




CH4

Happy Workplace

Target Formulation

	Targets for 2023-2024	Targets for 2025-2026	Targets for 2027 and beyond	Corresponding SDGs
Development of Human Capital	<ul style="list-style-type: none"> Implement GKB Learning College (GKBLC) framework to organize, and establish training programs for all six departments, completing a minimum of training for one department each year Maintain TTQS Silver Award Cultivate 1 person with potential talent in each division and achieve success rates exceeding 80% on this KPI indicator Promotion and implementation of Learning Passports 	<ul style="list-style-type: none"> Establish GKB Learning College (GKBLC) framework Achieve TTQS Gold Award qualification Obtain key talent through cultivation of potential talent and reach achievement rates of 85% or more 	<ul style="list-style-type: none"> Establish GKB Learning College (GKBLC) framework Achieve TTQS Gold Award qualifications Obtain key talent through cultivation of potential talent and reach achievement rates of 85% or more 	
Employee Care, Remuneration, and Benefits	<ul style="list-style-type: none"> Raise employee satisfaction rates to more than 80% Raise EAP satisfaction rates to more than 80% Host 2 EAP lectures a year and achieve satisfaction rates of more than 85% 	<ul style="list-style-type: none"> Raise employee satisfaction rates to more than 85% Maintain EAP satisfaction rates of more than 80% Host 3 EAP lectures a year and achieve satisfaction rates of more than 90% Achieve satisfaction rates of 70-75% for remuneration relative to work 	<ul style="list-style-type: none"> Maintain employee satisfaction rates of more than 85% Raise EAP satisfaction rates to more than 85% Host at least 1 EAP lecture per quarter and achieve satisfaction rates of more than 90% Achieve satisfaction rates of 80% for remuneration relative to work 	
Industrial Safety Management	<ul style="list-style-type: none"> Obtain verification of occupational health and safety management system Establish Grape King Bio occupational health and safety family Establish an elder-friendly workplace environment in response to our aging society, and establish a maternity-friendly workplace environment in response to decreasing birth rates Continue to optimize our occupational health and safety management system 	<ul style="list-style-type: none"> Lower disabling injury frequency rate (Frequency Rate, FR) to 50% than that of our peers Promote and participate in the selection of excellent occupational safety and health units Promote and participate in healthy workplace awards 	<ul style="list-style-type: none"> Set an example of a happy enterprise and become a benchmark of healthy workplaces for SMEs in Taiwan Advance and participate in the Occupational Safety Five-Star Awards: Company Benchmark Award and Occupational Health Special Award Create a work-life-balanced workplace which allows employees to balance family life, physical health, and mental health Achieve no work-related injuries throughout the year (0 occupational hazards) 	

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

We implement ethical and moral ideals during operations and have established the “Code of Conduct,” “Ethical Corporate Management Best Practice Principles,” and other operational regulations. To integrate our corporate philosophies and the personal values of our colleagues, we incorporated the “corporate ethics board game” jointly developed by the “Chinese Business Ethics Education Association,” “Sinyi Culture Foundation,” and “Unity Sustainability Services.” This game made ethics, values, ethical thinking, and moral development more than just abstract concepts, and aroused interest, discussion, and interactions in our colleagues. We believe that when ethics can be internalized and practiced by our colleagues, ethical and moral concepts will become a positive force for sustainable development. Our courses covered topics such as human rights, gender issues, and privacy. As of 2023, 145 employees and managers have participated in our training sessions. In future, we plan to conduct top-down promotions so that all of our colleagues will attend ethical culture courses.



4.1 Talent Recruitment and Structure

Human Resources
Manager
Sam Lai



“

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

”

Management Approach	Key issue-Labor rights
Policies	Implementation and promotion of “Human Capital Strategic Thinking 3.5” framework Grape King Bio upholds core values relating to “Technology, Health, and Hope” and adopts a people-oriented core strategy. We have incorporated human resource analytics, established and promoted our “Human Capital Strategic Thinking 3.5” framework, and implemented a talent management policy which places appropriate personnel in appropriate positions. We provide a high-quality and healthy workplace environment as well as competitive remuneration and benefits, and we continue to cultivate talent and build a heartwarming workplace environment.
Commitments	To effectively enhance our human resources, we not only actively build and promote high-quality training programs and implementation principles, but also work to establish a function-oriented learning map to help all departments cultivate current and reserve personnel, develop key talents, and fully implement our policy of placing appropriate talent in appropriate positions.
Targets	Short-term <ul style="list-style-type: none"> • 100% completion of training for prevention of occupational hazards • 100% pass rate for new employees on Code of Ethical Conduct orientation and examinations • We disseminate concepts from our Code of Ethical Conduct to all employees once every year • We maintain a 50:50 gender ratio. • Note: The passing grade for examinations was 100.
	Mid-term <ul style="list-style-type: none"> • Maintain 100% completion rate of training for prevention of occupational hazards • Maintain 100% pass rate for new employees on Code of Ethical Conduct orientation and examinations • Achieve 100% completion and pass rate for annual Code of Ethical Conduct examinations (for section chiefs and higher) • Maintain a gender ratio of 50:50. • Note: The passing grade for examinations was 100.
	Long-term <ul style="list-style-type: none"> • Maintain 100% completion rate of training for prevention of occupational hazards • Maintain 100% pass rate for new employees on Code of Ethical Conduct orientation and examinations • Achieve 100% completion and pass rate for annual Code of Ethical Conduct examinations (for all employees) • Maintain a gender ratio of 50:50. • Note: The passing grade for examinations was 100.
Responsibilities	Internal communications and collaborations: Facilitate periodic communications with all departments, listen to department needs to identify appropriate talent, implement employee care measures, reduce human resource risks, and establish smooth communication processes
Resources	Monthly/quarterly human resource reports and human resource improvement program
Specific performance	✓ Continue to promote salon lectures on ethics, use case studies and board games to teach Lawrence Kohlberg’s stages of moral development, and use systemic ethical philosophies and roleplay scenarios to help our colleagues better understand the concepts and scope of ethics and integrity. In future, we will compile corporate case studies that can be used for teaching materials.

Grape King Bio Human Rights Policy

Respect for human rights is a fundamental value we uphold at Grape King Bio. We formulated our human rights policy following the UN Guiding Principles on Business and Human Rights, and by referencing the Universal Declaration of Human Rights, the United Nations Global Compact, and relevant Taiwanese and Chinese human rights and labor laws. We expect our employees, suppliers, and business partners to abide by these principles. We annually conduct internal audits as well as supplier audits in order to identify and prevent human rights risks to people in our business and supply chains. Our Chairman, General Manager, and Board of Directors are responsible for overseeing our human rights policy and ensuring that it is enforced. (For more information, please refer to our [\[Human Resources Policy\]](#))



Respect for human rights is a fundamental value we uphold at Grape King Bio. We respect human rights and have established workplace environments that uphold dignity to maintain and promote human rights during our interactions with our employees, suppliers, and business partners. Our goal is to improve human rights conditions in the communities where we operate. Our policies are based on labor laws in Taiwan and China; international human rights guidelines; the core principles of the International Bill of Human Rights, OECD Guidelines for Multinational Enterprises, Universal Declaration of Human Rights, Declaration of Fundamental Principles and Rights at Work, United Nations Guiding Principles on Business and Human Rights (UNGPs), United Nations Global Compact (UNGC), and other international regulations/standards; as well as local regulations.

We do not employ child labor and pledge to never hire Child Labor under the age of 16. To protect labor and management employment rights, our employees receive official job offers before their admission dates, and new employees reporting for work are required to sign written employment contracts on the same day. We achieved a signing rate of 100% and all of our employees are fully protected by labor contracts. Employment conditions for all employees were set freely following agreement by both parties. We do not force or coerce unwilling personnel to perform labor.

Grape King Bio formulates corporate operational strategies every year in response to global development trends in the biotechnology industry and the diverse health food needs of consumers. In 2019, we began incorporating systematic functional hiring procedures to strengthen our talent recruitment and selection system, and provide “appropriate positions for suitable talent.” When implementing our management ideals relating to diversified talent, we emphasize and advocate equal opportunities for our employees when recruiting, screening, appointing, distributing, deploying, appraising, and promoting job candidates and employees. We do not discriminate or give preferential treatment based on race, class, language, ideology, religion, political affiliations, place of birth, gender, sexual orientation, age, marital status, appearance, physical or mental disabilities, horoscope, blood type, labor representation, or other personal factors. There are no incidents of discrimination in 2022.

Recruitment Channels

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

1. Industry-government-academia collaborations

We have long collaborated with universities and colleges throughout Taiwan on industry-academia collaborations and internships to build professional knowledge in young students and develop outstanding potential talents. In 2018, we began collaborating with the Vocational Training Center of the Veterans Affairs Council to help veterans establish a new set of career goals. This not only assisted veterans in transferring to private organizations, but also raised local employment rates. Starting in 2019, we commenced long-term collaborations with the Taoyuan City Government Employment Service Center, updating and publishing corporate vacancies on a monthly basis to maximize exposure for our recruitment information and enable the public to quickly learn about our vacancies through diverse recruitment channels.

