revenue (NT\$ 1 million) shall be disclosed.

### 1-1-2 Greenhouse Gas Assurance Information

2. Describe the status of assurance for the 2 most recent fiscal years as of the publication date of this Annual Report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.

- Assurance status for 2025
  - ◆ Assurance scope – Grape King Bio Ltd. and Rivershine Ltd.
  - ◆ Assurance institutions – SGS Taiwan Ltd.
  - ◆ Assurance standards – ISO 14064-1:2018
  - ◆ Assurance opinion – A complete reasonable assurance opinion on greenhouse gas emissions has not yet been obtained as of the publication date of this Annual Report. The 2025 data for Grape King Bio Ltd. and Rivershine Ltd. are expected to be verified by SGS Taiwan Ltd. in the second half of 2026, and the verification reports will be disclosed in the ESG section of the Company's website after completion.
- Assurance status for 2024
  - ◆ Assurance scope – Grape King Bio Ltd. and Rivershine Ltd.
  - ◆ Assurance institutions – SGS Taiwan Ltd.
  - ◆ Assurance standards – ISO 14064-1:2018
  - ◆ Assurance opinion –

(1) In accordance with the requirements of the verification standards, Grape King Bio has made a greenhouse gas assertion. The disclosed information covers the period from January 1, 2024 to December 31, 2024. Total greenhouse gas emissions during the period were 40,872.550 metric tons of CO<sub>2</sub> equivalent. Of this amount, Scope 1 greenhouse gas emissions were 6,546.9894 metric tons of CO<sub>2</sub> equivalent; Scope 2 greenhouse gas emissions were 14,897.7098 metric tons of CO<sub>2</sub> equivalent; Scope 3 Category 3 to Category 6 greenhouse gas emissions were 19,427.8505 metric tons of CO<sub>2</sub> equivalent. Emissions from biogenic CO<sub>2</sub> combustion were 0.000 metric tons of CO<sub>2</sub> equivalent.

(2) The assurance opinion for the above-mentioned Scope 1 and Scope 2 emissions is reasonable assurance, and for Scope 3 Category 3 to Category 6 emissions is limited assurance.

Note 1: This information shall be disclosed in compliance with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. If the Company has not obtained a complete

greenhouse gas assurance opinion by the date of printing of the annual report, it shall note that "Complete assurance information will be disclosed in the sustainability report." If the Company does not prepare a sustainability report, it shall note that "Complete assurance information will be disclosed on the Market Observation Post System (MOPS)," and shall disclose the complete assurance information in the annual report of the following fiscal year.

Note 2: The assurance institutions shall meet the directions regarding assurance of sustainability reports prescribed by the TWSE and the TPEX.

Note 3: When preparing the disclosure content, the Company may refer to the best practice reference examples on the TWSE Corporate Governance Center website.

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

1. Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets:

- Greenhouse gas reduction base year, data and reduction targets:
  - ◆ Base year for reduction: 2023.
  - ◆ Base year emissions data: For Grape King Bio (entity basis), direct (Scope 1) greenhouse gas emissions were 6,184.3812 metric tons CO<sub>2</sub>e, and energy indirect (Scope 2) greenhouse gas emissions were 15,425.4568 metric tons CO<sub>2</sub>e.
  - ◆ Reduction target: For Grape King Bio (entity basis), Scope 1 and Scope 2 emissions in 2030 shall be reduced by 5% compared with 2023.
- Greenhouse gas reduction strategies and concrete action plans
  - ◆ Reduction strategies: In line with the greenhouse gas reduction pathway of the Science Based Targets initiative (SBTi), the Company promotes energy transition, digital transformation and supply chain transformation, and gradually achieves greenhouse gas reduction.
  - ◆ Reduction actions:
    - (1) Moving toward energy transition, the Company implements "alternative energy actions" and "energy reduction actions".
    - (2) Moving toward digital transformation, the Company implements "low carbon smart factory actions".
    - (3) Moving toward supply chain transformation, the Company implements "green supply chain actions".
- Achievement status of greenhouse gas reduction targets

The Company has implemented alternative energy actions, purchasing renewable energy to replace high pollution energy. Since 2021, it has signed green electricity (solar power) purchase contracts with renewable energy power sales companies. Green electricity transfer to the Pingzhen Headquarters began in June 2022, and the cumulative use of green electricity reached 3 million kWh by 2025. The RE ratio reached 4.28% in 2025. The proportion of renewable energy use is expected to reach 5% in 2026 and 15% in 2030. The Company has implemented energy reduction actions, continuously promoting energy-saving and carbon-reduction measures in accordance with the PDCA operating model, enhancing the intensity of energy management and setting electricity-saving targets.

(9) Ethical Corporate Management – Implementation Status and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons:

Evaluation Item	Implementation Status		Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
1. Establishment of ethical corporate management policies and programs			
(1) Does the company have an ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?	V		The Board of Directors of the Company has approved and adopted the "Ethical Corporate Management Best Practice Principles", which clearly set out the Company's ethical corporate management policies and practices and proactively prevent the occurrence of unethical conduct. They expressly stipulate that the Company's directors, managerial officers, employees or persons having substantial control shall not directly or indirectly offer, promise, request or accept any improper benefits, or engage in other unethical acts that violate integrity, are illegal or breach fiduciary duties and thereby impair the Company's interests and reputation, etc. The members of the Board of Directors and senior managerial officers have signed the "Statement of Compliance with Ethical Corporate Management Policy", thereby establishing and actively implementing a corporate culture of ethical management. The Company's Ethical Corporate Management Best Practice Principles and related policies have been disclosed in the Investors section of the Company's website.
(2) Whether the company has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates, within a business context, the business activities with a higher risk of unethical conduct; has formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?	V		In accordance with the provisions of the "Ethical Corporate Management Best Practice Principles", the Company's Board of Directors has approved and adopted the "Programs to Forestall Unethical Conduct", establishing a risk assessment mechanism for unethical conduct. The Company regularly analyzes and assesses business activities within its business scope that have a higher risk of unethical conduct, and the preventive measures cover the various types of conduct specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies". Based on these, the Company formulates programs to forestall unethical conduct. The Corporate Governance Team conducts an annual assessment and review of the current rules and regulations to determine whether they can effectively reduce the risk of unethical conduct. The result of the unethical conduct risk assessment in 2025 was "low risk". In 2023, the Company introduced the ISO 37001 Anti Bribery Management System. On August 9, 2023, the Board of Directors approved the "Anti-corruption and Anti-bribery Policy", under which the Company undertakes to adhere to high standards of integrity in all business dealings with others and to adopt a zero-tolerance attitude toward corruption and bribery, with the implementation of ethical corporate management as a basic premise. The Company has also established the "Anti-corruption and Anti bribery Management Procedures" to provide detailed guidance to help prevent corruption and bribery and to ensure the implementation of the ethical corporate management policy. In 2025, an external verification body (BSI) conducted an audit and confirmed the effective operation of the system.

Evaluation Item	Implementation Status		Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	
			The Company has obtained certification for three consecutive years with zero non-conformities. In the same year, the Company held ISO 37001 anti-bribery and anti-corruption related training for employees, with a total of 863 participants and a total of 741 training hours.
(3) Does the company clearly set out the operating procedures, behavior guidelines, and punishment and appeal system for violations in the unethical conduct prevention program, implement it, and regularly review and revise the plan?	V		<p>In its "Programs to Forestall Unethical Conduct", the Company clearly stipulates relevant operating procedures and codes of conduct to prevent the occurrence of unethical conduct, and Article 18 of the "Programs to Forestall Unethical Conduct" and the Company's "Management Procedures for Rewards and Punishments" set out relevant disciplinary and complaint mechanisms.</p> <p>The Company has zero tolerance for acts of corruption and does not permit any bribery, fraud, abuse of Company assets, or behavior that sacrifices the Company's interests in exchange for personal gain. To strengthen and implement ethical corporate management, the dedicated unit for ethical corporate management – the "Corporate Governance Team" – keeps abreast of developments from competent authorities at all times and, when appropriate, adopts or amends various rules and operating procedures related to corporate governance and ethical corporate management. It also regularly carries out assessments of unethical conduct risks, revisions of prevention programs and other related tasks, and reports annually to the Board of Directors on implementation progress. In addition, to ensure that employees remain constantly aware of anti-corruption and ethical conduct standards, the Company not only publishes the aforementioned relevant regulations on its internal website for employees to consult at any time, but also includes an integrity clause in the employment contracts of new employees. The Company conducts annual educational promotions and tests on ethical corporate management for all employees, actively implementing anti-corruption measures and the concepts of integrity and ethical values, thereby deepening the principle of "integrity".</p> <p>Anti-corruption training courses are incorporated into new employee training, supplemented by tests to confirm employees' understanding of anti-corruption. In 2025, a total of 99 participants took the test.</p>
<b>2. Ethical Management Practice</b>			
(1) Does the company assess the ethics records of those it has business relationships with and include ethical conduct related clauses in the business contracts?	V		<p>The Company performs its commercial contracts in a manner consistent with fairness and ethics, and in strict compliance with relevant laws, regulations and contractual terms. It assesses the integrity records of counterparties in accordance with the "Code of Ethical Conduct" and the "Supplier Code of Conduct". All contracts signed with counterparties contain clauses on ethical conduct, stipulating that counterparties must not engage in any improper commercial conduct such as bribery, corruption or extortion, so as to ensure compliance with anti-corruption norms.</p>
			No major difference

Evaluation Item	Implementation Status		Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	
(2) Has the company set up a dedicated unit to promote ethical corporate management under the board of directors, and does it regularly (at least once a year) report to the board of directors on its ethical corporate management policy and program to prevent unethical conduct and monitor their implementation?	V	<p>The Company's Corporate Governance Team serves as the dedicated unit for ethical corporate management. It assists in the establishment of the Ethical Corporate Management Best Practice Principles and is responsible for promoting the implementation of ethical corporate management. Through annual educational promotion and testing related to the Ethical Corporate Management Best Practice Principles, the Company actively implements the concepts of integrity and ethical values, and reports on implementation status to the Board of Directors every year (at least once a year).</p> <p>The "2025 Implementation Status of Ethical Corporate Management, Insider Trading Prevention and Material Information Handling" was reported at the 9th meeting of the 21st Board of Directors on January 23, 2026.</p>	No major difference
(3) Has the company established policies to prevent conflict of interests, provided appropriate communication and complaint channels, and properly implemented such policies?	V	<p>The Company has stipulated conflict-of-interest avoidance clauses in its "Ethical Corporate Management Best Practice Principles" and "Corporate Governance Best Practice Principles", requiring directors, managerial officers and all employees to prevent conflicts of interest and prohibiting them from using their position or influence in the Company to obtain improper benefits for themselves or others.</p> <p>The Company's directors and managerial officers have all issued Statements of Compliance with Ethical Corporate Management Policy, declaring that they will strictly abide by the "Ethical Corporate Management Best Practice Principles", the "Anti-corruption and Anti-bribery Policy" and other related regulations. The "Rules of Procedure for Board of Directors Meetings" and the "Audit Committee Organizational Charter" also contain clauses on directors' recusal in situations involving conflicts of interest, in order to avoid such conflicts. Where any matter on the agenda of the Board concerns the interests of a director personally or of the legal entity the director represents, and such matter may be detrimental to the interests of the Company, the director shall recuse himself or herself from discussion and voting on that item and shall not act as proxy for any other director in exercising their voting rights.</p> <p>Transactions between the Company and related parties and affiliated enterprises are conducted in accordance with Article 17 of the "Corporate Governance Best Practice Principles" and the "Rules Governing Financial and Business Matters Between the Company and its Affiliated Enterprises". Business dealings are based on the principles of fairness and reasonableness. Written rules are established for financial and business dealings between related parties and affiliated enterprises, and contract matters clearly stipulate pricing terms and payment methods to prevent non routine transactions and strictly prohibit the transfer of benefits. Major transactions between related parties and affiliated enterprises must be approved by the Audit Committee and then submitted to the Board of Directors for resolution.</p> <p>The Company has independent directors. From an objective and impartial standpoint, independent directors provide recommendations based on their professional expertise and experience. When the</p>	No major difference

Evaluation Item	Implementation Status		Deviations from the Ethical Corporate Management Best Practice Principles for TWSSE/TPEx Listed Companies and the Reasons
	Yes	No	
			<p>Board deliberates any proposal, it must fully consider the opinions of the independent directors, and the explicit concurrence or dissenting opinions and the reasons for dissent of independent directors are recorded in the meeting minutes to effectively protect the interests of the Company.</p> <p>The Company has also established a sound internal control system and operating regulations, and provides training to all employees according to their job scope, so as to ensure the proper implementation of functional segregation and prevent internal conflicts of interest. If a violation of integrity regulations is discovered, employees may file a complaint or whistleblowing report through publicly available reporting channels, a fair and appropriate investigation mechanism, and a system for statements by the parties concerned, thereby further reducing the likelihood and impact of conflicts of interest.</p>
(4) Does the company have effective accounting and internal control systems in place to enforce ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit compliance with the systems to prevent unethical conduct or hire outside accountants to perform the audits?	V		<p>The Company establishes its accounting system and prepares financial reports in accordance with the "Regulations Governing the Preparation of Financial Reports by Securities Issuers" and the International Financial Reporting Standards, International Accounting Standards, interpretations and interpretation announcements (IFRS) recognized by the Financial Supervisory Commission. Deloitte &amp; Touche is engaged to audit and attest the Company's financial reports.</p> <p>The Company has established internal control systems related to ethical corporate management. Based on the results of unethical-conduct risk assessments, the internal audit unit formulates audit plans, including audit subjects, scope, items and frequency. The audit results are compiled into audit reports and submitted to the Audit Committee and the Board of Directors, enabling management to understand the implementation status of internal controls in the Company and thereby achieve management objectives.</p>
(5) Does the company provide internal and external ethical corporate management training programs on a regular basis?	V		<p>The Company regularly promotes the Ethical Corporate Management Best Practice Principles to directors, managerial officers and all employees each year, so that they fully understand the Company's ethical corporate management requirements. In 2025, internal and external training related to ethical corporate management topics (including TIPS basic awareness courses, corporate governance intellectual property compliance training, ISO 37001 anti-bribery and anti-corruption, patent examination, "Ethics Salon" reasoning courses, information security awareness, and other ISO-related courses) reached a total of 3,522 participants, with a total of 5,971 training hours.</p> <p>In addition, new employees are required to receive training on the Code of Ethical Conduct and anti-corruption courses upon onboarding. Course content includes ethical standards, trade secrets, internal rules and regulations, and complaint/whistleblowing mechanisms. After training, tests are administered and labor contracts are signed (including the Employee Integrity Commitment Letter and Confidentiality Undertaking). In 2025, a total of 99 participants took the test.</p>

Evaluation Item	Implementation Status		Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	
		<p><u>Summary description</u></p> <p>The Company introduced the ISO 37001 Anti-bribery and Anti-corruption Management Procedures in 2023, which require all employees, business partners, directors and managerial officers, in the performance of their duties, to uphold the principles of ethical corporate management and comply with anti-corruption and anti-bribery policies, and to sign an Employee Integrity Commitment Letter. Cumulatively up to 2025, a total of 790 such commitments had been signed. In 2025, additional training was provided to personnel on the medium- and high-risk position list, promoting anti-corruption and anti-bribery policies, with a total of 277 participants.</p>	
3. Implementation of Complaint Procedures			
(1) Has the company established specific whistle-blowing and reward procedures, set up conveniently accessible whistle-blowing channels, and appointed appropriate personnel specifically responsible for handling complaints received from whistleblowers?	V		<p>The Company supports an open and transparent culture of integrity and ethics, and encourages internal employees and external parties to report, through relevant whistleblowing channels, any conduct that violates laws or the Company's related policies. Anonymous reporting is permitted. The "Ethical Corporate Management Best Practice Principles" and the "Procedures of Whistle blowing and Complaints" clearly define the whistleblowing system and set out specific whistleblowing channels, reward systems, and responsible handling units as follows:</p> <ul style="list-style-type: none"> <li>i. Whistleblowing channels: <ul style="list-style-type: none"> <li>(i) Internal suggestion boxes</li> <li>(ii) Whistleblowing and complaint hotlines for internal employees and external parties <ul style="list-style-type: none"> <li>A. Whistleblowing hotline: (03)4572121 #1999</li> <li>B. Complaint hotline: (03)4572121 #1995</li> </ul> </li> <li>(iii) Submitting opinions via mail or the Company website <ul style="list-style-type: none"> <li>A. Whistleblowing email: companyopinion@grapeking.com.tw</li> <li>B. Complaint email: employeeopinion@grapeking.com.tw</li> </ul> </li> </ul> </li> <li>ii. Reward system: <ul style="list-style-type: none"> <li>(i) External parties: The Company will decide on a token of appreciation based on the reported incident.</li> <li>(ii) Internal employees: Rewards will be granted in accordance with the Company's personnel-related regulations.</li> </ul> </li> <li>iii. Responsible units for handling cases: <ul style="list-style-type: none"> <li>(i) Opinions submitted via internal suggestion boxes: <ul style="list-style-type: none"> <li>A. Whistleblowing box opinions are consolidated and handled by the Audit Department.</li> <li>B. Complaint box opinions are consolidated and handled by the Human Resources Department.</li> </ul> </li> <li>(ii) Opinions submitted via mail or the Company website: These are consolidated and handled by designated personnel appointed by the Company.</li> </ul> </li> </ul>

Evaluation Item	Implementation Status		Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
(2) Has the company established standard operation procedures for investigating the complaints received, follow-up measures taken after investigation, and mechanisms ensuring such complaints are handled in a confidential manner?	V		All whistleblowing and complaint opinions are reported in a consolidated manner to the General Manager for instruction, and cases may be closed only after approval by the General Manager. The Company's internal "Management Procedures for Rewards and Punishments" incorporate the whistleblower protection clause under Article 74 of the Labor Standards Act, in order to clearly communicate and effectively safeguard employees' rights to file complaints and whistleblowing reports
(3) Has the company adopted proper measures to protect whistleblowers from retaliation for filing complaints?	V		In the Company's "Procedures of Whistle-blowing and Complaints", standard operating procedures for handling reported cases, follow-up measures to be taken after investigations are completed, and related confidentiality statements and mechanisms are stipulated. All personnel who become aware of case details must strictly comply with the principle of confidentiality. Any leakage or similar incident will be severely punished in accordance with the Company's disciplinary regulations, in order to prevent whistleblowers from being subject to retaliation or improper treatment.
4. Strengthening Information Disclosure (1) Does the company disclose its ethical corporate management policies and the results of their implementation on its website and the Market Observation Post System (MOPS)?	V		The safety of whistleblowers shall be protected. Cases shall be handled with due care based on the confidentiality statements and related precautions, so as to protect whistleblowers from being subject to improper punishment as a result of their reporting.
5. If the company has adopted its own ethical corporate management best practice principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviations between the principles and their implementation: The Company has formulated its own Ethical Corporate Management Best Practice Principles with reference to the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" in order to build a culture of integrity and ensure sound management. The Company operates in compliance with these Principles, and there are no differences.	V		The Company has disclosed the content of its Ethical Corporate Management Best Practice Principles in the Investors section of the Company's website, and has also disclosed the operation status and effectiveness of ethical corporate management in the Investors section of the Company's website.