2. Internal recruitment and rotation

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

3. Internal referrals

Most candidates referred by our employees exceed average standards; referred candidates are selected through the same fair recruitment and screening processes we use for other candidates to effectively maximize the effects of internal referrals.

4. Active recruitment of talent

our criteria. We hope to bring excellent and suitable talent into our company, regardless of industry experience or background.

5. Recruitment of foreign blue-collar workers

Following assessment of internal production lines and production shift plans, we applied for and received approval from competent authorities to recruit foreign workers. We strictly evaluate our collaborations and hire legal foreign blue-collar workers from registered recruitment companies.



Human Resource Structure at Grape King Bio and Pro-Partner in 2022

Item	Employee Type	Statistics by Employee Category				Total			
		Male		Female		Male		Female	
		Number of employees	Ratio	Number of employees	Ratio	Number of employees	Ratio	Number of employees	Ratio
Position	Executives (managers and above)	21	7%	16	5%	304	47.7%	333	52.3%
	Production line workers	109	36%	58	18%				
	Other employees	174	57%	259	77%				
Employment Type	Permanent employees	294	97%	321	96%				
	Temporary employees	10	3%	12	4%				
Contracts Type	Full-time employees,	294	97%	321	96%				
	Part-time employees	0	0%	3	1%				
	Non-guaranteed hours employees	10	3%	9	3%				
Nationality	Local hires	291	96%	318	95%				
	Foreign hires	0	0%	0	0%				
	Foreign nationals(white-collar workers)	1	0%	0	0%				
	Foreign nationals(blue-collar workers)	12	4%	15	5%				

Note: Workers who are not employees at Grape King Bio in 2022 totaled 62 individuals, including interns, security personnel, cleaning staff, kitchen staff, and others. The number remained relatively stable compared to the previous year.

At Grape King Bio, our ratio of male and female employees has long been around 1:1. The male to female ratio of all employees in 2022 was 47.7%:52.3%, and the ratio of new male and female employees for the year was 1:1.17. The male to female ratios for starting salaries and invested values for benefits were both 1:1. At work, we do not discriminate based on employee gender, age, pregnancy status, race, political affiliation, or religious orientation. To create gender-friendly workplace environments, we reviewed work designs, confirmed workloads for different genders and positions, and did not differentiate training or career development processes based on gender differences. In 2022, our new recruits came from the following sources:

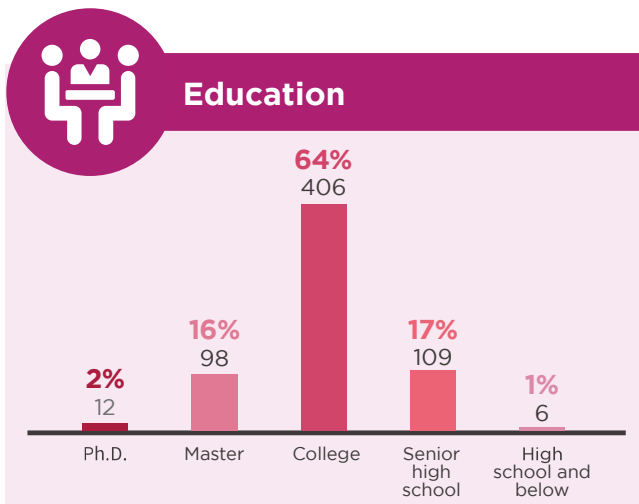
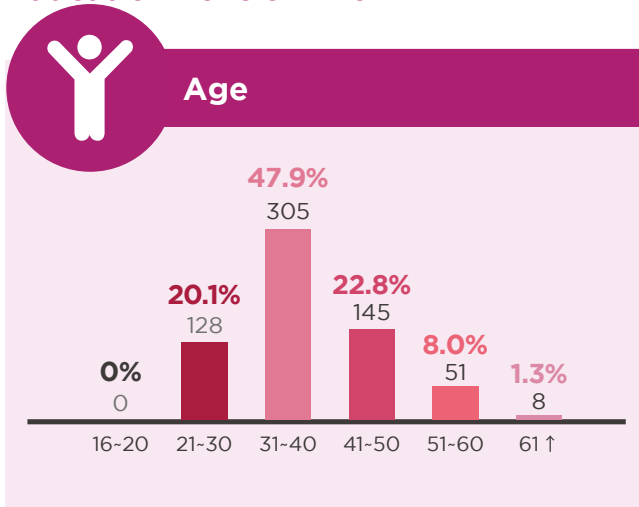
Previous interns	Recruitment agencies	Internal recruitment and rotation	Internal referral	Active recruitment of talent	Job search websites (104, 111, employment service offices for workers reentering the workforce, and other institutes)
1	19	3	8	5	96

To promote diversity and equality for all employees while protecting the rights and interests of all groups, we have established regulations to protect the rights of the disabled and the working rights of indigenous people. Our external recruitment opportunities include positions for indigenous and disabled candidates, as well as job opportunities for individuals with Down Syndrome from the Chensenmei Social Welfare Foundation, which is located near our company. We also adjust work tasks for disabled colleagues placed in unsuitable positions. We recruited the following number of disabled and indigenous employees in 2022:

Year		2020	2021 ^{Note1}	2022
Total Employees		461	607	637
Indigenous Employees	Number of employees	3	5	6
	Ratio	0.65%	0.8%	0.9%
Disabled Employees	Number of employees	5	6	5
	Ratio	1.08%	1.0%	0.8%

Note 1: Starting from 2021, employees from Pro-Partner were included in calculations.

Distribution of Employee Age and Education Levels in 2022



Number and Gender Ratio of New and Departing Employees in 2022

Category	Age	Total			
		Male		Female	
		Number of employees	Ratio	Number of employees	Ratio
New Employees	16-20	10	16%	1	1%
	21-30	37	59%	30	43%
	31-40	12	19%	17	25%
	41-50	3	5%	14	20%
	51-60	1	2%	7	10%
	61+	0	0%	0	0%
Total		63	100%	69	100%
Departing Employees	16-20	0	0%	0	0%
	21-30	19	44%	22	32%
	31-40	14	33%	26	38%
	41-50	4	9%	16	24%
	51-60	5	12%	2	3%
	61+	1	2%	2	3%
Total		43	100%	68	100%

Ratios of New Hires and Turnover Rates in 2022

Item	2020	2021	2022
Ratio of new hires	11.71%	20.59%	20.72%
Turnover rate	8.89%	15.98%	17.43%

Note: Ratio of new hires=[Total number of new hires for the current year]/[Total employees at the end of the current year]
Turnover rate=[Total number of departed employees in the current year]/[Total employees at the end of the current year]

In terms of illegality risks in the workplace, we have established procedures to control unlawful infringements in the workplace, which are implemented using the following frequencies and methods:

1. Conduct re-assessments to check and improve internal operating site configurations and administrative control measures once a year.
2. Conduct re-assessments of job suitability and adjust personnel once a year.
3. Conduct re-assessments once every three years of hazard identification and risk assessment procedures for prevention of unlawful infringements in the workplace implemented by supervisors or assigned personnel.



4.2 Talent Cultivation and Performance Appraisals

COLUMN GKB Learning College

In 2019, Grape King Bio established the GKB Learning College, which is led by our Chairman. The highest authorities of each division work with our Human Resources Department to develop systematic learning maps and diverse implementation plans, provide internal and external training resources, and encourage our employees to continue learning professional knowledge and multi-disciplinary skills. Our course materials are based on our analyses of various jobs and functions, and we assist potential talent from all units in developing their skills. Our courses align with future industrial trends, and many senior executives personally share their professional knowledge through lectures while also discussing and revising course materials with multiple industrial experts, teachers, and students. Our courses are integrated with actual project implementations so we can quickly cultivate talent for prospective markets in three divisions (supply chain, administration, and R&D). We have trained 15 outstanding managers and employees who will continue to promote these concepts in various other divisions in future.

Management Approach	Key Issue-Talent attraction and retention	
Policies	Implementation and promotion of “Human Capital Strategic Thinking 3.5” framework Grape King Bio upholds core values relating to “Technology, Health, and Hope” and adopts a people-oriented core strategy. We have incorporated human resource analytics, established and promoted our “Human Capital Strategic Thinking 3.5” framework, and implemented a talent management policy which places appropriate personnel in appropriate positions. We provide a high-quality and healthy workplace environment as well as competitive remuneration and benefits, and we continue to cultivate talent and build a heartwarming workplace environment.	
Commitments	To effectively enhance our human resources, we not only actively build and promote high-quality training programs and implementation principles, but also work to establish a function-oriented learning map to help all departments cultivate current and reserve personnel, develop key talents, and fully implement our policy of placing appropriate talent in appropriate positions.	
Targets	Short-term	<ul style="list-style-type: none"> Implement GKB Learning College (GKBLC) framework to organize, establish, and implement training programs for all six departments, completing a minimum target of training for one department each year. Maintain TTQS Silver Award. Cultivation of 1 person with potential talent in each division and achieve success rates exceeding 80% on this KPI indicator Promotion and implementation of Learning Passports
	Mid-term	<ul style="list-style-type: none"> Implement GKB Learning College (GKBLC) framework, completing a minimum target of training for one department each year. Maintain TTQS Silver Award and obtain Gold Award Cultivation of 2 people with potential talent in each division and achieve success rates exceeding 80% on this KPI indicator Establish cultivation program for potential and key talent
	Long-term	<ul style="list-style-type: none"> Establish GKB Learning College (GKBLC) framework Maintain TTQS Gold Award qualifications Obtain key talent through cultivation of potential talent and reach achievement rates of 85% or more.
Responsibilities	Internal communications and collaborations: Facilitate periodic communications with all departments, listen to department needs to identify appropriate talent, implement employee care measures, reduce human resource risks, and establish smooth communication processes	
Resources	Manpower: Monthly/quarterly human resource reports and human resource improvement program	
Specific performance	<ul style="list-style-type: none"> ✓ Obtained TTQS Silver Award qualifications ✓ Continued to implement GKB Learning College (GKBLC) framework to organize, establish, and implement IRC and QA department talent cultivation training programs for all six departments. We completed training programs and achieved commendable results. The head of the IRC department was promoted. 	

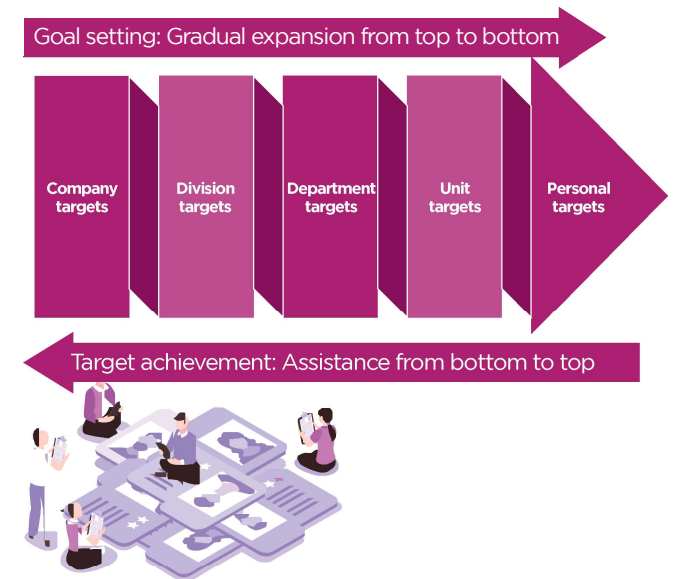
Grape King Bio places high emphasis on the career development of employees. We facilitate internal talent rotation by providing overseas job opportunities, opportunities to execute critical projects, training, and a variety of other opportunities and platforms, encouraging our employees to realize their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

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

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

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

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



4.2.1 Blueprint for Talent Development

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

Dual Training Program

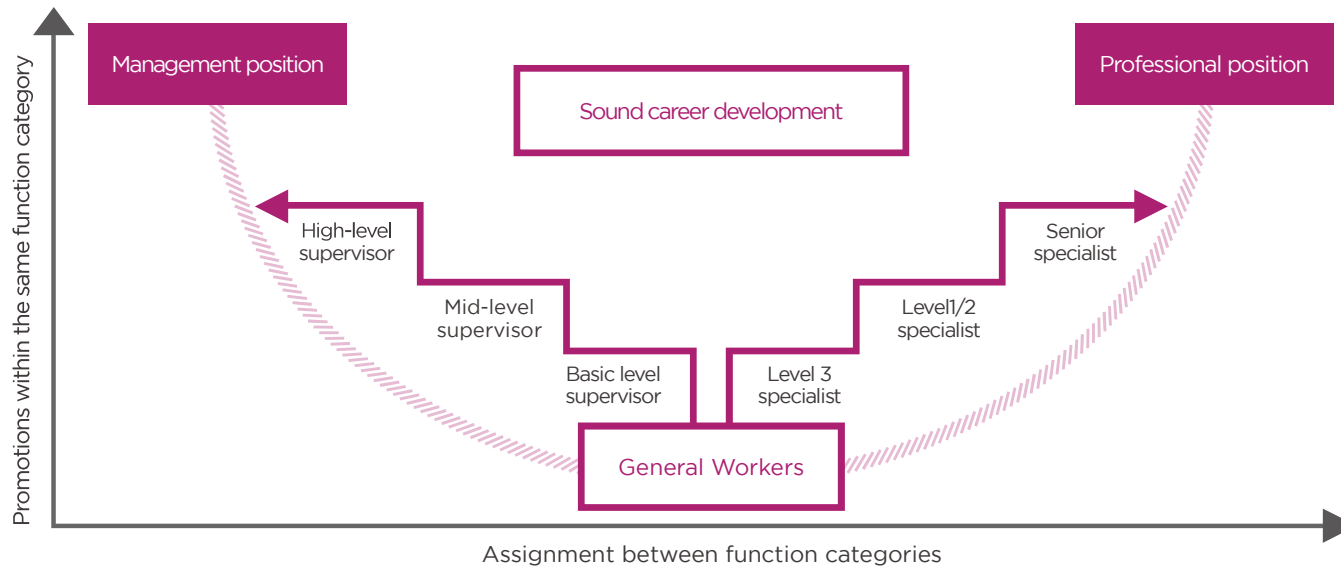
Our employees fall into two main categories: management talent and professional talent. Employees with different talents undergo different types of training under our dual-training program. This enables all of our employees to implement what they have learned. Our dual promotion channels encourage diversified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

(1) Development of corporate learning map

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

(2) Development of individualized learning roadmaps

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



Performance Assessments: Mutual Communications and Trust

Performance evaluation systems: At the beginning of each year, we set goals for each department (including corporate targets, department targets, and personal targets) based on important annual targets set by the Company, and review and confirm progress throughout the year. We conduct year-end evaluation interviews to verify performance, and evaluation results are used as a basis for determining promotions, salary adjustments, bonuses, and remuneration, as well as plans for education and training. We organized manager training programs in 2022 and commissioned external consultants to assess and optimize current methodologies and logic used for formulating KPIs to help our managers adjust relevant systems, optimize performance targets, and align employee behaviors with performance evaluation results. Evaluations conducted in 2022 are shown in the following table: nngthen cultivation and development; systematically provide all our colleagues with the

Item	Purpose	Number of People	Target
Evaluation of new employees	Objectively assess performance, capabilities, and suitability of new employees for each position	A total of 112 people	Employees that were recruited within the past three months
Year-end evaluations	Achieve corporate goals, enhance corporate performance, objectively and fairly assess employee performance and develop employee capabilities	A total of 500 people	Managers, general administrators, and on-site personnel



4.2.2 Employee Training and Development

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

1. Training goals



Work targets
(knowledge, skills, capabilities)



Functional targets
(internal potential, attitudes, behaviors)



Performance targets
(performance, capabilities, gaps)



Personal development
(career development plans)

2. Core training courses

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

Employee Training Metrics for 2022

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

Item	2020	2021	2022
Total training expenses	1,153,177	1,885,180	1,071,394
Total training expenses/ Total revenues (%)	0.06%	0.02%	0.01%
Total training hours	9,971	8,066	8,215
Total number of training participants	3,120	2,398	2,749
Training penetration rate (%)	92%	98%	92%
ROI on human capital (Note)	3.7	7.7	8.7

Note 1: ROI on human capital = (Revenues - (operating costs - (salary costs + benefits costs + training costs)) ÷ (salary costs + benefits costs + training costs)
Note 2: Starting from 2022, figures from Pro-Partner were included in calculations.



Training Statistics by Position and Gender in 2022

Item	Employee Type	2022			
		Subtotal		Total	
		Male	Female	Male	Female
Total training hours	Executives (managers and above)	349.8	214.5	3,904	3,285
	Production line workers	1,379.4	573.4		
	Other employees	2,174.8	2,496.9		
Total number of training participants	Executives (managers and above)	81.00	67.00	1,238	1,151
	Production line workers	350.00	202.00		
	Other employees	807.00	882.00		
Training penetration rate	Executives (managers and above)	100%	93%	98.8%	91.0%
	Production line workers	99%	88%		
	Other employees	97%	92%		
Average training hours	Executives (managers and above)	14.58	13.41	15	13
	Production line workers	13.39	8.56		
	Other employees	15	14.52		

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

Starting in 2013, we began participating in the Talent Quality-management System (TTQS) verification plan implemented by the Council of Labor Affairs Vocational Training Council (now known as the Ministry of Labor Workforce Development Agency) and received a bronze TTQS award that same year, serving as a recognition of our efforts in educating, training, and developing talent. In 2019, we once again participated in TTQS evaluations and received a silver TTQS award, which was extended in 2021. (Only 5-7% of participating companies receive silver awards.) In future, we will continue to strengthen and expand our talent cultivation and development concepts to assemble a talent fleet and achieve our sustainable development goals related to talent.

4.3 Employee Compensation, Benefits, and Health Care

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

4.3.1 Remuneration and Incentive

To effectively achieve our two goals of talent retention and motivation, we have designed a competitive remuneration system that exceeds industry standards. In 2022, our remuneration standards were 1.5 times that of the average industry standards. Grape King Bio determines remuneration levels based on employee backgrounds (including education levels and work experience), professional and technical knowledge, years of professional experience, and personal performance, regardless of gender, race, religion, political stance, marital status, or union participation.