Evaluation Item	Implementation Status		Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
<p>6. Other important information to facilitate a better understanding of the status of operation of the company's ethical corporate management policies (e.g., the company's reviewing and amending of its ethical corporate management best practice principles):</p> <p>Anti-corruption, ethical corporate management and the implementation of ethical values are core values and the foundation of the Company's operations. The Board of Directors has approved and adopted the "Ethical Corporate Management Best Practice Principles", "Procedures for Ethical Management and Guidelines for Conduct", "Programs to Forestall Unethical Conduct", "Code of Ethical Conduct", "Supplier Code of Conduct", and the "Anti-corruption and Anti-bribery Policy" as the basis for compliance by all employees and business partners.</p> <p>The main anti-corruption and ethical management focuses are as follows:</p> <p>(1) Employees (Including managerial officers):</p> <ul style="list-style-type: none"> <li>i. On their first day of employment, new employees must attend an anti-corruption training session and take a test to confirm their understanding of anti-corruption. All employees also receive regular training. The labor contract signed upon onboarding includes clauses related to ethical conduct and anti-corruption. In order to enhance the business ethics literacy of all employees, the Company arranges "Ethics and Morality" themed courses and promotion for all staff, with the goal of full participation. In 2025, the participation rate reached 100%, demonstrating the Company's core competency of integrity.</li> <li>ii. The Company has established regulations governing the acceptance of gifts, requiring all employees not to accept business gifts that are obviously too expensive or too frequent under market or business customs (including improper banquets, kickbacks, bribes, entertainment, etc.). Regardless of the value of any gift, employees must report it to their responsible supervisor whenever they receive one.</li> <li>iii. For improper conduct in violation of ethics, all employees have a responsibility to report to the Company through appropriate channels. Whistleblowing or complaint channels include internal suggestion boxes, whistleblowing and complaint hotlines, and submission of opinions via mail or the Company website.</li> <li>iv. The Company clearly stipulates in the "Procedures of Whistle-blowing and Complaints" that employees shall be protected in the course of reporting or participating in investigations, so as to prevent them from being subject to unfair retaliation or treatment.</li> <li>v. In 2025, there were zero complaints or whistleblowing cases (including anonymous reports) related to ethical corporate management.</li> <li>vi. In 2025, there were no incidents involving corruption or bribery, conflicts of interest, money laundering, or insider trading.</li> <li>vii. The Company introduced the ISO 37001 Anti-bribery Management System in 2023, and the Board of Directors approved the "Anti-corruption and Anti-bribery Policy". Employees in medium- and high-risk positions sign the "Employee Integrity Commitment Letter". In 2025, a total of 277 such letters were signed, with a signing rate of 100%.</li> <li>In 2025, an external verification body (BSI) conducted an audit and confirmed the effective operation of the system. The Company has obtained certification for three consecutive years with zero non-conformities.</li> <li>viii. Through the Code of Ethical Conduct, a rigorous internal control system, and continuous internal communication and educational promotion, the Company prevents employees from engaging in unethical behavior. In the 2025 employee opinion and satisfaction survey, "corporate image and reputation" and "ethical integrity" were identified by employees as highly valued and highly recognized indicators.</li> <li>ix. Each year, at irregular intervals, the Company promotes education on ethical corporate management, whistleblowing and complaint procedures, and the Code of Ethical Conduct to all employees via letters or official notices, and organizes related quiz activities with prizes. These initiatives are used to remind employees of the points to note when performing their duties, strengthen their ethical and anti-corruption awareness and preventive concepts, and effectively implement mechanisms for jointly managing and preventing the occurrence of unethical conduct.</li> </ul> <p>(2) Business Partners:</p> <ul style="list-style-type: none"> <li>i. Before establishing business relationships with distributors, suppliers or other business counterparties, the Company first assesses the legality and reasonableness of their business conduct and evaluates whether there is any record of violations of ethical corporate management. In the course of business dealings, the Company clearly refuses to directly or indirectly offer, promise, request or accept improper</li> </ul>			

Evaluation Item	Implementation Status		Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	
			<p>benefits in any form or under any pretext. Once unethical conduct is discovered, business dealings are immediately terminated, and suppliers are required to sign the "Supplier Integrity Commitment Letter", which includes provisions related to ethical corporate management.</p> <p>ii. For distributors, contracts specify clear and reasonable payment terms and prohibit bribes, commissions, kickbacks, gifts and other benefits involving improper advantages.</p> <p>iii. For suppliers, the Company strictly requires compliance with the "Supplier Code of Conduct" during procurement and requires suppliers to sign the Supplier Integrity Commitment Letter. Warning statements are also added to external purchase orders to reinforce the promotion of trade secret protection and anti-corruption policies. Suppliers that violate the rules are subject to sanctions and are removed from the supplier list.</p> <p>iv. In 2025, the Company sent policy promotion questionnaires to 244 key suppliers and raw material suppliers. All 244 suppliers returned the questionnaires, resulting in a 100% response rate and completing the promotion of the Company's trade secret policy and anti-corruption policy. At the same time, through the supplier intelligent management platform, the Company made irregular announcements and promotions to reinforce its trade secret and anti-corruption policies. In 2025, there were no incidents of corruption, violations of ethical corporate management, or unethical conduct by distributors and suppliers. There were also no corruption-related illegal acts that resulted in termination or non-renewal of contracts with business partners.</p> <p>v. The Company's official website provides whistleblowing and complaint hotlines and dedicated email addresses for business partners to file reports and complaints, with dedicated personnel assigned to handle them. To protect whistleblowers and complainants, case handlers conduct investigations in accordance with the principle of confidentiality and are strictly prohibited from disclosing case details to unrelated personnel. When interviewing relevant personnel during investigations, only matters related to that person and the case are discussed, to ensure that the rights and interests of whistleblowers are protected. In 2025, there were zero related complaints or whistleblowing cases (including anonymous reports).</p> <p>(3) Anti-corruption and ethical corporate management risk assessment:</p> <p>i. The Corporate Governance Team conducts an annual assessment of business activities with higher risk of unethical conduct, to confirm that the current internal rules and regulations can effectively reduce the risks of corruption and unethical management, and, on that basis, formulates programs to forestall unethical conduct. The result of the 2025 assessment was "low risk", and the assessment results were provided to the Internal Audit unit as a reference for planning audit projects.</p> <p>ii. With respect to political donations, such donations may only be made in accordance with the Political Donations Act and with approval obtained pursuant to the Company's "Verification Authority Form". All donations must be supported by lawful receipts and recorded in the accounting books for audit purposes. The Company does not keep any off-the-books or secret accounts. Political donations in 2025 and 2024 were both NT\$0.</p> <p>iii. In 2023, the Company established the "Anti-corruption and Anti-bribery Promotion Task Force". Led by the Legal Department, this Task Force is responsible for supervising the promotion, planning and advisory matters of management systems in various departments, as well as assessing the design and effectiveness of implementation of such systems. It reports at least once every six months to the Board of Directors on system implementation. In 2025, implementation status was reported to the Board on February 26, 2025, August 8, 2025 and November 12, 2025.</p> <p>(4) Board oversight actions:</p> <p>i. The Board of Directors has approved and adopted the "Code of Ethical Conduct", "Management Procedure for Insider Trading Prevention", "Programs to Forestall Unethical Conduct", "Procedures for Ethical Management and Guidelines for Conduct", "Procedures for Handling Internal Material Information", and the "Anti-corruption and Anti-bribery Policy" to implement anti-corruption, ethical corporate management and ethical values.</p> <p>ii. The Company's "Corporate Governance Best Practice Principles" and "Procedures for Handling Internal Material Information" expressly prohibit insiders from trading securities using material non-public information, and require that at least once a year the Company conduct internal education and promotion to insiders to prohibit them from using material non-public information for trading, thereby protecting</p>

Evaluation Item	Implementation Status		Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	
<p>shareholders' rights and interests.</p> <p>iii. The Board of Directors has approved an amendment to Article 10 of the "Corporate Governance Best Practice Principles", stipulating that insiders who become aware of the Company's financial reports or related performance information—including, but not limited to, directors and managerial officers—are prohibited from trading the Company's shares during the blackout period, which is defined as thirty days prior to the announcement of the annual financial report and fifteen days prior to the announcement of each quarterly financial report.</p> <p>iv. The Corporate Governance Team regularly reports the implementation results of anti-corruption and ethical corporate management to the Board of Directors, to facilitate Board oversight of the Company's implementation of anti-corruption, ethical corporate management and ethical values. The Corporate Governance Team also conducts an annual review of relevant regulations to determine whether new provisions need to be added or existing ones amended, and submits such changes to the Board for approval before implementation.</p> <p>v. The Company has an Internal Audit unit under the Board of Directors and has assigned full-time audit personnel. The head of Internal Audit holds a CISA (Certified Information Systems Auditor) certification. The Audit Office performs internal control audits in accordance with the Company's rules and reports any non-compliance discovered to the Audit Committee and the Board of Directors, thereby assisting them in confirming the Company's implementation status of anti-corruption, ethical corporate management and ethical values.</p> <p>vi. The "2025 Implementation Status of Ethical Corporate Management, Insider Trading Prevention and Internal Material Information Handling" was reported at the 9th meeting of the 21st Board of Directors on January 23, 2026. A summary of the report is as follows:</p> <ul style="list-style-type: none"> <li>● In 2023, the Company obtained ISO 37001 Anti-bribery Management System certification for the first time. In August 2025, an external verification body (BSI) conducted an audit and confirmed the effective operation of the system. The Company has obtained certification for three consecutive years with zero non-conformities (the eighth company in Taiwan and the first in the biotech industry).</li> <li>● All employees signed the "Employee Integrity Commitment Letter". In 2025, additional training on anti-corruption and anti-bribery policies was provided to personnel on the medium- and high-risk position list provided by the Legal Department, with a total of 277 participants.</li> <li>● Educational promotion letters on "Ethical Corporate Management, Insider Trading Prevention and Internal Material Information Handling" were sent to all employees and managerial officers, covering topics such as the importance of ethical corporate management, the scope and elements of insider trading, legal liabilities for violations, and the rules and case examples related to internal material information.</li> <li>● A test on "Ethical Corporate Management, Insider Trading Prevention and Internal Material Information Handling" was conducted for supervisors at section-chief level and above and for employees in business-related functions. A total of 125 individuals took the test, with a pass rate of 100% (passing score: 80).</li> <li>● Educational promotion on "Ethical Corporate Management, Insider Trading Prevention and Internal Material Information Handling" was conducted for all directors.</li> <li>● Directors participated in courses related to ethical corporate management (including corporate governance and related topics), with a total of 24 participants and a total of 72 training hours.</li> <li>● For employees, the Company organized internal and external training related to ethical corporate management topics (including TIPS basic awareness courses, corporate governance intellectual property compliance training, ISO 37001 anti-bribery and anti-corruption, patent examination, ethics salon reasoning courses, information security awareness, and other ISO-related courses), with a total of 3,522 participants and a total of 5,971 training hours.</li> <li>● In 2025, there were zero complaints or whistleblowing cases related to ethical corporate management.</li> </ul>			

(10) Other significant information that will provide a better understanding of the state of the company's implementation of corporate governance: The implementation status of the relevant items of the Company can be found in the Investors section of the Company's website.

(11) Implementation status of the internal control system

- i. Internal Control Statement: The statement has been reported in accordance with regulations and may be inquired on the Market Observation Post System (MOPS) website.  
Browsing path: MOPS > Single company > Corporate governance > Incorporation regulations/Internal control > Internal control statement announcement  
( <https://mops.twse.com.tw/mops/#/web/t06sg20> ) .
- ii. If the Securities and Futures Commission requires the Company to commission a CPA to carry out a special audit of the internal control system, furnish the CPA audit report: None.

(12) Material resolutions of a shareholders meeting or a board of directors meeting during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report:

- i. Material resolutions of the shareholders' meeting and the status of implementation

The Company's 2025 annual general shareholders' meeting was held on May 26, 2025 at No. 402, Section 2, Jinling Road, Pingzhen District, Taoyuan City (Pingzhen Headquarters). The resolution adopted by the attending shareholders and the status of implementation are as follows:

No.	Resolution of the Shareholders' Meetings	Status of Implementation	Approval Votes	Disapproval Votes	Invalid Votes	Abstention Votes/No Votes
1	Adoption of the 2024 Business Report and Financial Statements	The related schedules have been filed with the competent authority and publicly announced in accordance with the Company Act and other applicable laws and regulations.	104,416,427 votes, 98.08% of total votes	24,999 votes, 0.02% of total votes	0 votes, 0.00% of total votes	2,009,962 votes, 1.88% of total votes
2	Adoption of the 2024 Earnings Distribution	Approved and reported to the Market Observation Post System in accordance with the regulations	104,525,200 votes, 98.19% of total votes	36,684 votes, 0.03% of total votes	0 votes, 0.00% of total votes	1,889,504 votes, 1.77% of total votes
3	To approve the amendments to the Company's "Articles of Incorporation"	Approved, and announced on the Company's website.	104,509,891 votes, 98.17% of total votes	32,352 votes, 0.03% of total votes	0 votes, 0.00% of total votes	1,909,145 votes, 1.79% of total votes
4	To lift the non-competition restrictions on directors of the Company	Effective from the date of the shareholders' meeting resolution.	102,621,200 votes, 96.40% of total votes	146,725 votes, 0.13% of total votes	0 votes, 0.00% of total votes	3,683,463 votes, 3.46% of total votes

ii. Material resolutions of the Board of Directors

Board of Directors	Proposal Content and Subsequent Handling	Matters in §14-3 of the Securities and Exchange Act	Independent Directors' Objections or Reserved Opinions	
The 4 <sup>th</sup> board meeting of the 21 <sup>st</sup> -term Board of Directors January 18, 2025	1. Approved the 2024 management year-end bonuses proposal submitted by the Remuneration Committee.	V		
	2. Approved the Company's business plan for 2025.	V		
	3. Approved the increase of the investment amount for the construction of the first-phase plant of the Yongfeng Plant, and authorized the Chairman to handle related matters.	V		
	Independent Directors' opinions: None.			
	Handling of Independent Directors' opinions by the Company: Not applicable.			
	Resolution result: For Motion 1, all directors, except those who recused themselves due to a conflict of interest, agreed and the proposal was approved as presented; all other motions were approved as presented by all directors present. Recusal due to conflict of interest: For Motion 1, related parties Chairman and General Manager Sheng-Lin Andrew Tseng, CFO and Corporate Governance Officer Nick Hung, and Audit Assistant Manager Chung-Chi, Hung, recused themselves from voting in accordance with the law due to personal conflicts of interest.			
The 5 <sup>th</sup> board meeting of the 21 <sup>st</sup> -term Board of Directors February 26, 2025	1. Approved the proposal for remuneration distribution for employees and Directors for 2024.	V		
	2. Approved the Company's business report and financial statements for 2024.	V		
	3. Approved the Company's earnings distribution proposal for 2024.	V		
	4. Approved the proposal for amendments to the Company's "Articles of Incorporation".	V		
	5. Approved the proposal to lift the non-competition restrictions on directors of the Company.	V		
	6. Approved the date, venue and agenda for 2025 annual general shareholders' meeting of the Company: (1) Date: 9am on May 26, 2025 (Monday) (2) Place: No.402, Sec. 2, Jinling Rd., Pingzhen Dist., Taoyuan City, Taiwan (R.O.C.), (Pingzhen Headquarters) (3) Method of Convening the Meeting: Physical shareholders meeting (4) Agenda of the shareholders' meeting: I. Report Items: 1. 2024 Business Report. 2. Audit committee's Review Report on the 2024 Financial Statements. 3. Report on Remuneration Distribution for Employees and Directors for the Year 2024. 4. Report on Cash Dividend Earnings Distribution for the Year 2024. II. Matters for Ratification: 1. Adoption of the 2024 Business Report and Financial Statements. 2. Adoption of the 2024 Earnings Distribution. III. Matters for discussion: 1. To amend the Company's Articles of Incorporation. 2. To release from non-competition restrictions on Directors. IV. Extempore Motion	V		
	7. Approved the proposal for changing the Company's attesting CPAs.	V		
	8. Approved the evaluation of audit quality indicators (AQI), independence and engagement of the attesting CPAs for 2025.	V		
	9. Approved the audit fees payable to the attesting CPAs for 2025.	V		
	10. Approved the "Assessment of Effectiveness of Internal Control System" and the "Internal control system statement" for 2024.	V		
	11. Approved additions and amendments to system documents such as "Production cycle", "Internal control system principles", "Management regulation of receipt", and "Management regulation of the use of seals".	V		

Board of Directors	Proposal Content and Subsequent Handling	Matters in §14-3 of the Securities and Exchange Act	Independent Directors' Objections or Reserved Opinions
The 5 <sup>th</sup> board meeting of the 21 <sup>st</sup> -term Board of Directors February 26, 2025	12. Approved the proposal to lift the non-competition restrictions on the Vice President of the Business Division of the Company.	V	
	Independent Directors' opinions: None.		
	Handling of Independent Directors' opinions by the Company: Not applicable.		
	Resolution result: For Motion 5, all directors, except those who recused themselves due to a conflict of interest, agreed and the proposal was approved as presented; all other Motions were approved as presented by all directors present. Recusal due to conflict of interest: For Motion 5, related party Director Mei-Ching Tseng recused herself from voting in accordance with the law due to a personal conflict of interest.		
The 6 <sup>th</sup> board meeting of the 21 <sup>st</sup> -term Board of Directors May 9, 2025	1. Approved the 2024 management remuneration (to be paid in 2025) recommended by the Remuneration Committee.	V	
	2. Approved the Company's consolidated financial statements for the first quarter of 2025.	V	
	3. Approved the Group's disposal of equity in UVACO MY SDN. BHD. to related parties.	V	
	4. Approved the appointment of the managing director and supervisor of the investee subsidiary, Shanghai Rivershine Ltd.	V	
	5. Approved the Company's ESG Report for 2024.	V	
	6. Approved the Company's release of the subscription right for the capital increase of UVACO MY SDN. BHD.	V	
	Extempore Motion: 1. Approved that, in response to tariff issues and exchange rate fluctuations, the Company shall continue to conduct impact assessments and risk control.	V	
	2. Approved that each business unit shall, at an appropriate time, report its current operations and future plans to the Board of Directors.	V	
	Independent Directors' opinions: For Motion 6, the independent directors offered suggestions regarding the release of subscription rights and related policies; for Extempore Motion 2, the independent directors suggested arranging for each business unit to report its current operations and future plans to the Board of Directors.		
	Handling of Independent Directors' opinions by the Company: For Motion 6, the suggestions were provided to Pro-Partner Ltd. for reference and implementation; for Extempore Motion 2, arrangements were made in May 2025 for board members to visit the Company's plants, and in August 2025 for the management of Pro-Partner Ltd. and Shanghai Grape King Enterprise Co., Ltd. to report their current operations and future plans to the Board of Directors.		
	Resolution result: For Motions 1 and 3, all directors, except those who recused themselves due to a conflict of interest, agreed and the proposals were approved as presented; all other Motions were approved as presented by all directors present.		
	Recusal due to conflict of interest: For Motion 1, related parties Chairman and General Manager Sheng-Lin Andrew Tseng, CFO and Corporate Governance Officer Nick Hung, and Audit Assistant Manager Chung-Chi, Hung, recused themselves from voting in accordance with the law due to personal conflicts of interest; for Motion 3, related parties Chairman and General Manager Sheng-Lin Andrew Tseng, and Director Mei-Ching Tseng, recused themselves from voting in accordance with the law due to personal conflicts of interest; for Motion 4, as the re-appointment of the managing director and supervisor did not involve receipt of directors' or supervisors' remuneration and thus no benefit was obtained, no recusal due to interest was required.		
The 7 <sup>th</sup> board meeting of the 21 <sup>st</sup> -term Board of Directors August 8, 2025	1. Approved the Company's consolidated financial statements for the second quarter of 2025 and the business report for the first half of the year.	V	
	2. Approved amendments to the internal control system, including the "Detailed Rules for the Implementation of Internal Audit", "Procedures for Self-Assessment of the Internal Control System" and "Procedures for Legal Compliance".	V	
	3. Approved, for the purpose of working capital needs, the application to Chang Hwa Bank for credit lines and renewals.	V	

Board of Directors	Proposal Content and Subsequent Handling	Matters in §14-3 of the Securities and Exchange Act	Independent Directors' Objections or Reserved Opinions
The 7 <sup>th</sup> board meeting of the 21 <sup>st</sup> -term Board of Directors August 8, 2025	4. Approved, for the purpose of working capital needs, the application to Hua Nan Bank for credit lines and renewals.	V	
	Independent Directors' opinions: None.		
	Handling of Independent Directors' opinions by the Company: Not applicable.		
	Resolution result: All Motions were approved as presented by all directors present.		
The 8 <sup>th</sup> board meeting of the 21 <sup>st</sup> -term Board of Directors November 12, 2025	1. Approved the Company's consolidated financial statements for the third quarter of 2025.	V	
	2. Approved the proposal for earnings distribution of cash dividends for the first half of 2025.	V	
	3. Approved the Company's audit plan for 2026.	V	
	4. Approved the establishment of a functional committee – the "ESG Steering Committee" – and the appointment of its members, as well as amendments to the "ESG Committee Organizational Charter".	V	
	5. Approved the establishment of a functional committee – the "Risk Management Committee" – and the appointment of its members, as well as amendments to the "Risk Management Policies and Procedures".	V	
	6. Approved the dissolution of the functional committee – the Digital Transformation Committee.	V	
	7. Approved the removal of the "supervision of risk management" authority from the Audit Committee.	V	
	8. Approved amendments to the Company's "Sustainable Development Best Practice Principles".	V	
	9. Approved amendments to the internal control system, including "Procurement and Payment Cycle", "Production Cycle", "Payroll Cycle", "Management regulation of receipt", and "Stock Affairs Operation Management Procedures".	V	
	Independent Directors' opinions: None.		
	Handling of Independent Directors' opinions by the Company: Not applicable.		
Resolution result: For Motions 4 and 5, all directors, except those who recused themselves due to a conflict of interest, agreed and the proposals were approved as presented; all directors present agreed and the proposals were approved as presented. Recusal due to conflict of interest: For Motion 4, related parties Chairman and General Manager Sheng-Lin Andrew Tseng, recused himself from voting in accordance with the law due to personal conflicts of interest; for Motion 5, related parties Chairman and General Manager Sheng-Lin Andrew Tseng, Independent Director Chi J. Yu, Independent Director Ting-Ju Chen, Independent Director Pang-Chung Chin, recused themselves from voting in accordance with the law due to personal conflicts of interest.			
The 9 <sup>th</sup> board meeting of the 21 <sup>st</sup> -term Board of Directors January 23, 2026	1. Approved the 2025 management year-end bonuses proposal submitted by the Remuneration Committee.	V	
	2. Approved the Company's business plan for 2026.	V	
	Independent Directors' opinions: None.		
	Handling of Independent Directors' opinions by the Company: Not applicable.		
Resolution result: For Motion 1, all directors, except those who recused themselves due to a conflict of interest, agreed and the proposal was approved as presented; all other Motions were approved as presented by all directors present. Recusal due to conflict of interest: For Motion 1, related parties Chairman and General Manager Sheng-Lin Andrew Tseng, CFO and Corporate Governance Officer Nick Hung, and Audit Assistant Manager Chung-Chi, Hung, recused themselves from voting in accordance with the law due to personal conflicts of interest.			
The 10 <sup>th</sup> board meeting of the 21 <sup>st</sup> -term Board of Directors March 4, 2026	1. Approved the proposal for remuneration distribution for employees and Directors for 2025.	V	
	2. Approved the Company's business report and financial statements for 2025	V	
	3. Approved the Company's earnings distribution proposal for 2025.	V	

Board of Directors	Proposal Content and Subsequent Handling	Matters in §14-3 of the Securities and Exchange Act	Independent Directors' Objections or Reserved Opinions
The 10 <sup>th</sup> board meeting of the 21 <sup>st</sup> -term Board of Directors March 4, 2026	4. Approved the date, venue and agenda for 2026 annual general shareholders' meeting of the Company: (1) Date: 9am on May 26, 2026 (Tuesday) (2) Place: No.402, Sec. 2, Jinling Rd., Pingzhen Dist., Taoyuan City, Taiwan (R.O.C.), (Pingzhen Headquarters) (3) Method of Convening the Meeting: Physical shareholders meeting (4) Agenda of the shareholders' meeting: I. Report Items: 1. 2025 Business Report. 2. Audit committee's Review Report on the 2025 Financial Statements. 3. Report on Remuneration Distribution for Employees and Directors for the Year 2025. 4. Report on Cash Dividend Earnings Distribution for the Year 2025. II. Matters for Ratification: 1. Adoption of the 2025 Business Report and Financial Statements. 2. Adoption of the 2025 Earnings Distribution. III. Extempore Motion	V	
	5. Approved the proposal for changing the Company's attesting CPAs.	V	
	6. Approved the evaluation of audit quality indicators (AQI), independence and engagement of the attesting CPAs for 2026.	V	
	7. Approved the audit fees payable to the attesting CPAs for 2026.	V	
	8. Approved the "Assessment of Effectiveness of Internal Control System" and the "Internal Control System Statement" for 2025.	V	
	9. Approved additions and amendments to the internal control document "Property Management Procedures".	V	
	Independent Directors' opinions: None.		
	Handling of Independent Directors' opinions by the Company: Not applicable.		
	Resolution result: All Motions were approved as presented by all directors present.		