Item	2019	2020	2021	2022
Salary Standards	Salary levels exceeded 1.5 times industry standards	Salary levels exceeded 1.5 times industry standards	Salary levels exceeded 1.5 times industry standards	Salary levels exceeded 1.5 times industry standards
Months and Frequencies of Salary Adjustments	Annual salary adjustments are made in either April or October			
Year-End Bonuses	Paid at the beginning of the year		Paid before Lunar New Year	
Mid-Year Compensation	Paid in the middle of the year			
Average Annual Salaries	Average annual salaries exceed 20 months			
Cash Bonuses and Gifts	Gifts or cash bonuses for Lunar New Year/Labor Day/Dragon Boat Festival/Ghost Festival/Moon Festival/birthdays			
Remarks	Salary standards=Average employee salaries ÷ average industry salaries			

Note: The ratio of the median annual total remuneration increases the percentage of all of the organization's employees in the organization: 0.97% (the highest-paid individual not included)

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



Bonuses and compensation

Considers annual performance, target achievement status, and the Company's annual profits.



Salary changes and adjustments

Considers rationality of current salaries, performance, future potential of individual colleagues; annual budget for salary adjustments; balance between internal and external salaries; and price levels.

Grape King Bio Employee Compensation Ratios for 2022

Rank	Female-to-male basic salary ratio	Female-to-male average compensation ratio
Executive Positions	1:1.9	1:2.9
Professional Positions	1:0.9	1:0.9
General Employees	1:1.4	1:1.6

Note:

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

Non-management level employees Salary Ratios

	Non-Executive Employees	
	2021	2022
Total salaries of all full-time, non-executive employees (A)	276,694,495	333,692,384
Total number of all full-time, non-executive employees (B)	370	410
Average salaries of full-time, non-executive employees (A/B)	747,823	811,904
Median salary	753,834	772,022

Note 1: This figure represents an internal settlement value within the company.



4.3.2 Employee Benefits

Grape King Bio offers a variety of benefits, including gifts and bonuses for major festivals, employee scholarships, scholarships for children of employees, group insurance, insurance plans for employee dependents, regular physical examinations, on-site massage services, employee canteens, and employee discounts. Apart from providing basic employee benefits in accordance with relevant laws, we have also established an employee welfare committee that adheres to the Organization Regulations on Employee Welfare Committee. Department committee members are selected by all employees and convene every three months, though extraordinary meetings can be called when necessary. The committee is responsible for drafting annual budgets and planning group activities, trips, contract signing with collaborating stores, and year-end banquet activities. In 2022, we organized bowling tournaments, overseas travel subsidies, and year-end banquet activities. Employee welfare committee expenditures in 2022 amounted to NT\$13,499,992. In terms of retirement benefits, we have formulated employee retirement plans that adhere to the Labor Standards Act. We also make monthly deposits of pension reserve funds into a designated account following the Regulations for the Allocation and Management of the Workers' Retirement Reserve Funds.



4.3.3 Care for Employees

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

Unpaid Parental Leave

Article 16 of the Act of Gender Equality in Employment stipulates that, after being in service for six months, employees may apply for parental leave without pay before any of their children reach the age of three years old. The period of this leave is until their children reach the age of three years old but may not exceed two years. When employees are raising over two children at the same time, the period of their parental leave shall be computed aggregately and the maximum period shall be limited to two years received by the youngest child. Each application for parental leave without pay should in principle be no less than six months and no more than two years. Colleagues who require parental leave without pay for less than six months can apply for short-term (more than 30 days) parental leave without pay; the number of applications is limited to two. Additionally, Article 3 of the Regulations for Implementing Unpaid Parental Leave for Raising Children stipulate that, during the period of unpaid parental leave for raising child(en), an employee on leave may consult and negotiate with his (or her) employer to move forward or postpone his (or her) date of reinstatement. Written applications for parental leave without pay should be submitted ten days in advance.

Parental Leave Statistics for the Past Three Years

Item	2020	2021	2022
Number of paternity leave applicants	10	9	7
Number of maternity leave applicants	7	16	5
Number of employees on unpaid parental leave	9	5	3
Rate of returning from parental leave (Reinstatement rate)	100%	75%	100%
Rate of retention following unpaid parental leave (Retention rate)	71%	67%	100%

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



Maternity Health in the Workplace Lectures

Around 50% of Grape King Bio colleagues are female, and around 76% of female employees are of childbearing age. Managers and employees can proactively report their pregnancies to the health management center, and occupational health nurses provide full-range prepartum and postpartum care as well as carry out various procedures relating to hazard identification and evaluation, suitable work arrangements, management by risk levels, and continued follow-up according to the Regulations for Maternal Health Protection of Female Workers to ensure the physical and mental health of our female employees throughout their childbearing, pregnancy, childbirth, and breastfeeding stages to achieve a balance between protection of maternal health and employment equality. Our factory nurses also conduct pregnancy care interviews and health education related to breastfeeding in the workplace to create a maternity friendly workplace environment and enhance the physical and mental health of our employees of childbearing age. A well-equipped lactation room has been established at each factory and employees have expressed 100% satisfaction with these lactation rooms.

Occupational Violence Handling Team

Our general manager approved the "Procedures for Handling Unlawful Infringements in the Workplace" and established an "occupational violence handling team" to demonstrate our zero tolerance for violence in the workplace. To effectively prevent and handle occupational violence, we have formulated appropriate plans and adopted necessary health and safety measures. We have established an "occupational violence handling team" which ensures that all employees can be free from physical and mental abuse when conducting their job duties.

The "occupational violence handling team" is mainly composed of HR representatives, labor safety representatives, nurse representatives, labor representatives, and on-site doctors. Changes in team personnel must be approved by our general manager. We require all team members to be objective, fair, and impartial when reporting grievances; provide full confidentiality to protect the interests and privacy rights of the victims and informants; and execute relevant procedures in a positive and proactive manner. In 2022, we hosted 3 lectures presented as stand-up comedy routines rather than traditional speeches. The lectures were designed and organized for our colleagues at our Taipei Operations Center and Pingzhen Headquarters.



Assessment and Management of Human Rights Risks

Grape King Bio established due diligence procedures for human rights issues in accordance with the spirit of the Responsible Business Alliance (RBA) Code of Conduct. Starting in 2022, we began conducting internal assessments of human rights issues, risk mitigation processes, as well as monitoring and improvement processes.

Due diligence procedures for human rights issues



Assessment and Mitigation Measures of Human Rights Risks

Grape King Bio has established the following human rights risk assessment and mitigation measures. Violations of these measures and related impacts are handled in accordance with our internal regulations and the "Grape King Bio Code of Ethical Conduct." Violators are required to implement improvements or receive punishments or warnings in accordance with our corporate procedures and regulations. Corresponding compensation (including but not limited to visits, consulting services, compensation fees, or corrective actions) is provided to those whose rights and interests have been damaged.