(13) Where, during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, a director or supervisor has expressed a dissenting opinion with respect to a material resolution passed by the board of directors, and said dissenting opinion has been recorded or prepared as a written declaration, disclose the principal content thereof: None.

**4. Information on CPA (External Auditor) Professional Fees:**

Unit: NT\$ thousand

Name of Accounting Firm	Names of CPAs		Period Covered by the CPA Audit	Audit Fees	Non-audit Fees	Total	Remarks
Deloitte & Touche	Ming Yuan Chung	Chih Yuan Wen	Jan 1, 2025 - Dec. 31, 2025	3,584	1,457	5,041	

Please specify the services for which the non-audit fees were paid: Assurance services for the ESG report is NT\$456,000, Tax certification is NT\$445,000, Transfer pricing report is NT\$321,000, Assurance on internet packaging materials is NT\$211,000, Corporate registration is NT\$14,000, and bonded warehouse inventory count is NT\$10,000.

- (1) When the company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amounts of the audit fees before and after the change and the reasons shall be disclosed: None.
- (2) When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10 percent or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) therefor shall be disclosed: Not applicable.

**5. Information on Replacement of Certified Public Accountant:**

For 2025, due to internal rotation within the accounting firm, the attesting CPA was changed from CPA Yu Feng Huang to CPA Chih Yuan Wen. For 2026, due to internal rotation within the accounting firm, the attesting CPA was changed from CPA Ming Yuan Chung to CPA Shang Chih Lin.

**6. The Company's Chairperson, General Manager, or Any Managerial Officer in Charge of Finance or Accounting Matters Has in the Most Recent Year Held a Position at the Accounting Firm of Its Certified Public Accountant or at an Affiliated Enterprise of Such Accounting Firm: None.**

**7. Any Transfer of Equity Interests and/or Pledge of or Change in Equity Interests by a Director, Managerial Officer, or Shareholder with a Stake of More Than 10 Percent During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report:**

(1) Changes in Shareholding of Directors, Managerial Officers and Major Shareholders

March 28, 2026 Unit: share

Job title (Note 1)	Name	2025		Current year as of March 28	
		Shareholding increase (or decrease)	Pledged shareholding increase (or decrease)	Shareholding increase (or decrease)	Pledged shareholding increase (or decrease)
Chairman and GM	Sheng-Lin Andrew Tseng	-	-	-	-
Director	Mei-Ching Tseng	-	-	(1,200,000)	-
Director	UNI-PRESIDENT ENTERPRISES CORP. (Note2)(Note 3)	-	-	-	-
Director (Legal representative)	Jia-Fong Chai (Note2)	-	-	-	-
Director	Yen-Shiang Huang	-	-	-	-
Director	Jue-Jia Chang	-	-	-	-
Director	Hsing-Chun Chen	14,000	-	-	-
Director	Chih-Wei Lai	-	-	-	-
Independent Director	Chen Jing Ning	-	-	-	-
Independent Director	Chi J. Yu	-	-	-	-
Independent Director	Ting-Ju Chen	-	-	-	-
Independent Director	Pang-Chung Chin	-	-	-	-
GM of Longtan branch	Chin-Chu Chen	-	-	-	-
Deputy GM, Business Division	Yuan-Tsung Lin	-	-	-	-
CFO and Corporate Governance Officer	Nick Hung	-	-	-	-
CLO	Bing-Jyun Cuei	-	-	-	-
Director of Management	Du-Sheng Wang	-	-	-	-
Director of R&D	Hsu Sheng-Chieh	-	-	-	-
CSO	Duncan Aitken	-	-	-	-
Director of SCM Division	Ryan Chou	7,000(Note 3)	-(Note 3)	-	-
Director of Manufacturing Division	Yi-Ru Hu	-(Note 3)	-(Note 3)	-	-

Note 1: The Company has no major shareholder holding more than 10% of the Company's total issued shares.

Note 2: Uni-President Enterprises Corp. appointed Jia-Fong Chai as its corporate shareholder representative on May 30, 2024, and he was elected as Director.

Note 3: Took office on January 1, 2025, the share changes shown here represent the change in shareholdings reported as of December 31, 2025 upon taking office.

(2) Information on Transfers of Shareholding: None.

(3) Information on Pledges of Shareholding: None.

## 8. Relationships Among the Top 10 Shareholders

January 15, 2026 (Note) Unit: share; %

Name	Shareholding		Shareholding of spouse and minor children		Total shareholding by nominee arrangements		Specify the name of the entity or person and their relationship to any of the other top 10 shareholders with which the person is a related party or has a relationship of spouse or relative within the 2nd degree		Remarks
	Shares	%	Shares	%	Shares	%	Name of entity or individual	Relationship	
UNI-PRESIDENT ENTERPRISES CORP.	11,851,000	8.00	-	-	-	-	None	None	
Representative: Chih-Hsien Lo	-	-	-	-	-	-	None	None	
Sheng-Lin Andrew Tseng	6,511,244	4.40	-	-	1,559,557	1.05	Mei-Ching Tseng/ Chang-Yeh Tseng	Sister and brother/ Mother and son	
Citi (Taiwan) Bank Trustee of the Norwegian Central Bank - External Manager Assets Management Asia Co., Ltd. investing account	4,028,000	2.72	-	-	-	-	None	None	
Nanshan Life Insurance Co., Ltd.	3,805,000	2.57	-	-	-	-	None	None	
Representative: Chung-Yao Yin	Not Available						None	None	
BANK SINOPAC COMPANY LIMITED	3,193,000	2.16	-	-	-	-	None	None	
Representative: Wei-Thyr TSAO	Not Available						None	None	
Ching Biao Biotech Co., Ltd.	3,051,000	2.06	-	-	-	-	None	None	
Representative: Yen-Shiang Huang	203,000	0.14	-	-	-	-	None	None	
Mei-Ching Tseng	2,954,117	1.99	-	-	49,000	0.03	Sheng-Lin Andrew Tseng/ Chang-Yeh Tseng	Sister and brother/ Mother and daughter	
Tseng Shui Chao Welfare Charitable Foundation	2,686,385	1.81	-	-	-	-	None	None	
Representative: Chang-Yeh Tseng	Not Available						Sheng-Lin Andrew Tseng/ Mei-Ching Tseng	Mother and son/ Mother and daughter	
BNP Paribas Wealth Management Taipei Branch	2,200,000	1.49	-	-	-	-	None	None	
Chih-Sheng Chang	1,882,957	1.27	Not Available				None	None	

Note: Record date for the first half of 2025 cash dividends distribution.

**9. Total Comprehensive Shareholding Ratio for the Number of Shares Held by the Company, the Company's Directors, Managers and the Company Directly or Indirectly Controlled by the Company in the Same Investment Business:**

December 31, 2025 Unit: shares; %

Investee enterprise (Note)	Investment by the Company		Investment by the Directors, Supervisors, Managerial Officers and Directly or Indirectly Controlled Entities of the Company		Total investment	
	Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %
Pro-Partner Ltd.	10,560,000	60	-	-	10,560,000	60
GRAPE KING INTERNATIONAL INVESTMENT INC. (BVI)	24,890,000	100	-	-	24,890,000	100
Rivershine Ltd.	3,000,000	100	-	-	3,000,000	100
GK BIO INTERNATIONAL SDN. BHD.	2,100,000	35	-	-	2,100,000	35
MYGK BIO SDN. BHD.	1,500,000	100	-	-	1,500,000	100

Note: This refers to investee enterprises in which the Company makes long-term investment calculated according to the equity method.



# Capital and Shares

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1. Capital and Shares
  2. Corporate Bonds
  3. Preferred Shares
  4. Global Depository Receipts
  5. Employee Stock Options
  6. New Restricted Employee Shares
  7. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies
  8. Implementation of the Company's Capital Allocation Plans

## 1. Capital and Shares

### (1) Source of capital stock

March 28, 2026 Unit: NT\$ ; share

Year	Issued price (NT\$)	Authorized Capital		Paid-in Capital		Amount (NT\$)	Remarks	Sources of Capital	Capital Paid in by Assets Other than Cash	Other
		Shares	Amount (NT\$)	Shares	Amount (NT\$)					
1969	1000	5,000	5,000,000	5,000	5,000,000	5,000,000	Establishment with cash	None	China Fusang	
1971	1000	18,000	18,000,000	18,000	18,000,000	18,000,000	Capital increase	None		
1971	1000	500	500,000	500	500,000	500,000	Establishment with cash	None	Grape King Food	
1973	1000	25,000	25,000,000	25,000	25,000,000	25,000,000	Capital increase	None		
1973	1000	500	500,000	500	500,000	500,000	Establishment with cash	None	Head & Shoulders	
1977	1000	66,100	66,100,000	66,100	66,100,000	66,100,000	Capital increase	None		
1977	1000	48,600	48,600,000	48,600	48,600,000	48,600,000	Capital increase	None		
1977	1000	10,000	10,000,000	10,000	10,000,000	10,000,000	Capital increase	None		
1979	10	15,000,000	150,000,000	15,000,000	150,000,000	150,000,000	Capital increase	None	Grape King Enterprise	
1982	10	19,380,000	193,800,000	19,380,000	193,800,000	193,800,000	In 1981, there was a capital increase of NT\$10,500,000 from earnings, an appreciation from asset revaluation of NT\$25,104,000, a merger with Head & Shoulders for NT\$3,696,000, and a capital increase of NT\$4,500,000.	None		
1984	10	23,000,000	230,000,000	23,000,000	230,000,000	230,000,000	Approval ref. "73 Tai-Tsai-Cheng (1) No. 1925" for a capital increase of NT\$36,200,000	None		
1990	10	27,692,000	276,920,000	27,692,000	276,920,000	276,920,000	Approval ref. "79 Tai-Tsai-Cheng (1) No. 31424" for a capital increase of NT\$46,920,000 from 1988 earnings	None		
1990	10	53,365,700	533,657,000	53,365,700	533,657,000	533,657,000	Approval ref. "79 Tai-Tsai-Cheng (1) No. 02854" for a capital increase of NT\$200 million and a capital increase of NT\$56,737,000 from 1989 earnings	None		
1991	10	75,000,000	750,000,000	58,857,550	588,575,500	588,575,500	Approval ref. "80 Tai-Tsai-Cheng (1) No. 03453" for a capital increase of NT\$54,918,500 from 1991 earnings	None		
1992	10	75,000,000	750,000,000	64,909,085	649,090,850	649,090,850	Approval ref. "81 Tai-Tsai-Cheng (1) No. 02709" for a capital increase of NT\$60,515,350 from 1991 earnings	None		
1993	10	75,000,000	750,000,000	71,543,276	715,432,760	715,432,760	Approval ref. "82 Tai-Tsai-Cheng (1) No. 30931" for a capital increase of NT\$66,341,910 from 1992 earnings	None		
1994	10	78,920,310	789,203,100	78,920,310	789,203,100	789,203,100	Approval ref. "83 Tai-Tsai-Cheng (1) No. 42929" for a capital increase of NT\$73,770,340 from 1993 earnings	None		
1995	10	111,000,000	1,110,000,000	86,945,448	869,454,480	869,454,480	Approval ref. "84 Tai-Tsai-Cheng (1) No. 39338" for a capital increase of NT\$80,251,380 from 1994 earnings	None		

March 28, 2026 Unit: NT\$ ; share

Year	Issued price (NT\$)	Authorized Capital		Paid-in Capital		Capital		Remarks	Capital Paid in by Assets Other than Cash	Other
		Shares	Amount (NT\$)	Shares	Amount (NT\$)	Amount	Sources of Capital			
1996	10	111,000,000	1,110,000,000	95,768,491	957,684,910			Approval ref. "85 Tai-Tsai-Cheng (1) No. 41796" for a capital increase of NT\$88,230,430 from 1995 earnings	None	
1997	10	111,000,000	1,110,000,000	105,441,166	1,054,411,660			Approval ref. "86 Tai-Tsai-Cheng (1) No. 73312" for a capital increase of NT\$96,726,750 from 1996 earnings	None	
1998	10	130,920,000	1,309,200,000	111,818,587	1,118,185,870			Approval ref. "87 Tai-Tsai-Cheng (1) No. 71962" for a capital increase of NT\$63,774,210 from 1998 earnings	None	
1999	10	130,920,000	1,309,200,000	130,818,587	1,308,185,870			Approval ref. "87 Tai-Tsai-Cheng (1) No. 92331" for a capital increase of NT\$190,000,000	None	
2005	10	150,000,000	1,500,000,000	133,435,040	1,334,350,400			Approval ref. "Jin-Guan-Cheng (1) No. 0940133992" dated Aug 17, 2005 for a capital increase of NT\$26,164,530 from earnings	None	
2008	10	150,000,000	1,500,000,000	130,235,040	1,302,350,400			Approval ref. "Tai-Cheng-Shang No. 09700286141" dated Sept. 23, 2008 for a capital cancellation of NT\$32,000,000	None	
2015	10	150,000,000	1,500,000,000	130,300,141	1,303,001,410			Conversion of convertible corporate bond into shares for NT\$651,010, approval ref. "Jing-Shou-Shang No. 10501040870" dated Mar 8, 2016	None	
2016	10	150,000,000	1,500,000,000	135,214,211	1,352,142,110			Conversion of convertible corporate bond into shares for NT\$49,140,700, approval ref. "Jing-Shou-Shang No. 10601033480" dated Mar 17, 2017	None	
2017	10	150,000,000	1,500,000,000	135,221,060	1,352,210,600			Conversion of convertible corporate bond into shares for NT\$68,490, approval ref. "Jing-Shou-Shang No. 10701023750" dated Mar 16, 2018	None	
2018	10	150,000,000	1,500,000,000	136,286,373	1,362,863,730			Conversion of convertible corporate bond into shares for NT\$10,653,130, approval ref. "Jing-Shou-Shang No.10701150430" dated Nov 11, 2018	None	
2019	10	180,000,000	1,800,000,000	136,286,373	1,362,863,730			Authorized Capital increased, approval ref. "Jing-Shou-Shang No. 10801073880" dated June 20, 2019	None	
2021	10	180,000,000	1,800,000,000	148,137,373	1,481,373,730			Authorized issuing new common shares-11,851,000 shares for cash <b>in private placement</b> to increase capital, approval ref. "Jing-Shou-Shang No. 11001016050" dated February 8, 2021. A Public issuance of privately placed common shares-11,851,000 shares was declared effective, approval ref Taiwan Stock Exchange letter "Tai-Zheng-Shang-Yi No. 1130014804" dated August 14, 2024.	None	

Type of Stock	Authorized Capital		Remarks
	Outstanding Shares(TWSE listed)	Unissued Shares	
Common Stock	148,137,373 shares	31,862,627 shares	180,000,000 shares

Information Relating to the Shelf Registration System: Not applicable.

(2) List of Major Shareholders

January 15, 2026 (Note) Unit: share; %

Name	Shares	Shareholding	%
UNI-PRESIDENT ENTERPRISES CORP.		11,851,000	8.00
Sheng-Lin Andrew Tseng		6,511,244	4.40
Citi (Taiwan) Bank Trustee of the Norwegian Central Bank - External Manager Assets Management Asia Co., Ltd. investing account		4,028,000	2.72
Nanshan Life Insurance Co., Ltd.		3,805,000	2.57
BANK SINOPAC COMPANY LIMITED		3,193,000	2.16
Ching Biao Biotech Co., Ltd.		3,051,000	2.06
Mei-Ching Tseng		2,954,117	1.99
Tseng Shui Chao Welfare Charitable Foundation		2,686,385	1.81
BNP Paribas Wealth Management Taipei. Branch		2,200,000	1.49
Chih-Sheng Chang		1,882,957	1.27

Note: Record date for the first half of 2025 cash dividends distribution.

(3) Company's dividend policy and implementation thereof

- i. The Company is in a stable growth stage. It takes into account the current and future development plans, the investment environment, capital requirement and domestic and overseas competitions, as well as the interests of shareholders and other factors in order to maintain a stable and sustainable operation. The distribution of shareholders dividend shall not be lower than 60% of the unappropriated earnings of the current year. However, the shareholders may resolve not to distribute dividends if the accumulated earnings is lower than 10% of the paid-in capital. Dividends can be distributed in the form of cash or shares or combination of both cash and shares, out of which at least 10% of the total dividends distributed shall be in cash.

To be in line with international standards and increase corporate governance flexibility, as well as comply with the Dividend Policy in Article 30 of the "Articles of Incorporation" which states that surplus allocation shall be not lower than 60%, the amendments to the Company's Articles of Incorporation were resolved in the shareholders' meeting on May 30, 2024. The Company's earnings distribution or loss off-setting proposal may be proposed at the close of each half a year.

Where the Company has a profit at the end of first half of the year, the Company shall estimate and reserve the taxes to be paid, offset losses according to regulation, estimate and reserve employees and Directors' remuneration, and allocate 10% as legal reserve, unless accumulated legal reserve has reached the total paid-in capital. Then, set aside or reverse a special reserve in accordance with relevant regulations. If a surplus remains, the balance combined with undistributed unappropriated earnings from preceding periods shall be distributed according to the distribution plan proposed by the Board of Directors. If distributing in the form of cash, it

shall be approved by the Board of Directors. If distributing in the form of new shares to be issue, the plan shall be submitted to the shareholders' meeting for approval.

The Company shall pay taxes and cover accumulated deficits and then make appropriate provisions of about 10% for legal reserve. In the case of making profit earnings at the close of business year after settlement, while the legal reserve reaches the paid-in capital of the Company, it may not make a provision anymore. The Company may make appropriate provision or reverse to special reserve for the surplus. In the event of an undistributed earnings of current year, it shall combine with accumulated undistributed earnings to apply for formulating earning distribution proposal to Board of Directors. Distribution in cash shall be determined after a resolution adopted by a majority vote at a meeting of the Board of Directors attended by two-thirds of the total number of Directors; and in addition thereto a report of such distribution shall be submitted to the shareholders' meeting. Distribution in new share issuance shall be determined after a resolution at the shareholders' meeting.

The Company, in accordance with No.241 of the Articles of Incorporation, may authorize the distributable legal reserve and capital reserve in whole or in part to be paid in new stock issuance or in cash according to the proportion of the shareholding of shareholders. Distribution according to the method specified in the preceding paragraph.

ii. The dividend distribution:

In accordance with Article 30 of the Company's Articles of Incorporation, the Board of Directors is authorized to distribute cash dividends on a semi-annual basis. The earnings distribution of cash dividends in 2025 is as follows:

2025	Board of Directors resolution Date	Dividend Payout Date	Cash Dividends Per Share	Total Cash Dividends
First Half	2025.11.12	2026.02.05	NT\$2.2	NT\$325,902,221
Second Half	2026.03.04	2026.07.16	NT\$3.8	NT\$562,922,017
Total			NT\$6.0	NT\$888,824,238

The case has been approved by the Board of Directors. In the event that the proposed earnings distribution approved is affected by the changes in share capital, as well as the number of shares outstanding, it is proposed that the Chairman be authorized to adjust the cash dividends to be distributed to each share based on the number of actual shares outstanding on the record date for distribution.

iii. Is there any significant change to be made to the dividend policy: None.

(4) Effect upon business performance and earnings per share of any stock dividend distribution proposed or adopted at the most recent shareholders' meeting: There were no bonus shares.

(5) Profit-sharing compensation of employees and directors:

i. The percentages or ranges with respect to employee, director, and supervisor profit-sharing compensation, as set forth in the company's articles of incorporation:

According to the Company's Articles of Incorporation, the Company shall make appropriate provisions for Employee bonus and remuneration to Director according to the proportion as below on the occasion of a profit making year.

However, it shall preserve amount to cover the deficit and then make appropriate provisions to employee bonuses and remunerations to Directors by following proportion in case that there is accumulated deficits in the Company.

(i) Employee Bonus:

The Company shall make appropriate provisions based on Income Before Tax (Employee Bonus and Remuneration to Director excluded) for 6-8% as employee bonus and distribute and issue stock or cash depends on the resolution of Board of Directors. The distributed targets include the employees of parents or subsidiary of the Company meeting certain specific requirements and specific requirements shall authorize the Board of Directors to establish.

Employee Bonus for its non-executive employees shall not be lower than 30% of Employee Bonus referred to in the preceding paragraph.

(ii) Remuneration to Director:

The Company shall make appropriate provisions but not more than 2% based on Income before Tax (Employee Bonus and Remuneration to Director excluded) for Remuneration to Director).

The distribution proposal of employee bonus and remuneration to Director shall be proposed in Directors' meeting.

ii. The basis for estimating the amount of employee, director, and supervisor profit-sharing compensation, for calculating the number of shares to be distributed as employee profit-sharing compensation, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period:

If there is any difference between the estimated amount and the actual amount of employees' compensation and directors' remuneration distributed as resolved by the Board of Directors, such difference shall be recognized in the profit or loss of the following year.

iii. Information on any approval by the board of directors of distribution of profit-sharing compensation:

(i) Remuneration distribution for employees and Directors paid in cash or shares:

A. Employee bonus: cash NT\$111,081,778; share distribution: None.

B. Remuneration to Directors: NT\$27,770,444.

(ii) Employee bonus paid in shares as a percentage of the total amount of the current net profit after tax and the total employee bonus: None.

The 2025 remuneration distribution for employees and Directors approved by the Board of Directors on March 4, 2026 does not differ from the amounts recognized in the financial statements for 2025.

iv. If there is a difference between the actual distribution of bonus of employees, Directors and supervisors (including the number of shares, the amount and the share price) in the previous year and the provision for the bonus, please describe the difference, the reason and the accounting treatment:

The actual distribution of remuneration for employees and Directors for 2024, carried out in 2025, did not differ from the amounts resolved by the Board of Directors and those recognized in the 2024 financial statements.

v. The Company enhances overall performance through system design; links future potential to salary adjustments to motivate employees to strive to enhance their self-value; and, for the various reward and remuneration items, takes into consideration the following key factors respectively.

- (i) Bonuses and compensation: considering factors such as employees' annual performance and achievement of objectives, the Company's annual profitability, etc.
- (ii) Jobs changes and salary adjustments: considering factors such as the reasonableness of individual employees' current salaries, performance, future potential, annual salary adjustment budget, internal and external salary balance, and price levels.

(6) Status of a company repurchasing its own shares: None.

**2. Corporate Bonds: None.**

**3. Preferred Shares: None.**

**4. Global Depository Receipts: None.**

**5. Employee Stock Options:**

- (1) Employee Stock Options: None.
- (2) Names and acquisition and subscription status of managerial officers who have acquired employee stock options and the top ten employees (ranked by the number of subscribable shares) who have acquired stock options: None.

**6. New Restricted Employee Shares:**

- (1) New restricted employee shares: None.
- (2) Names and acquisition status of managerial officers who have acquired new restricted employee shares and the top ten employees (ranked by the number of restricted shares acquired) who have acquired new restricted employee shares: None.

**7. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies: None.**

**8. Implementation of the Company's Capital Allocation Plans:**

For the period as of the quarter preceding the publication date of this Annual Report, with respect to each uncompleted public issue or private placement of securities, and to such issues and placements that were completed in the most recent 3 years but have not yet fully yielded the planned benefits: The Company's private placement cash capital increase plan conducted in 2021 has been fully implemented, and there is no case within the most recent three years where a completed plan has not yet achieved the expected benefits.





A person in a light-colored suit and blue tie is pointing with a green pen at a bar chart on a clipboard. The chart has blue bars and a red line. The background is a blurred office setting. An orange semi-transparent box is overlaid on the right side of the image, containing the text 'IV Operations Profile'.

# IV

## Operations Profile



1. Business Description
2. Market and Production/Sales Overview
3. Employee Information for the Two Most Recent Years and During the Current Fiscal Year Up to the Date of Publication of the Annual Report
4. Environmental Expenditure Information
5. Labor Relations
6. Cyber Security Management
7. Important Contracts

## 1. Business Description:

### (1) Business scope

#### i. Major lines of business:

- (i) C103050 Canned, Frozen, Dehydrated Food Manufacturing
- (ii) C106010 Flour Milling
- (iii) F203010 Retail sale of Food and Grocery
- (iv) F102170 Wholesale of Food and Grocery
- (v) C201010 Prepared Animal Feeds Manufacturing
- (vi) F202010 Retail sale of Animal Feeds
- (vii) F102040 Wholesale of Nonalcoholic Beverages
- (viii) C114010 Food Additives Manufacturing
- (ix) F121010 Wholesale of food additives
- (x) F221010 Retail of food additives
- (xi) C109010 Seasoning Manufacturing
- (xii) F501030 Coffee/Tea Shops and Bars
- (xiii) C802041 Drugs and Medicines Manufacturing
- (xiv) F108021 Wholesale of Drugs and Medicines
- (xv) F208021 Retail Sale of Drugs and Medicines
- (xvi) F208050 Retail Sale of the Second Type Patent Medicine
- (xvii) F108031 Wholesale of Drugs, Medical Goods
- (xviii) F208031 Retail sale of Medical Equipment's
- (xix) C802100 Cosmetics Manufacturing
- (xx) F108040 Wholesale of Cosmetics
- (xxi) F208040 Retail Sale of Cosmetics
- (xxii) C802090 Cleaning Products Manufacturing
- (xxiii) F207030 Retail Sale of Cleaning Preparations
- (xxiv) F107030 Wholesale of Cleaning Preparation
- (xxv) C105010 Edible Oil Manufacturing
- (xxvi) C102010 Dairy Products Manufacturing
- (xxvii) F206020 Retail Sale of Articles for Daily Use
- (xxviii) F106020 Wholesale of Articles for Daily Use
- (xxix) F104110 Wholesale of Cloths, Clothes, Shoes, Hat, Umbrella and Apparel, Clothing Accessories and Other Textile Products
- (xxx) F204110 Retail sale of Cloths, Clothes, Shoes, Hat, Umbrella and Apparel, Clothing Accessories and Other Textile Products
- (xxxi) F401010 International Trade
- (xxxii) H201010 Investment
- (xxxiii) H701010 Residence and Buildings Lease Construction and Development
- (xxxiv) C110010 Beverage Manufacturing
- (xxxv) C199990 Other Food Manufacturing Not Elsewhere Classified
- (xxxvi) F102030 Wholesale of Tobacco Products and Alcoholic Beverages
- (xxxvii) F203020 Retail Sale of Tobacco and Alcoholic Beverages
- (xxxviii) I401010 General Advertising Services
- (xxxix) JE01010 Rental and Leasing Business
- (xl) IZ12010 Manpower Services
- (xli) A101040 Edible Fungus and Algae
- (xlii) A101030 Special Crops
- (xliii) A101050 Flower Gardening
- (xliv) IG01010 Biotechnology Services

- (xlv) F401171 Alcohol Drink Import
- (xlvi) F107080 Wholesale of Environment Medicines
- (xlvii) F207080 Retail Sale of Environment Medicine
- (xlviii) C802080 Pesticides Manufacturing
- (xlix) H703100 Real Estate Rental and Leasing
- (l) F601010 Intellectual Property
- (li) I101090 Food Consultancy
- (lii) C201020 Pet food processing
- (liii) F106060 Wholesale of pet food and appliances
- (liv) F206050 Retail of pet food and appliances
- (lv) ZZ99999 All business items that are not prohibited or restricted by law, except those that are subject to special approval.

ii. Business weighting:

Unit: NT\$ thousand; %

Product Category	Amount	Percentage
Health food	7,793,057	76
ODM	1,072,781	10
Sales Channel (Note1)	641,979	6
Cosmetics	474,341	5
Beverage	243,366	2
Others (Note2)	26,083	1
Total	10,251,607	100

Note1: Sales channel is the Group's business of selling products from other companies for the purpose of building its own brand channels.

Note2: Others include general food and pet food, etc.

iii. The Company's current products:

Manufacturing and sales of health foods, beverages, and ODM, etc.

iv. New products planned to be developed in 2026:

For its own brand, Grape King Bio will launch several new products, including channel-specific versions and upgraded versions of best-selling products, as well as functional beverages and functional snack foods, etc. These new products will meet more consumers' needs for nutritional supplementation and health promotion. In line with the trends of an aging population and emerging channels such as telemarketing, more diversified channel development will be carried out. The products will emphasize joint health, beauty care, men's health, children's health and care for the elderly population, focusing on adjusting the constitution and maintaining physiological functions, and will comply with ESG product requirements.

At the same time, in terms of research, the Group continues to strengthen clinical studies on its own fermented raw materials, such as probiotics and mushroom derived raw materials, to enhance product competitiveness and applicability, so as to expand market development and increase market share.

Pro-Partner plans, in 2026, to promote upgrades of existing products and the launch of a more diversified range of new products. The products will be developed toward more diversified new dosage forms and efficacies of health foods, and the Company is also actively expanding the development of skincare and personal cleansing products, implementing the aim of comprehensive care. In addition to health products designed to enhance physical strength and mobility for specific groups, and products that help maintain digestive tract function, new dosage

forms of probiotics and functional beverages using proprietary technologies will be developed, with greater focus on research into unique high-end ingredient products to achieve the goal of health promotion. In product development, the Company will also increase the application of Grape King Bio's own R&D raw materials in daily life product categories, thereby strengthening the reach of its products in caring for the health of the whole family.

## (2) Industry overview

### i. Current status and development of the industry

In 2024, there were still a few military activities taking place around the world, and geopolitical confrontation had not yet subsided. However, as global inflation gradually eased, consumption increased, driving the economy to move forward at a steady pace. Since 2025, the new U.S. president took office with the goal of making America great again and launched a series of reforms, including raising tariff rates on most trading partners and encouraging companies to set up factories in the United States to increase employment and drive economic growth. The high-tariff measures have caused shock worldwide. In addition to causing a sharp decline in global trade volume, the pass through of tariffs may once again trigger inflation and suppress consumption, becoming a potential concern for economic growth and warranting continuous attention.

Driven by rapid developments in biotechnology, human microbiome research, AI and other digital technologies, and the evolution of the health nutrition ecosystem, the advancement of personalized nutrition and health has accelerated. In response to increasing risks of various diseases, population aging, and health demands related to emotional stress in the broader environment, global demand for health nutrition foods has grown and the ecosystem has become more active. According to research and forecasts by The Business Research Company, the global functional ingredients market size in 2024 was approximately US\$120.3 billion and is expected to grow to US\$130.8 billion in 2025, an increase of 8.7%. It is expected to grow at a CAGR of 10.4% and reach a market size of US\$194.5 billion in 2029. The health-nutrition differentiation of fortified food and beverage products has pushed up the value and demand for functional ingredients. Various existing or continuously innovated functional ingredients—such as those that are natural, plant based, rich in protein, or beneficial for intestinal health—have expanded their applications across various food and beverage categories, including staple foods, beverages, and snack foods. As probiotics are associated with intestinal health, cardiovascular and blood sugar health, and are highly recognized by consumers, their downstream applications in food and beverages are increasing and continue to see innovative development. Probiotics represented a large segment of the market, and their future development is promising.

With the convergence of biotechnology and AI and other intelligent technologies, the ecosystem of health-nutrition foods is continuously evolving toward precision health. The industry is integrating technology with changes in supply-demand conditions, continuously creating optimal combinations of ingredients, application products, extended services and business models, and using intelligent tools to develop diversified new business opportunities. Compared with plant or animal-derived raw materials, microorganisms (such as algae and mushrooms) are gaining stronger market traction. Different fermentation technologies can support resource conversion and reuse and are environmentally friendly. Fermentation produced products do not involve chemical processes and can meet consumer demand for

naturalness. Fermentation technologies also enable new possibilities for diversified, efficient and economical production, with the potential to break through the constraints of traditional agricultural cultivation for raw material sourcing and provide a new production model for foods. Internationally, ongoing improvements in the efficiency of microbial development and applications—whether in the screening of key strains, selection of culture media, fermentation processes or equipment design, and the construction of related system technologies—are positively stimulating diversified cooperation between biotechnology and the food industry.

In Taiwan, thanks to years of joint efforts by the government and the private sector, the biotechnological industry's revenue in 2024 reached NT\$775.4 billion, an increase of 2.32%, and private biotech investment amounted to NT\$55.148 billion. Among these, the “health and well-being” industry has the largest scale, with revenue of NT\$299.6 billion, up 3.49%; this is followed by medical devices at NT\$153.5 billion, applied biotechnology at NT\$135.6 billion, pharmaceuticals at NT\$119.6 billion, and digital healthcare at NT\$60.5 billion, an increase of 10%.

In recent years, Taiwan's health-nutrition food industry deployment has continued to move forward in the research, design, manufacturing and customized product development of key raw materials derived from microorganisms, plants and animals with health nutrition value. It has expanded the advantages and international industry chain influence of established microbial raw materials such as probiotics, red yeast rice, *Antrodia camphorata* and chlorella, and integrated cross industry changes, new consumers and communities, thereby enhancing its strengths and competitiveness at all stages.

In 2025, Taiwan will enter a super-aged society. With attention to and pursuit of dietary needs under healthy aging, consumers increasingly seek the health and nutritional value of foods, enhanced immunity, and improved vitality, driving growth in demand for health and nutrition foods. According to the survey and estimates by the team at the Cereal Food Industrial Technology Research Institute, the market size of health and nutrition foods in Taiwan was NT\$103.3 billion in 2024, with a growth rate of 1.9%. Microbial health and nutrition foods continue to be the main category among domestically produced health and nutrition foods. In 2024, the output value of microbial-source health and nutrition foods—such as lactic acid bacteria fermented products, fungi and their metabolites, fermented products or metabolites, and algae—reached NT\$28.6 billion, accounting for nearly 30% of the total output value. Compared with 2023 (NT\$27.22 billion), this represents 5% growth. Lactic acid bacteria fermented products are the major items in this category, accounting for more than half of its total output value. Taiwan's health and nutrition food industry is most competitive in microbial health and nutrition foods: upstream raw materials can be self-sufficient and have export capability, with a complete industry chain. In recent years, many companies with expansion needs are microbial fermentation product manufacturers, especially those related to lactic acid bacteria health and nutrition foods. Due to diverse strains and broad effects, lactic acid bacteria can build differentiated market advantages through strain screening technologies.

In Taiwan's health-nutrition food retail market, the top five current primary efficacy claims are gastrointestinal health, blood lipid regulation, immune regulation, eye care, and nutritional supplementation, while the top five potential efficacies are weight and fat reduction, eye care, gastrointestinal health, anti-aging, calming the nerves/improving sleep, and immune regulation. This shows that gastrointestinal health, immune regulation and eye care (including relief of

visual fatigue) are efficacy areas that businesses currently and in the future view favorably, while products for weight control, anti-aging, calming the nerves/improving sleep also have development potential. In addition, attention to immune regulation/enhancing immunity has tended to decline, shifting toward personalized health products such as blood lipid regulation, eye care (including relief of visual fatigue) and joint health products, which are becoming increasingly popular.

Because health foods have high added value and can provide health products tailored to the needs of different groups, they can easily be differentiated from general foods in the market. This has attracted food, biotech and pharmaceutical companies to engage in health food development. Even upstream companies such as food raw material distributors or market direct marketing/marketing companies have been optimistic about the rapid development of the health food market and have invested in health food development. In response to the large volume of imported health foods, domestic health food manufacturers have adopted localization strategies, leveraging resources from academia and research institutes to jointly develop local Taiwanese health ingredients for use in health foods. This can reduce dependence on foreign sources and the impact of price fluctuations, and because local health ingredients are used, they are more easily accepted by people in Taiwan and can form market differentiation from international major brands. To accelerate the expansion of business scale, companies are also actively seeking suitable products or partners to enter overseas markets. For example, the Company has, in mainland China, invested in Shanghai Pujun Trading Co., Ltd., Shanghai Puyou Trading Co., Ltd. and Shanghai Puguang Trading Co., Ltd. to establish retail channels for its own brand products, and has also jointly invested with All Cosmos Bio-Tech to establish GK BIO INTERNATIONAL SDN. BHD. in Malaysia, combining the strengths of distributors and channel operators to deploy in the Malaysian nutrition and health food market.

With the promulgation of the “Health Food Control Act,” the differences between health foods and general foods are distinguished, and the Department of Health of the Executive Yuan announced efficacy evaluation methods for health foods as the basis for manufacturers’ applications for health food review. Currently, the Department of Health has announced 13 safety/efficacy evaluation items for health foods: regulating blood lipids, regulating blood glucose, adjusting allergic constitution, immune modulation, not easily forming body fat, anti-fatigue, bone health, delaying aging, improving gastrointestinal function, liver protection, dental health, regulating blood pressure, and promoting iron absorption. Standards for health food specifications have also been established for items such as red yeast rice and fish oil. In July 2025, the Ministry of Health and Welfare officially added “knee joint health” as the 14th health food certification item.

In the MLM market, as of the end of 2024, the number of companies that had filed and were still engaging in MLM with the Fair Trade Commission was 335, of which domestic companies accounted for approximately 82.69%, and foreign companies 17.31%. The total number of MLM participants nationwide in 2024 reached 3.586 million, and the total sales of the MLM industry amounted to NT\$105.506 billion. In 2024, nutrition foods remained the largest product category sold through MLM, with sales of NT\$66.534 billion (63.06%), followed by beauty and skincare products at NT\$21.792 billion (20.65%). Some companies that had mainly operated traditional MLM began to transform from face-to-face offline MLM to non-face-to-face online transactions via e-commerce. With the gradual activation of the new community and new

channel economy and the rapid growth of the contactless economy, domestic players have adopted entirely new layouts for health-nutrition food channels. The traditional face-to-face MLM model has begun to integrate digital technologies for transformation. Many companies have shifted to selling through online e-commerce platforms or invested resources in existing online sales platforms. In 2024, about 68.66% of MLM companies adopted online marketing, and self-operated online malls were the main model. The sales potential of online, MLM/direct selling and live streaming channels is promising in the future.

In mainland China, the overall market size of the “big health food” sector (including natural health foods and nutrition and health foods) is currently about RMB 600 billion. Among these, nutrition and health foods include health foods, nutrition function foods, special dietary foods and nutrition fortified foods. According to Euromonitor data, the market size of this segment in 2024 was about RMB 253.8 billion. According to an industry report by China Galaxy Securities, since 2025, there have been profound changes in both demand and sales channels. On the demand side, the consumer base has expanded from the “silver economy” to all age groups; health concepts have shifted from passive treatment to proactive prevention, and dietary adjustment has become the core means of “preventing diseases before they occur”. At the same time, the “self-care economy” is driving demand upgrades. In addition to traditional cardiovascular health and chronic disease management, personalized needs such as emotional stress relief and weight management have become prominent. Product forms are evolving from traditional tablets and capsules to gummies, cereal bars and other snack like forms that integrate into daily consumption.

On the channel side, the penetration rate of health foods in the domestic market is still much lower than in mature overseas markets. The core pain points are consumers’ insufficient understanding of functional ingredients and low trust in domestic health products. New sales channels such as e-commerce and membership stores can effectively address these pain points and boost the industry’s prosperity.

China’s “15th Five-Year Plan” for health focuses on five major areas: prioritizing health, deepening medical reform, digital and intelligent transformation, prevention and control of aging and chronic diseases, and innovation in traditional Chinese medicine, with related supporting policies being continuously implemented. The State Administration for Market Regulation issued an announcement on products beneficial to maintaining joint health (relieving pain or stiffness / alleviating cartilage damage), and the National Health Commission is promoting the “health claims” and standardization of food medicinal substances, while drafting multiple dietary guidelines for adults with chronic diseases, supporting the standardized development of the industry. While the industry benefits from policy dividends, the regulatory system is continuously improved and supervision is increasingly tightened, promoting the survival of the fittest in the industry, purifying the market environment, improving consumer trust, and facilitating the industry’s long-term healthy development. In 2024, the market size of the nutrition and health industry in mainland China exceeded RMB 250 billion, with a compound annual growth rate (CAGR) of 6.3% from 2019 to 2024. Compared with countries such as the United States and South Korea, there is still significant room for improvement in per-capita consumption of nutrition and health products in mainland China, and the industry has huge growth potential in the future.