Value Chain	Type	Issues of Concern	Identify Risk Sources	Risk Management and Mitigation Measures	Audit/Supervision Frequency
Upstream	A. Suppliers	1. Friendly and safe work environments	1. Work injuries 2. Occupational health and safety	Incorporated "employee health and safety" indicators in supplier sustainability evaluations	Regularly conduct evaluations based on supplier levels
		2. Prohibit use of forced labor	Excessive working hours	1.Random inspections of supplier schedules, overtime, and vacations 2.Suppliers are required to comply with the "Grape King Bio Supplier Code of Conduct" 3.Labor Standards Act disseminations	Initiate surveys for new business opportunities
		3. Prohibition of child labor	Unlawful employment	Review whether illegal Child Labor are being used	
		4. Eliminate illegal discrimination and ensure equality in work opportunities	Unfair treatment during recruitment and promotion processes	Suppliers are required to comply with the "Grape King Bio Supplier Code of Conduct"	
		5. Establish multiple communication channels and report mechanisms	Reporting channels have not been established	Promote Grape King Bio and supplier internal response channels	Routine
	B. Contractors	1. Friendly and safe work environments	1.Work injuries 2.Occupational health and safety	1.Require our vendors to conduct autonomous inspections of work environments 2.Implement on-the-job occupational health and safety training	1. Regular inspections before daily operations 2. Initiate surveys for new business opportunities
		2. We strive to eliminate violence, harassment, and intimidation in the workplace, and treat our employees with dignity	1.Workplace violence 2.Sexual harassment	Contractors are required to attend Grape King Bio's occupational violence prevention team's lectures and promotional activities	Invite attendance according to lecture schedules
		3. Establish multiple communication channels and report mechanisms	Reporting channels have not been established	Provide training in safety standards	Annually
Midstream	C. Employees (including employees from M&As and joint ventures)	1. Friendly and safe work environments where employees are treated with dignity	1.Work injuries 2.Occupational health and safety	1.Regular autonomous inspections by responsible units 2.Regular random inspections of workplace environments in each region	1. Once a month 2. Irregular monthly inspections
		2. We prohibit any illegal behaviors associated with discrimination, harassment/sexual harassment, workplace violence, or intimidation; provide grievance reporting mechanisms; and appropriately handle various human rights infringements	1.Workplace violence 2.Stalking and harassment 3.Sexual harassment 4.Discrimination 5.Grievance reporting mechanisms for human rights issues	1.Organize courses for "Prevention of workplace violence, discrimination, and sexual harassment" for new employees 2.Implement "Procedures to Prevent Illegal Infringement of Rights when Performing Duties" 3.Disseminations for prevention of workplace violence, dissemination, and harassment/sexual harassment 4.Formulated Procedures to Prevent Illegal Infringement of Rights when Performing Duties 5.Established stakeholder communication section on our corporate website	1. Routine 2.-5. Once a year
		3. Prohibit use of forced labor	Excessive working hours	1.Prevent illegal work schedules and reduce excess working hours by establishing attendance settings on our human resources system 2.Regular inspections of schedules, overtime, and vacations for each department	1. At least twice a year 2.Routine
		4. Prohibition of human trafficking and use of child laborers	1.Involvement in human trafficking 2.Unlawful employment	1.Routine disseminations through internal websites 2.Review employee insurance details (year/month/day of birth)	Routine
		5. Implement diversified employment procedures to ensure equality in work opportunities	1.Unfair treatment during recruitment and promotion processes 2.Equal compensation	1.Routine disseminations through internal websites 2.Prioritize employment of indigenous people, new immigrants, and people with disabilities to ensure equality in work conditions	Routine
		6. Enhance employee physical and mental health, and help employees maintain a work-life balance	Employees with poor health	1.Promote our "Health Management Plan" 2.Provide health education 3.Promote "Procedures to Prevent Diseases Caused by Abnormal Workloads" 4.Promote "Procedures for Protection of Maternal Health" 5.Established "Health Management Center"	Quarterly
		7. Provide diverse communication channels and protect freedoms of association to ensure employee interests	1.Lack of diverse communication channels 2.Presence or lack of freedom of association	1.Periodic labor-management meetings 2.Information on our feedback and communications channels are detailed in our work rules 3.Established stakeholder communication section on our corporate website 4.Established procedures for forming employee associations	1. Convened every year 2.-4. Routine
		8. Prohibit discrimination and harassment of indigenous people, foreign workers, people with disabilities, and seniors	1.Lack of equality in recruitment and promotion processes 2.Presence or lack of diverse communication channels	1.No differential treatment or work conditions due to race, nationality, age, or disabilities 2.Routine disseminations through internal websites 3.Established stakeholder communication section on our corporate website	Routine
		9. Promote employment of people with disabilities or indigenous people	Refusal to employ specific personnel	1.No differential treatment or work conditions due to race, nationality, age, or disabilities 2.Work with external agencies to provide job opportunities for people with physical or mental disabilities 3.Employ adequate numbers of people with disabilities and indigenous people in accordance with law	1.-2. Routine 3. Once a month
Downstream	E. Corporate clients and individual consumers	Prohibit any illegal behaviors associated with discrimination, sexual harassment, workplace violence, or intimidation; provide grievance reporting mechanisms; and appropriately handle various human rights infringements	1.Workplace violence 2.Sexual harassment 3.Discrimination 4.Grievance reporting mechanisms for human rights issues	Client accounts and individual consumer accounts are not restricted based on demographic factors such as age or socioeconomic status	Routine
	F. Common items		1.Information security 2.Protection of personal information 3.Leakage of personal information 4.Client privacy rights	1.Implement ISO/IEC 27001 2.Regularly convene Information and Personal Information Security Committee meetings 3.Promote internal and external audit procedures for information security 4.Supplier SCMS platform management 5.Incorporate confidentiality obligations in supplier contracts	Continue to obtain certifications each year Conduct 1 internal audit and 1 external audit each year Aim to achieve zero data leakage incidents

Reduction of Workplace Human Rights Risks

Grape King Bio conducts risk prevention identification and assessment procedures on employees in every department once every three years. Any routine grievances received are investigated fairly, and the rights and privacy of both the victim and the informant are kept fully confidential. Substantiated grievances are penalized appropriately based on proportionality and seriousness to prevent our employees from suffering unlawful physical or mental infringements. We also plan to disseminate policy to managers of all levels to ensure full protection of human rights in the workplace. In 2022, we designed and organized exclusive classes to meet the needs of our colleagues at our Taipei Operations Center and Longtan Factory, and hosted lectures related to friendly workplaces, completing a total of 96 hours of training.

Responses to human rights incidents in 2022

In 2022, our human rights due diligence process uncovered an incident at the employee level which violated our prohibition of forced labor. The investigation process and compensation measures was as follows:

Type	Employees
Issues of Concern	Prohibition of forced labor
Identify Risk Sources	Excessive working hours
Risk Management and Mitigation Measures	<ol style="list-style-type: none"> 1. Prevent illegal work schedules and reduce excess working hours by establishing attendance settings on our human resources system 2. Regular inspections of schedules, overtime, and vacations for each department to confirm compliance with labor inspections and ensure that our work hours, shift rotations, and overtime payments adhere with regulations
Description of Violation	<ol style="list-style-type: none"> 1. Did not provide salary payments for rest days in accordance with regulations 2. Extended working hours surpassed the limits set by law 3. Did not schedule a mandatory rest day every seven days
Compensation Measures	<ul style="list-style-type: none"> • Compensation measures <ol style="list-style-type: none"> 1. Hired foreign employees to share current increases in workloads and shift scheduling needs 2. Hire short-term temp personnel to take on temporary tasks and retained outstanding personnel for full-time positions to enhance work efficiency 3. Utilized new human resources system to provide management reminders • Prevention mechanisms <ol style="list-style-type: none"> 1. Starting in 2023, we began utilizing the management mechanisms on our new human resources systems and generated analysis reports that provided reminders for shift scheduling as a prevention measure 2. Further increased personnel quotas and developed more recruitment channels to drive local employment markets and fill capacity needs

Prohibition of Sexual Harassment in the Workplace

We have established clear measures and regulations for the prevention of sexual harassment which are permanently displayed on our notice boards. Our employees can report sexual harassment incidents through our grievance mailbox. To date, we have received no grievance reports relating to sexual harassment, and will continue to prevent such incidents from happening. Zero harassment incidents in the workplace occurred over the past three years.



4.3.4 Health Management

At Grape King Bio, we hold "Technology, Health, and Hope" as our core value and we adopted "Live Healthy, Think Grape King" as our corporate mission. We regard the health of our colleagues as the most important cornerstone

of sustainable operations. We emphasize health management and health promotion in our colleagues, and organize free annual health checks for all employees which include screenings for four types of cancers, ultrasounds, and electrocardiograms. We integrate the results of employee health needs assessment surveys with the results of their health checks and organize one-on-one consultations with doctors to establish comprehensive health service plans as part of our plan to build friendly workplace environments and friendly exercise environments, continue to incorporate healthy living and autonomous health management, build a sustainable and healthy corporate culture, and fulfill our corporate social responsibilities. Our health management and health promotion goals include:

I. Short-term goals

1. Enhance physical fitness and health awareness of employees, employee family members, contractors, and community members
2. Continue to strengthen health management, health promotion, and friendly workplace environments
3. Formed health promotion implementation team to execute health promotion tasks
4. Work with local health care organizations to promote various health promotion tasks
5. Optimized emergency epidemic prevention measures and digital reporting processes in response to the COVID-19 pandemic

II. Mid- and long-term goals

1. Become a benchmark of healthy workplaces for SMEs in Taiwan
2. Become a model happy enterprise
3. Establish an elder-friendly workplace environment in response to our aging society
4. Establish a maternity-friendly workplace environment in response to decreasing birth rates
5. Create a work-life-balanced workplace which allows employees to balance family life, physical health, and mental health

In 2022, we invested NT\$1,995,094 in employee health management and health promotion, hosting a total of 47 health promotional activities for 3,118 attendees, which garnered average overall satisfaction rates that exceeded 90%. We implemented a variety of epidemic prevention measures in response to the coronavirus pandemic to ensure that all our employees could work in healthy and safe environments. Relevant health management implementation plans include:

I. Individual Health Resources

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

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

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

II. Environment for Physiological Health

1. We have obtained certification for our occupational health and safety system and have formulated relevant health management plans, including the Procedures to Prevent and Manage Human-Induced Hazards, Regulations for Maternal Health Protection of Female Workers, Procedures to Prevent Diseases Caused by Abnormal Workloads, Procedures to Prevent Illegal Infringement of Rights when Performing Duties, and Safety and Sanitation Operational Procedures for Middle-Aged and Aged Workers. We continue to review and improve these regulations which facilitate comprehensive protection of employee health, and regularly report our progress to the Occupational Health and Safety Committee.
2. Our factory doctors, factory nurses, and occupational safety personnel conduct on-site inspections of high-risk personnel and units to perform hazard assessments and carry out preventive actions, provide training, or offer suggestions for improvement.
3. We evaluate and implement various health protection measures and appropriate work placements for pregnant and disabled colleagues.
4. We have set up clinics at all our factories, which staffed with factory nurses who provide first-aid for emergency injuries, health consultations, and various health promotion activities. Professional specialists also provide on-site services. We provide a variety of on-site health services such as health lectures, health education promotions, and employee health consultations.