Shanghai Grape King, leveraging the Group’s more than 50 years of R&D experience, owns proprietary self-developed and self-produced patented ingredients and combines them

with functional ingredients with special characteristics from around the world to provide customers with customized and differentiated product solutions, strengthening cooperation with high-quality customers and cultivating potential customers. At the same time, by coordinating with satellite ODM plants, it can meet the market's needs for diversified dosage forms, achieving mutual benefit and win-win outcomes.

ii. Interrelationship among upstream, midstream and downstream of the industry

Upstream: Ingredient development, formula R&D and upgrading.

Midstream: Production and manufacturing.

Downstream: Channels, including traditional physical channels selling in physical stores (such as supermarkets, beauty chain stores and convenience stores), emerging virtual channels such as online malls and TV shopping, and MLM channels that directly reach and face customers.

The Company has a complete industrial chain function. From upstream, it uses microbial fermentation technology as its core manufacturing technology to develop key raw materials, such as lactic acid bacteria, *Ganoderma lucidum*, *Antrodia camphorata* mycelium and other ingredients; in the midstream, it possesses formulation and packaging capabilities; and downstream, it has its own channels and brands. Therefore, it can flexibly respond to overall industry changes and continuously maintain consumer favor and trust.

iii. Product development trends

- (i) Immune regulation is a key development focus of the Company's health foods. For example, *Ganoderma lucidum* products have obtained health food certification from the Ministry of Health and Welfare.
- (ii) Probiotic lactic acid bacteria are among the most popular intestinal health foods in recent years. The lactic acid bacteria produced by the Company not only have a wide variety of strains and high counts, but are also highly favored by consumers in the market, and have obtained health food licenses, with two functions of improving gastrointestinal function and helping to adjust allergic constitution.
- (iii) Health foods designed based on common liver diseases in Taiwan, such as "Antrodia King", "Antrodia Aqua" and "Comebest", have all obtained health food licenses with liver protection function from the Ministry of Health and Welfare.
- (iv) In response to the advent of an aging society, health foods for the elderly are being developed to delay aging and prevent Alzheimer's disease.
- (v) Development of beauty drinks containing ergothioneine with strong antioxidant capacity.
- (vi) Development of exclusive men's energy drinks and women's beauty health drinks to meet the different health and wellness needs of men and women.
- (vii) Development of health foods containing precious plant extracts that protect the eyes as essential products for 3C users.
- (viii) Development of leisure foods and beverages with Grape King characteristics, to be sold exclusively at the Company's tourism factory.
- (ix) In response to heightened health requirements and environmental awareness, development of fungal alternative protein ingredients produced by fermentation and their derivative products.
- (x) As next-generation probiotics (NGP) can not only be used as foods or dietary supplements,

but also be developed into therapeutic drugs, the Company will develop next-generation probiotics.

- (xi) Development of functional foods in dosage forms such as jelly, gummy and small-volume beverages.

iv. Competition

(i) Product competition:

A. As the domestic health food market expands, domestic Chinese and Western pharmaceutical manufacturers and biotech companies have successively entered the health food market. Leveraging their reputation in the pharmaceutical field and existing technologies, they can quickly gain a foothold and grow in the health food market.

B. With changes in the policies of some foreign governments, overseas health foods that were originally for domestic sale only have been allowed to be exported. Given domestic consumers' preference for foreign brands, the entry of overseas health brands will intensify competition.

C. In the MLM sector, the overall output value of the MLM industry has shown an upward trend, reflecting that the consumption power of the MLM channel cannot be underestimated. However, as the industry's output value increases, more companies are attracted to transform into MLM companies, and more foreign MLM companies are entering the Taiwan market to compete for market share, leading to increasing competition year by year.

D. In the mainland China market, against the backdrop of intensified market competition, medium- and large-scale brands are continuously raising their requirements for ODM factories in terms of qualifications, R&D and production capabilities. ODM factories with advantages in technological innovation and scale will gain higher market shares. The Company completed the construction of a carbonated beverage production line in 2024 and began serving fast-moving consumer goods customers in 2025, further expanding its customer base and dosage form coverage. Relying on its advantages in large-scale automated production and a diverse formula database, and deepening strategic cooperation with high-quality customers and satellite ODM plants, combined with Group resources and support from the Biotech Research Institute, the Company stabilizes the development of its core businesses and responds to market changes and competitive challenges.

(ii) Channel competition:

With changes in market demand and consumer habits, not only open-shelf cosmetic and drugstores on main streets, suburban hypermarkets, and existing multi-level marketing channels, but even convenience stores on street corners now carry nutritional health foods and beauty and skincare products, providing consumers with more choices. Major industrial groups are all increasing their investment in nutritional health foods and conducting comprehensive promotion through online media and physical channels so that consumers can make purchases in the most convenient ways. How to enhance product uniqueness to attract consumer attention, and how to provide better after-sales services are important issues that require careful consideration.

The output value of the MLM industry has increased year by year, demonstrating the

consumption capacity of MLM channels. Through the joint efforts of all MLM companies, a positive and healthy competitive environment has been fostered. However, the trend of increasing competition year by year requires each company to continue operating with dedication, maintaining and extending good interpersonal relationships to continuously grow channel performance year after year.

(3) Overview of Technology and R&D

- i. Fermentation technology for *Hericium erinaceus* mycelium: 40-ton liquid fermentation technology has matured.
- ii. Lactic acid bacteria recovery technology: Continuous centrifugation technology has been applied to lactic acid bacteria recovery, and the first domestic liquid-nitrogen process has been completed.
- iii. Development and launch of an anti-aging *Hericium erinaceus* health food.
- iv. Expansion of Grape King Biotech Research Institute and introduction of an automated freeze-drying process, which was officially put into operation in 2020.
- v. Addition of four fermentation tanks with a capacity of over one ton each at the Grape King Bio Park (Yongfeng Plant), bringing fermentation capacity to 120 tons. Mass production commenced in the third quarter of 2024, bringing the Company's total fermentation capacity to 506 tons.
- vi. One set of drum dryer equipment and 18 units of 150L freeze dryers were added and put into operation in 2025.
- vii. Awards received:
  - (i) "Fermentation product of *Antrodia cinnamomea* mycelium for improving non-alcoholic steatohepatitis, its preparation method and its use" was awarded the Gold Medal at the 2025 Middle East International Invention Exhibition.
  - (ii) "USE OF COMPLEX PROBIOTIC FOR USE OF MANUFACTURING COMPOSITION FOR IMPROVING EXERCISE PERFORMANCE OF SUBJECT WITH LOW INTRINSIC AEROBIC EXERCISE CAPACITY" was awarded the Silver Medal and Special Award at the 2025 Middle East International Invention Exhibition.
  - (iii) "USE OF CLOSTRIDIUM BUTYRICUM GKB7 FOR THE MANUFACTURE OF COMPOSITION SUBJECTING TO SUBJECT FOR TREATING OSTEOARTHRITIS AND DEGENERATIVE JOINT DISEASE" was awarded the Gold Medal and Special Award at the 2025 Russia Archimedes International Invention Exhibition.
  - (iv) "AN ACTIVE SUBSTANCE OF LACTOBACILLUS PLANTARUM GKM3, A COMPOSITION COMPRISING THEREOF AND ITS USE FOR PROMOTING LONGEVITY" was awarded the Gold Medal at the 2025 Russia Archimedes International Invention Exhibition.
  - (v) "USE OF CLOSTRIDIUM BUTYRICUM GKB7 FOR THE MANUFACTURE OF COMPOSITION SUBJECTING TO SUBJECT FOR TREATING OSTEOARTHRITIS AND DEGENERATIVE JOINT DISEASE" was awarded the Gold Medal at the 2025 Malaysia MTE International Invention Exhibition.
  - (vi) "LACTOBACILLUS FERMENTUM GKF3, COMPOSITION COMPRISING THE STRAIN AND METHOD FOR IMPROVING PSYCHATAxia USING THE SAME (SG)" was awarded

the Silver Medal and Special Award at the 2025 Malaysia MTE International Invention Exhibition.

- (vii) "USE OF CLOSTRIDIUM BUTYRICUM GKB7 FOR THE MANUFACTURE OF COMPOSITION SUBJECTING TO SUBJECT FOR TREATING OSTEOARTHRITIS AND DEGENERATIVE JOINT DISEASE" was awarded the Gold Medal and Special Award at the 2025 Malaysia ITEX International Invention Exhibition.
- (viii) "EXTERNAL COMPOSITION FOR WOUND HEALING CONTAINING LACTOBACILLUS FERMENTATION PRODUCT AND METHOD FOR PROMOTING WOUND HEALING USING THE SAME (M3)" was awarded the Gold Medal at the 2025 Malaysia ITEX International Invention Exhibition.
- (ix) "USE OF LACTOBACILLUS FERMENTUM GKF3 FOR PREPARING ORAL COMPOSITION OF REDUCING TOBACCO ADDICTION (US)" was awarded the Gold Medal and Special Award at the 2025 Europe Cup International Invention Exhibition.
- (x) "AN ACTIVE SUBSTANCE OF LACTOBACILLUS PLANTARUM GKM3, A COMPOSITION COMPRISING THEREOF AND ITS USE FOR PROMOTING LONGEVITY" was awarded the Gold Medal and Special Award at the 2025 Europe Cup International Invention Exhibition.
- (xi) "USE OF CLOSTRIDIUM BUTYRICUM GKB7 FOR THE MANUFACTURE OF COMPOSITION SUBJECTING TO SUBJECT FOR TREATING OSTEOARTHRITIS AND DEGENERATIVE JOINT DISEASE (JP)" was awarded the Gold Medal at the 2025 Japan Genius Invention Exhibition.
- (xii) "METHOD FOR IMPROVING SARCOPENIA BY USING PHELLINUS LINTEUS (JP)" was awarded the Gold Medal and Special Award at the 2025 Japan Genius Invention Exhibition.
- (xiii) "USE OF HERICIUM ERINACEUS MYCELIA ACTIVE SUBSTANCE FOR REPAIRING OPTIC NERVE" was awarded the Gold Medal and Special Award at the 2025 Geneva International Exhibition of Inventions, Switzerland.
- (xiv) "USE OF CLOSTRIDIUM BUTYRICUM GKB7 FOR THE MANUFACTURE OF COMPOSITION SUBJECTING TO SUBJECT FOR TREATING OSTEOARTHRITIS AND DEGENERATIVE JOINT DISEASE" was awarded the Bronze Medal and Special Award at the 2025 Geneva International Exhibition of Inventions, Switzerland.
- (xv) "USE OF HERICIUM ERINACEUS MYCELIA ACTIVE SUBSTANCE FOR REPAIRING OPTIC NERVE (TW)" was awarded the Gold Medal at the 2025 Shanghai International Invention and Innovation Exhibition.
- (xvi) "A LACTOBACILLUS PLANTARUM, COMPOSITION, CULTURE METHOD AND USES THEREOF FOR REDUCING BODY FAT, REDUCING LIVER ENLARGEMENT AND/OR ANTI INFLAMMATION" was awarded the Gold Medal at the 2025 Shanghai International Invention and Innovation Exhibition.
- (xvii) "USE OF LACTOBACILLUS FERMENTUM GKF3 FOR PREPARING ORAL COMPOSITION OF REDUCING TOBACCO ADDICTION" was awarded the Gold Medal at the 2025 Shanghai International Invention and Innovation Exhibition.
- (xviii) "Fermentation product of *Antrodia cinnamomea* mycelium for improving non-alcoholic steatohepatitis, its preparation method and its use (TW)" was awarded the Gold Medal at

the 2025 Shanghai International Invention and Innovation Exhibition.

- (xix) "USE OF PEDIOCOCCUS ACIDILACTICI GKA4 IN PREPARTION OF COMPOSITION FOR PREVENTING OR TREATING RENAL DYSFUNCTION (TW)" was awarded the Gold Medal and Special Award at the 2025 Korea WiC World Innovative Invention Contest.
- (xx) "Composition for inhibiting peri-implantitis and its use (TW)" was awarded the Gold Medal at the 2025 Korea WiC World Innovative Invention Contest.
- (xxi) "USE OF CLOSTRIDIUM BUTYRICUM GKB7 FOR THE MANUFACTURE OF COMPOSITION SUBJECTING TO SUBJECT FOR TREATING OSTEOARTHRITIS AND DEGENERATIVE JOINT DISEASE" was awarded the Gold Medal at the 2025 IIIC International Innovation Invention Competition.
- (xxii) "USE OF LACTOBACILLUS FERMENTUM GKF3 FOR PREPARING ORAL COMPOSITION OF REDUCING TOBACCO ADDICTION" was awarded the Gold Medal at the 2025 IIIC International Innovation Invention Competition.
- (xxiii) "Active substance for treating dementia, its preparation method, pharmaceutical composition containing the same, and method for preparing said pharmaceutical composition" was awarded the Gold Medal at the 2025 IIIC International Innovation Invention Competition.
- (xxiv) "Fermentation product of *Antrodia cinnamomea* mycelium for improving non-alcoholic steatohepatitis, its preparation method and its use (TW)" was awarded the Gold Medal at the 2025 IIIC International Innovation Invention Competition.
- (xxv) "METHOD FOR IMPROVING SARCOPENIA BY USING PHELLINUS LINTEUS" was awarded the Silver Medal and Special Award at the 2025 Silicon Valley Invention Exhibition, USA.
- (xxvi) "USE OF LACTOBACILLUS FERMENTUM GKF3 FOR PREPARING ORAL COMPOSITION OF REDUCING TOBACCO ADDICTION" was awarded the Gold Medal at the 2025 Silicon Valley Invention Exhibition, USA.
- (xxvii) "USE OF CLOSTRIDIUM BUTYRICUM GKB7 FOR THE MANUFACTURE OF COMPOSITION SUBJECTING TO SUBJECT FOR TREATING OSTEOARTHRITIS AND DEGENERATIVE JOINT DISEASE" was awarded the Gold Medal at the 2025 IIDC Hong Kong Innovation and Technology International Invention Exhibition.
- (xxviii) "USE OF LACTOBACILLUS FERMENTUM GKF3 FOR PREPARING ORAL COMPOSITION OF REDUCING TOBACCO ADDICTION" was awarded the Gold Medal at the 2025 IIDC Hong Kong Innovation and Technology International Invention Exhibition.
- (xxix) "Grape King Bio" received the Industrial Distinction Award – Gold Award in the Biotechnology Industry from the Taiwan Bio Industry Organization.
- (xxx) "Grape King Bio" received the Outstanding Innovation Award at the 9th National Industrial Innovation Award of the Ministry of Economic Affairs.
- (xxxi) "Grape King Biotech Research Institute" received the National Sustainable Development Award.
- (xxxii) "*Hericium erinaceus* mycelium fermentation powder" received the Bronze Award of the SNQ National Biotechnology and Medical Care Quality Award.
- (xxxiii) "*Hericium erinaceus* mycelium powder" received the Bronze Award in the Applied

Biotechnology Category of the Innovation Technology Award at the Taipei Biotech Awards.

(xxxiv) “Probiotics King EX400” received the Outstanding Innovative Product Award from the Lactic Acid Bacteria Association.

(xxxv) “Kang Er Dong Pro & Prebiotics” received the Annual Innovation Award of the Biotech Excellence Awards from the Taiwan Bio Industry Organization.

(xxxvi) “Functional Lactobacillus plantarum GKM3®” received the Enterprise Innovation Award at the 21st National Innovation Award.

viii. Patents obtained in 2025:

Approving Country	Patent Name	Date	Patent No.
ROC	GRANULAR STRUCTURE WITH ACTIVE COMPOUND OF ORGANIC ACIDS AND METHOD FOR PREPARING THE SAME	2025.01.01	I868553
ROC	USE OF LACTOBACILLUS FERMENTUM GKF3 IN MANUFACTURING WOUND EXTERNAL COMPOSITION FOR FACILITATING SKIN WOUND HEALING AND ANTI-OXIDATION	2025.01.01	I869314
Singapore	USE OF LACTOBACILLUS FERMENTUM GKF3 FOR PREPARING ORAL COMPOSITION OF REDUCING TOBACCO ADDICTION	2025.01.03	10202114093Y
Japan	USE OF COMPLEX PROBIOTIC FOR USE OF MANUFACTURING COMPOSITION FOR IMPROVING EXERCISE PERFORMANCE OF SUBJECT WITH LOW INTRINSIC AEROBIC EXERCISE CAPACITY	2025.01.14	7619998
Singapore	USE OF MYCELIUM OF PHELLINUS LINTEUS GKPL FOR PREPARING COMPOSITION OF IMPROVING OBESITY AND OBESITY-RELATED METABOLIC DISORDERS	2025.02.18	10202114090U
Singapore	USE OF CORDYCEPS CICADAEE MYCELIA ACTIVE SUBSTANCE FOR PREVENTING OR CURING MACULAR DEGENERATION	2025.02.19	10202202454Q
Malaysia	USE OF MANUFACTURING A COMPOSITION OF PEDIOCOCCUS ACIDILACTICI GKA4 FOR PREVENTING AND TREATING THE RENAL FUNCTION IMPAIRMENT	2025.03.03	MY-207529-A
Singapore	USE OF HERICIUM ERINACEUS MYCELIA ACTIVE SUBSTANCE FOR REPAIRING OPTIC NERVE	2025.03.12	10202202449T
Japan	ANTI-FATIGUE LACTOBACILLUS COMPOSITION AND USE THEREOF	2025.03.26	7656681
ROC	USE OF LACTOBACILLUS FOR PREVENTING AND ALLEVIATING NSAID-INDUCED GASTRIC ULCER	2025.04.01	I878748
ROC	COMPOSITION OF PEDIOCOCCUS PENTOSACEUS GKP4 AND ITS USE FOR GLYCEMIC CONTROL	2025.04.01	I879630
ROC	USE OF LACTOBACILLUS JOHNSONII FOR ALLEVIATING HYPEROXIA-INDUCED LUNG INJURY	2025.04.21	I881616
ROC	COMPOSITIONS FOR PREVENTING AND/OR IMPROVING LUNG TISSUE LESIONS, INFLAMMATION OR PULMONARY FIBROSIS AND THE USES THEREOF	2025.05.01	I882636
ROC	SHORT-HYPHAE MYCELIUM, METHOD OF MANUFACTURING THE SAME AND COMPOSITION INCLUDING THE SAME	2025.06.11	I886840
ROC	FOOD COMPOSITION AND PROCESSED FOOD INCLUDING MYCOPROTEIN	2025.07.11	I890360
ROC	USE OF LACTOBACILLUS CASEI GKC1 FOR PREPARING ORAL COMPOSITION FOR REDUCING SERUM ENDOTOXIN LEVEL	2025.10.21	I902553

Approving Country	Patent Name	Date	Patent No.
ROC	USE OF FERMENTATION SUPERNATANT OF LACTIC ACID BACTERIA FOR PREPARING ORAL COMPOSITION OF INCREASING MUSCLE AMOUNT	2025.11.21	I905471
Australia	ANTI-FATIGUE LACTOBACILLUS COMPOSITION AND USE THEREOF		Applied for the license
America	ANTI-FATIGUE LACTOBACILLUS COMPOSITION AND METHOD OF PROMOTING ANTI-FATIGUE PERFORMANCE AFTER AEROBIC EXERCISE OF SUBJECT IN NEED THEREOF BY USING THE SAME		Applied for the license
America	AN ACTIVE SUBSTANCE OF LACTOBACILLUS PLANTARUM GKM3, A COMPOSITION COMPRISING THEREOF AND ITS USE FOR PROMOTING LONGEVITY		Applied for the license
Japan	USE OF EXTRACT OF PHELLINUS LINTEUS GKP1 FOR PREPARING COMPOSITION OF ENHANCING GLYCOGEN AMOUNT AFTER EXERCISE TRAINING AND REDUCING BLOOD UREA NITROGEN AMOUNT AFTER EXERCISING		Applied for the license

ix. New products developed in the most recent five years:

Ganoderma & Agaricus subrufescens mycelium, Super 7 Probiotics, Kombucha Classic Flavor, Kombucha Fruity Flavor, Super Turmeric & Sanghuang mycelium, Calcium Jelly for Kids, Probiotics & Enzyme & AOJIRU, Kombucha Essence Drink, GABA & Probiotics, Pumpkin Seeds Complex, Maca & Morchella mycelium Complex, Antrodia Beadlets, Glucosamine complex Capsules, Li-Sheng Instant Drink, Cordibella Revitalizing Hydrating Lotion, Cordibella Revitalizing Essence, Cordibella Revitalizing Firming Cream, Comebest 200P EX Energy Drink, Super Fish Oil 369, Day&Night Sliim Turmeric Double Action, Probiotics King EX400, Essential QQ Collagen Drink, Natto Red Yeast Rice EX, Marigold Lutein Complex, Turmeric & Red Vine Leaf Extract Complex Capsule, Power of 8 Probiotics, Vegetable Protein Instant Drink(chocolate flavor), Marigold Lutein Powder, Marigold Lutein Powder EX, Premium Sliim Turmeric Complex, Premium Deer Placenta Beauty Capsule, Anti Starch 2.0, Antrodia King Double Action, Ganoderma King Double Action, Marigold Lutein QQ Jelly, Marigold Lutein Complex (less sugar), Power Cordyceps King, Deer Placenta Beauty Capsule, PowerBOMB Lichi Salt & Hops Flavour, Ren Shen Essence Drink, Ganoderma King Essential Drink, GK LifeShine Fiber Enzyme Sachet, Grape King Probiotics King, Grape King Premium Ganoderma King, Grape King Premium Antrodia King, Kang Er Dong Pro & Prebiotics, Kang Er Chang Pro & Prebiotics, Shu Wei Guo Chewy Candy, Pro-Partner Q10 Capsule, Pro-Partner Ning Kang Fu Capsule, TANGLIJIA, Pro-Partner Xin Run Beauty Drink, Qi Rui Probiotics Powder (for dogs), Pro-Partner Beauty Drink, Pro-Partner Meal Supplement (Original Flavour), Pro-Partner Meal Supplement, Pro-Partner Hericium Erinaceus Mycelium Capsule, Pro-Partner Wei Jay Capsule (Vegetarian), Pro-Partner Bai Ke Sz Capsule (Vegan), Pro-Partner Ai Yi Capsule (Vegan), Pro-Partner Lutein complex Capsule (Vegan).

x. R&D Expenses in the most recent two years and as of the publication date of this Annual Report

Unit: NT\$ thousand

Year	2024	2025	2026 as of the publication date of this Annual Report (March 28, 2026)(Note)
Amount	291,906	274,655	36,536

Note: The data for the year 2026 is unaudited.

#### (4) Long-term and Short-term Business Development Plans

With the continuous stimulation of market sales incentives, consumer spending habits change year by year, and the existing distribution channels are bound to face difficulties and the development is limited. For the sustainable development of the business, the short and long-term business directions are mainly on new channels and the development of new products to meet consumer demands better and expand the consumer base for performance growth. The business development plan is as follows:

##### i. Short-term business development plan

Looking ahead to the new year, Taiwan Grape King Bio will continue to adhere to the product planning concept of “Live Healthy, Think Grape King” to meet the health-care needs of the whole family. In addition to the main performance contribution from current best-selling products, health products for weight management, metabolism enhancement and male health launched in 2025 received an enthusiastic response, and the Company plans to continue launching upgraded health products in 2026 with ingredients targeting eye care, bone and joint health and women's beauty. By aligning with major channels and combining Grape King Bio's professional R&D technology and unique raw materials with strong marketing and advertising resources, consumers can easily enjoy health anytime, anywhere. In terms of channel planning and deployment, the Company will introduce more diversified big-data operations into digital marketing placements, communicate accurately with target customers, actively manage traffic, drive membership growth, refine services to enhance customer quality, and make good use of member bonus segmentation management to increase repurchase. By introducing subscription models to improve the quality of existing members, qualitative enhancement will be achieved, thereby driving overall performance growth.

In the field of ODM and overseas business, with “professionalization, systematization and globalization” as the core development directions, the key operational focuses in 2026 are as follows:

##### (i) Deepening Global Key Account (GKA) operations:

GKA customers have characteristics such as stable orders, long cooperation cycles and high overall output value, and are an important cornerstone of departmental operations. In 2026, the Company will continue to follow the principle of resource concentration, giving priority to allocating R&D, production capacity and project management resources, and will strengthen customer stickiness and improve capacity utilization efficiency through dedicated capacity planning, co-creation of dosage forms and long-term cooperation mechanisms.

##### (ii) High-quality development of the Taiwan market:

In the Taiwan market, the Company will continue to avoid low-price competition and focus on medium- and large-sized customers that value quality, scientific verification and long-term brand management. By integrating the capabilities of Grape King Biotech Research Institute and the Innovation R&D Center, the Company will promote differentiated formulas supported by experimental data, help customers establish market differentiation, enhance the value of individual projects and deepen cooperation to consolidate its market position as a professional ODM in Taiwan.

##### (iii) Dual-track deployment of overseas markets:

Overseas market deployment will gradually transform from a simple trade model to an in-depth strategic cooperation model. For markets with higher regulatory thresholds, the Company will initiate raw material registration planning in advance and simultaneously promote ODM services during the registration period, thereby reducing the impact of market entry timelines on operational continuity through a dual-track approach of regulatory and business operations.

In addition, to ensure effective implementation of strategies, Grape King Bio is actively promoting digital transformation and organizational empowerment, and will continue to advance digitalization and systematization, including the introduction of an electronic contract signing system, CRM and integrated project tracking systems, and the application of AI tools for raw materials and market data to improve proposal efficiency, decision quality and cross-department collaboration effectiveness, further optimizing the sales process and project management capabilities.

For Pro-Partner, continuous new product development and a diversified product catalog will be used to meet members' diverse needs, thereby expanding the sales performance of brand operators/enthusiasts and increasing market penetration. The Company will also enter the Malaysian MLM market to open up overseas territories.

In the Shanghai entities, Shanghai Grape King focuses on R&D of functional nutrition and health foods and OEM/ODM services, continuously promoting its own featured raw materials, improving utilization of existing dosage forms and production lines, and providing customers with high cost-performance products and marketing support. Following market trends, the Company has invested in the construction of a glass-bottle carbonated beverage production line, which commenced trial production and operation in early 2025. Faced with rapid changes in the market environment and consumer habits, since 2023 the Company has been advancing diversified operations, deploying own and agency brand, integrating logistics and home delivery services, connecting the supply chain and online/offline sales channels, accelerating corporate transformation and comprehensive development. Short-term business development plan focuses are as follows:

(i) Deepen ODM business and optimize customer service:

Strengthen functional formula design capabilities, enhance product efficacy and respond quickly to customer needs; implement the glass-bottle carbonated beverage production line, deepen cooperation with satellite ODM plants, meet customers' customized and differentiated needs; provide value-added services such as marketing promotion, warehousing and distribution, explore potential customers, improve stickiness of key customers, and stabilize the scale of ODM business.

(ii) Improve production management and strictly control cost loss:

Optimize production processes to reduce losses and improve capacity efficiency; integrate raw material procurement resources to ensure the stability of the production supply chain and product quality and safety; maximize operating profit and gross margin through negotiation and cost saving measures.

(iii) Deploy own brands and expand diversified sales:

Based on the trends of functional food diversification and fast-moving consumer goods, own brands will adopt a model combining self-production and outsourced ODM, linking

traditional distributors and new retail channels such as social e-commerce and live streaming to gradually increase brand exposure.

ii. Long-term business development plan

In response to the diversification of consumers' needs for health-care functions, the Company has planned to implement applications for the development of health food certifications in order to comply with regulatory sales requirements. In addition to existing functional products for gastrointestinal health, immune regulation, liver protection, blood pressure reduction, anti-fatigue and reduced body fat formation, the Company will add functional categories such as adjustment of allergic constitution, bone health, and regulation of blood sugar and blood lipids, further expanding the scope of product functions and carrying out long-term product planning to broaden the consumer base.

As channel deployment becomes more solid, each channel's long-term planning bears the tasks of channel development and sales growth. In virtual consumer channels such as e-commerce and telemarketing membership channels, the Company will continue to attract new members through high-quality products, and, by establishing robust follow-up operation and repurchase sales pipelines and providing more comprehensive product recommendations, deepen member engagement. In physical consumer channels, as channels evolve and consumers shift, in addition to developing new products such as health drinks and functional beverages to maintain stable operations in convenience stores, supermarkets and hypermarkets, the Company also dedicates efforts to increasing health food sales in channels such as drugstores, Costco and PX Mart. In line with the customer attributes of different channels, the Company combines Grape King Bio's innovative R&D capabilities to continuously launch products that match channel consumers' preferences, thereby driving sales growth in each channel and enhancing brand strength.

In terms of ODM and overseas business, in order to support long-term growth, the Company will continue to strengthen the following three core capabilities as the foundation for future development:

(i) Globalization of branded raw materials:

Promoting global trademarks and market deployment for core raw materials, upgrading from the role of raw material supplier to a raw-material platform with scientific evidence and brand recognition, thereby raising market entry barriers and enhancing long-term competitiveness.

(ii) Patent-based ODM technologies:

Carrying out patent layout for diverse dosage forms and key processes, establishing differentiated advantages in processes and technologies, reducing price competition risks and increasing the overall added value of ODM services.

(iii) One-stop solutions:

Developing ready-to-use formulas supported by experimental data, and integrate regulatory registration and market entry support to help customers effectively shorten product time-to-market, improve cooperation efficiency and increase project success rates.

In response to changes in global trade conditions and the growth trend of the halal market, Grape King Bio plans to establish an overseas operation base in Malaysia as a strategic hub for the Southeast Asian market. Through this local base, the Company will deepen market

operations, promote localization and promotion of Grape King Bio's core raw materials and ODM services, and at the same time strengthen its ability to respond to halal market needs, thereby enhancing regional market penetration and service flexibility.

In addition, the MLM business of Pro-Partner in Taiwan has entered a mature and stable stage, and its professionalism and technical capabilities in various aspects have steadily improved. In order to support the business growth of distributors at home and abroad, Pro-Partner has also prepared to explore overseas markets, taking Malaysia as the first preparatory location and focusing on developing MLM business to gradually open up international markets. However, as regulatory systems, taxation methods, local customs and socio-economic stability in overseas markets are all key factors in evaluation, careful planning is required.

For the mainland China entities, Shanghai Grape King, in coordination with the head office, integrates R&D and academic resources to advance the application of the Group's patented raw materials as new food ingredients in mainland China, in order to enhance the core competitiveness of ODM product formulas and develop differentiated products. At the same time, it is improving the layout of online and offline sales channels, promoting the development of its own brands, achieving the goal of self-production and self-sales, and increasing operating profit and gross margin.

## 2. Market and Production/Sales Overview

### (1) Market analysis

- i. Major sales regions of principal products: Primarily metropolitan areas on the main island of Taiwan.
- ii. Market share:

The *Ganoderma lucidum* and *Antrodia camphorata* series products manufactured by the Company have long been the leading brands in the market, with a market share of over 50%. In addition, although there are many competing products in other health food categories, driven by brand strength and quality, the Company is able to secure a certain sales scale in the market. In the MLM market, taking 2024 as an example, Pro-Partner's annual revenue reached NT\$8.83 billion, accounting for 9.92% of the total output value of the MLM industry in Taiwan. In the mainland China market, in line with the continuous improvement of national policies and health awareness, the health food sector is a sunrise industry with high growth potential, attracting great attention from various industries. In recent years, new entrants have continuously joined the industry, intensifying competition. Shanghai Grape King has been deeply engaged in the mainland market for nearly 30 years, possesses advantages in large-scale automated production, and has accumulated a stable base of high-quality customers and mature product formulas. It can accurately provide diversified product solutions for different populations and functional needs. In 2024, a glass-bottle carbonated beverage production line was added, enriching dosage forms and expanding customer and consumer demand. At the same time, the Company continues to promote the development of its own brands and, relying on diversified online and offline operation models, continuously expands the market share of both ODM and own-brand products.

- iii. Future market supply and demand conditions and growth potential:

The Company spares no effort in developing new products. In response to various health needs of people, it uses accurate marketing strategies, supplemented by expertise in channel

management, to successively launch many innovative products. These are expected to create new flagship products for channels and drive continued growth in performance.

In the MLM market, Pro-Partner currently competes with other companies using only about 52 products. Over time, its product line will be extended both horizontally and vertically, continuously developing various products in different fields, such as beauty and skincare products as well as daily necessities. Performance and market share are expected to increase accordingly.

As for the mainland China entities, with the economic development in mainland China, consumers' health expenditures continue to rise. According to Euromonitor's global consumer survey data, the market size of dietary supplements and nutrition foods in mainland China has reached RMB 160 billion. Although growth slowed due to the impact of the pandemic, as consumption recovers and the concept of preventive medicine becomes more widespread, consumer demand for functional nutritional supplements continues to increase, with a preference for natural, plant-based and "medicine-food homology" products, and an emphasis on clean ingredients, sugar reduction and clean labeling. According to forecasts by Zero Power Intelligence, by 2030 the market size of fast-moving nutritional health products in mainland China will reach RMB 720 billion, indicating broad room for industry growth. Shanghai Grape King, through its deployment of multiple dosage-form production lines and patented raw materials, actively develops original and differentiated products for both ODM customers and its own brands by exploring the needs of brand ODM customers and consumers, so as to ensure product competitiveness in the market, create multi-party win-win situations, and achieve the goal of sustainable operation.

iv. Competitive niche, positive and negative factors for future development, and corresponding countermeasures

(i) Competitive niche, positive and negative factors for future development:

Competitive Niche and Positive Factors	Negative Factors
<p><u>Health food industry:</u></p> <ol style="list-style-type: none"> <li>1. With the advent of an aging society, demand in the health food market will increase year by year and is not affected by financial crises.</li> <li>2. The Company's Biotech Center was established as early as 1991. Having started early, with hardware and software scales becoming increasingly mature, the Company has moved into the left side of the "smiling curve" by developing key components, thereby increasing profits and raising the entry barrier.</li> <li>3. The Company's products such as Ganoderma lucidum and Antrodia camphorate have been selected as those with high entry barriers for world-class manufacturers, etc. The Company therefore has an advantage in international competition.</li> <li>4. The Government provides NT\$10 billion per year to support the biotechnology industry, and the industry outlook is promising.</li> </ol>	<p><u>Health food industry:</u></p> <ol style="list-style-type: none"> <li>1. Implementation of the Health Food Control Act has significantly increased the cost of product R&amp;D, adding operational difficulties. However, in the long term, it can eliminate the weak and support the strong, and professional manufacturers will be protected.</li> <li>2. Government regulations related to health-care advertising are becoming increasingly strict, and marketing and advertising are expected to be more restricted, which will affect marketing effectiveness.</li> </ol>
<p><u>Food and beverage industry:</u></p> <ol style="list-style-type: none"> <li>1. Taiwan has a warm weather, and demand for beverages is stronger than in other regions.</li> <li>2. With economic development and higher household income levels, people place increasing importance on</li> </ol>	<p><u>Food and beverage industry:</u></p> <ol style="list-style-type: none"> <li>1. In order to join the WTO, the government will substantially reduce tariffs, resulting in increased imports and greater competitive pressure in the beverage market.</li> </ol>

Competitive Niche and Positive Factors	Negative Factors
<p>quality of life and leisure activities, expanding consumption and relatively increasing demand for beverages. The beverage market has great development potential.</p>	<p>2. The beverage industry is prone to herd behavior in production, and intense price competition reduces profitability.</p> <p>3. Products are highly homogeneous and market competition is fierce. To maintain consumer recognition and purchase intent, advertising expenses must be greatly increased.</p>
<p><u>Pharmaceutical Industry:</u></p> <p>1. The pharmaceutical industry is one of the ten emerging industries listed in national development plans and is a key industry promoted and supported by the government.</p> <p>2. With the aging population structure and general improvements in living standards, health issues have attracted widespread attention, increasing demand for pharmaceuticals and expanding the pharmaceutical market.</p> <p>3. With rising health awareness, consumers' desire to purchase products related to health and wellness continues to strengthen.</p> <p>4. Since 1987, the Company has been certified by the Department of Health, Executive Yuan as a "G.M.P. implemented pharmaceutical plant"; its plant management and product quality have received high recognition in the industry.</p>	<p><u>Pharmaceutical Industry:</u></p> <p>1. General consumers prefer original imported medicines. Therefore, although domestic GMP plants produce pharmaceuticals with similar efficacy, due to domestic medication habits, they have long been at a disadvantage in competition, which significantly affects the development of domestic pharmaceutical manufacturers.</p> <p>2. Large foreign pharmaceutical companies entering Taiwan have eroded the domestic drug market, which is unfavorable to the development of domestic pharmaceutical manufacturers.</p> <p>3. There are currently more than one hundred GMP pharmaceutical factories in Taiwan, with many small factories, which may lead to vicious competition.</p>

(ii) Countermeasures

The Company adopts innovative R&D and quality management as its near-term development model to reduce costs and create differentiation, thereby increasing profitability. With "continuous R&D" as the core concept, the Company continuously improves processes, introduces resources from academia and applies for government subsidies to ensure its leading position. It also increases R&D expenditures year by year, actively develops new products and new functions through technology transfer and industry academia cooperation, and enhances product added value by obtaining patents and health food certifications. The R&D focus is on "moving toward clinical practice and going international", that is, by publishing journal articles jointly with foreign scholars and completing clinical trials to verify efficacy, the Company can arouse interest from overseas buyers in the products or raw materials it develops, thereby entering the international market.

(2) Usage and manufacturing processes for the company's main products

i. Important usage of the main products

- (i) Super 13 Pro & Prebiotics(N): The product can change the ecology of the intestinal flora and maintain digestive tract function, thereby helping regulate physiological functions.
- (ii) Bio Aid 995: The product can provide balanced nutrients required by the body, helping maintain health and supply nutrition.
- (iii) Antrodia Aqua: The health drink can balance the body's constitution, and has no burden to the human body.
- (iv) Pro-Partner Meal Supplement: The product can promote human metabolism and provide balanced nutrition needed for growth, development and recovery of physical strength.

- (v) Li-Sheng Instant Drink: The product can regulate the body's constitution and promote metabolism.
- (vi) Pro-Partner Bai Ke Sz Capsule: The product can invigorate and strengthen the body and regulate the body's constitution.

ii. The manufacturing processes of the main products

(i) Super 13 Pro & Prebiotics

Material collecting	Cultivating	Blending	Capsule sorting	Filling	Packaging	Quality control	Awaiting testing	Warehousing
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(ii) Bio Aid 995 and Antrodia Aqua

Material collecting	Cultivating	Blending	Sterilizing	Flavoring	Filling	Sealing	Spray printing
Sterilizing	Packaging	Labeling	Packaging	Quality control	Awaiting testing	Warehousing	

(iii) Meal Supplement, Li Sheng and Bai Ke Sz capsule

Material collecting	Blending	Testing	Filling	Testing	Packaging	Warehousing
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(3) Supply situation for the company's major raw materials

Major Raw Materials		
Raw Material	Main Source	Supply Situation
Capsule	Domestic manufacturer	Normal
Granulated sugar	Domestic manufacturer	Normal
Vitamins and food additives	Domestic manufacturer	Normal
Alcohol	Domestic manufacturer	Normal
Chinese medicine	Domestic manufacturer	Normal
Aluminum foil carton	Foreign manufacturer	Normal
Carton	Domestic manufacturer	Normal
Carton box	Domestic manufacturer	Normal
Glass bottle	Domestic manufacturer	Normal

(4) Names of suppliers and customers accounting for 10% or more of the company's total procurement (sales) amount in either of the two most recent years, the amounts bought from (sold to) each, the percentage of total procurement (sales) amounted for by each, and an explanation of the reason for increases or decreases in the above figures.

- i. Information on major suppliers for the two most recent years: The Company did not have any supplier who accounted for 10% or more of the total goods purchased in the two most recent years.
- ii. Information on major customers for the two most recent years: The Company did not have any customer who accounted for 10% or more of the total goods sold in the two most recent years.

**3. Employee Information for the Two Most Recent Years and During the Current Fiscal Year Up to the Date of Publication of the Annual Report:**

March 28, 2026 Unit: person; %

Year		2024	2025	2026 as of the publication date of this Annual Report (March 28, 2026)
Number of employees	Staff	544	603	544
	Technician	135	106	123
	Operator	172	182	199
	Total	851	891	866
Average age		39.27	40.1	40.4
Average years of service		7.23	7.7	8.6
Education distribution percentage (%)	Ph.D.	1.62	1.68	1.62
	Master's degree	13.89	14.37	14.20
	College	55.32	55.44	53.35
	High school	21.42	22.11	24.25
	Below high school	7.75	6.40	6.58

Note: The number of employees refers to the total number of employees of the Company (including contract and foreign employees).

**4. Environmental Expenditure Information:**

- (1) Environmental protection expenditure items are mainly categorized as expenses related to water pollution prevention management, waste management, and air pollution prevention management.
- (2) The expenditures on various environmental management items are as follows:  
Environmental administrative fees, environmental facilities maintenance and servicing expenses, environmental treatment expenses, environmental testing expenses, and environmental improvement expenses.
- (3) The overall environmental protection investment plan and expenses of the Company for 2025 are as follows:

Unit: NT\$ thousand

Environmental management	Zhongli Plant	Pingzhen Plant	Yongfeng Plant	Longtan Branch	Total
Water pollution prevention management	33,387	1,002	1,242	4,746	40,377
Waste management	2,739	1,836	57	2,512	7,144
Air pollution prevention management	96	-	-	334	430
Total	36,222	2,838	1,299	7,592	47,951

- (4) Any losses suffered by the Company in the most recent fiscal year and up to the annual report publication date due to environmental pollution incidents (including any compensation paid and any violations of environmental protection laws or regulations found in environmental inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken:

In 2025, and as of the publication date of this Annual Report, a total of NT\$130,000 in fines were incurred (explanations as follows).