III. Promotion of Mental Health

1. Our HR department established a variety of grievance channels, including a mailbox for reporting grievances, a mailbox for reporting sexual harassment, a labor rights section, an email address, and a hotline. Our health management center uses annual "Emotion Thermometer" surveys to screen out high-risk candidates. The health management centers then help to arrange one-on-one doctor interviews and evaluations for these candidates. Where necessary, these cases are transferred to psychiatrists or counselors, and are documented for follow-up. In 2022, we conducted re-evaluations on 22 high-risk individuals and excluded them from the suicide risk list. We arranged interviews with occupational doctors for 10 people and continue to conduct irregular follow-ups.
2. **Prevention of Unlawful Infringement During Implementation of Work Duties Program:** To protect all employees from developing physical and mental diseases stemming from unlawful physical and mental infringements when performing their work duties. We created "care cards," established a "reporting section," and constantly update announcements and promotions based on changes to the Stalking and Harassment Prevention Act. Implementation methods:
 - (1) Reports can be made by scanning the QR code on our cards.
 - (2) The "Mood Thermometer APP" on our cards help to classify emotional distress levels.
 - (3) The "mood quotations" on our cards help all employees change their perspective and relieve stress.
 - (4) Organized promotions through online quizzes to help our employees better understand our internal reporting mechanisms and to prevent unlawful infringements. A total of 196 people participated in this event and achieved an average score of 78.57%.

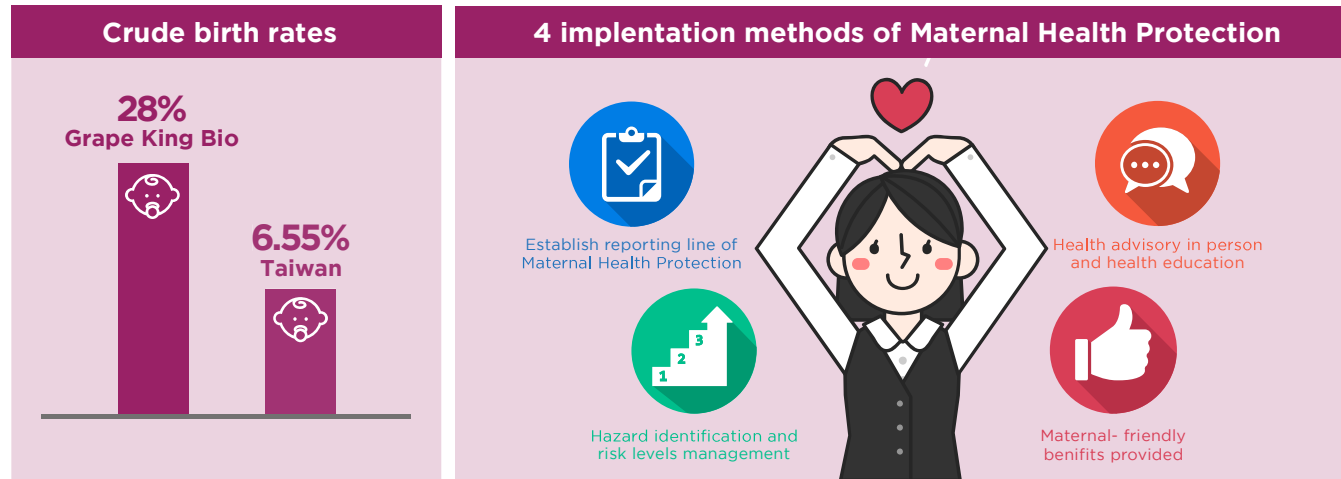
CPR+AED education and training

To enhance first-aid knowledge and skills in our new and existing employees, we obtained AED certification. In 2022, we organized 6 training sessions for 294 attendants and achieved a satisfaction rate of 91.8%. In 2022, we extended AED certification for our Pingzhen, Zhongli, and Longtan factories.



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

Around 50% of Grape King Bio colleagues are female; around 76% of female employees are of childbearing age and 24% of female employees are middle-aged. We have established various reporting mechanisms for maternal health issues as well as organized one-on-one individual health care and maternal health interviews with occupational doctors. We classify individuals into different health levels for management based on assessment results. We provide non-periodic health care and health education information (including pre-marital health checks, nutritional and precautionary information for the first to third trimesters and during pregnancy, as well as post-pregnancy and breastfeeding health education information) during maternal health protection periods to enhance maternal health awareness. Since 2016, we have provided maternal health services to 63 people and achieved satisfaction rates exceeding 90%. Our implementations include the following:



I. Provide heartwarming and comfortable maternity-friendly environments for breastfeeding mothers

- Heartwarming items: Provided breast milk storage bags and baskets to hold feeding bottles to increase convenience of breastfeeding mothers, achieving satisfaction rates exceeding 90%.
- Pregnant colleagues can apply for maternal health care parking spots (for scooters or cars); this measure achieved a satisfaction rate of 91.6%.
- Created a maternity friendly toilet environment with sitting toilets and handrails to increase the safety and comfort of our pregnant colleagues.

II. Digital online reporting system as well as exclusive pregnancy gifts and greeting cards from our chairman

We provided generous childbirth bonuses and signed contracts with neighboring kindergartens to provide childcare benefits including discounts on registration and childcare fees. The voluntary report rate on our digital online reporting system for pregnancies within 3 months reached 100% and we provide exclusive pregnancy gifts and greeting cards personally signed by our chairman. Since establishing this measure, we have supplied 34 gifts (30 gifts to mothers and 4 gifts to fathers), achieving an overall satisfaction rate of 100%.

III. Received Accredited Healthy Workplace Maternity Health Award from the Ministry of Health and Welfare Health Promotion Administration in 2022

2022 Grape King Bio

Health and Slimming Challenge

Eight of the top ten leading causes of death in Taiwan for 2021 were associated with obesity, including cancer, heart disease, cerebrovascular disease, diabetes, chronic lower respiratory diseases, chronic liver disease, cirrhosis, and chronic kidney disease. Obesity can also lead to other chronic diseases such as osteoarthritis, metabolic syndrome, dyslipidemia, and hypertension. Health check results for 2021 revealed that the BMI abnormality rate at the Company rose by 53% and therefore we continue to optimize "healthy diet management," "exercise management," and "cultivation of healthy habits." We advocate an active lifestyle, discourage sedentary behaviors, and encourage all colleagues to implement healthy weight management plans based on their individual physical conditions. In 2022, a total of 138 people signed up to participate in this program and achieved a total weight reduction of 308.5 kg, a total fat rate reduction of 167.2%, and received total bonuses of NT\$68,000.

Grape King Bio employee care expenditures in 2022			
On-site doctors	183,000	Total	1,995,094
Fitness classes	95,800		
Health checks and vaccines	606,250		
Lectures and courses	8,305		
Medical supplies	14,007		
Other (activities and miscellaneous expenses)	1,087,732		

4.4 Occupational Safety

Industrial Safety
Department Manager
**Chun-Cheng
Chien**



“

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

”

Management Approach	Key issue—Occupational health and safety	
Policies	At Grape King Bio, we hold “Technology, Health, and Hope” as our core value and we adopted “Live Healthy, Think Grape King” as our corporate mission. We provide a safe and healthy work environment for our colleagues, adhere to our duties under health and safety policies, reduce hazard risks, encourage all employees to participate in commitments related friendly work environments, and extend our community to our contractors and suppliers. Our goal is to facilitate mutual benefits for all and realize sustainable operations with safe, friendly, and healthy workplace environments.	
Commitments	We commit ourselves to providing employees with a safe and healthy workplace and continue to promote a sustainable company culture that upholds occupational safety and health.	
Targets	Short-term	<ul style="list-style-type: none"> • Obtain Grape King Bio Occupational Health and Safety Family Excellence Award • Obtain recognitions of occupational health and safety performance • Promote healthy physical fitness and activities for employees, family members, and the community • Continue to optimize our occupational health and safety management system
	Mid-term	<ul style="list-style-type: none"> • Lower disabling injury frequency rate (Frequency Rate, FR) to 50% than that of peers • Promote and participate in the selection of excellent occupational safety and health units • Promote and participate in healthy workplace awards
	Long-term	<ul style="list-style-type: none"> • Set an example of a happy enterprise and become a benchmark for healthy workplaces for SMEs in Taiwan • Advance and participate in the Occupational Safety Five-Star Awards: Company Benchmark Award and Occupational Health Special Award • Create a work-life-balanced workplace which allows employees to balance family life, physical health, and mental health • Incur no work-related accidents throughout the year (0 occupational disasters)
Responsibilities	Internal responsible unit: Factory nurses and industrial safety units	
Resources	ISO/CNS 45001 and TOSHMS Occupational Health and Safety System certifications	
Specific performance	<ul style="list-style-type: none"> ✓ Pingzhen Factory, Zhongli Factory, and Longtan Branch received the AED workplace certification from the Taoyuan City Department of Health in 2022 ✓ Received Accredited Healthy Workplace Maternity Health Award from the Ministry of Health and Welfare Health Promotion Administration in 2022 ✓ Received Gold Pandemic Prevention Award from Taiwan Immunization Vision and Strategy in 2022 ✓ Received Occupational Health and Safety Contribution Award from the Taoyuan City Government ✓ Our Longtan Factory obtained ISO/TOSHMS45001 Occupational Health and Safety certification ✓ Maintained eight consecutive years (2014-2022) without major disasters ✓ Our Pingzhen Factory participated in the zero hazard working hours challenge and achieved 830,000 hours of zero hazard working hours ✓ Received NT\$140,700 subsidy to redesign jobs for middle-aged and aged people 	



4.4.1 Safe and Hygienic Work Environments

The Grape King Bio Occupational Safety Committee convenes once every quarter, and the meeting is chaired by our chairman. We hold “contribute and build a better future for society” as one of our business values, and have obtained certification for our ISO/CNS45001 Occupational Health and Safety System to provide our employees with safe, hygienic, healthy, and well-equipped work environments and systems. Additionally, we hope our emphasis on education, training, and knowledge dissemination can help all our employees understand the importance of preventing hazards such as environmental pollution, unhealthy events, or injuries.