Zhongli plant:

Disposition dates	Disposition reference numbers	Articles of law violated	Substance of the legal violations	Content of the dispositions	Estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken
2025.12.31	43-114-120001	Article 14, Paragraph 1 of the Resource Recycling Act	The "Ganoderma King Essential Drink" gift box had excessive packaging.	Fine NT\$30,000.	The gift box product has been redesigned and the new packaging has been evaluated as compliant with regulations and has been launched on the market to fully replace the old product. The existing inventory of old products will be sold out and then production will be discontinued and no further orders will be placed. To prevent recurrence of similar incidents, a system for identification and control has been established. Environmental packaging requirements have been incorporated into the mandatory checklist, and a dual review system by marketing planning and quality assurance has been introduced. Through process confirmation meetings, reviews are conducted to ensure overall compliance while taking timeliness into account.

Longtan plant:

Disposition dates	Disposition reference numbers	Articles of law violated	Substance of the legal violations	Content of the dispositions	Estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken
2025.02.18	20-114-020005	Article 3 of the Regulations of Self-inspection or Entrusted Inspection and Reporting of Fixed Pollution Sources	Did not conduct regular inspection and report of the fixed pollution sources	Fine NT\$100,000.	The Company will conduct regular inspection on NOx within the improvement period, and expect to be done before May 12, 2025.

## 5. Labor Relations:

### (1) Employee welfare measures:

The Company adopts a dual-track welfare system (Company and Employee Welfare Committee). To ensure that the Company's compensation and welfare system is better than the industry standard, various management systems have been actively introduced. For example: Introduction of performance and objective management systems to effectively distinguish between high and low performers, making evaluations fairer and more transparent; setting different bonus weightings for high and low performers to effectively motivate employees to set meeting targets as a basic requirement and exceeding targets as a means of self-realization; Introduction of a reward and penalty system, rewarding merit and punishing misconduct; Introduction of a model employee system to foster a sense of mission in the pursuit of honor through the positive influence of outstanding employees. The welfare items are summarized as follows:

List of Welfare Items			
Year-end bonus	Festival gifts	Provision of uniforms and free laundry service	Preferential payroll account transfer
Employee bonus	Wedding cash gift	Employee purchase discounts	Employee parking facilities
Group insurance	Funeral support	Scholarship	Health center and breastfeeding (expressing) room
Employee dependency Insurance	Child birth cash gift	Scholarship for employees' children	Employee travel
Travel accident insurance	Hospital support	Contracted stores discounts	Preferential retirement plan
Overseas employee insurance	Employee gym	Model employee selection	Meal subsidies
New employee health examinations	Birthday cash gift	Dragon Boat Festival Cash gift	Mid-Autumn Festival Cash gift
Regular employee health examinations	Year-end activity or cash gift	Psychological counseling services	On-site massage services
Birthday leave, etc.	Purchase discounts for employees' dependents	Egg freezing wellness allowance	Egg freezing allowance

(2) Employee Further Education and Training:

To implement the Company's training policy of "adhering to quality system training and developing not just the business but the careers of the employees as well," the Company continues to devote itself to the development of talent cultivation. It has been awarded the "Silver" level in the TTQS (Talent Quality-management System) and will continue to deepen and expand its philosophy of talent cultivation and development, build talent pipelines, encourage employees to participate in various learning opportunities, and foster a positive learning atmosphere within the organization.

i. Descriptions of training performance over the years are as follows:

- (i) Encourage employees to participate in relevant training courses organized by domestic and foreign government agencies and private institutions to provide employees with the latest information and market trends.
- (ii) Integrate government resources into the development of education and training, actively nurturing employees toward multi-skill development.
- (iii) Conduct orientation training for new employees. The training content includes explanations of business philosophy, company operations, organizational structure, product and service introductions, code of conduct, promotion of trade secrets protection, personal data protection, explanations of rules and regulations, explanations of complaint and reporting mechanisms, information environment education, occupational safety and fire prevention education, food safety and hygiene education, environmental protection information education, and guidance on job content and workplace environment.
- (iv) Through the irregularly held internal visit activity "GPS Navigation – See Technology Grape King," employees gain a better understanding of the Company's operations and related hardware and software facilities and environments, thereby enhancing employees' cohesion.
- (v) Actively invite professional lecturers from domestic and foreign academic or educational institutions to give special lectures within the Company. Through diverse interactive methods, employees not only acquire new knowledge but also engage in technical

exchanges.

ii. Analysis of training performance over the years:

Item \ Year	2024	2025	2026 as of the publication date of this Annual Report (March 28, 2026)
Average no. of external training hours per month	279.7	273.5	182.0
Average no. of internal training hours per month	559.3	683.1	521.7
Average no. of employees receiving external training per month	36.4	29.8	17.7
Average no. of employees receiving internal training per month	283.7	407.7	221.7
Total annual training hours	10,068	11,479	2,111
Total no. of employees receiving training during the year	3,841	5,249	718
Annual training penetration rate (%)	100%	100%	73%

(3) Retirement system and its implementation:

The Company has established employee retirement regulations in compliance with the Labor Standards Act and, in accordance with the Regulations for Management of the Labor Pension Reserve Fund, makes monthly contributions to a dedicated account for the labor pension reserve. Under the old pension system, employees who have worked for 15 years or more and are aged 55 or above, those who have worked for 25 years or more, or those who have worked for 10 years or more and are aged 60 or above may apply for retirement. The Company may grant 2 base units for each year of service, but for years of service exceeding 15 years, 1 base unit is granted for each additional year, and the maximum total is 45 base units. Periods less than six months are counted as half a year, and those of six months or more are counted as one full year. For the new pension system, the Company's monthly contribution rate to employees' pension accounts is not less than 6% of the employee's monthly salary, and such contributions are deposited into the employee's individual pension account at the Bureau of Labor Insurance.

(4) To promote harmonious labor-management relations, we actively implement various measures to protect employees' rights and interests and ensure that corporate governance complies with relevant laws and regulations. The relevant measures are as follows:

- i. Hold labor-management meetings regularly to maintain smooth communication channels between labor and management.
- ii. Provide multiple complaint and reporting channels (such as dedicated complaint and reporting hotlines and email addresses).
- iii. Promote all-employee satisfaction surveys to ensure that employees' voices are heard.
- iv. Conduct irregular meetings with new and existing employees to show concern for their work conditions.
- v. Implement internal and external audit systems to strengthen the soundness of company operations.
- vi. Increase the means of policy promotion (such as internal website, email, bulletin boards, meetings, briefing sessions, written tests, etc.) to enhance employees' understanding of and

participation in various policies.

(5) Protection measures for the work environment and employees' personal safety:

The Company has long been committed to caring for employees, hoping to fulfill its social responsibilities while the enterprise grows, and to move toward sustainable operations. Specific measures are as follows:

- i. Organizational structure:
  - (i) Establishment of a first-level unit: Health and Safety Department.
  - (ii) Establishment of a cross-department disaster prevention unit that studies disaster prevention strategies every quarter: Occupational Safety and Health Committee.
  - (iii) Establishment of an Employee Health Management Center: employing full-time nurses and part-time occupational physicians.
  - (iv) Establishment of a unit for prevention of unlawful infringement in the workplace: Unlawful Infringement Task Force.
- ii. Management policies:
  - (i) In accordance with the policy of "fulfilling regulatory obligations, reducing hazard risks, implementing environmental protection, creating a friendly workplace environment, promoting full participation, and sustainable cyclical improvement," the Company promotes its environmental safety and health and energy goals and management plans.
  - (ii) Establishment of the ISO 45001 and TOSHMS occupational safety and health management systems. Currently, there are 36 procedures such as the environmental safety and health manual and environmental safety and health risk and opportunity management, and 38 operating regulations such as environmental and occupational safety and health work rules, serving as the basis for employee behavior and operational guidance.
  - (iii) Fire protection and public safety: Each year, the Company regularly declares hazardous materials in the plant, inspects fire-fighting equipment, and conducts safety inspections of public buildings. Emergency response facilities are in place, and fire drills and emergency evacuation exercises are held regularly to promote the responsibility of all employees for preventive awareness.
  - (iv) Education and training: Orientation training for new staff, fire prevention training (twice a year), vocational license annual re-training (for hazardous operation executives, stacker operators, crane operators, pressure vessel operators, etc.).
  - (v) Health protection related operating rules: The Company has formulated the "Working Rules for the Protection of Maternal Labor's Health", "Operating Procedures for Prevention of Abnormal Workloads Which Trigger Diseases", "Management Procedures for Prevention of Hazards Due to Human Factors", "Operating Procedures for Prevention of Unlawful Infringement in the Execution of Duties", "Operating Procedures for Worker Selection and Assessment", "Operating Procedures for Work Resumption Assessment", "Operating Procedures for Worker Dispatch Assessment" and "Health Management Procedures", and has arranged regular health checks, special operation-related health checks, influenza vaccinations, etc. for the staff health protection.
  - (vi) Encourage all employees to have work safety goals: To improve occupational safety,

implement safety training for all employees, set up personal occupational safety slogans, and propose improvement activities. Through observing and learning from each other and healthy competition, our goal is to build a comprehensive safe culture.

iii. Status of implementation of operational controls:

- (i) Confined spaces: For cleaning and maintenance of fermentation tanks and other confined spaces, the “Confined Space Safety Operation Standard” has been established, requiring that, when performing operations, employees must wear self-contained breathing apparatus and gas detectors, fall-prevention equipment and safety helmets and other personal protective equipment before operations may be carried out.
- (ii) Chemicals and toxic substances: Management of chemicals and toxic substances used in R&D and quality control is carried out in accordance with the requirements of occupational safety and health regulations and environmental protection regulations (storage of stock solutions and waste liquids to prevent leakage, entry/exit registration, usage registration, regular reporting, and regular SDS updates).
- (iii) Evaluation machinery and equipment procurement and acceptance verification to ensure intrinsic safety of machinery and equipment. Safety projects, joint inspections and unannounced audits are carried out regularly to ensure the safety of employees’ behavior and the working environment.
- (iv) Health management: In accordance with the “Employee Health Examination Operation Standard”, the “Employee Physical Examination Operation Standard” and legal requirements, special operations and food service health examinations are carried out every year for employees exposed to noise, chemicals and those in contact with products; general health examinations are conducted every 3-5 years according to employees’ ages. In 2023 to 2025, free health examinations for all employees were conducted in a manner superior to legal requirements, and in the future the Company will continue moving toward the goal of annual health examinations for all plant employees.

Year	Number of Health Examinations
2023	550
2024	523
2025	537

In order to prevent and handle accidents in the plants, the Company currently has qualified nursing staff, first-aid personnel, nursing carts, a Health Management Center, first-aid kits allocated to each production unit, AED equipment in each plant (located at the main entrance), emergency response cabinets, etc., all available for use in emergencies.

- (v) Occupational accidents: The Company had no major occupational accidents in 2023 to 2025.
- iv. Certifications and activities in 2025:
- (i) Received the “Excellent Occupational Safety and Health Unit” award from the Science Park Bureau.
  - (ii) Received the “Excellent Occupational Safety and Health Personnel” award from the Ministry of Labor and the Taoyuan City Government.
  - (iii) Received recognition as an outstanding enterprise for large-scale occupational safety and health activities from the Taoyuan City Government.

- (iv) Received the Epidemic Prevention Vanguard Gold Award from the Corporate Epidemic Prevention Alliance of the Taiwan Vaccine Promotion Association.
  - (v) In the ESG Report, the Company was disclosed as an “Outstanding Enterprise in Proactive Evaluation” for occupational health and safety performance.
- (6) Other important agreements: The Company has not yet established a labor union; however, it holds regular labor-management meetings and care meetings for foreign migrant workers in accordance with the law, providing a channel for exchange and communication of opinions between labor and management.
- (7) Any loss due to labor disputes in the past year and as of the date of publication of the annual report: In 2025 and as of the date of publication of the annual report, the Company was fined by the Ministry of Labor as described below. The Company has long maintained comprehensive and smooth communication channels between labor and management, and provides employees with a good working environment and comprehensive welfare measures. No major labor-management disputes or incidents resulting in significant losses have occurred. The Company will continue to pay attention to labor rights and strive to maintain harmonious labor-management relations.

Disposition dates	Disposition reference numbers.	Articles of law violated	Substance of the legal violations	Content of the dispositions	Estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken
2025.02.12	No. 1140032945 of Labor Inspection in 2025	Article 58, Paragraph 1, Subparagraph 5 of the Regulations for the Occupational Safety and Health Equipments and Measures, and Article 6, Paragraph 1 of the Occupational Safety and Health Act	Hazardous parts of computer numerical control (CNC) or other automated machinery should be equipped with protective guards, enclosures, or interlocked safety doors.	Fine NT\$100,000	For pinch and entanglement hazards, a special project has been launched for comprehensive review, rectification, and safety training, in order to prevent unsafe behaviors and conditions from occurring. The detailed improvement measures are as follows: 1. In January 2025, added an emergency stop device beside the mobile platform; in March 2025, installed transparent acrylic partition panels in the work area. 2. In January 2025, added a safety interlock light curtain on the platform and posted signage to publicize that the body must not enter the operating area while the machine is running.
2025.02.13	Bao-Tui-San-No. 11460014421	Article 15, Paragraph 2 of the Labor Pension Act	Failed to accurately report and adjust the pension contribution wages for workers in accordance with regulations.	Fine NT\$5,000	An annual work plan has been scheduled. By the statutory adjustment reporting deadlines (before the end of February and the end of August each year), periodically review all employees' salaries and, in accordance with the law, declare employees' monthly insured salary and monthly contribution wage. There will be no other related expenditures going forward.
2025.02.08 (Note)	Labor-Na-No. 11401856550	Article 14, Paragraph 2 of the Labor Insurance Act	The insured salary for labor insurance was not declared truthfully.	Fine NT\$57,024	

Note: This is the issuance date of the case.

## 6. Cyber Security Management:

- (1) Describe the cyber security risk management framework, cyber security policies, concrete management programs, and investments in resources for cyber security management:

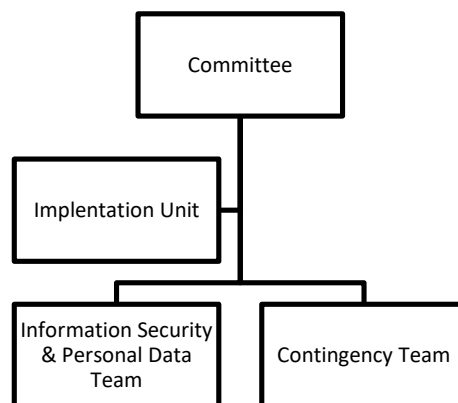
## i. Cyber security risk management framework

## (i) Corporate information security governance organization

In order to establish an appropriate management framework and effectively promote and handle internal information security and personal data protection management matters, the Company has established the “Information Safety and Personal Data Management Committee”. Its responsibilities include reviewing information security policies and personal data file security maintenance plans, assigning responsibilities for information security and data protection, and coordinating the implementation of various information security measures, so as to ensure the continuous and steady operation of the information security and personal data protection management system.

Under the Company’s “Information Safety and Personal Data Management Committee”, the “Information Security and Personal Data Team” is composed of representatives from the heads of the Research and Development Division, Manufacturing Division, Supply Chain, Business Division, Finance Division and Administration Division, and reports annually to the Board of Directors on the effectiveness of information security management, relevant information security issues and directions. Its responsibilities include formulating information security management regulations, promoting information security activities, conducting information security education and training, establishing a risk management system and implementing risk management, establishing emergency response and recovery measures for security incidents, tracking improvement items and corrective and preventive measures after internal and external information security audits, analyzing the frequency of incidents based on records of information security incidents, and formulating improvement measures, as well as compiling applicable laws and regulations related to information security, establishing a risk management system and implementing risk management.

## (ii) Organizational structure of the Information Safety and Personal Data Management Committee



## ii. Cyber security policies

In accordance with the relevant provisions of the international standard ISO 27001 and taking into account the Company’s business needs, the Company has established information security management strategies to strengthen information security management and formulate an information security policy suitable for the Company’s information security management. The

goal is to ensure that the confidentiality, integrity and availability of the Company's information assets meet the requirements of relevant laws and regulations and are protected from deliberate or accidental internal and external threats. Through security management covering all employees of the Company, outsourced personnel and all related information assets, regular meetings are held. Based on the Plan-Do-Check-Act (PDCA) management cycle, the applicability and protective measures of the information security policy are reviewed, and the implementation effectiveness is reported regularly to the Information Safety and Personal Data Management Committee.

iii. Concrete management programs

The Company controls cyber security through four stages: In the planning stage, emphasis is placed on information security risk management to establish a complete Information Security Management System (ISMS). The Company completed the version upgrade verification and obtained ISO 27001:2022 certification in 2025, with the new certificate valid from August 27, 2025 to May 27, 2026. The Company continues to promote the plants' maintenance of certification under the international information security management system (ISO/IEC 27001), reducing corporate information security threats from system-level, technical-level and procedural-level perspectives, and establishing high specification confidential information protection services that meet customer needs. In the implementation stage, the Company builds a multi-layered information security defense, continuously introduces innovative information security defense technologies, integrates information security control mechanisms into daily operation processes such as software and hardware maintenance and operation and supplier information security management, and systematically monitors information security to maintain the confidentiality, integrity and availability of the Company's important assets. In the checking stage, the Company actively monitors the effectiveness of information security management, measures and quantifies information security indicators according to audit results, and conducts information security assessments through regular simulated information security drills. In the action stage, the Company focuses on review and continuous improvement, implementing supervision and audits to ensure the ongoing effectiveness of information security regulations. At the same time, considering the reporting and response to information and communication security incidents and the evaluation of threat intelligence, the Company has joined the following information security intelligence sharing organizations to obtain early warning information on information security, threats and vulnerabilities.

- Science Park Information Sharing and Analysis Center (SP-ISAC).
- International Collaborative Cyber Defense Cross-National Cyber Intelligence Exchange Entrepreneurial Cybersecurity Incident (TWCERT/CC).

In addition, sources of threat intelligence collection also include the following channels:

- Warning messages issued by competent authorities, such as the National Institute of Cyber Security and the Administration for Cyber Security of the Executive Yuan.
- Information security updates, vulnerability announcements or patch recommendations provided by equipment vendors or original manufacturers, usually issued via technical support bulletins, periodic reports or emergency notifications.

iv. Implementation status in 2025:

- (i) Two cyber security personnel were appointed.

- (ii) A total of NT\$12.8 million was invested in certifications, authorization expenses, and equipment.
  - (iii) Regular internal and external audits of information security were conducted.
  - (iv) Regular information security awareness promotion and regular email social engineering drills were implemented to strengthen employees' responsiveness and awareness of information security risks.
  - (v) Business Continuity Plan (BCP) drills were carried out.
  - (vi) Cloud off-site backup and restoration tests were implemented.
  - (vii) The Information Safety and Personal Data Management Committee convened one meeting.
  - (viii) The information security management working group under the ESG Committee held four meetings to review progress toward sustainability goals.
  - (ix) In accordance with the ISMS implementation plan, the Company completed the transition audit on August 27, 2025 and obtained ISO 27001 certification (valid from 2025/08/27 to 2026/05/27). The Company will undergo recertification in 2026 to renew the ISO 27001 certification validity period.
  - (x) The implementation status of cyber security governance was reported at the 9th meeting of the 21st Board of Directors on January 23, 2026.
- (2) List any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided:

In 2025, the subsidiary Pro-Partner experienced a cybersecurity incident on October 8, 2025. After the incident occurred, cybersecurity incident response procedures were immediately initiated. After assessment, there was no material impact on Pro-Partner's financial and business operations. Cybersecurity enhancement measures will also be adopted in the future. The Company continues to allocate appropriate budgets to strengthen information technology security, with a view to reducing the risk of malicious software attacks on the Company.

## 7. Important Contracts:

In addition to routine supply and sales business contracts with distributors, agents and suppliers throughout Taiwan, the Company has also entered into the following contracts:

No.	Nature of Contract	Parties	Beginning and End Dates of Contract	Major Content	Restrictive clauses
1.	Construction contract	PROJEK ENGINEERING CO., LTD.	2025.08.15~2025.12.15	Partitioning and other integrated engineering works	Confidentiality clause
2.	Equipment procurement contract	Shang-Yuh Machine Co., Ltd.	2025.05.26~2026.05.31	Procurement of production equipment	Confidentiality clause
3.	Equipment procurement contract	Topack Co., Ltd.	2025.12.02~2027.02.26	Procurement of production equipment	Confidentiality clause

No.	Nature of Contract	Parties	Beginning and End Dates of Contract	Major Content	Restrictive clauses
4.	Equipment procurement contract	TAIWAN FILLER TECH. CO., LTD.	2025.12.31~expected 2027.11.30	Procurement of production equipment	Confidentiality clause
5.	Software service contract	SAP Taiwan Co., Ltd.	2025.03.31~2030.03.30	Software services	Confidentiality clause



The background features a complex financial visualization with multiple overlapping line graphs and a grid. The y-axis on the left is labeled with values from 10000 down to -8000. A prominent blue rectangular box is positioned on the right side of the image, containing a large white letter 'V' and a title in white text. The overall aesthetic is professional and data-oriented.