We incurred no major occupational hazards from 2014 to 2022. Comparisons with the Ministry of Labor’s average industrial frequency-severity indicator indexes for 2018-2020 show that our prevention measures for occupational hazards surpass that of our peers. We will continue to implement safety risk assessments, inspections of operational environments, operational safety management, and education and training to build healthy and safe work environments.



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

To bring together all Grape King Bio associates (including contractors and suppliers), we promote occupational health and safety and strive to achieve mutual benefits for all. Grape King Bio worked with Taoyuan City Government to establish the “Grape King Bio Health and Safety Family” in hopes of enhancing hazard identification and autonomous management capabilities in SMEs through guidance for small companies from large companies. Members share health and safety information, support each other when responding to disasters, and work together to enhance health and safety matters to effectively reduce occurrence of occupational disasters.

Item/Year	Gender	2021	2022
Disabling injury frequency rate (Frequency Rate, FR): Number of disabling injuries for every million work hours = Cases resulting in lost work hours (only calculated if the number of lost hours exceeded 8 hours) x 1,000,000 / Total work hours	Male	1.16	3.02
	Female	0	0
	Total	1.16	3.02
Disabling injury severity rate (Severity Rate, SR): Number of workdays lost to disabling injuries for every million work hours = Lost workdays x 1,000,000 / Total work hours	Male	5.25	13
	Female	0	0
	Total	5.25	13
Lost time incident rate (LTIR): = Cases resulting in lost work hours x 200,000 / Total work hours	Male	0.23	0.6
	Female	0	0
	Total	0.23	0.6
Occupational injury rate = Number of recorded occupational injury cases (including occupational disease cases) x 200,000 / Total work hours	Male	0.23	0.6
	Female	0	0
	Total	0.23	0.6
Absence rate = Total days absent / Total workdays x 100%	Male	0.004%	0.01%
	Female	0	0
	Total	0.004%	0.004%

Statistics on work-related injuries in 2022

All factories	Occupational disasters		Lost workdays	Total number of work-related injuries	Total absence days	Absence rate	Lost work rate
	Number of injured personnel	Number of deaths					
Female	0	0	0	0	0	0	0
Male	3	0	13	3	13	2.6	2.6
Total	3	0	13	3	13	2.6	2.6

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

Grape King Bio incurred a total of 3 work-related accidents in 2022, including crush injuries, splash injuries, and cuts. Injured colleagues took leave ranging from 1 to 10 days for these work-related injuries, but all returned from leave in good condition and went back to their original jobs. Faced with risks of workplace injuries, Grape King Bio provides all colleagues with the most rigorous and safe environments to prevent similar accidents from reoccurring.

Comparison of Disabling Injury Severity Rates with Industry Peers

Food and feed manufacturing industry	Beverage manufacturing industry	Pharmaceutical and medical chemicals manufacturing industry	Grape King Bio
89	121	124	13

Disabling injury severity rate = (Total days lost to injury x 106) / Total work hours
 Source: Ministry of Labor’s average industrial frequency-severity indicator indexes for 2019-2021



1.Risk assessments: Please refer to section 4.4.2

2.Inspections of operational environments:

We identified current operational environments in factories, formulated sampling strategies, and communicated inspection results to workers and other relevant parties so they could understand the hazards and risks they were exposed to. In 2019, we established an identification map of hazardous equipment for our Biotech Research Institute and continue to improve and optimize our employee work environments.

3.Operational safety management:

(1)Avoid use of forced labor

Grape King Bio strictly complies with local labor laws, international regulations, and the Grape King Bio Human Rights Policy. We do not force or coerce unwilling personnel to perform labor or services. All of these regulations are clearly stipulated in our work rules. Employees must consent to overtime requests, and overtime payments or compensatory time are subsequently provided. We conduct monthly reviews of working hours for all departments, and have established employee suggestion boxes, grievance hotlines, and other grievance communications channels to enable immediate reporting of issues and immediate communication to prevent forced labor conditions.

(2)Optimize promotion, training, and usage of protective gear

We installed a display case containing protective gear for health and safety measures near our guardhouse. The displayed gear and accompanying descriptions help our employees and contractors better understand how to use the gear, and ensures that the gear is within easy reach during emergencies.



(3)Joint industrial safety inspections

Our factory doctors, factory nurses, and occupational safety personnel conduct on-site inspections of high-risk personnel and units to perform hazard assessments and carry out preventive actions, provide training, or offer suggestions for improvement. Our industrial safety department conducts voluntary inspections, periodically convenes employees from relevant units to participate in observations of on-site occupational health and safety activities, and discusses hidden dangers that should be tracked and improved.



(4)Electrical safety management

We have procured visual IR thermometers following the standard procedures for infrared imaging inspections. Dedicated personnel conduct periodic patrols, record-keeping, and follow-up of electrical equipment to ensure electrical safety within factory areas.

Temperature (°C)	Remarks
70-85	Temperatures deemed to be at dangerous levels that require checking. If no abnormalities are found, another check should be performed within 7 days.
85-100	Rectifications should be completed within 15 days, and checks should be conducted every 3 days before rectifications are complete. If rectifications are not completed within the given time period, this is considered a significant safety breach.
100-120	Rectifications should be completed within 3 days, and checks should be conducted every day before rectifications are complete. If rectifications are not completed within the given time period, this is considered a major safety breach.
>120	Rectifications should be completed on the same day. If rectifications are not completed within the given time period, this is considered an extreme safety breach.

(5)Health management

Personnel who come into contact with noise, chemicals, products, special operational procedures, or foods are required to undergo special physical examinations. We have established dedicated nursing personnel at our factories to handle emergency injuries, exceeding requirements set out by law, and we have also established factory clinics, health management centers, and emergency equipment such as AEDs. Additionally, we conducted periodic emergency training to establish an initial batch of emergency personnel who can be on hand to handle accident and injury events within our factories.



4.Occupational safety training

Grape King Bio conducts periodic follow-ups and on-the-job occupational health and safety training to ensure that all operators, operational managers, and contractors complete their required on-job training hours. We also actively participate in external occupational health and safety training. In addition to organizing a variety of occupational health and safety training courses and emergency responses drills, we also conducted 90 hours of training on ISO 14001 and OHSAS 18001 standards using comprehensively designed training courses to ensure full implementation of relevant occupational health and safety procedures by our employees. In 2022, a total of 378 people participated in Grape King Bio's occupational health and safety training, which encompassed 39 course types and a total of 1,856 hours.



Industrial safety of Grape King Bio drivers

Grape King Bio drivers are full-time employees who adhere to reasonable working hours (08:00-17:00) and do not work excess hours. Vehicle inspections are conducted before departure to ensure that they are in good condition, and we also implement regular maintenance to ensure that vehicles operate normally.

Themed activities: Occupational health and safety week activities



4.4.2 Evaluation of Occupational Safety Risks

I. Environment and safety assessments

Grape King Bio hopes to achieve control of related risks through execution of multiple projects and improvement plans. Starting in 2017, we established an occupational health and safety system under our ISO/CNS 45001:2018 framework, which is operated using a Plan, Do (support and operation), Check (performance evaluation), and Action (improvements) cycle. We track our occupational health and safety environment statuses every year through our EHS risk and opportunity management procedures. All relevant departments propose management systems and scenario analyses based on the conditions they face, helping us to understand whether workplace environments contain potential hazards that could cause occupational injuries or diseases in our personnel, or cause damage, discomfort, or fear in nearby residents, following which we design contingency projects for the top 25% of identified high-risk items.

We set management goals for high-risk environmental and occupational health and safety factors identified from these assessments. In 2022, we implemented 13 management projects and invested an estimated NT\$900,000 to reduce possible EHS risks year by year. We also implemented specific projects for material environmental issues as well as occupational health and safety management risks.

In 2022, we analyzed systematic EHS issues in our operations and identified 27 risks. We further analyzed and proposed response measures for major issues such as improvements of noise control, strengthening of contractor management, prevention of water pollution, improvements of operational safety, traffic safety, and strengthening of emergency response mechanisms.