V

Review and Analysis  
of Financial Status  
and Business Results  
and Risk Issues



1. Financial Position
2. Financial Performance
3. Cash Flow
4. Impact of Major Capital Expenditures During the Most Recent Year on the Financial Status
5. Reinvestment Policy for the Most Recent Year, the Main Reasons for the Profits/ Losses Generated Thereby, the Plan for Improving Reinvestment Profitability, and Investment Plans for the Coming Year
6. Analysis and Assessment of Risk Issues During the Most Recent Year and as of the Date of Publication of the Annual Report
7. Other Important Matters

## 1. Financial Position

- (1) Main reasons for any material change in the Company's assets, liabilities, or equity during the past two years and the effect thereof:

Unit: NT\$ thousand; %

Year \ Item	December 31, 2025	December 31, 2024	Difference	% of change
Current assets	5,660,778	5,596,174	64,604	1.15%
Property, plant and equipment	7,840,897	7,699,215	141,682	1.84%
Intangible assets	108,117	118,720	(10,603)	(8.93%)
Other assets	2,128,497	1,909,529	218,968	11.47%
Total assets	15,738,289	15,323,638	414,651	2.71%
Current liabilities	3,421,232	3,323,043	98,189	2.95%
Other liabilities	250,672	209,900	40,772	19.42%
Total liabilities	3,671,904	3,532,943	138,961	3.93%
Common stock	1,481,374	1,481,374	-	0.00%
Additional paid-in capital	2,881,504	2,878,597	2,907	0.10%
Retained earnings	6,002,887	5,730,489	272,398	4.75%
Other components of equity	(23,936)	(34,761)	10,825	(31.14%)
Non-controlling interests	1,724,556	1,734,996	(10,440)	(0.60%)
Total equity	12,066,385	11,790,695	275,690	2.34%

- i. Analysis and explanation (for the changes of 20% or more, and the changes with an amount of NT\$10 million or more):
  - (i) Other components of equity: Mainly due to exchange differences arising from translating the financial statements of foreign operations of long term foreign equity investments.
- ii. Significant impact and corresponding plan on the Company's future finance and business: The above changes had no significant impact on the Company.

## 2. Financial Performance

- (1) Main reasons for any material change in operating revenues, operating income, or income before tax during the past two years, sales volume forecast and the basis thereof, and the effect upon the Company's financial operations as well as measures to be taken in response:

Unit: NT\$ thousand; %

Item	Year	2025	2024	Difference	% of change
Operating revenues		10,251,607	11,160,005	(908,398)	(8.14%)
Operating costs		(2,554,274)	(2,502,472)	(51,802)	2.07%
Gross profit		7,697,333	8,657,533	(960,200)	(11.09%)
Operating expenses		(5,555,822)	(6,157,698)	601,876	(9.77%)
Operating income		2,141,511	2,499,835	(358,324)	(14.33%)
Non-operating income and expenses		156,189	173,470	(17,281)	(9.96%)
Income from continuing operations before income tax		2,297,700	2,673,305	(375,605)	(14.05%)
Income tax expense		(436,765)	(502,152)	65,387	(13.02%)
Net income		1,860,935	2,171,153	(310,218)	(14.29%)
Other comprehensive income		15,029	50,194	(35,165)	(70.06%)
Total comprehensive income		1,875,964	2,221,347	(345,383)	(15.55%)
Net profit attributable to the Stockholders of the parent		1,218,305	1,448,299	(229,994)	(15.88%)
Net profit attributable to non-controlling interests		642,630	722,854	(80,224)	(11.10%)
Total comprehensive income (loss) attributable to the Stockholders of the parent		1,231,302	1,497,268	(265,966)	(17.76%)
Total comprehensive income (loss) attributable to non-controlling interests		644,662	724,079	(79,417)	(10.97%)

- i. Analysis and explanation (for the change of 20% or more, and the amount of change of NT\$10 million or more):
  - (i) Other comprehensive income: Mainly due to exchange differences arising from translating the financial statements of foreign operations of long term foreign equity investments.
  - ii. Sales volume forecast and the basis thereof: Please refer to "I. Letter to Shareholders".
  - iii. Significant impact and corresponding plan on the Company's future finance and business: The above changes had no significant impact on the Company.

## 3. Cash Flow

- (1) Cash flow analysis for the most recent fiscal year (2025):

Unit: NT\$ thousand

Beginning cash balance (1)	Net cash flow from operating activities throughout the year (2)	Net cash flow from investment and financing activities throughout the year (3)	Cash surplus (Deficit) (1)+(2)+(3)	Leverage of Cash Deficit	
				Investment plan	Financing plan
4,342,605	2,179,812	(2,357,859)	4,164,558	-	-

- i. Analysis of changes in cash flow:
  - (i) Operating activities: Driven by continuous growth in operations and stable profitability, profit for the year is the main source of net cash inflows from operating activities.
  - (ii) Investment activities: Construction of plants and acquisition of machinery and equipment are the main reasons for cash outflows from investing activities.
  - (iii) Financing activities: Distribution of cash dividends is the main reason for cash outflows from financing activities.
- ii. Remedy for a lack of liquidity: Not applicable.

(2) Analysis of cash flow for the coming year (2026):

Unit: NT\$ thousand

Beginning cash balance (1)	Net cash flow from operating activities throughout the year (2)	Net cash flow forecast for the year (3)	Cash surplus (Deficit) forecast (1)+(2)+(3)	Leverage of Cash Deficit	
				Investment plan	Financing plan
4,164,558	2,024,149	(2,437,999)	3,750,708	-	-

i. Analysis of changes in cash flow:

- (i) The forecasted net cash inflow from operating activities is mainly due to expected continuous growth in operations and increased revenue.
- (ii) The forecasted net cash outflow for the whole year is mainly due to the projected capital expenditures and cash dividend payments.

ii. Remedy for a lack of liquidity: Not applicable.

**4. Impact of Major Capital Expenditures During the Most Recent Year on the Financial Status**

In order to provide more stable production capacity to meet market demand, the Company constructed the first phase of the Grape King Bio Park, and the amount paid for the acquisition of property, plant and equipment in 2025 was NT\$37 million. The Company also expanded the second phase of the Longtan Plant, and the amount of property, plant and equipment acquired and paid for in 2025 was NT\$361 million. The funding sources for the above two major capital expenditures were mainly from the Company's own funds, and there has been no material impact on the Company's financial status.

**5. Reinvestment Policy for the Most Recent Year, the Main Reasons for the Profits/Losses Generated Thereby, the Plan for Improving Reinvestment Profitability, and Investment Plans for the Coming Year:**

(1) Reinvestment policy for the most recent year: In line with the Company's long-term development plan, various investment plans are prudently evaluated.

(2) Main reasons for profits or losses and improvement plans:

The Company's main reinvestment businesses are as follows:

i. Pro-Partner Ltd.

- (i) The net income was NT\$1,614,191 thousand in 2025. The Company holds 60% of its shares and recognized a share of profit of NT\$973,858 thousand.
- (ii) Pro-Partner Ltd. mainly sells the health foods produced by the Company. In recent years, the public's awareness of health preservation and wellness has generally increased, and the related products manufactured by the Company have demonstrated good efficacy and gained wide recognition from consumers, thereby generating excellent operating results.

ii. Shanghai Grape King Enterprise Co., Ltd. (100% owned by BVI GRAPE KING INTERNATIONAL INVESTMENT INC. (BVI))

- (i) The net loss was NT\$23,642 thousand in 2025.
- (ii) Shanghai Grape King Enterprise Co., Ltd. focuses mainly on ODM and OEM orders. With increasing demand from health-food customers in diverse sales channels such as MLM, micro-businesses and e-commerce, Shanghai Grape King is actively seeking ODM orders. In the future, it will continue, through cooperation with the parent company in Taiwan, to increase the business volume of Shanghai Grape King Enterprise Co., Ltd.

- iii. Rivershine Ltd.
  - (i) The net income was NT\$13,660 thousand in 2025.
  - (ii) Rivershine Ltd. mainly sells the Company's branded beverages and health foods. The Company is actively expanding physical channels and, through product marketing partners, aims to increase the performance of Rivershine Ltd.
- iv. Shanghai Rivershine Ltd. (100% owned by BVI GRAPE KING INTERNATIONAL INVESTMENT INC. (BVI))
  - (i) The net loss was NT\$625 thousand in 2025.
  - (ii) Shanghai Rivershine Ltd. mainly sells the health products manufactured by the Company. The Company will continue to expand physical channels in order to increase the product marketing partners of Shanghai Rivershine.
- v. GK BIO INTERNATIONAL SDN. BHD.
  - (i) The net income was NT\$83,042 thousand in 2025. The Company holds 35% of its shares. and recognized a share of profit of NT\$28,939 thousand.
  - (ii) GK BIO INTERNATIONAL SDN. BHD. is the Company's main sales partner in the ASEAN market. In the future, it will continue to expand diversified sales channels, with the aim of deepening its penetration into the ASEAN and Muslim markets.
- vi. Shanghai Changhong Biotechnology Co., Ltd.
  - (i) The Company invested US\$245,700 in Shanghai Changhong Biotechnology Co., Ltd., acquiring a 35.1% equity interest. Its main business items are technology development and consulting in the field of biotechnology, etc. Shanghai Changhong Biotechnology Co., Ltd. commenced liquidation procedures in November 2022. As the recoverable amount was less than the Company's investment amount, after evaluation, the Company recognized an impairment loss of NT\$2,538 thousand on its investment in Shanghai Changhong Biotechnology Co., Ltd. in the 2022. The liquidation procedures were completed in August 2025, and in September 2025, an amount of US\$10,000 was returned to the Company in accordance with the amount stated in the liquidation audit report.
- vii. Shanghai Xinquan Biotechnology Co., Ltd.
  - (i) The net loss was NT\$492 thousand in 2025. The Company holds 45% of its shares and recognized a loss of NT\$222 thousand.
  - (ii) In January 2021, the Company invested RMB 2.25 million in Shanghai Xinquan Biotechnology Co., Ltd., acquiring a 45% equity interest. Its main business items are technology development and consulting in the field of biotechnology, etc. The liquidation procedures were completed in June 2025, and in July 2025, an amount of RMB 1.98 million was returned to Shanghai Rivershine Ltd. in accordance with the amount stated in the liquidation audit report.
- viii. ELITE PROPARTNER HOLDINGS SDN. BHD.
  - (i) The net loss was NT\$393 thousand in 2025.
  - (ii) It is a 100%-owned subsidiary of Pro-Partner Ltd., established to develop the Malaysian market.

- ix. UVACO MY SDN. BHD.
  - (i) The net loss was NT\$7,093 thousand in 2025.
  - (ii) It is a 75%-owned subsidiary of Pro-Partner Ltd., established to develop the Malaysian market.
- x. Shanghai Pujun Trading Co., Ltd.
  - (i) The net income was NT\$1,849 thousand in 2025. The Company holds 51% of its shares and recognized a share of profit of NT\$943 thousand.
  - (ii) It is a 51%-owned subsidiary of Shanghai Grape King Enterprise Co., Ltd. Its business is to sell other companies' products in order to establish self-owned brand channels.
- xi. PUBAI LIMITED
  - (i) It is a 55%-owned subsidiary of Shanghai Grape King Enterprise Co., Ltd. In order to expand self-owned brand products, it sales in Mainland China through cross-border e-commerce. As of the publication date of this Annual Report, the capital has not been actually invested.
- xii. Shanghai Puxun Supply Chain Management Co., Ltd.
  - (i) The net income was NT\$94 thousand in 2025. The Company holds 67% of its shares and recognized a share of profit of NT\$63 thousand.
  - (ii) Its purpose is to integrate drop shipping and transportation services for ODM customers so as to increase customer stickiness.
- xiii. Shanghai Puyou Trading Co., Ltd.
  - (i) The net income was NT\$3,585 thousand in 2025. The Company holds 61% of its shares and recognized a share of profit of NT\$2,187 thousand.
  - (ii) It is a subsidiary 51%-owned by Shanghai Pujun Trading Co., Ltd. and 10%-owned by Shanghai Grape King Enterprise Co., Ltd. In order to expand performance in mainland China, it adopts a vending-machine model for sales.
- xiv. Shanghai Puguang Trading Co., Ltd.
  - (i) The net income was NT\$2,364 thousand in 2025. The Company holds 51% of its shares and recognized a share of profit of NT\$1,206 thousand.
  - (ii) It is a 51%-owned subsidiary of Shanghai Grape King Enterprise Co., Ltd. In order to expand performance in mainland China, it adopts a vending-machine model for sales.
- xv. MYGK BIO SDN. BHD.
  - (i) The net loss was NT\$982 thousand in 2025.
  - (ii) MYGK BIO SDN. BHD. mainly imports, exports, and sells health foods and dietary supplements to expand the Malaysian market.

(3) Investment plan for the coming year:

The Company will continue, in line with its long-term strategic investment principles, to prudently evaluate its reinvestment plans.

## 6. Analysis and Assessment of Risk Issues During the Most Recent Year and as of the Date of Publication of the Annual Report

- (1) The effect upon the company's profits (losses) of interest and exchange rate fluctuations and changes in the inflation rate, and response measures to be taken in the future:
  - i. Interest rate fluctuations: The interest rate risk of the Company and its subsidiaries mainly arises from bank loans. In 2025, bank loan interest expense accounted for 0.0001% of profit before tax. Changes in interest rates have little impact on the Company's profit or loss. In the future, the Company will adjust its use of funds in a timely manner in response to changes in financial market interest rates.
  - ii. Exchange rate fluctuations: The business of the Company and its subsidiaries is currently mainly focused on local markets and local raw materials, with relatively few situations involving imported raw materials and exports. Therefore, the balances of foreign-currency assets and liabilities account for only a very small proportion of total assets and total liabilities, and exchange rate fluctuations have a limited impact on the Company.
  - iii. Inflation: The consumer price indices in the regions where the Company and its subsidiaries operate remain stable, and there have been no significant inflation events. The Company will continue to pay attention to price fluctuations in various regions and take appropriate response measures in a timely manner to minimize the impact.
- (2) The company's policy regarding high-risk investments, highly leveraged investments, loans to other parties, endorsements, guarantees, and derivatives transactions; the main reasons for the profits/losses generated thereby; and response measures to be taken in the future: None.
- (3) Research and development work to be carried out in the future, and further expenditures expected for research and development work:

In 2025, R&D focused on a "science-based evidence" orientation, concentrating on the vertical deepening and horizontal integration of probiotics, functional mushroom derived ingredients and botanical new drugs, and continuously building an R&D platform with international competitiveness.

Mushroom and plant ingredient research: Cell, animal and safety studies on *Cordyceps cicadae*, *Hericium erinaceus*, *Phellinus linteus*, *Antrodia cinnamomea* and *Morchella esculenta* have been completed, accumulating data on mechanisms of action and efficacy. In addition to clinical confirmation that *Cordyceps cicadae* reduces intraocular pressure, a 90-day neurotoxicity study in accordance with OECD Guideline 424 has also been completed as the basis for new resource food review. *Hericium erinaceus* and its active components erinacine A and S have demonstrated neuroprotective potential in models of chemotherapy-induced peripheral neuropathy.

Probiotics R&D: The Company continues to advance research on the renal protective and intestinal anti-inflammatory mechanisms of next-generation probiotics, and has successfully isolated an indigenous *Akkermansia muciniphila* strain, laying the foundation for the development of a new generation of ingredients for metabolic and intestinal health. Clinical breakthrough in botanical new drugs: The independently developed GKAC has been approved by the U.S. FDA to conduct a Phase II human clinical trial (IND) for non-alcoholic steatohepatitis (NASH), marking an important milestone in the Company's entry into international clinical development of botanical new drugs. The estimated R&D investment in 2026 is NT\$32,912 thousand.

- (4) Effect on the company's financial operations of important policies adopted and changes in the legal environment at home and abroad, and measures to be taken in response:

All of the Company's businesses are conducted in accordance with the requirements of the competent authorities, and the Company continuously monitors amendments to the regulations of the competent authorities to avoid any failure to comply with new requirements. In the most recent year and as of the publication date of this Annual Report, the Company has not been affected in its finance and business by any major domestic or foreign policy or legal changes.

- (5) Effect on the company's financial operations of developments in science and technology (including cyber security risks) as well as industrial change, and measures to be taken in response:

Risk and management measures of information technology security

The Company has established comprehensive network and computer-related information security protection measures and actively seeks to prevent network attacks launched by any third party with the intention of paralyzing systems. Such cyber-attacks may illegally infiltrate the Company's internal network systems to disrupt operations and damage the Company's reputation. In the event of a severe cyber-attack, trade secrets and other confidential information could be stolen, including proprietary information of customers or other stakeholders and the Company's confidential R&D results, and production lines could be forced to shut down. The Company continuously reviews and evaluates its information security rules and procedures to ensure their appropriateness and effectiveness, so that it is not affected by emerging risks and attacks amid rapidly changing information security threats.

In order to prevent and mitigate the damage caused by such attacks, the Company implements and continually updates relevant improvement measures, such as strengthening network firewalls and network controls to prevent computer viruses from spreading across devices and plants, establishing endpoint anti-virus measures based on computer type, introducing advanced solutions to detect and handle malicious software, adopting new technologies to enhance data protection, and strengthening phishing email detection. Through the above information security protection measures, the Company seeks to prevent and reduce the incidence of hacker attacks and malicious software intrusions.

- (6) Effect on the company's crisis management of changes in the company's corporate image, and measures to be taken in response: None.
- (7) Expected benefits and possible risks associated with any merger and acquisitions, and mitigation measures being or to be taken: None.
- (8) Expected benefits and possible risks associated with any plant expansion, and mitigation measures being or to be taken:

In response to the gradually increasing demand for health foods at home and abroad, growing market demand for products in multiple dosage forms, and increasing demand on existing production lines, the Company is preparing to develop new production lines to meet future business expansion needs. The first phase of the "Grape King Bio Park" in the Pingzhen Industrial Park was completed in 2023, and the steel-structure building in the park is under construction. Fermentation tanks were commissioned and put into production in the second half of 2024. In 2025, in view of continuously rising construction costs and adjustments to overall production line planning, the Company increased the investment budget for downstream process equipment, and completion is expected in the first

half of 2026. In 2024, the expansion of the second phase of the Longtan Plant was undertaken and was completed and put into production in the second half of 2025. Capacity expansion will increase initial capital expenditures and subsequent operating costs. In this regard, the Company will continuously assess changes in the industry in order to reduce operational risk.

- (9) Risks associated with any consolidation of sales or purchasing operations, and mitigation measures being or to be taken:

The Company does not have situations where sources of purchases or sales customers are excessively concentrated; therefore, such risk is not material.

- (10) Effect upon and risk to the company in the event a major quantity of shares belonging to a director, or shareholder holding greater than a 10 percent stake in the company has been transferred or has otherwise changed hands, and mitigation measures being or to be taken: None.

- (11) Effect upon and risk to company associated with any change in governance personnel or top management, and mitigation measures being or to be taken: None.

- (12) Litigious and non-litigious matters. List major litigious, non-litigious or administrative disputes that: (1) involve the company and/or any company director, any company supervisor, the general manager, any person with actual responsibility for the firm, any major shareholder holding a stake of greater than 10 percent, and/or any company or companies controlled by the company; and (2) have been concluded by means of a final and unappealable judgment, or are still under litigation. Where such a dispute could materially affect shareholders' equity or the prices of the company's securities, the annual report shall disclose the facts of the dispute, amount of money at stake in the dispute, the date of litigation commencement, the main parties to the dispute, and the status of the dispute as of the date of publication of the annual report: None.

- (13) Other important risks, and mitigation measures being or to be taken: None.

**7. Other Important Matters: None.**



# VI

## Special Notes





1. Information Related to the Company's Affiliates
2. Private Placement of Securities During the Most Recent Year and as of the Date of Publication of the Annual Report
3. Other Matters that Require Additional Description
4. If Any of the Situations Listed in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act, Which Might Materially Affect Shareholders' Equity or the Price of the Company's Securities, Has Occurred During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report

**1. Information Related to the Company's Affiliates:**

The information has been reported in accordance with regulations and may be inquired on the Market Observation Post System (MOPS) website.

MOPS > Single company > Electronic file download > Three reports of the affiliated company ( [https://mopsov.twse.com.tw/mops/web/t57sb01\\_q10](https://mopsov.twse.com.tw/mops/web/t57sb01_q10) ) .

- 2. Private Placement of Securities During the Most Recent Year and as of the Date of Publication of the Annual Report: None.**
- 3. Other Matters that Require Additional Description: None.**
- 4. If Any of the Situations Listed in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act, Which Might Materially Affect Shareholders' Equity or the Price of the Company's Securities, Has Occurred During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report: None.**





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Chairman:





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