II. Sanitation and health assessments

Procedures to Prevent Diseases Caused by Abnormal Workloads

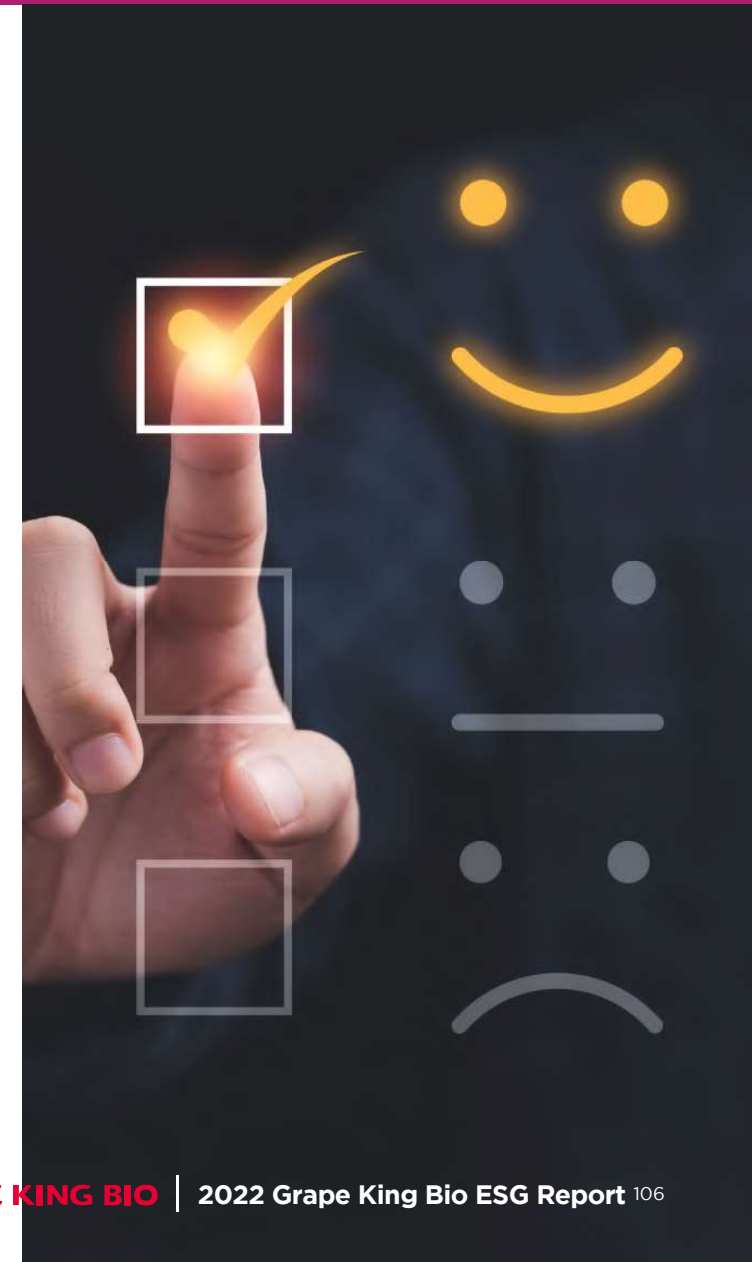
1. Analyzed employee health check information (including questionnaires) and working hours
2. Identified and assessed high-risk groups
3. Provided monthly doctor interviews and health guidance
4. Adjusted or shortened working hours and adjusted work duties
5. General and special health checks
6. Health management and health promotion
7. Performance assessment
8. Improved other health and safety matters

Assessment and management of human-induced hazards

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

Procedures to Prevent and Manage Human-Induced Hazards (Assessment process for human-induced hazards)

1. Distribute questionnaires
2. Collect questionnaires and conduct statistical analyses
3. Identify medium to high risk hazards
4. Organize on-site operational observations
5. Occupational doctors provide on-site services, inspections, and interviews
6. Assess and identify human-induced hazards using our checklists
7. Propose appropriate improvement measures and suggestions based on assessment results
8. Implement improvement measures and assess performance
9. Organize training courses and disseminations



4.5 Employee Communication

4.5.1 Multiple Communication Channels

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

1. Announce and explain to employees all benefit measures and retirement systems
2. Announce and explain our behavioral and ethical codes of conduct to employees
3. Announce and explain our complaint and reporting procedures to employees as well

as test all employees on their understanding of our complaint and reporting procedures to ensure that they understand their rights and our corporate policies related to complaints and reports

1. Grievance mechanisms

We support an open, transparent, ethical, and moral culture; encourage internal and external personnel to report any violations of law or our corporate policies through our reporting channels; and allow anonymous grievance mechanisms. We have established the “Ethical Corporate Management Best Practice Principles” and “Procedures of Whistle-blowing and Complaints ” to provide clear stipulations of our reporting system and details of specific reporting channels, incentive systems, and responsible units. Tests are incorporated in our annual promotional activities for active dissemination of related communication channels and to ensure that our employees understand their rights. Our reporting channels include the following:

1. Grievance channels:

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

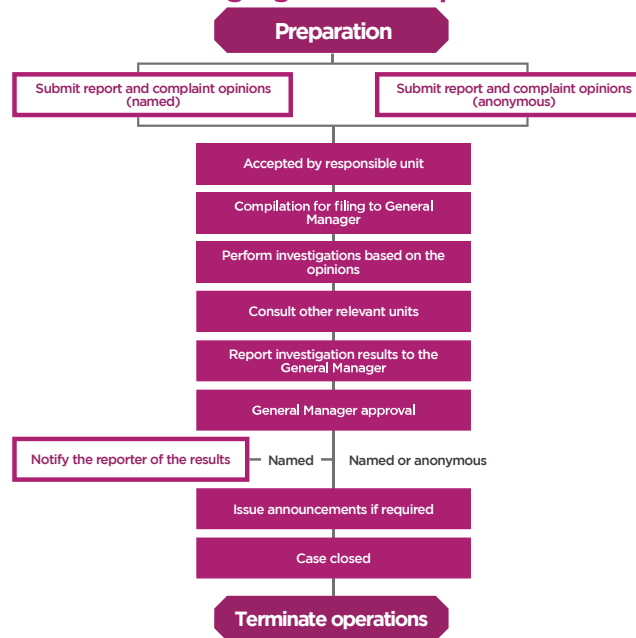
2. Incentive systems:

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

3. Responsible units:

- (1) Suggestions provided through our internal suggestion box:
 - (a) Suggestions from our reporting mailbox are compiled and handled by our audit office.
 - (b) Suggestions from our grievance mailbox are compiled and handled by our HR department.
- (2) Suggestions provided by mail or through our website: Compiled and handled by designated personnel. All reports and complaints are compiled and submitted to the general manager; cases can only be closed following approval by the general manager. One grievance was reported in 2022.

Grievance handling regulations and procedures



2. Strict prohibition of sexual harassment in the workplace

We have established clear measures and regulations for the prevention of sexual harassment which are permanently displayed on our notice boards. Our employees can report sexual harassment incidents through our grievance mailbox. To date, we have received no grievance reports relating to sexual harassment. We will continue our efforts to prevent such incidents from happening.

3. Periodic labor-management meetings

In 2022, we invited labor-management representatives to conduct a total of 6 labor-management meetings encompassing 100% of all employees. A total of 27 proposals relating to Company operations and human resources matters were discussed, and relevant departments were asked to provide further explanation. Follow-up reports of these proposals were presented at the next labor-management meeting. In 2022, discussions and negotiations were carried out on proposals relating to recruitment numbers for each department, job transfer exams, rotation mechanisms for typhoon days, and so on. Grape King Bio respects and supports Employees’ freedom of association and other citizens’ rights. We also protect our employees’ right to collective bargaining so we can jointly build friendly workplace environments.

4. Non-periodic interviews

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

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

5. Internal publications

Grape King Bio's internal publication, "GK Life," is a biannual publication that contains themed reports, encouraging words to employees from chairman, information on future company policies and prospects, and the latest information on products. As of 2022, we have published 8 online issues, and we continue to use this publication to help our colleagues better understand ESG concepts and our corporate sustainability actions.



4.5.2 Employee Satisfaction

In the third quarter of each year, Grape King Bio distributes anonymous employee questionnaires to survey satisfaction rates on topics such as career development, remuneration, performance management, and human resources systems. We listen to the opinions of our colleagues and conduct statistical analyses, quantitative reporting, and employee interviews to better understand employee needs and formulate improvement solutions.

In 2022, more than 90% of our employees participated in our employee satisfaction survey and overall satisfaction scores were 72. Satisfaction scores were highest for the "Ethical value" aspect and lowest for the "Promotion, compensation, and social status" aspect. Because of this, we organized an event to recognize outstanding personnel and provided travel subsidies in 2021. We hope to enhance employee emotions and strengthen employee engagement through public recognition of their performance as we continue to build a happy workplace environment.

Results of the employee satisfaction survey			
Year	2020	2021	2022
All	77.3	75.0 ^{*Note}	72.4
Male	77.3	75.4	72.4
Female	77.3	75.1	72.4
Overall participation rate	93.2%	92.3%	91.6%

Note: The satisfaction scores for all employees included survey responses that did not specifically indicate the gender of the respondents.

